

JBA 10 (2007): 77 – 97

Personality Profiling

JUNGIAN ANALYSIS OF RICK WARREN'S SHAPE PERSONALITY PROFILING

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In the last chapter we discovered in general what Rick Warren's SHAPE program is as well as an in depth look at what he means by the S, H, A, and the E in SHAPE. The S in SHAPE refers to Spiritual Gifts that can only be possessed by a believer, as even Rick Warren asserts, meaning that only the "new man" can possess them. However, the Heart, Abilities, Personality, and Experience (the H,A,P,E in SHAPE) could apply to believers as well as non-believers. The impression is created that there is an attempt to combine the attributes of the new man (the S in SHAPE) and the old man (the H,A,P,E in SHAPE) in what Rick Warren describes as a "custom combination of capabilities." When Jesus warned us against putting new wine into old wineskins (the old man) . . . the wineskins did not burst right away, but after a season. Much, if not all, of Rick Warren's SHAPE (HAPE) is the old wineskin. So the only thing that is going to happen is that eventually, Warren's SHAPE wineskin is going to burst!

By now many of you must be asking, "If some of the teachings behind the other letters in Rick Warren's SHAPE are faulty, then how can we trust the teaching behind the remaining letter (P) in his SHAPE acronym?" Well you would be right! You can't trust it, and we will prove why! The individual letters of SHAPE as well as any value of combining all of the letters cannot be biblically defended. Even if four out of the five letters in SHAPE could be biblically defended, but one is in error, it corrupts the entire acronym. A little leaven leaveneth the *entire* lump. A little strychnine in the stew poisons the entire stew, no matter how excellent and fresh the meat, potatoes, and vegetables.

Once again I must point out that the actual personality profile questionnaire (the P in SHAPE) is not in Rick Warren's Purpose Driven Life book. Rather he gives a general description of it. In order to obtain the actual personality profile questionnaire that you take and fill out (and determine your score), you must do the same thing you did to obtain the SHAPE questionnaire. The personality questionnaire is a questionnaire within a questionnaire, in that it is embedded in the SHAPE questionnaire (the P in SHAPE). You may access one website's adaptation of it online at: www.unl.edu/navs/resources/shape.pdf or directly from Saddleback Church.

But before I go into detail to describe how Rick Warren's personality profile is based on Carl Jung's theories of personality, it would be very instructive to give you the background of how Carl Jung's psychology of personality found its way into evangelical Christianity. This can best be described in the following article on Myers-Briggs Temperament Indicator (MBTI), which will also clearly reveal where Rick Warren got his ideas for his personality profile embedded in his SHAPE questionnaire. We have received special permission to reprint this excellent article. We invite you to read it. It may be found in appendix C at the end of this book and documentary. It may also be accessed online at www3.bc.sympatico.ca/st_simons/arm03.htm.

As to the validity of the Myers-Briggs Temperament Indicator, as well as the abridged version known as the Keirsey-Bates Temperament Sorter, for determining your personality temperament, please refer to the following research article: "Measuring the MBTI . . . And Coming Up Short" at www.work911.com/cgi-bin/links/jump.cgi?ID=4014. The following quote summarizes Dr. Pittenger's findings:

As noted above, the Myers-Briggs™ instrument generates sixteen distinct personality profiles based on which side of the four scales one tends toward. Technically, the instrument is not supposed to be used to spew out personality profiles and pigeonhole people, but the temptation to do so seems irresistible. Providing personality tests and profiles has become a kind of entertainment on the Internet. There is also a pernicious side to these profiles: they can lead to discrimination and poor career counseling. Employers may hire, fire, or assign personnel by personality type, despite the fact that the MBTI® is not even reliable at identifying one's type. **Several studies have shown that when retested, even after intervals as short as five weeks, as many as 50 percent will be classified into a different type.** There is scant support for the belief that the MBTI® would justify such job discrimination or would be a reliable aid to someone seeking career guidance (Pittenger 1993).¹

In answer to the question as to whether Rick Warren's personality profile integrates the teachings of Carl Jung (in terms of the MBTI and the Keirsey-Bates), there are at least three places online which feature the actual SHAPE Discovery test (and at least three variations of the test . . . but both variations invoke Jung's terms: Introvert/Extrovert and Thinker/Feeler). These websites will be listed later in the chapter.

