

1. **Why This Study:** To increase our understanding of people and their behavior. The goal is improving our ability to live and work with people who are different. How will we approach this complex topic?
 - ◆ Paul said, “*Brothers, do not be children in your thinking. Be infants in evil, but in your thinking be mature*” (1 Cor 14:20).
 - ◆ The Bible says love everyone (even enemies) with a love like God’s love. In so far as it depends on us, we are to live at peace with others.
 - ◆ The problem is people are not the same. What is helpful to one may be meaningless to another.
 - ◆ Differences are real, but there are observable similarities in normal behavior which can be inventoried and used to help identify a person’s preferred behavior style.
2. **Concerns:** Some Christians are uneasy about temperament and character assessment methodologies usually because most methodologies have non-Christian roots. However, assessment methodologies are tools. In general, tools should not be judged based on who made them but on things like accuracy, performance, cost, and durability. Tools do nothing in and of themselves. People use tools to accomplish tasks. Tools can be used for good or for evil, but tools themselves are morally neutral. Christians are free to use any tool, concept, or process in Christian or morally neutral ways.
 - ◆ Augustine (354-430 A.D.) in his writings on teaching Christianity said believers should seize what is intellectually valuable from non-Christians and put it to good use in God’s service.
 - ◆ The methodologies we will use were chosen because their results are both accurate and useful as judged by Christian presuppositions.
 - ◆ The most critical factor is that our interpretations/judgments of results be based on the Bible.
3. **Introduction to Temperament:** Through the ages attempts have been made to understand differences in behavior. Hippocrates developed a successful method about 450 B.C. using a holistic methodology based on observed patterns of similarities in different people’s behavior. From his observations, he identified 4 different patterns of behavior that he called temperaments.
 - ◆ **Choleric** (strong-willed, active, quick-tempered, impatient, practical, confident, decisive, full of ideas, a planner, goal-oriented, independent, sensitive).
 - ◆ **Sanguine** (talkative, outgoing, impulsive, active socially, enthusiastic, enjoys a crowd).
 - ◆ **Melancholic** (self-reliant, thoughtful, reserved, anxious, perfectionist, tidy, detail oriented).
 - ◆ **Phlegmatic** (peaceful, calm, even-tempered, quiet, relaxed, easy going, can deal with unaffectionate or hostile people, easy going).
 - ◆ Behavior patterns may be combinations of two or more of the 4 temperaments.
4. **A New Approach:** Variations of Hippocrates holistic “pattern of behavior” for explaining differences in behavior continued in use until the 20th century.
 - ◆ Psychologists began to use “scientific methods” in which complex things (like a person) are studied by separating the whole into meaningful parts.
 - ◆ The whole is dealt with by examining how the parts contribute to the whole. When possible, interaction between parts is considered.
5. **Holistic Pattern Methods Today:** Some people, such as Ernst Kretschmer and Eduard Spranger, continue to follow “holistic” methodologies considering people to be a “patterned whole” not an

assembly of parts. The patterns result from interactions between all an individual's parts and can be discerned by observation and self-reporting.

- ◆ Methodologies based on observed patterns of behavior inherently incorporate the effects of interactions between parts.

6. **Keirsey Temperament Method:** Psychologist, David Keirsey using the holistic methodology observed the behavior of many people and saw repetitions of behavioral patterns.

- ◆ Analysis of the observations revealed behavior almost always sorts into exactly 4 patterns.
- ◆ Individuals, even identified by the same pattern, have differences from one another.
- ◆ Thus, some variations exist within each pattern, but similarities dominate.

7. **Myers-Briggs Type Indicator (MBTI):** The MBTI is based on a theoretical model developed by Carl Jung (1921) and modified by Myers-Briggs.

- ◆ Myers-Briggs devised a practical method to identify the elements of the modified model which assumes 2 pairs of mental functions (S/N and T/F) and 2 pairs of attitudes (E/I and J/P).
- ◆ Each person prefers one element of each pair. There are 16 possible patterns.
- ◆ Later we will consider the meanings of the 8 symbols and the 16 combinations.
- ◆ In real life, everyone can choose to use any one or all the 8 preferences. Most people do at some time use all possibilities.
- ◆ However, using the preferred functions and attitudes is almost effortless, while using other choices requires extra attention and energy.
- ◆ In general, we follow our preferences unless there is a strong motivating factor to do otherwise.

8. **Implementing the Modified Jung's Theory:** Myers and Briggs meticulously observed behavior and devised questionnaires intended to reveal a person's Type. If a question did not work, it was revised.

- ◆ They eventually had a questionnaire that was excellent at revealing actual behavior patterns.
- ◆ For that reason, although the holistic pattern method uses a different model, the MBTI also accurately identifies the 4 holistic temperaments.
- ◆ The MBTI symbols for the 4 temperaments are NF, SJ, NT, and SP.

9. **Born Organized:** After 25 centuries of observing people, the consensus conclusion is temperament is inborn. Temperament doesn't change, it differentiates.

