



# THE CONVERGENCE CODE

HOW TO DO WHAT YOU ARE  
REALLY CALLED TO DO

DR. LANCE WALLNAU



# LANCE WALLNAU

THE LANCE LEARNING EXPERIENCE



Dr. Lance Wallnau is a catalytic thought leader. An internationally recognized speaker and business consultant, he is one of the premiere speakers on the subject of cultural transformation and the seven mountains. He delivers his message of transformation with relevance, wit, and intensity.

Lance has shared platforms with best-selling authors Ken Blanchard and John Maxwell, and lectured at universities from Harvard and M.I.T. to the London School of Theology. Merging a thirty-year background consulting in business and the non-profit sector, Lance's intuition inspires visions of tomorrow with the clarity of today—connecting ideas to action. His students represent a tapestry spanning nations and spheres: from CEO's and HBO comedians, to professors and pastors, to one of Donald Trump's winners of The Apprentice. Lance is dedicated to the task of meeting with principal leaders in key sectors to bring transformation to nations.

He currently directs the Lance Learning Group, a strategic teaching and consulting company based in Dallas, Texas with affiliate offices opening up in Europe and the Philippines. Lance sees patterns in the chaos and brings strategic focus for maximized outcomes. He believes that unprecedented economic, political, and social shaking will create extraordinary opportunities for leaders willing to climb to the top of their mountain, leverage the platform God has given them, and advance kingdom interests.

Dr. Wallnau's teachings help people to find clarity in their assignment, develop mastery in their field, step into convergence, and function within their passion. A frequent television guest and conference keynote speaker, today Lance has influenced thousands of leaders around the world.

## CONVERGENCE

### Personal Convergence

Do you know what personal convergence is? **Convergence is the place where your gifts, talents, and acquired skills combine with a role that empowers you to do what you were created to do.** It is a word to describe what happens when you enter your ultimate purpose —you become actualized, come alive, in a role that pays you to do what you do best. This divine assignment becomes “the work” that your whole life has prepared you for. The convergence stage of life taps into your power to make an ultimate contribution. What’s an “ultimate contribution”? It’s Moses freeing his people, Joshua enabling them to possess their land, David consolidating a kingdom, and Solomon building a house as he administered the nation at the height of its glory and power as a type of the kingdom to come. In this stage of life, the leader is moved into a position that makes the fullest possible use of their experience, temperament, talent, etc. and liberates them from other activity that they are less gifted to perform. Convergence frees the leader from labor that is not best aligned with gifting. Geographic relocation and relational alignment is often (not always) an important part of convergence. Few leaders (less than 20%) ever reach this phase. When we read about the successful exploits of David, Joseph, Daniel, Esther, or Deborah we might miss something important. When they did their exploits they were in moments of “convergence.” This word, “convergence” has only recently become popularized. The word implies a coming together of certain factors in the life of a person who is fully set apart to the purposes of God. When they step on the scene they impact the environment!



Common characteristics of those in convergence are:

- Activity that matches a fully developed cluster of gifts, talent, and acquired skills.
- Work that aligns with life purpose.
- Unique methodology.
- Major role that liberates them to do what they do best.
- Spiritual authority gained through private victories over spiritual opposition.

This unique documentation is based on 30 years of research on people that were in the profession of ministry of all fields completed by Fuller Theological Seminary.

## IN CONVERGENCE, YOU ARE 100% ALIVE.

Think about that—a role that matches you. You see, in convergence you’re 100% alive. The challenge is to align this gift and role with a means of employment. For instance, let’s say you love gardening. You spend time in the garden working the land and you’re cultivating and planting, but you haven’t figured out how to monetize that. Then gardening is a hobby, not a career. Hobbies are great, but God’s ultimate purpose for your life is that you should find a way to do meaningful work that springs out of a state of convergence. Work is sacred. From my perspective, all of life is sacred and there is no need to live with a division between Sunday and the rest of the week. What you do in your work ought to be an extension of your greatest gifts, your greatest strength, your greatest talents, and your greatest ability.

I don’t think that anyone can appreciate fully what Clinton’s research at Fuller laid out, namely, that only 20% of seminary graduates—these are people that dedicate themselves to doing God’s purpose in their life—ever felt that they achieved convergence with their divine destiny. That means 80% of those graduates felt, to some degree, that things did not line up. So obviously, I would be interested in what keeps people from convergence and what makes convergence happen. When you miss convergence, you miss the one time gift of doing what you were created to do. You miss the fullness of God’s invitation. But that’s not to say that you are falling short of being smack in the center of God’s will if you’re not making a living in the ideal job— there is a whole chapter most go through of formation into “personal convergence” before they enter “career convergence.” *(But this is my thinking, not Dr. Clinton’s.)*

So what I'm suggesting is that personal convergence leads you to career convergence. A lot of people that go for career breakthrough miss this. They cultivate their gifts, talents, abilities, and network. However, because they're not entirely healthy on the inside, at some point in their career success, what they didn't have in their personal life starts to show up. And this is the sad story we often

## PERSONAL CONVERGENCE LEADS YOU TO CAREER CONVERGENCE.

see played out in the public lives of entertainers who end up with drug and alcohol problems, broken marriages, and sometimes even suicide. All because the devil is merciless in exploiting any angle given to him—in saint or sinner alike. He is an equal opportunity employer when it comes to dispensing misery.

So if you climb up that mountain of career influence and you don't have your interior self —your soul—in alignment, the territory you don't have functioning is the one that is going to get assailed.

Some of you are right on schedule, even though you worry that you are too late. I honestly believe this for myself, I'm 53 and I've asked the Lord, "Why wasn't I able to do earlier in life the things I am doing now?" And the Lord seemed to be saying to me, "You can barely handle it now—if I released you earlier you would not have made it." Here is a thought you probably don't often think about, but it's a blessing not to be led into temptation.

## Career Convergence

If you are in personal convergence the universe will give you an invitation to participate in a beautiful phenomenon called career convergence. Jesus set aside His carpenter's tools at the right time to enter the work He was called to do. While He had not yet entered "the work," He was happily engaged in the will of God as a carpenter.

Career Convergence, from my perspective, is when you've personally done your homework and thus qualify to be invited to do something that Heaven itself is up to. Your heaven-sent assignment will call you to meet a need that will change the world for someone. You are going to do something that makes a difference for other people. Are you familiar with Robert Kiyosaki? He wrote "The Rich Dad, Poor Dad" series of books and resources. After looking at much research on four kinds of money, he came to the conclusion that there is a fifth kind of money that he had never seen before. He called it "spiritual money." He didn't have a grid for it until he started working with nonprofit organizations and foundations and found they operated on a totally different set of blueprints to anything he had ever worked with for personal and business wealth acquisition. Somehow, the nonprofits found themselves aligning with a cause that was so unearthly that Kiyosaki's only conclusion was that God must be supernaturally resourcing those organizations. In other words, Heaven was in the assignment and drew the resources in.

What does it mean, "Lead us not into temptation?" It's not an American prayer because we're all about growth, increase, acquisition, and taking territory. Nobody ever prays, "And keep me from prosperity and success beyond my capacity to handle it." You never hear that, but that's exactly what the Lord's prayer is covering. The translation could be: "Lead us not into a situation that succeeds to the point where our vulnerabilities are exploited and we end up getting taken out." Maybe that's why most people don't have the wealth that they hear prophesied to them, or the influence and all that goes along with it. That's why I'm saying that whatever homework isn't done on the personal mountain, this is what shows up in the career mountain. This is especially true if you are a believer invading new territory in career convergence.

But what happens if you've done your personal homework and you're ready for career convergence? In all likelihood, you're going to go through a "transition" period and suddenly find yourself invited to join God in a divine assignment. When this happens you have potentially entered a zone with unprecedented success—because it's not you carving out a career niche, it's more like you yielding to a divine purpose. It's you surrendering yourself and all your influence, access, and ability to a purpose greater than yourself. That my friends, is a powerful proposition, and one that threatens the regions of darkness! This most likely explains why only 20% of professionals experience "convergence"!

**To be 100% actualized in a career 100% would of be your to have God-given potential used than in something your own larger needs or personal prosperity.**

My research keeps bringing me back to this and related subjects over and over. This whole subject is close to the study of Abraham Maslow, a Jewish Psychologist who really started the whole genre of Motivational Psychology. Maslow would call convergence by another word—actualization! To be 100% actualized in a career would be to have 100% of your God-given potential used up in a role that releases you to a transcendent cause— something larger than your own needs or personal prosperity.

Maslow focused on “being” as even more significant in a sense, than “doing.” Actualized people had different values that affect how they behave. I’m going to suggest that one of the things we want to look at is behavior. That means that my activity (my behavior) is coming out of the essence of who I am in my being—who I really am in my heart, who God has called me to be. My behavior is going to be rooted right down into the core of the way God designed me. I am created to be a gift.

You are not here on the planet just for yourself.

You are here to meet an important need.

**Every gift is designed to meet a need.**

## THE POWER OF YOUR SCRIPTS

### Behavior

Look at this drawing: You have gifts, talent, and ability. Everybody has to steward their unique gift, talent, and ability—that’s the core, that’s the treasure chest. It is what is deposited in you to ultimately do “the work” you’re called to do and the “divine assignment” He has for you.

Now, in between the “behavior,” there is congruent behavior (meaning behavior that goes right to the heart of who you were made to be). When God brought you to the earth you weren’t an accident. You were a design from the Master Craftsman and He made you as an expression of His image. When you’re behaving congruently with the image that God gave you, you are free. One of the things that keeps that gift from fully manifesting involves the scripts you carry within—especially those scripts that define you to yourself. Those scripts mess with how you see yourself, others,

## WHEN YOU'RE BEHAVING CONGRUENTLY WITH THE IMAGE THAT GOD GAVE YOU, YOU ARE FREE.

and the world around you. Consequently those deeply embedded and dis-empowering scripts have a profound influence on how you are likely to behave in a given circumstance. These scripts are the lenses through which you view your life. Now there are four boxes that go into this. The first box is behavior. Let’s focus on the “being” part of behavior. One reason why I perform personality profiles and behavioral assessments is because people have temperaments that match the design of their ultimate assignments. If you’re designed for “connection” then I guarantee whatever your assignment is, it will involve empathetic connection with other people. In other words connection is part of your life theme—it’s written into your very wiring.



