

MEMBERSHIP & MINISTRY PROFILE

*Combining Spiritual Gifts with the
A DISC Personality Types Profile*

Info User

First name:
Last name:
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Company:
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State/Province:
Country:
Postal Code:
Street Address:

For Your Review

14 Combination Expanded

Introduction of the 4 DISC Personality Types of Behavior

The terms "personality" and "temperament" are synonymous to most people. When we use these terms, we are referring to the predictable patterns of thoughts, feelings, and behaviors. There are many theories about personality types. The DISC Model is simple to understand, easy to remember, and practical to apply.

Understanding our active or passive roles (extroverts and introverts) helps us identify our specific temperament styles. By combining these two different categories of influences, along with our task and people-orientations, we end up with four specific types.

Everyone has a predictable pattern of behavior because of his or her specific personality. There are four basic personality types. These types, also known as temperaments, blend together to determine your unique personality. To help you understand why you often feel, think, and act the way you do, review this entire repost.

Our personalities should never become an excuse for poor behavior. The attitude of many is: "That's just the way I am. Love me or leave me. You knew I was like that when you married me," but we should not blame our circumstances for our actions.

Each temperament style represents a personality that determines our behavior. Using the DISC model of behavior styles, we can identify the four types of temperaments, and we will use this model of the DISC model:

For Review

When we use or abuse our personalities, we can understand the four quadrant model. To simplify the four types of behavior, the four quadrants

"D" - active / task-oriented

"I" - active / people-oriented

"S" - passive / people-oriented

"C" - passive / task-oriented

Once you burn these four quadrants in your mind you can begin to easily identify the different personality types. It will also help you become more effective in your work and home. Each personality has its strengths and weaknesses. Conflict or harmony in relationships and job performance are the result of how we use or abuse our personalities in response to life's situations.

Keep in mind that 85% of people tend to be composites of DISC; therefore, most people will be blends and combinations of the evident characteristics in the four personalities. There are numerous variations of this model. Speakers, writers, and trainers have added their own titles to make the model more simpler or personal, but this four vector explanation of basic human behavior has become very popular. The DISC personality profile (paper instrument) was originally designed by Dr. John Geier and has been validated by the Kaplan Report and Winchester Report.

The DISC profile and Model of Human Behavior stands out as one of the most reliable and practical available today.

You have a predictable pattern of behavior because you have a specific personality. There are four basic personality types. These types, also known as temperaments, blend together to determine your unique personality. To help you understand why you often feel, think and act the way you do, review the "Interpretation" page after the Graph 1 and 2 personalized pages in this report. Study the "Pie of DISC Human Behavior" (four quadrant) graphic and page that summarizes the Four Temperament Model of Human Behavior, plus review this entire report for maximum learning.

Interpretation

You have a predictable pattern of behavior because you have a specific personality. There are four basic personality types. These types, also known as temperaments, blend together to determine your unique personality. They help you understand why you often feel, think, and act the way you do. The following graph summarizes the Four Temperament Model of Human Behavior.



For Review

Active/Task-oriented "D"

Dominating, Directing, Demanding, Determined, Decisive, Doing

Active/People-oriented "I"

Inspiring, Influencing, Inducing, Impressing, Interactive, Interested in people

Passive/People-oriented "S"

Steady, Stable, Shy, Security-oriented, Servant, Submissive, Specialist

Passive/Task-oriented "C"

Cautious, Competent, Calculating, Compliant, Careful, Contemplative.

"D" Type Behavior

Basic Motivation: Challenge & Control

Desires: Freedom from Control - Authority - Varied Activities - Difficult Assignments - Opportunities for Advancement - Choices rather than ultimatums

Respond Best To Leader Who: Provides direct answers Sticks to task - Gets to the point - Provides pressure - Allows freedom for personal accomplishments

Needs to Learn: You need people - Relaxation is not a crime - Some controls are needed - Everyone has a boss - Self-control is most important - To focus on finishing well is important - Sensitivity to people's feelings is wise

"I" Type Behavior

Basic Motivation: Recognition

Desires: Prestige - Friendly re
Opportunities to motivate othe

Respond Best To Leader Who
recognition of abilities - Offers

Needs to Learn: Time must be
dangerous - Being responsible
one's influence

For Review

pportunities to help others -

ocial involvement - Provides

Too much optimism can be
- Listening better will improve

"S" Type Behavior

Basic Motivation: Stability & Support

Desires: Area of Specialization - Identification with a group Established work patterns - Security of situation - Consistent and familiar environment(s)

Responds Best To Leader Who: Is relaxed and friendly - Allows time to adjust to changes - Allows to work at own pace - Gives personal support

Needs To Learn: Change provides opportunity - Friendship isn't everything - Discipline is good - Boldness and taking risks is sometimes necessary

"C" Type Behavior

Basic Motivation: Quality & Correctness

Desires: Clearly defined tasks - Details - Limited risks - Tasks that require precision and planning - Time to think

Responds Best To Leader Who: Provides reassurance Spells out detailed operating procedures - Provides resources to do task correctly - Listens to suggestions

Needs to Learn: Total support is not always possible - Thorough explanation is not everything - Deadlines must be met - More optimism will lead to greater success

For Review

Behavioral Blends

These are the Behavioral Blends that are specific to you. Read through the report to see other personalized information. At the bottom of each page is a link to pages with general information.

This is expected of me: **COMPETENT STEADY DOERS (C/S/D)**

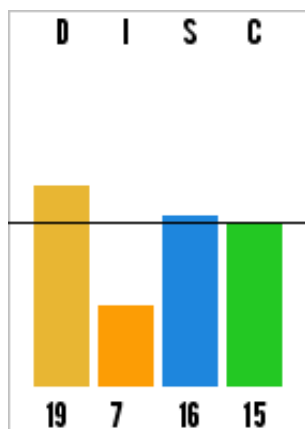
This is me: **COMPETENT STEADY DOERS (C/S/D)**

Preface: This section is designed to describe specific personality types from a public perspective - when individuals are either in their work environments or in settings away from their homes or comfort zones. People tend to have different motivations in public - at work or away from where they live than they have in private - at home or in familiar environments.

Review the following insights with a specific person in mind, or find the type that describes your specific Graph 1 personality type.

For Review

Your Personality Type on Graph 1: "This is expected of me!"



Description

As a "D / S / C" or "D / C / S" or "S / D / C" or "S / C / D" or "C / D / S" or "C / S / D" you think people expect you to be direct, submissive, and competent. You tend to be more passive, but you sometimes surprise people with your dominant ways. You can be active and decisive, but your sweet, sensitive, compliant, and forcefulness you might exhibit. You think people expect you to be because of your aggressive and constantly sit still and wait for forward. You also like helping plan and prepare more than once any abrasiveness or crowd pleaser. You seem to consider yourself as reserved and of you that doesn't like to surge while cautiously moving more assurance. You tend to take it well to the masses.

For Review

How Others See You

You are often seen as a blend of strength, sensitivity, and serious thinking. You don't tend to be viewed as a "glory hog" who needs a lot of attention. You think people want you to be humble, but self-assured with a well of knowledge. You are recognized as one who can be challenging, but reasonable and thorough. You think others feel you have a lot of answers to difficult questions because you like to research and investigate more than most. You are often seen studying or organizing others to accomplish tasks well.

Your Feelings and Thinking

You tend to feel like you can do just about anything you put your mind to. You think people want you to be confident and courageous, but you sometimes doubt yourself because of your need for security and more information. You aren't real extroverted, plus you don't seem to desire opportunities to speak to large crowds. You would rather work through small groups and individuals as a personal support to them. You tend to think positively about your ability to do great things, but you also struggle at times because of your subconscious passivity and occasional negative thinking.

Vision and Passion

Your vision is widespread as well as focused. You tend to see the big picture and details that need to be considered. You think people expect you to be committed to accomplishments and excellence with a tender heart. You seem to flip back and forth when it comes to a secure and stable environment. On one hand you don't need anyone to make you feel comfortable and on the other hand you don't like people to be disappointed in you. You sometimes don't care what others think; then there are times you can be very sensitive. You don't tend to be verbal or talk a lot, but you can communicate well in small groups. You also often like to be by yourself thinking and planning

Leadership Style

Your leadership style is more of a mixture of active and passive behavior. You tend to be aggressive and reserved. You think people expect you to be demanding, directing, sensitive, soft and cautious. You seem to have many good traits, but sometimes lack enthusiasm and excitement when speaking to crowds. You aren't a charismatic leader with great communication skills or public persona. You are better speaking informally or casually. You influence others well and demonstrate sincere concern for others. You care about others and give caring care. You lead more by example and personal effort, and do all the work for you.

Follower Style

You tend to be a good follower. You let others tell them what needs to be done. You are one of the few who can competently. You like to obey and guard your aggressiveness. You will be wiser and able to follow your leaders in a sure and steady fashion.

For Review

You are in charge. Followers have to follow. Rather have you give all the commands. Submissively and obediently. You are a risk taker, but often plan and prepare a lot so you can be successful.

Responds Best To

You respond best to those who have a plan, plus you take things slowly and methodically. You don't get real excited by energetic and upbeat presentations. You prefer challenging, steady, and outlined programs, as opposed to hyper and empty appeals. You don't respond well to those who tend to be careless or sloppy. You like things organized and effective. You are a great team player and you don't care who gets the credit as long as you don't get the blame.

Conflict Management

You prefer dealing with conflicts straight on, but you tend to approach them gingerly and analytically. You think people expect you to see both sides fairly and then make a decision one way or the other. You don't care that much about being popular. You just want to make the correct decision. You tend to gather information and research more than others so you can come to the wisest conclusions. You aren't afraid of conflicts, but you tend to be unsure of making decisions

too quickly or too slowly.

Strengths and Uniquenesses

You are strongest when it comes to being sure of yourself publicly. Sometimes you can be insecure because you may lack optimism privately. You tend to be outwardly confident but inwardly timid. Your uniqueness or what others may call your "weakness" is your public speaking and inspiration. You don't tend to be openly enthusiastic or outgoing. You sometimes aren't friendly, except in small groups or with individuals. You tend not to stand out in a crowd, and would rather blend in than be seen or heard.

Overuses and Abuses

You tend to overuse your dominance and competence. Sometimes you are too easy going and people try to take advantage of you. They soon discover you can be stubborn and defiant when people try to get you to do things wrong. You think people don't want you to be concerned about being popular or friendly to everyone. You tend to be cordial and kind, but you don't need to be in the limelight or recognized by crowds. You can sometimes be too hard on others, then turn right around and be sorry for your harshness. You tend to overanalyze and prepare.

Guard Against & Warnir

Don't hesitate to speak to large groups, both challenging and sensitive. You tend to be disinterested and are completed correct working with small groups or rather and force yourself to inspire a positive attitude hold you back from communicating with conviction, warmth, and information.

For Review

ial to share. You tend to be avoid speaking opportunities. as making sure the jobs get with crowds. You prefer disinterest in public speaking r quiet and sometimes humble

Relating Style

You seem to relate in several different ways. You think people want you to be more passive, but you also can exhibit active and aggressive behavior. On one hand, you relate well with individuals in a quiet and slow way, but you can also challenge large crowds with your dreams and direction. You also tend to be sensitive and kind, especially when working with small groups and individuals. You seem to relate well in several different dimensions. You don't try very hard to make good impressions speaking to large groups or publicly influencing others to promote your causes. You are best at demonstrating confidence in what you do and being supportive and cautious.

Conclusion

You stand out in many ways, but you don't seek to be popular or the center of attention. This is not bad, but may hinder your effectiveness. You may need to work on your friendliness and charisma. People respect your strong convictions combined with your sensitive spirit and

competent preparation, but you seem to lack the enthusiasm to exhibit all that you have going for you. Be more excited and take advantage of speaking to large groups whenever possible to share your dreams, warmth, and wise counsel. You will complete many tasks, comfort even more people, and improve your results.

DISCLAIMER: These insights are broad descriptions of your specific personality type. They are NOT intended to be 100% accurate. This is simply a brief overview.

Having completed your Uniquely You Personality Questionnaire, be sure to view these descriptions from a Graph 1: "This is expected of me" perspective. If both graphs are the same, your understanding of them will be easier. If both graphs are different, keep the appropriate perspective in mind and interpret the descriptions accordingly.

People seem to respond and behave from different perspectives and drives. This profile is purely subjective, based on the DISC Model of Human Behavior Science, and applies to your more guarded, masked, or controlled behavior, especially in public. Review the insights with your specific personality type in mind, but do not conclude that you are always characterized by these descriptions.

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good impressions. Your interp
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This is NOT a psychological e
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For Review

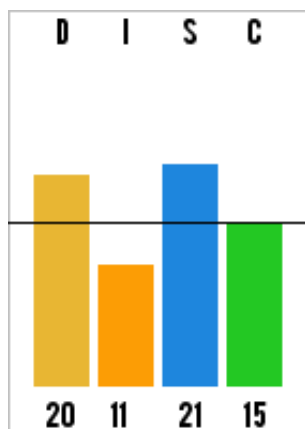
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Review the following insights with a specific person in mind, or find the type that describes your specific Graph 2 personality type.

Your Personality Type on Graph 2: "This is me!"



Description

As a "D / S / C", or "D / C / S", or "S / D / C", or "S / C / D", or "C / D / S", or "C / S / D", you think people expect you to be direct, submissive, and competent. You tend to be passive, but you sometimes surprise people with your dominant ways. You can be active and decisive, but you seem to balance any abrasiveness or forcefulness with a softness. You seem to think people expect you to be reserved because of your softness. You like to constantly sit still and wait before moving forward. You also like to plan and prepare more than most. You tend to communicate it well to the masses.

For Review

How Others See You

You are often seen as a blend of strength, sensitivity, and serious thinking. You don't tend to be viewed as a "glory hog" that needs a lot of attention. You think people want you to be humble, but you are self-assured with a wealth of knowledge. You are recognized as one who can be challenging, but also reasonable and investigative. You think others feel that you have a lot of answers to difficult questions because you like to research and contemplate more than most. You are often seen studying or organizing others to accomplish tasks well.

Your Feelings and Thinking

You tend to feel like you can do just about anything to which you put your mind. You think people want you to be confident and courageous, but you sometimes doubt yourself because of your need for security and information. You aren't extroverted, and you don't seem to desire opportunities to speak to large crowds. You prefer to work through small groups and individuals as a personal support to them. You tend to think positively about your ability to do great things, but you also sometimes struggle because of your subconscious passivity and occasional negative thinking.

Vision and Passion

Your vision is widespread and focused. You tend to see the big picture, as well as the details. You think people expect you to be committed to accomplishments and excellence with a tender heart. You seem to flip back and forth when it comes to seeking a secure and stable environment. On one hand, you don't need anyone to make you feel comfortable. On the other hand, you don't like people to be disappointed in you. You sometimes don't care what others think; then there are times you can be very sensitive. You don't tend to be very verbal, but you can communicate well in small groups. You also often like to think and plan by yourself.

Leadership Style

Your leadership style is more of a mixture of active and passive behavior. You tend to be aggressive and reserved. You think people expect you to be demanding and directing, as well as sensitive, soft and cautious. You seem to have many good traits, but you can lack enthusiasm and excitement when speaking to crowds. You don't seem to be a charismatic leader with great communication skills or a public persona. You are better when speaking informally or casually. You influence others well and demonstrate sincere concern for those who need your tender loving care. You lead more from example than by publicly motivating others to do all the work for you.

Follower Style

You tend to be a good follower. You would rather have you lead and follow following submissively and cautiously. You can be risk-taking, but often guard yourself. You prepare extensively so that you can follow in a safe fashion.

For Review

You are in charge. You think people expect you to be one of the best when it comes to leading. You tend to follow the rules. You can be very business. You tend to plan and execute. You lead others in a sure and steady fashion.

Responds Best To

You respond best to those who have a plan, take their time, and are slow and methodical. You don't become very excited by energetic and upbeat presentations. You prefer challenging, steady, and outlined programs, as opposed to empty appeals. You don't respond well to those who tend to be careless or sloppy. You like things to be organized and effective. You are a great team player, and you don't care who gets the credit as long as you don't get the blame.

Conflict Management

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quickly or too slowly.

Strengths and Uniquenesses

You are strongest when it comes to being sure of yourself publicly. Sometimes you can be insecure because you may be unsure of yourself privately. You tend to be outwardly confident, but inwardly timid. Your uniqueness, or what others may call your weakness, is your public speaking and inspiration. You don't tend to be openly enthusiastic or outgoing. You sometimes don't seem to be friendly, except when in small groups or with individuals. You don't tend to stand out in a crowd or seek to be heard.

Overuses and Abuses

You tend to overuse your dominance and competence. Sometimes you are too easygoing and people try to take advantage of you. They soon discover that you can be stubborn and defiant when people try to get you to do things wrong. You think people don't want you to be concerned about being popular or friendly to everyone. You tend to be cordial and kind, but you don't need to be in the limelight or recognized by crowds. You can sometimes be too hard on others, and you turn around and are sorry for y analyze and prepare.

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For Review

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Relating Style

You seem to relate in several different ways. You think people want you to be more passive, but you also can exhibit active and aggressive behavior. On one hand, you relate well with individuals in a quiet and slow way. However, you can also challenge large crowds with your dreams and research. You also tend to be sensitive and kind, especially when working with small groups and individuals. You seem to relate well in several different dimensions. You don't try too hard to make a good impression while speaking to large groups or publicly influencing others to promote your causes.

Conclusion

You stand out in many good ways, but you don't seek to be the center of attention. This is not bad, but may hinder your effectiveness. You may need to work on your friendliness and charisma.

People respect that your strong convictions are combined with your sensitive spirit. They also respect your competent preparation. Nevertheless, you seem to lack the enthusiasm to exhibit all that you have going for you. Be more excited. Whenever possible, take advantage of speaking to large groups so that you can share your dreams, warmth, and wise counsel. You will be able to complete more tasks, comfort even more people, and improve your results.

DISCLAIMER: These insights are broad descriptions of your specific personality type. They are NOT intended to be 100% accurate. This is simply a brief overview.

Having completed your Uniquely You Personality Questionnaire, be sure to view these descriptions from a Graph 2: "This is me" perspective. If both graphs are the same, your understanding of them will be easier. If both graphs are different, keep the appropriate perspective in mind and interpret the descriptions accordingly.

People seem to respond and behave from different perspectives and drives. This profile is purely subjective, based on the DISC Model of Human Behavior Science, and applies to your more unguarded, unmasked, and accentuate type of behavior, especially among close friends or relatives. Review the insights with your specific personality type in mind, but do not conclude that you are always characterized by these descriptions

This is simply how you tend to stress. Your interpretation of spirituality, and experiences.