- ◆ A temperament pattern exists at birth, but only a few elements are manifest. Elements unfold step-by-step as a person matures and the pattern is more distinct.
- ◆ People follow a similar time-table in the unfolding of their temperament pattern. Unfolding makes manifest what was present by hidden at birth.
- ◆ Elements are not added nor reorganized.
- ◆ As elements become manifest, we are more recognizable as "what we were designed to be."

10. **Unfolding of Temperament:** Consider the category of "trees." Trees develop from seeds. The blueprint for the mature tree, including the timing of the stages of growth, is contained in the seed.

- ◆ Oaks come from acorns, pines from pine nuts, and apple trees from apple seeds.
- ◆ Blossoms and fruit are made manifest at the proper age.
- ◆ When seedlings first come up, oak and apple may not look much different. Time will reveal the seedlings real nature clearly. "Treeness" is a broad concept.

- ◆ Roots, trunk, and branches are essential in defining trees as a specific category of living things.
- ◆ Differentiating “treeness” into specific kinds of trees, we can say things like the “oakness” or “appleness” of a tree determines the form of the tree – the shape of the leaves, texture of the bark, size of the trunk, the type of fruit it produces, etc.
- ◆ As a tree matures, the unfolding of its characteristic pattern makes manifest the details of its nature. Likewise with people.
- ◆ As a baby matures, their humanness will be differentiated producing unique physical and temperament differences. A baby’s DNA contains a blueprint for temperament but not character.
- ◆ A baby born with an NT temperament will always be an NT but more recognizable as they mature.
- ◆ The temperament of 2 newborns may initially seem very similar but be different at maturity.
- ◆ However, each one continues to have their birth temperament which unfolds according to the pattern built into their DNA.
- ◆ Consistent with our commitment to think about people and their behavior from a mature Christian point of view, we turn now to a review of the Bible’s perspective on people and their behavior.

11. The Bible’s View of People

- ◆ Following His eternal, purposeful plan, God created the first people, Adam and Eve (Eph 1:9-10).
- ◆ He created them in His image (as an extension of His presence), in His likeness (as an expression of His character – like Him in morals and motives) and gave them authority and power Gen 1:26).
- ◆ Adam and Eve and their progeny were distinguished in kind from other earth creatures by ability to use language, experience time as past, present, and future and by their love for God.
- ◆ As created, Adam and Eve were morally righteous and holy, but not immutably so.
- ◆ Their God-given ability to choose enabled them to choose to follow “self” rather than obey God.
- ◆ God gave them a lovely garden to live in, one that met all their needs for food, beauty, and comfort. He gave them a single command to be obeyed.
- ◆ Genesis 2:16-17: ***“And the Lord God commanded the man, saying, ‘You may surely eat of every tree of the garden, ¹⁷but of the tree of the knowledge of good and evil you shall not eat, for in the day that you eat of it you shall surely die.’”***
- ◆ The crafty serpent convinced Adam and Eve that eating the fruit would make them more like God.
- ◆ The possibility of having autonomy like God, power and knowledge like Him was enticing.
- ◆ They choose to eat the forbidden fruit expecting to be more like God, but they got disaster.
- ◆ Adam and Eve disobeyed, fell into sin, and acquired a sin nature inclining them to keep on sinning.
- ◆ The Fall distorted Adam and Eve’s image & character. They became dominated by self, an expression of their ego, an exhibit of their weakness.
- ◆ Their fallen condition was heritable, transmitted to their progeny. Each is born with a sin nature.
- ◆ That led Paul to say, ***“for all have sinned and fall short of the glory of God”*** (Rom 3:23).
- ◆ God told Adam eating the fruit of the tree of knowledge of good and evil would surely cause death.
- ◆ Yet when they ate the fruit, they didn’t instantly die physically. What did God mean by “death?”
- ◆ Understanding human death begins with recognizing that death implies separation of things God designed to remain together.

12. **Human Death:** God designed human beings as a double union. They are a union of a physical body and a spiritual soul. The human soul is in union with Him.