## T.U.A.—Total Unconditional Acceptance

If you're built for "significance," then achievement is an important part of your design. If you are built for "recognition" then you should expect to be involved in a field that has an audience of some sort. Let's pause for a moment and talk about something that can have a dramatic impact on your behavior and your deepest scripts, namely the gift of TUA: Total Unconditional Acceptance.

You're going to have to open up the TUA channel if you're going to see genuine actualization or convergence happen the way God intends. Let's bring this down home. Some of you look into a mirror and look at yourself and you don't like what you see. How in the world are you going to give love away to someone else when you don't even give it to yourself? TUA is just another word for love. It is the unconditional love of God that enables us to be forgiven. How are you going to make other people feel something, which you don't even experience yourself?

Are you familiar with this quote? Somebody once said, "Love your neighbor even as yourself." I don't think people become narcissistic if you tell them they need to love themselves. The fact is, the way some people treat themselves, talk to themselves, and think about themselves is cruel. In some of my programs I have people bring with them a picture of themselves as a child. I'm talking preferably 10 or 11 years old (or younger) and do you know why? There is something beautiful about children. They are so spontaneous, vulnerable, and innocent. Children are beautiful because they start out with no scripts— they don't have dysfunctional graffiti written all over the inside of their head. I think that is why child abuse is so universally loathsome. It's just painful beyond words to see innocence without the ability to protect itself under the cruel scarring of someone else's program. But catch this—I tell people to bring a picture of themselves as a child and here's what happens. I have people look at that picture and then tell them to imagine someone slapping, hitting, and beating that child!

I say this because I want them to get connected with the fact that they are child abusers (as repulsive as that sounds) because the way they talk to themselves daily, hourly, and moment-by-moment is an abuse of that core part of them that is the child within. I wonder how you treat that little child? I'll tell you how you treat that little child. If you're not giving yourself the gift of Total Unconditional Acceptance, you're probably beating yourself up. I read the pre-event forms I asked you to fill out so I could get familiar with the things you want to change. There are people in this room that feel like you're fat and overweight. You feel you're a failure because you're financially broke, or you don't have any boyfriend, girlfriend, or life partner yet, or blah, blah, blah.

You see the way your scripts contextualize your needs reveals a great deal about how you talk to yourself. What I'm trying to say is this: you don't want to beat yourself up because that's not Total Unconditional Acceptance. Anything less than TUA causes you to traumatize the part of you that is most vulnerable. Every adult has a child inside. You're smart if you understand that beating yourself up is not the way to bring out the best that is in you. I know this is difficult to process—even for me at times, because it seems unreal and too “touchy feely.” I am not the one who said, “Except you become as little children you cannot enter the kingdom of God.” I am not saying that we don't need correction and to grow up and be responsible. What I am saying is that the “feeling tone” most people have with themselves is condemning, dis-empowering, critical, and destructive. If that is how you treat yourself, I would not want to be under your authority—in your house, your business or your church— when it comes time to deal with mistakes.

Let's see this all-important subject from another perspective. I had to talk with my daughter the other day about how she could protect herself, because she's going through a period where friends will pick on her and people will hurt her feelings in school and stuff like that. And I'm thinking, “Oh my gosh, I'm teaching this stuff all the time. Lord, what do I tell her?” I said, “Do you know what, Joy?” (She's only thirteen.) Here's the advice I gave her. I said, “Do you know something? There is a little girl inside of you. You're now old enough to learn that the one person you have to guard is that little child.”

Everybody right now, I want you to write this down because there is a mystery about the people you attract in your life as friends. Write down your top three friends. Quickly, your top three friends. I'll tell you something about your friends. If you can't think of any then we have a situation! Who are your top three friends, the people closest to you? Add a fourth right now. Who would you add to that mix? If you had a problem, a challenge, or vulnerability and you needed to share it with four people, who are the four people you would share it with?

**Here are three quick observations! If you can't come up with them right off the top of your head, you're living more isolated than God intended.**

And that's part of the reason why you're not seeing things happen. Also, you're not making the needs of other people met sufficiently so that they want to be in that circle. Or, you're pushing people out of that circle because you're not comfortable having intimacy. Those are all possibilities. The other thing is this: the names you wrote down, guaranteed—the one thing they give you more than anyone else is Total Unconditional Acceptance! The reason they are your friend is because they accept you unconditionally.

Now here's the big "Aha!" How many of you have written four names? OK! Is your name at the top of the list? How many of you didn't put your name on the list? I asked you, who are your top three friends and then asked you to add a fourth. I just got done teaching you about this.

Why didn't you put yourself down? Do you know why? It's because you are not your own best friend! That's why! By the way, if you didn't put yourself down on that list trust me, you're not giving yourself the gift of TUA. You're giving yourself the gift of critic! You know you should be better; you should be further along, etc., etc., etc.

It's interesting the characteristic revealed in Revelation (the last Book of the Bible) about when the devil is cast down. Do you know what his primary characterization is? Accuser! It isn't the "thief," the "coveter," the "pervert" the "liar," or even the "terrorist"—it's the accuser! And do you know why? Because one of the characteristics of victorious believers who do exploits in the last days is "Christ-likeness." That's right, the greatest move of God that will happen when the Body of Christ starts walking in supernatural love. When you walk in Total Unconditional Acceptance the accuser can't work on you and can't work through you. If he can't work through you, it's game over!

So I told my daughter, "Honey, there's a little girl on the inside of you and do you know what? Where do you feel it when you get hurt? When you get frustrated? When you get wounded, or when you feel pressure? Where do you feel it?" You see sensory acuity is like being aware of what is happening. How about you guys, do you know where you stuff it? Some people feel it in the back of their neck, where their neck hurts, in the forehead, around the shoulders, the upper back, or the chest area. Wherever you stuff it, that's where it is.

Well anyway, Joy told me she feels it in her gut area. I said, "Okay, and every time you feel that do you know what that is telling you? It's telling you that the little child, little Joy, needs big Joy to protect her." In other words you all have a child on the inside and when you feel anxious, nervous, upset, pressured, manipulated, or threatened you need to recognize that there is a part of you—at a very core level, a very primitive or primal level—it is you at the core needing protection. So what

you have to do is see yourself as the adult that has to

## **YOU WILL BE CONGRUENT BECAUSE ALL OF YOU IS SHOWING UP - YOU THE ADULT AND YOU THE CHILD.**

take care of that little girl (hidden in your core). It's your job to take that little girl by the hand and say, "It's okay, I'm with you." If you can learn to identify that little girl inside of you and recognize that this part of you is what is getting weirded out about what is going on, then you are going to be congruent. You will be congruent because all of you is showing up—you the adult and you the child. It is interesting to note that when Jesus was in Gethsemane— His greatest crisis of His life—what's He doing? He's going to the one person who has Total Unconditional Acceptance for Him. Everyone else is starting to judge, slander, and betray Him. But the one person He can count on is His Father. And what does He say? "Abba, Father." It's the child going to Daddy in His greatest battle! The more the battle, the more He has to go to the child and then to His Father, because that's where the true issues are? "I feel like I'm failing, I feel like I'm screwing up, or I'm out of control." It's amazing how when you start talking to God like that, the quicker He can help. Listen, "Shshshshshshshshshsh," It's like the Coke can—it's vacuum—the suction when you pop its lid. It sucks God's power right into your life because that's an authentic request right to God's heart!

## Thoughts and Feelings

So let's fill in the blanks here: Behavior is what you're doing, but I would like to see it driven by congruence at this deeper core level. (Pointing to illustration on board.) So what is it that precedes all behavior? It's your "scripts," but for purposes of even greater clarity, I am going to call this box Thoughts and Feelings. What do your thoughts and feelings reveal? They reveal what you are saying to yourself, because it is impossible to feel a sustained emotion of any kind apart from the meaning you are attaching to the thing you are having strong feelings about—your scripts! People are simply not aware of how many words a minute they say to themselves. What do you think? Does anyone know? You think at the rate of ... 1,500 words a minute— that's a lot of dialog going on folks! 1,500 words a minute (or 1,800 words a minute if you like Starbuck's!) That's a lot of chatter, a lot of traffic going on. And most people are living with about 80% of that as an unconscious dialog. The fact that it is mostly unconscious means that they're not even aware of their own self talk. After years of research and experience in the in-depth work of people's lives, do you know the main script that has the most power? It's the script involving your childhood, and in particular, the issues around your relationship with your father or mother. Sometimes it's the thing that should have been said by the father ... but wasn't. Or worst yet, the thing that was said that shouldn't have been said. It's all stored in there.

**USE THE AREA BELOW TO REFLECT FOR YOURSELF:**



## THE POWER OF YOUR “STATE”

Another script might be saying, “This always happens to me.” Or, “You see, nothing works for me.” I’m telling you something—those scripts will create the atmosphere around you and attract a whole host of spirits and circumstances and people—until you learn to discern what’s going on. It’s like a spiritual law! I don’t know how it is, but those scripts, you catch them and start to rewrite them, your entire field of energy shifts. When your deeply embedded scripts embedded scripts about your identity change—your whole world changes! It absolutely does. You start attracting to you the stuff that you want and repulsing things you don’t want. The Bible calls this “renewing the mind.” your whole world changes!

So what do you do with your thoughts and feelings? I suggest very simply that you be aware. It is awareness, not perfection that causes growth. In other words, the moment that I have a script go on inside of me and I catch it, I’m able to put handles on what I’m thinking and feeling. Again, how do you know with certainty what you are thinking with 1,500 words a minute running through your head and 80% of it unconscious? How do you know what you’re thinking, especially when in the crush

### IT IS AWARENESS, NOT PERFECTION, THAT CAUSES GROWTH.

of daily activity and pressure you’re not even conscious, you’re just on automatic pilot? Here’s how you know—your current state reveals your self talk, your script. Whatever you are feeling—your self talk put you there. One day I was meditating about this, and had this image in my mind: I saw something almost like a rat. I couldn’t find the rat, but the tail was sticking out. I pulled it out of hiding by the tail and the Lord seemed to be showing me that a person’s emotional state reveals their internal dialog. It also alerts you to when the enemy is trying to pressure you with warfare in your mind. That is one of the great things about prayer. You can at any time turn a temptation into a conversation with God about what is going on. I may not know what I’m thinking because thoughts are very murky things, but I do know what emotional state I’m in. So what you do is start checking in on your emotional state.

### YOUR EMOTIONS TELL YOU WHAT YOUR SELF TALK IS.

And there are really only two states. The two states are either that you’re resourceful or you are un-resourceful. There are only two emotional states. In other words your emotions reveal your self talk and you’re talking to yourself all the time! It’s always happening, and your emotions tell you what your self talk is.