This is NOT a psychological example of your behavior.

For Review

vident or come out under
at your environment, maturity,

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When Both Graphs Are Generally The Same

Your Uniquely You Personality Profile contains basic insights on how you tend to think, feel, and act from a DISC temperament type's perspective. When both your Graphs 1 and 2 are generally the same, the profile is easier to understand than if Graphs 1 and 2 are different. Similar graphs simply mean that you tend to be consistent in public and in private. How you respond at work or publicly is generally the same as how you think, feel, and act at home among friends and relatives. Having similar graphs is common, but has specific challenges when it comes to being flexible or adapting to others.

Similar graphs suggest that you are comfortable with your overall behavior. You tend to respond the same in most situations. People find you easy to read and understand. This also may mean that you are not very flexible, or that you perhaps need to loosen up and adapt to challenge differently. Having similar graphs is both a strength and a weakness when dealing with others. You relate on a consistent basis, but may need to respond differently than how you normally might think or feel.

Additionally, you may be revealing you feel that people expect you to behave in the same way

among fellow employees and associates at work, or publicly outside your more personal and familiar environments (Graph 1), as you behave at home under pressure among your closest friends and relatives or in more familiar environments (Graph 2). Keep in mind that Graph 1 is your behavior “expected of you” when you have your guard up and mask on (usually at work or in less familiar environments). Graph 2 is “the real you” when you let your hair down, drop your guard, or take your mask off (usually at home, with your closest friends and relatives or in more familiar environments).

When both graphs are similar configurations in your life, it means that you are satisfied with your current behavior and willing to adapt or change in response to new situations.

Understanding and adjusting your behavior is a productive and wise. Review your graphs for similarities and differences. Then, learn how to control your motivations, rather than letting them control you.

For Review

your motivations and feelings. Having a clear understanding of your behavior is very productive. It may be a sign of growth or it can mean that you are not growing.

So these insights can be very helpful. Remember to mind the similarities and differences between your two graphs.

Case Study or Example of an Immature or Out-Of-Control “D/S/C” Type

Here’s an example of “D / S / C” or “D / C / S” or “S / D / C” or “S / C / D” or “C / D / S” or “C / S / D” types who seem very passive, but out of control they can be extremely aggressive. They tend to be more task-oriented than people-oriented. They focus more on completing tasks.

They prefer to be relational with individuals rather than crowds. They would rather be behind the scenes with small groups than up front in large groups. They are more introverted, than extroverted.

When these types are immature, their driving and demanding demeanor makes them lose control of their responses. They tend to not do well with anger management. They often become surprisingly forceful. They don’t tend to be emotional, but they can be very stubborn.

On one hand they seem to be very kind and sensitive, while analytical and contemplative. On the other hand, they can come across as demanding and determined. They naturally don’t seem very friendly or outgoing. Their strength is not public speaking or entertaining.

When speaking publicly, they have softness. They have a triple-edged sword making them seem very knowledgeable of their competence. They seem to have a lot of competence.

Their greatest challenge is in that they tend to lack the motivation to sell themselves and undisciplined they seem to overdo their strengths. They fear their aggressiveness under pressure, and be livelier, socially expressive, avoid withdrawing from crowds, and not worry or fret so much. They have a lot going for them, but sometimes trip over their own strengths.

They would greatly improve their aggressiveness under pressure, and be livelier, socially expressive, avoid withdrawing from crowds, and not worry or fret so much. They have a lot going for them, but sometimes trip over their own strengths.

These types are behaviorally pulled in many different directions. They make great friends on an individual basis, but can be a little bossy and critical. They are not known for their outgoing and bubbly personality. When pressured and out of control, they can be very difficult.

People find them hard to understand, because they tend to be distant and moody. They can be very kind and caring at times. When stress attacks them and they don’t guard their personalities, they can become dull and distant.

When in control of their feelings, thoughts, and actions, they make great workers, mates, parents, and friends.

Case Study or Example of an Mature or In-Control “C / S / D” Type

Here’s an example of a “D / S / C” or “D / C / S” or “S / D / C” or “S / C / D” or “C / D / S” or “C

/ S / D” type who has learned to control his personality, rather than crumbling under the weight of life’s pressures. Most people struggle with stress, but only those who adapt, rather than attack or outright surrender to their feelings, often succeed in life.

This person has a tendency to be passive because he is naturally submissive and cautious. His unusual innate driving and determined tendencies sometimes override his withdrawn and reserved ways. He often surprises others with strong indications that he wants to be in charge.

He doesn’t seek attention, nor does he desire to be recognized. He seriously enjoys getting projects done through hard work and careful planning; He likes to enjoy the companionship of individuals more than the energy of a crowd. He does not seek attention or approval.

He tends to be more laid back, but also has the drive and determination to tackle difficult tasks. He enjoys working on projects, especially with a good friend who appreciates his preciseness and quality control.

This person is probably mature because he has learned to smooth his rough edges over time. He has taken charge of his own destiny by steady and compliant determination. He prefers to be in charge, but not at the expense of offending or hurting others. He would also rather work behind the scenes improving things than playing. This person shows his maturity by his balanced behavior, plus he demonstrates security and stability despite his

He can also be task and people oriented. He can investigate and evaluate things opposed to large gatherings.

He can get lost in a crowd, but he doesn’t dominate conversations and seems to always say the right things. He is not easily recognized. He has disciplined

He isn’t foolish or silly. He sometimes comes across as unfriendly, but once you get to know him, he can be a dear friend. His maturity is best seen under pressure/ While others who are like him may explode with anger, he knows how to keep his cool. When others are sarcastic and critical, he is more positive and kind.

He can be a successful leader who lives by example.

For Review

Graph 1: "This is expected of me"

"This is expected of me" is your response to how you think people expect you to behave. It's your normal guarded and masked behavior.

Description: As a "D / S / C" or "D / C / S" or "S / D / C" or "S / C / D" or "C / D / S" or "C / S / D" you think people expect you to be direct, submissive, and competent. You tend to be more passive, but you sometimes surprise people with your dominant ways. You can be active and decisive, but your sweet, sensitive, compliant, and conscientious feelings seem to balance any abrasiveness or forcefulness you might exhibit. You don't tend to be talkative or a crowd pleaser. You seem to think people expect you to be more quiet and shy. You often don't consider yourself as reserved because of your aggressive and assertive tendencies. There is a part of you that doesn't like to constantly sit still and wait for things to happen. You like to be in charge while cautiously moving forward. You also like helping those who may be hesitant or need more assurance. You tend to plan and prepare more than others, but you don't always communicate it well to the masses.

C/S/D - COMPETENT STEADY DOERS

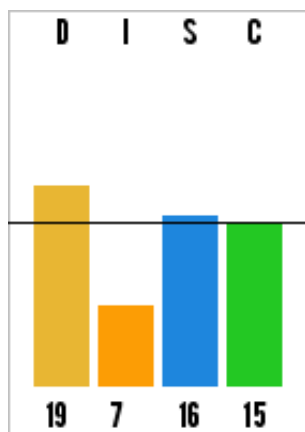
Discovering your behavioral b

"C/S/D's" are a combination of oriented, but care about people. They prefer to get the job done. They tend to be more serious. They really care for people. They are enthusiastic. Natural achievers.

For Review

s. They are more task-oriented to speak in front of crowds. as opposed to large groups. ing insensitive, "C/S/D" types are more positive and less critical.

Controlling your behavioral biases



- Be more enthusiastic.
- Don't worry so much about problems.
- Be more positive.
- Let your sensitivity be more evident.
- Be more outwardly optimistic and encouraging to others.
- Be fearless.

Graph 2: "This is me"

"This is me" is your response to how you feel and think under pressure - how you really feel and think inside. It's your normal unguarded and unmasked behavior.

Description: As a "D / S / C", or "D / C / S", or "S / D / C", or "S / C / D", or "C / D / S", or "C / S / D", you think people expect you to be direct, submissive, and competent. You tend to be passive, but you sometimes surprise people with your dominant ways. You can be active and decisive, but your sweet and sensitive, as well as compliant and conscientious ways seem to balance any abrasiveness or forcefulness you might exhibit. You don't tend to be talkative or a crowd pleaser. You seem to think people expect you to be more quiet and shy. You often don't consider yourself reserved because of your soft and contemplative tendencies. There is a part of you that doesn't like to constantly sit still and wait for things to happen. You like to be in charge while cautiously moving forward. You also like helping those who may be hesitant or need more assurance. You tend to plan and prepare more than others, but you don't always communicate it well to the masses.

C/S/D - COMPETENT STEADY DOERS

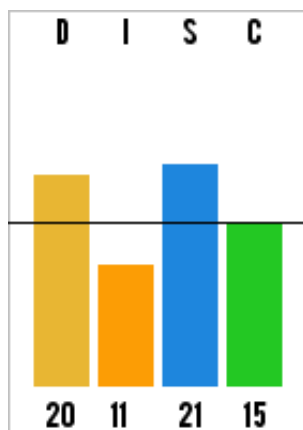
Discovering your behaviora

"C/S/D's" are a combination of oriented, but care about people. They prefer to get the job done. They tend to be more serious. They really care for people. They are enthusiastic. Natural achievers.

For Review

s. They are more task-oriented to speak in front of crowds. as opposed to large groups. ing insensitive, "C/S/D" types are more positive and less critical.

Controlling your behavioral biases



- Be more enthusiastic.
- Don't worry so much about problems.
- Be more positive.
- Let your sensitivity be more evident.
- Be more outwardly optimistic and encouraging to others.
- Be fearless.

Your DISC Insights

a tends to be more:

Demanding / Asserting
Law-abiding / Conscientious
Loyal / True Blue
Peaceful / Calm
Careful / Cautious
Risk-taking / Courageous
Hyper / Energetic
Brave / Adventurous
Persistent / Restless / Relentless
Shy / Mild
Admirable / Elegant
Ambitious / Goes for it
Challenging / Motivating
Perceptive / Sees clearly
Pondering / Wondering
Sweet / Tender / Compassionate
Generous / Giving
Industrious / Hard working
Driving / Determined
Direct / To the point
Courteous / Polite
Inventive / Imaginative
Organized / Orderly
Helpful / Assisting

a tends to be less:

Outgoing / Active
Gentle / Soft / Humble
Calculating / Analytical
Convinced / Cocky
Obedient / Submissive
Pleasing / Good-natured
Perfectionist / Precise
Enthusiastic / Influencing
Right / Correct
Competent / Does Right
Winner / Competitive
Deep / Intense
Accurate / Exact
Animated / Expressive
Persuading / Convincing
Guarded / Masked / Protective
Straight-forward

For Review

a's "D" Tendencies seem to be:

Demanding, Asserting, Risk-taking, Courageous, Brave, Adventurous, Persistent, Restless, Relentless, Ambitious, Goes for it, Challenging, Motivating, Industrious, Hard working, Driving, Determined, Direct, To the point

a's "I" Tendencies seem to be:

Hyper, Energetic, Admirable, Elegant

a's "S" Tendencies seem to be:

Loyal, True Blue, Peaceful, Calm, Sweet, Tender, Compassionate, Generous, Giving, Courteous, Polite, Helpful, Assisting

a's "C" Tendencies seem to be:

Law-abiding, Conscientious, Careful, Cautious, Pondering, Wondering, Organized, Orderly

a's "D" Tendencies are not very:

Convinced, Cocky, Winner, Competitive, Bottom line, Straight-forward

a's "I" Tendencies are not very:

Outgoing, Active, Enthusiastic, Influencing, Animated, Expressive, Smiling, Happy, Dynamic, Impressing, Exciting, Spirited

a's "S" Tendencies are not

Gentle, Soft, Humble, Pleasant

a's "C" Tendencies are not

Calculating, Analytical, Perfect, Researching, Original, Creative

For Review

your company

competent, Does Right, Preparing,

SG Report

Spiritual Gifts

The Bible confirms that you were "wonderfully" made (Psalms 139:14). God's plan and purpose was to create a person that is Uniquely You. He gifted you to glorify Him with specific influences - naturally and supernaturally. As a Christian, you have a Godgiven personality and spiritual gifts that motivate you.

Discovering how God created you can be exciting and enlightening. Knowing and exercising your motivation is vital to spiritual victory. The following information is designed to help you understand why you do what you do. Hopefully, this will result in personal growth, avoiding as well as resolving conflicts, and fulfilling ministry.

You should constantly examine yourself to sharpen your focus on God's will and on serving Him. You can also learn why you feel, think and act the way you do. Self assessment and discovery should always lead to obedience and a deeper walk with the Lord.

The path of every search must lead to God (1 Peter 3:10). This instrument is simply a tool to help you into an effective servant of God.

to know God better (Philippians 3:10) and your motivation, while maturing in the faith.

Be patient and determined to discover your "personality type" .. after this SG Report and Behavioural Blends.

For Review

For most people are more concerned about their personality type" .. after this SG Report and Behavioural Blends.

These are the spiritual gifts that you have been given. At the bottom of each page is a link to pages with general information. This is a summary of the spiritual gifts and Behavioral Blends that are specific to you. Read through the report to see additional details and explanations of your results.

For most people are more concerned about their personality type" .. after this SG Report and Behavioural Blends.

Primary Spiritual Gifts

- Wisdom (28/40)
- Teaching (26/40)
- Leadership (26/40)

Good Fit Opportunities

- Deacons / Deacons
- Discipleship
- Elders
- Men's Women's
- Physician
- Search Committee
- Security
- Steering Committee
- Trustees
- Men's Women's ministries

For Review

Note: The ministries listed on your report are broad scope relating to how you responded on your ministry questionnaire or because of your personality and / or spiritual gift's types. Focus on the 2 or 3 ministries that appeal to you and pray God will give you wisdom as to how you can serve Him through those ministries.

Your Primary Spiritual Gifts Descriptions

Spiritual Gifts are supernatural motivations given to every believer. Everyone doesn't receive the same gift. Just as many parts of the human body work together as one, so Spiritual Gifts are given to the Body of Christ to serve as one.

Their purpose is to encourage and mature Christians for more effective ministry. These gifts are featured based upon their functional and practical use.

Wisdom

The Gift of Wisdom is the unique ability to use knowledge in a practical way. Those with this gift like to combine what they know with a serious reverence of God in order to influence others. They sometimes battle with pride and an attitude of superiority. They need to be consistently humble and exhibit a sense of quietness and slowness before responding. Those with the Gift of Wisdom are often given some kind of adversity to stay in tune with God and His Word. Otherwise, those with this gift will tend to be puffed up. They make great counselors and give tremendous advice. Therefore, they need to stay in _____ wisdom.

In a word: Perceptive

Overuse: Speak down to people

Goal: Consistently trust and a

Scripture: 1 Cor. 12:7-8; Jam

For Review

Teaching

Christians with the Gift of Teaching are not always the most accurate. While the prophet declares truth, the teacher explores the possibilities. Interested in research, those with the Gift of Teaching like to dig into seemingly insignificant details. They enjoy presenting what they discover. Often negligent of the needs of others, they press toward a deeper understanding. They love to study. Searching patiently and persistently, they may miss the obvious. They stretch the limits of learning, setting high standards of education.

In a word: In-depth

Overuse: Digs too deep

Goal: Reveal truth, don't exhaust it

Scripture: Rom. 12:6,7b; Col. 3:16; Jam. 3:1; 2; 2 Tim. 2:2

Leadership

The Gift of Leadership, much like the Gift of Administration / Ruling, is evident in those who demonstrate an unusual ability to influence others. They seem to have an independent determination to challenge and direct others toward a specific goal. They stand out and take stands. Those with the Gift of Leadership tend to be multi-talented excelling with their people and tasks skills. Often result-oriented and driven, they need to guard their strengths. They also need to be more sensitive and patient with those who don't respond as well or positive as they. They are

great motivators.

In a word: Dreamer

Overuse: Too demanding and impatient

Goal: Lead by example and willingness to be a servant

Scripture: Rom. 12:6,8c; John 13:13-17; Heb. 13:17

The graph of your Spiritual Gifts

Name: a a



**For
Review**

Involvements / Spiritual Gifts

One of the best ways to grow as a Christian is to get involved. Identifying your natural and spiritual motivation will help. Many believers desire personal growth, but seldom find a rewarding ministry.

Wisdom

Abilities: Special insights to make wise decisions.

Opportunities: Prayer, Counseling, Finances.

Warning: Don't become proud of your wisdom.

Reward: Helping others make good decisions.

Prayer: Dear God, May my wisdom always come from you and not my own judgement. Help me to always rely on your Word and not my opinions.

Teaching

Abilities: Clarify truth / Insight

Opportunities: Teaching, Training

Warning: Don't neglect other

Reward: Knowing people learn

Prayer: Dear God, Help me to

For Review

Leadership

Abilities: Obvious influence to

Opportunities: Men's or Women's Groups, Youth Groups.

Warning: Lead by example, not just motivation.

Reward: Developing leaders to take over what you have done.

Prayer: Dear God, Make me a strong and sensitive leader. Help me to be a well-balanced leader!

Fitly Joined Together

The following are just short lists of potential ministries. Your past and present experiences should also enter into your search for a good fit. Consider your spiritual gifts, personality type, interests, passions and experiences in making your choices. Add to the lists any ministries you think would also fit that gift. Once you have chosen 3 - 5 opportunities for ministry, be sure to notify your pastor, a spiritual leader, or ministry coordinator. Then get involved as soon as possible.

The following are opportunities for ministry in relationship to your Spiritual Gifts. With your gifts in mind, look at all the ministries available. You should also consider many other gifts not included. You may also have various passions and interests that would cause you to fit well in a specific ministry not listed. If you are already involved in a ministry that doesn't seem to match, don't think you shouldn't be involved. Remember Moses!

Wisdom

Accounting
Discipleship
Intercessory Prayer
Personnel
Publicity
Secretarial
Small Groups
Supplies
Tutoring
Ushers

Counseling

For Review

Deacons / Deaconesses
Finances
Newsletter
Printing
Search Committee
Set-up
Steering Comm.
Telephone Calling
Trustees
Video

Teaching

Accounting
Coaching
Curriculum
Elders
Finances
Men's Women's Ministries
Prayer
Scripture Reader
Steering Comm.
Tutoring

Bookstore
Computer
Deacons / Deaconesses
Electrical
Interpreting
Missions
Printing
Search Committee
Tape Ministry
Trustees

Clerical
Counseling
Discipleship
Elementary
Library
Physician
Records
Security
Teaching
Video

Leadership

Big Brothers / Sisters
Construction
Elders
Hispanic Ministry
Long Range Planning
Men's Women's Ministries
Personnel
Scripture Reader
Search Committee
Steering Comm.

