



Understanding and Responding
to the
High C Style

*Case Studies of:
Moses, Elijah and
Mary, the mother of Jesus*

Understanding Your Communication 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.

High Style	D	I	S	C
Act	Assertive	Persuasive	Patient	Contemplative
Want	Control	Approval	Routine	Standards
Fear	Losing	Rejection	Change	Being Wrong
Fear Response	Anger	Blame	Nonparticipation	Criticism

----- midline -----

Act	Cooperative	Unemotional	Responsive	Free-spirited
Want	Harmony	Logic	Variety	Non-structured
Fear	Confrontation	Illogical actions	Status Quo	Conforming
Fear Response	Indifference	Suspicion	Physical Action	Emotion
Low Style	D	I	S	C

Understanding Your Communication Style

Example: "As a High D/C and Low I/S blend, I naturally **act** *assertive and responsive* because I **want** *control and logic*. If I perceive that I may face (**fear**) *losing or illogical actions*, I may **respond** with *anger or suspicion*."

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

Defining Your Communication Style

As a high _____ and low _____ blend, I naturally act _____

because I want _____

If I perceive that I may face (**fear**) _____

I may respond with _____

Fear Defined

Fear - A distressing emotion aroused by an impending pain, danger, evil or by the illusion of such.

"No passion so effectually robs the mind of all its powers of acting and reasoning as fear."

Edmund Burke

Lead Like Jesus Guide

Why Behavioral Conflicts Occur

1. Starts with unfulfilled _____
2. Which energized individual core behavioral _____
3. Which causes behavioral strengths to propel out of control (Defined as _____)
4. Which results in _____
5. Furthermore, when two different sets of expectations, fears and pride issues collide, conflict is _____

Wants and Fears of High C Styles

High C styles prefer new information presented with proven logic accompanied with _____.

High C styles fear a process of random, illogical thinking based on _____.

To validate new ideas outside their frame of reference, High C's tend to ask clarification _____.

Mary, mother of Jesus case study - Luke 1:26-42, 56 (NIV)

26 In the sixth month of Elizabeth's pregnancy, God sent the angel Gabriel to Nazareth, a town in Galilee, 27 to a virgin pledged to be married to a man named Joseph, a descendant of David. The virgin's name was Mary. 28 The angel went to her and said, "Greetings, you who are highly favored! The Lord is with you."

29 Mary was greatly troubled at his words and wondered what kind of greeting this might be. 30 But the angel said to her, "Do not be afraid, Mary; you have found favor with God. 31 You will conceive and give birth to a son, and you are to call him Jesus. 32 He will be great and will be called the Son of the Most High. The Lord God will give him the throne of his father David, 33 and he will reign over Jacob's descendants forever; his kingdom will never end."

34 "How will this be," Mary asked the angel, "since I am a virgin?"

35 The angel answered, "The Holy Spirit will come on you, and the power of the Most High will overshadow you. So the holy one to be born will be called the Son of God. 36 Even Elizabeth your relative is going to have a child in her old age, and she who was said to be unable to conceive is in her sixth month. 37 For no word from God will ever fail."

38 "I am the Lord's servant," Mary answered. "May your word to me be fulfilled." Then the angel left her.

39 At that time Mary got ready and hurried to a town in the hill country of Judea, 40 where she entered Zechariah's home and greeted Elizabeth. 41 When Elizabeth heard Mary's greeting, the baby leaped in her womb, and Elizabeth was filled with the Holy Spirit. 42 In a loud voice she exclaimed: "Blessed are you among women, and blessed is the child you will bear!" ... 56 Mary stayed with Elizabeth for about three months and then returned home.

When Mary was initially troubled, did Gabriel offer reassurances?

Did Mary have a question? Did Gabriel answer her with reassurances and offer a validation scenario?

Why?

If Mary was a High C, why do you think she would visit Elizabeth and stayed 3 months?

Understanding Conflict Responses of High C Styles

1. High C styles tend to be comfortable with order and _____.
2. The strength of High C styles is maintaining rules and _____.
3. However, High C styles are uncomfortable with being wrong or _____.
4. Initially, High C styles tend to have unrealistic expectations and become _____.
5. Under tension, High C styles can become self critical and _____.
6. If conflict persists, High C styles will either give up or entertain thoughts of _____.
7. A mature relationship never lets the behavior get beyond level 4.

Elijah dealing with criticism from Jezebel - I Kings 19:15-30 (NIV)

1 Now Ahab told Jezebel everything Elijah had done and how he had killed all the prophets with the sword. 2 So Jezebel sent a messenger to Elijah to say, "May the gods deal with me, be it ever so severely, if by this time tomorrow I do not make your life like that of one of them."

3 Elijah was afraid and ran for his life. When he came to Beersheba in Judah, he left his servant there, 4 while he himself went a day's journey into the wilderness. He came to a broom bush, sat down under it and prayed that he might die. "I have had enough, LORD," he said. "Take my life; I am no better than my ancestors." 5 Then he lay down under the bush and fell asleep. All at once an angel touched him and said, "Get up and eat." ... 8 So he got up and ate and drank. Strengthened by that food, he traveled forty days and forty nights until he reached Horeb, the mountain of God. 9 There he went into a cave and spent the night.

9 And the word of the LORD came to him: "What are you doing here, Elijah?"

10 He replied, "I have been very zealous for the LORD God Almighty. The Israelites have rejected your covenant, torn down your altars, and put your prophets to death with the sword. I am the only one left, and now they are trying to kill me too." ...