## UNDERSTANDING “PROCESS EVENTS”

The bigger the paradigm shift in your life, the more powerful the transformation, the deeper the script God is working on. Why do you think it says in James, “Beloved, if you’re going through any testing, any trial or any adversity, ask for wisdom.” Why wisdom? Why not strength, love, or faith? And do you know why? Because the number one problem you’ve got when you’re in an unresourceful state is that you think you know what’s going on but you haven’t got a clue. In other words, when you’re in a real challenge, it is something in convergence language that is described as a process event. Process events are what lead you toward convergence if it is worked out effectively. A process event is really the gift of a problem that when solved or resolved will increase your conformity to Christ. You’re being shaped by your response to the problems you’ve got in life. I know it doesn’t look like it at the time. It’s a gift and the way you respond to the “process event” is that you discover the wisdom of some underlying principle or promise and you rewrite the script—it’s a gift. Whenever you rewrite one of your life long scripts, you access a whole new level of YOU. There are only two emotional states, “resourceful” and “un-resourceful.” These states produce “openness” or “constriction,” wisdom from above or from below.

## **A PROCESS EVENT IS THE GIFT OF A PROBLEM THAT WHEN SOLVED OR RESOLVED WILL INCREASE YOUR CONFORMITY TO CHRIST.**

When you’re in trouble, have a problem, enter a “process event,” or a test the number one thing you need is wisdom. And do you know what that means? It means that you need a bigger picture. Remember, you don’t really know what’s going on. You just think you know. And can I suggest something to you? Every one of you has a narrative. You’re going to tell me about why you’re at, where you’re at and what you need. I listen to you because you’re going to give me clues to what you don’t see that you don’t know that’s going on. So, if basically most of us in real tests and challenges don’t know what’s going on, the one thing you need is wisdom because wisdom re-frames the questions you should be asking. “How come people always do this to me?” Wrong question! Wisdom is the ability to have God’s perspective on your process events. What does He want to show you about what’s really going on?

## VALUES

Do you know what you might find out? You might find out that the real issue has nothing to do with the circumstances of the other person, it has to do with your script. Once you change your script the circumstance starts to change. Thoughts and feelings drive behavior. What is the filter on your thoughts and feelings you're willing to have or not willing to have? Remember, self awareness is checking in on the way you're feeling. There are only two states; resourceful and un-resourceful. What comes before that? What's the filter? What's the filter that comes right before that? I'm going to suggest to you that there are certain values ... if you're motivated by values and beliefs, what do you really believe? What are your values? The filter here is values. If I have a value that says, "I shouldn't kill," then one of the options for dealing with someone who really annoys me is not murder. If one of my core values is not being a thief, then I'm not going to let you enter into a transaction where I'm going to take advantage of you because I'm shrewder than you in the deal. The problem with planet earth is we are having a diminishing of governing principles and values with an ever expanding appetite for getting needs met which leads to wars. So what we have to have is more successful people at the top of the mountains because whoever is at the top of this mountain controls the traffic. We need more people that have more principles and values that are operating over here at the top of the

**I will make any adjustment I've got to make to get back into being congruent.**

mountains so they can influence whole spheres that shape industries and cultures. Values and beliefs, in other words, this is the interception right here. What happens if you have a value and a belief that says that love is an important value, that integrity is an important value? Values are funny things—they don't guarantee I will not fail.

They do, however, mean I try not to stumble, fall, fail, or make a mistake that violates my deepest values. And when I do blow it, I can be certain that the deeper the value, the deeper the degree of discomfort I feel about not being congruent. In fact, I will make any adjustment I've got to make to get back into being congruent. What does this word congruence mean? When you're living connected at a deep core level to who you really are and what you really value, it tends to touch the essence of your identity. When you are congruent you manifest the love, creativity, resourcefulness, power, and wisdom of your Creator! When you're not operating at that level you're not a light. I don't care how much juice you have flowing through you and how many people are falling down around you.

Values and beliefs! What is it you're really learning when you're going through a process event? Your scripts are being changed, but let's get down to reality here. What do you think the script is? The script that God is after in you is that He's disciplining us to teach us how to walk in His principles—that's it. Remember in the Old Testament that the children of Israel come out of the wilderness and when they come out God's says, "I humbled you to prove you, to test you, to show you that man doesn't live on bread alone but by every word that proceeds out of the mouth of God." What is He saying?

I was testing you there to let the weaknesses come up in you to teach you how to choose the right choices and the consequences of bad choices. He was disciplining; as a Father disciplines His sons so does the Lord discipline you because He loves you. It's like in Deuteronomy. What does it tell you? It tells you that most of your process events are God trying to teach you principles you still don't have; some values you need to reinforce. When you get the lesson your script begins to change. Does that make sense to you? So, if you would like to go to convergence faster, I suggest you find out what is the value or principle that He's working on right now. Typically there is one issue not a dozen. The filter is your values and principles and what your values and principles are help to direct your thoughts and feelings. Ask yourself, "What thoughts and feelings will I accept?"

I find that at the thought and feeling level, I can catch whether I'm congruent or not. Everybody compliments themselves and thinks they're walking in principles. The truth of the matter is you don't know if you are or are not being fully consistent with your values until you test the fruit. Another word for fruit is outcomes. The very first outcome is a deep inward sense of congruence manifested in the feeling of peace.

When you're doing the right thing, you feel right. It doesn't necessarily mean that doing the right thing feels good, or is pleasant, but there is a deep sense of wholeness and strength that comes out of living in alignment with your highest and best self. wholeness and strength that comes out of living in alignment with your highest and best self. So in terms of this, they filter this other box that contains thoughts and feelings. Your values sort of act like an umpire on what you think or feel. Your thoughts and feelings direct your behavior. How fast does all this happen? In the time it takes to snap your finger—in a nanosecond. Life isn't working with all those stages slowly. It is not gradual. Thoughts create feelings—fast.

## YOUR CORE DESIGN OR TEMPERAMENT DRIVES IT ALL

My suggestion is that you consider how many of the things you value most are connected to the temperament God formed in you. Let me give you an example: there are four basic styles of people that are in this room right now. If we were to use a four- factor tool like Myers-Briggs or a DISC we could work this out quickly. In fact, based on the universality of these instruments we could say that there are only four types of people on planet earth. I just came back from Dubai, Hong Kong, Singapore, London, Amsterdam, Belfast, and Nepal. That is where I was two months ago.

It was a seven or eight nation tour and here's what I found; no matter what language, what culture, or what customs we encountered, there are only four types of people on planet earth. It was shocking! Only four different kinds of people on the earth! And here are the four people I met:

**Dominant**—People that are dominant, which means they were fast paced and task focused, are driven by a high need to achieve significance through accomplishing their goals. They like direct answers. They like to be the boss, to be in charge. They don't like having their time wasted and they have a problem with any circumstance in life that makes them feel they are being taken advantage of, or not being treated with respect. Their number one issue is anger. Do you want to get along with them? You'll have to learn that they're the king of their jungle, and you respect the rules of the jungle when you're in their backyard.

Make sense?

I found him in Dubai, Hong Kong, Singapore, London, Amsterdam, Belfast, and Nepal—the same guy floating around— high achiever, direct, forceful, driven, fast paced with a task focus, getting things done. These were the builders. Most of the people that invited me in had this type of personality. I mean they were the ones that challenged me to make the trip and put the events together.

**Influencing**—But then I noticed there was another person, and this was a people focused person. He or she is the high Influencing style, and they are actually a lot of fun. They like recognition—actors, actresses, and speakers often make up this group. They are driven largely to persuade through their various gifts. They are very verbal, even in other languages. They find significance through being recognized through their ability vs. significance through achieving something like the dominate style. That's the big difference, but they are both fast paced, and both extroverts. When these people were in my presence their energy took over the room. The dominate people took over the room. They interacted, they challenged, they clarified, they participated, they squeezed me.



The influencing people, they took me to Disney Land, to the parks, to the plays, to the shows. I heard their stories, their testimonies, we exchanged cards and we celebrated each other's significance. Influencing style people are fun people. Dominant style folks are fierce people. Put them together and you have fierce fun people!

Dominant people are getting the job done; they don't care how enjoyable it is. Influencing people are having so much fun getting the job done that they're not getting the job done.

Generally speaking dominant people are in charge. However when it comes to the persuasion, selling, motivation process—they back up and put the influential people in the front because, generally speaking, these people are ... well, generally speaking.

**Supportive**—Then I noticed there was somebody else in all those nations. It was this person who had this high “S” quality, meaning they were the Supportive, the stabilizers, the specialists. I noticed that these dominant and influencing people took over the environment, while the supportive stabilizers helped others in the environment. They didn't have the same ego driven behavior, not that there's anything wrong with ego, but they didn't have the same need for taking over space. So they created a little softer energy.

But what are they doing? They're a little slower, not in terms of verbalizing, but they could be the fastest people in the room mentally. In terms of energy, they are a little bit more quiet and a little more measured in their action, a little less outgoing. But what they provided was this element of connection. They provided an element of nurture, so when I was in their presence they were relationally focused but less extroverted than the “D” or “I” styles. They were aware of how people felt, if they were comfortable or uncomfortable. Consequently, they're supportive and stabilizing. They were the ones who were sustaining the status quo, keeping everybody happy, taking care of needs. Now this Stabilizer style could be a leader. In the West, in our American version of leadership, we have our own John Wayne idea of what a leader is, the dominant and influencing styles. The more you go to Asia, the more you're going to find the “S” style as leader—less braggadocio, shooting from the hip kind of style. That is the way we do it here. In Asia they are far more conservative, careful, cautious, calculating, honoring, respecting, and getting most of the world's money right now.

Understand there are only four styles, so how does this all connect? Part of the way that you're designed right here is you have a certain gift, talent, temperament that you're designed to express the image of your Creator and when you know what that is, you know which values and beliefs you really need to work on and you'll find this out.

## You have a certain gift, talent, temperament that you're designed to express the image of your Creator.

The supportive people need to be working because they're so prone to nurture and connection. What do you think is the opposite of nurture and connection? What's the opposite of somebody who's trying to make everybody comfortable and happy and copasetic and we're all getting along? These are people who probably need to make some tough calls and they're dying having to do it. If you have a high "S" style parent you're really fortunate because they dote on the people around them. They love to see them happy. They want to see their needs met. They want to see them taken care of. These are the most nurturing people in the world.