Coaching
Deacons / Deaconesses
Evangelism
Intercessory Prayer
Martial Arts
Missions
Physician
Security
Senior Adults
Trustees

College/Career
Discipleship
High School
Jr. High
Media
Nurse
Recreation
Song Leader
Single Adults
Visitation

The most effective Leader is the blended Servant Leader. These type individuals learn how to adapt and become "all things to their specific personality. They 12:9-10) their "uniquenesses /

Blended Servant Leaders allow motivate others more wisely. S to follow on a higher plain. Any personality type is not most im difference. God doesn't always

For Review

one is often motivated by and improve/perfect (2 Cor.

passions, and wills in order to leaders who raise people up ftedness and "DISC" and others that makes the fies the called!

How to handle conflicts

One of THE greatest hindrances to spiritual growth is conflict. Excited Christians, desiring to serve God, are often discouraged because of misunderstandings and clashes with other Christians.

This section is designed to help you handle conflict under pressure. It may explain why you have these clashes. The problem is that conflict can be overused and abused. Don't let your feelings, to control your mind. Read each section and consider how you may respond.

To improve your effectiveness in handling conflict, use this section as a guide to behavior!

Remember: Most problems today are not technical, they're relational, personality conflicts and clashes with others.

For Review

Don't do what they do under pressure. Be clear on how to handle conflict. Even Spiritual Gifts can be the worst. Allow God, not your emotions, to guide you. Blend in with your Behavioral Blends in your personality type. Also, don't use it as an excuse for poor behavior.

Don't use it as an excuse for poor behavior.

Top Spiritual Gift's Conflicts

Gift of Wisdom

Under Pressure: Becomes picky, judgmental, sensitive, intense, manipulative, vulnerable.

Sources of Irritation: Waste, stinginess, insensitivity; Lack of discipline, willpower, direction, determination, Lack of stewardship, control, challenge, concern.

Needs to: Be more flexible, patient, understanding, forgiving, not taken advantage of.

Gift of Teaching

Under Pressure: Becomes moody, analytical.

Sources of Irritation: Shall plan, direction, authority, co

Needs to: Relax, build relationship being practical, be more frie

For Review

tical, contemplative, judgmental,

; lack of preparation, validation,

r discussion, spend more time

Gift of Leadership

Under Pressure: Becomes moody, critical, contemplative, negative, worrisome.

Sources of Irritation: Incompetence, disorganization, foolishness, dishonesty, inaccuracy, wastefulness, inconsistency, blind faith, false impressions.

Needs to: Loosen up, communicate, be joyful, positive, tolerant, compromising, open, trusting, enthusiastic.

Combining Personalities with Spiritual Gifts

Discovering your personality and Spiritual Gifts should result in maturity and involvement in the Body of Christ. Grow for it!

The unique feature of these combinations is to understand how your specific personality type relates to your spiritual gifts. There are dichotomies - unique blends and combinations. No one has a bad composite blend. Many combinations are more common than others, but there is no wrong or abnormal combination.

There are uncommon blends (but not abnormal blends): such as the Gift of Showing Mercy and a "D" type personality. Most people have a "D" type personality. Most people give certain people this unique strength" or a "velvet covered fist." God does not make mistakes and does what He pleases.

For Review

A Christian with a "D" type personality
head off and then apologize (D type)
Prophecy is also like the person
Jeremiah is a good example (D type)

by is the kind that will bite your
personality and the Gift of
cry about it. The Prophet

It doesn't matter what your composite blends of spiritual gifts and personality are. What really matters is, are you aware of how your different motivations affect you and do you allow the Holy Spirit to control the different influences that motivate you? Don't let your natural and supernatural motivations control you. Let God control your motivations!

S Type Personalities With Gift of Wisdom

Passive / people oriented Christians with the unusual ability to make wise decisions often have "S" the Gift of Wisdom. They are not hard and strong about most things, but do have unique insights when it comes to right and wrong. They are often sought out by others, because of their loyal and faithful way of dealing with problems. They are more quiet than most people, but when they do share their wisdom, out more. But they often der

o be humble and need to speak
r imagine.

S Type Personalities V

Stable type Christians with t
steadily, step by step. Their
be more animated. "S" Teac
should strive to be more inte
harmony and accuracy, they
count on "S" Teachers for thorough explanations.

For Review

earchers. They like to teach
lacks excitement. They need to
ut often resist conflict. They
ld revelation. Concerned about
why something is true. You can

S Type Personalities With Gift of Leadership

Christians who seem to be shy, but demonstrate tremendous abilities in influencing others to follow often have "S" the Gift of Leadership. Their "S" servant type behavior seems unlikely to challenge others to follow, but they make tremendous quiet leaders. They tend to be soft spoken and easy going. They don't like to offend anyone and work real hard at keeping everyone happy. But their sensitive leadership skills cause them to be very effective at getting groups to move out in unity.

Appendix

Table Of Contents

This Table of Contents is for the generic pages of your *Combining 14 Spiritual Gifts and 4 DISC Personality Online Report*. Be sure to first review your online report to learn all the personal information generated from your questionnaires.

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Introduction

Personalizing your faith is vital to spiritual growth. Making your faith more personal involves developing your relationships with others and God's local church. Every Christian should be "plugged-in" to the Body of Christ. Being committed to a local church, whether officially or not, is so important to victorious Christian living. Once you decide where you are going to worship, you should then decide where you are going to work for the Lord. Every member should also minister to others! God made you to get and give His blessings

The Bible confirms that you were "wonderfully" made (Psalm 139:14). God's plan and purpose was to create a person that is Uniquely You. He gifted you to glorify Him with specific influences - naturally and supernaturally. As a Christian, you have a God-given personality and spiritual gifts that motivate you.

Discovering how God calls and exercising our motivation and exercising our motivation report is designed to help you. This will result in personal fulfilling ministry.

You should constantly evaluate and on serving Him. You do. Self assessment and discipline walk with the Lord.

The path of every search must pass beyond yourself toward knowing God better (Phil. 3:10). This instrument is simply provided to help you understand your motivation, while maturing you into an effective servant of Christ.

Be patient and determined to get all you can from this report.

For Review

enlightening. Knowing The information in this report is designed to help you do. Hopefully, resolving conflict, and fulfilling

your focus on God's will and act the way you obey obedience and a deeper

Spiritual Gifts Descriptions

Spiritual Gifts are supernatural motivations given to every believer. Everyone doesn't receive the same gift. Just as many parts of the human body work together as one, so Spiritual Gifts are given to the Body of Christ to serve as one.

Their purpose is to encourage and mature Christians for more effective ministry. This profile focuses on fourteen spiritual gifts. These fourteen gifts are featured based upon their functional and practical use.

Administration / Ruling —

The Gift of Administration is seen in those who either like to organize or delegate to others. Compelled by a strong sense of duty, they like to find things for people to do. Unlike the Gift of Ministry, the Gift of Administration focuses on team participation. They see the big picture and work to keep everyone on track. Not always personally organized, they prefer delegating tasks. They simply like to evaluate what needs to be done, then design systems or give responsibilities to those who can get the job done. They are gifted to forge forward as a group.

In A Word: Initiator

Overuse: Expects too much

Goal: Lead by example

Ministry Opportunities: Division/department Director, Teacher, Church Council, Finance committee, Planning committee, Personnel committee, Ministerial search committee, VBS Director, Stewardship committee

Scripture References: Rom. 12:8 and Titus 1:5

Discernment —

The Gift of Discernment is evident in those who have unusual ability to see through a lot of confusion and pin point problems and solutions. They are concerned about right and wrong. They tend to listen well and hear the little and seemingly insignificant things that shed light on a specific need. Those with the Gift of Discernment are often more serious. They distinguish between good and evil, truth and error. They like to ask questions and then give advice. They often relate problems to biblical principles. They feel strongly about living by the Word of God.

In a word: Listeners / Perceiver

Overuse: Too critical or too quick to share

Goal: Get more information before responding

Ministry Opportunities: Accounting, Counseling, Deacons, Discipleship, Elders, Finances, Intercess. Prayer, Personnel, Physician, Prayer, Printing, Publicity, Records, Search Comm., Setup, Small Groups, Sound System, Steer-
scape Ministry, Tutoring, Transport
Scripture References: 1 Cor. 12:10 and Heb. 5:14

Evangelism —

Christians with the Gift of Evangelism souls. They seem to have the ability to connect very effectively. Their concern for witnessing world is evident. They desire to be in reach people for Christ. The Gift of Evangelism is to want nearly every message they hear to an invitation to trust Christ. Missions and to them. Always being ready to give an answer is their goal. Conversations seem to flow easily. The worth of souls and the task of evangelism are most important to the Evangelist's motivation.

For Review

not statistics

Ministry Opportunities: Witnessing training leader, Missions committee, Outreach leader, Visitation leader, Decision counseling, Mission trips, Extended missions endeavors, Teacher, Women's Ministry

Scripture References: Eph. 4:11 & Acts 8:5-6

Exhortation / Encouragement —

Christians with the Gift of Exhortation find themselves encouraging others. They are compelled to give advice. As counselors, they seem to often have steps of action. While Prophets declare truth and Teachers clarify truth, Exhorters like to tell you what to do with truth. They bless others with a strong sense of concern. Often looking to encourage others, they are sought out as counselors. People find Exhorters friendly, understanding and practical. They enjoy using their communication skills to share specific insights.

In A Word: Encourager

Overuse: Talks too much

Goal: Apply truth, don't create expectations

Ministry Opportunities: Testimonies in groups, Leading in prayer, Scripture reading, Inreach leader, Care group leader, New member training, Leadership training, Teacher, Nominating committee, Leading church in speaking to current issues

Scripture References: Rom. 12:8 and Acts 13:43

Faith —

The Gift of Faith is often found in those with the obvious ability to trust God in the most adverse circumstances. Every Christian has a measure of saving faith, but those with the Gift of Faith have a deeper dependence upon God and His Word. "Faith comes by hearing and hearing by the Word of God," is often their favorite Bible verse. The Gift of Faith is seen in those who believe strongly in the presence and power of God. They tend to stretch the faith and commitments of others. They encourage others to act upon their faith and challenge everyone to increase their faith.

In a word: Optimist

Overuse: Overly trusting and often proud of their faith

Goal: Combine faith with works / Learn to be patient

Ministry Opportunities: Altar Counsel, Baptism, Big Brothers, Clerical, College/Career, Communication, Communion, Counseling, Curriculum, Deacons, Discipleship, Elders, Elementary, Encouragement, Evangelism, Hispanic Min., Prayer, Preschool, Publicity, Scripture Reader

Scripture References: Rom. 12:3 and 1 Cor. 12:9

These descriptions are simple overviews of the Spiritual Gifts listed in Romans 12:3-8, Ephesians 4:11-12, 1 Corinthians 12:8-28, and 1 Corinthians 14:1-3. Read each one, along with reviewing the results of your Spiritual Gifts Profile to identify your specific spiritual motivations.

There are many spiritual gifts referred to in the Scriptures. We are only looking at those that help us "fit" and relate best in ministry.

There are also various manifestations of the gifts. This profile does not deal with any of the manifestations, but rather the motivations and ministries of sixteen specific gifts.

This tool is not intended to be as theological, as it is to be practical and pragmatic. The main purpose of discovering your spiritual gifts is to exercise and enjoy your giftedness for God's glory and to grow as a Christian.

Giving —

Givers tend to be seriously concerned about financial matters. The Gift of Giving also involves the "gift of getting." Givers are sensitive to how money is spent and saved. Those with the Gift of Giving don't always give to the wheel that squeaks the loudest, but to the wheel that truly needs the most grease. Givers have unique financial insights. They serve especially well on boards responsible for maintaining budgets. They tend to be conscientious and conservative. The Gift of Giving may not be always evident, but a genuine interest in wise stewardship will be.

In A Word: Steward

Overuse: The power of money

Goal: Sincere stewardship, not financial intimidation

Ministry Opportunities: Stewardship committee, Finance committee, Planning committee, Benevolence committee, Search committee, Personnel committee, Record keeping, Counting offerings

Scripture References: Rom. 12:8 and Mark 12:41-44

Knowledge —

The Gift of the Word Knowledge is a supernatural revelation of certain facts in the mind of God, which gives instant and specific information that one would have no other way of knowing, except from God. This is not an amplification of human knowledge, nor is it a gift of just knowing a lot of things. It is the ability to receive specific truth from the Word of God. Sometimes they may overwhelm others and bring more attention to their Word of Knowledge, rather than what God has revealed to them.

In a word: Divine Insights

Overuse: Make others feel inferior or ignorant

Goal: Change lives, rather than impress others

Ministry Opportunities: Accounting, Clerical, Counseling, Deacons, Discipleship, Elders, Finances, Newsletter, Office Machines, Orchestra, Personnel, Physician, Prayer, Printing, Publicity, Records, Search Comm., Secretarial, Security, Set-up, and System, Steering Comm., Supplies

Scripture References: 1 Cor. 12:8 and 1 Cor. 13:2

Leadership —

The Gift of Leadership, much like Vision / Ruling, is evident in those who have the ability to influence others. They seem determined to challenge and direct goal. They stand out and take stands. Leaders tend to be multi-talented and have many skills. Often result-oriented and guard their strengths. They also are not patient with those who don't respect them. They are great motivators.

For Review

or

standing and impatient

simple and willingness to be a servant

Ministries: Accounting, Counseling, Deacons, Finances, Intercess. Prayer, Men's Min., Music, Physician, Printing, Publicity, Records, Secretarial, Security, Set-up, Small Groups, Training Comm., Supplies, Tape Min.

Scripture References: Luke 22:26 and 2 Tim. 2:2

Mercy —

Christians with the Gift of Showing Mercy demonstrate genuine sensitivity to suffering. They are compelled to help people reduce pain. They are concerned more with the person, than the reason for the suffering. Focusing on the feelings of those who hurt, Showers of Mercy strongly desire to minister by "being there" when people really need them. Sympathizing and/or empathizing are their specialties. While others may care more about why, what, when or how, those with the Gift of Showing Mercy are interested in "who" needs tender loving care.

In A Word: Caring

Overuse: Too Sensitive

Goal: Wise insights, not foolish responses

Ministry Opportunities: Benevolence committee, Mission projects, Food and Clothing Center, Mission trips, Mission organization leader, Inreach/Outreach leader, Care group leader, Nursing home ministry, Funeral home ministry, Prison ministry, Counseling, Prayer group leader, Prayer chain organizer.

Scripture References: Rom. 12:8 and Acts 9:36

Pastor / Shepherding —

The Gift of Pastor / Shepherding is obvious in those who really enjoy leading others in serving the Lord. Unlike the Gift of Ministry, this gift involves the motivation to lead. Pastor / Shepherds are compelled to encourage others to work together for the body's sake. Influencing others to work together is important. Stressing a need for team participation, they emphasize harmony. Untrained lay-people can also have the Gift of Pastor / Shepherd. They see their service as one of maturing others. With a motivation to unite the ministry, they feel strong about spiritual health.

In A Word: Discipler

Overuse: Takes advantage of other's trust

Goal: Strong leadership, not manipulating the flock

Ministry Opportunities: Pastor, Staff, Missions organization officer, Mission trips, Other leadership positions, Teacher, Various committee positions.

Scripture References: Eph. 4:11 and 1 Pet. 5:1-3

Prophecy / Proclaiming —

Prophets today are not exactly like prophets of old. Old Testament Prophets spoke the literal Word of God. Today people with the Gift of Prophecy seem to have the same seriousness and straight forward attitude toward truth. They like to share truth, regardless of what anyone thinks. Prophets today are motivated to confront anyone with what they believe is right. When controlled by the Holy Spirit, the Gift of Prophecy is a powerful tool to reprove, rebuke and exhort others. Prophets often find themselves pointing the way, declaring specific truth or standing up for something significant.

Serving / Ministry / Help

When you think of Christians who are interested in blessing others to serve help others. Motivated by a strong sense of "someone has to do it." Caring and committed find themselves doing what no one else would do whatever called for. Flexible, they simply enjoy helping others and are truly selfless, those with the Gift of Service.

Teaching —

Christians with the Gift of Teaching present the truth. While the prophet declares truth, the teacher explains the reasons why it is true. Interested in research, those with the Gift of Teaching like to dig into seemingly insignificant details. They enjoy presenting what they discover. Often negligent of the needs of others, they press toward a deeper understanding. They love to study. Searching patiently and persistently, they may miss the obvious. They stretch the limits of learning, setting high standards of education.

Wisdom —

The Gift of Wisdom is the unique ability to use knowledge in a practical way. Those with this gift like to combine what they know with a serious reverence of God in order to influence others. They sometimes battle with pride and an attitude of superiority. They need to be consistently humble and exhibit a sense of quietness and slowness before responding. Those with the Gift of Wisdom are often given some kind of adversity to stay in tune with God and His Word. Otherwise, those with this gift will tend to be puffed up. They make great counselors and give tremendous advice. Therefore, they need to stay in constant prayer, asking God for His wisdom.

In A Word: Bold

Overuse: Fighter

Goal: Declare truth, don't divide Christians

Ministry Opportunities: Personnel committee, Ministerial staff search committee, Benevolence committee, Planning committee, Nominating committee, Teacher, Researching issues, Speaking out on current issues, Missions committee, Missions officer.

Scripture References: 1 Cor. 12:10, 28 & 14:3

For Review

is

too much

not a martyr

Ministries: Fellowship committee, Recreation, Supper preparation, Baptism assistant, Hospitality committee, Building and Usher, Transportation, Church office volunteer, Food and Clothing Center, Church singing/preparation, Revival planning.

Scriptures: Rom 12:7 and 2 Tim. 1:16-18

th

deep

Goal: Reveal truth, don't exhaust it

Ministry Opportunities: Bible teaching in Sunday School or Discipleship training, Mission study leader, Leaders in courses like Masterlife or Contact, Witness training, New member training, Leadership training, Planning committee.

Scripture References: 1 Cor. 12:28 and Acts 20:20-21

In a word: Perceptive

Overuse: Speak down to people

Goal: Consistently trust and ask God for wisdom

Ministry Opportunities: Bible teaching in Sunday School or Discipleship training, Mission study leader, Leaders in courses like Masterlife or Contact, Witness training, New member training, Leadership training, Planning committee.

Scripture References: 1 Cor. 12:28 and Acts 20:20-21

Historical Background

The *Four Temperament Model of Human Behavior* is attributed to Hippocrates, the father of modern medicine. His scientific research and brilliant observations are universally accepted. Contrary to what critics claim, the Four Temperaments did not hatch from archaic pagan greek philosophy, but rather the scientific process that made Hippocrates the respected physician of his day.

