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# Your Signature Themes

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## Randy Ehle

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Many years of research conducted by The Gallup Organization suggest that the most effective people are those who understand their strengths and behaviors. These people are best able to develop strategies to meet and exceed the demands of their daily lives, their careers, and their families.

A review of the knowledge and skills you have acquired can provide a basic sense of your abilities, but an awareness and understanding of your natural talents will provide true insight into the core reasons behind your consistent successes.

Your Signature Themes report presents your five most dominant themes of talent, in the rank order revealed by your responses to StrengthsFinder. Of the 34 themes measured, these are your "top five."

Your Signature Themes are very important in maximizing the talents that lead to your successes. By focusing on your Signature Themes, separately and in combination, you can identify your talents, build them into strengths, and enjoy personal and career success through consistent, near-perfect performance.

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## Strategic

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The Strategic theme enables you to sort through the clutter and find the best route. It is not a skill that can be taught. It is a distinct way of thinking, a special perspective on the world at large. This perspective allows you to see patterns where others simply see complexity. Mindful of these patterns, you play out alternative scenarios, always asking, "What if this happened? Okay, well what if this happened?" This recurring question helps you see around the next corner. There you can evaluate accurately the potential obstacles. Guided by where you see each path leading, you start to make selections. You discard the paths that lead nowhere. You discard the paths that lead straight into resistance. You discard the paths that lead into a fog of confusion. You cull and make selections until you arrive at the chosen path—your strategy. Armed with your strategy, you strike forward. This is your Strategic theme at work: "What if?" Select. Strike.

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## Input

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You are inquisitive. You collect things. You might collect information—words, facts, books, and quotations—or you might collect tangible objects such as butterflies, baseball cards, porcelain dolls, or sepia photographs. Whatever you collect, you collect it because it interests you. And yours is the kind of mind that finds so many things interesting. The world is exciting precisely because of its infinite variety and complexity. If you read a great deal, it is not necessarily to refine your theories but, rather, to add more information to your archives. If you like to travel, it is because each new location offers

novel artifacts and facts. These can be acquired and then stored away. Why are they worth storing? At the time of storing it is often hard to say exactly when or why you might need them, but who knows when they might become useful? With all those possible uses in mind, you really don't feel comfortable throwing anything away. So you keep acquiring and compiling and filing stuff away. It's interesting. It keeps your mind fresh. And perhaps one day some of it will prove valuable.

## Ideation

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You are fascinated by ideas. What is an idea? An idea is a concept, the best explanation of the most events. You are delighted when you discover beneath the complex surface an elegantly simple concept to explain why things are the way they are. An idea is a connection. Yours is the kind of mind that is always looking for connections, and so you are intrigued when seemingly disparate phenomena can be linked by an obscure connection. An idea is a new perspective on familiar challenges. You revel in taking the world we all know and turning it around so we can view it from a strange but strangely enlightening angle. You love all these ideas because they are profound, because they are novel, because they are clarifying, because they are contrary, because they are bizarre. For all these reasons you derive a jolt of energy whenever a new idea occurs to you. Others may label you creative or original or conceptual or even smart. Perhaps you are all of these. Who can be sure? What you are sure of is that ideas are thrilling. And on most days this is enough.

## Intellection

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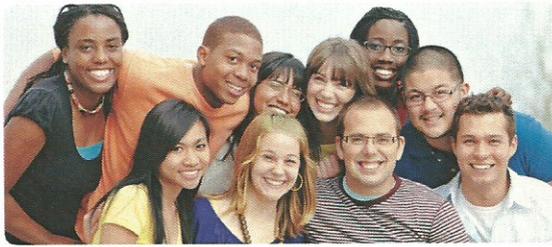
You like to think. You like mental activity. You like exercising the “muscles” of your brain, stretching them in multiple directions. This need for mental activity may be focused; for example, you may be trying to solve a problem or develop an idea or understand another person's feelings. The exact focus will depend on your other strengths. On the other hand, this mental activity may very well lack focus. The theme of Intellection does not dictate what you are thinking about; it simply describes that you like to think. You are the kind of person who enjoys your time alone because it is your time for musing and reflection. You are introspective. In a sense you are your own best companion, as you pose yourself questions and try out answers on yourself to see how they sound. This introspection may lead you to a slight sense of discontent as you compare what you are actually doing with all the thoughts and ideas that your mind conceives. Or this introspection may tend toward more pragmatic matters such as the events of the day or a conversation that you plan to have later. Wherever it leads you, this mental hum is one of the constants of your life.