In the Biblical language of this you'd see somebody like Abraham. Why would God want to work with Abraham? Because God says, "I know him; he's going to train his children after Me." So, Abraham is trying to take his son, Isaac, and offer him as a sacrifice—and this is the ultimate sacrifice for him. Why? Because he had this "S" personality, of all people! If it was a high dominate person, then it would be, "Let's just get the job done." The Influencing person would say, "Oh!" But for the nurturer, this is the hardest thing for him to do. So, if you're a high nurturing person, you probably have confrontations you've postponed in your life. During your whole life you have experienced a lot of the misery because you haven't had the fierce conversations you should have had. And to this day, you're not having them because you're avoiding the strife. Abraham didn't want strife.

But here's the irony. The entire problem in the Middle East is because Abraham, a high "S," married a high "D." So, his wife Sarah is a dominate personality. She wants a child. She wants a child right now! So she says, "Here's what we're going to do. There's my handmaiden over here. Hagar, you go with Abraham. Have sex with him, but the baby that is born, it's mine. I have a baby." So Abraham, the ultimate peacemaker, "S" personality style says, "If that's fine with you, then it's fine with me!" Looking up toward Heaven, Abraham talks to God, "The problem is that we need a baby and we don't have one. I'm not complaining, she is. What do I know?" Abraham has a baby (by Hagar) and it is called Ishmael. Ishmael is the entire problem in the Middle East because a high "S," Abraham, didn't know how to say no to a high "D". This is my take on the world's problems.

**Correct**—The last style, the number four personality style that I ran into, was a "C" style. These are fascinating to me because this "C" style is the one that has a high certainty need. This is a person that is perusing perfection, accuracy, order, and no mistakes. They hate mistakes, and they like to see things done just right. My observation is this: these people, "C" people, are task focused and slower. Why are they slower? Because they like to get the job done right the first time.

The "C" people don't like to be rushed because people make mistakes when they're rushed. The

“S” people are a little slower because they are nurturing and helping support process. The “I” people are faster. They talk faster, they act faster, but they’re people focused and they are engaged in the environment. The “D” people “D” are fast and task focused. Most of the challenges that dominate people are having, they find that their strength is their direct confrontational, forceful, start the business, get the thing going, get the thing straightened out, confront, go to war, attack.

What do you think the values, beliefs, and principles are behind most of the process events that are challenging them for convergence? Do you think God is saying to pick up the pace and be more aggressive? No, I don’t think so. Gee, I wonder? What do you suppose? Does anybody here have that high supportive, “S” connection scale? Anyone recognize that nurturing, loving, supporting, helping people hate instability, hate change that hasn’t been thought out? The disruption, the pain of strife, peace makers; they internalize conflict in their family.

Well, here’s the deal regarding the “D” personality type: These people don’t have a problem behaving aggressively. What they need to do is learn how to nurture. Ironically, I have data on the top CEOs in the United States and it’s probably a global phenomenon too. The top 100 million dollar, 200 million dollar CEOs have 85% nurture attached to their dominance. This means they are driving, but people feel cared for, so its results oriented business. They create that culture around them. For instance, at Google you feel part of the family. Results oriented nurture is a powerful thing when you work on the principles that God’s got you working on.

Now, suppose you’re a high influencing, “I” person. Do you suppose that the issue here for that person is going to be, “We need to get you to open up a little bit, come out of the closet, and show your thoughts and feelings, engage people? Come on, you need to allow yourself to be the center of attention now and then.” Do you think they would have a problem with that? I don’t think so. If you are one on one with them, they are going to entertain you with stories, so they already have that proclivity. So, what is the challenge for them? (On the DVD you can not hear the response of the audience but you can hear Lance answer, “Well I could think of a more nurturing way to put it, but ... You see? This is a “D” answering a question for an “I.” The “D” needs to shut up! That tells me a lot right there!)

Actually, you should go diagonally (Lance is referencing the grid he has drawn). The person here that is task oriented and fast paced (the “D”) needs to slow down and think about people (like the “I”). That’s the growth area. I guarantee you this is the fast track to convergence and congruence all at one time.

The person who’s high influencing, talking, entertaining, spontaneous, change oriented and fun (the “I”) needs to slow down and pay attention to the details of execution (the “C”). It’s not the “shutting up” that we’re really after. It’s, “Stop talking long enough to be able to pay attention to

the fact that you're driving on the wrong side of the road," that we're after!

**A question is posed from a gentleman in the audience:**

You mentioned your trip to the Far East—areas which I have visited quite a bit. I find that this does not work equally in that part of the world as when you reference CEOs it's a whole different mixture. Do you agree with that?

**Lance:** What are the characteristics of the CEOs in the Far East?

**Gentleman:** They are Lords and kings, and they refer to the secondary people. You'll find that he'll put the chop on the deal, but when you get to put the chop on the deal they find little openings that don't work and well, "The king said this, but it doesn't work for us because the bank doesn't recognize this particular seal." Then you have to start again with the little guys and work your way all the way up to the top again after you've had the tea and the drinks and the fun.

**Lance:** So what we have is the kings, the royalty in the Middle East in particularly?

**Gentleman:** Right.

**Lance:** They're calling the shots, but they do let the dirty work be done by the high "C's," the people over there with the certainty, perfection, accuracy—they're the ones finding the flaw in the deal and we need to do this and they're doing the negotiations because the "C's" are perfect diplomats. Why? Because they're interested. They move slowly and they're interested in getting the thing done right, so they're very sensitive to anything that will interrupt the deal. They are doing the dirty work for the dominate "D" person who doesn't have patience for the details anyway.

**Gentleman:** And they don't have that nurturing factor that the CEOs might have here in the West.

**Lance:** Because they can command and control the hierarchy.

**Gentleman:** Exactly.

**Lance:** Whereas in America, with freedom you can choose to go to work for Apple or Google, and if you're talented and they treat you obnoxiously, guess what? You can leave and the competition gets your talent. Over there they just kill you if you don't do what you're told. And that's the Middle East (like Dubai). But my experience in Asia is a little bit different. I find that Asians have a lot a "C" CEOs. They're not flashy, they don't come in dressed with all the glitter that I'm comfortable with. They are conservative, and when you see conservative you are looking over here on the left side (pointing to the board)—focused on the task and slow.

However, if I was a high influencing person, I'm going to want to work on building my attention to detail, especially if I'm building my own business. If I'm a high dominate person, I'm going to be

working on what high “S’s” do. I’m going to slow down a little and begin nurturing and helping support others in their processes.

But look at the other side and catch this! If I’m a high stabilizing nurturing Abraham (“S”), I’m going to have to move toward being a little more decisive, forceful, and confrontational. Curiously enough, these people put up with all kinds of inconveniences. They don’t like complaining, they don’t like to rock the boat, and they aren’t organizing unions. But here’s what they’ll do: the only time you’ll find these people (“S’s”) are actually aggressive is if you touch their family. There are a few things you’ve got to know. Remember Abraham? Abraham is a peace lover. If they don’t like him over here, he goes over there. If they don’t like him over there, then he goes somewhere else. Better to travel than to confront! He makes his wife happy, and when he goes into the city his wife is taken over by Abimelech, a king with a harem of women. He takes Abraham’s beautiful wife and Abraham doesn’t even fight for her! He’s nervous, “Where am I going to go for help?” This little Jewish guy is up against this powerful king. Abraham is anxious so God has to deal with the king and literally says to Abimelech, “You touch that woman and you’re a dead man, because she’s somebody else’s wife.”

*“And there Abraham said of his wife Sarah, ‘She is my sister.’ Then Abimelech king of Gerar sent for Sarah and took her. But God came to Abimelech in a dream one night and said to him, ‘You are as good as dead because of the woman you have taken; she is a married woman’” (Genesis 20:2-3).*

Of interest, this is where that verse comes from in the Bible, not to touch something God has anointed: “... (For) their sake he rebuked kings: do not touch my anointed ones; do my prophets no harm” (Psalm 105:14b-15).

And the king says to Abraham, “Why didn’t you tell me about this?” He starts acting all righteous and virtuous all of a sudden. And there is Abraham, shrinking inside his own skin, “Well, I was afraid of you because I was thinking this was an evil place and you are evil people ...” He was not a fighter. Do you see that?

Now watch this. See what happens when it’s his nephew, Lot gets taken captive. For some reason, something clicks in him differently when it’s his nephew (not his wife). Abraham has over 300 household servants and suddenly, in response, he has an organized terrorist militia and goes against five kings in order to get his nephew back.

*“When Abram heard that his relative had been taken captive, he called out the 318 trained men born in his household and went in pursuit as far as Dan. He recovered all the goods and brought back his relative Lot and his possessions, together with the women and the other people” (Genesis 14:16).*

I have learned this. I have learned that people can be very gracious with a lot of things, but boy if you touch their family and they are an “S”—it is like claws coming out. It is like the female she-bear



comes out to mangle you. So in order to move toward convergence, this “S” connection moves toward the “D,” and the “I” connection moves toward the “C” in order to get more accurate and interested in getting the facts right. The “C” needs to move toward the “I,” and it’s just common sense. It’s amazing how this grid works!

Do you want to know what the values and principles of the “C” are? One thing that God is teaching them is how to risk more and play more and not worry about perfection and performance. My suggestion to you is that if you’ve got a tendency to be a high “C,” and are driven by the need for perfection, then you probably need to take a page from Moses’ journal. When God calls Moses, He says he’s going to give him Deuteronomy and Genesis. God gives Moses the Torah, the first five books of the Bible to write. But here’s the part you have to know, God didn’t give that to Aaron, the “I”. While Moses was gone, people- focused Aaron threw a party and almost had them all going in the wrong direction with a golden calf. God gives the task of writing those books to a “C,” Moses. God knows that this “C” personality will not embellish, they’ll attend to the details and they’ll get it right. In my experience, the “C” is so afraid of criticism for making mistakes that they don’t risk nearly enough. At the end of their lives their problem isn’t the mistakes they made—it’s the opportunities they missed. It is the chances they didn’t take.

## Temperaments Can Change

Temperaments can change. What it takes to change them is like bending metal. The heat of processing events will change you. When Moses was a young man, he was a high dominate “D.” How do we know this? He killed an Egyptian. That’s a mistake a “C” would never make. If a “C” did kill someone, nobody would find out. The most dangerous hitman in the world would be a “C” style. A high “I” would be leaving clues all over the place, they can’t help it!

