

MEMBERSHIP & MINISTRY PROFILE

Combining Spiritual Gifts with the 4 DISC Personality Types Profile

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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 are

Everyone has a predictable pattern. There are four basic personality types that determine your unique personality. The way you do, review this entire

Our personalities should never be a excuse. "That's just the way I am. Love me, love my quirks." but we should not blame our own poor reactions on our personalities.

For Review

For specific personality. There are four temperaments, blend together to form a unique personality. We often feel, think, and act the

. The attitude of many is: "That's just the way I am. Love me, love my quirks." that when you married me,"

Each temperament style represents a specific behavior pattern. How we use or abuse our personalities determines our effectiveness with others. Once we understand the four quadrant model of behavior styles, we can begin to identify our individual profile. To simplify the four types of temperaments, we will use William Marston's DISC titles. The following are the four quadrants of the DISC model:

"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 four basic personality type determine your unique way you do, review the report. Study the "Pie of summarizes the Four Temperament Model of Human Behavior for maximum learning.

For Review

a specific personality. There are four basic personality 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.

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.



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 pressure - Allows freedom

Is direct - Gets to the point -

Needs to Learn: You need people to lead you - Everyone has a boss - Self-control - Sensitivity to people's feelings

More controls are needed - Being direct is important -

For Review

"I" Type Behavior

Basic Motivation: Recognition & Approval

Desires: Prestige - Friendly relationships - Freedom from details - Opportunities to help others - Opportunities to motivate others - Chance to verbalize ideas

Respond Best To Leader Who: Is fair and is also a friend Provides social involvement - Provides recognition of abilities - Offers rewards for risk-taking

Needs to Learn: Time must be managed - Deadlines are important - Too much optimism can be dangerous - Being responsible is more important than being popular - Listening better will improve one's influence

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

"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 resources to do task

tailed operating procedures -

Needs to Learn: Total support
Deadlines must be met - More

lanation is not everything -

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 when individuals are either in their comfort zones. People tend to be more comfortable in the privacy of their homes than they have in public.

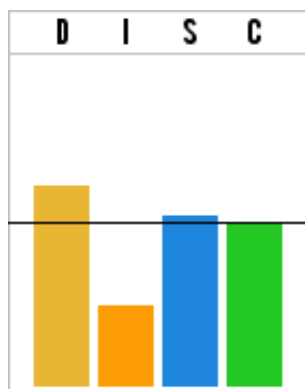
Review the following insights from your specific Graph 1 personality type.

For Review

views from a public perspective - away from their homes or at work or away from where they live.

the type that describes your

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 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 reserved because of your aggressive part of you that doesn't like to constantly sit still and wait for a charge while cautiously moving forward. You also like help and more assurance. You tend to plan and prepare more than to communicate it well to the masses.

For Review

How Others See You

You are often seen as a block to 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 aggressive and reserved. You are more direct and cautious. You seem to have a lot of excitement when speaking to a group. You are skilled in public persona. You are a good listener and demonstrate sincere concern for those who need your tender loving care. You lead more by example and personal effort, as opposed to just motivating others to do all the work for you.

For Review

Your behavior. You tend to be more direct, directing, sensitive, soft spoken, and enthusiasm and more patient with great communication skills. You influence others well. You are a good listener and demonstrate sincere concern for those who need your tender loving care. You lead more by example and personal effort, as opposed to just motivating others to do all the work for you.

Follower Style

You tend to be a good follower when you control your desire to be in charge. Followers have to let others tell them what needs to be done. You think people would rather have you give all the commands. You are one of the best when it comes to your following submissively and competently. You like to obey and prefer to follow the rules. You can be a risk taker, but often guard your aggressiveness through your cautiousness. You tend to plan and prepare a lot so you will be wiser and able to follow your leaders in a sure and steady fashion.

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 a

Overuses and Abuses

You tend to overuse your door. When people try to take advantage of you, you tend to be stubborn and defiant when people try to get you to do things you don't want to do. You tend to be concerned about being popular or friendly to everyone. You tend to be concerned about being in the limelight or recognized by others. You tend to be in the limelight or recognized by others. You tend to be in the limelight or recognized by others.

For Review

When you are too easy going and stubborn and defiant when people try to get you to do things you don't want to do. You tend to be concerned about being popular or friendly to everyone. You tend to be in the limelight or recognized by others. You tend to be in the limelight or recognized by others. You tend to be in the limelight or recognized by others.

Guard Against & Warnings

Don't hesitate to speak to large groups. You often have great material to share. You tend to be both challenging and sensitive when you speak, but you sometimes avoid speaking opportunities. You tend to be disinterested and would rather work behind the scenes making sure the jobs get done and are completed correctly. You are people-oriented, but not with crowds. You prefer working with small groups or motivating individuals. Overcome your disinterest in public speaking and force yourself to inspire and influence the masses. Don't let your quiet and sometimes humble attitude hold you back from communicating with conviction, warmth, and information.

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: " " both graphs are the same, your understanding of them wi it, keep the appropriate perspective in mind and interp

People seem to respond and k subjective, based on the DISC guarded, masked, or controller specific personality type in mir descriptions.

For Review

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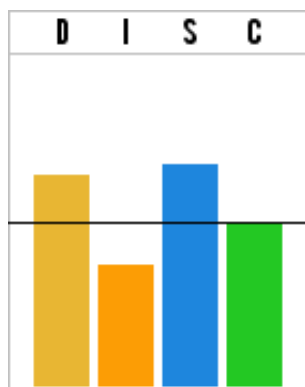
This is simply how you tend to behave when you think others are watching, and you want to make good impressions. Your interpretation of this information should take into account your environment, maturity, spirituality, and experiences.

This is NOT a psychological evaluation and is not intended to be used as a definitive example of your behavior.

Preface: This section is designed to describe specific personality types from a private perspective - when individuals are either in their home environments or in settings among friends and relatives. People tend to have different motivations in public - at home or away from work than they have in public - at work or among casual friends or strangers.

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 are sweet and sensitive, as well as abrasive or forceful. You seem to think people expect you to be reserved because of your soft and reserved nature. You like to constantly sit still and wait before moving forward. You also like to plan and prepare more for the masses.

For Review

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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 you are 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 aggressive and reserved. You are sensitive, soft and cautious. You lack excitement when speaking to a crowd. You lack communication skills or a public speaking ability. You influence others well and are a good listener. You care for others and show your tender loving care. You lead more from example and personal effort, as opposed to publicly motivating others to do all the work for you.

For Review

You tend to be direct and directive in your behavior. You tend to be direct and directing, as well as controlling. You can lack enthusiasm and spontaneity. You are a natural, charismatic leader with great communication skills. You tend to be speaking informally or casually. You are a good listener. You care for others who need your tender loving care. You lead more from example and personal effort, as opposed to publicly motivating others to do all the work for you.

Follower Style

You tend to be a good follower when you control your desire to be in charge. You think people would rather have you lead and give all of the direction. You are one of the best when it comes to following submissively and compliantly. You like to obey, and prefer to follow the rules. You can be risk-taking, but often guard your aggressiveness with your cautiousness. You tend to plan and prepare extensively so that you will be wise and able to follow your leaders 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

You prefer dealing with conflicts directly, 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 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 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 door for people to try to take advantage of you. When people try to get you to care about being popular or friendly, you may be in the limelight or recognize your turn around and are sorry for your part in it. You also tend to overanalyze and prepare.

For Review

You are too easygoing and may be stubborn and defiant. You don't want you to be concerned and kind, but you don't need to be too hard on others, and you

Guard Against & Warnings

Don't hesitate to speak to large groups. You avoid speaking opportunities, even though you often have great substance to share. Furthermore, you have the ability to be both challenging and sensitive when you speak. You tend to be disinterested and would rather work behind the scenes to ensure the job gets completed and done correctly. You are people-oriented, but not with crowds. You prefer working with small groups or motivating individuals. Overcome your disinterest in public speaking, and force yourself to inspire and influence the masses. Don't let your quiet and sometimes humble attitude hold you back from communicating with conviction, warmth, and information.

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 Unique descriptions from a Graph 2: " understanding of them will be in mind and interpret the descr

People seem to respond and be subjective, based on the DISC unguarded, unmasked, and ac relatives. Review the insights you are always characterized l

For Review

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ind, but do not conclude that

This is simply how you tend to behave when your true feelings are evident or come out under stress. Your interpretation of this information should take into account your environment, maturity, spirituality, and experiences.

This is NOT a psychological evaluation and is not intended to be used as a definitive example of your behavior.

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 less familiar environments). id mask on (usually at work or in guard, or take your mask of at your hair down, drop your most friends and relatives or in more familiar environments

When both graphs are similar configurations in you that you are satisfied with y willing to adapt or change it

For Review

ations and feelings. Having very productive. It may be a sign s, or it can mean that you are not

Understanding and adjusting your thoughts, feelings, and actions to these insights can be very productive and wise. Review and study your two graphs, keeping in mind the similarities and differences. Then, learn how to control your motivations, rather than letting them control you.

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 in the spotlight. They are more introverted, than extroverted.

When these types are immature of their responses. They tend to be surprisingly forceful. They don’t

On one hand they seem to be other hand, they can come across as friendly or outgoing. Their strength

For Review

anor makes them lose control of their responses. They often become very stubborn.

al and contemplative. On the other hand they naturally don’t seem very outgoing.