Rick Warren, in talking about the P component in The Purpose Driven Life, uses the same terminology coined by Carl Jung. Rick Warren contrasts Introvert/Extrovert and Thinker/Feeler . . . exactly the terminology and meaning promoted and intended by Carl Jung.² It is well-documented both by Carl Jung himself as well as by reputable scholars that Carl Jung obtained his personality theory by divination, necromancy, Taoism, astrology, paganism and evolution (refer to appendix C). My own correspondence with the Jung Institute in Zurich, Switzerland, confirms this. There is no question that Jung's personality theory and books constitute magic arts. Christians have no business drawing from his magic arts to minister or teach Christians to follow. It is so surprising that Rick Warren would utilize Jung's terms in order for Christians to plug this into their personality evaluation.

Believers should be aware of what the Bible says regarding *divination*:

¹ <<http://skepdic.com/myersb.html>>

² Rick Warren, The Purpose Driven Life (Grand Rapids: Zondervan, 2007) 245.

There shall not be found among you any one that maketh his son or his daughter to pass through the fire, or that useth divination, or an observer of times, or an enchanter, or a witch, Or a charmer, or a consulter with familiar spirits, or a wizard, or a necromancer. For all that do these things are an abomination unto the LORD: and because of these abominations the LORD thy God doth drive them out from before thee. (Deut. 18:10-12)

Here is the *Merriam-Webster Dictionary* definition of *divination*:

The art or practice that seeks to foresee or foretell future events or **discover hidden knowledge** usually by the interpretation of omens or by the aid of supernatural powers.

What follows is an excerpt from a more comprehensive SHAPE profile, otherwise known as *Discovery Class 301*. It can be found at First United Pentecostal Church's website that uses it. The complete profile is posted at: <www.firstchurch.ca/pdf/Ministry%20301.pdf>.

The following excerpt from the SHAPE (Discovery 301) questionnaire is absolute proof of the Carl Jung rooted personality profile, or the "P" in Rick Warren's SHAPE program Discovery 301 Class. (This version of the SHAPE questionnaire is approximately 68 pages).

Class 301 – Discovering My Ministry—Page 46

It's obvious that God has not used a "cookie cutter" to stamp out people in a process of uniformity. He loves variety—just look around! There are no "right" or "wrong" temperaments. Rather, we need opposites in personality types to balance the church. Although there are many fine (and detailed!) personality assessments available, for the purpose of your ministry profile, we want you to consider just five aspects . . .

HOW DO I SEE MYSELF?

<p>Extroverted</p> <p>3 2 1</p> <p>extreme mild</p>	<p>Introverted</p> <p>1 2 3</p> <p>mild extreme</p>
<p>Thinker</p> <p>3 2 1</p> <p>extreme mild</p>	<p>Feeler</p> <p>1 2 3</p> <p>mild extreme</p>
<p>Routine</p> <p>3 2 1</p> <p>extreme mild</p>	<p>Variety</p> <p>1 2 3</p> <p>mild extreme</p>
<p>Self-Controlled</p> <p>3 2 1</p> <p>extreme mild</p>	<p>Self-Expressive</p> <p>1 2 3</p> <p>mild extreme</p>
<p>Cooperative</p> <p>3 2 1</p> <p>extreme mild</p>	<p>Competitive</p> <p>1 2 3</p> <p>mild extreme</p>

Note in particular that your personality traits are scored. These traits were derived from Carl Jung's practice of divination. The numbers assigned above were not originally used by Carl Jung (though Carl Jung practiced astrology, numerology and Ouija boards). The numbers were later introduced by Myers-Briggs, who codified these traits. Again we see numbers assigned to the Discovery 301 Class questionnaire, as seen above. Numerology is practicing or ascribing numerical values to hidden knowledge (including personality), not limited to predicting the future. Using this chart as though these numbers have some spiritual significance for a Christian is why this is numerology (a form of divination) which the Bible forbids.

Every SHAPE questionnaire adaptation online we have discovered (for which the churches credit Rick Warren's SHAPE program) uses the personality profiling derived from Carl Jung.

Another example is the First United Methodist Church in Mineola, Texas, which uses and adapts Rick Warren's SHAPE and specifically his personality profile. They state:

List your Kiersey-Bates personality type from the test:³

_____ (E or I) _____ (S or N)

_____ (T or F) _____ (J or P)

In this Jung-based personality profile, E stands for Extrovert, I stands for Introvert, S stands for Self-Expressive, N stands for Intuitive, T stands for Thinker, F stands for Feeler, J stands for Judging, and P stands for Perceiver.

If you visit the above site, you will see Warren's SHAPE questionnaire, but you will also note references to the Keirsey-Bates Temperament Sorter.