### The heat of processing events will change you.

It’s true. A friend of mine got caught having an affair. The detective that was following him said to him, “I’ve got to tell you the truth, you were very easy to detect.” An “I” is very easy to detect because it is kind of like they are not thinking about what they are doing, but a “C” is very hard to detect. The “C” has thought things out in advance and made a plan to cover his trail.

So, Moses kills a man early in his life. But later on in life, he’s not nearly the forceful, self-confident, let’s-change-the-world-and-deliver-the-people-out-of-bondage kind of guy. What does it take for him? God’s got to show up in a burning bush. Moses has a supernatural bush talking to him. Right there, if you were a high “I” person, you’d be ready to write a book about it! But for Moses, this perfection oriented “C,” the fact that the bush is burning but not consumed is important, but that is not nearly enough for confirmation.

So the bush is talking to him and says, “Take your shoes off.” So he takes his shoes off. The bush

continues speaking, “So, what’s that you’ve got in your hand?” Moses answers, “It’s a rod.” The bush says, “Throw it down.” So Moses throws it down and it becomes a serpent. The bush says, “Pick up the serpent by the tail.” So Moses picks it up and it becomes a rod again. The bush continues to talk to him, “I’m God and you’re my servant. You’re going to deliver My people out of Egypt.” Moses is still not convinced. (It’s interesting isn’t it? How God understands the way He made you.)

The bush continues, “Okay, put your hand in the breast pocket of your cloak.” Moses obeys. He puts his hand in and pulls it out, and it turns cancerous leprosy white. Moses freaks! The bush (God) tells him, “Put your hand back in your cloak,” and when he pulls it out again, it’s completely normal!

Now, let’s see what we’ve got here. We have a burning bush—a bush that talks, a stick that turns into a serpent and then back into a stick. We have his hand filling with leprosy, turning completely white, and then heals up completely. The bush (God) says to Moses, “I want you to go to Egypt and deliver my people.” But this “C” personality does not yet have enough certainty. And the moment is coming (I wouldn’t say God’s angry yet but He’s getting close). Do you know why? Because He knows that Moses needs a little confirmation to make this deal.

So hear what Moses says, “But at last, Lord, I have a speech impediment, I’m not qualified.” Now God gets upset. The Bible says so, “... this angered the Lord.” Do you know why? God knows you have a need to make sure you’re not making a mistake, but there’s an element of faith that’s required of everybody. When you start to provoke When you want more assurances than faith requires, you’re violating your Walk with Him.

## There’s an element of risk.

Him with wanting more assurances than faith requires, then you’re violating your walk with Him that He set up. God wants you to have an element of trust. You can’t have this thing sewn up without risk. There’s an element of risk.

So by the end of your life you could have missed important opportunities because you just weren’t willing to take the risk. You know, you missed a few things along the way because we’re a little too cautious. What’s the opposite of cautious people? Influential people (“I’s”). They are spontaneous. They seize the moment. They will jump out of the plane (and then say, “Where’s my parachute?”). So do you understand how this works? The reason I’m taking so much time with this is because if you’re this type of person (a “C”) and this is you, imagine you operating with Total Unconditional Acceptance doing the assignment God has for you? As a “C” you probably need to take more chances.

**A question is posed by a young lady in the audience: I want to figure out which one of those I**

am.

**Lance:** I appreciate that, your need for clarity right there. You need to get this right. You need to be certain of this. Your caution in assuming the wrong one ... I mean God forbid if you walk out of here with the wrong one, you'll be confused for the rest of your life. What would you say is your style? Which one?

**Young Lady:** A "C".

**Lance:** Oh the "C." Well, that's as big a surprise to me as it is to everybody else!

**Young Lady:** (Pointing to her neighbor) He said I was "S" and I said no.

**Lance:** He said you were "S" and you said no. You know why, because an "S" might prefer to keep peace and say, "Okay honey," just to get along. A "C" wants to be a little more accurate. I suggest the "C" with a secondary "S." Most people do have a primary temperament and a secondary. Some people look at this and say, "Well, I'm not a blah, blah, blah ..." That's because you're a primary with a secondary. Most people are 80% of a primary and the balance as a secondary. So you might resonate as a high "C" with a secondary "S." For instance, what do you think I am? I'm a high "I" with a secondary "D."

**Annabelle (Lance's wife):** Except in our marriage.

**Lance:** And in our marriage, darling (looking at Annabelle) ... this is the great mystery. In my marriage I'm an "I-S" and as a parent I'm an "I-S" which is not a great style because, from my opinion, I'm interested in everybody having fun, and being nurtured, and having a good time on the cruise and....

**Annabelle:** We have two children and when daddy corrects them they listen. When I tell them to do the same thing five times before they listen! I asked them, "Why do you listen to daddy when he tells you to do something and not me?" Their reply, "Because he has spankings in his voice!"

**Lance:** I have spankings in my voice, which is the "D." I would suggest to the "C," (pointing to the young lady that asked the question), do you like things to be done right?

**Young Lady:** (Not saying anything, just sitting there and doing what seems to be thinking ...)

**Lance:** I know you're thinking about it to make sure you have the right answer. Okay, so my suggestion is that you know you're secondary is a "D." You see you could be a "C-D" or a "C-I", an or an "I-D" a little bit schizophrenic is an "I-C," and that's okay. A "D-S" is very hard to read. Those people are barking out what they want, but then they're misunderstood and they don't understand why people are upset with them and it bothers them that people are hurt. You see if you're a pure "D" you don't care. But if you have a bit of the "S," it's like constantly saying, "I didn't mean that," and you're upset because people are misunderstanding you. That's because you have

part of the “S” in you—a secondary “S” style which is confusing in a sense.

## **Your temperament mix is your design.**

The values and beliefs, the life lessons and principles you’re really, really working on are probably related to the way you’re made. You don’t have to learn my lessons. I have to learn my lessons. You have to learn your lessons. That’s why it’s so dangerous when we superimpose our own autobiography on other people, because we assume everybody is just like us. The truth of the matter is everybody is not like us.

The good news is that there are only three other types of people in the world that you have to figure out. That’s it! There are only three other types of people. You say, “I don’t care there are only three other people I’ve got to figure out. I automatically get along with me.” So what you’ll do is find people who are your own style that you’ve got no problem with. If you’re dominate, you like people who know where they stand. You know if you make a deal, you make a deal. You understand each other. If you are both an “I” then you like each other. Why? Because you both have lamp shades on your heads and you’re going bar hopping in Cabo! Your best friends (if you wrote down any names on your list) are probably people that give you TUA and are your style or a style you’re highly compatible with.

## **What Will Provoke the Change?**

**Significance in achievement is what’s driving the dominate “D.”**

What do you think is going to sanctify them? Frustration while God’s working on building patience. Sounds good, but it is really a big task.

**Significance through recognition is what’s driving the dominate “I.”**

These people of high influence—celebrities, speakers, ... what’s really going to work on them? Rejection, being overlooked, not achieving a high enough level of influence. Why? Because of their need for significance through being recognized.

Both the “D” and the “I” need significance recognition; the “D” wants to achieve this by accomplishing building the biggest, best, blockbuster building. The “I” doesn’t care if they win the award they just want to be the most popular person in the room. “Everybody wishes you had won and everybody thought you were going to win.” Then you’ll say, “I know, I know. That’s okay,” and so you’re gracious.

**A high connection need is the force driving the dominate**

“S.” What is their challenge going to be? It’s the uncomfortable conversation, the uncomfortable separation, the tough call. It is knowing how to leave what you need to leave, knowing how to let

go what you have to let go, and just knowing how to move on.

**A high need for certainty is present in the dominate “C.” So what**

is the challenge for the “C” styles? The problems they face are the fear of failure, making a mistake, getting it wrong, not doing it right, and having the wrong style, walking out with the wrong information, and unwilling to take a risk because of their high need for accuracy.

If we were to go back to your biggest mistakes, I’ll tell you what they are: they are related to the overextension of your strength. In other words, the good news is this (referring to this style grid)—this is your secret weapon on what you’re going to do and how you’re going to do it! At the same time this (referring once again to the style grid)—is your biggest problem, because any strength overextended becomes a weakness.

So the significance need of the “D” becomes overextended. How many people have you used and left behind? Used them as speed bumps and ran over them because you were trying to accomplish something and something didn’t work the way you wanted it to? So anger, confrontation, frustrations, simmering, boiling emotions manifested. What do you think God’s working on in you? Bob Mumford tells a story. He says he has a vision of a cat, and his cat is sitting with its claws in the carpet, hissing, and there is a hand rubbing the fur the wrong way and the hand will not stop. The he hears a voice speaking, “Turn around, kitty, just turn around.”

I’ll give you an example of how this works. If you’re afraid of rejection and you have an opportunity to audition—and you’ve been wanting to have that significance need met— but if the fear of rejection is strong enough, you’ll choose behavior that will move you away from the thing you desire. That’s why to me self awareness is the gift. Once I know how I’m made, I can manage me. Now this is dangerous, this is powerful stuff—this is like martial arts!

If I have gained awareness of what’s going on, then I know me better than you know me, I can manage myself to meet your need. If you know me better then I know me, then you can manipulate me to meet your need.

Let’s examine the “Away Factor”—the thing you put energy into moving away from. So if you’re need is significance what is the away factor—the thing you think you fear in terms of achieving something? Failure. If you are driven by the need of significance to achieve something, your primary fear is something that will keep you from accomplishing your purpose, something is getting in the way of your goal. So what do you do? You make choices to back up and think about it. You might back up from partnerships, you might back up from business opportunities, you might back off of things like this because you’re not in control. You’re afraid that if you’re not in control, you’re going to get hurt, you’re going to be taken advantage of, or you’re going to get ripped off, etc.

So what is God going to do? He's going to take things out of your control all the time to frustrate the daylights out of you to teach you not to be manipulated by your need. Who does God put with Moses? Mr. Meek, Mr. "S—C," a nurturing shepherd, praying forty days and forty nights for Israel? God says, "I'm going to wipe them out, and I'm going to make a nation out of you. Let's just wipe out those bozos!" Moses is saying, "No, no, no, Lord!" Instead he's praying for them. He's like the perfect shepherding style. He's right in the middle of the "C" and "S." He's writing out the details, he's praying for the people, "Don't kill them. They're Your people, they're not my people! What will the Egyptians say? You have a reputation to think about and uphold!"

