

Why Read With the Filter of a Personnel Psychologist?

To learn more about the personnel:

- God
- Adam
- Eve
- the Serpent (Satan)

Reading with the Filter of a Personnel Psychologist

Pre-1967, no research existed to define personality.

1937, Gordon Allport attempts lexical approach, stalls at ~ 1500 adjectives because he cannot compute $1500! r$ manually.

1943, Cattell tries/fails at a manual factor analysis computation.

1967, Tupes & Crystal use a computer to identify 5 factors.

1994, Crystal uses a computer, identifies 23 facets of 5 factors.

By 2001, the 5 Factor Model is validated across 28 languages.

What Is Personality?

- Five Factors

- 23 Facets

- SD measure on a continuous scale

Neuroticism

Nervous & Stressed
Worry & Anxiety
Envy & Coveting
Short Tempered

Extraversion

Shy & Bashful
Reclusive
Assertive
Socially Active
Talkative

Openness

Classical Artist
Scientific Interest
Reflective
Creative
Philosophical

Agreeableness

Friendly
Sympathetic
Considerate
Helpful

Conscientiousness

Gentle
Hard Working
Dependable
Organized

My personality test shows that I have multiple personalities—all of them obnoxious.



What can we learn about the characters in Genesis 2:15-25, 3:1-6

2:15 The LORD God took the man and put him in the Garden of Eden to work it and take care of it. ¹⁶ And the LORD God commanded the man, “You are free to eat from any tree in the garden; ¹⁷ but you must not eat
[Considerate, Socially active, Talkative] **[Assertive, Organized]**

from the tree of the knowledge of good and evil, for when you eat from it you will certainly die.”

¹⁸ The LORD God said, “It is not good for the man to be alone. I will make a helper suitable for him.”
[Reflective, Helpful, Talkative, not Reclusive, not Shy]

¹⁹ Now the LORD God had formed out of the ground all the wild animals and all the birds in the sky. He brought them to the man to see what he would name them; and whatever the man called each living
[Socially Active, Friendly, not Reclusive, not Shy]

creature, that was its name. ²⁰ So the man gave names to all the livestock, the birds in the sky and all the wild animals.
[Reflective, Creative] **[Considerate, Hard working]**

But for Adam no suitable helper was found. ²¹ So the LORD God caused the man to fall into a deep sleep; and while he was sleeping, he took one of the man’s ribs and then closed up the place with flesh. ²² Then the LORD God made a woman from the rib he had taken out of the man, and he brought her to the man.

²³ The man said, “This is now bone of my bones and flesh of my flesh; she shall be called ‘woman,’ for she was taken out of man.” **[Reflective]** **[Reflective]**

²⁴ That is why a man leaves his father and mother and is united to his wife, and they become one flesh.

²⁵ Adam and his wife were both naked, and they felt no shame. **[No Anxiety, no Nervousness]**

3:1 Now the serpent was more crafty than any of the wild animals the LORD God had made. He said to the
[Assertive, No Agreeableness, Reflective, Philosophical]

woman, “Did God really say, ‘You must not eat from any tree in the garden’?” **[Socially Active, Assertive, Disagreeable, Talkative]**

² The woman said to the serpent, “We may eat fruit from the trees in the garden, ³ but God did say, ‘You must not eat fruit from the tree that is in the middle of the garden, and you must not touch it, or you will die.’”
[Conscientious]

4 “You will not certainly die,” the serpent said to the woman. 5 “For God knows that when you eat from it your eyes will be opened, and you will be like God, knowing good and evil.” **[Disagreeable, Assertive, Reflective, Philosophical]**

[Envy, Philosophical, Openness, Assertive]

6 When the woman saw that the fruit of the tree was good for food and pleasing to the eye, and also desirable for gaining wisdom, she took some and ate it. She also gave some to her husband, who was with her, and he ate it.