The DISC Model of Human Behavior was first introduced by William Marston in 1928 through his book, *The Emotions Of Normal People*. Marston took Hippocrates' Greek titles and assigned simple and single D, I, S, and C letters to each. Though there are now many titles to various models, they all have roots from the same basic four temperaments discovered 400 B.C.

Dr. John Geier, Chairman of the Human Behavior Science Department at the University of Minnesota designed the first paper assessment that identified a person's DISC personality type from a business and personal perspective in 1977.

After studying under Dr. [unclear] Psychologist at Dallas The [unclear] their-kind combination profiles now in print in several [unclear] respected and popular professional organizations.

Understanding the four [unclear] people do what they do. Their [unclear] responses, and the best or [unclear]

The profile is not a psychological analysis. It is not designed to deal with serious emotional problems. It can help with simple insights into basic human behavior motivations. For more in-depth needs, we recommend you seek "professional" counseling.

To receive maximum effectiveness, be sure to study your entire profile. There are so many insights to learn!

For Review

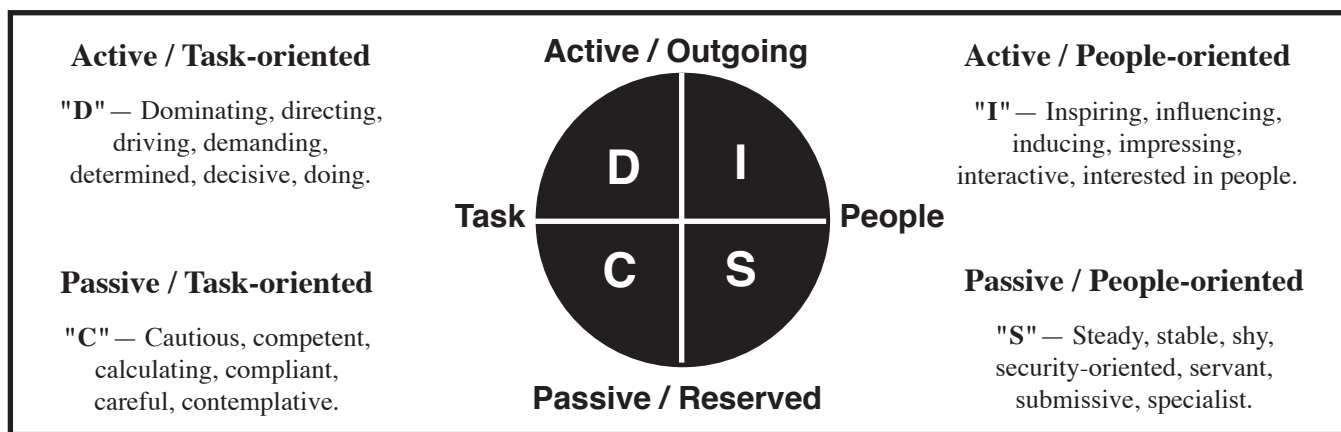
Dr. Frank Wichern, Staff [unclear] designed the first-of-its-kind [unclear] over 1.5 million professionals. Inc. is one of the most [unclear] use, and faith-based [unclear]

Behavior often explains why [unclear] between right and wrong [unclear]

Interpretation . . .

You have a predictable pattern of behavior because you have a specific personality. There are four basic personality types. These types, also known as temperaments, blend together to determine your

unique personality. To help you understand why you often feel, think, and act the way you do, the following graphic summarizes the Four Temperament Model of Human Behavior.



"D" BEHAVIOR / Biblical Examples: Paul & Sarah
(Active / Task-oriented) Known as "Choleric" or "Lion"

Descriptions: Dominant, Direct, Demanding

Basic Motivation: Challenge and Control

Desires: • Freedom from control • Authority
• Difficult assignments • Opportunities for achievement
• Choices, rather than ultimatums

Responds Best To Leader Who: • Provokes
• Sticks to task • Gets to the point • Provides for personal accomplishments

Needs To Learn: • You need people • Relationships
• Some controls are needed • Everyone has a role
• To focus on finishing well is important
• Sensitivity to people's feelings is wise

Biblical Advice: BE GENTLE / NOT BOAST
above is . . . gentle, James 3:17 • CONTROL

ACTIONS—*Be angry and sin not, Eph. 4:26* • FOCUS ON ONE THING AT A TIME—*This ONE thing I do, Phil. 3:13*

• HAVE A SERVANT'S ATTITUDE—*By love, serve one another, Gal. 5:13.*

"I" BEHAVIOR / Biblical Examples: Peter & Ruth
(Active / People-oriented) Known as "Sanguine" or "Otter"

Descriptions: Inspiring, Influencing, Impressing, Inducing

Recognition and Approval

Friendly relationships • Freedom from to help others • Opportunities to motivate
• Realize ideas

Leader Who: • Is fair and also a friend
• Provides recognition of abilities
• Risk-taking

Time must be managed • Deadlines are
• Optimism can be dangerous • Being responsible
• Better than being popular • Listening better will
• Succeed

BIBLICAL ADVICE: BE HUMBLE / AVOID PRIDE—*Humble of God, James 3:17* • CONTROL YOUR
• Tongue—*hear, slow to speak, James 1:19* • BE

MORE ORGANIZED—*Do all things decently and in order, 1 Cor. 14:40* • BE PATIENT—*The fruit of the Spirit is . . . long-suffering, Gal. 5:23.*

For Review

"C" BEHAVIOR / Biblical Examples: Thomas & Esther
(Passive / Task-oriented) Known as "Melancholy" & "Beaver"

Descriptions: Competent, Compliant, Cautious, Calculating

Basic Motivation: Quality and Correctness

Desires: • Clearly defined tasks • Details • Limited risks

• Assignments that require precision and planning • Time to think

Responds Best To Leader Who: • Provides reassurance
• Spells out detailed operating procedures • Provides resources to do task correctly • Listens to suggestions

Needs To Learn: • Total support is not always possible
• Thorough explanation is not everything • Deadlines must be met
• More optimism will lead to greater success

Biblical Advice: BE MORE POSITIVE—*Whatsoever things are lovely, of good report . . . think on these things, Phil. 4:8*

• AVOID A BITTER AND CRITICAL SPIRIT—*Let all bitterness . . . be put away from you, Eph. 4:31* • BE JOYFUL—*The fruit of the Spirit is . . . joy, Gal. 5:22* • DON'T WORRY—*Fret not, Psalms 37:1.*

"S" BEHAVIOR / Biblical Examples: Moses & Hannah
(Passive / People-oriented) Known as "Phlegmatic" or "Golden Retriever"

Descriptions: Submissive, Steady, Stable, Security-oriented

Basic Motivation: Stability and Support

Desires: • An area of specialization • Identification with a group
• Established work patterns • Security of situation • Consistent familiar environment

Responds Best To Leader Who: • Is relaxed and friendly
• Allows time to adjust to changes • Allows to work at own pace
• Gives personal support

Needs To Learn: • Change provides opportunity • Friendship isn't everything • Discipline is good • Boldness and taking risks is sometimes necessary

Biblical Advice: BE BOLD AND STRONG—*Only be strong and very courageous, Joshua 1:6* • BE CONFIDENT AND FEARLESS—*God has not given you the spirit of fear, 2 Tim. 1:7* • BE MORE ENTHUSIASTIC—*Whatsoever you do, do it HEARTILY as unto the Lord, Col. 3:23.*

How To Read The DISC Graphs

Each graph describes a personality in a different way.
Look at each graph and find the highest plotting point.

Notice in **Example A**, the highest point is “C.” The next highest point is “S.” This profile is a “C/S” type personality.

“C/S”s are cautious and steady. They like to do one thing at a time and do it right the first time. They also like stable and secure-oriented surroundings. They don’t like to take risks or cause trouble.

“C/S”s need to be more outgoing and positive. Their **Behavioral Blend** is “*Competent Specialist*.”

To help you read the graphs, also notice the lowest plotting points. The example shows “I” as the lowest point. It simply means that this person doesn’t enjoy inspiring or interacting with people, while he or she tends to be more shy and calculating about things.

This person is more reserved than outgoing. He or she likes people on an individual basis. The low “I” is not bad. It only indicates a low interest in enthusiastic and carefree behavior.

Example B shows a graph where a person is more active than passive people. They like to control and sit still or work on one thing at a time.

Notice the “S” and “C” plot where a person is not so concerned with and calculating actions. Low “D” types.

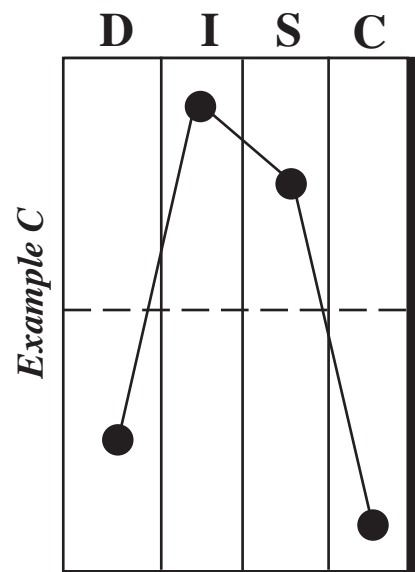
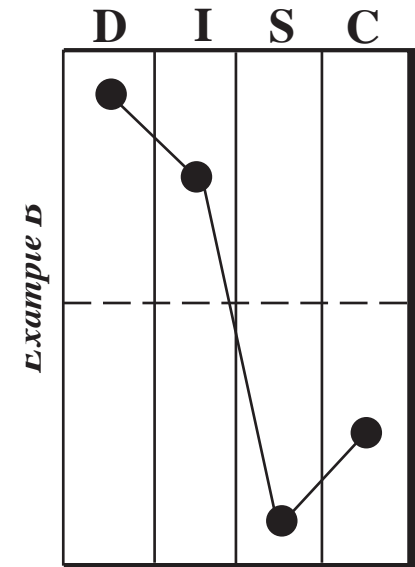
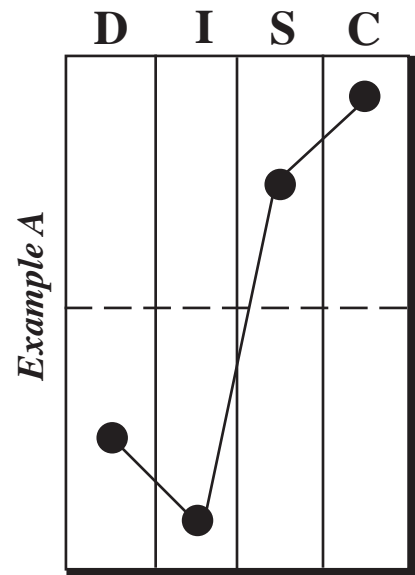
Example C is an “I/S” type personality. “I/S”s love people. They are active/outgoing in their “I” and passive/reserved in their “S”. They don’t like tasks. They need lots of recognition and a stable environment. Their “D” and “C” are low, meaning they are not assertive/dominant or logical/contemplative types.

Your profile may be different. It really doesn’t matter what your personality is. The important thing is that you control your personality, rather than allowing your personality to control you.

Remember, there is no bad personality. We need to accept the way we and others naturally respond as unique traits. Everyone doesn’t think, feel or act the same way. Once we understand these differences we will be more comfortable and effective with ourselves and others.

To learn more, be sure to study the **Behavioral Blends**.

For Review



Understanding The Two Graphs

Two graphs are identified for each person. They will help you understand how each person feels, thinks and acts. There is no bad profile. Each graph simply identifies a specific way the person looks at life.

GRAPH 1: “*This is expected of me*” is the response to how the person feels and thinks people expect him or her to behave. The person is telling you, “*This is how I feel you want me to be*” or “*I think you want me to act like this.*”

People understand early in life that there are acceptable and unacceptable actions. Everyone is influenced by these thoughts and feelings.

GRAPH 2: “*This is me*” is the person’s response to how he or she feels and thinks under pressure—how the person really feels and thinks inside. The person is revealing how he or she will naturally respond when he or she does not think about what is expected of him or her — usually “*me*”.

Everyone is born with a natural personality, plus our environment and peers, plus our environmental personalities into predictable patterns.

If **GRAPHS 1 and 2** are understood, reading the personality will be easier. If the person may be struggling with a personality, the person may be of him or her and how he or she may be very consistent with what he or she is. Having two different graphs is not a problem and is normal for many people.

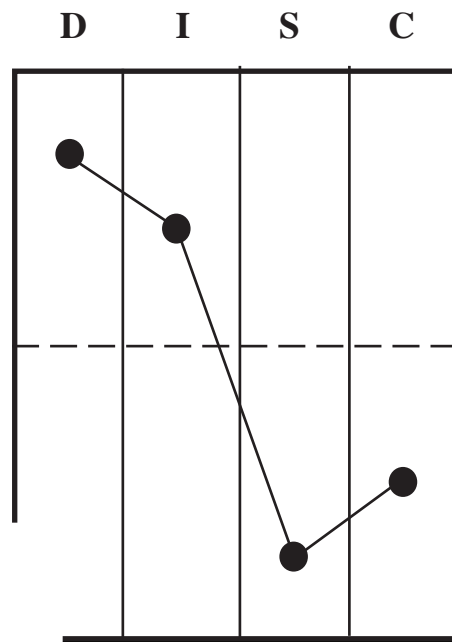
The examples show a “D/I” type in **GRAPH 1** and “I/S” in **GRAPH 2**. This person is revealing that he or she thinks people want him or her to be more dominant, even though he or she really isn’t that type. This person is also more “S”—submissive and security oriented than what he or she feels is expected of him or her.

To understand how to read the two graphs, focus on each plotting point under the **DISC** columns.

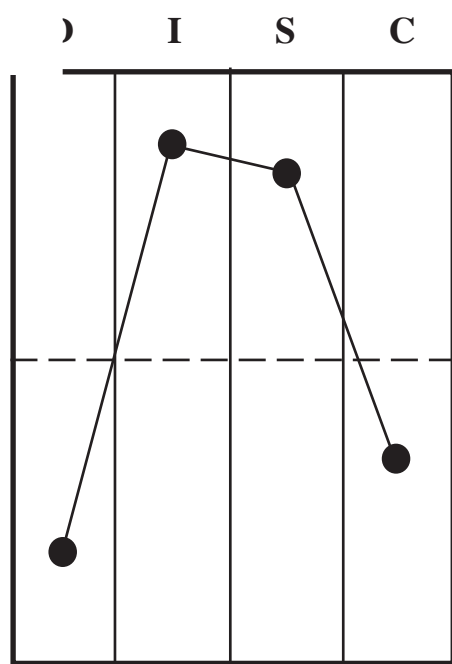
Every point in the upper third is considered *high*. Every point in the middle third is *mid*. Every point in the lower third is considered *low*.

The higher the plotting point, the more that **DISC** letter describes the person’s behavior. Study this entire report to understand how to apply what you learn about yourself and others.

Example of Graph 1



Example of Graph 2



For Review

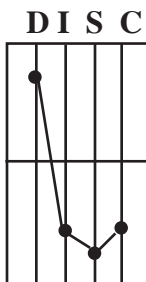
DISCOVERING YOUR BEHAVIORAL BLEND

There are four basic personality types known as **D, I, S,** and **C** behavior. Everyone is a blend or combination of these four temperaments. No type is better than the other. No one has a bad personality. The most important factor is what you do with your personality. Don't let your personality control you; instead learn how to control your personality.

To help you discover more about your specific behavioral style, there are 21 **Behavioral Blends**. One or two **Behavioral Blends** will best describe you. Few people are pure **D, I, S,** or **C** types. Most everyone is a combination of the four types. Remember, it doesn't matter what personality you have, as much as what you do with it. (Continue instructions next page.)

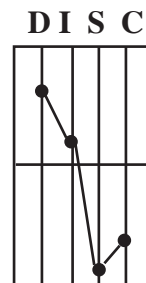
D: DETERMINED DOERS

"D"s are dominant and demanding. They win at all costs. They do not care as much about what people think as they care about getting the job done. Their insensitivity to feelings makes them too strong. They are great at developing things, but they need to improve their ability to do things correctly. Their strong will should be disciplined to prepare and think more accurately about what they are doing. They are motivated by serious challenges to accomplish tasks.



D/I: DRIVING INFLUENCERS

"D/I"s are bottom line people. They are much like Dynamic Influencers. They are a little more determined and less inspirational, but they are strong doers and able to induce others to follow. They need to be more cautious and careful, as well as more steady and stable. They get involved in a lot of projects at the same time. They need to focus on one thing at a time and slow down. They are motivated by opportunities to accomplish great tasks through a lot of people.



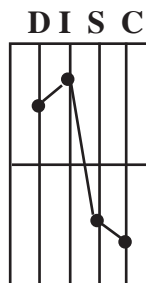
I: INSPIRATIONAL INFLUENCERS

"I"s are impressive people. They are extremely active and excited individuals. Approval is important to them. They can have lots of friends if they do not overdo their need for attention. They can be sensitive and emotional. They need to be more interested in others and willing to listen. They do not like research unless it makes look good. They often do things to please the crowd are entertainers. They need to control their feeling think more logically. They often outshine others a motivated by recognition.



I/D: INSPIRATIONAL DOERS

"I/D"s are super salespeople. They love large groups. They are impressive and can easily influence people to do things. They need a lot of recognition. They exaggerate and often talk too much. They jump into things without thinking them through. They need to be more studious and still. They should also be more they are motivated by exciting ult things. If not careful, they the crowd and get themselves ss. They make inspiring lead-viduals.



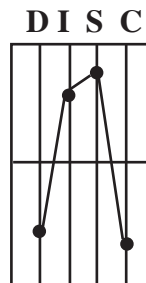
S: STEADY SPECIALISTS

"S"s are stable and shy types. They do not like cl They enjoy pleasing people and can consistently same job. Secure, non-threatening surroundir important to them. They make the best friends t they are so forgiving. Other people sometime advantage of them. They need to be stronger an how to say, "No" to a friend who wants them to do Talking in front of large crowds is difficult for They are motivated by sweet and sincere opportunities to help others.



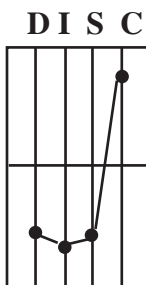
UENCERS

d inspirational. They accept all. They have lots of friends it and forgiving. They do not d can be very influential. They riented. They must learn to it well. They like to talk, but n to instructions. They would ey were more aggressive and careful. They are kind and considerate. Motivated by opportunities to share and shine, they induce others to follow.



