

ASSESSme.ORG Profile

James Wiersma

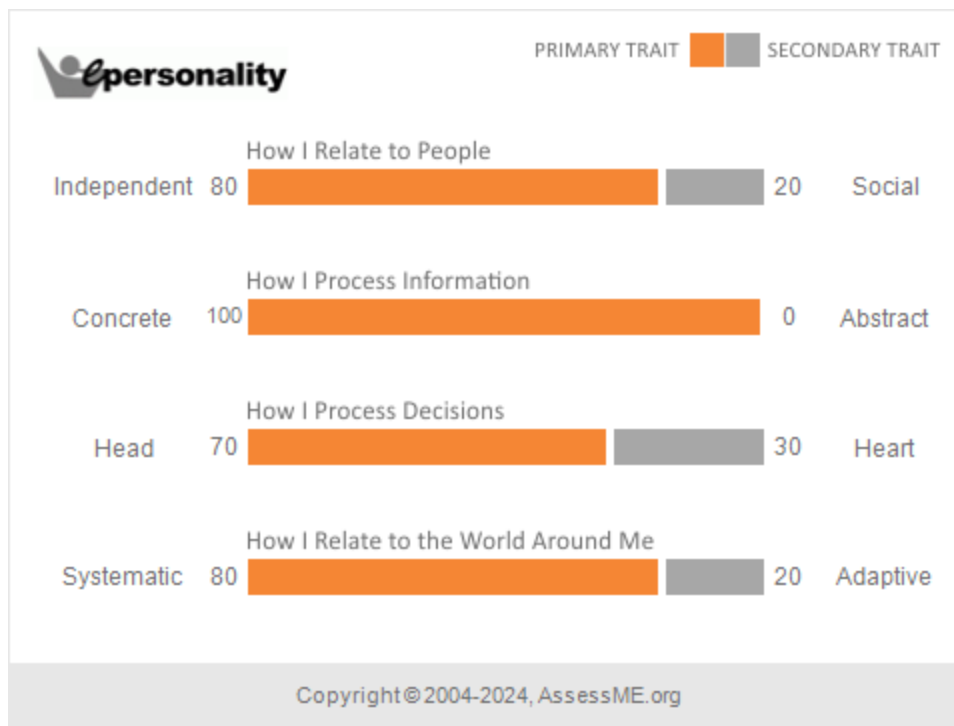
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- ePersonality
- Leadership Style
- graceGIFTS
- Skills
- NextSteps

Analyzer



Highlights

- Values analyzing current ministry structures and looks for ways to improve them
- Very concerned about quality and quality improvement
- Highly dependable and conscientious
- Support new ventures only if the risks are minimized
- Lives in the moment with extreme focus
- Tends to work alone, but can function in small teams

Who God Made You To Be

God created the Analyzer to refine and improve information, systems, and structures. They value detailed and technical work. They pride themselves on conducting a thorough analysis of whatever is presented to them and adding value to the organization by correcting errors, improving efficiency, and clarifying systems to make the work of others more effective. They are the quality improvement people within an organization. Analyzers are highly dependable. They are very loyal to their superiors and respectful of authority structures and pecking-order within a team.

Analyzers are hard working, quiet, and submissive. They consistently demonstrate these traits at work, within their ministry roles at church, and within their family relationships. Analyzers are highly committed to their spouse and children, heritage, and traditional roots. This does not mean that they are not open to new things. They may take the attitude that the new is good as long as risks are minimized and the old is respected.

Analyzers live in the moment with extreme focus. They may find that they so much live in the moment that, when at work they are 100% committed to work; when at church they are 100% committed to ministry; when at home, 100% committed to their spouse and children. The result is that Analyzers try to systemize and compartmentalize their duties and commitments. Compartmentalization inevitably results in a collision of various duties and commitments. Because Analyzers tend to be ardent people-pleasers, the collision of their various compartment duties may result in considerable stress; after all, they never want to let anyone down! To compensate they may forego sleep and food until their responsibilities are accomplished. The Analyzer tends to resist delegating duties to others, believing that no one can accomplish the task as well as they can. They may have been disappointed by the results of delegating duties in the past.

Relationally, Analyzers are non-confronting, quiet, and respectable. They tend to be responsive to the relational overtures of others and are less likely to take the initiative to make a first contact. However, once a connection has been initiated by another, the Analyzer will be viewed as warm, personable, and intelligent. Because Analyzers are relational responders rather than initiators, they can be thought of as cool, aloof, distant, or stuck-up. This is unfortunate and is a misread of who God made this personality to be. In fact, Analyzers can be quite compassionate and patient with people, especially with people who are emotionally needy or mentally challenged.

What You Can Contribute To The Ministry

Analyzers will benefit a ministry by improving the ministry they participate in. They want the ministry continually improved and they are willing to work hard to make it so. Whatever program or ministry they are responsible for will run smoothly and trouble free. Because they think in terms of systems and structures, the Analyzer functions best within the constraints of an established program structure. Non-

programmed roles could include content management, written communications, administrative duties, and bookkeeping. Since Analyzers are drawn to the technical, they may also make good managers of the ministry website.

How Leadership Can Support You

As a word of warning, the Analyzer can become overly involved in supporting the needs of others because they tend to focus 100% on the moment. Ministry leaders need to help keep Analyzers from over-committing. They require help to learn to prioritize and say “no” to opportunities that may detract from their true personal, vocational and ministerial priorities.