Okay, alright, so he knows how to negotiate with God. He's a great intercessor and here's the deal: who was his assistant? No, not Aaron, that was his brother. Joshua was Moses' assistant. Joshua, "Mr. Conquer-and-Kill." Who's the general God's going to put in charge of taking the Promised Land? The Mr. "D" style—Joshua! Joshua has been mentored by Moses (Mr. "C—S") for forty years, all the while wondering around in circles with those very bozos! What does that tell you? It tells you that God will frequently put you in a relationship with someone whose style is not like yours for the purpose of teaching you the nuances of the things you need to learn.

## **God will frequently put you in a relationship with someone whose style is not like yours.**

Joshua gets trained by Mr. Mercy—Moses, because God wanted Joshua to finish, to make sure that Joshua did it right and got the right training. The reason many of you are frustrated is because you are disconnected with your parts. In other words, there are relationships that God puts in our life that we can choose to get away from that are actually there to refine us, mature us, and develop us in awareness we don't have. If you disconnect from those people, you just disconnected from the mentoring, the tutoring, and the influence that was going to create the awareness. So then, instead you have to wonder around in the wilderness until you learn the lesson.

I've had people I had to work for who drove me crazy! I kept saying, "How long Lord? Nut the sense I got was the Lord saying "I'm building something in you that you don't understand right now." I learned something I need to remind myself of now and then, namely that God is not always telling you what He is doing. He is simply asking you to trust Him." Joseph thought it was a mistake for him to be in Egypt and tried to get home! There's a great example of trusting when you don't understand what's going on.

The best way to learn is to gain from the crucible of someone else's experience. I didn't learn these things by sitting down and reading them out of a text book. Learn from my experience. Sometimes you go through things for the sake of someone else. Paul said that some of his experiences were



designed to make him better able to reach his target audience. I got what I got by being in places where I had pain. Enough so that I was open to learning something—which I found out later was not nearly as much for me as it is for you. I was being taught in the laboratory of life so I could give people the stuff I learned. That’s what we all do. We take from the crucibles of our experiences and give them to someone else. They get it without paying a price because you paid the price to get it.

## Which style resonates with you?

Take a moment and write down which one of these styles you most resonate with.

In your life journey, I can tell you where you’ve had moments when you were off track. If you don’t know your own design you will not be aware of how you’ll self sabotage. If you’re a dominate person, you’ll go out of your way to avoid being taken advantage of. The problem is that sometimes you’re going to have to risk not leading, trusting and being in a close relationship.

If you’re in the “influencer” category, you need to know that while the need for significance is a God given desire, the question you need to ask is: “Can you manage that strength so that when you’re with other people they feel the spotlight? Do other people feel smaller or larger in your presence? Does your need for significance suck the psychic oxygen out of the room?”

If you’re in the supportive category, you operate in a high connection nurture zone, that’s beautiful. My questions to you are, “Is it possible that at times you’re not as open to change as you need to be because it’s uncomfortable, it’s destabilizing, or it’s disruptive? Can you embrace the change? Can you confront what needs to be confronted?” These are the issues you need to be aware of.

Finally, if you truly have this beautiful style, this “C” that is driven by perfection my questions to you are these: “Is it possible that the fear of making a mistake has made you miss opportunities? Has your need to be right made it difficult for other people to be around you?”

High “I’s” Is it possible that your need for significance has actually robbed you of significance? “C’s” Is it possible that your need to be in correct has killed opportunities for you to do what you want to do?” “D’s” have you driven off people because of your dominant (sometimes overbearing) style?

**The thing moving you away from your destiny instead of moving toward it comes when you don’t know enough about your design to manage it.**

When you don't know enough about your design to manage it, you're not going to the judgment seat to give an account of your life, and have God say, "You know, there were a lot of things I know we wanted to do, but we just couldn't get it done because of other people." Do you think He's going to hear that other people messed it up for you? You know what everyone is going to find out? They are going to learn that they were at the scene of every crime.

If you've got that dominate drive, watch your anger. It's an indicator when you're feeling it that you're not in control. Wisdom would be at that moment to start submitting your goals and agenda to God and say, "Lord, what do You want me to learn out of this one? What do You want me to know?" You should probably move toward nurture and asking questions rather than coming to conclusions.

If you're an influencing person you're probably moving toward too much significance. If you're too intoxicated with your own significance, you might blow the opportunity. I have actually found (for those of you that like the teachings on favor and things like that) that it is possible to have too much favor. You might not think it's possible, but imagine if you had a smearing of favor that was such that it actually (if you didn't manage it right) robbed someone else from their own importance with the group. Do you know what happens? The person who was robbed of significance never invites you back because you outshined them. I couldn't figure that out for awhile. I thought, "Why is this? They got the great reports, the great results, I mean ... the results were off the charts! If it was a business, I would definitely have that guy back!" Then I realized why I wasn't invited to return. It was because I didn't make them look good. I shined too much. Sometimes you have to know how to tone it down so other people may get their significance need met. What does it tell you? My need for significance is so suffocating and dominate that I just suck the oxygen out of the room. So I have to practice and control my temperament and personality style.

The same thing applies to those with the nurturing ("S") style. If you're too worried about stabilizing and making everyone else happy, you're going to miss those opportunities to do new things that are going to rock the boat. Listen, the

**You need to practice and control your temperament and personality style.**

rocking of the boat is the way a rocket ship goes. You're going to have to take off before you can go anywhere!

I want you to write down the style that you see in your life. Have you got which one you are? I want you to write down one and if you can write down two or three that would be even better. What are your two or three greatest strengths?

## Temperament Strengths

D—Dominant, forceful, problem solvers, innovative and directive. You deal with things, you get results, and you get the job done.

I—Social, charismatic, fun loving, creative, encourager, persuader, closer, motivational. People like to be with you.

S—Nurturing, stabilizing, helpful, reliable, dependable, steady. People can count on you. You are loyal and work well on a team.

C—Correct, thorough, systematic, having high standards for accuracy. You pay attention to details and focus on tasks. You like to have data to back up your decisions.

If you're having a hard time writing down what your greatest strengths are, what does that tell you about your relationship with yourself? It tells you you have a much higher critical scale than nurture scale, so you're not being your best friend. You have to learn to be your own best friend. Alright write down one thing, I don't want you to be obsessed with this, but what's the one weakness that's in the style now that you look at it? What is the problem when that strength is over extended? In other words what happens when your strength is overused? What happens when that muscle is overused?

## Temperament Weaknesses

D—Anger, can be argumentative, can overstep authority, and may attempt too much all at once.

I—May not listen attentively to others, can be inattentive to details, often prefers popularity to results, and may “steal other’s thunder” in order to be noticed.

S—Can be resistant to change, can hold a grudge, can be sensitive to criticism, and may have trouble establishing goals and priorities, avoids uncomfortable confrontation.

C—Can get bogged down in the details, fears risk, avoids criticism, and may have difficulty verbalizing their feelings.

## Convergence is Revealed in How We Behave

God is moving you towards this place of convergence. It's a beautiful place where your gifts, your talents, your calling, your passion, and your abilities all come together. It usually happens at about fifty years old in the West. In the Western Hemisphere, people hit convergence where career wise and personally things start to come together. So if you're younger, you can do this faster. If you're older, what we want for you is to find the runway and land that plane! It is time to take it to the next level.

Convergence is revealed in how we behave. People feel it when you're hitting that zone. What drives our behavior are our thoughts and feelings that dominate us. The secret is self awareness. What am I aware of? What am I feeling right now? Just check into your body right now. What are you feeling right now? Am I feeling strong, curious (of course hungry and tired and your ears could be hurting), but are you feeling challenged, a little frustrated, a little enlarged? Whatever your feelings are, they're going to affect your behavior unless you manage them. That's why I suggest people work on their face when they're around other people because if they have too much style "D" dominance, or "C" correctness, that task focus they exhibit does not encourage people to open up, and we just kind of stare at them. However, the "I" and "S" style are the ones you want to emulate when you are with people. So the "D" and the "C" need to move more toward the "I" and "S" styles when they are dealing with people.

**Unless you manage them, your feelings  
are going to affect your behavior.**

The thoughts and feelings are always there. There are only two emotional states that you can ever be in. Take your left hand and make a fist with it. Now take your index finger of your right hand and try to force it into and through your closed hand. Push it through, push it through. Are you noticing that it is not easy to get the finger through the fist? Now loosen up your fist and push your index finger through it; keep loosening it up if need be, and keep pushing the index finger through it. Now here's the reality. When you're uptight and you're resisting, when you're operating out of fear, anger, stress, or anxiety you're not open to the creative intuition of the moment.

Later on you will notice, "I should have done this," or "I should have done that." You will think, "I wish I had said this," or "I wish I had said that." What you have to do is catch it in the moment. What self awareness is meant to do is just that. It is an art that allows you to manage your state. So every moment you are resourceful or un-resourceful, empowered or disempowered. This is the art of being self aware. In other words you're either creative or resistant. This means you can change in a snap of a finger— that fast!

The moment you realize that you're gritting your teeth and you're feeling tense, that's the moment you have to loosen up. Literally, you have to shift your face, change your facial expression. Change your physiology, change your focus from what's bothering you, change your focus from what you're afraid of, and become more open.

## HOW TO "RE-FRAME" AND SHIFT THE MOMENT!

### What's great about this situation?

What's great about this situation right now? This is a very important word of wisdom. What's great about this situation? Do you know what happens the moment you say, "What's great about this situation?" You're practicing an axiom that is never practiced enough. In everything give thanks. In everything! Not just when everything's going well—but in everything give thanks.

*"In everything give thanks: for this is the will of God in Christ Jesus concerning you" (1 Thessalonians 5:18 AKJV).*

When things aren't going well it's a gift. How do you find out what the gift is? You have to be open to it. You have to open yourself to it. How are you going to open yourself to it? You ask yourself the right questions, "What's great about this situation? What's great about this moment right now?" Do you know if you open yourself up to the situation going on in that moment, wisdom comes in! Do you know what's great about this moment? I'm doing something that isn't working and for the first time in my life I'm realizing it. How long have I been doing this? My whole flippant life ... and I'm just figuring it out now!

### When you open yourself up to what is great in this "now" moment— wisdom comes in!

Self awareness is a gift! You're either resourceful or un-resourceful. You're either empowered or disempowered. If you're tight you're not getting the benefit. It is almost like there's an idea trying to get there, trying to get through to you, but it can't get through. You just can't get it. Become aware, get loose. You have to loosen up. And to loosen it up, you have to shift your focus on what's happening. And what's happening in that moment isn't bad. It's a gift even though it's not easy to see it that way. It's a gift.