C: CAUTIOUS COMPETENT TYPES

"C"s are logical and analytical. Their predominant drive is careful, calculating, compliant and correct behavior. When frustrated, they can over do it or be the exact opposite. They need answers and opportunities to reach their potential. They tend not to care about the feelings of others. They can be critical and crabby. They prefer quality and reject phoniness in others. They are motivated by explanations and projects that stimulate their thinking.



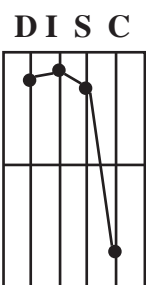
C/S: COMPETENT SPECIALISTS

"C/S"s tend to always be right. They like to do one thing at a time and do it right the first time. Their steady and stable approach to things makes them sensitive. They tend to be reserved and cautious. They are consistent and careful, but seldom take risks or try new things. They do not like speaking to large crowds, but will work hard behind the scenes to help groups stay on track. They are motivated by opportunities to serve others and to do things correctly.



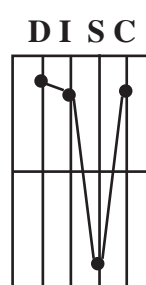
I/D/S: INSPIRING DRIVING SUBMISSIVE

"I/D/S"s are impressing, demanding and stabilizing at the same time. They are not as cautious and calculating as those with more "C" tendencies. They are more active than passive. But they also have sensitivity and steadiness. They may seem to be more people-oriented, but can be dominant and decisive in their task-orientation. They need to be more contemplative and conservative. Details don't seem as important as taking charge and working with people.



D/I/C: DOMINANT INSPIRING CAUTIOUS

"D/I/C"s are demanding, impressing and competent. They tend to be more task-oriented, but can be people-oriented before crowds. They need to increase their sensitivity and softness. They don't mind change. Active and outgoing, they are also compliant and cautious. They like to do things correctly, while driving and influencing others to follow. Their verbal skills combine with their determination and competence to achieve. Security is not as important as accomplishment and looking good.



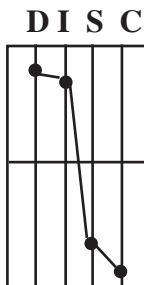
For Review

Observe the 21 **Behavioral Blends** on these two pages. Choose the one or two profiles that are most like your graphs. Read the brief paragraph descriptions of the ones that are most like you. You will probably be a combination of two specific profiles. You can also have some characteristics of other types, but will normally fit into one or two **Behavioral Blends**.

Every personality has strengths and weaknesses (uniquenesses). One person's weakness may be another person's strength. That's why "uniqueness" may be a better word than "weakness." In order to be more successful and improve your relationships, you must learn how to control your strengths and avoid your "uniquenesses." Always remember that under pressure you lean toward your strengths. The over-use of a strength becomes an abuse, and the best thing about you becomes the worst. The characteristic that people once liked most about you can become what they later despise.

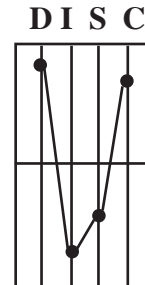
D/I: DYNAMIC INFLUENCERS

"D/I"s are impressive, demanding types. They get excited about accomplishing tasks and looking good. Determined and driven, they influence large crowds best. They can be too strong and concerned about what others think. They have good communication skills and are interested in people. They need to be more sensitive and patient with the feelings of others. Learning to slow down and think through projects are crucial for them. They are motivated by opportunities to control and impress.



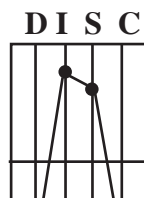
D/C: DRIVING COMPETENT TYPES

"D/C" Types are determined students or defiant critics. They want to be in charge, while collecting information to accomplish tasks. They care more about getting a job done and doing it right than what others think or feel. They drive themselves and others. They are dominant and caustic. Improving their people skills is important. They need to be more sensitive and understanding. They are motivated by choices and challenges to do well.



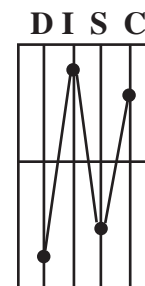
I/S: INSPIRATIONAL SPECIALISTS

"I/S"s are influential and stable. They love people and people love them. They like to please and serve others. They do not like time controls or difficult tasks. They want to look good and encourage others, but often lack organizational skills. They follow directions and do what they are told. They should be more concerned about what to do, than with whom to do it. They are motivated by interactive and sincere opportunities to help. Regardless of being up front or behind the scene, influence and support others. They make good and obedient workers.



I/C: INSPIRATIONAL COMPETENT

"I/C" Types are inspiring, yet cautious. They size up situations and comply with the rules in order to look good. They are good at figuring out ways to do things better through a lot of people. They can be too persuasive and too concerned about winning. They are often impatient and critical. They need to be more sensitive to individual feelings. They are often more concerned about what other like breaking the rules; neither ks. They need to try new things ast the crowd. They are careful nk things through.



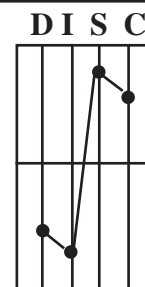
S/D: STEADY DOERS

S/D"s get the job done. They prefer stable surroundings and are determined to accomplish tasks. As quiers, they relate best to small groups. They do not talk in front of large crowds, but want to control. They enjoy secure relationships, but often do them. They can be soft and hard at the same time. They are motivated by sincere challenges that allow systematically do great things. They prefer sure rather than shallow recognition. They make good while driving to succeed.

For Review

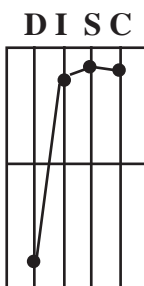
MPETENT TYPES

and contemplative types. They ver the facts. They like to weigh d slowly to a logical conclusion. ps of people. They do not like ge crowds. They are systematic ds of others, but can be critical yal friends, but can be too fault-improve their enthusiasm and ivated by kind and conscientious and correctly do things.



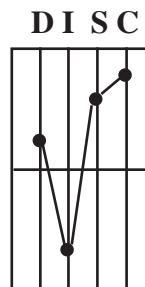
C/I/S: COMPETENT INFLUENCING SPECIALISTS

"C/I/S" like to do things right, impress others and stabilize situations. They are not aggressive or pushy people. They enjoy large and small crowds. They are good with people and prefer quality. They are sensitive to what others think about them and their work. They need to be more determined and dominant. They can do things well, but are poor at quick decision-making. They are capable of doing great things through people, but need to be more self-motivated and assertive. They are stimulated by sincere, enthusiastic approval and logical explanations.



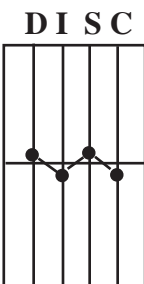
C/S/D: COMPETENT STEADY DOERS

"C/S/D"s are a combination of cautious, stable and determined types. They are more task-oriented, but care about people on an individual basis. They don't like to speak in front of crowds. They prefer to get the job done and do it right through small groups, as opposed to large groups. They tend to be more serious. Often misunderstood by others as being insensitive, "C/S/D" types really care for people. They just don't show it openly. They need to be more positive and enthusiastic. Natural achievers, they need to be more friendly and less critical.



STRAIGHT MID-LINE

A **Straight Mid-Line Blend** occurs when all four plotting points are close together in the middle of the graph. This may indicate that the person is trying to please everyone. Striving to be "all things to all men" may indicate mature response to pressure. Or it may confirm frustration over the intensity differences under pressure. The person may be saying, "I really don't know what my D, I, S, or C behavior should be or really is." The person may want to do another profile after a while to see if there is any change.

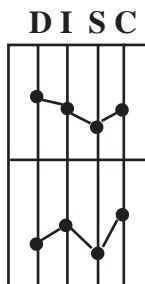


ABOVE MID-LINE • BELOW MID-LINE

Some patterns indicate unique struggles an individual may be having.

An **Above Mid-Line Blend** occurs when all four plotting points are above the mid-line. This may indicate a strong desire to overachieve.

A **Below Mid-Line Blend** occurs when all four plotting points are below the mid-line. This may indicate that the person is not really sure how to respond to challenges.



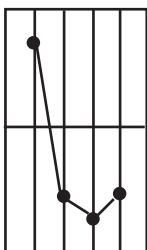
CONTROLLING YOUR BEHAVIORAL BLEND

The "bottom line" is allowing the Holy Spirit to control your personality. People often say, *"I just want to be me."* They want to find themselves and be "real." The problem is when you really find yourself, you often don't like what you find. You might be so dictatorial, self-seeking, insecure or critical that God seems powerless in your life. The so-called "real" or natural you can be opposite of what God wants you to be. You should not seek to be normal, but spiritual; not natural, but supernatural — to do what you do through the power of God in your life, to be what God wants you to be through a personal relationship with Him by faith in Jesus Christ as your Savior and Lord (Eph. 2:8-10). ***Be conformed into the image of Christ.*** (Continue instructions next page.)

D: DETERMINED DOERS

Be careful to not offend when you take charge—"The servant of the Lord must not strive (be pushy), but be gentle," 2 Tim. 2:24. Anger is normal, but must be controlled—"Be angry and sin not," Eph. 4:26. Be motivated to purity and peace—"Wisdom from above is first pure, peaceable . . .," James 3:17. Focus on doing ONE thing well—"This ONE thing I do," Phil. 3:13. Always remember, God is the Master of your fate—"The fear of the Lord is the beginning of wisdom," Prov. 1:7.

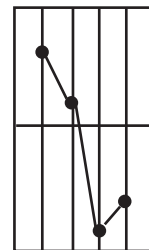
DISC



D/I: DRIVING INFLUENCERS

Though naturally fearless and able, you need to respect God's power over you—"Fear God and give Him glory," Rev. 14:7. Guard the over-use of strength and be kind—"By the meekness and gentleness of Christ," 2 Cor. 10:1. Making peace is a greater challenge than winning a fight—"Blessed are the peacemakers," Matt. 5:9. Choose words carefully—"A soft answer turns away wrath," Prov. 15:1. God must control your feelings—"The fruit of the Spirit is . . . temperance (self-control)," Gal. 5:23.

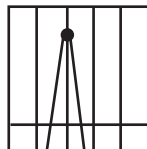
DISC



I: INSPIRATIONAL INFLUENCERS

Don't exalt yourself—"Humble yourself and God will exalt you," James 4:10. Be sure to listen more—"quick to hear, slow to speak," James 1:19. Work at being organized—"Do all things decently and in order," 1 Cor. 14:40. Concentrate on doing what is most important—"All things are not expedient," 1 Cor. 10:23. Prepare more—"Prepare yourself," 2 Chron. 35:4. Be careful what you desire—"Delight in the Lord," Ps. 37:4. Be over-confident and watch what you promise—claimed he would never deny Christ, Mark 14:31

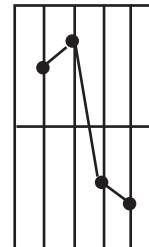
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I/D: INSPIRATIONAL DOERS

Guard the power of your words—"The tongue is a fire," James 3:6. Don't be like those who "by fair words and good speeches—deceive," Rom. 16:18. Always tell the truth—"Speak the truth and lie not," 1 Tim. 2:7. Remember Who has blessed you—"God must increase, I must decrease," John 3:30. Give God the glory for all you do—"Give unto the Lord glory," Ps. 29:1,2. Put Seek you first the kingdom of are of—"The lust of the flesh will ultimately destroy your

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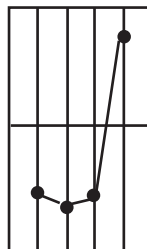


S: STEADY SPECIALISTS

Increase your confidence in Christ—"I can do all through Christ, Who strengthens me," Phil. 4:13 is your—"rock, fortress and deliverer," Ps. 18:2. Fulfillment is not from God—"God has not given you spirit of fear," 2 Tim. 1:7. Speak out more often—the redeemed of the Lord say so," Ps. 107:2. Be outgoing and less inhibited—"Christ has made us Gal. 5:1. Be more assertive—Moses confronted Pharaoh with "let my people go," Ex. 5:1. Security is possible—"You are secure, because of hope," Job 11:18.



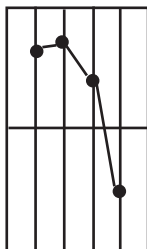
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C: CAUTIOUS COMPETENT TYPES

Be more patient when wanting to correct others—"Rebuke, exhort with all longsuffering," 2 Tim. 4:2. Correct in love—"Speak the truth in love," Eph. 4:15. Be more positive—"Rejoice in the Lord ALWAYS," Phil. 4:4. Hope in God, not circumstances—"Rejoicing in hope," Rom. 12:12. The most logical thing you can do is serve God—"Present your bodies a living sacrifice . . . which is your reasonable service," Rom 12:2. Find happiness in God—"Delight in the Lord," Ps. 37:4.

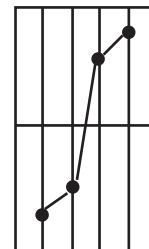
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C/S: COMPETENT SPECIALISTS

Think more positively—"Whatever things are pure . . . of good report . . . think on those things," Phil. 4:8,9. Guard against the fear of failure—God promises "Fear not for I am with you," Isa. 43:5. Focus on the possible—"With God all things are possible," Matt. 19:26. Be cheerful—"The fruit of the Spirit is . . . joy," Gal. 5:22. When everything goes wrong, God is all you need—"Our sufficiency is of God," 2 Cor. 3:5. Think like Christ—"Let this mind be in you which was also in Christ," Phil. 4:8.

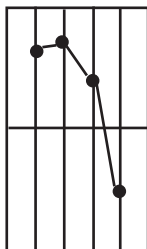
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I/D/S: INSPIRING DRIVING SUBMITTING

Be more calculating and careful—"Sit down first and count the cost," Luke 14:28. Organize yourself and attempt to be more organized, "Do all things decently and in order," 1 Cor. 14:40. Be careful what you promise—"Let your 'yea' be 'yea' and your 'nay' be 'nay'," 2 Cor. 1:17. Give God the glory for all you do—"Give unto the Lord glory," Ps. 29:1,2. Think before you do things—"A wise man thinks to know," Ecc. 8:17. Be humble and share the glory—"Humble yourself and God will exalt you," James 4:10.

DISC



D/I/C: DOMINANT INSPIRING CAUTIOUS

Be sure to listen more—"quick to hear, slow to speak," James 1:19. Be more sensitive to the individual's feelings—"The servant of the Lord must not strive, but be gentle," 2 Tim. 2:24. Be more of a peacemaker—"Blessed are the peacemakers," Matt. 5:9. Be more steady and don't get sidetracked—"Be steadfast always doing the work of the Lord," 1 Cor. 15:58. Don't be judgmental—"If a man be overtaken in a fault, restore him," Gal. 6:1.

DISC



For Review

A-13

COMBINING PERSONALITIES WITH 14 SPIRITUAL GIFTS

The following are combinations of D, I, S, and C type personalities with fourteen Spiritual Gifts. Be sure to also read the instructions at the top of the next page.

First, identify which letter (D, I, S or C) best describes your personality type. This can be done by finding the highest plotting point/s on Graphs 1 & 2.

Then notice your most obvious Spiritual Gift/s. Do this by finding the highest plotting point/s in your Spiritual Gifts Profile graph.

There are 64 combinations of 4 personality types and 14 Spiritual Gifts. Find the description/s of your combinations. You may have several combinations to identify.

Consider the insights that most describe you and disregard those that are not like you. Keep in mind, you are a blend of behaviors and gifts. Prayerfully study each description, asking God to control your personality and Spiritual Gift/s for His glory.

Study this booklet to also find where God can use you in ministry. Discovering your personality and Spiritual Gift/s should result in maturity and involvement in the Body of Christ. Grow for it!

“D” Type Personalities With Administration / Ruling

Demanding type Christians with the Gift of Administration are strong leaders. They like to tell others what to do. They often see what needs to be done and delegate the work to others. They can be too bossy. “D”-Administrators tend to see the big picture, but to help without pressure. They can intimidate. Often concerned more about tasks, than people and loving. “D”-Administrators can be gifted to do great things for God.

“I” Type Personalities With Administration / Ruling

Influencing type Christians with the Gift of Administration are optimistic leaders. Their positive enthusiasm encourages others to get involved. They can be overly excited. They tend to talk people into doing things. They impress others with their friendliness and administrators need to guard against manipulating. ample. They often take on more than they can use who expect a lot from them. However, they ough people.

For Review

“D” Type Personalities With the Gift of Discernment

Active / task-oriented Christians with unusual and wrong are “D” type personalities with the Gift of Discernment. They tend to be pushy and controlling with their discerning insights, but often use it in a demanding and driving their discernment to confront or challenge others. They need to be more sensitive and compassionate. Their focus is about a particular problem.

“I” Type Personalities With The Gift of Discernment

They inspire and influence others through their discerning are often “I” type personalities with the Gift of Discernment to flaunt their discernment and are sometimes those who use their intuitive senses to encourage active / people-oriented personalities. They are people. They are enthusiastic and get real excited when they can use what they discern about things to help others.

“D” Type Personalities With The Gift of Evangelism

Dynamic and demanding type Christians with the Gift of Evangelism can be extremely effective. They are self-starters with a sense of urgency. But their driving concern to win souls can make them too pushy. “D”-Evangelists should be more gentle and patient. Determined to get the job done, they often feel like everyone should be involved in evangelism. Direct with their presentations, they like sermons that explain the gospel and offer invitations to trust Christ. “D”-Evangelists are dedicated to *“making Him known.”*

“I” Type Personalities With The Gift of Evangelism

Influencing type Christians with the Gift of Evangelism are most enthusiastic about soul winning. They are also very contagious — cheerleaders for Christ. Interested in people, they are “natural-born” witnesses. “I”-Evangelists make sharing the gospel look so easy. Because of their strong desire to impress, they may care equally about what people think of them and leading others to Christ. They must constantly remember God gave them gifts to shine for Him, not self. “I”-Evangelists can win many souls to Christ.

The unique feature of these 64 combinations is to understand how your specific personality type relates to your spiritual gifts. There are dichotomies — unique blends and combinations. No one has a bad composite blend. Many combinations are more common than others, but there is no wrong or abnormal combination.

There are uncommon blends (but not abnormal blends); such as, the Gift of Showing Mercy and a “D” type personality. Most people with Showing Mercy have “S” personalities. But God sometimes gives certain people this unique combination. It’s a “strange bedfellow” or “oxymoron”, like “gentle strength” or a “velvet covered brick.” The two don’t seem to mix or mesh, but God makes no mistakes and does what He pleases to gift you for His glory.

