



Understanding and Responding
to the
High I Style

Case Studies
of
King Saul, Aaron and Peter

Understanding Your Relational Style

Circle the High and Low squares below that correspond with the High and Low plotting points on your graph on page 4. **Application:** Take a few minutes to consider the traits below and complete the blanks at the bottom of the page. Then share the information with an important person in your life.

	D	I	S	C
High Style				
Respond	Be Direct	Be Friendly	Be Nonthreatening	Be Specific
Relate	Briefness	Freedom to Express Feelings	Friendly Tones	Patient Answers
Reinforce	The Bottom Line	Social Recognition	Time to Process	Freedom to Validate
Help	Get out of the way	Talk to Me	Give Assurances	Leave Me Alone

-----midline-----

Respond	Allow Time to Process	Be Logical	Focus on Action	Focus on Activities
Relate	Nonverbal Assurances	Accurate Data	Variety	Non-structure
Reinforce	Time to React	Support	Control	Encouragement
Help	Give Me a Hug	Respect Privacy	Allow Spontaneity	Allow Flexibility
Low Style				

Understanding Your Relational Style

Example: "As a High I/S and Low D/C blend, my suggestion to others in **responding** to me is *be friendly and nonthreatening*. **Relate** to me with *freedom to express my feelings*. In **reinforcing** me give me *verbal encouragement*. When I'm under stress, you can be **helpful** to me if *you talk to me*."

Using the chart above, define your relational style by completing the statements below.

Defining Your Relational Style

As a high _____ and low _____ blend, my suggestion to others in **responding** to me is _____

Relate to me with _____

In **reinforcing** me, give me _____

When I'm under stress, you can be **helpful** if you _____.

Wants and Fears of High I Styles

High I styles tend to be relationship driven and want _____ or public _____.

High I styles fear public _____ or _____.

When accused of negative actions, High I styles will verbally respond with either a _____ or _____.

King Saul Case Study - I Samuel 15:1-35 (NIV)

2 This is what the LORD Almighty says: ... 3 Now go, attack the Amalekites and totally destroy all that belongs to them...

9 But Saul and the army spared Agag and the best of the sheep and cattle, the fat calves and lambs—everything that was good. These they were unwilling to destroy completely, but everything that was despised and weak they totally destroyed...and Saul had gone to Carmel to set up a monument in his own honor...

13 When Samuel reached him, Saul said, 'The LORD bless you! I have carried out the LORD's instructions.' 14 But Samuel said, 'What is this bleating of sheep in my ears? What is this blowing of cattle that I hear? 15 Saul answered, 'The soldiers brought them from the Amalekites; they spared the best of the sheep and cattle to sacrifice to the Lord your God, but we totally destroyed the rest.'...

22 But Samuel replied:..."Because you have rejected the word of the Lord, he has rejected you as king."

24 Then Saul said to Samuel, "I have sinned. I violated the LORD's command and your instructions. I was afraid of the men and so I gave in to them. 25 Now I beg you, forgive my sin and come back with me, so that I may worship the LORD." 26 But Samuel said to him, "I will not go back with you. You have rejected the word of the LORD, and the LORD has rejected you as king over Israel!"

Aaron Case Study - Exodus 32:21-24 (NIV)

1 When the people saw that Moses was so long in coming down from the mountain, they gathered around Aaron and said, "Come, make us gods who will go before us. As for this fellow Moses who brought us up out of Egypt, we don't know what has happened to him." 2 Aaron answered them, "Take off the gold earrings that your wives, your sons and your daughters are wearing, and bring them to me." 3 So all the people took off their earrings and brought them to Aaron. 4 He took what they handed him and made it into an idol cast in the shape of a calf, ...

21 He (Moses) said to Aaron, "What did these people do to you, that you led them into such great sin?"

22 "Do not be angry, my lord," Aaron answered. "You know how prone these people are to evil. 23 They said to me, 'Make us gods who will go before us. As for this fellow Moses who brought us up out of Egypt, we don't know what has happened to him.' 24 So I told them, 'Whoever has any gold jewelry, take it off.' Then they gave me the gold, and I threw it into the fire, and out came this calf!"

Characterize the behavior of King Saul and Aaron. Is shift blame present?

How would you describe their fears?

Understanding and Responding to High I Styles

1. Anticipate a friendly, _____ dialogue
2. With an affirming positive tone, solicit their _____
3. Accept the fact that High I's solve their problems by hearing themselves _____
4. Understand in positive settings, High I styles tend to be _____ and _____
5. However, in a negative setting, High I style can become _____ and _____
6. As best you can, maintain a positive response by organizing a _____ action plan
7. If no redirect is seen, repeat strategies 1 through 6 and _____ for a _____ moment

Case Study - Jesus and Peter

Matthew 26:31-34

31 Then Jesus told them, "This very night you will all fall away on account of me, for it is written: 'I will strike the shepherd, and the sheep of the flock will be scattered.'

32 But after I have risen, I will go ahead of you into Galilee."

33 Peter replied, "Even if all fall away on account of you, I never will."

34 "Truly I tell you," Jesus answered, "this very night, before the rooster crows, you will disown me three times."