- ◆ Catastrophic change results from disrupting any of God's designed unions and is called "Death."
 - ◆ The Bible speaks of 3 categories of human death. The categories are: (1.) Spiritual death, (2.) Physical (or mortal) death, and (3.) eternal or "second death."
 - ◆ Each kind of death separates things God created to remain together.
 - ◆ The three kinds of separation are: (1.) **Spiritual death** separates the soul from God.
 - ◆ (2.) **Mortal death** separates the soul from the body. The soul goes to be with the Lord. The body ceases to live biologically and returns to the earth.
 - ◆ (3.) **Second death** eternally separates a soul from God. The redeemed are protected from 2nd death.
 - ◆ God meant what He said. When they ate the fruit, they immediately died spiritually and began to die physically. Mortal death was inevitable but not yet.
 - ◆ Spiritual death degraded image and likeness to God. Their acquired a sin nature caused more sin.
 - ◆ Adam and Eve's sin led God to place a curse on nature, the environment they would live in.
 - ◆ They were expelled from their beautiful, friendly Garden into a fallen natural environment of thorns and thistles, hot and cold, floods and droughts.
 - ◆ Adam and Eve's fallen condition was heritable. All their descendants are born into the world spiritually dead with image and likeness to God degraded.
 - ◆ Adam and Eve's descendants likewise must live in the environment of a degraded nature.
13. **Redemption**: God has a plan of redemption to undo effects of the Fall by recreating people, earth and heavens to a state better than the original unfallen state in that the new state will be immutable.
- ◆ It is a multi-stage plan dealing first with people and then with the fallen earth and heavens.
 - ◆ God is obedient to His moral Law which expresses His own moral character.
 - ◆ The most complete expression of God's moral Law was given to Moses.
 - ◆ Under the Law, legal righteousness can be earned but only by perfect obedience at all times.
 - ◆ No fallen person is capable of perfect obedience, so an alternative must be provided.
 - ◆ Redemption must overcome fallen people's inability to obey the Law perfectly, must pay the death penalty due sins, and must enable eliminate the sin nature.
 - ◆ God's plan does all of that and more. The plan is Trinitarian (Father, Son, and Holy Spirit).
 - ◆ To fix the inability to obey and pay the death penalty due sins, the divine Son became incarnate as Jesus, taking to Himself a human nature.
 - ◆ As the incarnate Son, Jesus is one Person, the God-Man, having both a divine and a human nature.
 - ◆ As the incarnate Son, Jesus is a perfect extension of God's presence, a perfect expression of God's character and has God's full authority and power (Jn 14:9, 10:30; Mt 28:18).
 - ◆ Jesus came into the world to redeem fallen mankind.
 - ◆ He lived on earth as kinsman-redeemer, a legal substitute under the Law for those He represents.
 - ◆ People are either in the fallen state or have been redeemed and are being transformed into a likeness of Christ. We must deal with both in love and striving to deal with them in peace.
 - ◆ By living a life of perfect obedience under the Law, our kinsman-redeemer earned legal righteousness for those He represents. He died to pay the legal death penalty due their sins.
 - ◆ Based on what Jesus accomplished, redemption (salvation) for those whom God chooses proceeds in steps applied to individuals by the Holy Spirit.

- ◆ (1.) **New spiritual life** by “regeneration in Christ.” Adoption into God’s family. Elimination of the possibility of the second death. Indwelt by the Holy Spirit. Given the gift of “saving faith.”
 - ◆ (2.) **Justification** (declared legally righteous) based on our redeemer’s earned righteousness.
 - ◆ (3.) **Sanctification**: After justification, a life-long process of sanctification begins in which the Holy Spirit works to make us experientially righteous.
 - ◆ (4.) **Glorification**: At mortal death, the soul is made righteous and holy and goes to be with the Lord. The body dies biologically and returns to the earth.
 - ◆ (5.) **A New Body**: When Christ comes again, the soul will be united with a resurrection body that has none of the faults of the fallen mortal body.
 - ◆ **New Earth and Heavens**: God will complete redemption by providing a new earth and heavens to replace the old ones degraded by the Fall.
14. **Faith and Common Grace**: People may **speculate** about the future, but they cannot **know** the future with certainty. No certain knowledge of the future means that when a person begins an action, the result of that action is unknown. Actions with unintended consequences are common.
- ◆ Action before knowing the outcome of that action is **risk taking**! Everyone must be a risk taker, and it is natural faith that enables risk taking.
 - ◆ To enable people to deal with the unknowable future, God gave all people natural faith.
 - ◆ **Common grace** is God’s gift of nonredemptive blessings to all people. The sun shines for everyone’s benefit. Rain falls on the just and unjust.
 - ◆ God graciously gives natural faith to everyone.
 - ◆ God’s common grace restrains sin, evil, misery, and wrath in this fallen world.
 - ◆ Common grace reflects God’s attributes of mercy, goodness, and justice.
 - ◆ **Faith** is confident trust in something. The objects of natural faith are people, things, and ideas.
 - ◆ The trustworthiness of faith’s object determines faith’s validity.
 - ◆ Suppose I need to walk across a frozen lake. Is the ice strong enough to support me?
 - ◆ Notice, no matter how strong a faith I have in the ice, it is the ice’s strength that must support me.
 - ◆ **Natural faith** enables taking willful action in the face of the unknown results of their actions.
 - ◆ **Biblical (Saving) faith’s** object is God. It is trusting God is who He says He is, has done what He says He has done, and will do what He says He will do.
 - ◆ Biblical faith is a gift given by God when and as He chooses. It depends only on God’s ability to impart faith, not on a person’s ability to believe.
 - ◆ God’s “common grace” enables fallen people to do “good things” for the benefit of everyone.
15. **Summary of Effects of the Fall**
- ◆ Because of the Fall, people are:
 - ◆ (1.) **Separated** from God (spiritually dead).
 - ◆ (2.) **Unrighteous** (as verified by their sin).
 - ◆ (3.) **Sinners** with an acquired sin nature that causes them to continue sinning.
 - ◆ (4.) **Destined** to mortal death.
 - ◆ (5.) **Suffering** because of their sin and because the earth and heavens are under God’s curse.
16. **What is Next**: People and their behavior.