7 Then the eyes of both of them were opened, and they realized they were naked; so they sewed fig leaves together and made coverings for themselves. **[Reflective, Anxiety, Nervous]**

8 Then the man and his wife heard the sound of the LORD God as he was walking in the garden in the cool of the day, and they hid from the LORD God among the trees of the garden. 9 But the LORD God called to the man, “Where are you?” **[Socially active, not Reclusive, not Shy, Friendly]**

[Anxiety, Nervous]

10 He answered, “I heard you in the garden, and I was afraid because I was naked; so I hid.”

11 And he said, “Who told you that you were naked? Have you eaten from the tree that I commanded you not to eat from?” **[Assertive, Reflective]** **[Anxiety]** **[Assertive]**

12 The man said, “The woman you put here with me—she gave me some fruit from the tree, and I ate it.” **[Not considerate]**

13 Then the LORD God said to the woman, “What is this you have done?”

The woman said, “The serpent deceived me, and I ate.” **[Assertive, Reflective, Anxiety, not Considerate]**

14 So the LORD God said to the serpent, “Because you have done this,

“Cursed are you above all livestock and all wild animals!

You will crawl on your belly and you will eat dust all the days of your life.

15 And I will put enmity between you and the woman, and between your offspring^[a] and hers; he will crush your head, and you will strike his heel.” **[Organized, Assertive, Reflective]**

16 To the woman he said, “I will make your pains in childbearing very severe; with painful labor you will give birth to children. Your desire will be for your husband, and he will rule over you.”

[Assertive, Not Sympathetic or Gentle about transgression]

17 To Adam he said, "Because you listened to your wife and ate fruit from the tree about which I commanded you, 'You must not eat from it,'

"Cursed is the ground because of you; through painful toil you will eat food from it all the days of your life.

18 It will produce thorns and thistles for you, and you will eat the plants of the field.

19 By the sweat of your brow you will eat your food until you return to the ground, since from it you were taken; for dust you are and to dust you will return."

**[Organized,
Assertive,
Reflective]**

What do we know about God, Satan, Adam, and Eve?

God

Satan

Adam

Eve

[No evidence of Neuroticism]

Not Shy & Bashful

Not Reclusive

Assertive

Socially Active

Talkative

Reflective

Creative

Philosophical

Friendly

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Helpful

Organized

Hard working

Not Sympathetic about transgression

Not Gentle about transgression

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Envious

Anxiety

Nervous

Deceitfully Friendly

Deceitfully Considerate

Deceitfully Helpful

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Discussion

- What do we know about God and Satan's personality from this passage?
- If God wants humans to exercise free choice, what personality traits will drive humans toward free choice?
- What do we know about Jesus's personality?

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Is Temptation Genetic?

- Did Adam and Eve show the traits before the fall?
- When did the Neuroticism traits first appear?
- Did God design humans with these traits?

One of the Most Remarkable Discoveries in Psychology (Floderus-Myrhed et. al.)

	<u># Pairs</u>		<u>Extraversion</u>		<u>Neuroticism</u>	
	<u>Iden</u>	<u>Frat</u>	<u>Iden</u>	<u>Frat</u>	<u>Iden</u>	<u>Frat</u>
	2720	4143	.54	.21	.54	.25
Genetic influence			= 66%		.58	
Shared environment			= 12%		.04	
Unique environment			= 22%		.38	

Trait Correlation = Genetic effect (G) + Environment effect (E)
 $r_{\text{frat}} = .5G + E$ Genetic = $2(r_{\text{frat}} - E)$ Shared E = $2 \times r_{\text{frat}} - G$
 $G = 2(.54 - .21)$ $E = 2 \times .21 - .54$

The First Fundamental Truth About Personality

Personality is fairly genetic (40 to 65%)

Implications of Genetics and Environment

- I cannot change my genetics or my shared environment.
 - Ask how does my genetic personality affect my temptations?
 - I only have control over my outside environment (20 to 30% of any factor).
- Stop feeling guilty about temptation—feel guilty about what you select as an outside environmental influence.