On the night that Jesus was betrayed, do you know what song they sang? Do you know what they were singing for Passover? They were singing, "This is the day the Lord has made, I will rejoice and be glad." Can you imagine? On the night of your betrayal by your best friends, knowing there would be an unjust trial and your execution, they're singing, "This is the day the Lord has made, I will rejoice in it." But what was Jesus doing? He was saying (as He was to Judas and as He said to



Peter when Peter was cutting off the ear of the servant of the high priest), “Put up the sword, shall I not drink the cup that my Father has given me? It’s a gift.

*Jesus commanded Peter, “Put your sword away! Shall I not drink the cup the Father has given me?” (John 18:11 NIV)*

No matter the situation. Whatever circumstances present themselves to you in your daily activity, the gift of self awareness is available to you. Perhaps something dreadful does happen. Pain is a conversation with something out of alignment. The gift is this: whenever your peace is disrupted you have to ask yourself, “How am I responding to this? How am I interpreting this situation? What am I saying to myself about this?” You can adjust your response any moment you’re aware of it. You can never adjust what you’re not aware of.

## LOOK FOR THE PATTERN IN YOUR LIFE

**You can adjust your response any moment you’re aware of it.**

The next step is to say, “How is this moment like my life?” Ask, “In how many ways in my life is this moment being manifest in a pattern within my circumstances elsewhere?” By answering these questions and identifying the patterns, you can avoid your own self- sabotaging moments.

You see? You want to draw a bigger circle around your situation. You realize you’re in a seminar called life—God’s always smiling and teaching something. He’s never nervous and He’s never nearly as agitated as we are. I used to think, “Lord, I feel so disillusioned with myself. I feel like I’ve let You down.” And the Lord would say, “You feel like you’ve disillusioned Me? Really, I had no illusions about you in the first place. I know exactly what you are like and I’ve chosen you because I really like you. I like you. I like the way you are. You remind me of me in a lot of ways.” Look for the pattern to see how it is connected to your life.

Look for patterns in your:

- ▶ Thoughts and Feelings
- ▶ Self Awareness
- ▶ Values
- ▶ Congruence

What are the values you’re working on? High “D”—quit trying to be in control. Be careful about anger, practice the soft eyes and soft voice, ask more questions and give your opinion less. If you’re a high “I” —deal with rejection and put your energy on others. If you’re the “S”—raise your capacity for conflict and enjoy it. If you’re a “C”—make more mistakes, be sloppy and do something stupid on purpose.

**Mistakes you make are related to your core design.**

**Your core design is the gift that gives you your destiny.**

Your core design is the problem that keeps you from manifesting it. It's not out there. It's not somebody else. It's not the economy and it's not the government. It's amazing how people project their internal battle into some cosmic conflict that isn't even relevant. It's you! Your core design is your greatest gift and your greatest challenge.

What is congruence? When you're motivated by love and truth it makes the journey from your core design (which determines your values). Your values determine your thoughts and feelings which ultimately produces your behavior. So when you're motivated by love and truth it makes the journey okay. When you operate in congruence, even your mistakes are teachable moments.

What's the question you ask when your peace is disrupted? When your joy is interrupted? "What's great about this moment? What's great about this situation?" What does that do? It shifts your focus. The moment you shift your focus, what happens? You've altered your emotional state. You've just moved from a being closed to open and when you open yourself up, you've opened yourself up for wisdom. Your emotional state goes from un- resourceful to resourceful, from disempowered to empowered, from powerless to powerful. And it all happens fast! In the moment, you have a cascade of adrenalin running through your system which is all recycling—but you have to control the vessel—you!

## The Process of Changing My State

1. My peace and joy is interrupted.
2. I ask, "What's great about this situation?"
3. Instantly, my focus is shifted.
4. I alter my emotional state.
5. I am now opened up for wisdom.
6. I am now resourceful, empowered, and powerful!

You are already a work of art to have achieved this moment. To get to this place and come to this experience, you have to be an extraordinary person. You have to be committed to growth at an unusual level. You have to be opened to the universe to seek this information and test these truths in your own life. That tells me something about you. It tells me that you're already caught in the updraft of a divine encounter.

The secret is being able to experience more of you by giving more of you away. The gift you are to the earth isn't meant for you. Your gift is to solve someone else's problem. You get paid based on the problems you solve. God wants each of you to increase your personal capacity to solve

problems that the world is struggling with. You are a carrier of solutions. Everything you've been through in your entire life up until this moment has been preparing you for your own convergence. Your personal journey, your pains and your mistakes, you wouldn't exchange them for anything if you could see how they taught you principles—what works, what doesn't work, what's right, and what's wrong. What would you rather have? That you were never tested and failed—that you had never known the thing? Or that you have faltered and stumbled, but now know it? So, even your mistakes are a gift. Today is the time when more of you comes out.

**Everything you've been through in your entire life up until this moment has been preparing you for your own convergence.**

*(The material that follows was an exercise done with the group live during the training. You can modify this to fit your own situation and still reap the benefits of the exercise.)*

## The quality that I admire the most in you...

I want you to find a person that's around you, maybe right in front of you, and realize that they are a gift. They are in your life right now because they were meant to be connecting to you. That person has struggles, they have challenges, but still they want to make a difference. They want the rest of their days to be lived in a place where something extraordinary comes through them. And you're going to help make that happen.

I want you to think of these words, "The thing that I admire about you most ... The thing that I appreciate about you most is ..." And then go ahead and share with them what it is that you sense about them. It can be their playfulness, their wisdom, their depth, their maturity, their strength, their childlike innocence, their fun loving nature, their fathering heart, their mothering soul, their beauty, or whatever it is that you're picking up on. Think about it. Open up your mind to focus on what it is about them that you sense is unique in the image of their Creator.

The language I want you to use is, "The quality that I admire the most in you ..." Let's focus on admiration. Share with them what it is that you admire most. Here is a secret: soft eyes—keep the eyes soft, keep those un-botoxed laugh lines there! Go ahead and have fun. Breathe, say thank you, and try to absorb the moment.

How many women right now are like feeling an expansion in them? Let me see, any tears, great that's a good sign. Any guys having an experience (even though it's kind of like weird to go with the feelings and maybe a little confusing)? How many people were touched by the experience?

Notice the atmosphere in the room—that's sensory acuity. Feel the atmosphere? What's different about the atmosphere right here? Satan's gone. Do you feel a little bit more love? It's interesting how you're all bunched together. You could have gone off in all kinds of directions. There's more

freedom, there's more peace, there's more love, and what's amazing here is that there was no binding, loosing, warfare, attacking, discerning ... Catch this—light dispels darkness. You walk into a room animated by this and there's a radius of influence you carry around you that takes authority over whatever else is militating against it. This is how you go places and take places over just by being present. The beauty of it is you have agenda other than love, which is why you've got God on your side.

If you were doing this to close a deal you would have a problem, but if you're going because you just want to be there and make more along the way, it's phenomenal. All my friends do it this way. They all got prosperous this way. They would always say, "And there was a deal there always." That's right, there is always a deal somewhere. Because they're motivated by contribution, they come across the most extraordinary deals.

This moment right now exemplifies the connection need all of us have—to connect with what? To connect with somebody else who affirms the nobler part of us. That's what this is. You're actually getting a connection with your own better parts. What I have learned is with 1,500 words a minute, most people have a destructive script. I don't know the dialog, but the self talk going through their head is anything but edifying. So you're giving someone a gift of being present.

Have you ever recognized the power of just being with someone and not having to talk, or have an opinion, just "being"? Most people don't get that. They don't really get people "being" with them. Like sounding boards, do you know what that means? Thoughts are bouncing off of them but they're not really hearing them.

Those of you that have the ability to listen with your presence have a really great power because it invites other people to connect with parts of them that they never get a chance to connect with.

When you give permission for other people to be appreciated or celebrated or affirmed, it releases more energy in an environment. It's a pretty powerful thing because something happens to you when you're allowed to connect with an aspect of you that's in the image of God that nobody else talks about. And when you finally see it, then other people see it!

## My Greatest Strengths Are...

But the beauty of this is when you do it with somebody you're not comfortable doing it with. Now, switch chairs with anyone. I don't care with whom, just as long as you don't know the person. Sit down face to face with one person. In a short period of time (about one minute) I want you to share with the other person what you believe (out of those four particular personality style temperaments) which one is the one you think you are and what you would say your three greatest strengths are as a result of that design. Or, if you found yourself having a combination and you say you are a "this" and a "this." The key is to share with them what you feel your style is, what temperament or personality style, and what are your greatest strengths. Can you do that? And just share with them what you believe upon reflection are your strengths.

*If you are doing this exercise alone, please use this space to write as if you were someone else speaking to you:*

How many of you found it a little uncomfortable to talk about your strengths? So how many of you find awkward to focus on your own strengths, to talk about what it is you really do well, what you think your strengths are? That's an important awareness for some of you, because you need to consider that you might not be comfortable celebrating you. It might also mean that you're not getting an awful lot of effective affirmation towards you, because it's a little uncomfortable. It feels like your bragging, or that the emotion of connecting with your strengths is not a comfortable and familiar thing.

However, I want you to think about this from your relationship with the little child that's on the inside of you. You've got that emotional memory of being a child. Have you ever had that experience when your kids drew you a picture with their crayons on a sheet of paper, I mean it may not look like the Mona Lisa, but whatever it is you love it, even though it's tough to make out what it might be. I mean I've seen people, I've gone into houses where they've got thousands of dollars worth of art throughout the house but the artwork that is most priceless to them is on

their refrigerator and it's their grandkids' or children's artwork. "Look what they drew?" Their pride is obviously not because of the product itself, but because it's an expression of the extension of the child.

If you're not comfortable affirming yourself, and recognizing and celebrating your strengths, I can get you off the hook easily. Just realize that this talent is on loan from God. He gave you those abilities, and so the clearer you can be on what they are, the more you can say, "This is the gift that I've been given from God." You are not bragging because they are not your own—they are gifts. Your strengths—those strengths you have didn't come from you, so you don't have to be embarrassed about them. They were wired into you. They were synapses hard wired to perform with certain excellence. So this is your God given gifting. You should get comfortable describing it.