When speaking publicly, they share with confidence and seem to be very knowledgeable of their subjects. They have softness sandwiched between dominance and competence. They seem to have a triple-edged sword made of decisiveness, submission, and competence.

Their greatest challenge is in their disinterest in impressing others. They tend to lack the motivation to sell themselves or outshine others. When immature and undisciplined they seem to overdo their strengths. They fall short because of their weaknesses.

They would greatly improve their effectiveness if they would guard 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. He enjoys the companionship of individuals more than the energy of attention or approval.

He tends to be more laid back. He enjoys working on projects with quality control.

This person is probably mature. He has taken charge of his own decisions. He has rough edges over time. He has imagination. He prefers to be in charge, but not at the expense of others. He would also rather work behind the scenes improving things than standing around and just talking or playing. This person shows his maturity by his balanced behavior. He is both active and passive, plus he demonstrates security and stability despite his natural need for safety and slowness.

He can also be task and people-oriented, but he prefers to work on challenging projects where he can investigate and evaluate his options. He would rather work or relate with small groups as opposed to large gatherings.

He can get lost in a crowd, because he doesn’t seek to be seen or recognized. He has disciplined his ego and doesn’t dominate discussions. He seldom interrupts in conversations and seems to always say the right things.

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 seem to think people expect you as reserved because of your cautiousness. You don't like to constantly sit still, but you cautiously move forward. You need assurance. You tend to plan ahead well to the masses.

For Review

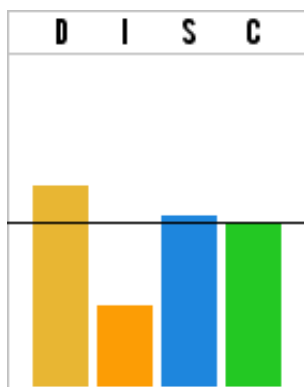
talkative or a crowd pleaser. often don't consider yourself there is a part of you that like to be in charge while hesitant or need more don't always communicate it

C/S/D - COMPETENT STEAD

Discovering your behavioral blends

"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.

Controlling your behavioral blends



- 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 seem to think people expect reserved because of your soft like to constantly sit still and w moving forward. You also like tend to plan and prepare more masses.

For Review

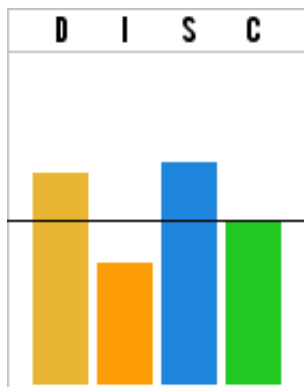
talkative or a crowd pleaser. often don't consider yourself is a part of you that doesn't in charge while cautiously need more assurance. You communicate it well to the

C/S/D - COMPETENT STEAD

Discovering your behavioral blends

"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.

Controlling your behavioral blends



- 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

UY TEST 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
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

UY TEST tends to be less:

Outgoing / Active
Gentle / Soft / Humble
Calculating / Analytical
Convinced / Cocky
Obedient / Submissive
Pleasing / Good-natured
Inventive
Organizing
Right
Objective
Compassionate
Protective
Preparing / Researching
Smiling / Happy
Dynamic / Impressing
Original / Creative
Strict / Unbending
Hospitable / Enjoys company
Exciting / Spirited
Bottom line / Straight-forward

For Review

UY TEST'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

UY TEST's "I" Tendencies seem to be:

Hyper, Energetic, Admirable, Elegant

UY TEST's "S" Tendencies seem to be:

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

UY TEST's "C" Tendencies seem to be:

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

UY TEST's "D" Tendencies are not very:

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

UY TEST's "I" Tendencies are not very:

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

UY TEST's "S" Tendencies

Gentle, Soft, Humble, Plea

UY TEST's "C" Tendencies

Calculating, Analytical, Pe
Researching, Original, Cre

For Review

ays company

mpetent, 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
motivation is vital to spiritual vi
why you do what you do. Hope
resolving conflicts, and fulfilling

You should constantly examin
You can also learn why you fe
should always lead to obedien

For Review

Knowing and exercising your
signed to help you understand
1, avoiding as well as

od's will and on serving Him.
assessment and discovery

The path of every search must pass beyond yourself toward knowing God better (Philippians 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 booklet. Since most people are more concerned about their personalized insights, we will begin with a general review of your personality type" .. after this Spiritual gift insight will get listed that is the users Primary Spiritual Gift and Behavioural Blends.

These are the spiritual gifts 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 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.

Primary Spiritual Gifts

- Interpretation (34/40)
- Wisdom (34/40)
- Faith (31/40)
- Pastor / Shepherd

Good Fit Opportunities

- Counseling
- Deacons / Elders
- Discipleship
- Elders
- Intercessory Prayer
- Media
- Newsletter
- Personnel
- Publicity
- Search Committee

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.

Interpretation

The Gift of Interpretation is found in those who have the unusual ability to glorify God in ways otherwise unknown. Those with this gift use their explanation of what is spoken in tongues, thoughts or concerns to what is spoken in interpretation, but should always be used with caution.

In a word: Translator

Overuse: Use translations to push own agenda

Goal: Clarify what is spoken in tongues and build believers.

Scripture: 1 Cor. 12:10; 14:5; 14:26-28

For Review

Others speak in tongues. They use interpretation of what would be spoken in tongues and encourage others through their explanation. Guard against adding their own thoughts. Sometimes very strong with their interpretation. Always prophecy.

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: Perceptive

Overuse: Speak down to people

Goal: Consistently trust and ask God for wisdom

Scripture: 1 Cor. 12:7-8; Jam. 3:13-18

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 with others
Scripture: 1 Cor. 12:7,9; Matt. 8:5-16; Heb. 11:1

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 / Serving /Helps, this gift involves the motivation to lead. Pastor / Shepherds are compelled to e others to work together is impc harmony. Untrained lay-people service as one of maturing oth spiritual health.

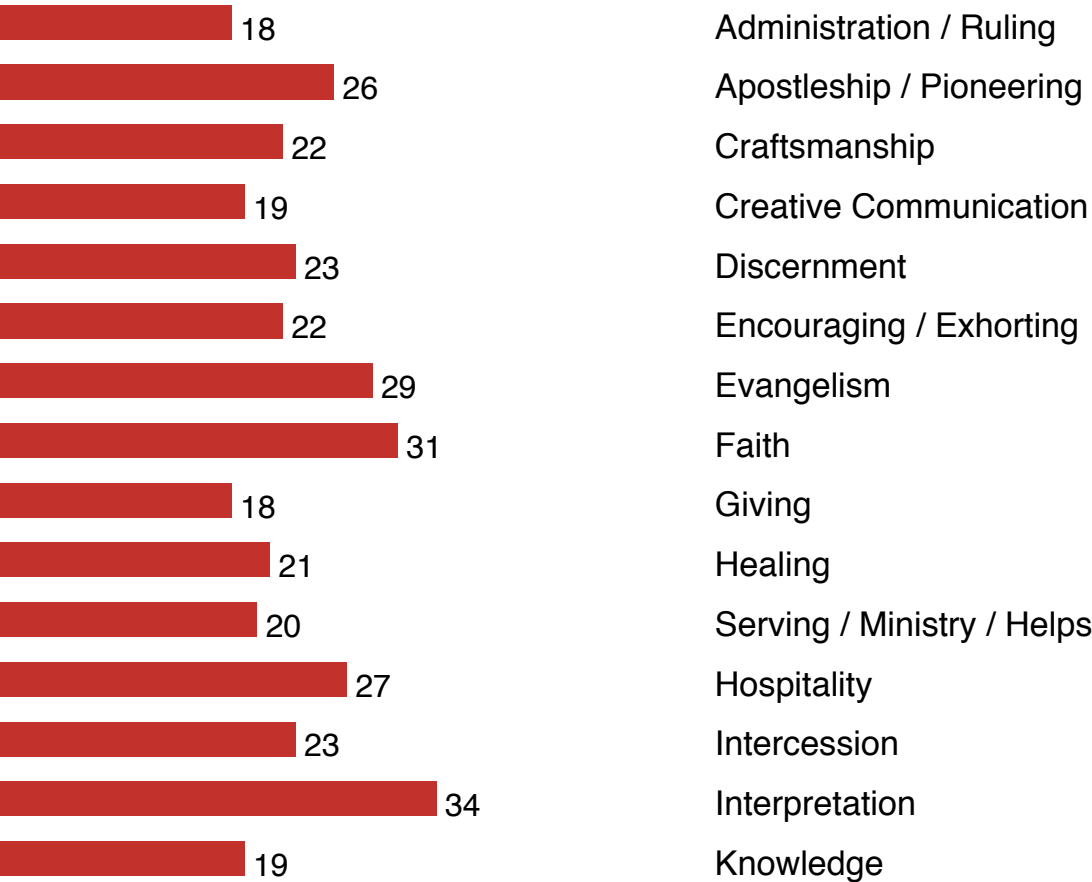
In a word: Discipler / Leader
Overuse: Takes Advantage of
Goal: Strong leadership, not n
Scripture: Eph. 4:11; 1 Pet. 5