A Christian with a “D” type personality and the Gift of

Showing Mercy is the kind that will bite your head off and then apologize or ask for your forgiveness. An “S” type personality and the Gift of Prophecy is also like the person who will bite your head off and then cry about it. The Prophet Jeremiah is a good example of this dichotomy combination.

It doesn’t matter what your composite blends of spiritual gifts and personality are. What really matters is, are you aware of how your different motivations affect you and do you allow the Holy Spirit to control the different influences that motivate you? Don’t let your natural and supernatural motivations control you. Let God control your motivations!

Study all the combinations to see if there may be any others that describe you. Above all, remember God made you unique — to discover and exercise your giftedness for His glory.

“S” Type Personalities With Administration / Ruling

Submissive type Christians with the Gift of Administration are concerned about getting tasks done in steady and stable ways. They need to be more assertive and aggressive. “S”-Administrators can be too sacrificing. They are faithful in whatever they do, but need to inspire others to help. They can be quiet leaders, challenging others by example. They tend to be shy. Sometimes, they surprise others to accomplish tasks. “S”-Administrators are a through small groups.

“S” Type Personalities With The G

The more passive / people-oriented Christian have “S” type personalities with the Gift of D pushy or controlling. They are often very quiet to share what they discern about a problem. Th how the Word of God applies to a particular situ shy. They don’t like to make others uncomfortable friend and source of encouragement and direct

“C” Type Personalities With Administration / Ruling

Cautious type Christians with the Gift of Administration are competent task-masters. They see a need and organize others to meet that need. They enjoy doing things completely right the first time. They tend to be picky. They can increase effectiveness with more warmth and team participation. Working through people and creating an enthusiastic atmosphere uld avoid being critical of what others do. “C”- ble to get groups to do the right things.

ities With The Gift of Discernment

ing types with unusual intuition often have “C” : Gift of Discernment. They tend to be picky and people to appreciate. But they make the greatest making practical decisions. This combination is direction, but needs to be more sensitive to how ffect others. With more inspiring and optimistic n is so powerful and respected.

**For
Review**

“S” Type Personalities With The Gift of Evangelism

Sweet and soft type Christians with the Gift of Evangelism are the most gentle witnesses. They steadily share the gospel. They don’t like to force issues. They tend to be too nice. Scoffers often waste “S”-Evangelists’ time. Knowing they will go the extra mile, some people take advantage. Avoiding confrontation, these stable types prefer “friendship evangelism.” But their motivation to win souls often overcomes their natural reluctance to speak out. “S”-Evangelists enjoy bringing people to Jesus without a lot of fanfare.

“C” Type Personalities With The Gift of Evangelism

Cautious and compliant type Christians with the Gift of Evangelism are the most thorough witnesses. They like to go point-by-point, convincing people to understand every detail. They try to have an answer for every question. But they can overwhelm with too many facts. “C”-Evangelists are often more concerned with the task, rather than the person in need. As competent individuals, they need to be more flexible and friendly. “C”-Evangelists can turn doubt into a fascinating opportunity for Christ.

“D” Type Personalities With The Gift of Encouraging

Decisive type Christians with the Gift of Encouraging are persistent exhorters. They tend to dominate conversations with practical steps-of-action. They like to share advice. “D”-Exhorters are driven to control the situation in order to encourage. They need to be more flexible and sensitive. People can’t always do or feel what “D”-Exhorters want. They tend to have a plan for every problem. Often impatient, they can be too pushy. Letting others share their ideas, while determined to encourage others, makes them extremely effective.

“I” Type Personalities With The Gift of Encouraging

Inspiring type Christians with the Gift of Encouraging make enthusiastic exhorters. They impress others with their advice. But they can be too optimistic. They often create high expectations. They need to be more realistic. “I”-Exhorters should guard against using their verbal skills to manipulate others. They may try to influence others to do more than humanly possible. They should listen more and speak less. Interested in others, they often induce positive responses. “I”-Exhorters communicate encouragement best.

“D” Type Personalities With The Gift of Faith

Active / task-oriented Christians who constantly demonstrate an unusual amount of dependence upon God often have the Gift of Faith. They tend to be more demanding than most people. They often challenge others to have more faith. They are stimulated by the Word of God to increase their faith. They are very driven and decisive. They don’t take a long time to make up their minds. They like to move forward in faith once the decision has been made. They tend to have great faith when things look hopeless.

“I” Type Personalities With The Gift of Faith

Christians who get most excited about believing God often have the Gift of Faith. They are extremely enthusiastic and inspire others to increase their faith. They are very expressive and talk a lot about the joy of trusting the Lord for everything. “I” type personalities with the Gift of Faith are sometimes too optimistic and rush in where angels fear to tread. They need to be more cautious and guard their faith from making miscalculated decisions. But they make great encouragers in difficult times.

“D” Type Personalities With The Gift of Giving

Domineering type Christians with the Gift of Giving are serious about financial matters. They can be very successful in business. They also have the “gift of getting.” They tend to use money to control others. Demanding how finances are used, they can be extremely picky with budgets. They seldom give to the wheel that squeaks the loudest. They are either unbending or influencing, when it comes to either discourage or encourage others with the money. They can make great financial counselors.

“I” Type Personalities With The Gift of Giving

Impressing type Christians with the Gift of Giving are enthusiastic about stewardship. They like to encourage everyone to be givers. They make great promoters, but can kill projects because of financial concerns. “I”-Givers are more optimistic than others. They can be too positive. Their faith is evident in giving, but can become prideful. They like to give more. When discouraged, they may use their money and credibility to influence others. “I”-Givers are good with finances.

“D” Type Personalities With The Gift of Knowledge

Christians who are decisive and direct with questions often have the Gift of Knowledge. They know what they know from the Bible and other sources and are demanding. “D” type personalities with the Gift of Knowledge are more active / task-oriented with what they know. They are results-oriented, using their knowledge to achieve toward fulfilling a goal or impossible challenge.

For Review

“I” Type Personalities With The Gift of Knowledge

Inspiring type Christians who have a lot of Bible and knowledge often have the Gift of Knowledge. They know — sometimes talk too much. They tend to have an answer for everything. “I” type personalities with the Gift of Knowledge seem to have unusual knowledge about most other people. They are very upbeat and share information.

“D” Type Personalities With The Gift of Leadership

Active / task-oriented Christians who like to take charge and direct groups to accomplish difficult tasks often have “D” type personalities with the Gift of Leadership. They don’t take “no” for an answer. They tend to plan and push forward, challenging others to follow. They don’t like sitting still and waiting for things to happen. They like to make things happen. They tend to motivate and mobilize people for accomplishing the task at hand. They like long range planning with specific short term goals that involve lots of people moving forward together.

“I” Type Personalities With The Gift of Leadership

Christians with a lot of energy and enthusiasm, who constantly rise to the top in leading others, often have “I” type personalities with the Gift of Leadership. They love to impress and inspire others to follow. They are not confrontational. They use their tremendous people skills to create exciting climates for growth. They love to be up-front. They have great verbal skills. They struggle between what people think of them and moving forward. They often come across as proud or egotistical, but are best at leading groups through their optimistic attitudes.

“S” Type Personalities With The Gift of Encouraging

Sensitive type Christians with the Gift of Encouraging are sweet exhorters. They share simple and slow steps-of-action to help others. They often wait for others to ask for advice. They are not pushy. They love to stabilize bad situations with practical ideas. “S”-Exhorters can be too shy. They may wait instead of aggressively confronting an issue. They need to be more assertive. Their concern for others often makes them too nice. They may need to show “tough love.” “S”-Exhorters are security-oriented encouragers.

“C” Type Personalities With The Gift of Encouraging

Calculating type Christians with the Gift of Encouraging are precise exhorters. They often know just what to say. Their practical steps-of-action tend to be concise. They make competent counselors with specific insights. But they can be too hard on people. “C”-Exhorters can see what needs to be done, but fail at communicating love. They should be more sensitive to the failures of others. Having patience and kindness will increase effectiveness. They should not be so critical. “C”-Exhorters make great problem-solvers.

“S” Type Personalities With The Gift of Faith

Passive / people-oriented Christian who seem to trust God when everyone else has given up often have the Gift of Faith. They are more quiet and shy, but have an internal source of strength. “S” type Christians with the Gift of Faith are not expressive or loud about their faith. They have a steadiness and stability that makes them highly respected and sought out when it comes to increasing a group’s faith. They are not pushy or bossy, but are firm and strong when it comes to believing God’s Word.

“C” Type Personalities With The Gift of Faith

This is a unique combination because of the differences between the “C”’s cautious and concerned behavior and the Gift of Faith’s motivation to trust God no matter what. “C” type personalities with the Gift of Faith have a dichotomy of being able to trust God, while researching all the options. They prefer more information before making their final decisions, but have an unusual amount of faith, even when all the facts are not clear. They prefer in-depth research, but stand strong on the promises of God.

“S” Type Personalities With The Gift of Giving

Security-oriented type Christians with the Gift of Giving are not risk takers. They are submissive (willing) givers. They may lack the vision necessary to take on challenging projects. Sensitive to individual needs, they help others behind the scenes. They are private about giving. “S”-Givers can be too helpful. They need to guard their sincere desire to serve with a stronger determination to do what is right. They tend to be the most sacrificing. “S”-planners who avoid financial disasters.

“C” Type Personalities With The Gift of Giving

Compliant type Christians with the Gift of Giving are cautious. They move conservatively. They seldom make quick financial decisions. They don’t like pressure. Vision and growth are often stifled because of pessimism. “C”-Givers seldom make investment mistakes, but may miss great opportunities. They need to be more positive. People often think they are more friendly. Respected by others, they should help, rather than find fault. They can be valuable

For Review

“S” Type Personalities With The Gift of Knowledge

Sweet, soft, and sensitive type believers who have a lot of information about so many things often have the Gift of Knowledge. They are slow to share, but when asked about everything. They are more shy, than out volunteer their knowledge, but are ready once asked. They with the Gift of Knowledge are faithful and loyal to others and want to always help others with the

“C” Type Personalities With The Gift of Knowledge

Calculating type Christians with the Gift of Knowledge tend to be very careful and compliant, but exhibit a lot of knowledge and are informative about various other type personalities with the Gift of Knowledge. They want to understand why things are so. They love to use their knowledge to explain things. They tend to be a little too cautious. They are a great resource. They often need to lighten up and be more people-oriented.

“S” Type Personalities With The Gift of Leadership

Christians who seem to be shy, but demonstrate tremendous abilities in influencing others to follow often have “S” type personalities with the Gift of Leadership. Their “S” servant type behavior seems unlikely to challenge others to follow, but they make tremendous “quiet leaders.” They tend to be soft spoken and easy going. They don’t like to offend anyone and work real hard at keeping everyone happy. But their sensitive leadership skills cause them to be very effective at getting groups to move out in unity.

“C” Type Personalities With The Gift of Leadership

Calculating and critical thinking type Christians, who demonstrate the unusual ability to motivate others, often have “C” type personalities with the Gift of Leadership. They go-by-the-book, researching and careful to not do anything wrong. Their influence on others to follow is often more cautious and conservative. They don’t make quick or careless decisions. They plan their work and work their plan to get others involved in moving ahead. Their leadership style is more analytical and organized.

“D” Type Personalities With Gift of Showing Mercy

Determined type Christians with the Gift of Showing Mercy are rare, but dedicated to helping others feel better. Their domineering ways tend to conflict with their desire to sympathize with others. They can be decisive, while merciful and kind. “D”-Showing Mercy types are unique individuals who tend to demand that everyone display a caring spirit. Their driving personalities can be misunderstood as insensitive, while Showing Mercy is their motivation. They should guard their dominance with loving hearts. They press the need to care.

“D” Type Personalities With Gift Pastor / Shepherd

Demanding type Christians with the Gift of Pastor/Shepherd tend to be ministry driven. Seeing the big picture, they are compelled to lead others. Their domineering ways can be misunderstood as dictatorial. They may be genuinely dedicated to shepherding others, but have strong feelings about what things should be done. Slowly working through people will make them more effective. Often taking charge, they seem to control others. Their concern for the flock is evident. “D”-Pastor/Shepherds make great visionaries.

“D” Type Personalities With The Gift of Prophecy

Demanding type Christians with the Gift of Prophecy / Perceiving are fearless concerning truth. Determined to preserve purity, they tend to dominate others. As protectors of righteousness, they proclaim truth without concern for what anyone thinks. They often feel like they have the divine right to be pushy. “D”-Prophets / Perceivers often offend others. They need to be more patient, striving to expose error. They should be more diplomatic with others. “D”-Prophets / Perceivers are the most

“I” Type Personalities With Gift of Showing Mercy

Inspiring type Christians with the Gift of Showing Mercy influence others to care more. They use verbal skills to generate excitement for the cause of demonstrating love. Interested in people, they induce strong feelings of concern. They can be too emotional. “I”-Showing Mercy types can over-do their influence. Some people may think their concern is all show. They like to impress others with their kindness. They need to calm down and be more humble. When it comes to evident sensitivity, “I”-Showing Mercy types are tops.

“I” Type Personalities With Gift of Pastor / Shepherd

Inspiring type Christians with the Gift of Pastor/Shepherd are impressive. Their influence makes people enjoy working and worshipping. They can be extremely successful and must guard against pride. People look up to “I”-Pastor/Shepherds. Able to persuade, they need to be more cautious of what they promote. They love to minister and encourage others to do so. Often concerned more about what others think, they need to guard against using people to build their ministries. They can be best at using their ministry to build people.

“I” Type Personalities With The Gift of Prophecy

Influencing type Christians with the Gift of Prophecy / Perceiving make great communicators of truth. They articulate correctness with persuasion. They tend to over-use enthusiasm and emotions to convince others. Able to induce action or reaction, they need to guard against verbal abuse. Prophets / Perceivers should season their speech with truth. They must remember Who they defend. “I”-Prophets / Perceivers are inspiring

For Review

“D” Type Personalities With Serving

Driving type Christians with the Gift of Serving / Ministry / Helps stay busy for Christ. They tend to work hard whatever needs to be done. They can be impatient. Determined to minister, they tend to dominate. They also serve. “D”-Servants are task-oriented. They may need to slow down, relax and be more patient. “D”-Servants are dedicated to ministering and helping others. They are self-sacrificing doers of the Word.

“I” Type Personalities With Serving / Ministry / Helps

Inspiring type Christians with the Gift of Serving / Ministry / Helps are impressive. Their enthusiastic enthusiasm makes others want to follow. They can be too persuasive and impatient. “I”-Servants are inducing action. They tend to over-sell and dominate. Others, they should guard their verbal skills. “I”-Servants tend to work longer than others. Creating an exciting atmosphere of service is their specialty.

“D” Type Personalities With The Gift of Teaching

Demanding type Christians with the Gift of Teaching are dedicated students and driving instructors. They like challenging research in order to convince others. They tend to be too forceful. “D”-Teachers make strong disciplinarians. Often domineering, they need to be more gentle with their insights. Digging deep while getting to the point can be frustrating. They should balance dedication to teaching with more people-orientation. “D”-Teachers can get the job done when it comes to explaining why something is true.

“I” Type Personalities With The Gift of Teaching

Inspiring type Christians with the Gift of Teaching are most interesting. They tell the best stories. They use clear illustrations. Their verbal skills create fascinating studies. But they tend to have lengthy classes. “I”-Teachers need to be more time-conscious. They may also stretch the text to make a point. Concerned about what others think, they often make good impressions. They can become prideful because of their tremendous ability to communicate. “I”-Teachers are some of the most interesting instructors.

“D” Type Personalities With The Gift of Wisdom

Active / task-oriented Christians, who demonstrate unusually good judgement often have “D” type personalities with the Gift of Wisdom. They tend to be more direct and demanding with their wisdom. They often openly challenge others if they believe a decision is unwise. They have a great respect and trust in the Word of God. They need to be more loving and kind, but their decision making is often very accurate. They tend to be more confronting, not waiting for people to come to them. They make great counselors when people want straight forward and honest answers.

“I” Type Personalities With The Gift of Wisdom

Christians who get real excited about sharing their insights and concerns of right and wrong often have “I” type personalities with the Gift of Wisdom. They tend to be very expressive, talk a lot, and often demonstrate extremely good judgement. Unlike other “I” type personalities, who tend to talk a lot about nothing, those with the Gift of Wisdom show great depth of thought. They need to guard their verbal skills and learn to listen more, but when they do share, their wisdom is often surprising. They have a unique combination of articulating wisdom without sounding foolish.

“S” Type Personalities With Gift of Showing Mercy

Sensitive type Christians with the Gift of Showing Mercy are most loving. They are sweet servants always ready to help. They specialize in times of suffering. “S”-Showing Mercy types may be so concerned that they miss opportunities to teach lessons. They can also be fooled by insincere cries for help. They may need to be more assertive with those who use their pain as excuses. They should be more demanding. They may need to share truth, rather than always listening. When people hurt, “S”-Showing Mercy types shine.

“S” Type Personalities With Gift of Pastor / Shepherd

Submissive type Christians with the Gift of Pastor / Shepherd are self-less servants. They enjoy building relationships that result in ministries. They shepherd by example, not demand. They can be too nice. Often more caring than confrontational, they may need to be more assertive. Concerned about the ministry, they should be more enthusiastic. Shyness often hinders their leadership. People appreciate their interest in ministry, but some may want them to be more decisive. “S”-Pastor/Shepherds make gentle leaders.

“S” Type Personalities With The Gift of Prophecy

Sensitive type Christians with the Gift of Prophecy / Perceiving are shy, but serious about truth. They seem to be soft, but their concern makes them persuaders. Motivated to proclaim truth, they tend to be gentle, but strong. “S”-Prophets / Perceivers seem to struggle with their concern for individuals and standing for correctness. This is surprisingly effective. People are often impressed into firmness. They need to be careful about Perceivers are like sleeping giants when it comes

“S” Type Personalities With Serving

Steady type Christians with the Gift of Serving are the backbone of every church’s dream — the backbone of ministry. They get done, they faithfully serve without recognition but should be more assertive. People take advantage of them. They should be more aggressive in seeking help. Their understanding of others’ feelings makes them sought out. But some are lemons for those who may need to feel the pressure. “S”-Servants are the most stable servants.

“S” Type Personalities With The Gift of Teaching

Stable type Christians with the Gift of Teaching are systematic researchers. They like to teach steadily, step-by-step. Their simple, but insightful instruction often lacks excitement. They need to be more animated. “S”-Teachers make faithful and loyal friends, but often resist conflict. They should strive to be more interested in results, than relationships and revelation. Concerned about harmony and accuracy, they can be too sweet and slow to share why something is true. You can count on “S”-Teachers for thorough explanations.

