

# ACCOMPLISHING SPIRITUALITY

## Sensing/Thinking

*But be doers of the word, and not hearers only.*  
James 1:22

The posture of Accomplishing Spirituality is formed through the combination of function preferences for Sensing and Thinking. The four congregational types that have their core values framed around Accomplishing Spirituality are the **ISTJ**, **ISTP**, **ESTP**, and **ESTJ** congregational types. The Accomplishing Spirituality will be lived out differently in each of these four types. Review the spiritual emphases of these four types as outlined in column one of Table 11.1.

The posture of Accomplishing Spirituality tends to be task oriented. The congregation finds purpose and meaning in what it accomplishes together, how the members work and play together. To bring order to its corporate existence, this congregation will depend on the Law, constitutions, rules, and proscriptions from scripture. It will tend not to question beliefs once established and will rely on traditional structures to lead it in the way it must go. Members who have not been born into the congregation may sense that they have never been fully accepted. However, all members are expected to pull their own weight.

Spiritually this congregation will focus on responsibilities, including social responsibility and morality. Moral judgments and being clear about who or what is right or wrong will direct the spiritual path. Therefore, knowing what guiding beliefs are held in common is important to this congregation. They will strive to have a common collective attitude toward such things as type of worship, use of property and resources, divorce, gays and lesbians, those of other religions, particular community concerns, etc. Accepting the introduction of a new style of worship will be as problematic as changing their attitude or stance on a social issue.

In the Accomplishing Spirituality posture for the ESTP and ISTP types the time dimension orientation comes into play in a major way. Review of this section in chapter six might be helpful. Essentially what this means is that these two types of congregations, as they function in their spiritual posture, will be oriented to the present experiences, gathering information through the five senses. Therefore, their accomplishing will focus more on present new experiences than trying to replicate past events. The focus is generally on experiences. The ESTP congregations, as Extraverts, focus on how some external event, person, or activity is physically perceived, while as Introverts the ISTPs focus on how the experience is perceived internally through thoughts, ideas, feelings, and sensations. The ESTP will focus more on external experiences with others and creation. Time spent planning is time that could be used for accomplishing. They may err by acting to quickly, spontaneously. ISTP congregations may also engage spontaneously primarily with physical encounters. Being active and practical is valued. What is dull or boring will be left to others. These two personality types will be more experientially oriented, rather than focused on tradition.

Essential for those preferring the Accomplishing Spirituality posture are the projects to which the members commit themselves that they may work together, accomplishing what they are called to do.

**ACCOMPLISHING (ST) SPIRITUAL POSTURE**

Enhancers - Diminishments to Spirituality - Warning Signs of Conflict

**ISTJ**

## Spiritual Enhancers

- worship that is planned, organized and by-the-book, and framed by traditions - attention to detail
- knowing that scripture is verifiable
- having common beliefs affirmed
- details and events of scripture confirm the importance of their actions in God's plan
- opportunities to accomplish/do
- reflecting on personal experiences and being encouraged by the faith stories of others
- affirming what is right and what is wrong
- following a rational order to manage congregational life

## Diminishments to Spirituality

- being expected to pray or share publicly
- ignoring traditions
- the expectation for self-examination
- being given too many options or possibilities
- not following printed agenda and materials
- a focus on relationship building and feelings
- spending money on anything

## Warning Signs of Conflict

- obsessing about the future
- impulsive behaviors
- obsession with inactive members

**ESTJ**

## Spiritual Enhancers

- God-oriented leadership emphasizing being part of a larger force in the world
- starting on time and following the printed agenda for worship and meetings
- teaching that builds moral foundation in order to teach and correct others
- worship space that is neat, clean and well appointed following traditional practices
- Bible studies projecting back into biblical times
- doing for those who need help
- leadership following rules and constitution

## Diminishments to Spirituality

- altering traditions and fundamental truths
- using a variety of spiritual practices
- touchy - feely experiences focusing on relationships
- random possibilities and options with no connection to present or past
- inconsistency in actions of leadership; ignoring the constitution

## Warning Signs of Conflict

- emotional outbursts, indecisive or impulsive
- total engagement in task to exclusion of relationships

