Servants by Design™ Inventory and *Your Unique Design™ Profile* Frequently Asked Questions

What does "foundation" mean exactly?
Your "foundation" is a term we use to describe the personality part that determines your perception, or the way you perceive and interact with the world around you. It is the personality part that you depend on most and are usually the most comfortable with.

What does "phase" mean?
Your "phase" is a term we use to describe the personality part in which you are currently experiencing motivation or need. (The phase floor is the first one that has less than 100%). It is a developing part even though you may have been in your current phase for a long time. Your "phase" personality part can be the same as your "foundation" or it may be a different personality part.

Can my "phase" personality part ever change?
It is possible over an extended period of time for you to begin to experience psychological needs or motivations in a different personality part. We would call this a "phase change". You may recall a movie about someone who was very un-emotional and information-oriented, who was even a loner, but over time began to feel a new need for relationships or romance; or someone who was very private and passive about life, but found some need to support a cause or movement in a way that led them to take a public stance and even crusade. These would be examples of "phasing".

Usually a phase change only occurs over a long period of time, and it usually involves a period of distress.

What does it mean if I don't have any floors that have 100%?
It means that your foundation and phase are the same. Both your perception and psychological needs will both come out of the same personality part. This is true of about 33% of the population.

What does it mean if I have two floors that have 100%?
The first floor that has 100% is your foundation personality part. It will be the personality part that demonstrates your perception, and the strengths of your foundation will be strengths that you will always carry with you in a unique way.

The other floors that have 100% are called stages. At some point in your life you moved through these personality parts as a phase, experienced the psychological needs of these parts, and developed the strengths of these personality parts to some degree. They are floors that you can now easily access, but do not experience the needs as acutely as your current phase or your foundation.

How do I develop the personality parts for which I have smaller percentages of energy?
When we are getting the needs of our current foundation and phase met, we are able to access the other parts of our personality and utilize the abilities of those parts, but we will always need to recharge our batteries by addressing our foundation and phase needs. Although we can improve

Men's Fraternity, The Great Adventure, and Quest for Authentic Manhood
are the trademarks of Fellowship Associates, Inc. ©2002, Fellowship Associates, Inc.

our skills at some things, it will not change the way God has made us. Trying to be someone we are not will always bring us frustration and stress. To put yourself in a role that requires you to stay in a personality part that you have little motivation for may not be a good thing for you. Helping you to understand, value, and utilize the gifting that God has given you while being a healthy person is the goal of this instrument.

My profile is different from last time. Why?
Over twenty-five years and 200,000 profiles tell us that your actual design changes very slowly and predictably. Several possibilities of why your profile results may vary are: stress when you took the inventory, a spiritual experience that actually produces change, trauma in your life that has produced a change, outside influences such as the environment in which you took the inventory that could have given you a preconceived notion of what was "right" or "wrong" as a response.

Do I fit with my spouse?
No worse or best combination has ever been discovered. Trust in God's sovereignty. What may appear as a mismatch may be a stronger team with growth potential on both sides. The goal is for you both to be healthy. Working together to meet each other's needs in any relationship is the goal of learning about each other's personality profiles.

Can I change my profile?
No profile is better, smarter, or more gifted that any other. The goal is to be healthy by getting your needs met in the way God made you. Your personality profile will help you by alerting you to what your current needs are so that you can arrange to get your needs met in a healthy, productive way.

How do I change my spouse's profile?
The only alternative would be to take the test for them and answer it like you want; but it probably won't change their behavior! It is not in our ability to change another person and will probably only lead to frustration. We can, however, stretch ourselves to meet their needs and ***invite*** them into a better spot this way.

What personality type is best for fathers? Mothers? Churchmen? Leadership? Etc.?
All have strengths and all have blind spots. Nurturing, comforting, teaching and being a fun parent or person are all-important roles in every family or organization. It is good to understand that all gifts are needed.

Do I have to complete the inventory in one setting or can I break it up into several sessions?
The inventory records each set of answers immediately, which means that you can start, stop, and come back as many times as you like. Simply come back to the site, login, and the system will take you right back to where you left off.