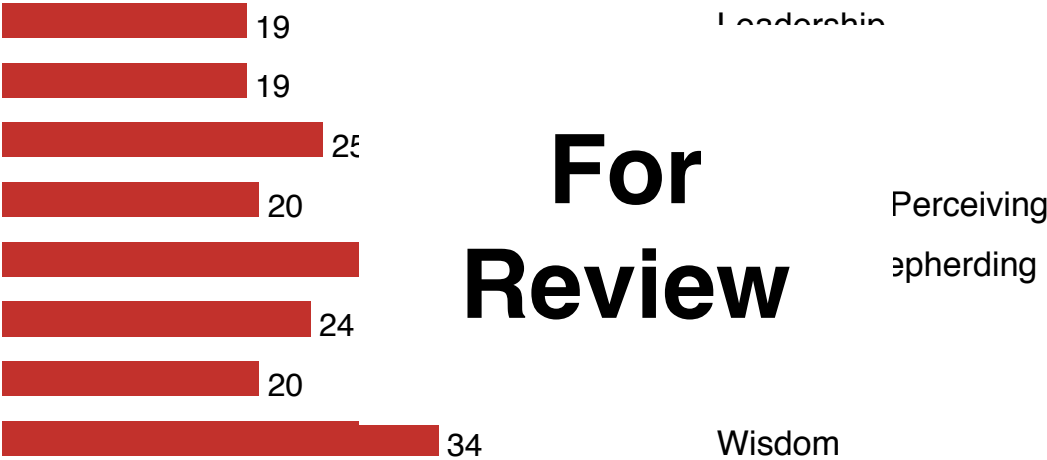
For Review

he body's sake. Influencing cipation, they emphasize epherding. They see their istry, they feel strong about

The graph of your Spiritual Gifts

Name: UY TEST ONLY TEST





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.

Interpretation

Abilities: Unique ability to trar

Opportunities: Encourageme

Warning: Don't interpret out fr

Reward: Blessing others by m

Prayer: Dear God, Help me to
will grow in Christ, rather than

For Review

and positive so that others

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.

Pastor / Shepherding

Abilities: 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.

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
mind, look at all the ministries
You may also have various pa
ministry not listed. If you are all
you shouldn't be involved. Per

iritual Gifts. With your gifts in
any other gifts not included.
you to fit well in a specific
it seem to match, don't think

For Review

Interpretation

Altar Counselor
Clerical
Communion
Deacons / Deaconesses
Elementary
Hispanic Ministry
Jr. High
Newsletter
Preschool
Search Committee

College/Career
Counseling
Discipleship
Encouragement
High School
Media
Personnel
Publicity
Senior Adults

Young Brothers / Sisters
Communication
Curriculum
Elders
Evangelism
Intercessory Prayer
Missions
Prayer
Scripture Reader
Single Adults

Wisdom

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

Counseling
Elders
Men's Women's Ministries
Physician
Records
Security
Sound System
Tape Ministry
Transportation
Vehicles

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

Faith

Altar Counselor
Clerical
Communion
Deacons / Deaconesses
Elementary
Hispanic Ministry
Jr. High
Missions
Prayer
Scripture Reader

Baptism
College/Career
Counseling
Discipleship
Encouragement
High School

Big Brothers / Sisters
Communication
Curriculum
Elders
Evangelism
Intercessory Prayer
Men's Women's Ministries
Personnel
Publicity
Senior Adults

For Review

Pastor / Shepherding

Altar Counselor
Clerical
Communion
Deacons / Deaconesses
Elementary
Hispanic Ministry
Jr. High
Missions
Prayer
Scripture Reader

Baptism
College/Career
Counseling
Discipleship
Encouragement
High School
Media
Newsletter
Preschool
Search Committee

Big Brothers / Sisters
Communication
Curriculum
Elders
Evangelism
Intercessory Prayer
Men's Women's Ministries
Personnel
Publicity
Senior Adults

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.

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!

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 discover why Christians often do what they do under pressure. It may explain why you clash. The problem is many gifts can be overused and abused. Use your feelings, to control your gift mind. Read each section to see how you may respond.

To improve your effectiveness, change your behavior!

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

For Review

is clear on how to handle situations. Even Spiritual Gifts can be the worst. Allow God, not your Behavioral Blends in personality type. Also avoid buttons."

Use it as an excuse for poor

Top Spiritual Gift's Conflicts

Gift of Interpretation

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.

Gift of Wisdom

Under Pressure: Becomes picky,

Sources of Irritation: Waste, indecision, determination, Lack of stewardship,

Needs to: Be more flexible, patient,

For Review

manipulative, vulnerable.

line, willpower, direction,

not taken advantage of.

Gift of Faith

Under Pressure: Becomes hyper, overly optimistic, immature, emotional, irrational, silly, wordy, selfish.

Sources of Irritation: Disinterest, slowness, pessimism, details, time restraints, antagonism, doubt, structure, lack of enthusiasm, team participation.

Needs to: Listen, count the cost, control emotions, be humble, strong, disciplined, punctual, careful with words, conscientious.

Gift of Pastor / Shepherding

Under Pressure: Becomes serious, insensitive, overly concerned, nosey, intense, regimented, overbearing.

Sources of Irritation: Spiritual weakness, indecisiveness, immaturity; lack of discipline, plan, vision, direction, power, control, consistency.

Needs to: Serve by example, build relationships, relax, think before reacting, control self, be patient, loving, kind, considerate, tolerant.

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. More than others, but there is no wrong or abnormal combination.

There are uncommon blends (e.g., "D" type personality. Most people give certain people this unique "strength" or a "velvet covered fist" and does what He pleases).

For Review

e.g., Gift of Showing Mercy and a "D" type personality. But God sometimes gives you what you don't want, like "gentle strength" or "oxymoron", like "gentle strength", but God makes no mistake.

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!

S Type Personalities With Gift of Interpretation

Sweet and sensitive personalities with the Gift of Interpretation tend to be more passive. They are not very aggressive or assertive. They tend to be stable and security-oriented when translating tongues speaking. They are more soft spoken. They don't force themselves or their interpretations on others. They seem to be more loving and caring than most people. But they can be taken advantage of when others see them as weak. They need to learn to be more confident and bold. They humbly translate what others speak in unknown languages. They are quiet servants, ready to help others by interpreting what is being spoken in tongues.

S Type Personalities With

Passive / people oriented Christians with the Gift of Wisdom. They have unique insights when it comes to right and wrong. They are loyal and faithful way of dealing with others. They do share their wisdom, but not out more. But they often demonstrate

For Review

wise decisions often have to be made, but do have unique insights. They are not often sought out by others, because of their quiet nature. They are more than most people, but when they speak, they are humble and need to speak with wisdom.

S Type Personalities With Gift of Faith

Passive / people oriented Christians who seem to trust God when everyone else has given up. They 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.

S Type Personalities With Gift of Pastor / Shepherding

Submissive type Christians with the Gift of Pastor / Shepherd are selfless 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.

Appendix

Table Of Contents

This Table of Contents is for the generic pages of your *Combining 23 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.

<i>Introduction</i>	<i>A-2</i>
<i>Spiritual Gifts Descriptions</i>	<i>A-3 - 6</i>
<i>Historical Background</i>	<i>A-7</i>
<i>Interpretation...</i>	<i>A-8</i>
<i>How To Read Graphs</i>	<i>A-9</i>
<i>Understanding the Graphs</i>	<i>A-10</i>
<i>Discovering Behavioral Blends</i>	<i>A-11 - 12</i>
<i>Controlling Behavioral Blends</i>	<i>A-13 - 14</i>
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<i>Involvement From A Spiritual Gifts Perspective</i>	<i>A-23 - 24</i>
<i>Involvement / Personality Perspective</i>	<i>A-25</i>
<i>“Choose You This Day ...”</i>	<i>A-26</i>
<i>Fitly Joined Together</i>	<i>A-27 - 28</i>
<i>How to Handle Conflicts</i>	<i>A-29</i>
<i>Spiritual Gifts & Conflicts</i>	<i>A-30</i>
<i>Leadership Insights</i>	<i>A-31</i>
<i>Biblical Resolution Management.</i>	<i>A-32</i>
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<i>My Action Plan</i>	<i>A-34</i>

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 ministering to others! God needs every member should also be blessed.

The Bible confirms that God's plan and purpose was to call you to glorify Him with specific gifts. You have a God-given purpose.

Discovering how God calls you and exercising our motivation is vital to spiritual victory. The information in this report is designed to help you understand why you do what you do. Hopefully, this will result in personal growth, avoiding as well as resolving conflict, 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 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

made (Psa. 139:14). God's love is for You. He gifted you to serve Him naturally. As a Christian, you should motivate you.

enlightening. Knowing

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 twenty-three spiritual gifts. These twenty-three gifts are featured based upon their functional and practical use.

Administration / Ruling —

The Gift of Administration / Ruling is seen in those who either like to organize or delegate to others. Compelled by a like to find things for people to do. Unlike the of Administration / Ruling focuses on team pa big picture and work to keep everyone on track organized, they prefer delegating tasks. They sit needs to be done, then design systems or give res can get the job done. They are gifted to forge f

In a word: Initiator

Overuse: Expects too m

Goal: Lead by example, not ma

Scripture: Rom. 12:8; 1 Cor. 12:2

Apostleship / Pioneering —

Unlike Apostles of old, who actually saw the Lord and spread the Word les today have a clear vision to start new minis- it. They make great church planters and strong ers today have a self / spirited appointed calling may never dare. They demonstrate tremendous hers to follow. They also have contagious and o cross cultural, geographical, and economic postles / Pioneers today are often used by God their region and ministry.

word: Pioneer / Visionary

shes too hard / Too much authority

Build deeper and stronger.

