



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

*Case Studies
of
Abraham, Sarah and Isaac*

Understanding Your Task 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				
Preferred Tasks	Challenging	People Related	Scheduled	Detailed
Work Style	Decisive	Interactive	Cooperative	Traditional
Strength	Problem Solver	Encourager	Supporter	Organizer
Limitation	Too Direct	Too Disorganized	Too Indecisive	Too Detailed

-----midline-----

Preferred Tasks	Routine	Technical	Diverse	Unorthodox
Work Style	Participative	Structured	Reactive	Instinctive
Strength	Team Player	Logical Thinker	Energy Source	Risk Taker
Limitation	Too Indirect	Too Impersonal	Too Intense	Too Nontraditional
Low Style	D	I	S	C

Understanding Your Task Style

Example: "As a High D/C and Low I/S blend, I **prefer tasks** that are *challenging, detailed and diverse*. My **work style** tends to be *decisive and structured*. My **strengths** are being a *problem solver, organizer and logical thinker*. Regarding my **limitations**, I tend to be *too direct, impersonal and intense*; therefore, I **need** a High I, Low D on my team."

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

Defining Your Task Style

As a high _____ and low _____ blend, I **prefer tasks** that are _____.

My **work style** tends to be _____.

My **strengths** are being a _____. Regarding my **limitations**, I tend to be too _____, therefore I **need** a High _____, (opposite) Low _____ (opposite) on my team or in my life."

Wants and Fears of High S Styles

High S styles tend to be security driven and desire _____ particularly within the family.

High S styles fear _____ and _____ .

When facing confrontation, High Ss often implement a deceptive, _____ strategy.

Abraham Case Study - Genesis 12:10-17 (NIV)

10 Now there was a famine in the land, and Abram went down to Egypt to live there for a while because the famine was severe. 11 As he was about to enter Egypt, he said to his wife Sarai, "I know what a beautiful woman you are. 12 When the Egyptians see you, they will say, 'This is his wife.' Then they will kill me but will let you live. 13 Say you are my sister, so that I will be treated well for your sake and my life will be spared because of you."

14 When Abram came to Egypt, the Egyptians saw that Sarai was a very beautiful woman. 15 And when Pharaoh's officials saw her, they praised her to Pharaoh, and she was taken into his palace. 16 He treated Abram well for her sake, and Abram acquired sheep and cattle, male and female donkeys, male and female servants, and camels.

17 But the LORD inflicted serious diseases on Pharaoh and his household because of Abram's wife Sarai.

Isaac Case Study - Genesis 26:1-2, 6-9 (NIV)

1 Now there was a famine in the land—besides the previous famine in Abraham's time—and Isaac went to Abimelek king of the Philistines in Gerar. 2 The LORD appeared to Isaac and said, "Do not go down to Egypt; live in the land where I tell you to live..."

6 So Isaac stayed in Gerar. 7 When the men of that place asked him about his wife, he said, "She is my sister," because he was afraid to say, "She is my wife." He thought, "The men of this place might kill me on account of Rebekah, because she is beautiful."

8 When Isaac had been there a long time, Abimelek king of the Philistines looked down from a window and saw Isaac caressing his wife Rebekah. 9 So Abimelek summoned Isaac and said, "She is really your wife! Why did you say, 'She is my sister'?" Isaac answered him, "Because I thought I might lose my life on account of her."

Characterize the behavior of Abraham and Isaac. Is deception present?

What was God's response?

Why do you think the Lord responded with grace and protection rather than confronting them about their deceptive behavior?

Understanding conflict responses of a High S when encountering a High D Style

1. High S styles tend to be comfortable being team players and _____.
2. The strength of High S styles is being cooperative and maintaining _____.
3. However, High S styles are uncomfortable with unexpected _____.
4. Initially, High S styles will tend to comply rather than face _____.
5. Under tension, High S styles become quiet, often stuff feelings and can begin to develop _____.
6. If the conflict persists, High S styles will either attack without warning or _____.
7. A mature relationship never lets the behavior get beyond level 5.

Case Study #1 - Abraham, Sarah and Hagar - Genesis 16:1-6 (NIV)

“Abraham’s wife Sarah had not borne any children for him, but she owned an Egyptian slave named Hagar. Sarah said to Abraham, ‘Since the Lord has prevented me from bearing children, go to my slave; perhaps through her I can build a family. And Abraham agreed to what Sarah said... He slept with Hagar, and she become pregnant. When she realized that she was pregnant, she treated her mistress with contempt. Then Sarah said to Abram, ‘You are responsible for my suffering...May the Lord judge between me and you.’

Abram replied to Sarah, ‘Here, your slave is in your hands; do whatever you want with her.’ Then Sarah mistreated her so much that she ran away from her.”

Based on what you now know about the behavior of Abraham (S/I) and Sarah (D/I) , what particular fear traits came into play? Could this be classified as Edge God Out?

Case Study #2 - Abraham, Sarah and Hagar - Genesis 21:9-12, 14 (NIV)

Sarah saw the son of Hagar the Egyptian, who she had borne to Abraham scoffing. Therefore she said to Abraham, ‘Cast out this bondwoman and her son; for the son of this bondwoman shall not be heir with my son, namely with Isaac.’ And the matter was very displeasing in Abraham’s sight.

But God said to Abraham, ‘ Do not let it be displeasing in your sight because of the lad or because of your bondwoman. Whatever Sarah has said to you listen to her voice; for in Isaac your seed shall be called.’

So Abraham rose early in the morning, and took bread and a skin of water; and putting it on her shoulder, he gave it and the boy to Hagar, and sent her away.”

In Genesis 21, what particular behavioral trait did Sarah exhibit and how did it affect Abraham? Was her behavior similar or different from Genesis 16?