A visit to Keirsey's own website should remove any doubts that the Keirsey-Bates Temperament sorter is completely Carl Jung-based to the core, which they state by their own affirmation: <<http://keirsey.com/>>. (I have also confirmed this via e-mail with Keirsey's son whose father developed the profile). Similarly the Myers-Briggs website will authenticate the Carl Jung connection: <www.myers-briggs.org/about_mbti.basics.cfm>.

W W W

Now let's continue our examination of what Rick Warren discusses in *The Purpose Driven Life* regarding discovering your Personality (the P in your SHAPE).⁴

As fruit falls close to the tree, we can observe Rick Warren's teachings on personality being manifested throughout the world. Under the "P" in many different SHAPE sites conceived by Rick Warren, and adapted by a host of churches:

³ <http://ourworld.compuserve.com/homepages/bojo/station3_WS.htm>.

⁴ Warren 245.

(see: [http://host73.hppc.org/hppweekly.nsf/hppweekly/03.24.02/\\$file/03-24-02.pdf](http://host73.hppc.org/hppweekly.nsf/hppweekly/03.24.02/$file/03-24-02.pdf)) [Highland Park Presbyterian Church, Dallas, Texas, where Purpose Driven Life series are conducted] and www.firstchurch.ca/pdf/Ministry%20301.pdf) [First Church in New Brunswick, Canada]), SHAPE states: "Where does my personality best suit me to serve?"

Then they quote 1 Corinthians 2:11 (LB), which says:

No one can really know what anyone else is thinking or what he is really like, except that person himself.

Note even in the erroneous Living Bible paraphrase, "what he is really like" would actually be what comes out of his heart. Often a person's personality is observed by others. And even if the Living Translation were correct, there is nothing in it that would automatically tip us off how it would be used to show us how we are to best serve in the church.

Now let's look at this verse in the King James Version:

For what man knoweth the things of a man, save the spirit of man which is in him? even so the things of God knoweth no man, but the Spirit of God. (1 Cor. 2:11, KJV)

Psychologists think man is body, soul, and personality. The above scripture is describing "spirit." It is important to note that we all have unique personalities as different as a fingerprint, or as star differs from star in glory. But "spirit" and "personality" have completely different meanings.

And the very God of peace sanctify you wholly; and I pray God your whole spirit and soul and body be preserved blameless unto the coming of our Lord Jesus Christ. (1 Thess. 5:23, KJV)

Statements on Rick Warren's Website

On Rick Warren's Saddleback Church website also note, under the personality profile you fill out, that you must list "traits" and "types." These are definitely psychology theory terms and this is determined by taking the Jung-based personality profile questionnaire.

Personality (“P” in S.H.A.P.E.)

Rick Warren: “For instance, two people may have the same gift of evangelism, but if one is **introverted** and the other is **extroverted**, that gift will be expressed in different ways.”

So where is one biblical precedent that a single spiritual gift was expressed in a different way because one Christian was supposedly introverted while another was extroverted?

Woodworkers know that it’s easier to work with the grain rather than against it. In the same way, when you are forced to minister in a manner that is “out of character” for your temperament, it creates tension and discomfort, requires extra effort and energy, and produces less than the best results. This is why mimicking someone else’s ministry never works. You don’t have their personality. Besides, God made you to be you! You can learn from the examples of others, but you must filter what you learn through your own shape.

Like stained glass, our different personalities reflect God’s light in many colors and patterns. This blesses the family of God with depth and variety. It also blesses us personally. It feels good to do what God made you to do. When you minister in a manner consistent with the personality God gave you, you experience fulfillment, satisfaction, and fruitfulness.⁵

The example of a woodworker is a natural ability, not a supernatural gift, so Warren’s example cannot even be applied.

W W W

Rick Warren: “It’s obvious that God has not used a cookie cutter to stamp out people in a process of uniformity. He loves variety; just look around. **And there is not a “right” or “wrong” temperament. We need opposites to *balance* the church. The personality *traits* listed below are grouped in four couplets each with two opposing tendencies.”**

⁵ Warren 245-246.

What Does the Bible Have to Say About “Balance”?