1; 1 Cor. 9:1-2; Ga. 2:8-10; 1 Cor. 12:28-29

For Review

Craftsmanship —

The Gift of Craftsmanship is evident in the making things. They have the unusual ability to design and assemble things. They tend to be more task-oriented. They love to create things that are helpful to others and / or appreciated for their quality. Those with the Gift of Craftsmanship can be tremendous blessings to those who need special help in putting things together or making things from scratch. They can get too involved in the project and often overlook the people around them. They tend to be perfectionists and specialists in whatever craft.

In a word: Handy

Overuse: Too focused on work, and not on others

Goal: Create things to bless others, not glorify self.

Scripture: Ex. 31:3; 35:31-35; Acts 9:36-39; 2 Kings 22:5-6

munication —

Communication is obvious in those who enjoy performing or directing drama presentations. They love to express themselves and teach lessons through role playing and skits. They tend to be very creative and able to act out specific feelings to communicate biblical truths. Those with the Gift of Creative Communication must guard against seeking the spotlight. They make great reflections of THE Light of the World. They can add so much to worship and preaching by creating dramas that illustrate the lessons of the sermons.

In a word: Actors or Actresses

Overuse: Dramatic expression that leads to self glory

Goal: Teach lessons, rather than focus on talent.

Scripture: Psalms. 150:3-5; 2 Sam. 6:14-15; Mark 4:2, 33

Discernment —

The Gift of Discernment is evident in those who have unusual ability to see through a lot of confusion and pinpoint 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 the violation of biblical principles. They feel strongly about obeying truth and 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.

Scripture: 1 Cor. 12:7,10b; 1 Cor. 2:14

Encouraging / Exhorting —

Christians with the Gift of Encouraging / Exhorting find themselves lifting others up. They are compelled to give advice. As counselors, they seem to often have steps of action. While Prophets declare truth and Teachers clarify truth, Encouragers 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 Encouragers 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.

Scripture: Rom. 12:6,8; Acts 11:23-24; Heb. 10:24-25

Evangelism —

Christians with the Gift of Evangelism feel compelled to win souls. They seem to have the ability to communicate the gospel very effectively. Their concern for witnessing to a lost and dying world is evident. They desire to be involved in ministries to reach people for Christ. The Gift of Evangelism motivates them to want nearly every message they hear to include the gospel and an invitation to trust Christ. Missions and outreach are important to them. Always being ready to give an answer to every person is their goal. Conversations seem to often turn toward eternal values. The worth of souls and the task of evangelism are most important to the Evangelist's motivation.

In a word: Dynamic

Overuse: Zeal

Goal: Build disciples, not statistics.

Scripture: Eph. 4:7,11; Acts 8:26-40; Luke 19:1-10

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 with others.

Scripture: 1 Cor. 12:7,9; Matt. 8:5-16; Heb. 11:1

Once you have studied your Spiritual Gifts Graph you should study these pages with their brief summaries of all the gifts.

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 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 are like the man who gives to the wheel that squeaks the loudest, but to the most grease. Givers have unique financial insight and are especially well on boards responsible for maintaining the church. They are conscientious and conservative. The Gift of Giving is evident, but a genuine interest in wise stewardship.

In a word: Steward

Overuse: The power of money

Goal: Sincere stewardship, not financial gain

Scripture: Rom. 12:6, 8b; Acts 4:32-35

Healing —

The Gift of Healing is evident in those with the divine power to pray and see people healed. They have unusual faith that God can heal anyone. They emphasize the healing power of God. Those with the Gift of Healing are used by God to restore people to wellness. They have faith of those needing healings, rather than their own. They authenticate messages from God's Word through their prayers. Remember, God doesn't promise to heal everyone; rather, God's power is more important than the healing.

In a word: Restorer

Overuse: Assuming everyone should be healed

Goal: God's power and not their gift to heal.

Scripture: 12:9, 28, 30; Acts. 3:1-16; Mark 2:1-12

For Review

Hospitality —

The Gift of Hospitality is that special interest in food and fellowship, or to just provide a place to stay. Those with the Gift of Hospitality seem to always be ready and willing to invite guests over or offer their home for a place to meet for any occasion. They love to provide refreshments or prepare meals for individuals or groups. They seldom show irritation over last minute requests to have someone over or to host a group. They tirelessly serve to make people comfortable and encouraged.

In a word: Sociable

Overuse: Take on too much / Get worn out

Goal: Provide fellowship without sacrificing family time.

Scripture: 1 Pet. 4:9-10; Acts 16:13-15; Luke 14:12-14

Intercession is found in those with a passion to pray. They intercede on behalf of those in distress. They faithfully petition God on a daily basis for specific needs. They recognize spiritual battles are often won on one's knees. Those with the Gift of Intercession believe God moves in response to prayer. "Much prayer, much power," is their motto. They should guard against being pushy and feeling superior. They are tremendous blessings to those needing someone to consistently intercede on their behalf. They are the spiritual glue of every church.

In a word: Prayer Warrior

Overuse: Neglect other practical needs and responsibilities

Goal: Put "feet on their prayers" and also do what needs to be done.

Scripture: Rom. 8:26-27; John 17:9-26; 1 Tim. 2:1-2; Col. 1:9-12, 4:12

Interpretation —

The Gift of Interpretation is found in those who can translate what others speak in tongues. They have the unusual ability to glorify God through their miraculous interpretation of what would be otherwise unknown. Those with the Gift of Interpretation often edify and encourage others through their explanation of what is spoken in other languages. They should guard against adding their thoughts or concerns to what is actually being spoken. They are sometimes very strong with their interpretation, but should always seek to clarify and unify, rather than always prophecy.

In a word: Translator

Overuse: Use translations to push own agenda

Goal: Clarify what is spoken in tongues and build believers.

Scripture: 1 Cor. 12:10; 14:5; 14:26-28

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 the purpose of sharing 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.

Scripture: 1 Cor. 12:7-8; 8:1b-2; Mark 2:6-8; John 1:45-50

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

Mercy —

Christians with the Gift of Showing Mercy demonstrates 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 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 Showing Mercy are interested in "who" needs tender loving care.

In a word: Caring

Overuse: Too sensitive

Goal: Wise insights, not foolish responses.

Scripture: Rom. 12:6,8d; Matt. 5:7

***Spiritual Gifts are divine endowments and enablements
given to every believer for the purpose of serving
and encouraging the Body of Christ.***

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 abilities, especially well on boards responsible for maintaining the church. They are conscientious and conservative. The Gift of Giving is evident, but a genuine interest in wise stewardship.

In a word: Steward

Overuse: The power of money

Goal: Sincere stewardship, not financial gain

Scripture: Rom. 12:6, 8b; Acts 4:32

Hospitality —

The Gift of Hospitality is that special interest in food and fellowship, or to just provide a place to stay. Those with the Gift of Hospitality seem to always have someone to invite guests over or offer their home for a portion of the week. They love to provide refreshments or prepare meals for individuals or groups. They seldom show irritation over last minute requests to have someone over or to host a group. They tirelessly serve to make people comfortable and encouraged.

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In a word: Caring

Overuse: Too sensitive

Goal: Wise insights, not foolish responses.

Scripture: Rom. 12:6,8d; Matt. 5:7

Miracles —

The Gift of Miracles is obvious in those who do powerful deeds. They have the unusual enablement to authenticate through miracles a specific ministry or message of God. God's supernatural intervention through those with this gift will always glorify God, rather than themselves. They express and demonstrate tremendous faith in God's power. They should always explain and teach that God is the source of every good supernatural event. They are only the messenger and means by which God has chosen to act. Miracles are to point people to Christ and not to a "miracle worker."

In a word: Powerful

Overuse: Expecting God to always perform miracles

Goal: Trust God, with or without the miracle.

Scripture: 1 Cor. 12:10, 28-29; John 2:1-11; Luke 5:1-11

Pastor / Shepherding —

The Gift of Pastor / Shepherding is obvious in those who really enjoy leading others in serving the Lord. Unlike the Gift of Serving / Ministry / Helps, 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 / Shepherding. 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 Others' Trust

Goal: Strong leadership, not manipulating the flock.

Scripture: Eph. 4:11; 1 Pet. 5:2-4

Prophecy / Proclaiming / Perceiving

Prophets today are not exactly like prophets. Prophets spoke the literal Word of God. Today's Prophets seem to have the same seriousness and attitude toward truth. They like to share truth, regardless of the consequences. Prophets today are motivated to confront anyone who is wrong. When controlled by the Holy Spirit, the Gift of Prophecy / Proclaiming is a powerful tool to reprove, rebuke, and encourage. Prophets often find themselves pointing the way or standing up for something significant.

In a word: Bold

Overuse: Fighter

Goal: Declare truth, don't divide

Scripture: Eph. 4:7,11; 1 Cor. 14:1, 26-28

Serving / Ministry / Helps —

Christians who serve faithfully behind the scenes, the Gift of Serving / Ministry / Helps. They are here to serve the Lord. They love to help others. In a sense of need, they feel like "someone has to do it." For others, they find themselves doing what no one else would. They tend to do whatever is called for. Flexible, they adapt to the needs of the situation. They simply enjoy helping others and meeting their needs, those with this gift like to be involved.