Who was not involved in Genesis 16 but present in Genesis 21? In latter case study, could Sarah's actions support Exalting God Only?

Measuring the Maturity of High D

Case Study # 1 - Sarah

"Abraham and Sarah were old and getting on in years. Sarah had passed the age of childbearing. So she laughed to herself: 'After I have become shriveled up and my lord is old, will I have delight?'" Genesis 18:12

"For in this manner, in former times, the holy women who trusted in God also adorned themselves to their husbands, as Sarah obeyed Abraham; calling him lord." I Peter 3:5-6

Is it possible for a wife to function as a High D but also be able to submit to her husband?

Can it be a challenge to pull this off when the husband is a High S?

Measuring the Maturity of High S

Case Study #2 - Abraham

"Now it came to pass after these things that God tested Abraham, and said to him... 'Take now your son, your only son Isaac, whom you love, and go to the land of Moriah, and offer him there as a burnt offering on one of the mountains of which I shall tell you.'

So Abraham rose early in the morning and saddled his donkey and took two of his young men with him, and Isaac his son and he split the wood for the burnt offering, and arose and went to the place of which God had told him.

Then they came to the place of which God had told him... And Abraham stretched out his hand and took the knife to slay his son.

But the Angel of the Lord called to him... And He said, 'Do not lay your hand on the lad, or do anything to him; for now I know that you fear God, since you have not withheld your son, your only son, from Me.' "

Genesis 22: 1-3, 9-12

Knowing his profile, how difficult do you think this task might have been for Abraham? How quickly did he act?

The 3 R's in relating to High S Styles

HOW TO RESPOND TO A HIGH S

- Be non-threatening and patient
- Allow time to process and adjust to change
- Make allowances for family

HOW TO RELATE TO A HIGH S

- Use friendly tones when instructing
- Give personal, nonverbal acceptance and assurances
- Allow time to process information

HOW TO REINFORCE THE HIGH S

- Repeat any instructions
- Provide hands-on reinforcement
- Be patient in allowing time to take ownership

God the Father responding to Abraham

“God appeared...to Abraham when he was in Ur, before he lived in Haran, and He said to him, ‘DEPART FROM YOUR COUNTRY AND YOUR RELATIVES, AND COME INTO THE LAND THAT I WILL SHOW YOU.’

And Terah took Abraham his son, and Lot...and Sarah, Abraham’s wife; and they went out together from Ur...in order to enter the land of Canaan; and they went as far as Haran, and settled there...and Terah died in Haran.

Now the Lord said to Abraham, ‘Go forth from your country, And from your relatives, and from your father’s house, to the land I will show you; and I will make you a great nation, and I will bless you, and make your name great; and so you shall be a blessing...’

So Abraham went forth as the Lord and spoken to him; and Lot went with him...Later, there was strife between the herdsmen of Lot and Abraham and they separated.

And the Lord said to Abraham, after Lot had separated from him, ‘Now lift up your eyes and look from this place where you are...for all the land which you see, I will give it to you and to your descendants forever...’

Arise, walk about the land through its length and breadth; for I will give it to you.’...And Abraham settled in the land.”

Overview of Genesis 12-20

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

Giftedness of a High S styles (Trust and loyalty when affirmed)

Case Study #1 - Abraham - Genesis 15:1-6 (NIV)

1 After this, the word of the LORD came to Abram in a vision: "Do not be afraid, Abram. I am your shield, your very great reward."

2 But Abram said, "Sovereign LORD, what can you give me since I remain childless and the one who will inherit my estate is Eliezer of Damascus?" 3 And Abram said, "You have given me no children; so a servant in my household will be my heir."

4 Then the word of the LORD came to him: "This man will not be your heir, but a son who is your own flesh and blood will be your heir." 5 He took him outside and said, "Look up at the sky and count the stars—if indeed you can count them." Then he said to him, "So shall your offspring be."

6 Abram believed the LORD, and he credited it to him as righteousness.

What were the circumstances of the Lord addressing Abraham's fears?
Once affirmed, what was Abraham's response?

Case Study #2 - Abraham - Genesis 24:1-8 (NIV)

1 Abraham was now very old, and the LORD had blessed him in every way. 2 He said to the senior servant in his household, the one in charge of all that he had, "Put your hand under my thigh. 3 I want you to swear by the LORD, the God of heaven and the God of earth, that you will not get a wife for my son from the daughters of the Canaanites, among whom I am living, 4 but will go to my country and my own relatives and get a wife for my son Isaac."

5 The servant asked him, "What if the woman is unwilling to come back with me to this land? Shall I then take your son back to the country you came from?"

6 "Make sure that you do not take my son back there," Abraham said. 7 "The LORD, the God of heaven, who brought me out of my father's household and my native land and who spoke to me and promised me on oath, saying, 'To your offspring I will give this land'—he will send his angel before you so that you can get a wife for my son from there.

8 If the woman is unwilling to come back with you, then you will be released from this oath of mine.

9 So the servant put his hand under the thigh of his master Abraham and swore an oath to him concerning this matter.

At the end of his life, how secure and trusting was Abraham in leaving the details of gaining a wife for Isaac in the Lord's hand?
How did it turn out?

High S Problem Solving Styles

Strength – Reflective and slower pace;

harmony focused; cooperative

Fears – Change, disharmony and loss of security

Solves problems by – Processing information

Struggles with – Making quick decisions;

confronting others

Strategies in Dealing with High S Problem Solving Styles

**Anticipate a need to process information involving
change**

**With a non threatening and friendly tone,
define the problem**

**Offer “How” solutions with room for flexibility
particularly if family time is threatened**

**Allow time to process, with a scheduled follow-up
time**

**Patiently answer questions with assurances and
affirmation**