Balancing or reconciling opposites is another concept of personality theory drawn directly from Carl Jung’s invoking Taoism’s yin and yang (female, male). Jung’s terms for yin and yang were “animus” and “anima,” which Jung described as “psychological bisexuality.” In other words, he believed that all human beings are bisexual. Jung compounded his perversion by promoting evolution in this very personality theory by believing that these male/female archetypes were derived from when humans were animals. But there is no reconciliation or balancing of male/female opposites because God created man and then woman as separate entities (“male and female he created them”) and even condemned any attempt by man to blur this line or create an appearance of blurring or crossing the line such as androgyny.

The apostle Paul records:

For this cause God gave them up unto vile affections: for even their women did change the natural use into that which is against nature: And likewise also the men, leaving the natural use of the woman, burned in their lust one toward another; men with men working that which is unseemly, and receiving in themselves that recompence of their error which was meet. (Rom. 1:26–27; see also Deut. 22:5 in the Old Testament where even cross-dressing was condemned.)

The boundaries between male and female, in fact, are so clearly drawn by God that God even condemned the fallen angels who left their former or natural estate to have sexual relations with women producing the giant Nephilim offspring.

The apostle Peter records:

For if God spared not the angels that sinned, but cast them down to hell, and delivered them into chains of darkness, to be reserved unto judgment; And spared not the old world, but saved Noah the eighth person, a preacher of righteousness, bringing in the flood upon the world of the ungodly; And turning the cities of Sodom and Gomorrah into ashes condemned them with an overthrow, making them an ensample unto those that after should live ungodly. (2 Pet. 2:4–6)

The Book of Jude records what happened to these angels as well as how God judged Sodom and Gomorrah for committing androgynous acts:

And the angels which kept not their first estate, but left their own habitation, he hath reserved in everlasting chains under darkness unto the judgment of the great day. Even as Sodom and Gomorrah, and the cities about them in like manner, giving themselves over to fornication, and going after strange flesh, are set forth for an example, suffering the vengeance of eternal fire. (Jude 1:6-7)

So it could not be any clearer what God says about such personality theories and Jung's perverted ideas of anima and animus. I am not suggesting that Rick Warren is promoting literal androgyny. But by invoking Jung's concepts of psychological and personality profiling, he is certainly endorsing and implementing his spiritual androgyny. So it is a wonder that Mr. Warren himself did not likewise condemn Jung's false teaching, instead of promoting his wolf's personality theory in the sheep's clothing guise of Christianity.

When Evil Is Good?

Jung thought the process he called individuation would result in the reconciliation of good and evil. And the idea and method of the yin-yang is nothing more than a Chinese form of divination taken directly from the *I-Ching*. But the Bible teaches that good will *never* be reconciled with evil.

Here is how Isaiah the prophet describes this:

Woe unto them that call evil good, and good evil; that put darkness for light, and light for darkness; that put bitter for sweet, and sweet for bitter! (Isa. 5:20)

This is exactly what Carl Jung has done by attempting to merge good with evil. But you might say: "But doesn't the Bible talk about a need for balance?" Yes! But the word is used only eight times in the Bible and its primary and recurring theme and application refers to not cheating in scales, fair wages, and to administering justice. It has everything to do with right vs. wrong, not "there is no right or wrong answer!" And it certainly has nothing to do with personality typing. Here is the proof:

A false balance is abomination to the Lord: but a just weight is his delight. (Prov. 11:1)

Divers weights are an abomination unto the Lord; and a false balance is not good. (Prov. 20:23)

W W W

Rick Warren: “Your personality will affect how and where you use your spiritual gifts and abilities.”

Show me one scripture to back up this statement. Since you allegedly have the same personality before and after you are born again, how does your personality affect how and where you use your spiritual gifts that you can't even possess until you become a Christian or new creation? The personality of the natural man does not understand the things of the Spirit. The Lord gives spiritual gifts as He deems appropriate. The idea that the personality from the old man or nature could have influence over the spirit is frightening. In fact, completely different personalities could and did use various spiritual gifts in an identical way without the personality having any impact whatsoever on the operation of the gifts.

W W W

Rick Warren: “When you minister in a manner consistent with the personality God gave you, you experience fulfillment, satisfaction, and fruitfulness.”

So personality is the template and requirement for achieving fulfillment, satisfaction, and fruitfulness? Well if this is true, you can do this without even being born again . . . just follow your natural bent or personality! No, our fruitfulness is based on how much we are plugged into the Vine (Jesus) and the Vine Dresser (Jesus). Fruitfulness is fruit of the Spirit, not the personality.

Many Christians and apostles had completely different personalities yet often had the exact same ministry, e.g., whenever they were sent out or went out two by two. But you could not get personalities which were more contrasting than Paul, Peter, and John. You could make an argument that Paul's ministry was different in that it was to the Gentiles, but what does that have to do with personality? You could argue that other apostles carried out their ministry to different geographic areas, but what does that have to do with personality?

