

FEARLESS PERSONALITY PROFILE

We're so excited that you've chosen to discover more about yourself – what fuels you and what drains you, what stresses you out and how you respond to stress, your strengths and weaknesses, and how you approach and respond to conflict...even how you define conflict! Understanding yourself and your personality better will help you be your BEST self and live your BEST life.

PERSONALITY: the complex patterns of thoughts, feelings, and behaviors that make a person unique.

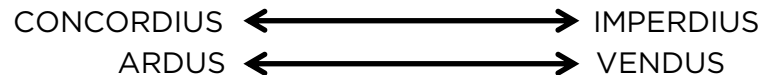
You made all the delicate, inner parts of my body and knit me together in my mother's womb.

Thank you for making me so WONDERFULLY COMPLEX!

Your workmanship is marvelous – how well I know it. (Proverbs 139:13-14, NLT)

God, in His infinite wisdom, formed and fashioned each of us unique – ON purpose, WITH purpose, and FOR a purpose. For hundreds of years scientists, sociologists, psychologists and other –gists have tried to discover what makes us tick...what makes us alike, and what makes us different. In our efforts to help people discover who God created them to be, we have studied many personality frameworks and have come up with one that we think is both helpful and simple.

We are all created WONDERFULLY COMPLEX and DISTINCTLY DIFFERENT! This profile will help you see where you fall on two spectrums and discover if you drift more toward CONCORDIUS or IMPERDIUS, and ARDUS or VENDUS. We'll explain more throughout the PERSONALITY PROFILE, so you don't have to remember these strange words now!



As you go through the process of the FEARLESS PERSONALITY PROFILE, you'll determine your PERSONALITY DUO:

- CONCORDIUS-ARDUS
- CONCORDIUS-VENDUS
- IMPERDIUS-ARDUS
- IMPERDIUS-VENDUS

Understanding yourself and your personality duo is a PROCESS, and we've seen relationships with friends, families, and coworkers change for the better when people have approached it as such...learning, growing, and understanding themselves better over time. It's not a magazine questionnaire that reveals your innermost thoughts and feelings in a matter of minutes. It's a three-part PROCESS...THE FEARLESS PERSONALITY PROFILE ABC'S.

1. **ASSESS** your thoughts, feelings, and behaviors. Simply choose the word or phrase in each row that describes you most often or most accurately. The word or phrase may not describe you *every single time*...consider *the majority* of the time. Don't panic if you can't choose just one...on those rows with four options, you can choose two! If you absolutely cannot choose one, just skip it! From there, you'll transfer your answers to the score sheet. This will point you in the direction of where you drift in both spectrums – CONCORDIUS or IMPERDIUS, and either ARDUS or VENDUS.
2. **BROWSE** the PERSONALITY PROFILE CHARTS, starting with the highest numbered pairs on the score sheet (either CONCORDIUS or IMPERDIUS, and either ARDUS or VENDUS). Read about each of the personality types in order to help identify which you lean towards the most. Some people quickly see characteristics of themselves clearly in each spectrum, while others see characteristics of themselves in both. This is not a problem! The purpose of this profile is to learn more about yourself, becoming aware of what stresses you and how you respond to stress, what fuels you and what drains you, and how you approach and respond to people and situations. As you learn these things about yourself, you can control what you can to take care of yourself, so that you can be your BEST self. It's not about how quickly and clearly you get an “answer” for which personality types best describe you...it's about the PROCESS of becoming more self-aware.
3. **CONSIDER** your thoughts, feelings, and behaviors over the next several weeks...even months...and compare them to the chart. Being aware of what you're thinking and feeling...not just WHAT you're doing, but HOW and WHY. This will help you discover so much about yourself. The better you understand yourself, the closer you are to becoming your BEST self! Have fun!