## Relator

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Relator describes your attitude toward your relationships. In simple terms, the Relator theme pulls you toward people you already know. You do not necessarily shy away from meeting new people—in fact, you may have other themes that cause you to enjoy the thrill of turning strangers into friends—but you do derive a great deal of pleasure and strength from being around your close friends. You are comfortable with intimacy. Once the initial connection has been made, you deliberately encourage a deepening of the relationship. You want to understand their feelings, their goals, their fears, and their dreams; and you want them to understand yours. You know that this kind of closeness implies a certain amount of risk—you might be taken advantage of—but you are willing to accept that risk. For

you a relationship has value only if it is genuine. And the only way to know that is to entrust yourself to the other person. The more you share with each other, the more you risk together. The more you risk together, the more each of you proves your caring is genuine. These are your steps toward real friendship, and you take them willingly.



# MBTI® Profile COLLEGE EDITION

This profile presents your results on the MBTI® assessment and reports which of sixteen different personality types best describes you, based on the responses you gave when taking the assessment. Your personality type is made up of your preferences in four separate categories that together describe how you typically go about noticing and thinking about things and interacting with people and the world. As shown below, each category is composed of two opposite preferences.

## THE FOUR CATEGORIES OF PERSONALITY TYPE

## THE PREFERENCES

Where you focus your attention	<b>E</b> Extraversion	or	<b>I</b> Introversion
The way you take in information	<b>S</b> Sensing	or	<b>N</b> Intuition
The way you make decisions	<b>T</b> Thinking	or	<b>F</b> Feeling
How you deal with the world	<b>J</b> Judging	or	<b>P</b> Perceiving

The four letters denoting your preferences—E or I, S or N, T or F, and J or P—combine to form a code for your personality type. Based on your responses, your personality type code is **INTP**.

# INTP

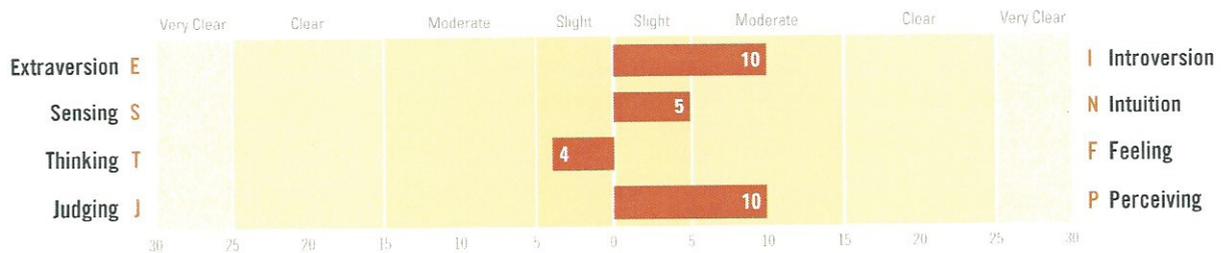
Where you focus your attention	<b>E</b> <b>Extraversion</b> Focusing attention on the outer world of people and things	<b>I</b> <b>Introversion</b> Focusing attention on the inner world of ideas and impressions
The way you take in information	<b>S</b> <b>Sensing</b> Taking in information through the five senses, with a focus on the here and now	<b>N</b> <b>Intuition</b> Taking in information by seeing patterns and the big picture, with a focus on future possibilities
The way you make decisions	<b>T</b> <b>Thinking</b> Making decisions mostly on the basis of logic and objective analysis	<b>F</b> <b>Feeling</b> Making decisions mostly on the basis of values and subjective, people-centered concerns
How you deal with the world	<b>J</b> <b>Judging</b> Taking a planned and organized approach to life, liking to have things settled	<b>P</b> <b>Perceiving</b> Taking a flexible, spontaneous approach to life, liking to keep options open