**ISTP**

## Spiritual Enhancers

- worship that is not overly structured, yet contains the challenge to let God be in control
- Bible studies and sermons that allow doubts and skepticism
- self determination of beliefs
- duty to act, following through on commitments
- finding the most efficient way to...
- logical sermons
- rational leaders
- spiritual focus integrating faith and daily life
- discuss differing beliefs

## Diminishments to Spirituality

- sermons that give easy answers or especially the "the answer"
- spiritual practices focusing on relationship
- structured activities lacking meaning or practical application
- too much routine
- emotionalism
- impracticality in anything

## Warning Signs of Conflict

- rigid use of logic to the point of splitting hairs
- unwillingness to consider new data
- overreacting to ideas of others

**ESTP**

## Spiritual Enhancers

- trusting that God is in charge
- sermons and studies that help members to cope with the immediacy of life's issues
- worship acknowledging God who created the world with endless possibilities
- a posture that integrates all aspects of life
- appreciating God's gifts by using them
- active experiences
- single focused projects
- rational approach to problem solving
- logical preaching
- being active, accomplishing, doing

## Diminishments to Spirituality

- preaching and studies that focus on head or heart and ignore the whole body
- emphasis on interpersonal relationships
- too much past or future without grounding in today
- leadership insisting on consistency

## Warning Signs of Conflict

- disengagement from activities
- focusing on the past
- being intolerant of inconsistencies

# SERVING SPIRITUALITY

## Sensing/Feeling

*The Son of man came not to be served but to serve... Go and do likewise.*

Mark 10:24

Luke 10:37

This values posture of Serving Spirituality is formed through the combination of function preferences for Sensing and Feeling. The four congregational types that tend to have their core values framed around a Serving Spiritual Posture are the **ISFJ**, **ISFP**, **ESFP**, and **ESFJ** congregational types. The Serving Spirituality will be lived out differently in each of these four types. Review the spiritual emphases of these four types as outlined in the second column of Table 11.1.

Congregations with the Serving Spirituality strive to help and assist others. Sensitivity, loyalty and caring are essential. These values lead the congregation into caring about people and being interested in facts and details about them, including, perhaps, their experiences in life and with God. Those congregations oriented toward a Serving Spirituality generally tend to be less interested in adornments of their facilities. Rather, congregations that are guided by the Serving posture thrive in well-structured, conventional environments with buildings that are practical and functional.

Their spirituality is centered in knowing a caring God. This spirituality fosters a morality that judges who is good or bad. In some cases those who are judged to be bad need not ask for help. While some congregations with the Serving Spirituality will readily maintain their organizational structures, others with this orientation will find participation in the polity laborious and distracting from being able to serve others. This congregation is structured and will be grounded in tradition, both in practices and in common belief. This posture provides a secure structure necessary to allow the congregation to reach out to others, giving care and tangible support. However, newcomers may sense that they will need to prove themselves to gain acceptance.

In the Serving Spirituality posture for the ESFP and ISFP types the time dimension orientation comes into play in a major way. Review of this section in chapter six might be helpful. Essentially what this means is that these two types of congregations, as they function in their spiritual posture, will be oriented to gathering information in the present. They generally will focus on experiences, how some external event, person, or activity is physically experienced (Extraverts), or on how something is experienced internally through thoughts, ideas, feelings, and sensations (Introverts). That means their serving will be more open to new experiences rather than trying to replicate past events. The ESFP will stimulate its Serving Spiritual posture when engaging in the tangibles of a purposeful project in the moment. Extended planning, procedures, routines, and delays will diminish their involvement. The Serving Spirituality of the ISFP leads them to participate in serving activities grounded in a dynamic of increasing harmony in all of creation. These two personality types, in their serving, will be more experientially oriented than tradition focused.

The four congregations with an orientation toward Serving Spirituality will maintain a healthier balance when a certain amount of care is reciprocated. The care that they tend to need is quite different from the type of care they prefer to give. Care will be received when through worship they sense the love of God and the call to serve, when in fellowship they sense the support of others, and when through positive pastoral and lay leadership their service for others is affirmed.

