



## Personality ID

**Joshua Bowne**

[jcbowne@yahoo.com](mailto:jcbowne@yahoo.com)

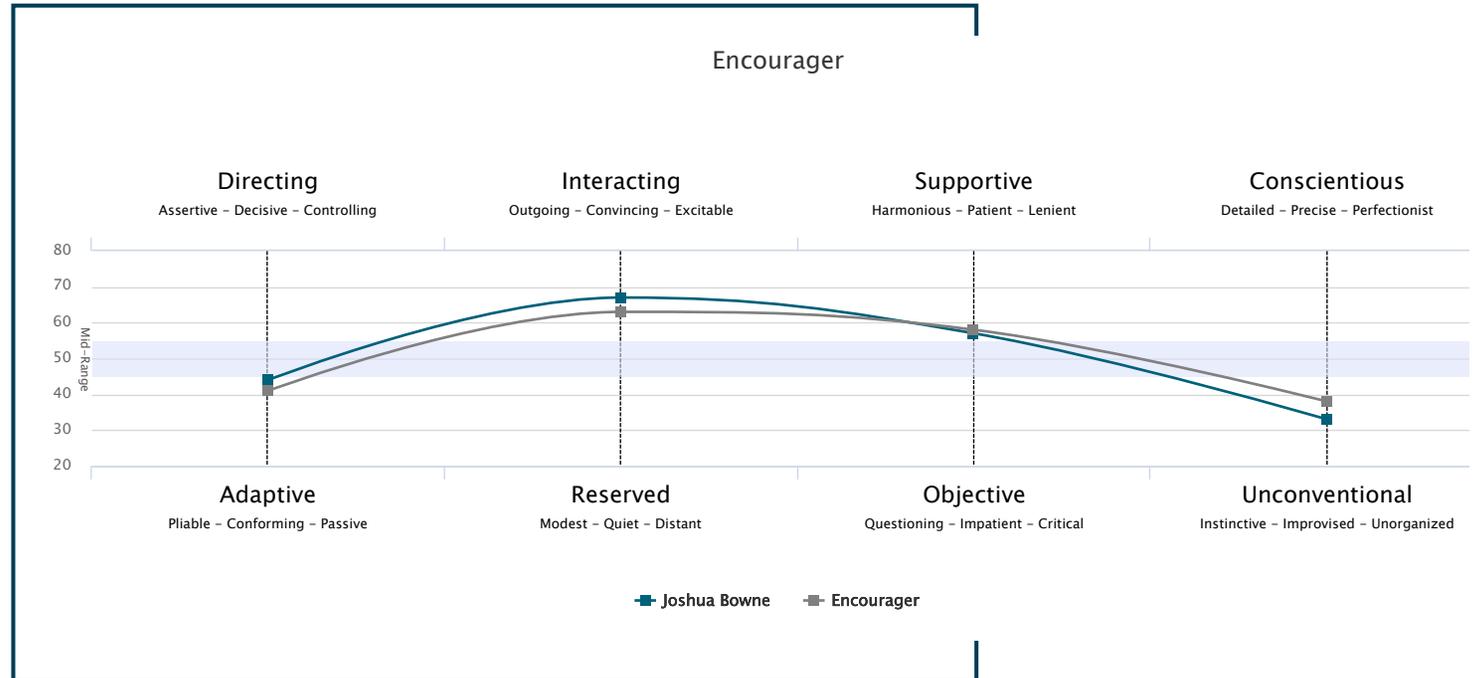
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# Encourager

The natural personality profile for you is indicated by the solid line on the graph below. Note also the dotted line; it represents the Blended Profile that most nearly matches your graph. Seventeen Blended Profiles are used as the baseline for interpreting the combinations of four basic dimensions of personality. The information in this section is derived from the Encourager Blended Profile. Typically, the more closely the solid line graph matches this Blended Profile, the more accurately the information will describe your natural behavior style.



Encouragers are very relationship-oriented and respond naturally to the needs of others. They want to be seen as excellent listeners who can respond to the challenge of helping others in practical ways, including solving personal problems.

## Ideal Environment

Encouragers realize their highest potential with opportunities to: Support others - Be free from conflict - Verbalize - Relate - Express loyalty - Be consistent - Influence - Listen to people's problems - Solve problems - Be compassionate.

## Typical Areas of Strength

Encouragers are typically energetic, friendly, encouraging, patient, understanding, loyal, steady and dependable, and are willing to listen to the needs of others.

## Typical Areas of Struggle

People with Encourager profile often shy away from conflict and may avoid making difficult people decisions rather than hurt the feelings of others.

## Preferred Activities

Because Encouragers cooperate well with others, they function best with access to people who need assistance, encouragement or development.

## Communication Style

Encouragers communicate through carefully chosen words, gestures, body language, facial expressions and listening skills to communicate concern.

## Financial Management

Managing finances may not be the Encourager's strongest ability, but a person with this profile will often agree to take this responsibility in order to help out. They find that they must establish a consistent routine in order to provide the organization required for these tasks.

## Budget and Financial Issues

Persons with this style tend to be openhanded with their resources and may neglect their existing responsibilities because of someone else's immediate or pressing need. They are typically not comfortable with detail work, calculations or monitoring expenses, but will comply with a budget plan if given repetitive tasks to be done.

## Purchasing Tendencies

Encouragers enjoy shopping as much for the opportunity for socializing as for purchasing popular items that others will approve of. They are susceptible to salespersons' encouragement to buy, since they have difficulty saying "no" and because they usually wait until the last minute to shop.