## MBTI® Profile COLLEGE EDITION

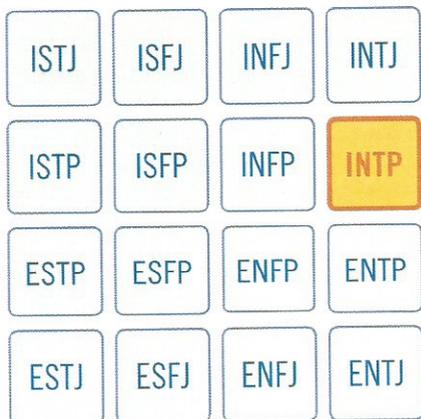
The MBTI assessment not only reports your preferences but also tells how clear you were in selecting each preference over its opposite. This is called the *preference clarity index*, or pci. The graph below depicts your pci results in each of the four categories.

### PCI RESULTS: INTP



Some of the personality characteristics typically associated with INTP are summarized below. Do they seem to fit? Many find that their MBTI results describe them quite well. Others find that changing a letter or two helps them arrive at a type that more accurately describes them. Your counselor can give you more insight into the type described and/or help you find a better match if needed.

### INTP SNAPSHOT



- Logical, analytical, and objectively critical
- Quick, insightful, and ingenious; intensely curious about ideas and theories
- Adept at providing a detached, concise analysis of an idea or a situation
- Apt to approach situations with skepticism and form independent opinions and standards
- Likely to value intelligence and competence
- Flexible and tolerant of a wide range of behaviors
- Usually seen by others as quiet, contained, and independent

Each type, or combination of preferences, tends to be characterized by its own collection of interests, values, and unique strengths. Whatever your preferences, you also behave in ways that may show opposite preferences. For more information on personality type and the impact it can have on important areas of your life, such as learning, careers, and college life, visit [www.cpp.com/ITTseries](http://www.cpp.com/ITTseries) for a list of Introduction to Type® booklets.

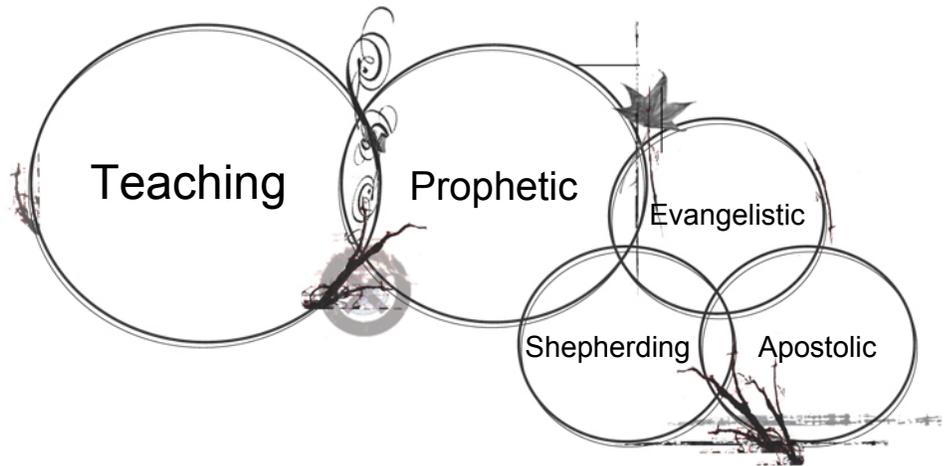


Randy Ehle

TPESA

Teaching: 46  
Prophetic: 31  
Evangelistic: 24  
Shepherding: 17  
Apostolic: 14

THE FORGOTTEN WAYS



## APEST ASSESSMENT INTRODUCTION:

APEST is a ministry assessment emerging from the most comprehensive statement of ministry structure, that of Ephesians 4:7,11-12. Within this passage we find the fivefold ministry of APEST: apostolic, prophetic, evangelist, shepherd and teacher;

*But to each one of us grace has been given as Christ apportioned it... It is he who gave some to be apostles, some to be prophets, some to be evangelists, and some to be shepherds and teachers, to prepare God's people for works of service, so that the body of Christ.*

All five ministries are needed to engender, call forth, and sustain a full ministry in the Jesus movement. In fact, all five ministries in dynamic relation to one another are absolutely essential to vigorous discipleship, healthy churches and growing movements. Ephesians 4:7,11-12 assigns APEST ministries to the entire church, not just leadership. All are to be found somewhere in APEST – a leadership model characterized by a servant-inspired dynamic.