In a word: Selfless

Overuse: Takes too much time

Goal: Be a servant, not a martyr.

Scripture: Cor. 12:28; Act. 6:1-3; Rom. 16:1-2

For Review

Teaching —

Christians with the Gift of Teaching prefer explaining why things are true. 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.

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

Tongues —

The Gift of Tongues is found in those with the divine ability to speak other languages. They have the unusual endowment to speak in a language that is not understood by most everyone present. They often express spontaneously or in response to what is being preached, sung, or worshipped. They edify others through their supernatural message often with words too deep for the mind to comprehend. Those with the Gift of Tongues should be careful to not overwhelm others with their gift, but instead speak words "easy to understand," so that the lesson is clear.

In a word: Conduit

Overuse: Disruptive, overbearing, and confusing

Goal: Edify and encourage believers through positive messages.

Scripture: 1 Cor. 12:10, 28-30, 13:1, 14:1-33; Acts 2:1-11

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: Perceptive

Overuse: Speak down to people

Goal: Consistently trust and ask God for wisdom.

Scripture: 1 Cor. 12:7-8; Jam. 3:13-18

Note

Continue through the remainder of this booklet to discover how God wants to bless you by using your giftedness for His glory.

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 developed by Dr. William M. Marston in 1928 through his book, *The Emotions of the Body*. He assigned the four Greek titles and assigned six traits to each. There are now many titles to various personality types and temperaments discovered 400 years later.

Dr. John Geier, Chairman of the Department of Psychology at the University of Minnesota developed the DISC personality type from the DISC Model of Human Behavior.

For Review

Dr. William Marston in 1928 took Hippocrates' four temperaments and assigned six traits to each. Though there are now many titles to various personality types and temperaments discovered 400 years later, the same basic four temperaments remain.

Dr. John Geier, Chairman of the Department of Psychology at the University of Minnesota identified a person's personality type in 1977.

After studying under Dr. Geier with Performax Systems and Dr. Frank Wichern, Staff Psychologist at Dallas Theological Seminary, Dr. Mels Carbonell designed the first-of-their-kind combination personality and faith-based profiles. With over 1 million profiles now in print in several different languages, Uniquely You Resources are one of the most respected and popular profiles available for businesses, personal use, and faith-based organizations.

Understanding the four-quadrant model of basic human behavior often explains why people do what they do. These insights can make the difference between right and wrong responses, and the best or worst behavior in any situation.

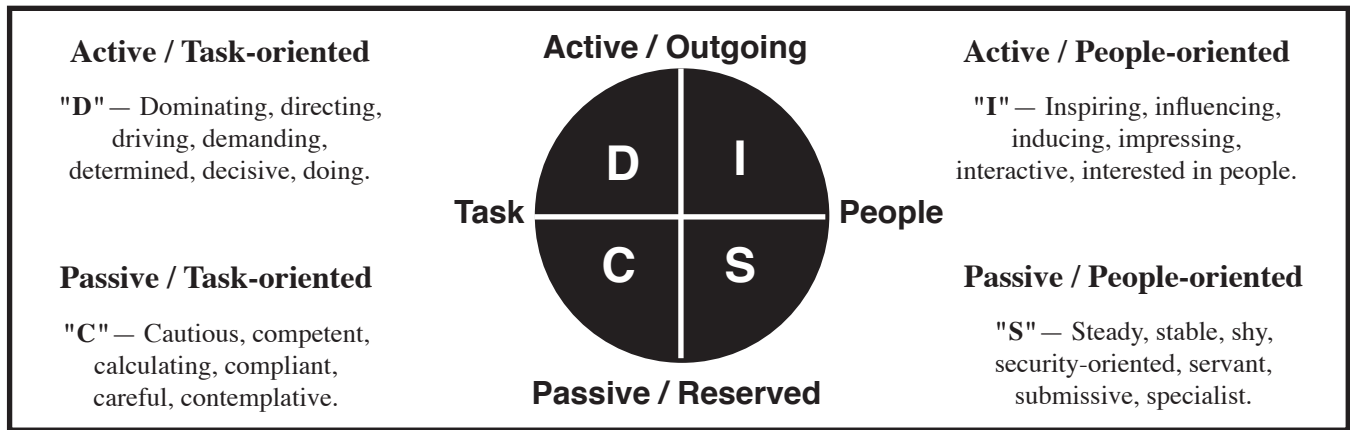
The profile is not a psychological analysis. It is not designed to deal with serious emotional problems. It can help with simple insights into basic human behavior motivations. For more in-depth needs, we recommend you seek "professional" counseling.

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

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, Decisive

Basic Motivation: Challenge and Control

Desires: • Freedom from control • Authority • Varied activities

• Difficult assignments • Opportunities for advancement

• Choices, rather than ultimatums

Responds 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 in

• Sensitivity to people's feelings is wise

Biblical Advice: BE GENTLE / NOT B

is . . . gentle, James 3:17 • CONTROL YO

TIONS—Be angry and sin not, Eph. 4:26 •

AT A TIME—This ONE thing I do, Phil. 3

• HAVE A SERVANT'S ATTITUDE—By l

Gal. 5:13.

"C" BEHAVIOR / Biblical Exam

(Passive / Task-oriented) Known as "Me

Descriptions: Competent, Compliant, C

Basic Motivation: Quality and Correct

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,

Psa. 37:1.

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

Descriptions: Inspiring, Influencing, Impressing, Inducing

Basic Motivation: Recognition and Approval

Desires: • Prestige • Friendly relationships • Freedom from

details • Opportunities to help others • Opportunities to motivate

others • Chance to verbalize ideas

Responds Best To Leader Who: • Is fair and also a friend

• Provides social involvement • Provides recognition of abilities

• Offers rewards for risk-taking

Needs To Learn: • Time must be managed • Deadlines are important • Too much optimism can be dangerous • Being respon-

ant than being popular • Listening better will

ence.

BE HUMBLE / AVOID PRIDE—Humble

IT of God, James 3:17 • CONTROL YOUR

to hear, slow to speak, James 1:19 • BE

ED—Do all things decently and in order,

ATIENT —The fruit of the Spirit is . . .

5:23.

For Review

OR / Biblical Examples: Moses & Hannah

ented) Known as "Phlegmatic" or "Golden Retriever"

missive, Steady, Stable, Security-oriented

• 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 FEAR-

LESS—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 change. “C/S”s need to be more outgoing. This profile is “Competent Specialist.”

To help you read the graph, the example shows “I” as the lowest point. This person doesn’t enjoy inspiring people. She tends to be more shy and reserved.

This person is more reserved than enthusiastic. The interest in enthusiastic and people is low.

For Review

Example B shows a graph with a high “D/I” personality type. This person is more active than passive. “D/I”s are dominant and inspiring people. They like to control and influence others. They don’t like to sit still or work on one thing at a time.

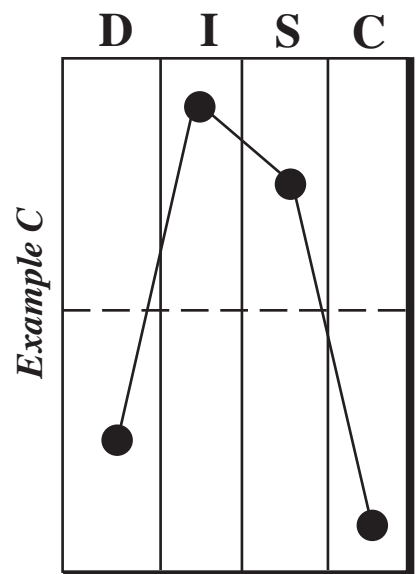
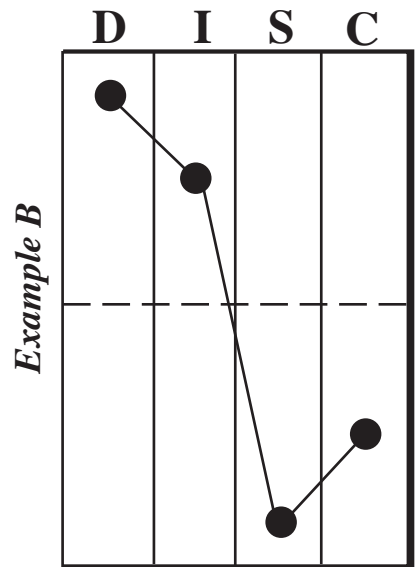
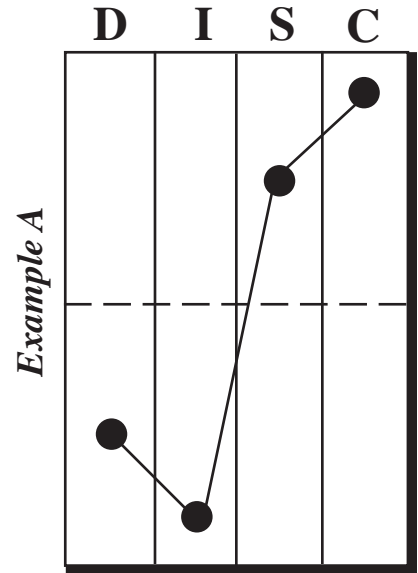
Notice the “S” and “C” plotting points are low. This means this person is not so concerned with security and stability or cautious and calculating actions. Low “S/C”s are more risk-takers and active types.