35 But Peter declared, "Even if I have to die with you, I will never disown you." And all the other disciples said the same.

In the passage above, how confident was Peter in his support of Jesus?

Luke 22:31-34 (NIV)

31 "Simon, Simon, Satan has asked to sift you as wheat. 32 But I have [prayed](#) for you, Simon, that your faith may not fail. And when you have turned back, strengthen your brothers."

33 But he replied, "Lord, I am ready to go with you to prison and to death."

34 Jesus answered, "I tell you, Peter, before the rooster crows today, you will deny three times that you know me."

What was Jesus' response and how open was Peter to Jesus' counsel? What did Jesus resort to?

Matthew 26:74-75 (NIV)

74 Then he began to call down curses, and he swore to them, "I don't know the man!" Immediately a rooster crowed. 75 Then Peter remembered the word Jesus had spoken: "Before the rooster crows, you will disown me three times." And he went outside and wept bitterly.

In the passage above, would you classify the event Peter experienced as a teachable moment?

The 3 R's in Relating to High I Styles

HOW TO RESPOND TO A HIGH I

- Be friendly and positive
- Allow for informal dialogue
- Allow time for stimulating and fun activities

HOW TO RELATE TO A HIGH I

- Use friendly voice tones
- Allow time for them to verbalize their feelings
- You transfer talk to an action plan

HOW TO REINFORCE THE HIGH I

- Offer positive encouragement and incentives for taking on tasks
- You organize the action plan
- Communicate positive recognition

Jesus Responding to Peter

“Simon Peter said to six of the disciples, ‘I’m going fishing.’...but that night they caught nothing.

At daybreak, Jesus stood on the shore and suggested they cast their net on the right side of the boat... and they were unable to haul it in because of the large number of fish...which was 153.

When the disciples got out on land, they saw a charcoal fire there, with fish lying on it, and bread.

Then, Jesus told them, ‘Come and have breakfast.’ ... Jesus came, took the bread, and gave it to them. He did the same with the fish.

When they had finished eating breakfast, Jesus asked Peter three times, ‘Do you love me?’

Following each answer that Peter gave, Jesus reaffirmed Peter in front of the disciples charging him with the following action plan:

‘Feed my lambs.’

‘Shepherd my sheep.’

‘Feed my sheep.’

‘Follow Me!’ ”

Paraphrase of John 21:1-19

Review the 20th century strategy in relating to High I styles and the biblical account of Jesus' encounter with Peter. Circle any statement that parallels the way Jesus responded to Peter and the High I relationship strategy.

Giftedness of a High I Style

(Spontaneously responding to a need with verbal skills and quick action)

Acts 3:2-26

2 Now a man who was lame from birth was being carried to the temple gate called Beautiful, where he was put every day to beg from those going into the temple courts.... 6 Then Peter said, "Silver or gold I do not have, but what I do have I give you. In the name of Jesus Christ of Nazareth, walk." 7 Taking him by the right hand, he helped him up, and instantly the man's feet and ankles became strong.... 11 While the man held on to Peter and John, all the people were astonished and came running to them in the place called Solomon's Colonnade. 12 When Peter saw this, he said to them: "Fellow Israelites, why does this surprise you? Why do you stare at us as if by our own power or godliness we had made this man walk?....

How much preparation time did Peter have in addressing the crowd?

Acts 4:1-4

1 The priests and the captain of the temple guard and the Sadducees came up to Peter and John while they were speaking to the people. 2 They were greatly disturbed because the apostles were teaching the people, proclaiming in Jesus the resurrection of the dead. 3 They seized Peter and John and, because it was evening, they put them in jail until the next day. 4 But many who heard the message believed; so the number of men who believed grew to about five thousand.

How effective was his presentation?

Measuring the Maturity of a High I (Standing firm under social pressure)

Acts 4:7-12

"And when they (the Sanhedrin made up of some 70 members) had set them (Peter & John) in the center, they began to inquire,

'By what power, or in what name, have you done this?' (Healing of a lame man.)

*Then Peter, _____ said to them, 'Ruler and elders of the people, if we are on trial today for a benefit done to a sick man, as to how this man has been made well, let it be known to all of you, and to all the people of Israel, that by the name of Jesus Christ the Nazarene, who you crucified, who God raised from the dead -- by this name this man stands here before you in good health. He is the **STONE WHICH WAS REJECTED** by you, **THE BUILDERS**, but **WHICH BECAME THE VERY CORNERSTONE.**' And there is salvation in no one else; for there is no other name under heaven that has been given among men, by which we must be saved.'*

How powerful was this audience?

How much social pressure was on Peter in this setting? How did he do? Why?

High I Problem Solving Styles

Strength – Fast Paced; relationship focused

Fears – Loss of approval or loss of social recognition

Solves problems by – Verbalizing their feelings

Struggles with – Random and disorganized thinking;
poor follow through

Strategies in dealing with High I Problem Solving Styles

Anticipate a friendly, random dialogue

With an informal, positive tone, define the problem

If their involvement has a negative history, expect
denial or shift blame

Focus on positive solutions

Solicit their feelings

Proactively validate whether to provide feedback
or just listen without comment