LEADERSHIP VISION CONSULTING

## Primary 1: Teaching 46

### Definition:

The genius of Teaching leadership is their ability to reveal and communicate the wisdom of God. Teaching leadership inspires others to learn and obey the Truth of Christ's teachings and commands. In a leader, he or she is the one who explains and seeks explanation of the truth. The Teacher leader focuses on the integration of truth into the personal and social elements of the community. He or she can be seen as a systematizer, seeking to organize various intellectual and practical parts into a working unity. With this type of understanding, the Teacher leader advances a cause through clear and simple communication. Teaching leadership articulates organization and structure to others for the fulfillment of a cause or task. The Teacher leader impacts the community through understanding. The teacher leader influences others by clarifying the mind and will of God so people gain wisdom and understanding.

**Matthew 7:28-29;** "28. When Jesus had finished saying these things, the crowds were amazed at his teaching, 29. because he taught as one who had authority, and not as their teachers of the law. "

**Ecclesiastes 12:9-11;** "9. Not only was the Teacher wise, but also he imparted knowledge to the people. He pondered and searched out and set in order many proverbs. 10. The Teacher searched to find just the right words, and what he wrote was upright and true. 11. The words of the wise are like goads, their collected sayings like firmly embedded nails—given by one Shepherd. "

### Characteristics

- Effective communicator of Truth
- Philosopher, imparter of ideas and principles
- Systematizer for solutions, process and integration
- Encourages exploration in thinking toward solutions
- Have a curiosity to know more and to explain this knowledge
- Willing to take the time for people to understand for themselves
- Others led to a deeper understanding and ownership
- Translator of great complexities into simple teachings
- Guides others with wisdom and understanding
- Core issue is understanding
- Strong desire for people to understand teachings and wisdom of
- Discerns audience's ability to comprehend, starts there

### Impact: Understanding, *the one who explains.*

- You have a keen understanding of what God is communicating to His people; ask to be involved in areas of teaching, small group facilitation or writing curriculum. Your expanded understanding of common lessons and beliefs will provide meaningful application for others.
- Discover your best method for teaching, a method that is your best form of communication: classroom, presentations, telling stories, writing, editing, collecting data, etc. How much people understand and comprehend, not simply your understanding of the information, is the measure your 'best form' of communication. Discovering your best method will assist in knowing where your best fit for influence will be.
- Teaching is more than communicating information; it is a deep concern for other's understanding. Your careful explanation will provide comfort, assurance, encouragement, trust, and buy in. Be aware of how people receive and respond to information in unique ways. Successful communication with one group may not work for another. Develop your style, knowing that your unique form may be best applied to specific or general audiences.

## Primary 2:            Prophetic 31

### Definition:

The genius of Prophetic leadership is the ability to discern the spiritual realities in a given situation or community. This leadership style communicates the elements of the spiritual realities in a timely and appropriate way. Prophetic leadership's main concern is to further the mission of God's people and communities. The Prophetic has an innate sense of knowing the mind of God on issues concerning growth and transformation. As a leader, he or she is concerned that changes made today are needed to progress into the future. The Prophetic leader seeks integration between spiritual realities and immediate need. He or she is a questioner, freely disturbing the status quo and challenging individuals and organization to move in a different direction. He or she may probe individual or group awareness to solicit further questioning, all to gain clarity. The Prophetic leader impacts communities through integration. Prophetic leadership influences others by truth – telling, not afraid of speaking in a tension with the dominant way of thinking and practice.