15 The LORD said to him, "Go back the way you came, and go to the Desert of Damascus. When you get there, anoint Hazael king over Aram. 16 Also, anoint Jehu son of Nimshi king over Israel, and anoint Elisha son of Shaphat from Abel Meholah to succeed you as prophet. 17 Jehu will put to death any who escape the sword of Hazael, and Elisha will put to death any who escape the sword of Jehu. 18 Yet I reserve seven thousand in Israel—all whose knees have not bowed down to Baal and whose mouths have not kissed him."

Describe how you think Elijah took Jezebel's threats.

What physical and emotional circumstances aided in Elijah's response?

How real do you think Elijah felt about being totally alone?

What was Elijah's solution in getting out of his dilemma?

Describe the counsel of the angel and the Lord?

Was help and reinsurance part of the counsel?

The 3 R's in Relating to High C Styles

HOW TO RESPOND TO A HIGH C

- Be specific and accurate
- Make allowance for initial responses to be cautious and/or negative
- Allow freedom to ask questions

HOW TO RELATE TO A HIGH C

- Answer questions in a patient and persistent manner
- Mix accurate data with assurances
- Allow time to validate information

HOW TO REINFORCE THE HIGH C

- Provide a step-by-step approach
- Provide reassurances of support
- Give permission to validate information with third parties

God the Father Responding to Moses

“And the angel of the Lord appeared to him in a blazing...bush...And God said, ‘Moses, Moses!’ And he said, ‘Here I am.’ ...

Then He said... ‘I am the God of your father, the God of Abraham, the God of Isaac, and the God of Jacob.’ Then Moses hid his face, for he was afraid...

And the Lord said, ‘I have surely seen the affliction of My people who are in Egypt... Therefore, come now, and I will send you to Pharaoh, so that you may bring My people, the children of Israel, out of Egypt.’

And He said, ‘Certainly I will be with you, and...you shall worship God at this mountain.’

Then Moses said to God, ‘What name shall I say sent me?’

God said... ‘I AM WHO I AM.’

Then Moses answered, ‘What if they will not believe me?’

And He gave him three signs: Moses’ staff, his hand, water to blood.

Then Moses said to the Lord, ‘Please Lord...I am slow of speech...’

The Lord said to him, ‘I will be with your mouth and teach you what to say.’

But he said, ‘Please, Lord, send the message by whomever Thou wilt.’

Then Moses departed and returned to Jethro his father-in-law, and said to him, ‘Please let me go back...to Egypt.’ And Jethro said to Moses, ‘Go in peace.’ ...and went to meet Aaron”

Paraphrase overview of Exodus 3-4

Review the 20th century strategy in relating to High C styles and the biblical account of the Lord's encounter with Moses. Circle any statement that parallels the way He responded to Moses and the High C relationship strategy. How was the Lord's strategy different with Moses' and that of Abraham?

Giftedness of a High C style

(Once ownership is taken, High Cs complete their tasks)

Moses dealing with the golden calf issue - Exodus 32:30-35, 33:1, 11 (NIV)

30 The next day Moses said to the people, "You have committed a great sin. But now I will go up to the LORD; perhaps I can make atonement for your sin."

31 So Moses went back to the LORD and said, "Oh, what a great sin these people have committed! They have made themselves gods of gold. 32 But now, please forgive their sin—but if not, then blot me out of the book you have written."

33 The LORD replied to Moses, "Whoever has sinned against me I will blot out of my book. 34 Now go, lead the people to the place I spoke of, and my angel will go before you. However, when the time comes for me to punish, I will punish them for their sin..."

1 Then the LORD said to Moses, "Leave this place, you and the people you brought up out of Egypt, and go up to the land I promised on oath to Abraham, Isaac and Jacob, saying, 'I will give it to your descendants.'... 11 The LORD would speak to Moses face to face, as one speaks to a friend.

How would you describe Moses' relationship with the Lord and how long was he in this role?

Measuring the Maturity of a High C

(When High C stops asking questions and takes action)

"Then the Lord spoke to Moses... 'you shall set up the tabernacle of the tent meeting.'

v16 Thus Moses did; according to all that the Lord had commanded him, so he did.

v19 And he spread out the tent as the Lord commanded.

v22 -23 He put the table in the tabernacle as the Lord had commanded Moses.

v25 and He lit the lamps before the Lord as the Lord commanded Moses.

v27 and he burned sweet incense as the Lord commanded.

v29 And he put offerings on the altar as the Lord commanded.

v31-32 and Moses and Aaron and his sons washed their hands...as the Lord commanded Moses.

v33 Then the cloud covered the tabernacle of meeting, and the glory of the Lord filled the tabernacle." Exodus 40:1-33 (NKJV)

How many questions are recorded in Exodus 40?

High C Problem Solving Styles

Strength – Deliberate pace; maintaining accuracy,
order and quality control

Fears – Illogical thinking, disorder, criticism of
work

Solves problems by – Validating and organizing
data into structure and order

Struggles with – Being too detailed; overly
analytical

Strategies in Dealing with High C Problem Solving Styles

Anticipate their need to ask many questions

With a non-threatening tone, define the problem
and “Why” it needs to be solved.

Patiently answers questions as specifically as
possible with reassurances of support

Allow time to validate your answers with
a third party

Give assurances of availability to answer
follow-up questions