There are at least two different temperament categories circulating among churches which use Rick Warren's SHAPE program. Some have five temperament categories and some have four. On Warren's SHAPE questionnaire on his own Saddleback Church site he left out Jung's Thinker/Feeler even though he mentions it in his *Purpose Driven Life* book when he discusses SHAPE. The profile shown previously in the chapter

which assigns numerical values to the temperaments does list Thinker/Feeler. So are there four couplets or five couplets? This is very confusing and unstandardized. And what is the biblical basis for either four or five, let alone requiring them to be balanced? And what does "balanced" mean? Balanced in the individual or balanced in the church or both? Why not ten couplets or forty or ten thousand? Are there only four temperaments because paganism teaches that there are only four? Because Carl Jung teaches that there are four?

On the personality questionnaire on Rick Warren's site he also forces a choice of one or the other, e.g., you must choose Extrovert or Introvert. And just like Jung's personality theory, everyone is either an Extrovert or Introvert. So a person taking the profile is forced into a choice of only two options. What if he doesn't see himself as either, even assuming these terms are valid? The terms themselves set up straw man arguments in which we are led to assume or believe that the premise for Warren's opposites and the ones he drew from Jung are even correct. What if a person taking this test feels he needs seventy times seven couplets to choose from and can't be straitjacketed into Rick Warren's four choices of personality couplets? The Discovery 301 curriculum shown above states that God is not a cookie cutter, yet this is precisely what Warren does in his four personality couplet choices. The only difference is that instead of one cookie cutter mold, he offers us four or five mold choices. But even if a person believed in Jung and Warren's idea of reconciliation of opposites, he might reject totally the four or five personality choices Warren proposes and subjectively select his own criteria or couplets. The fact is there are no absolute truths (or right or wrong) in this framework, but the Bible requires adherence to absolute truth.

From Rick Warren's Discovery 301 Class (otherwise known as SHAPE) questionnaire, we read:

PLUGGING IN MY PERSONALITY⁶

Please remember to record your responses on your S.H.A.P.E. profile.

Instructions: Circle one or the other "I tend to . . ."

<p>Be Extroverted I prefer interacting with many people and gain energy from being part of a variety of activities.</p>	<p>or</p>	<p>Be Introverted I prefer interacting with only a few people and gain energy from quiet reflective time. I am a good listener.</p>
<p>Be Self-expressive I am more open and verbal about my thoughts and opinions. I enjoy sharing these with other people.</p>	<p>or</p>	<p>Be Self-controlled I tend to keep my thoughts and opinions to myself.</p>
<p>Prefer Routine I am more comfortable being involved in activities where I clearly know what is expected of me. I like closure and completion before starting something new.</p>	<p>or</p>	<p>Prefer Variety I am more fulfilled by tasks that change and maybe even have some surprises. Finishing one task before starting another is not crucial.</p>
<p>Be Cooperative As I work with others, I easily see their point of view. I like being part of a team effort.</p>	<p>or</p>	<p>Be Competitive I like a sense of challenge. It increases my effort and helps me overcome the obstacles.</p>

⁶ <www.saddlebackfamily.com/ministry/images/discoverytool.pdf>.

Are These Opposites?

The most obvious and baffling question that strikes me and stands out upon reading this chart is the fact that I was expecting to see genuine “opposites” or antonyms in the titles or headings of all four of Warren’s personality couplets. Assuming they are legitimate terms to begin with, introverts and extroverts are opposites. Routine vs. variety could be opposites, though that is arguable. But I don’t think it is abundantly obvious that self-expressive is the opposite of self-control or that cooperative is the antonym of competitive. It is easy to see that black is the opposite of white, that sweet is the opposite of sour, that thick is the opposite of thin, that high is the opposite of low, that shiny is the opposite of dull. Two couplets in the chart could qualify as opposites. But to say that self-expressive is the opposite of self-control, or that cooperative is the opposite of competitive is like saying a basketball is the opposite of a potato, unless there is some kind of esoteric abstract way of interpreting these as symbols or archetypes, in which case who then determines their true meaning or application? If anything, these two allegedly opposite characteristics show things in common. For example, a person on a basketball team who is very spirited or has *esprit de corps* is one who has *both* traits of being cooperative and competitive. (What the potato and a basketball have in common is that they are both round to a certain degree). A good preacher might have *both* self-control and be self-expressive. Opposites indeed may attract, but they may be just as likely to repel or neutralize.

