

Definitions for Model 1

Doers: They attempt to control or overcome their environment to accomplish their ministry vision or mission. They are more task-oriented than people-oriented. They are catalytic people who love a challenge and are afraid to take risks. Doers make quick decisions and like immediate results. They prefer change and love to challenge the status quo. In their ministry environment they need freedom from control and supervision and desire opportunities for individual accomplishments. They are “up-front” and “out-front” people. A biblical example is Paul.

Influencers: They attempt to persuade people to accomplish the ministry’s vision. They are more people-oriented than task-oriented. They are persuaders and promote their ideas to bring others into alliance with them. Influencers enjoy contact with people and desire to make a favorable impression. They are articulate, motivational, and enthusiastic. They, too, prefer change and will challenge the status quo. In their ministry environment they need freedom from control and detail to function at their maximum ministry effectiveness. Influencers, like doers, are up-front people. A biblical example is Peter.

Relators: They cooperate with others to accomplish their vision. They are more people-oriented than task-oriented and prefer the status quo unless given good reasons to change. They are patient, loyal and good listeners. They are well-liked and pleasant to be around. They minister best in a secure and somewhat safe environment where they receive credit and appreciation for their accomplishments. While they can serve out-front, they prefer remaining behind the scenes. A biblical example is Abraham.

Thinkers: They tend to be diplomatic with people and comply with authority. They shape their ministry environment by promoting high quality and accuracy in accomplishing the ministry’s vision and mission. Thinkers are more task-oriented than people-oriented. They are analytical and critical thinkers who focus on key details and accuracy. In their ministry environment, they desire to work under known circumstances, and prefer the status quo. Like relators, they can minister out-front, particularly as preachers and teachers, but often they prefer to minister behind the scenes, especially in terms of leadership. A biblical example is Moses.