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**.



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* or “*I think you want me to act like*

People understand early in unacceptable actions. Everyone and feelings.

GRAPH 2: “*This is me*” he or she feels and thinks under feels and thinks inside. The person will naturally respond when he is expected of him or her — usually under stress.

Everyone is born with a natural *bent* of behavior. Our parents and peers, plus our environment growing up help develop our personalities into predictable patterns of behavior.

If **GRAPHS 1 and 2** are alike, understanding the person’s personality will be easier. If the two graphs are different, the person may be struggling with an attitude about what is expected of him or her and how he or she really wants to act. Or the person may be very consistent with what is expected and the real him or her. Having two different graphs is not a problem and is normal for many people.

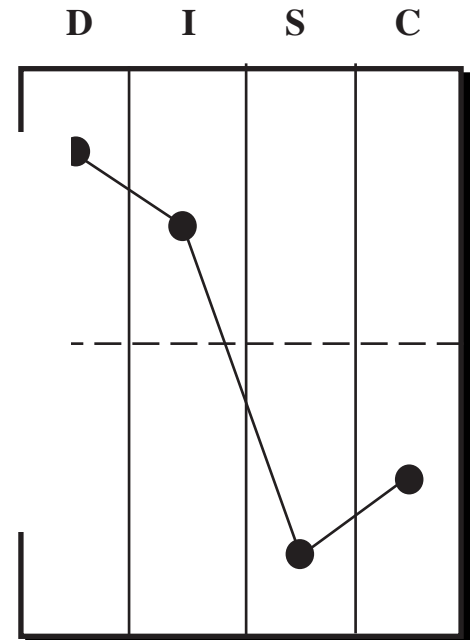
The examples show a “D/I” type in **GRAPH 1** and “I/S” in **GRAPH 2**. This person is revealing that he or she thinks people want him or her to be more dominant, even though he or she really isn’t that type. This person is also more “S” —submissive and security oriented than what he or she feels is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

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

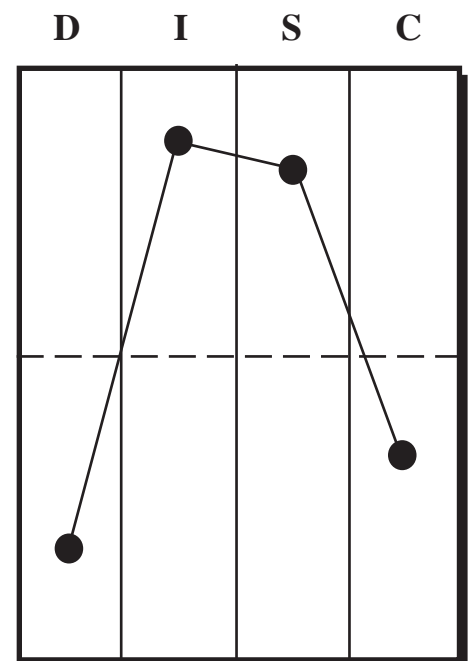
Every point in the upper third is considered *high*. Every point in the middle third is *mid*. Every point in the lower third is considered *low*.

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



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.)

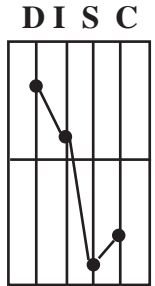
D: DETERMINED DOERS

"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 good at developing things, but they need to improve their ability to do things correctly. Their strong will shows they are disciplined to prepare and think more accurately about what they are doing. They are motivated by successful challenges to accomplish tasks.



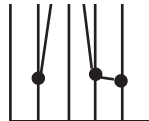
D/I: DRIVING INFLUENCERS

"D/I"s are bottom line people. They are much like Dynamic Influencers. They are a little more determined but they are strong doers and will follow. They need to be more well as more steady and stable. They are good at projects at the same time. They are good at doing things at a time and slow down. They are good at opportunities to accomplish things for people.



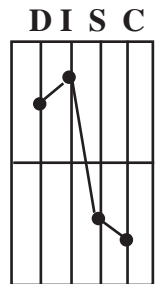
I: INSPIRATIONAL INFLUENCERS

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



AL DOERS

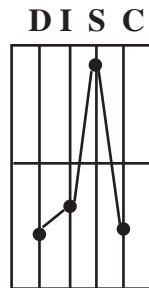
"AL DOERS" are people. They love large groups. They can easily influence people and get a lot of recognition. They like to talk too much. They jump into things and go through them. They need to be more careful and cautious. They should also be more careful and cautious. They are motivated by exciting opportunities to do difficult things. If not careful, they will do things to please the crowd and get themselves into trouble in the process. They make inspiring leaders and determined individuals.



For Review

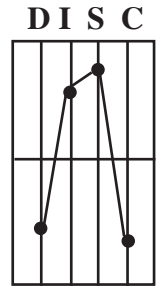
S: STEADY SPECIALISTS

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



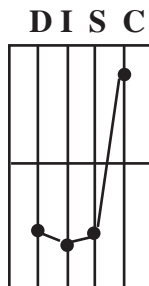
S/I: STEADY INFLUENCERS

"S/I"s are sensitive and inspirational. They accept and represent others well. They have lots of friends because they are tolerant and forgiving. They do not hurt people's feelings and can be very influential. They need to be more task-oriented. They must learn to finish their work and do it well. They like to talk, but should pay more attention to instructions. They would be more influential if they were more aggressive and careful. They are kind and considerate. Motivated by opportunities to share and shine, they induce others to follow.



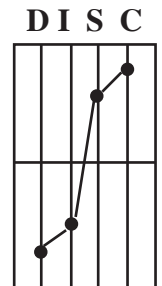
C: CAUTIOUS COMPETENT TYPES

"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.



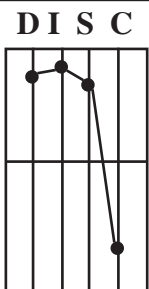
C/S: COMPETENT SPECIALISTS

"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.



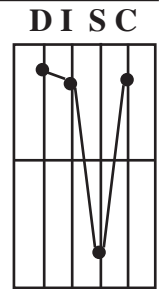
I/D/S: INSPIRING DRIVING SUBMISSIVE

"I/D/S"s are impressive, 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.



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.

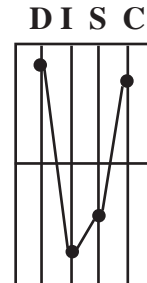
D/I: DYNAMIC INFLUENCERS

"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 interesting people. They need to be more sensitive and patient to the feelings of others. Learning to slow down and go 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 than what others think or feel. They are dominant people. Their people skills are important. They are not very sensitive and understanding. They like to make choices and challenges to do well.



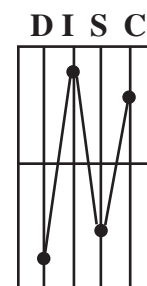
I/S: INSPIRATIONAL SPECIALISTS

"I/S"s are influential and stable. They love people, and people love them. They like to please and serve. 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 others. Regardless of being up front or behind the scenes, they influence and support others. They make good friends and are obedient workers.



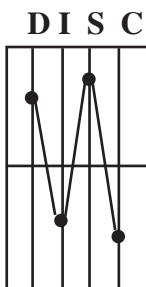
S/C: STEADY COMPETENT TYPES

"S/C" Types are stable and contemplative types. They like to search and discover the facts. They like to weigh the evidence and proceed slowly to a logical conclusion. They enjoy small groups of people. They do not like speaking in front of large crowds. They are systematic and sensitive to the needs of others, but can be critical and caustic. They are loyal friends, but can be too fault-finding. They need to improve their enthusiasm and optimism. They are motivated by kind and conscientious opportunities to slowly and correctly do things.



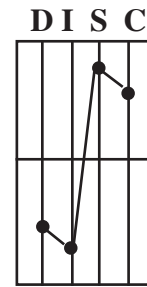
S/D: STEADY DOERS

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



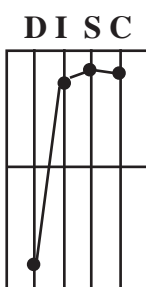
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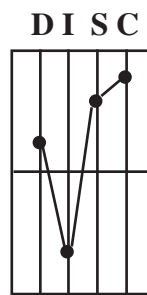
C/I/S: COMPETENT INFLUENCING SPECIALISTS

"C/I/S"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.



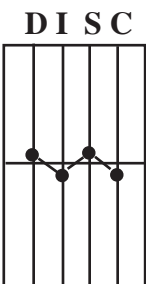
C/S/D: COMPETENT STEADY DOERS

"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.

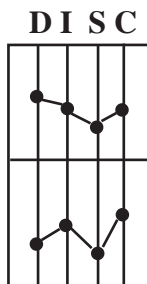


ABOVE MID-LINE • BELOW MID-LINE

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.)

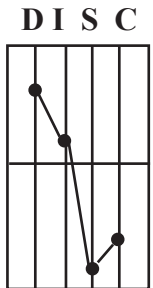
D: DETERMINED DOERS

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 pure, peaceable . . .," James 3:17. Focus on doing things 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.



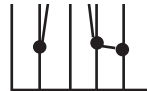
D/I: DRIVING INFLUENCERS

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 less and gentleness of Christ, "peace is a greater challenge than war," 1 Tim. 2:2. Blessed are the peacemakers, "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.



