



**Understanding and Responding**  
**to the**  
**High D Style**

*Case Studies*  
*of*  
*Pharaoh and Paul*

## Understanding Your Negotiating Style in Resolving Conflict

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
Comfortable	Decisive	Enthusiastic	Supportive	Structured
Fears	Losing	Rejection	Change	Being Wrong
Tension	Demand Action	Attack	Comply	Avoid Disagreeing
Conflict	Avoid Contact	Comply	Attack	Demand Details

----- midline -----

Comfortable	A Team Player	Detached	Spontaneous	Unstructured
Fears	Confrontation	Illogical Actions	Status Quo	Conforming
Tension	Become Quiet	Remain Calm	Challenge Others	Become Arbitrary
Conflict	Stuff Feelings	React Covertly	Assess Blame	Become Sarcastic
Low Style	D	I	S	C

### Understanding Your Negotiating Style in Resolving Conflict

**Example:** "As a High I/S and Low D/C blend facing conflict, I am most **comfortable** being *enthusiastic and supportive*. When I feel **fears** of *confrontation and rejection* it causes tension for me. Under **tension**, I may *become quiet and comply*. If this intensifies the **conflict**, I may *attack or become sarcastic*."

Using the chart above, define your negotiating style in resolving conflict by completing the statements below.

**Defining Your Negotiating Style in Resolving Conflict**

As a high \_\_\_\_\_ and low \_\_\_\_\_ blend, I am most **comfortable** being \_\_\_\_\_

When I feel **fears** of \_\_\_\_\_ it causes tension for me.

Under **tension**, I may \_\_\_\_\_

If this intensifies the **conflict**, I may \_\_\_\_\_

# **Importance of Understanding Your Unique Fear and Pride Issues**

1. A person's behavioral fear \_\_\_\_\_ goes away
2. One of Satan's most destructive tools in creating relational conflict is in the \_\_\_\_\_ of a person's unique fear
3. A counter strategy is in developing a relational understanding of the 3 R's of motivating environments in better \_\_\_\_\_ one's fears
4. Finally, managing one's fear and pride issues are a measure of one's \_\_\_\_\_ maturity

## **Then who should we fear?**

**“The remarkable thing about God is that when you fear God you fear nothing else, whereas if you do not fear God, you fear everything else.”**

*Oswald Chambers*

# Wants and Fears of High D Styles

High D styles tend to be result driven and want \_\_\_\_\_. Ds desire to be the \_\_\_\_\_ point in accomplishing their tasks.

High D styles fear being taken advantage of and are most uncomfortable when \_\_\_\_\_ control.

To regain control, High D styles will commonly respond with \_\_\_\_\_ tones and \_\_\_\_\_ actions.

*4 But the king of Egypt said, "Moses and Aaron, why are you taking the people away from their labor? Get back to your work!" ... 6 That same day Pharaoh gave this order to the slave drivers and overseers in charge of the people: 7 "You are no longer to supply the people with straw for making bricks; let them go and gather their own straw. 8 But require them to make the same number of bricks as before; don't reduce the quota.*

*Exodus 5:4,6-8 (NIV)*

*1 Meanwhile, Saul was still breathing out murderous threats against the Lord's disciples. He went to the high priest 2 and asked him for letters to the synagogues in Damascus, so that if he found any there who belonged to the Way, whether men or women, he might take them as prisoners to Jerusalem.*

*Acts 9:1-2 (NIV)*

Characterize both actions of Pharaoh and Paul.  
What might their independent fears be?

# Understanding and Responding to High D Styles

1. Anticipate disagreement and \_\_\_\_\_
2. Understand that High Ds solve problems by \_\_\_\_\_ your conclusions
3. Be brief and focus on \_\_\_\_\_
4. Sometimes \_\_\_\_\_ may be necessary to get their attention
5. After reflection time, evaluate progress of redirection of \_\_\_\_\_
6. Expect \_\_\_\_\_ acknowledgment or credit for positive changes
7. If no redirection is seen, \_\_\_\_\_ strategies 1 through 6

## Case Study

### The "I am" God vs Pharaoh's gods

*19 But I know that the king of Egypt will not let you go unless a mighty hand compels him. 20 So I will stretch out my hand and strike the Egyptians with all the wonders that I will perform among them. After that, he will let you go.* Exodus 3:19-20 (NIV)

*1 Then the LORD said to Moses, "Go to Pharaoh and say to him, 'This is what the LORD says: Let my people go, so that they may worship me. 2 If you refuse to let them go, I will send a plague of frogs on your whole country.*

*12 After Moses and Aaron left Pharaoh, Moses cried out to the LORD about the frogs he had brought on Pharaoh. 13 And the LORD did what Moses asked. The frogs died in the houses, in the courtyards and in the fields. 14 They were piled into heaps, and the land reeked of them. 15 But when Pharaoh saw that there was relief, he hardened his heart and would not listen to Moses and Aaron, just as the LORD had said.* Exodus 8:1-2, 12:14 (NIV)

*8 Then the LORD said to Moses and Aaron, "Take handfuls of soot from a furnace and have Moses toss it into the air in the presence of Pharaoh. 9 It will become fine dust over the whole land of Egypt, and festering boils will break out on people and animals throughout the land."*

*11 The magicians could not stand before Moses because of the boils that were on them and on all the Egyptians. 12 But the LORD hardened Pharaoh's heart and he would not listen to Moses and Aaron, just as the LORD had said to Moses."* Exodus 9:8-12 (NIV)

Did the Lord have fore knowledge that confrontation might be necessary to get Pharaoh's attention?