**SERVING (SF) SPIRITUAL POSTURE**

Enhancers - Diminishments to Spirituality - Warning Signs of Conflict

**ISFJ**

## Spiritual Enhancers

- looking to God, who sees the big picture, for daily guidance
- welcoming worship: consistent, on time, honoring traditions and established practices
- details in scripture to reinforce duties to help others, trusting that God has a plan
- opportunities to serve others
- building trust beyond personal experiences
- assistance in appreciating life as it comes
- valuing what they have to offer others

## Diminishments to Spirituality

- legalism and focus on rules and constitutions
- lack of love, courtesy, or harmony
- lack of continuity between word and action
- not starting on time and not following the printed agenda for meetings and worship
- spending money on buildings and activities

## Warning Signs of Conflict

- pessimistic about the future
- rigid stuck behavior

**ESFJ**

## Spiritual Enhancers

- warm, inviting and harmonious atmosphere
- well appointed sanctuary, visually pleasing
- engaging worship that is traditional
- starting on time and following the printed agenda for worship and meetings
- sermons and studies affirming that God provides support and strength in times of need
- authentic ways to be a “little Christ” to others
- seeing the presence of God in actions of others
- a spirit of acceptance and cooperation in working together to serve others
- social times to build relationships

## Diminishments to Spirituality

- a theology of God as judge
- too many possibilities or options
- judgmental, critical, and legalistic leaders
- emotional manipulation by leaders
- leaders who fail to “walk the talk”

## Warning Signs of Conflict

- attempting to control constitutionally
- being excessively critical
- taking another “what do you think” survey

**ISFP**

## Spiritual Enhancers

- short sermons
- being a “little Christ” to those in need
- trusting that God truly cares about individuals
- Bible studies and sermons that focus on the immediate and what is tangible
- spiritual exercises that include nature
- small group studies or solitary activities
- flexible leadership
- serving others and assistance in responding quickly to the hurts of others
- inconspicuous acts of charity

## Diminishments to Spirituality

- business can detract from relationships
- expectations for interaction during worship
- leadership that demands consistency
- hurt feelings, conflict

## Warning Signs of Conflict

- impulsive behavior
- negative comments
- rigid behaviors and attitudes
- uncooperative spirit

**ESFP**

## Spiritual Enhancers

- serving God and others by caring for the earth
- new spiritual encounters and activities
- leader organized opportunities to serve
- laughing in worship
- worshipping with all five senses
- outdoor worship and bringing nature in
- sermon and teaching illustrations highlighting actual experiences of others
- emphasis on stewardship of the earth

## Diminishments to Spirituality

- rigid routine, habitual practices, lack of variety
- too many options or possibilities
- leadership which is legalistic and overly directive
- theoretical at the expense of the practical

## Warning Signs of Conflict

- pessimistic about the future
- imbalance in priorities with major decisions
- intolerance

# HARMONIZING SPIRITUALITY

## Intuition/Feeling

*Be of the same mind, having the same love, being in full accord and of one mind.*

Philippians 2:2

This values posture of Harmonizing Spirituality is formed through the combination of function preferences for Intuition and Feeling. The four congregational types that have their core values framed around a Harmonizing Spirituality are **INFJ**, **INFP**, **ENFP**, and **ENFJ** congregational types. The Harmonizing Spirituality will be lived out differently in each of these four types. Review the spiritual emphases of these four types outlined in the third column of Table 11.1.

Harmonizing Spirituality seeks deeper meanings as it focuses on how all of life is interconnected. This is an integrative spirituality. While some personality types can compartmentalize life, the types of this posture seek harmony in the whole of life; home, work, and play. In a congregation the work of committees, the activities of programs and the central themes of worship are valued as they reinforce an identity found in interrelatedness. This spiritual posture is accommodating and inclusive. It is focused in finding meaning in “who we are” and engaging in activities in a manner that reinforces the meaning and purpose of being. Its orientation is toward acceptance, inclusivity, and openness. Diversity is celebrated. New members are held in equal esteem to founding members. Leadership is expected to be collaborative not hierarchical. These values guide the congregation’s spirituality that celebrates and affirms the importance of life together. Spiritual pursuits are more circular than linear, emphasizing the interconnectedness of all. These qualities find their spiritual expression in worship that is relational, symbolic and open to creative expression. The congregation guided by an integrative Harmonizing Spirituality is not so concerned with the completion of the building project, or providing of the annual dinner, or doing worship the right way according to a prescribed liturgy. Rather, its values focus on the harmonic importance of being together with a common purpose for work, worship, or enjoyment. Life is about who we are together.