I: INSPIRATIONAL INFLUENCERS

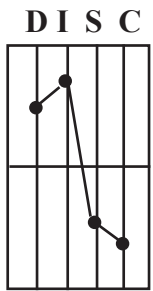
Don't exalt yourself—"Humble yourself and God will exalt you," James 4:10. Be sure to listen more—"Be quick to hear, slow to speak," James 1:19. Work at being organized—"Do all things decently and in order," 1 Tim. 4:4. Concentrate on doing what is most important—"All things are not expedient," 1 Cor.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



For Review

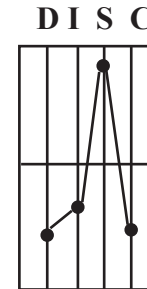
INSPIRATIONAL DOERS

Words—"The tongue is a fire," James 3:6. Those who "by fair words and smooth tongue," Rom. 16:18. Always tell the truth and lie not," 1 Tim. 2:7. Remember you—"God must increase, I must decrease," 1 Cor. 13:8. Give God the glory for all—"Give God the glory," Ps. 29:1,2. Put God first in your life—"Seek you first the kingdom of God," Matt. 6:33. Beware of—"The lust of the flesh and pride of life," 1 John 2:16.



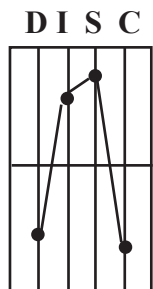
S: STEADY SPECIALISTS

Increase your confidence in Christ—"I can do all things through Christ, Who strengthens me," Phil. 4:13. God is your—"rock, fortress and deliverer," Ps. 18:2. Fearfulness is not from God—"God has not given you the spirit of fear," 2 Tim. 1:7. Speak out more often—"Let the redeemed of the Lord say so," Ps. 107:2. Be more outgoing and less inhibited—"Christ has made us free," 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.



S/I: STEADY INFLUENCERS

Speak out—"Bold to speak without fear," Phil. 1:14. Take stands—"Stand fast in one spirit," Phil. 4:1. The Spirit of God can help you tell others about Christ—"The Spirit of the Lord is upon me," Isa. 61:1. Guard against fearfulness—"Let not your heart be troubled, neither let it be afraid," Luke 14:27. Remember, you don't need "people" to encourage you—"David encouraged himself in the Lord," 1 Sam. 30:6. Always do right and don't fear people—"Fear of man brings a snare (trap)," Ps. 29:25.



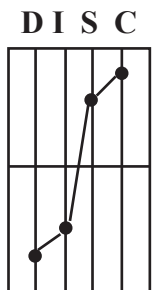
C: CAUTIOUS COMPETENT TYPES

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.



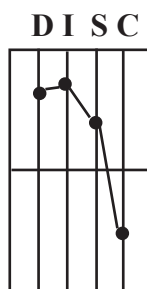
C/S: COMPETENT SPECIALISTS

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.



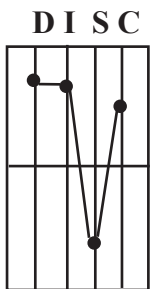
I/D/S: INSPIRING DRIVING SUBMITTING

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.



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.



Once you discover your **Behavioral Blend/s**, you can clearly recognize the areas God wants to work on. The Bible is the best source to help you. *"All Scripture is given by inspiration of God and is profitable for doctrine, for reproof, for correction, for instruction in righteousness"* (2 Timothy 3:16). The following are specific scriptures each **Behavioral Blend** should consider. These scriptures are admonitions and challenges to help you focus on becoming more like Christ. You should grow spiritually to the place in your life where people really don't know what personality you have. Balance and maturity should be your goal. Ask God to use these scriptures to encourage and empower you. Don't let them discourage you. The Word of God is quick and powerful, sharper than any two-edged sword. It can discern and deliver you from a self-centered attitude of "me-ism." Learn to be so controlled by the Holy Spirit that God gets the glory in all you say and do (Ephesians 5:18).

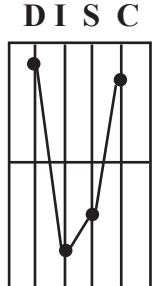
D/I: DYNAMIC INFLUENCERS

Concentrate on humility and obedience—Christ "humbled Himself and became obedient," Phil. 2:8. Everyone has a boss, even you—the centurion said to Jesus, "I too am a man under authority," Matt. 8:9. Avoid rebellion—"Rebellion is as the sin of witchcraft," 1 Sam. 15:23. Winning is not most important—"The first shall be last," Matt. 1. Patient with others—"The fruit of the Spirit is longs Gal. 5:23. Learn to relax in the Lord, not in your make things happen—"Rest in the Lord," Psa. 37



D/C: DRIVING COMPETENT TYPES

Seek to get along with everyone—"Live peaceably with all men," Rom. 12:18. Be kind and loving—"Kindly affectionate one to another," Rom. 12:10. Show more love—"Love one another," 1 John 4:7. Seek to serve, "servant of Christ," Eph. 6:6. Control your desire to have Christlike—"By the meekness of Christ," 2 Cor. 10:1. Take time to be still—"Be still and know that I am God," Psa. 46:10.



For Review

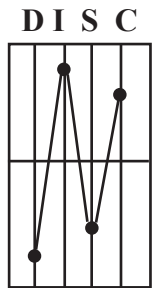
I/S: INSPIRATIONAL SPECIALIST

Do everything unto the Lord—"Whatsoever you do, do it unto the Lord and not unto men," 1 Cor. 10:31. Beware of seeking man's approval—"Not with eyes of men," Eph. 6:6. Seek to please God, rather than please others—"Do always those things that please Him," 1 Cor. 13:6. Be more task-oriented—"Sit down first and count the cost," Luke 14:28. Don't be lazy—"not slothful in business," 1 Thess. 5:6. Work hard—"Let every man prove his own work," 1 Cor. 6:4. Don't just talk about what you want—"Being fruitful in every good work," Col. 1:10. Be industrious—"Night comes when no one will work," John 9:4.



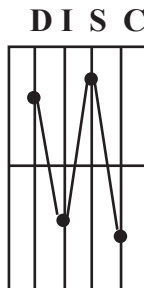
S/C: SENSITIVE COMPETENT

Don't think too highly of yourself—"God gives grace to the humble," 1 Peter 5:6. Be more than others—"When I was with the Lord," Prov. 16:7. Be a good example of the believer," 1 Tim. 4:12. Look to God—"Glorify God in all that you do," 1 Cor. 6:20. Be bold and confident—"Be bold and access with confidence by the faith of Him," Eph. 3:12. Guard statements and judgments—"A lying tongue is a vanity tossed to and fro," Prov. 21:6. Don't flatter yourself—"He flatters himself in his own eyes," Psa. 36:2.



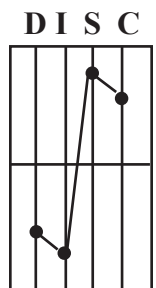
S/D: STEADY DOERS

God wants to empower what you think is weakness—"Most gladly will I rather glory in my infirmities that the power of Christ may rest upon me." God's grace (the power and ability to do what God wants) is enough for whatever you need—"My grace is sufficient for you." You are often strongest in weakness, as you trust in God and not yourself—"For when I am weak, then am I strong," 2 Cor. 12:9. Encourage and help others daily—"Exhort one another daily," Heb. 3:13. God challenges you to reason with Him—"Come now and let us reason together," Isa. 1:18.



S/C: STEADY COMPETENT TYPES

Be assertive and stronger—"Only be strong and very courageous," Joshua 1:6. Be more enthusiastic—"Whatever you do, do it heartily," Col. 3:23. Enjoy relationships, rather than endure them—Christ said, "I am come that you might have life . . . abundantly," John 10:10. Peace and happiness do not come from security and safety—"Peace I leave with you, my peace I give unto you," John 14:27. Divine peace is knowing God's ways are beyond ours—"The peace of God passes all understanding," Phil. 4:7. Be fearless in Christ—"I will fear no evil," Psa. 23:4.



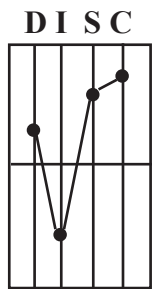
C/I/S: COMPETENT INFLUENCING SPECIALISTS

Guard against being judgmental—"Judge not lest you be judged," Matt. 7:1. "Who are you that judges another," James 4:12. Avoid bitterness and resentment—"Lest any root of bitterness spring up to trouble you," Heb. 12:15. God will meet your needs—"My God shall supply all your need according to His riches in glory," Phil. 4:19. Be thankful for everything—"In all things give thanks," 1 Thess. 5:18. Let God's Word affect you—"Let the Word of God dwell in you richly in all wisdom," Col. 3:16. Whatever you do, do it for God's glory—"Do all in the name of God," Col. 3:17.



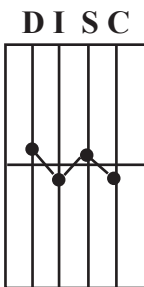
C/S/D: COMPETENT STEADY DOERS

Be more enthusiastic—"Whatever you do, do it heartily as unto the Lord," Col. 3:23. Don't worry so much about problems—"Let not your heart be troubled," John 14:27. Be more positive—"Whatsoever things are pure . . . if there be any virtue, think on these things," Phil. 4:8,9. Let your sensitivity be more evident—"Be kindly affectionate, one to another," Rom. 12:10. Don't be like Moses when he was reluctant to lead because of his poor verbal skills (Ex. 4:10-16). Be more outwardly optimistic and encouraging to others—"Exhort one another daily," Heb. 3:13.