## Get comfortable describing your god given gifting.

For those of you that were already comfortable describing it, congratulations! That is good. Were you listening to the other person? The question in my mind is, "During the conversation that you had, were you each talking 50/50, 70/30, 80/20, or 90/10? How you do anything is how you do everything? For some of you, if you were talking a lot and you are a "C" or an "S" style, this perfectly fine. In fact it is healthy.

If you are a "D" or an "I," then you need to not dominate as much. The consciousness I want you to gain is how to ask the questions that bring other people into the conversation so that only half the time you're talking and the other half you're a captivating listener. And how will you know you're a captivating listener? When you keep on slicing the next question in such a way that you draw the other person in, THEN, you have become a captivating listener.

## You're not growing unless you're expanding.

Practice self awareness. Are you creating space for other people? If you allow other people to dominate a conversation and they do 50 or 60% of the talking, 70 or 80%, and that's how you've always done it, then you're robbing us of the gift of you. If you keep giving your power away to other people (and by nature, the vacuum of your life gets filled with other people who have a lot to share) that's beautiful, but you know what? You're not growing unless you are expanding. How do you know you're growing? When you're doing the uncomfortable thing! That's the only way I can think of describing it. If it's comfortable, you would already be doing it. If it's uncomfortable it is new behavior! If you're used to being introverted and quiet, you need to learn that you have to speak up and step out more. This means you have to learn to share more.

***For some of you, you need to practice the art of doing 50% of the talking instead of 70% (or more). The key is to ask extraordinary questions based upon what the other person is saying that allows them to get more involved with their own conversation. It's an art and it is very powerful!***





# THE CONVERGENCE CODE



LANCE WALLNAU  
THE LANCE LEARNING EXPERIENCE

## Intimacy—“In to me see”

Put your hands up to your face in front of each other like so (Lance demonstrates). This is a very important exercise. Now I want you to say, “Intimacy means ...” with your hands closed like this. After you say that, I want you to open your hands while you’re still facing your partner and say, “In to me see.”

Intimacy means “in to me see.” It is beautiful when you share the gift of self disclosure with others. Sharing what you’re really thinking and what you really feel is a gift. For those of you who are extroverts, continue to give the gift of self disclosure at a deeper level. A key in developing a deeper relationship with someone is to share deeper thoughts and feelings. For those who are already in a relationship and want to go deeper, share deeper feelings and thoughts. What this does is create deeper intimacy. Some people have a real tight personality while others have loose one, and you want to have the ability to go there (in intimacy) with the right people.

It is important that you know when to do this, when to share. When I was a young man I remember I was doing Evangelist Explosion training by James Kennedy in Ft. Lauderdale, Florida. As a matter of fact (I realize I was kind of nutty because) these are the things I wanted to do on my honeymoon—that’s how much of a fanatic I was. But I remember I went out on an evangelistic exercise with a woman, and part of what they were teaching us was how to have conversations with people so you could effectively evangelize. The first thing they taught was to talk about their secular life—where they worked, where they were from, and what they did, and then you would ask questions. Some of the diagnostic questions were, “If you were to die today, do you know for certain where you would go? It’s kind of an abrupt question, but at least it gets you in a question mode for spiritual things.

This lady came back from the program saying, “I don’t know what’s wrong with me! Everywhere I go, I’m practicing this thing and people clam up on me.” I asked, “Are you doing what they say?” “Yes,” she replied, “everything. I have a check list right here. The first thing is I ask them about is their sexual life and then I ask them the diagnostic question if they were to die tonight where would they go. They’re clamming up on both questions and won’t answer either one!”

**You have to meet people where they’re at— not where you’re at.**

All that is to say that you have to meet people where they’re at—not where you are so you have to kind of sense where their comfort level is with self disclosure. Then, if you want to go deeper you don’t force them, you model it and you share. In a program like this where you have only one more day to do this, you share your own struggles. You share where it is that you’re realizing that you’ve got scripts that are getting in your way.

I want an army of practitioners with these skills because it’s a powerful thing if we all know how to

do this stuff. Then resist—all of you resist the urge to pontificate, teach, enlighten, and prophesy to the other person. That's the cheap, easy habit. What you really want to learn is practicing awareness of the scripts, awareness of my emotional state, awareness of my behavior and how it affects the environment so you want to encourage the person to go deeper. So the art isn't, "Oh yeah, listen to this one ..." and then tell them your story. The art is to say, "Thank you, that's powerful! Tell me more, tell me more."

## Becoming a captivating listener.

You have this beautiful personality, this beautiful disposition and a powerful tool when you listen. What you have to do is you to nod your head—this is what people do when they are listening and sharing—nod your head and say, "That's interesting, can you tell me more? Tell me more about that. Very interesting. Tell me more." Then ask questions, "How did that happen? How does that make you feel? What was that like when that happened?" And you nod with soft eyes and a soft voice. And while you're nodding, grunt every now and then, "Mmm hmm, mmm hmm ..." and let your eyes bounce around from their eyes to their forehead, to their nose and back to their eyes again. You could be checking out by this time. You could be somewhere else, but try to stay there, try to stay focused. The key is to stay engaged, because it might be she doesn't feel that she's being heard. And because she doesn't feel like she's being heard, she's giving you over kill because she's not getting the juice that she needs, even though you're listening.

I had a client who was the number one coach in the world. This guy had high self control skills, like a Spartan. But the number one problem he had in his marriage was that he wasn't giving his wife emotional self disclosure. She needs the feeling and he's all disciplined and stiff with self control. So it makes him the number one coach and a fabulous money maker, but a failure in his marriage. He's thinking he's getting her needs met and she's shaking her head, "No, no way." What she wanted more of (and needed more of) was an emotional connection with him. He thought he was giving it to her, but she wasn't getting what she wanted and needed.

You can learn from this experience. Learn to be present with someone else. Learn to really listen to them. To love them unconditionally is to give them a place where it is safe for them to explore the parts that are working, the parts that aren't working, and then ask them questions and be curious—and resist the urge to illuminate.

## Affirmation

We are going to end with an affirmation. You've got to practice affirmation. You've just been with this person (the one in front of you). You listened to them and heard about their strengths. Now is the moment take a look at them eye to eye. Give them your eyes and I want you to say, "I appreciate you and all the work you've been doing. Thank you. You are a gift." Now this may not be comfortable for you, but this is what the people around you most need.

The final step is to look at them and say, "The thing I most appreciate about you is ..." Now really think about that person and what is it about them that you most appreciate. You've heard their strengths. Do any of them resonate with you? Do you see any of those qualities in them? They've told you what they've got, let them now know which characteristic for you—in that brief moment, that brief DNA sample of life—you got. Tell them what characteristic about them you most appreciate right now. Share with them the one that you can sense that is so strong that you're feeling it right now.

These exercises will help you learn to be an captivating listener. The more you can master this powerful art, the more you will share what you have and bring out the beauty in others.

## Summary

### Convergence

- Personal Convergence: the place where your gifts, talents, and acquired skills combine with your ultimate sense of purpose—they become actualized in a role that invites you to do what you were uniquely created to do.
- Career Convergence: Your heaven-sent assignment (that comes after you have done your personal homework) that calls you to meet a need that will change the world for someone. You are going to do something that makes a difference for other people.

### The Power of Your Scripts

The scripts you carry within—especially those scripts that define you to yourself mess with how you see yourself, others, and the world around you. Consequently those deeply embedded and disempowering scripts have a profound influence on how you are likely to behave in a given circumstance. These scripts are the lenses through which you view your life.

### Behavior

- Behavior is made up of the things you do.
- Congruence occurs when you're behaving congruently with the image that God gave you.
- When you behave congruently you are free.

### Total Unconditional Acceptance (TUA)

TUA is just another word for love. It is the unconditional love of God that enables us to be forgiven. The only way I can help other people experience this is if I have experienced this myself.

### Thoughts & Feelings

Thoughts and feelings reveal what you are saying to yourself, because it is impossible to feel a sustained emotion of any kind apart from the meaning you are attaching to the thing you are having strong feelings about—your scripts!

### The Power of Your State

- Your current state reveals your self talk, your script. Whatever you are feeling—your self talk put you there.
- When your deeply embedded scripts about your identity change—your whole world changes!
- It is awareness, not perfection that causes growth.

## Understanding Process Events

A process event is the gift of a problem that when solved or resolved will increase your conformity to Christ.

## Values

- Thoughts and feelings dictate behavior, but values are the filter that comes before thoughts and feelings.
- Values are made up of what you believe, what you hold dear. We desire to live congruent with our values. When behavior threatens this, we are willing to make whatever adjustment is needed to get back to being congruent.

## Your Core Design (Temperament) Drives it All

- D: Dominant
- I: Influencing
- S: Supportive
- C: Correct

## Temperaments Can Change

- The heat of processing events will change you.
- Your temperament mix is your design. The values and beliefs, the life lessons and principles you're really, really working on are probably related to the way you're made.

## What will change you?

- Any strength overextended becomes a weakness. Change will come when you become self aware of the weaknesses and begin to move toward controlling your strengths.
- Each temperament responds to different pressure points—things that move you far beyond your comfort zone and challenge you.
- Caution: We often put more energy into avoiding the things we fear than in pursuing the things we want.
- Once you know how you are made, you can manage yourself. When you become self aware, you shrink the ability of your enemies to manipulate you.
- As you practice and control your temperament and personality style, you will see positive change.

## Convergence is Revealed in How We Behave

Thoughts and feelings are always there. Whatever your feelings are, they're going to affect your



behavior unless you manage them.

## How to Re-Frame and Shift the Moment

- When you open yourself up to what is great in this “now” moment, wisdom comes in!
- You can adjust your response any moment you are aware of it.
- Look for the patterns in your Life.
- Ask, “How is this moment like my life?” By identifying patterns you can avoid your own self-sabotaging moments.
- Mistakes you make are related to your core design. Your core design is the gift that gives you your destiny.
- When you operate in congruence, even your mistakes are teachable moments.

## The Process of Changing My State

- My peace and joy is interrupted.
- I ask, “What’s great about this situation?”
- Instantly, my focus is shifted.
- I alter my emotional state.
- I am now opened up for wisdom.
- I am now resourceful, empowered, and powerful!

## Exercises:

1. The Quality That I Admire Most in You
2. My Greatest Strengths Are
3. Intimacy—In To Me See
4. Becoming a Captivating Listener
5. Affirmation

*Use the following sections/pages for reflection and note taking:*



# THE CONVERGENCE CODE



# THE CONVERGENCE CODE



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