Introverted vs. Extroverted

There could not be a more glaring link between Jung and Warren than this Introvert/Extrovert personality typing comparison. This should drive a stake right into the heart of Rick Warren’s SHAPE profile! Virtually any first-year psychology major in college, let alone a person with a Masters in psychology or counseling should immediately recognize Warren’s Introvert/Extrovert terms as Carl Jung terminology for personality profiling. A discerning Christian should reject this personality theory drawn from Jung’s practice of divination from these two terms in Jung’s intended meaning and application!

Regarding Warren’s definition of introvert, does he mean by “quiet reflective time” one who practices Richard Foster’s definition of meditation? And even if Warren means a biblical sense of meditation, this would once again qualify as a good trait. But why wouldn’t or couldn’t

extroverts (according to Warren's definition) also practice a quiet reflective time before the Lord? Warren forces us to choose "one or the other."

Self-Expressive vs. Self-Controlled

There are other problems with being confined to the choices Warren gives you in his personality profile. Christians would understand the term "self-control" as a fruit of the Spirit. Unlike Warren's contention that there is no right or wrong to temperament traits, self-control is very much a RIGHT trait. Its opposite is not self-expressive but one *without* self-control, or one who is licentious or lawless. And why does one have to choose between self-expressive and self-controlled under Warren's schematic. Why can't a person be both? Warren defines them as opposites . . . but this is very confusing because his titles don't even match some of his definitions. Christians could and should keep opinions to themselves with things which pertain to gossiping, but they should be very verbal with their thoughts about false teaching such as the foundation and theory of this very occult/pagan-based personality theory and very much carry out Matthew 18 to expose it or any other false teaching. In this case both opposites should apply and both traits would be a "right" trait, not "there is no right or wrong temperament trait" to your personality, as Rick Warren would have us believe.

Competitive vs. Cooperative

Now it is quite remarkable that Rick Warren would say in his personality profile that there are no right or wrong answers regarding the opposite personality traits he postulates that a person must possess (so that whether you are competitive or cooperative, either answer would be acceptable), yet he contradicts himself when he states on page 158 in his *Purpose Driven Life* (on which I commented earlier).

Rick Warren quotes Matthew 5:9 (MSG): "You're blessed when you can show people how to cooperate instead of compete or fight. That's when you discover who you are and your place in God's family."

Wait a minute, I thought competing was just as viable an option for your personality trait as cooperating? So if we follow Rick Warren's direction we should never choose "competitive" on his profile if we truly want to be blessed.

Regarding Competitive vs. Cooperative, all Christians should be like Paul to compete for the prize of the high calling of God, but there is no

need to be competing with each other, at least spiritually since all Christians get the same prize of salvation.

One may ask the question: "Christians are not supposed to compete against each other are they? Isn't that self-seeking?" Some kinds of competition within the body of Christ are actually healthy. For example, canvassing or having a search committee to find a teaching elder or pastor is competitive in order to discover who is approved to function as an elder. A church choir may require auditions which are competitive. Every time you apply for a job you are competing, and if you apply for a job in a ministry you are competing with other Christians. So does this mean you are not blessed because you are competitive vs. being cooperative, according to his quotes of Matthew 5:9 (MSG)? These personality couplets by Rick Warren are supposed to be opposites. So wouldn't the opposite of cooperative be uncooperative or rebellious? And wouldn't uncompetitive be the opposite of competitive? The problem is that the same person in the choir would have been both a competitive and cooperative person . . . he or she had to compete to get in the choir, but would have to be cooperative to be in this group. But if we adhere to Rick Warren's schematic, he would have us not only believe that cooperative is the polar opposite of competitive, but that we must choose between the two. But we could be both cooperative and competitive simultaneously. So they aren't necessarily opposites, if at all. And what biblical precedent would even require this dialectic?

Routine vs. Variety

Regarding preferring Routine vs. Variety, I might prefer routine with respect to liturgy, but want variety in what I cook and when I am on vacation. I might want to complete some kinds of tasks in life before starting something new such as college or military service, but I am constantly beginning new writing projects before I finish others and have several going on at the same time which are at various stages for a host of different reasons. A person might prefer having a variety of types of jobs such as postal worker and softball coach, but want a routine for some of the individual missions in life such as the route he takes to deliver the mail. So it is nearly impossible to make an absolute choice or choices that Warren has postulated. I could not in good conscience even take such a personality profile because of all of its internal problems as well as the poor if not impossible fit to my unique personality. This personality

schematic should be rejected by its poor logic and confusion alone, let alone its occultic foundation, rendering it unbiblical.