Table 11.4

## HARMONIZING (NF) SPIRITUAL POSTURE

Enhancers - Diminishments to Spirituality - Warning Signs of Conflict

### INFJ

#### Spiritual Enhancers

- a personal relationship with the Creator
- worship that is creative, using a variety of liturgies, music, and is accessible
- personal contemplative worship practices
- affirmation that God is in control; we are not
- Bible studies and sermons focusing on encouragement and support for relationships
- education that offers new insights
- focus on ideas for the future
- variety of spiritual experiences
- quiet time to reflect
- encouragement to develop personal spiritual answers
- helping see and shape the questions for life

#### Diminishments to Spirituality

- focus on details, rules, legalisms
- lack of collegiality
- conflict
- intolerance and prejudice
- avoidance of introspection, especially with beliefs

#### Warning Signs of Conflict

- disengaged, lethargic attitude
- obsessing on current state
- lack of creativity

### ENFJ

#### Spiritual Enhancers

- personal relationship with God, empowering us to help others, influence communities and change the world
- worship that is more symbolic than traditional
- sharing a common mission and purpose
- harmony and a sense of mutual support
- caring activities that build relationships
- leaders involving and including all in the gathering of information before a decision
- opportunities to create programs and activities
- see dignity of all; helping grow in wholeness

#### Diminishments to Spirituality

- too many rules and rites in religious practices
- “the same old thing” no variety or creativity
- systems that take precedence over people
- emphasis on “doing” rather than being
- being confronted with God as judge
- critical, rigid, or authoritarian leadership
- details and facts focus over ideas and images

#### Warning Signs of Conflict

- critical or angry behavior
- using logic to the point of being illogical
- forcing harmony and sociability

### INFP

#### Spiritual Enhancers

- worship space that is creative and changing
- enhancing worship with symbols and imagery
- Bible studies and sermons allowing thought of “what does this mean for me?”
- teachings focusing on a personal relationship with God entering into the mysteries of faith
- reframing the familiar Bible stories with new relational questions
- living with a congruency of faith in all of life
- engaging in faith practices with friends
- focus on the common good

#### Diminishments to Spirituality

- doing worship rather than being worship
- lack of creativity in worship and studies
- critical, judgmental, dogmatic, and/or legalistic leadership
- expectations for consistency
- emphasizing the practical over the ideal
- disagreements that become personalized
- being compared to others

#### Warning Signs of Conflict

- being verbally critical or negative
- not considering new ideas
- disengagement, withdrawal

### ENFP

#### Spiritual Enhancers

- harmonious atmosphere, socially engaging
- creative worship with focus on relationships
- Bible studies that focus on relational dynamics and what’s applicable for us
- confirmation that God has a plan
- affirming that Jesus broke unhealthy rules
- openness in faith practices; learning from other faiths and religious practices
- personal sharing of faith stories with others
- living in life’s questions, mysteries of faith
- acting as family, showing care in time of crisis

#### Diminishments to Spirituality

- routine worship and lack of creativity
- too much attention to detail
- intolerant, judgmental leadership
- dogmatic or legalistic answers
- over involvement

#### Warning Signs of Conflict

- obsessing over facts and the mundane
- pessimistic and withdrawn
- using constitution to try to control emotionalism

# ENVISIONING SPIRITUALITY

## Intuition/Thinking

*Now faith is the assurance of things hoped for, the conviction of things not seen.*

Hebrews 11:1

This values posture of an Envisioning Spirituality is formed through the combination of function preferences for Intuition and Thinking. The four congregational types that tend to have their core values framed around Envisioning Spirituality are the **INTJ**, **INTP**, **ENTP**, and **ENTJ** congregational types. The Envisioning Spirituality will be lived out differently in each of these four types. Keep in mind each type's spiritual emphases as outlined in the fourth column of Table 11.1.