“S” Type Personalities With The Gift of Wisdom

Passive / people-oriented Christians with the unusual ability to make wise decisions often have “S” type personalities with the Gift of Wisdom. They are not hard and strong about most things, but do have unique insights when it comes to right and wrong. They are often sought out by others, because of their loyal and faithful way of dealing with problems. They are more quiet than most people, but when they do share their wisdom, people are often amazed. They tend to be humble and need to speak out more. But they often demonstrate wisdom that few people ever imagine.

“C” Type Personalities With Gift of Showing Mercy

Compliant type Christians with the Gift of Showing Mercy are extremely concerned about others. They see needs no one else sees. They tend to know exactly what to say. They are careful not to miss opportunities to help, but can be critical of those who don’t get involved. “C”-Showers of Mercy may try to analyze why people hurt. Their conservative care is often appreciated. They need to be optimistic. Enthusiasm and inspiration are often lacking. “C”-Showers of Mercy are competent individuals who care about the sufferings of others.

“C” Type Personalities With Gift of Pastor / Shepherd

Conscientious type Christians with the Gift of Pastor/Shepherd are methodical. They like to go-by-the-book. They don’t like to take risks and venture away from what they know works. They may need to be more open to innovation. They strive for correctness. Purity in the group is important to “C”-Pastor/Shepherds. Enthusiasm will encourage more to minister. Often conservative, they tend to be picky. Detailed assignments for everyone can often be overdone. “C”-Pastor/Shepherds are competent church leaders.

“C” Type Personalities With The Gift of Prophecy

Calculating type Christians with the Gift of Prophecy / Perceiving are cautious and competent. They tend to be conscientious. They can be too critical of those who compromise truth. Often convincing, they tend to be confrontational. Their concern for compliance often makes them difficult. “C”-Prophets / Perceivers are insightful, but can be hard to feel. They would increase effectiveness with encouragement, rather than always being right. As protectors, Perceivers are able to see and share correctness.

“C” Type Personalities With Serving / Ministry / Helps

Compliant type Christians with the Gift of Serving / Ministry / Helps don’t like loose ends. If anything needs to be done, they will do it for the job. “C”-Servants tend to be difficult to be too picky. They need to be friendlier and co-operate like they are the only ones who ever do anything, rather than others more. Positive attitudes and enthusiasm are difficult for “C”-Servants. They can be the hardest working and compliant servants.

“C” Type Personalities With The Gift of Teaching

Compliant type Christians with the Gift of Teaching are controlled by the quest for truth. They make great researchers. Determined to discover in-depth truth, they can over-do their lessons. They can become too factual. People seem to find “C”-Teachers competent, but boring. They can lack enthusiasm and warmth. They should focus more on practical application. As critical thinkers, “C”-Teachers can sound sarcastic. When sensitive, excited and patient, “C”-Teachers make great instructors.

“C” Type Personalities With The Gift of Wisdom

Cautious and slow decision-makers who also have great judgement, are often “C” type personalities with the Gift of Wisdom. They tend to be extremely analytical and sensitive to right and wrong. They are not very outgoing or expressive. They prefer to research and dig into the Bible in order to discover in-depth truth. They share their wealth of wisdom in detail with those who ask. They don’t tend to volunteer their wisdom and often come across as uncaring. They should increase their enthusiasm and interest in people. They often have a lot of wisdom, but little “personality.”

For Review

Involvement / 14 Spiritual Gifts Perspective

Where your Spiritual Gifts can be used most effectively!

One of the best ways to grow as a Christian is to get involved. Identifying your natural and spiritual motivation will help. Many believers desire personal growth, but seldom find a rewarding ministry.

The following is a summary of 14 Spiritual Gifts and how they can impact your life. Find the three Spiritual Gifts that best fit you and review what it says about those specific gifts.

ADMINISTRATION / RULING Abilities: Organizing or delegating tasks. Opportunities: Group Leader, Office, Personnel. Warning: Avoid thinking everyone will get involved. Reward: Seeing people work together to accomplish difficult tasks. Prayer: "Dear God, Help me to be tolerant to those who don't respond like I think they should."	GIVING Abilities: Using stewardship to further God's Kingdom. Opportunities: Finance or Planning Committee, Office. Warning: Don't use money to control others. Reward: Knowing you contributed to the advancement of ministry without any personal recognition. Prayer: "Dear God, Use my success with finances to bless the ministry and others."	SERVING / MINISTRY / HELPS Abilities: Serving behind the scenes. Opportunities: Nursery, Sunday School, Ushering. Warning: Don't become weary in well doing. Reward: Knowing you make a difference doing what no one else may want to do. Prayer: "Dear God, Thank you for appreciating my labor of love, regardless of what others may fail to appreciate."
DISCERNMENT Abilities: Special insight concerning good and evil. Opportunities: Counseling, Prayer, Personnel. Warning: Guard against quick judgements. Reward: Protecting others from poor decisions. Prayer: "Dear God, Give me a meek and quiet spirit, so that I can share your truth in love and not with pride."	KNOWLEDGE Abilities: Special ability to remember many things, especially from the Bible.	SHOWING MERCY Abilities: Giving sympathy and/or empathy to the hurting. Opportunities: Hospital, Benevolence, Counseling. Warning: Don't be a sucker to everyone. Reward: Knowing you helped those who no one else would help. Prayer: "Dear God, Use me to not only help people by showing care, but also sharing truth and TOUGH LOVE when necessary."
EVANGELISM Abilities: Comfortably share the gospel with results. Opportunities: Visitation, Outreach, Missions. Warning: Don't think everyone should be as dedicated to evangelism as you are. Reward: Leading people to Christ glorifies God. Prayer: "Dear God, Increase my vision for the lost, while helping me to understand why others do not share my burden."	For Review	TEACHING Abilities: Clarify truth / Insights as to why facts are true. Opportunities: Teaching, Training, Library. Warning: Don't neglect other responsibilities. Reward: Knowing people learn the truth. Prayer: "Dear God, Help me to be practical, not just impart truth."
EXHORTATION Abilities: Share practical steps of action. Opportunities: Counseling, Crisis Center, Evangelism. Warning: Choose words wisely. Reward: Seeing people respond to your advice and helping them through problems. Prayer: "Dear God, Use me to say what you would have me to say, not what I feel at the moment."	PASTOR / SHEPHERDING Abilities: Ministering to groups needing leadership. Opportunities: Committee Chairperson, Visitation. Warning: Don't get discouraged with those who don't follow. Reward: Seeing the ministry improve. Prayer: "Dear God, Help me be patient with those who are apathetic or spiritually weak."	WISDOM Abilities: Special insights to make wise decisions. Opportunities: Prayer, Counseling, Finances. Warning: Don't become proud of your wisdom. Reward: Helping others make good decisions. Prayer: "Dear God, May my wisdom always come from you and not my own judgement. Help me to always rely on your Word and not my opinions."
FAITH Abilities: Unique ability to trust God and His Word for the impossible. Opportunities: Prayer, Counseling, Finances. Warning: Believe, as everything depends upon God, but work, as though everything depends upon you. Reward: Influencing others to increase their faith. Prayer: "Dear God, Increase my faith, while I increase my work for you. Don't let me become lazy."	PROPHECY / PROCLAIMING Abilities: Discern right from wrong / Declare truth. Opportunities: Community / National Concern, Finances, Steering Committee. Warning: Don't be obnoxious or opinionated. Reward: Helping others see the truth clearly. Prayer: "Dear God, Give me the sensitivity to show love, while sharing truth that may offend."	

Involvement / Personality Perspective

Where your personality can be used most effectively!

My highest plotting point:
Graph 1 ____; Graph 2 ____;
My next highest plotting points are:
Graph 1 ____; Graph 2 ____.

1. First give God your "giftedness" to use for His glory.
2. Read the sections of D, I, S or C and Spiritual Gifts influences on the *Interpretation* page which correspond with your highest plotting points on your Graphs 1 & 2.
3. Look for opportunities for ministry to use your "giftedness" —
 - Search the Scriptures for insights on how God can use you.
 - Ask your minister or mature Christian friend to guide you.
4. Get involved in a ministry ASAP.
5. Pray God will control you and make you *"all things to all men."*

"D" BEHAVIOR (Active / Task-oriented)

Abilities: Lead, take stand, confront issue, persevere, dictate, make decisions and control.

Opportunities: Organize needed ministry, chair Stewardship Committee, head Usher's Committee, commit to specific challenge.

Warning: You want to control everyone, but must first control yourself. Remember, *"to have authority, you must be under authority."* Be loyal to your leaders.

Reward: Follow your spiritual leaders. Allow Christ to be the Lord of your life, and God will way to move the ministry forward.

Prayer: *"Dear God, control my driving dominant personality, so I can be a successful making leader for your glory."*

"I" BEHAVIOR (Active / People-oriented)

Abilities: Communicate, inspire, influence, make friends, optimism, enthusiasm.

Opportunities: Give public testimony, drama, social committee, greeter, encourager, lead discussion group and visitation.

Warning: You naturally outshine others. Don't serve purely through your *"personality."* Also, pride and sinful lusts will destroy your testimony.

Reward: God designed you to shine for Him. When shine through you, He will use you in you ever imagined.

I, keep me humble to do your will, give you and those who praise me the glory you have done."

For Review

"C" BEHAVIOR (Passive / Task-oriented)

Abilities: Analyze, improve, discern directions, do the right thing.

Opportunities: Finance Committee, planning, office, record information, research, teach, organize and order curriculum.

Warning: Due to your cautiousness, criticism comes easy. Don't always be pessimistic and hard to convince. Increase your faith in God and trust those you follow.

Reward: Ministers need competent people to fulfill their visions. You can be a great blessing if you continually look at the possibilities, rather than impossibilities.

Prayer: *"Dear God, help me be optimistic in the midst of problems — a source of encouragement to those who find faith and victory difficult."*

"R" BEHAVIOR (Passive / People-oriented)

Abilities: Listen, support, serve, specialize, finish what others begin, be the scenes, do what needs to be done.

Opportunities: Support, call whenever needed, hospital visitation, encourage new members, office, keep records, telephoning and counseling.

Warning: Shyness hinders your opportunities to do great things for God. Be more aggressive and assertive. Be careful, people may take advantage of you.

Reward: Believing God's promise that you can do all things through Him who strengthens you, step out and try the difficult. You may be surprised what God can do.

Prayer: *"Dear God, I know you use the weak things to confound the mighty and I often don't feel capable of serving you, but through your grace I will."*

Everyone: You should never use your personality as an excuse not to do what God commands everyone to do. For example, the Bible commands you to do the work of an evangelist. "D"s and "I"s may feel more comfortable talking to people about Christ, while "S"s and "C"s may not. Yet everyone should share the *"good news."* "S"s may feel more comfortable working behind the scenes, but God may call a "S", like Moses, to lead a group. Or God may call an "I" to work behind the scenes. You must learn to *"be all things to all men that we might by all means save some."* **Whatever you do, do it through Christ. Read Gal. 2:20.**

"Choose You This Day Who and Where You Will Serve"

The following are a few suggestions where you might "fit" best in ministry. Remember, God may lead you to do things you don't feel qualified or comfortable doing. But God always empowers you to do what He calls you to do.

There are also many challenges every Christian is called to do; such as praying, witnessing, etc. Don't let the lack of a specific spiritual gift or personality type discourage you from doing what the Bible commands. You may also feel compelled to be involved in other ministries not listed. You may even desire to be involved in ministries listed under different personality types.

"D" Types —

Carpentry	Elders	Men's Min.	Prayer	Teaching
Coaching	EMT	Missions	Recreation	Trustees
Construction	Evangelism	Long Rng Pln.	Search Comm.	Ushers
Deacons	Finances	Personnel	Security	Vehicles
Discipleship	Media	Publicity	Steering Com.	Worship
				Yard Work

"I" Types —

Band	Drama	Interpreting	Piano	Supper Club
Big Brothers	Elders	Kid Kmp/VBS	Prayer	Support Group
Bowling	Elementary	Media	Publicity	Teacher
Choir	Evangelism	Men's Min.	Script. Read.	Telephone Call.
Coaching	Encouragemt.	Missions	Receptionist	Trustee
College/Career	Greeters	Music	Recreation	Usher
Communicatn.	Graphic Arts	Newcomers	Secretary	Video
Concerts	High School	New Mem.		
Counseling	Hispanic Min.	Orchestra		
Deacons	Housing Visitr.	Organ		
Discipleship	Jr. High	Photography		

"S" Types —

Altar Counselr.	Decorating	Kid Kamp/VBS		
Baptism	Discipleship	Kitchen		
Benevolence	Elders	Library		
Bereaving	Elementary	Mailings		
Big Brothers	Encouragemt.	Maintenance		
Book Store	Evangelism	Meals		
Bowling	Follow-up	Missions		
Carpentry	Foods	Newcomers		
Children	Grounds	New Mem.		
Child Care	Hispanic Min.	Newsletter		
Cleaning	Hospital	Nurse	Set-up	Visitation
Clerical	Hospice	Nursery	Shut-ins	Visitors Cards
College/Career	Housing Visi-	Office Machn.	Single Adults	Weddings
Communion	tors	Orchestra	Small Groups	Women's Min.
Concerts	Infant/Todd.	Organ	Sound System	Worship
Counseling	Interpreting	Physician	Summer Camp	Writing
Deacons	Interc. Pray.	Piano	Supper Club	Yard Work
				Youth Choir

"C" Types —

Accounting	Discipleship	Library	Physician	Supplies
Band	Drama	Mailings	Piano	Steering Com.
Benevolence	Elders	Long Rng. Pln.	Prayer	Tape Ministry
Book Store	Electrical	Maintenance	Preschool	Teaching
Carpentry	EMT	Meals	Printing	Transportation
Children	Evangelism	Missions	Publicity	Tutor
Cleaning	Finances	Music	Records	Trustee
Clerical	Follow-up	Newsletter	Scrip. Reader	Vehicles
Communion	Food	Nurse	Search Com.	Video
Computer	Floral Arrang	Nursery	Secretarial	Visitors Cards
Concerts	Graphic Arts	Office Machin.	Security	Weddings
Construction	Grounds	Orchestra	Serving Meals	Worship
Curriculum	Infants Todd.	Organ	Set-up	Writing
Deacons	Interpreting	Personnel	Sound System	Yard Work
Decorating	Kitchen	Photography		

Choosing where to be involved can be easy. First, pray God will give you wisdom about how your specific personality, spiritual gifts, talents, interests and experiences relate.

The Lord may also direct you to get involved in ministries that don't seem to fit your "giftedness." Sometimes your passions and interests create a burden to be involved in unrelated areas. God can use you in a great way as you allow Him to do His work through you.

The most practical way to discover where to serve is to consider the ministries that need your personality and spiritual gifts. For example, you may have a "S" type personality with the Gift of Serving / Ministry / Helps. Look for an opportunity to serve behind the scenes doing those things most people don't want to do — like the Kitchen or Library. You can receive deep satisfaction knowing God uses you to meet special needs.

If you're an "I" type with the Gift of Encouraging / Exhorting, you may want to get involved in a more active and aggressive outreach opportunity. "S" types prefer more passive "friendship" or "relationship" type evangelism or counseling.

"D" types with the Gift of Prophecy / Perceiving would

1. Community Awareness type ministry.

2. perceive and declare truth.

opportunities listed with your specific spiritual gift in mind. There may be other needed. You may want to consider your experience. For example, you may not fit with the Gift of Showing Mercy, but you can win the lost. Your passion and experience fit well in an evangelism ministry.

Communicate with the appropriate ministry leader about your personality type, spiritual gifts and experience. Ask for counsel

concerning where others may think you fit best. Scripture teaches, *"In the multitude of counsel there's safety."*

Temporarily volunteer to serve in various ministries. Notice how you fit and feel as you serve. Be sensitive to how the Holy Spirit uses your involvement to help others and bless you.

Choose 3 - 5 "Opportunities For Ministry" To Consider:

Fitly Joined Together with 14 Spiritual Gifts

The following are opportunities for ministry in relationship to 14 Spiritual Gifts. With your gifts in mind, look at all the ministries available. You should also consider many other gifts not included. You may also have various passions and interests that would cause you to fit well in a specific ministry not listed.

If you are already involved in a ministry that doesn't seem to match, don't think you shouldn't be involved. Remember Moses!

The following are just short lists of potential ministries. Your past and present experiences should also enter into your search for a good fit. Consider your spiritual gifts, personality type, interests, passions and experiences in making your choices. Add to the lists any ministries you think would also fit that gift. Once you have chosen 3 - 5 opportunities for ministry, be sure to notify your pastor, a spiritual leader, or ministry coordinator. Then get involved as soon as possible.