Another huge problem with his list of opposite personality traits, even assuming they could rightfully be ascribed to any or all people, is how do we know that the choices we are forced to make in this test apply for all time to a given person? (See the above-referenced article on the problems accurate measurements in the Myers-Briggs Temperament Indicator. For example, 50 percent of those taking the test had a different personality result only weeks later.) I could be cooperative this week but competitive next week. I could be cooperative at a picnic, family gathering, or church activity or ministry, but be competitive at church softball games or Bible quizzes. Or I could change again when I got married . . . got a job, had kids. All of one's traits could be in a constant state of flux throughout your life. And again assuming these criteria can be even applied to a schematic, how is Warren so certain that the same personality traits are automatically applied to a person after they are born again as they were before they were born again? Jung devised his terms like Introvert/Extrovert and Thinker/Feeler for what he deemed a "normal" individual. So what is an abnormal person? What personality profile would Rick Warren advise that we give an abnormal person? And how and where did he acquire the criteria or empirical data?

Now let us assume for the moment that all of Warren's definitions of his personality traits are legitimate and that there really are only four or five couplets to choose from and that his couplets truly represent polar opposites. Let us also assume that we know how we are balanced and that we even know what normal means. There still remains at least one more major hurdle to even begin to qualify his personality theory to perform any real road test. That is, how does Warren determine that his couplet choices are equally weighted? After all, to balance a scale, don't you need to have equal weight on both sides? And if the weights aren't equivalent, you must add or subtract weight from one side so that the scales balance. For example, the value of a professional sports figure is determined by supply and demand and how much he is worth to a given team or the sport in general if he or she is not in a team sport. Judging in ice skating, for example, uses weighted scores. So to use this analogy, how do we know that Introvert weighted value is worth 50 percent and Extrovert weighted value is worth 50 percent? Why wouldn't Introvert personality type weigh in at 75 percent and Extrovert 25 percent? Then let us assume that Warren has it right with each of his four or five menu-driven couplets and that each of the couplets is properly weighted. How

do you then weigh each couplet choice against the weighted value of another couplet? For example, how would you know that choosing Introvert over Extrovert would weigh in equally to the next couplet of Self-Expressive vs. Self-Controlled? Do all four or five couplets weigh equally? The fact is, Warren doesn't know, he doesn't supply any empirical data to back up his claims, and he gives misapplied scriptures to support his personality schematic. The bottom line is that his personality schematic is absurd and postposterous at best and occultic at worst.

Forced Choices and Church Discipline

Now if an attendee of Rick Warren's Saddleback Church does not complete this profile they can't become a member of his church. That is still another most troubling attribute of his SHAPE questionnaire. Should the attendee take the profile, then they meet with an advisor, mentor, or church leader in charge of this program at the church for an interview to evaluate their profile to "plug" them into the "right" ministry. How is this advisor going to evaluate, let alone enforce these impossible choices in the personality profile to complete the SHAPE test for a person's service and purpose determination for God?

Finally, even if these traits were all verifiable and, in fact, do exist in bipolar pairs, so what? What could they possibly tell us about the leading of the Holy Spirit, or how to obey Christ's commands? If somehow we even needed this secret information about our personality, wouldn't God supply all our needs because we first sought the Kingdom of God? And how does this information contribute to our sanctification?

In a dialogue I had with Erik Rees, who is one of the pastors administrating SHAPE at Rick Warren's own church, Erik Rees flatly denies any connection of Rick Warren's SHAPE to Carl Jung, in spite of the terms taken right from Rick Warren's book that Carl Jung either coined or developed into his personality theory: Introvert, Extrovert, Feelers, Thinkers.⁷

In my appeal to Saddleback Church, I inserted other useful Jung terms for context and clarity (but the main terms that Rick Warren uses I retained). Here is the e-mail I received back from Pastor Erik Rees at Saddleback:

⁷ Warren 245.

SHAPE is originated by Pastor Rick Warren, our senior pastor... not Carl Jung. There are NO connections between the two and there is absolutely no reason to try to connect them." 10/19/2004

—Erik Rees

Pastor of Ministry & Small Group Leadership Development

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Here is my response to him:

Dear Erik,

I don't know why you simply can't tell the truth about Carl Jung's connection to Rick Warren's SHAPE.

