

November 7, 2013
RE: Dr. Paul McLaughlin
God's Way Services & Temperament Analysis

To Whom It May Concern:

About a year ago our church had decided to have a leadership development weekend with several of the individuals and couples from our church who we believed had a leadership gifting in one form or another. We decided to focus the weekend around two primary areas. First, we wanted to focus on the temperaments of each person. We thought that it would be very beneficial for each person to have a better understanding of the temperaments that God had given them. We also felt that it would be a good idea for all of us, as a leadership group, to understand the temperaments of those that God has called us each to work with. As most know, when working in a group dynamic, having an understanding of how the other people in the group think, feel, and operate is a great tool to have. The second area that we focused on was the emotional health of each person. We read through a book called, "Emotionally Healthy Spirituality" by Peter Scazzero. This allowed us to talk about areas in our lives that we struggle to respond in an emotionally mature way. For example, trying to understand why criticism causes some to explode in anger, while causing others to curl up into a ball.

By focusing on these two areas we were able to help each person, as well as all of us as a group, better understand how to best relate to each other. It enabled us to understand which people could be spoken to in a direct manner and which needed a softer touch. Which were the ones who enjoyed jumping right in and which needed time to think things through and get comfortable. Not only that but it also allowed us to discuss, in an open and friendly atmosphere, where our own weaknesses were. It really ended up being a very enjoyable time together that I believe will pay dividends as we seek to continue building our relationships together as we work towards the vision that God has given us as a church body. The temperament tests were easy to complete and we received the results back quickly from Dr. McLaughlin. I would certainly recommend using them for anyone else who is working in the area of team building whether in the church or in business.

God bless,

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