FEARLESS PERSONALITY PROFILE ASSESSMENT

The PERSONALITY PROFILE is designed to help you understand yourself better. This process can help identify what fuels you and what drains you, what causes you stress and how you respond to stress, your strengths and weaknesses, and how you approach and respond to conflict...even how you define conflict. Understanding yourself also helps you understand others, impacting ALL of your relationships. Be as HONEST as you can as you complete the assessment, and feel free to get help from people who know you well – family, friends, coworkers. Consider not only WHAT you do but WHY you do what you do. In each row, choose ONE WORD/PHRASE that most often accurately applies to you.

EXAMPLES:

	Red	Yellow	X	Blue	Green
X	Likes pizza	Likes burgers			

Continue through all 30 rows, choosing one word/phrase in each row. Do your best to select just one, but don't stress if you can't! on rows with 4 options, you may choose 2 words/phrases that describe you equally. On rows with 2 options, though, choose only one. If you do not feel any of the words/phrases in the row describe you, mark none. For best results, select one word/phrase as often as possible.

1	<input type="checkbox"/>	Storyteller	<input type="checkbox"/>	Bossy	<input type="checkbox"/>	Rule follower	<input type="checkbox"/>	Accepting
2	<input type="checkbox"/>	Judgemental	<input type="checkbox"/>	Short-tempered	<input type="checkbox"/>	Immature	<input type="checkbox"/>	Content
3	<input type="checkbox"/>	Adaptable	<input type="checkbox"/>	Upbeat	<input type="checkbox"/>	Direct	<input type="checkbox"/>	Needs accuracy
4	<input type="checkbox"/>	Likes attention	<input type="checkbox"/>	Thinks he/she is right	<input type="checkbox"/>	Likes order	<input type="checkbox"/>	Calm Demeanor
5	<input type="checkbox"/>	Distracts others	<input type="checkbox"/>	Even keeled	<input type="checkbox"/>	Impatient	<input type="checkbox"/>	Introspective
6	<input type="checkbox"/>	Detailed	<input type="checkbox"/>	Cheerful	<input type="checkbox"/>	Overbearing	<input type="checkbox"/>	Patient
7	<input type="checkbox"/>	Agreeable	<input type="checkbox"/>	Trusting	<input type="checkbox"/>	Concise	<input type="checkbox"/>	Logical
8	<input type="checkbox"/>	Enthusiastic	<input type="checkbox"/>	Enjoys structure	<input type="checkbox"/>	Harsh	<input type="checkbox"/>	Goes with the flow
9	<input type="checkbox"/>	Perfectionist	<input type="checkbox"/>	Loses track of time	<input type="checkbox"/>	Needs works acknowledged	<input type="checkbox"/>	Accommodates others
10	<input type="checkbox"/>	Not easily offended	<input type="checkbox"/>	Interrupts	<input type="checkbox"/>	Precise	<input type="checkbox"/>	Abrasive
11	<input type="checkbox"/>	Dislikes inefficiency	<input type="checkbox"/>	Dislikes conflict	<input type="checkbox"/>	Spontaneous	<input type="checkbox"/>	Needs to know "why"
12	<input type="checkbox"/>	Likes a responsive audience	<input type="checkbox"/>	Doesn't overreact	<input type="checkbox"/>	Assertive	<input type="checkbox"/>	Likes a plan
13	<input type="checkbox"/>	Scattered	<input type="checkbox"/>	Hard to please	<input type="checkbox"/>	Blunt	<input type="checkbox"/>	Hardheaded
14	<input type="checkbox"/>	Dislikes solitude	<input type="checkbox"/>	Peace Keeper	<input type="checkbox"/>	Skeptical	<input type="checkbox"/>	Proud
15	<input type="checkbox"/>	Analytical	<input type="checkbox"/>	Inflexible	<input type="checkbox"/>	Easily distracted	<input type="checkbox"/>	Cooperative