Here is Carl Jung's own glossary of just some of the terms or temperament profiling you have in your SHAPE program and in Rick Warren's Purpose Driven Church which I sent you and have printed out. And this is just the tip of the iceberg. These ideas and many others are also integrated into the 12-Step program. If it were not for the 12-Step program, there would be no such thing as Celebrate Recovery.

Ego: *Freud's term for the aspect of the "psyche" that processes a person's "conscious" perception of reality. In a healthy person, it also controls the "id," so that satisfaction occurs only in socially acceptable and/or personally meaningful forms, and decides when to obey or disobey the "superego."*

Introvert: *Jung's word for the "type" of person who normally adapts to new situations by focusing "psychic" energy inwardly (e.g., through self-reflection and inner experience). (Contrasts with "extravert.")*

Extravert: *Jung's word for the "type" of person who normally adapts to new situations by focusing "psychic" energy on the external object (e.g., by being immersed in a social life). (Contrasts with "introvert." Also spelled "extrovert.")*

Feeling: *One of the four basic "personality" functions in Jung's theory of "types." A rational process whereby judgment is based on a thing's value. (Contrasts with "thinking.")*

Personality: An individual person's unique "conscious" and "unconscious" ways of adjusting to the environment and organizing his or her life. For Jung, personality is the expression of a "Self."

Self: The inner core of a person's "personality." For Jung, "Self" refers to a person's whole "personality" and represents the ultimate goal of the "individuation" process.

Soul: The non-physical aspect of human nature, believed by Plato and many others to be immortal. Philosophers often identify it with the mind, treating it as a "thinking" substance. Theologians often associate the soul with the "spirit." (See "anima" and "psyche.")

Thinking: One of the four basic "personality" functions in Jung's theory of "types." A rational process whereby judgment is based on what a thing is. (Contrasts with "feeling.")

Type: Jung's term for the natural tendency of a person's "psychological" disposition, as determined by the way he or she deals with "psychic" en-ergy (as either an "extravert" or an "introvert") and by the person's dominant function (i.e., either "thinking," "feeling," "sensation," or "intuition"). A person's type is especially noticeable by observing how he or she copes with new or stressful situations. Subsequent theorists have shown how Jung's theory defines 16 distinct types.

Unconscious: The aspect of a person's "psyche" consisting of everything that is not easily accessible to the immediate field of aware-ness. Freud relates the unconscious primarily to the "id," though the "ego" and "superego" are also partially unconscious. Jung gives the unconscious both a personal aspect (unique to each individual) and a collective aspect (shared by all humans). (Contrasts with "conscious.") (www.hkbu.edu.hk/~ppp/dow/dowglos.html).

*Kindest regards in Christ,
James Sundquist*


So, it is nothing short of astonishing that Saddleback would deny any connection to Carl Jung in their SHAPE personality profile. Many of the authors that Rick Warren recommends and/or quotes such as Richard Foster and Gary Thomas consistently are quoting and endorsing the teaching of Carl Jung.

Here is another church that uses Warren's SHAPE profile: [www.firstchurch.ca/pdf/Ministry %20301.pdf](http://www.firstchurch.ca/pdf/Ministry%20301.pdf).

This is the longest Rick Warren SHAPE questionnaire I have found to date. It is sixty-eight pages long.

Other Pagan Influences to Warren's Personality Theory

Rick Warren goes on to suggest that "Peter was a sanguine," "Paul was a choleric," and "Jeremiah was a melancholy." This is based on the Greek pagan ideas of four humors, the fourth being "phlegmatic." Rick Warren offers no scripture to prove this, and even if he did, it would have to presume that the Greek pagan philosophy and mythology on which it is based (which Paul opposed) were true. Rick Warren goes on to say that "There is no 'right' or 'wrong' temperament for ministry" . . . the exact terminology used in all of the psychological personality profile tests. But the word "phlegmatic" means sluggish, lazy, slothful, or sluggish. Definition of *phlegmatic* in *Webster Dictionary*: "Not easily excited to action or passion; cold; dull; sluggish; heavy; as, a phlegmatic person."

If being a sluggish is neither right nor wrong, then why are there six proverbs which describe it as a wicked trait vs. a righteous trait? If it is neither a positive or negative quality, then why is the word "slothful" used fifteen times throughout the Old and New Testaments? 

James Sundquist, BA

Director of Rock Salt Publishing

An edited excerpt from [Who's Driving the Purpose Driven Church?](#)