Envisioning Spirituality displays the need to create and organize for the sake of the future. This value system is energized by the power of ideas. Ideas and concepts are structured for the purpose of controlling a situation, organization or individual with a future goal in mind. These values place lesser importance on past or present and a greater focus on understanding, and even creating, the future. Such an understanding is vital in order to be prepared and able to control it. Envisioning Spirituality focuses on foundational pursuits of logic, knowledge, and truth. Understanding the fundamental principles that hold all of life and creation together is the most essential challenge.

In order for any system to fully function it needs to have integrity, all parts working together for a common purpose or goal. The system of a congregation must likewise have integrity: a unifying reality of spirituality. Worship, education, service, and mission need to be integrated parts of one structure. The spirituality of this system seeks to understand the divine truth and the logic of God. Envisioning Spirituality leads to a constant evaluation of functions and systems. The purpose of this evaluation is to improve and better equip the congregation for their future. Education with intellectual challenge is key. Change is valued and necessary.

**ENVISIONING (NT) SPIRITUAL POSTURE**

Enhancers - Diminishments to Spirituality - Warning Signs of Conflict

**INTJ**

## Spiritual Enhancers

- intellectually based worship clarifying moral foundations for social order and actions
- Bible studies and sermons that invite members into accountability to a higher purpose
- freedom to question answers
- open to test traditions, making improvements
- focus on solving big problems of the future and talking to God about solutions
- developing answers to universal questions

## Diminishments to Spirituality

- any restrictive approach to spirituality
- dogmatic Bible studies and sermons
- meetings that focus on facts and details
- expectations to share personally and openly
- disjointed use of traditions
- “We always do it this way”

## Warning Signs of Conflict

- denial of reality and obsessing over details
- hostility or disengagement

**ENTJ**

## Spiritual Enhancers

- worship is God who directs all and sees even a bigger picture than we see
- worship that requires a person to think
- affirming interconnectedness of all creation
- exploring our nature, origins, and reason for being,
- opportunities of help solve social problems
- openness to challenge traditional thinking
- allowed, even affirmed, in being skeptical
- long-range planning
- decisive leadership

## Diminishments to Spirituality

- perceived lack of purpose in traditions
- too many precise steps to a religious exercise
- emphasis on interpersonal relationships; love
- focus on emotions to the exclusion of intellect
- “personal relationship with Jesus”
- leadership judged to be incompetent

## Warning Signs of Conflict

- rigid approach to problem solving
- inability to see options
- emotionalism

**INTP**

## Spiritual Enhancers

- sermons and studies that affirm truths in order to solve problems
- contemplating the search for connectedness to God and the universe
- teaching that stimulates intellectual inquiry, enabling the search for foundational truths and ethics of fairness to solve problems
- building faith on skepticism and doubt
- practices that encourage the use of the mind more than the body
- leadership that is logical

## Diminishments to Spirituality

- nonintellectual experiences focusing on interpersonal relationships
- leadership that uses emotional appeals
- preaching focus of being God’s love
- experiential exercises

## Warning Signs of Conflict

- emotional outbursts
- fixation on inconsistencies
- defiant attitude

**ENTP**

## Spiritual Enhancers

- God is in charge, yet incomprehensible
- expressions of originality in worship: by-the-book is that there is no book, welcomes logical changes and new horizons
- worship and studies that offer new insights
- learning that includes questioning and vigorous debate of spiritual topics
- God gives hope and freedom that invites response to challenges and new projects
- projects addressing the big social problems
- learning to trust and depend on others

## Diminishments to Spirituality

- self reliance
- routine worship, empty traditions
- emotional worship focusing on interpersonal relationships and feelings
- “Jesus is my best friend”
- leadership that is judged as incompetent
- simple answers

## Warning Signs of Conflict

- emotional outbursts
- rigid, legalistic, controlling behavior
- inability to see options