

# ADAPTIVE TRAIT NAVIGATING CHALLENGES

You are sympathetic, cooperative, merciful, accommodating, and kind. You usually want to get along with other people more than you want to achieve your own individual goals, so you are willing to adjust to help others. You are humble and altruistic, spending significant time and energy helping other people.

## Challenges You May Experience from Yourself and Others

Your interpersonal skills and ability to work as part of a team can be critically important to your success at work, school, and on committees. Organizations often adopt a team approach to nearly every aspect of their business by including multiple departments or disciplines inside their structure. While you are innately 'wired' to be a team player, your tendency to yield your position to others instead of taking a firm stand can sometimes come across to others as non-assertive, naïve, submissive, conflict-adverse, gullible, dependent, or perhaps even weak. It's helpful to be aware of how your interpersonal style at work can be perceived by others so that you can monitor your behavior.

## How to Effectively Manage Challenges

- **Embrace teamwork:** Utilize your natural inclination to collaborate and work effectively with others in a team environment.
- **Assertiveness with diplomacy:** Find a balance between being accommodating and asserting your own ideas and opinions when necessary.
- **Set boundaries:** Be clear about your own needs and priorities while also considering the needs of others. Don't hesitate to assert yourself when your boundaries are being encroached upon.
- **Foster open communication:** Create an environment where everyone feels comfortable expressing their opinions and concerns openly and respectfully.
- **Develop conflict resolution skills:** Be proactive in addressing conflicts that arise within the team, focusing on finding mutually beneficial solutions.
- **Stand firm on principles:** While being cooperative, remain steadfast in upholding your values and principles, even if it means disagreeing with others.
- **Seek feedback:** Actively solicit feedback from colleagues to ensure your approach is perceived positively and to identify areas for improvement.
- **Continuously self-monitor:** Be mindful of how your agreeable nature may be perceived and make adjustments as needed to assert yourself appropriately.

## Jesus' Teachings

By integrating these teachings into your approach, you can navigate challenges effectively while maintaining your naturally agreeable disposition. This balance will not only enhance your interpersonal skills but also reflect the values of compassion and integrity that Jesus embodied.

- **Embrace Teamwork:** Jesus emphasized the importance of community and collaboration. In Matthew 18:20, He said, "For where two or three gather in my

name, there am I with them." This underscores the significance of teamwork and the presence of God in collaborative efforts. Encourage unity and collective effort within your team, fostering a sense of belonging.

- **Assertiveness with Diplomacy:** Jesus demonstrated assertiveness in His teachings and actions, such as when He spoke truth to power (e.g., Matthew 23). Use Jesus' model of speaking with truth and love to assert your ideas diplomatically, ensuring that your voice is heard while respecting others.
- **Set Boundaries:** Jesus often withdrew to pray and recharge (e.g., Luke 5:16). He recognized the importance of setting boundaries for His well-being. Follow His example by setting personal boundaries to maintain your health and effectiveness, while being considerate of others' needs.
- **Foster Open Communication:** Jesus engaged in open dialogue with His disciples, asking questions and encouraging discussion (e.g., Matthew 16:13-15). Promote a culture of open communication in your team by modeling transparency and inviting diverse opinions.
- **Develop Conflict Resolution Skills:** In Matthew 18:15-17, Jesus provided a process for resolving conflicts among believers, emphasizing reconciliation and understanding. Take a proactive role in addressing conflicts, focusing on healing relationships and finding solutions that honor everyone involved.
- **Stand Firm on Principles:** Jesus stood firm in His mission and values, even when faced with opposition (e.g., John 18:36-37). Uphold your principles with courage, even when it requires difficult conversations or standing alone. Your integrity will earn respect.
- **Seek Feedback:** Jesus often asked His disciples for their thoughts and insights (e.g., Mark 8:27-30). Create a feedback-rich environment by regularly asking for input from colleagues to improve your interpersonal effectiveness.
- **Continuously Self-Monitor:** Jesus taught about self-examination (e.g., Matthew 7:3-5), encouraging individuals to reflect on their actions and attitudes. Regularly assess how your agreeable nature is perceived and seek to balance it with assertiveness when necessary.

## Notes

---

---

---

---

---

---

---

---

---

---