16	<input type="checkbox"/>	Socializing with strangers can be exhausting	<input type="checkbox"/>	Enjoys socializing with strangers
17	<input type="checkbox"/>	Passionate about all the things	<input type="checkbox"/>	Passionate about a few select things
18	<input type="checkbox"/>	Fun is better than exact	<input type="checkbox"/>	Exact IS fun
19	<input type="checkbox"/>	Overlooks offense to avoid disagreement	<input type="checkbox"/>	Not bothered by disagreement
20	<input type="checkbox"/>	Enjoys deep, meaningful conversations	<input type="checkbox"/>	Enjoys telling same story repeatedly
21	<input type="checkbox"/>	Impatient with other drivers on the road	<input type="checkbox"/>	Not affected by other drivers on the road
22	<input type="checkbox"/>	Doesn't let facts get in the way of a good story	<input type="checkbox"/>	Accurate facts make a good story
23	<input type="checkbox"/>	States things explicitly and directly	<input type="checkbox"/>	States things indirectly, not wanting to offend
24	<input type="checkbox"/>	Needs detailed plan for project	<input type="checkbox"/>	Improvises to do project...lost the plan
25	<input type="checkbox"/>	Expects others to accommodate to their plan	<input type="checkbox"/>	Makes changes to accommodate others' wants

26	<i>I like to do things...</i>	<input type="checkbox"/> the FUN way.	<input type="checkbox"/> the RIGHT way.	<input type="checkbox"/> MY way.	<input type="checkbox"/> the SIMPLE way.
27	<i>When I run late, it's likely because I...</i>	<input type="checkbox"/> didn't know what time it was.	<input type="checkbox"/> was pushing the time limit to complete one more project.	<input type="checkbox"/> didn't want to tell the person with whom I was talking that I had to leave.	<input type="checkbox"/> couldn't leave until everything was in order.
28	<i>The scenario that causes me the most stress is...</i>	<input type="checkbox"/> being misunderstood.	<input type="checkbox"/> being disliked.	<input type="checkbox"/> being viewed as ineffective.	<input type="checkbox"/> letting someone down.
29	<i>I tend to favor...</i>	<input type="checkbox"/> facts over feelings.	<input type="checkbox"/> talking over listening.	<input type="checkbox"/> perfection over progress.	<input type="checkbox"/> being kind over being right.
30	<i>I'm likely to be told...</i>	<input type="checkbox"/> speak up and give your opinion.	<input type="checkbox"/> be serious and pay attention.	<input type="checkbox"/> don't take things so personally.	<input type="checkbox"/> it's important to consider others' opinions.

FEARLESS PERSONALITY PROFILE SCORE SHEET

Transfer your marks from the first ASSESSMENT page to this SCORE SHEET, one row (horizontally) at a time. The words/phrases on each row are the same as on the assessment, just in a different order.
Count the total number of marks in each column, and write that total beside each term. The higher number will help you determine your personality: CONCORDIUS or IMPERDIUS, ARDUS or VENDUS.

1	Accepting	Bossy	Rule follower	Storyteller
2	Content	Short-tempered	Judgemental	Immature
3	Adaptable	Direct	Needs accuracy	Upbeat
4	Calm Demeanor	Thinks he/she is right	Likes order	Likes attention
5	Even keeled	Impatient	Introspective	Distracts others
6	Patient	Overbearing	Detailed	Cheerful
7	Agreeable	Concise	Logical	Trusting
8	Goes with the flow	Harsh	Enjoys structure	Enthusiastic
9	Accommodates others	Needs works acknowledged	Perfectionist	Loses track of time
10	Not easily offended	Abrasive	Precise	Interrupts
11	Dislikes conflict	Dislikes inefficiency	Needs to know "why"	Spontaneous
12	Doesn't overreact	Assertive	Likes a plan	Likes a responsive audience
13	Hardheaded	Blunt	Hard to please	Scattered
14	Peace keeper	Proud	Skeptical	Dislikes solitude
15	Cooperative	Inflexible	Analytical	Easily distracted