What was the main focus of the Lord's challenge toward Pharaoh and what did He demand?

How many plagues did Pharaoh experience before the Lord hardened Pharaoh's heart?

How did "submitting and giving up control" influence Pharaoh's hardening of his heart?

# The 3 R's in Relating to High D Styles

## HOW TO RESPOND TO A HIGH D

- Be firm and direct
- Focus on actions and goals
- Caring confrontation may be necessary to get his attention

## HOW TO RELATE TO A HIGH D

- Be brief and to the point
- Explain "How to achieve goals" using logic with an action plan
- Allow time to consider your ideas

## HOW TO REINFORCE THE HIGH D

- Repeat the plan of action focusing on goals, objectives, and results
- Give bottomline instructions
- Get out of his way

## Jesus responding to Saul

*"And it came about that as he journeyed, he was approaching Damascus, and suddenly a light from heaven flashed around him; and he fell to the ground, and heard a voice saying to him, 'Saul, Saul, why are you persecuting Me?'*

*And he said, 'Who art Thou, Lord?' and He said, 'I am Jesus whom you are persecuting, but rise and enter the city, and it shall be told you what you must do....'*

*And Saul got up from the ground, and though his eyes were open, he could see nothing; and leading him by the hand, they brought him into Damascus.*

*And he was three days without sight, and neither ate nor drank....*

*And Ananias departed and entered the house, and after laying his hands on him said, 'Brother Saul, the Lord Jesus, who appeared to you on the road by which you were coming, has sent me so that you may regain your sight, and be filled with the Holy Spirit.'*

*And immediately there fell from his eyes something like scales, and he regained his sight, and he arose and was baptized; and he took food and was strengthened. Now for several days he was with the disciples who were at Damascus, and immediately he began to proclaim Jesus in the synagogues, saying, 'He is the Son of God.'*  
Paraphrase of Acts 9:1-20

Review the 20th century strategy in relating to High D styles and the biblical account of Jesus' encounter with Saul. Circle any statement that parallels the way Jesus responded to Saul later known as Paul.

# Measuring the Maturity of a High D

*"Then after some days Paul said to Barnabas, 'Let us now go back and visit our brethren in every city where we have preached the word of the Lord, and see how they are doing.'*

*Now Barnabas was determined to take with them John called Mark.*

*But Paul insisted that they should not take with them the one who had departed from them in Pamphylia and had not gone with them to the work.*

*Then the contention became so sharp that they parted from one another. And so Barnabas took Mark and sailed to Cyprus; but Paul chose Silas and departed, being commended by the brethren to the grace of God. Acts 15:36-40*

## Discussion Question -

Based on Paul's profile (D/C) and Barnabas' profile (I/S) what might have been the cause of their disagreement? Who was at fault?

### **The mature stretch response for a D/C**

#### **“Extending grace & embracing weakness over pride”**

*“Only Luke is with me. Get Mark and bring him with you for he is useful to me for ministry.”*  
II Timothy 4:11 (NKJV)

*“... ‘thorn in the flesh was given to me, a messenger of Satan to buffet me lest I be exalted above measure.*

*Concerning this thing I pleaded with the Lord three times that it might depart from me.*

*And He said to me, ‘My grace is sufficient for you, for My strength is made perfect in weakness.’ Therefore most gladly I will rather boast in my infirmities that the power of Christ may rest upon me.*

*Therefore, I take pleasure in infirmities, in reproaches, in needs, in persecutions, in distresses, for Christ’s sake. For when I am weak, then I am strong.*

*II Cor. 12:7-10 (NKJV)*

Based on his profile, how difficult would it have been for Paul to come to these two conclusions?

## **High D Problem Solving Styles**

Strength – Fast Paced; bottom lined focused

Solves problems by – Debating other’s conclusions

Fears – Loss of control; not being the influence point

Struggles with – Selective hearing; too quick in  
decision making without considering all factors

## **Strategies in Dealing with High D Problem Solving Styles**

Anticipate disagreement and debate

Briefly define the problem

With a direct tone, offer two solutions options

Follow with a “What do you think?” request

If no decision, follow-up with either third party or  
deadline memo with one of the options