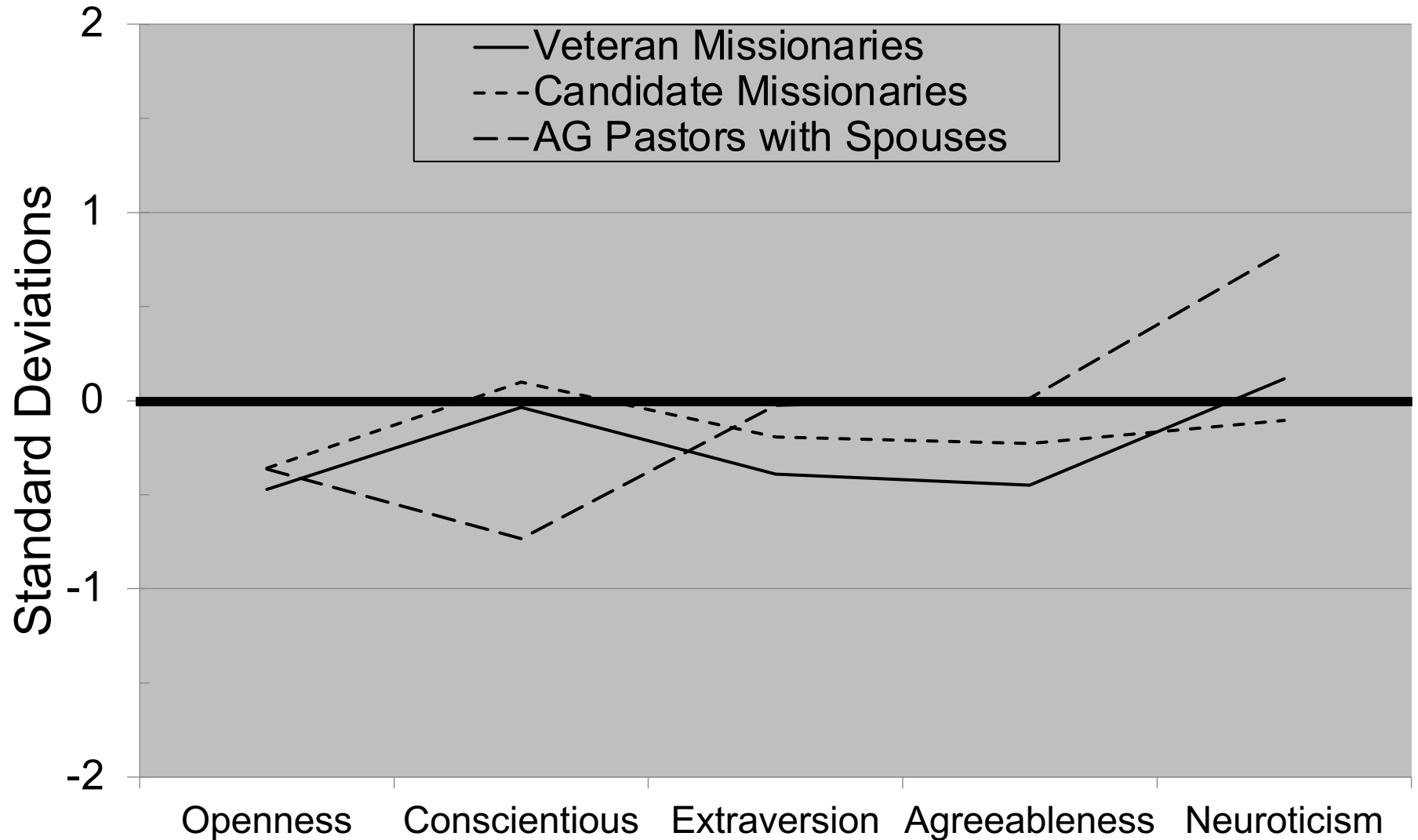
Second Fundamental Truth That Prevents Personality Change

2. Personality is “set in plaster” by age 30

----If this were universally true, what would this mean

about our spiritual growth?