16			Socializing with strangers can be exhausting	Enjoys socializing with strangers
17	<input type="checkbox"/> Passionate about a few select things	<input type="checkbox"/> Passionate about all the things		
18			<input type="checkbox"/> Exact IS fun	<input type="checkbox"/> Fun is better than exact
19	<input type="checkbox"/> Overlooks offense to avoid disagreement	<input type="checkbox"/> Not bothered by disagreement		
20			<input type="checkbox"/> Enjoys deep, meaningful conversations	<input type="checkbox"/> Enjoys telling same story repeatedly
21	<input type="checkbox"/> Not affected by other drivers on the road	<input type="checkbox"/> Impatient with other drivers on the road		
22			<input type="checkbox"/> Accurate facts make a good story	<input type="checkbox"/> Doesn't let facts get in the way of a good story
23	<input type="checkbox"/> States things indirectly, not wanting to offend	<input type="checkbox"/> States things explicitly and directly		
24			<input type="checkbox"/> Needs detailed plan for project	<input type="checkbox"/> Improvises to do project...lost the plan
25	<input type="checkbox"/> Makes changes to accommodate others' wants	<input type="checkbox"/> Expects others to accommodate to their plan		

26	<i>I like to do things...</i>			
	<input type="checkbox"/> the SIMPLE way.	<input type="checkbox"/> MY way.	<input type="checkbox"/> the RIGHT way.	<input type="checkbox"/> the FUN way.
27	<i>When I run late, it's likely because I...</i>			
	<input type="checkbox"/> didn't want to tell the person with whom I was talking that I had to leave.	<input type="checkbox"/> was pushing the time limit to complete one more project.	<input type="checkbox"/> couldn't leave until everything was in order.	<input type="checkbox"/> didn't know what time it was.
28	<i>The scenario that causes me the most stress is...</i>			
	<input type="checkbox"/> letting someone down.	<input type="checkbox"/> being viewed as ineffective.	<input type="checkbox"/> being misunderstood.	<input type="checkbox"/> being disliked.
29	<i>I tend to favor...</i>			
	<input type="checkbox"/> being kind over being right.	<input type="checkbox"/> facts over feelings.	<input type="checkbox"/> perfection over progress.	<input type="checkbox"/> talking over listening.
30	<i>I'm likely to be told...</i>			
	<input type="checkbox"/> speak up and give your opinion.	<input type="checkbox"/> it's important to consider others' opinions.	<input type="checkbox"/> don't take things so personally.	<input type="checkbox"/> be serious and pay attention.

CONCORDIUS

IMPERDIUS

Circle the term with the higher number - CONCORDIUS or IMPERDIUS.

ARDUS

VENDUS

Circle the term with the higher number - ARDUS or VENDUS.

The goal is to become more self-aware, understanding better how you approach and respond to people and situations.
 After completing the PERSONALITY ASSESSMENT, move on to PART B - BROWSE the PERSONALITY CHARTS to learn even more about yourself!