Administration / Ruling	Discernment	Encouraging	Evangelism	Faith	Giving
Accounting Benevolence Clerical Construction Counseling Deacons Discipleship Elders Finances Foods Grounds Kitchen Library Long Range Plan. Mailings Maintenance Meals Media Men's Ministry Missions Newsletter Personnel Physician Prayer Printing Publicity Records Refugee / Homeless Search Comm.	Accounting Counseling Deacons Discipleship Elders Finances Intercess. Prayer Newsletter Personnel Physician Prayer Printing Publicity Records Search Comm. Secretarial Security Set-up Small Groups Sound System Steering Comm. Supplies Tape Ministry Tutoring Transport Trustees Ushers Vehicles Video Visitors Center Writing	Altar Counsel. Adult Choir Band Big Brothers Choir Coaching College / Career Communication Concerts Construction Counseling Deacons Discipleship Drama Elders Encouragement Evangelism High School Jr. High Media	Altar Counseling Big Brothers Bowling Carpentry Cleaning Coaching Communication Concerts Construction Counseling Deacons Discipleship Drama Elders Electrical Evangelism Foods Greeters High School	Altar Counseling Baptism Big Brothers Clerical College / Career Communication Communion Counseling Curriculum Deacons Discipleship Elders Elementary Encouragement Evangelism Hispanic Min. High School Intercess. Prayer Jr. High	Accounting Benevolence Bookstore Clerical Coaching Computer Construction Curriculum Decorating Deacons Discipleship Elders Electrical EMT Finances Floral Arrange. Foods Graphic Arts Grounds Housing Visitors Kitchen Library Long Range Plan. Mailings Maintenance Meals Media Men's Ministry Missions Musician Newcomers

For Review

Knowledge	Leadership	Me	Ministry	Teaching	Wisdom		
Accounting Clerical Counseling Deacons Discipleship Elders Finances Newsletter Office Machines Orchestra Personnel Physician Prayer Printing Publicity Records Search Comm. Secretarial Security Set-up Small Groups Sound System Steering Comm. Supplies Tape Ministry Tutoring Transportation Trustees Ushers Vehicles Video Writing Yard Work	Big Brothers Coaching College/Career Construction Deacons Discipleship Elders Evangelism High School Hispanic Min. Intercess. Prayer Jr. High Long Range Plan. Martial Arts Media Men's Ministry Missions Nurse Personnel Physician Recreation Script. Reader Security Song Leader Search Comm. Senior Adults Single Adults Steering Comm. Trustees Visitation Women's Min. Youth Youth Choir	Bereav Big Broth Carpentry Child Care Children Cleaning Communion Construction Counseling Deacons Discipleship Elders Elementary EMT Evangelism Foods Greeters Homeless Housing Visit. Hospital Hospice Infants/Toddlers Interpreting Intercess. Prayer Kids Kamp/VBS Kitchen Meals Newcomers Nurse Nursery Organ Physician Shut-ins	Altar Counsel. Baptism Big Brothers Clerical College/Career Communication Communion Counseling Curriculum Deacons Discipleship Elders Elementary Encouragement Evangelism Hispanic Min. High School Intercess. Pray. Jr. High Media Men's Ministry Missions Newsletter Personnel Prayer Preschool Publicity Script. Reader Search Comm. Senior Adults Single Adults	Construction Deacons Discipleship Elders EMT Evangelism Finances Intercess. Prayer Kitchen Long Range Plan. Martial Arts Media Men's Ministry Newsletter Nurse Nursery Personnel Prayer Printing Records Script. Reader Search Comm. Security Steering Comm. Sound System Tape Ministry Teaching Trustees Visitation Women's Min. Writing	Adult Choir Altar Counseling Band Baptism Bereaving Big Brothers Bookstore Bowling Carpentry Child Care Children Choir Cleaning Clerical Coaching College / Career Communion Concerts Construction Counseling Decorating Deacons Discipleship Drama Elders Electrical Elementary EMT Encouragement Evangelism Floral Arrange.	Accounting Bookstore Clerical Coaching Computer Counseling Curriculum Deacons Discipleship Elders Electrical Elementary Finances Interpreting Library Men's Ministry Missions Physician Prayer Printing Records Script. Reader Search Comm. Security Steering Comm. Tape Ministry Teaching Tutoring Trustees Video Women's Min. Worship Writing	Accounting Counseling Deacons Discipleship Elders Finances Intercess. Prayer Men's Ministry Newsletter Personnel Physician Printing Publicity Records Search Comm. Secretarial Security Set-up Small Groups Sound System Steering Comm. Supplies Tape Ministry Telephone Call. Tutoring Transportation Trustees Ushers Vehicles Video Visitors Cards Women's Min. Writing

How To Handle Conflicts

Often, the greatest hindrances to healthy relationships are personality conflicts. Positive individuals, desiring to build good relationships, are often discouraged because of misunderstandings and clashes with others.

This section is designed to help you discover why people do what they do under pressure and why you may conflict with others. Life's success principles on how to handle clashes are clear. The problem is many people are not aware of their "sensitive spots." Everyone needs to learn more about avoiding and resolving conflicts.

Every personality has its "hot button." Everyone can act like a "D" when pushed too far. The following are tendencies of personalities as they relate under pressure.

Review the following pages with your Behavioral Blends in mind. Read each section to see how you may respond as a specific personality type. Also consider how you may respond differently because of your "hot and cold buttons."

To improve your effectiveness, control your personality and never use it as an excuse for poor behavior!

Remember — **Most problems today are not theological — they're relational — personality conflicts and clashes with others.**

"D" Behavior and all Spiritual Gifts

Under Pressure:

Becomes dictatorial, dominating, angry, intense, forceful

Sources of Irritation:

Weakness, indecisiveness, lack of — discipline, plan, direction, authority, control

Needs To:

Back off, seek peace, relax, reacting, control self, be — friendly, loyal, kind, sensitive

"I" Behavior and all Spiritual Gifts

Under Pressure:

Overly optimistic, immature, emotional, silly, wordy, selfish.

Needs:

Realism, pessimism, details, time management, structure, team participation.

Control, control emotions, strong, disciplined, punctual, honest, conscientious.

For Review

"C" Behavior and all Spiritual Gifts

Under Pressure:

Becomes moody, critical, contemplative, negative, worrisome.

Sources of Irritation:

Incompetence, disorganization, foolishness, dishonesty, inaccuracy, wastefulness, inconsistency, blind faith, false impressions.

Needs To:

Loosen up, communicate, be — joyful, positive, tolerant, compromising, open, trusting, enthusiastic.

"S" Behavior and all Spiritual Gifts

Under Pressure:

Becomes subservient, insecure, fearful, weak-willed, withdrawn, sympathizer, sucker.

Sources of Irritation:

Pushiness, instability, inflexibility, anger, disloyalty, insensitivity, pride, discrimination, unfairness.

Needs To:

Be — strong, courageous, challenging, aggressive, assertive, confrontational, enthusiastic, outgoing, expressive, cautious, bold.

Natural Responses To Conflict —

"D"s — Want To Attack
"I"s — Want To Expose Others
"S"s — Want To Support or Submit
"C"s — Want To Criticize

Recommended Wise Responses —

"D"s — Restore With Love
"I"s — Make others look good
"S"s — Care Enough To Confront
"C"s — Examine Own Self First

Spiritual Gifts & Conflicts

One of the most, if not **THE** greatest hindrance to spiritual growth is conflict. Excited Christians, desiring to serve God, are often discouraged because of misunderstandings and clashes with other Christians. This section is designed to help you discover why Christians often do what they do under pressure. It may explain why you may conflict with others. Scripture is clear on how to handle clashes. The problem is many Christians are not aware of their "motivations." Even Spiritual Gifts can be overused and abusive. The best thing about you can become the worst.

Allow God, not your feelings, to control your gift/s.

The following list of gifts and insights are not intended to be exact. Your responses often also depend on your personality type.

Gifts of Prophecy

Under Pressure:

Becomes dictatorial, domineering, demanding, angry, intense, forceful, direct, bossy.

Sources of Irritation:

Weakness, indecisiveness, laziness;
Lack of — discipline, plan, purpose, direction, authority, control, challenge.

Needs To:

Back off, seek peace, relax, think before reacting, control self, be — patient, loving, friendly, lo

Gifts of Encourage, and/or Fai

Under Pressure:

Becomes hyper, overly optimistic, in emotional, irrational, silly, wordy, self

Sources of Irritation:

Disinterest, slowness, pessimism, di
antagonism, doubt, structure, lack o
team participation.

Needs To:

Listen, count the cost, control emoti
be — humble, strong, disciplined, pi
words, conscientious.

Gifts of Mercy

Under Pressure:

Becomes subservient, insecure, fearful, weak-willed, withdrawn, sympathizer, sucker.

Sources of Irritation:

Pushiness, instability, inflexibility, anger, disloyalty, insensitivity, pride, discrimination, unfairness.

Needs To:

Be — strong, courageous, challenging, aggressive, assertive, confrontational, enthusiastic, outgoing, expressive, cautious, bold.

Gifts of Giving and/or Wisdom

Under Pressure:

Becomes picky, judgmental, sensitive, intense, manipulative, vulnerable.

Sources of Irritation:

Waste, stinginess, insensitivity; Lack of — discipline, willpower, direction, determination, Lack of—stewardship, control, challenge, concern.

Needs To:

Be — more flexible, patient, risky, understanding, forgiving, not taken advantage of.

Gift of Evangelism

Under Pressure:

Becomes hyper, talkative, doesn't listen well, pushy, intense, forceful, direct, bossy.

Sources of Irritation:

Apathy, indecision, laziness, all talk and no go, Lack of — concern for the lost, inactivity, purpose, direction, leaders as examples, challenge.

Needs To:

Back off, slow down, relax, minister to needs of others,, build relationships, be — patient, loving, friendly, kind, sensitive.

Gifts of Teaching, Discernment and/or Knowledge

Under Pressure:

Becomes too serious, haughty, high-minded, critical, contemplative, judgmental, moody, analytical.

Sources of Irritation:

Shallowness, inaccuracies, disorganization;
Lack of — preparation, validation, plan, direction, authority, control, depth.

Needs To:

Relax, build relationships, ask more questions, allow for more time being practical, ; funny, upbeat, enthusiastic.

hepherding

insensitive, overly concerned, nosey, d, overbearing.

, indecisiveness, immaturity;
ne, plan, vision, direction, power, y.

build relationships, relax, think before
lf, be — patient, loving, kind, nt.

Gifts of Serving / Ministry

Under Pressure:

Becomes selfless, sacrificing, weak-willed, cooperative, sympathetic, sensitive.

Sources of Irritation:

Inconsiderateness, inactivity, anger, disloyalty, Lack of—volunteers, help, concern.

Needs To:

Be — Challenging, aggressive, assertive, bold, enthusiastic, expressive, delegating, creative, confident, leading

Gifts of Administration/Ruling and/or Leadership

Under Pressure:

Becomes moody, critical, contemplative, negative, worrisome.

Sources of Irritation:

Incompetence, disorganization, foolishness, dishonesty, inaccuracy, wastefulness, inconsistency, blind faith, false impressions.

Needs To:

Loosen up, communicate, be — joyful, positive, tolerant, compromising, open, trusting, enthusiastic.

For Review

Leadership Insights

Most everyone responds to life's challenges and choices according to his or her personality.
Therefore, individuals who relate to others must be *personality wise*.

For example, High "S" leaders should not engage High "D" followers in small talk. "D"s prefer leaders who get-to-the-point. They want "bottom line" answers. They respond best to those who are not going to waste their time.

On the other hand, High "S" followers feel comfortable with leaders who are systematic, slower, and steady in their approaches. "S"s don't like fast talking, quick pace responses. "S"s respond best to stable and sensitive leaders.

Leader Styles

The following describes different leadership styles. People tend to lead according to their personalities, rather than adapt to the styles of others.

"D" Leaders —

"D"s are *take control* and *be in charge* types. They don't like people telling them what to do. "D" leaders can be too pushy and forceful. They need to control their direct and demanding approach to management. They make better leaders when they learn to slow down, be gentle, and not so demanding of others.

"I" Leaders —

"I"s are inspiring and enthusiastic. They tend to talk too much. "I" leaders need to listen so sensitive to rejection. They are the most positive leaders. "I"s love crowds, but not individuals.

"S" Leaders —

"S"s are the sweet, steady and stable. They don't demand anything. They are friendly but can be too nice. They need to be more aggressive. Overly sensitive to their shortcomings, "S"s need to be more confident. They hate to take risks. They often miss opportunities because of their caution. Reliable and relaxed, they are more reserved.

"C" Leaders —

"C"s are competent and compliant. They go by the book and want to do everything just right. They are thorough and detail-oriented, but tend to be too informative. "C"s need to be more positive and enthusiastic. They answer questions people aren't asking. When optimistic, "C"s are extremely influential. They should not concentrate on problems, but focus on potentials.

The most effective Leader is the blended Servant Leader. These type individuals learn how to adapt and become "all things to all men." They understand that everyone is often motivated by their specific personality. They guard their strengths from overuses, and improve/perfect (2 Cor. 12:9-10) their "uniquenesses / weaknesses."

Follower Styles

People also follow according to their personalities. Identifying individual followers' styles make leaders more effective.

"D" Followers —

"D"s respect strong leaders. They want to be part of a winning team. They follow with power and authority in mind. They wonder, "*Will this action make me more respected and / or get the job done?*" "D" followers need choices, rather than "get-in or get-out" ultimatums. They need opportunities to do their own thing.

"I" followers follow with their hearts. They tend to be impulsive and take opportunities that will make them look good. They make great first impressions and ability to persuade often turn them over to rise to the top. Sometimes you have to win over whom.

"S" followers don't make quick decisions. They like leading and gentle. They want to establish a leader who will be around for a long time.

"S"s are concerned about service and stability. When it comes to sensible and slow judgment, "S" followers feel right at home. They like familiar and low-key environments.

"C" Followers —

"C"s are "Consumer Report" type followers. They analyze each decision. They love research and development. "C"s are quality oriented followers. They don't like quick or costly decisions. Picky and precise, they follow with their minds, rather than hearts. "C"s seldom respond positively at first. They often want time to think about their decisions. Once convinced, they follow best.

Blended Servant Leaders allow the Holy Spirit to control their drives, passions, and wills in order to motivate others more wisely. Servant Leaders are Transformational Leaders who raise people up to follow on a higher plain. Anyone can be a Servant Leader. Your giftedness and "DISC" personality type is not most important. It's your relationship with God and others that makes the difference. *God doesn't always call the qualified, but He always qualifies the called!*

Biblical Resolution Management

Covenant —

In obedience to God's Holy Word and commitment to practicing Biblical Resolution Management, I promise to follow the Principle of Priorities. That is, my priorities are to glorify God, build harmony in the church, and avoid conflict. I will do as Matthew 18 admonishes—go to an offending brother "first alone."

First Step —

I will not first share the offense with another person. I am committed to restoring the relationship, rather than exposing possible sin. I recognize most problems with people are personality clashes, and I will try to understand their actions based upon their perspective.

Second Step —

If going to a person "first alone" does not resolve our differences, I promise to seek a neutral and mature individual who will listen to each of our perspectives of the problem. This person will hopefully be able to shed light on one or both of our blind spots or areas of needed growth in order to glorify God.

I recognize that the "witness" may reveal or say things I won't like, but I will believe God is using him or her to resolve the conflict, rather than take sides. (The "witness" must be an individual with deep spiritual wisdom and highly respected by all those involved.)

Warning —

I will not seek to find others who have also been offended, nor share my concerns with potential "witnesses" prior to the meeting with my "offending brother." The purpose of having a "witness" is not to validate my hurt but rather to open my heart and mind to the possible needs I may have regarding my relationship with others.

I realize my friends may naturally listen to my concerns, but also take up my offense. I will, therefore, not cause them to become a party to a possible division and disharmony because of our friendship. Whenever I feel an urge to share the offense with my friends, I will pray and commune with God about my hurt.

Confronting Ministry Leaders —

I believe in the scriptural admonition to not rebuke an Elder (spiritual leader), other than in grave matters of misconduct and open sin (1 Timothy 5:19). I will earnestly pray for and follow those God has placed in leadership over me. I will not allow anyone to criticize them without following the principles in Matthew 18 and without the specific person present.

If I have a problem with my ministry leader, I will go "first alone" to them. I will not share my concern with anyone. I will listen and try to understand their perspective of the problem. If I am not satisfied with their explanation and continue to have animosity, I will ask their permission and counsel to find a "witness" who will listen to our conflict.

If the "witness" finds I have misunderstood the situation and should continue no further, I will trust God to complete His work in my life by casting my burden on the Lord and leaving it there. If the "witness" agrees with my concern and finds the ministry leader wrong and the leader refuses to hear the "witness," we will then find a group of two or three other "witnesses" who will hear the matter and determine what God is doing through this conflict.

Serious Step —

If I continue to find fault with a ministry leader and cannot worship in "spirit and truth," I will seek to join another ministry rather than cause any conflict and disharmony. I am committed to pleasing God through resolving my conflicts, even if it means separating myself from the source of my irritations.

Ultimate Goal —

I commit myself to be spiritual rather than "normal" and supernatural rather than "natural" when it comes to solving my problems with others. I want God's will and way to resolve my conflicts and will do as the Holy Bible teaches, regardless of my normal and natural feelings.

My ultimate goal is to glorify God through bearing much fruit, getting involved in ministry, and avoiding and resolving conflicts.

Joy & Giftedness

The words "joy" and "gifts" are related in the Bible. They both come from the same Greek root word. Their connection has wonderful implications — real joy comes when we exercise our gifts. God divinely designed us with plan and purpose. His purpose was to bless us, by our discovering and using our giftedness for His glory.

Discovering our giftedness is fascinating. But the main thing is to keep the main thing the main thing! What is the main thing? It is to *"glorify God with your body and spirit,"* 1 Cor. 6:19,20. We glorify God most, while reaping the benefits of true joy when we allow God to use us as He designed us.

Scripture admonishes us to *"present our bodies, living sacrifices to God . . . is that good and acceptable will"* 12:1,2. If you really want to die for your life, you must give God. Give Him your feelings, though both naturally with your person and naturally with your spiritual gifts.

The Bible teaches us not to be tossed to and fro, all mixed up in the world. Instead, we should *"speak the truth in love that we may grow up in Christ,"* Eph. 4:15.

We all need to mature in Christ, so we can enjoy life as God intended!

Because these lessons are so important, your church has provided you with this tremendous learning experience. Everything would be wasted if you ended this study without determining to be involved in a specific ministry. Also learn how to avoid and resolve conflicts based upon Biblical Resolution Management principles and ministry will be more meaningful.

Consider making a commitment to follow Christ. Dedicate your giftedness to God. He wants to bless you more than you could ever imagine. Remember happiness is a choice. You will experience true joy, *"charis,"* when you are exercising your giftedness. But you must make a commitment to exercise your giftedness.

Don't wait for anyone to ask you to get involved. Start this week by just showing up and saying, *"I'm ready to serve!"* Don't be surprised if things are a little disorganized and chaotic at times. Remember

Exercise your giftedness to experience joy!

For Review

These lessons should help you understand ministry. Remember, *everybody*! This could be your Day 1. God pours out His blessings and uses you in ways you never dreamed. But it could also be a nightmare, because of *people*. Serve God, regardless of whatever conflicts and clashes you may have, and you WILL be blessed.

Keep your eyes on Christ and you will succeed!

This is the end of your report.

My Action Plan

Prayerfully complete the following . It is not necessary to share with others, but you may want to find someone to pray with you concerning your desire and need to get involved in ministry. Ask your pastor or a church leader to help you go on from here. Take advantage of every opportunity to learn more. Review your entire report and trust God to use you in a great way!

1. My three highest spiritual gifts are: _____;

_____;

This means I also tend to be more _____

_____.

2. The overuse of these gifts sometimes makes me _____

_____.

3. My highest personality profile plotting point in Graph 1: _____; Graph 2: _____.

This means I tend to be more _____

_____.

4. The overuse of this type sometime _____

_____.

5. My most obvious combination per _____

6. To communicate and relate with o _____

_____.

7. My greatest blessing and / or strug _____

_____.

8. I should guard or improve my following spiritual gifts tendencies: _____

_____.

9. I should guard or improve my following personality tendencies: _____

_____.

10. To grow more spiritually, I will get involved in the following ministries: _____

_____.

11. To avoid and resolve conflicts more effectively, I will covenant with God to especially follow the following steps:

_____.

12. My prayer in discovering and exercising my giftedness is: _____

_____.

_____.

**For
Review**