Personality of 338 AG Ministers with Spouses

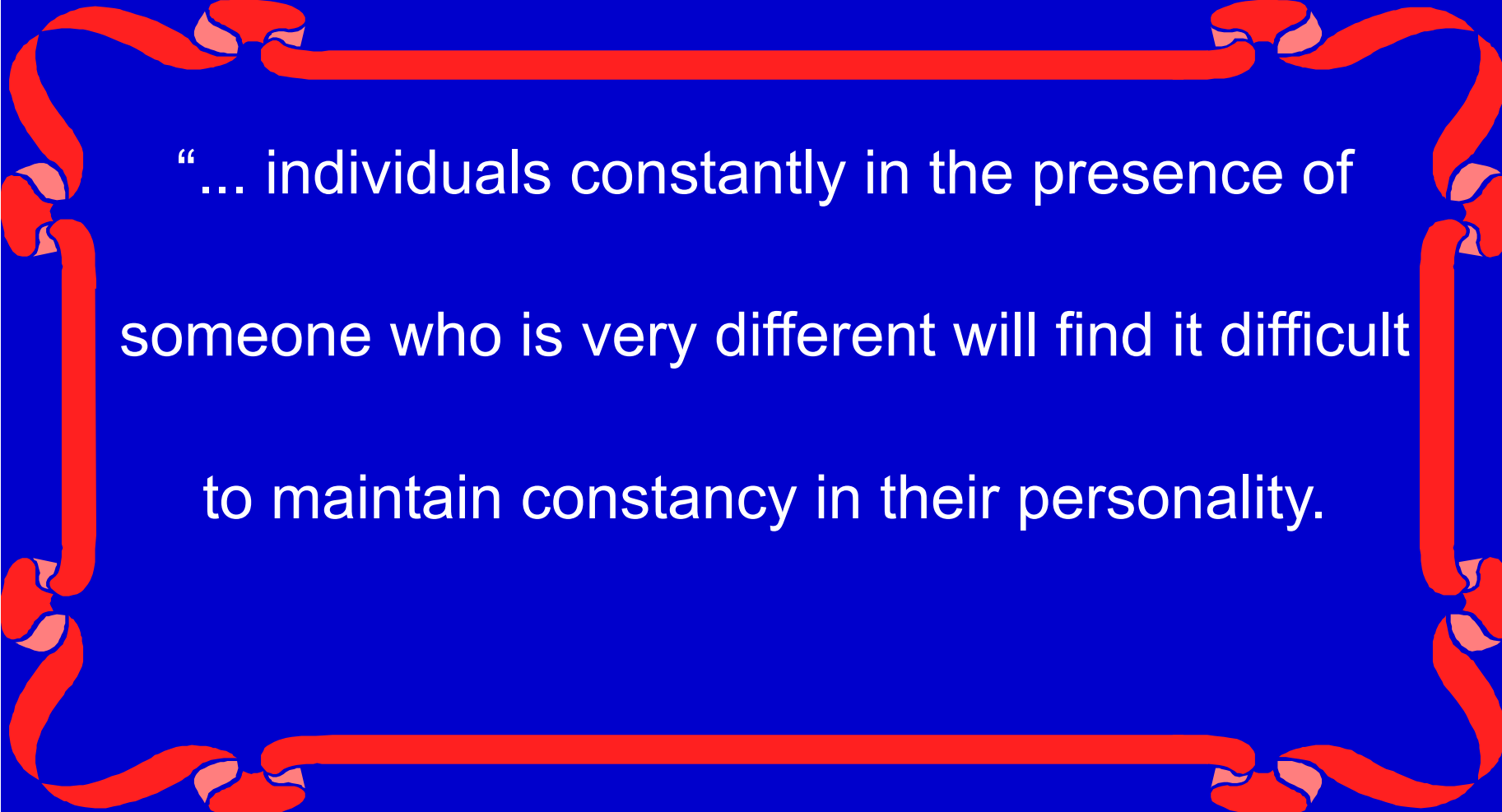


Insight

- Doing ministry tasks didn't seem to appreciably alter the personality of these ministers in comparison to societal norms.
- The TEMPTATION to engage in ministry tasks looks irrelevant to spiritual growth.

Nathan's Law—

(from Nathan Brody,
in *Personality Psychology-The Science of Individuality*)



“... individuals constantly in the presence of someone who is very different will find it difficult to maintain constancy in their personality.

How Does Nathan's Law Apply to Me?

- If I spend time with God, one of us will change—guess who?
- If I cease spending time with God, is any change permanent?