FEARLESS PERSONALITY PROFILE

CHART ONE

	CONCORDIUS	IMPERDIUS	ARDUS	VENDUS
EMOTIONAL NEEDS:	<ul style="list-style-type: none"> • Peace and harmony • To be valued • Relational and financial stability • Unstructured quiet time 	<ul style="list-style-type: none"> • Sense of control • Loyalty from others • Achievement • Credit for good work 	<ul style="list-style-type: none"> • To be understood • Justice • Perfection • To know what is ahead 	<ul style="list-style-type: none"> • Fun and laughter • Attention • To be included • To be liked
OFTEN TOLD:	<ul style="list-style-type: none"> • Quit beating around the bush. • Why doesn't that bother you? • Just say what you're thinking. 	<ul style="list-style-type: none"> • Let other people have an opinion. • Stop yelling. • You don't have to be so harsh. 	<ul style="list-style-type: none"> • Don't take things so personally. • Be more positive. • It doesn't have to be perfect. 	<ul style="list-style-type: none"> • Settle down. • Pay attention and focus. • Now's not the time to be funny.
COMMUNICATION STYLE:	<ul style="list-style-type: none"> • Thoughtful listener • Not hurried to end conversation • Likely to hint, not state explicitly 	<ul style="list-style-type: none"> • Direct, to the point • Matter of fact • Not a lot of fluff 	<ul style="list-style-type: none"> • Sensitive to others • Factual • Tells story in bullet points 	<ul style="list-style-type: none"> • Enthusiastic, energetic • Inspiring • Storytelling
EASILY STRESSED WHEN:	<ul style="list-style-type: none"> • Life has conflict • Needing to confront someone • Schedule is full • Letting someone down 	<ul style="list-style-type: none"> • Life is out of control • People won't follow their lead • Others are disloyal 	<ul style="list-style-type: none"> • Life is out of order • No one seems to understand • Something is unfair 	<ul style="list-style-type: none"> • Life isn't fun • Others aren't having fun • Isn't liked by others
REACTS TO STRESS BY:	<ul style="list-style-type: none"> • Retreating, avoiding problem • Ignoring problem by doing something else 	<ul style="list-style-type: none"> • Tightening control • Ending offending relationship 	<ul style="list-style-type: none"> • Recounting problems • Analyzing situation in attempt to understand 	<ul style="list-style-type: none"> • Creating excuses • Finding something fun to do (spending money, etc.)
IN RELATIONSHIPS:	<ul style="list-style-type: none"> • Easy to get along with; enjoyable • Doesn't offend or get offended • Works to meet everyone's expectations 	<ul style="list-style-type: none"> • Excels in emergencies • Exudes confidence • Rarely wonder where they stand 	<ul style="list-style-type: none"> • Cautious and careful • Compassionate • Will listen and help solve problems 	<ul style="list-style-type: none"> • Quick to trust • Makes friends laugh/smile • Enthusiastic supporter
IN THE HOME:	<ul style="list-style-type: none"> • Relaxed and patient • Doesn't overreact or argue • Exudes peace and calm 	<ul style="list-style-type: none"> • Provides sense of security • Sound, trusted leadership • Motivates family to action 	<ul style="list-style-type: none"> • Sets high standard • On time and orderly • Sensitive and compassionate 	<ul style="list-style-type: none"> • Adds laughter to the home • Finds humor in everything • Cheers, sings, celebrates
IN THE WORKPLACE:	<ul style="list-style-type: none"> • Good under pressure • Mediates between people • Willing to do any task or job 	<ul style="list-style-type: none"> • Eager to make big decisions • Moves quickly to action • Sees solutions quickly 	<ul style="list-style-type: none"> • Attention to detail & schedule • High standards of performance • Great at charts, graphs, lists, etc. 	<ul style="list-style-type: none"> • Has energy and enthusiasm • Makes work fun • Volunteers for jobs readily