**John 1:6-8;** *"6. There came a man who was sent from God; his name was John. 7. He came as a witness to testify concerning that light, so that through him all men might believe. 8. He himself was not the light; he came only as a witness to the light. "*

**James 1:21-23;** *"21. Therefore, get rid of all moral filth and the evil that is so prevalent and humbly accept the word planted in you, which can save you. 22. Do not merely listen to the word, and so deceive yourselves. Do what it says. 23. Anyone who listens to the word but does not do what it says is like a man who looks at his face in a mirror; 24. for they look at themselves and, on going away, immediately forget what they look like. "*

### Characteristics

- Questions what has become normative
- Agitates for positive change
- Discerns the message of Truth
- Core issue is one's relationship with God
- Comfortable dismantling the present for future hope
- Inspires all people to respond to God's message
- Disturbs common thinking and practices
- Desires learning for purposes to influence
- Seeks to ensure an authentic response to Truth
- Urgency felt now, in the moment, "this must happen."
- Deep compassion for the cause of the people
- May communicate creatively to get message across

### Impact: Integration, *the one who knows.*

- You have great faith in what you believe, explain these beliefs with others. Your precise knowledge of what God calls us to do will encourage and assure people who naturally question or are indecisive. This encouragement and assurance leads others to confidence, faithfulness, obedience and influence.
- As a person who boldly communicates God's truth, be aware of how strong your message can become. Ask those you trust for help with word choice, delivery and timing. The right message at the wrong time may easily be ignored. This may result in people getting tired with the persistence of the same message.
- You feel great ownership of the message God has given you. Think of ways you can communicate this message beyond words. How can you serve as a way to encourage their greater commitment? Then, commit yourself to serving in places that reflect your passion.

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## Secondary 1: Evangelistic 24

### Definition:

Evangelistic leadership communicates the gospel message in a way that people respond by having greater faith in themselves and their purpose. In a leader, he or she is a communicator / recruiter, taking the organizations message to the outside, and convincing them of it. The Evangelistic leader impacts the community through expansion.

**Luke 19:9-10;** "9.Jesus said to him, "Today salvation has come to this house, because this man, too, is a son of Abraham. 10.For the Son of Man came to seek and to save what was lost. "

**Impact: Expansion , the one who recruits.**

- You believe the community of faith is a place where people need to belong. This belonging is achieved through a believing relationship with Jesus Christ. Establish meaningful relationships and a genuine commitment to the people of your community; this will develop a trust to support the work you are called to do.

## Secondary 2: Shepherding 17

### Definition:

Shepherding leadership influences by nurturing, protecting and caring for people. Shepherding leaders primary function is as the care-givers of individuals. In a leader, he or she is a humanizer, providing the emotional glue for the caring of individuals within an organization. The Shepherd leader impacts the community through nurture.

**13:34-35;** "34.A new command I give you: Love one another. As I have loved you, so you must love one another. 35.By this all men will know that you are my disciples, if you love one another. "

**Impact: Nurture, the one who cares.**

- You have the unique ability to provide a comfortable yet challenging space for people, a trusting relationship ripe for personal and spiritual growth. Seek places to serve as a counselor, discipler, care giver or role model. Be aware of the possibility that co-dependency may occur between you and those you are leading. Lead people inward and forward.

## Secondary 3: Apostolic 14

### Definition:

The uniqueness of Apostolic leadership is the ability to pioneer new, innovative and mission minded works. He or she is an entrepreneur, a groundbreaker and strategist seeking to initiate an organization or individual's purpose and mission. The Apostolic leader impacts communities through extension.

**Luke 10:1,3;** "1.After this the Lord appointed seventy-two others and sent them two by two ahead of him to every town and place where he was about to go. 2.He told them, "The harvest is plentiful, but the workers are few. Ask the Lord of the harvest, therefore, to send out workers into his harvest field. 3.Go! I am sending you out like lambs among wolves. "

**Impact: Extension, the one who is sent.**

- Cast vision to those around you. Do not be afraid to let your passion and excitement ignite others lives. Listen to the questions and comments of others. Often, these elements will identify details needing to be integrated into your message, providing greater clarity. Do not fear over-explaining why certain people, organizations and resources are necessary to stabilize the vision.