FEARLESS PERSONALITY PROFILE

CHART TWO

PERSONALITY	THINGS TO CONSIDER	BIBLE VERSES TO LEARN
CONCORDIUS	<ul style="list-style-type: none"> • Communicate your thoughts and feelings honestly and directly...no hinting and hoping. • Be aware that unexpressed feelings will come out eventually, much like a volcano. • Choose to have difficult conversations when necessary to maintain healthy relationships. Don't put it off or talk yourself out of it. • Practice saying "no" and be aware of overcommitting to please others. • Seek to find purpose in the work you're doing. You're more likely to develop a passion for your work when you see the value and purpose in what you're doing. 	<ul style="list-style-type: none"> • Ephesians 6:14-15, <i>NLT</i> • Luke 17:3, <i>NLT</i> • 1 Corinthians 16:13-14, <i>NLT</i> • Matthew 5:37, <i>NLT</i> • James 1:22, <i>NLT</i>
IMPERDIUS	<ul style="list-style-type: none"> • Choose to speak with a smile and a kinder, gentler tone. Pay attention to body language and facial expressions. • Involve others in decision-making when possible. Give others credit for their ideas. • Allow someone else to be in charge and follow his/her leadership. • Let someone else be right. In conflict, work on MAKING IT right instead of BEING right. • Take notice of how your words, tone, and actions affect others. 	<ul style="list-style-type: none"> • Ephesians 4:3 • Philippians 2:3-4, <i>NIV</i> • Hebrews 13:17, <i>NIV</i> • Romans 12:18, <i>NLT</i> • Proverbs 16:32, Colossians 4:6, <i>NLT</i>
ARDUS	<ul style="list-style-type: none"> • Consider negative thoughts before communicating. List 3 positive thoughts for every 1 negative thought...including self-talk. • Focus on the WHAT IS instead of the WHAT IF. • Practice gratitude. An attitude of gratitude helps to gain perspective. • Don't create a problem where none exists. Don't assume the worst in people or in situations. Investigate to find the facts. • Don't expect others to like to see or do things exactly like you. 	<ul style="list-style-type: none"> • Ephesians 4:29, <i>NLT</i> • Psalm 119:29, <i>NLT</i> • Philippians 4:8, <i>NLT</i> • Proverbs 25:8, <i>The Message</i> • Philippians 4:6-7, <i>NLT</i>
VENDUS	<ul style="list-style-type: none"> • Talk half as much. If interrupted when telling a story, finish the story only if someone asks. • Pay attention to the time and to deadlines. Understand that being late is rude, and that your actions affect others. • Allow someone else to tell a story. Work on listening and asking questions. • Write things down. Make lists. Set alarms. Develop a system that helps you keep track of your commitments. • Text, call, or jot a note to someone IMMEDIATELY when you think of him/her. 	<ul style="list-style-type: none"> • Psalm 141:3, <i>NLT</i> • Philippians 2:4, <i>NLT</i> • 1 Peter 3:4, <i>NLT</i> • Proverbs 25:28, <i>NLT</i> • Romans 12:10, <i>NLT</i>

VERSES FOR EVERYONE:

- *Ephesians 2:10, NLT* - For we are God's masterpiece. He has created us anew in Christ Jesus, so we can do the good things he planned for us long ago.
- *Galatians 5:23, NLT* - But the Holy Spirit produces this kind of fruit in our lives: love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, and self-control. There is no law against these things.
- *2 Timothy 1:7, NLT* - For God has not given us a spirit of fear and timidity, but of power, love, and self-discipline.

FEARLESS PERSONALITY PROFILE

LOVE – CRAZY – ENVY

Once you've completed the PERSONALITY ASSESSMENT (part A), and you've BROWSED the PERSONALITY CHARTS (part B), you're ready to CONSIDER your thoughts/feelings/behaviors (part C) over the next several weeks. Becoming more aware of your thoughts/feelings/behaviors – not just WHAT you do, but WHY and HOW you do it – will reveal to you how you can make choices to be your best self!

1. After completing the assessment and browsing the Fearless Personality Charts, which do you believe is your personality duo? (Circle one.)

Concordius-Ardus

Concordius-Vendus

Imperdius-Ardus

Imperdius-Vendus

2. Use the Fearless Personality Charts to identify one of your personality traits that you LOVE...or that you believe helps you in your relationships with others. What is it about this trait that you appreciate? Record your thoughts below.
3. Use the Fearless Personality Charts to identify one of your personality traits that drives you CRAZY...or you believe drives others CRAZY. Record your thoughts below.
4. Use the Fearless Personality Charts to identify a personality trait that you ENVY in others...or that you admire in others. Why do you believe this trait is valuable? Record your thoughts below.
5. Use the Fearless Personality Chart 2 to select one of the "Things to Consider" that you could implement this week. How will this positively impact your relationships or the work you do? Record your thoughts below.
6. What Scripture can you memorize to help you work to be your best self?