STRAIGHT MID-LINE

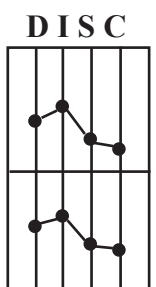
You may be trying to be all things to all men, which is good, but can be frustrating at times. The farther apart your plotting points, the easier it is to read the profile. Recognize your identity in Christ—"I am crucified with Christ, nevertheless I live, yet not I, but Christ lives in me," Gal. 2:20. Relax in the Lord—"Come unto me all you that labor and are heavy laden and I will give you rest," Matt. 11:28. You cannot please everyone all the time—"Having men's persons in admiration," Jude 16.



ABOVE MID-LINE • BELOW MID-LINE

An Above Mid-Line Blend may be trying to over-achieve—"It is God who works in us, both to will and to do of His good pleasure," Phil. 2:13. You may be thinking too highly of what is expected of you or the real you. Remember Peter.

A Below Mid-Line Blend may indicate you are not really sure how to respond to challenges—"I can do all things through Christ," Phil. 4:13. Think more positively about yourself—"I am fearfully and wonderfully made," Psa. 139:14.



COMBINING PERSONALITIES WITH SPIRITUAL GIFTS

The following are combinations of D, I, S and C type personalities with twenty-three Spiritual Gifts.

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 92 combinations of 4 personalities and 23 Spiritual Gifts. Find the description/s on the list. You may have several combinations to

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.

Also find where God can use you in your personality and Spiritual Gift/s for His glory and involvement in the Body of Christ.

For Review

"D" Type Personalities With Gift of Administration

Demanding type Christians with the Gift of Administration are leaders. They like to tell others what to do. They like to be done and delegate the work to others. They are Administrators tend to see the big picture, but they like to help without pressure. They can intimidate and offend if not careful. Often concerned more about tasks, than people, they need to be sensitive and loving. "D"-Administrators can be gifted leaders who press forward to do great things for God.

"I" Type Personalities With Gift of Administration / Ruling

People with the Gift of Administration are optimistic and enthusiasm encourages others to get involved. They tend to talk people into doing things and they impress others with their friendliness and verbal skills. "I"-Administrators need to guard against manipulating. They should serve by example. They often take on more than they can handle, disappointing those who expect a lot from them. However, they can accomplish much through people.

"D" Type Personalities With The Gift of Apostleship

Christians who are driven to start new churches or ministries often have the Gift of Apostleship. They like impossible challenges. "D" type Apostles today are determined and demanding. They don't let obstacles get in their way. They plod on through the thick and thin of birthing something from nothing. They are decisive and determined to organize new ministries, especially among different cultural and ethnic groups. They are active, task-oriented individuals who demonstrate tremendous confidence and authority.

"I" Type Personalities With The Gift of Apostleship

Christians who constantly use their influence and enthusiasm to start new churches often have the Gift of Apostleship. They tend to be very inspiring and energetic about reaching other groups, especially those of other cultures. Those with "I" type personalities and the Gift of Apostleship are active, people-oriented individuals. They tend to step out into uncharted regions and groups in order to start new ministries. They make great impressions while using their authority, but should guard their excitement.

"D" Type Personalities With The Gift of Craftsmanship

Active / task-oriented personalities with the Gift of Craftsmanship are dominate, direct, and demanding. They tend to be pushy and bossy about the job at hand. They are more risk taking and often take on the most difficult challenges. They need to be in control. They focus on completing the task regardless of what others think or feel. They are decisive doers, taking charge and getting the job done. Their Gift of Craftsmanship makes them specialists, while their personality makes them very industrious.

"I" Type Personalities With The Gift of Craftsmanship

Active / people-oriented personalities with the Gift of Craftsmanship are very personal and friendly. They love to use their gift to inspire and influence others. They tend to be more expressive than others. They use their creativity and ability to make things with their hands to encourage others. They love to talk about what they do. They work best in groups. Their Gift of Craftsmanship motivates them to do things with their hands, while their "I" personality relates well with people.

"D" Type Personalities With Gift of Creative Communication

"D" type personalities with the Gift of Creative Communication are driven and determined to use art for God's glory. They love to present powerful performances that communicate biblical truth. As active / task-oriented personalities, they use their creativity to communicate lessons that impact and change lives. They tend to be very aggressive and assertive. Every drama is a serious production. They often need to control themselves more than others. Demanding and dedicated, they often work too hard. They are industrious and committed to communicating the lesson in a creative ways. They also work tirelessly at getting the job done.

"I" Type Personalities With Gift of Creative Communication

They are the perfect combination of personality and spiritual gift for creative communication. The "I" personality is so inspiring and influencing, while the Gift of Creative Communication is so imaginative and expressive. They have high egos and can be easily hurt if not approved or recognized for their talent. Those with "I" personalities and the Gift of Creative Communication must always remember God made them to shine for His glory, not their's. They should always be willing and ready to praise others, rather than seek praise for themselves. They are the most suitable for drama presentations, but must discipline their time to prepare more.

The unique feature of these 92 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 it work. He gives you what He pleases to gift you for His glory.

A Christian with a "D" type person Showing Mercy is the kind that will bite

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 for a purpose and exercise your giftedness for His glory.

For Review

"S" Type Personalities With Gift of Administration / Ruling

Submissive type Christians with the Gift of Administration are concerned about getting tasks done in steady and systematic ways. They tend to be more assertive and aggressive. "S"-Administrators are faithful in whatever they do, but they need help. They can be quiet leaders, challenging others to do better. They tend to be shy. Sometimes, they surprise others with their serious concern to accomplish tasks. "S"-Administrators are achievers who like to work through small groups.

"C" Type Personalities With Gift of Administration / Ruling

Competent type Christians with the Gift of Administration are competent and organized. They need and organize others to meet that need. They tend to be right the first time. They tend to be picky. They are concerned with more warmth and team participation. They are good at people and creating an enthusiastic atmosphere. They are helpful. They should avoid being critical of what others do. "C"-Administrators are best able to get groups to do the right things.

"S" Type Personalities With The Gift of Apostleship

Steady and stable type Christians who are uncharacteristically passionate about starting new ministries may have the Gift of Apostleship. They are slow and shy, but determined about their ideas. They are consistent and don't give up easily. They don't have to always be up front, but are compassionate and sensitive about reaching out to other groups. Those with "S" type personalities with the Gift of Apostleship have a quiet, but a strong vision and authority about starting new churches.

"C" Type Personalities With The Gift of Apostleship

Typically cautious and calculating Christians who are committed to starting new churches often have the Gift of Apostleship. They tend to be overly careful and research things to death. But their plans and programs are just what new churches need. They don't mind standing alone. They are passive, task-oriented individuals. They are stimulated by the need for organization. They enjoy putting people and programs together in order to start new ministries, often to different types of cultures and groups.

"S" Type Personalities With The Gift of Craftsmanship

Passive / people-oriented personalities with the Gift of Craftsmanship are sensitive, supportive, and specialists. They are motivated to serve others through their Gift of Craftsmanship. They make the most loyal and faithful workers. They don't need a lot of recognition or approval. They tend to not like crowds and work best in small groups. Their Gift of Craftsmanship makes them very capable at whatever they do, while their "S" type personality makes them concerned about each individual's needs.

"C" Type Personalities With The Gift of Craftsmanship

Passive / task-oriented personalities with the Gift of Craftsmanship tend to be the most cautious and competent when it comes to whatever they do. They are critical thinkers and workers. They want to do things right the first time. They tend to be picky perfectionists. They are not really people-oriented and friendly. They are more interested doing things well. They are very concerned about quality and correctness. They make the best craftsman, but often need to improve their people skills.

"S" Type Personalities With Gift of Creative Communication

More shy than outwardly expressive, they will often surprise you with their passionate presentations. Privately, they are quiet and reserved, but in front of a crowd, those with the "S" type personalities and the Gift of Creative Communication come alive and seem out of character. They serve best as part of a team or small group. They don't seek to be "the star." They sacrificially give of themselves to please others, while communicating biblical truth in a creative way. They may be more comfortable serving behind the scenes as support staff. But whatever their role, they are faithful servants committed to creatively communicate messages of love and hope.

"C" Type Personalities With Gift of Creative Communication

When it comes to designing and presenting dramas, no combination of personality and spiritual gift will do it as organized as "C" type personalities with the Gift of Creative Communication. They are calculating and competent specialists that communicate truth in the most creative ways. They tend to be moody melancholies and need to lighten-up while rehearsing and presenting. They tend to be too serious. Their people skills are often lacking, but they seem to overcome their shortcoming with their ingenious and creative ways of doing the tasks so well. They are great at planning and perfecting presentations that communicate a message.

COMBINING PERSONALITIES WITH 23 SPIRITUAL GIFTS

D & I Personality Types with the Gifts of — • Discernment • Encouraging / Exhorting
• Evangelism • Faith • Giving

"D" Type Personalities With The Gift of Discernment

Active / task-oriented Christians with unusual discernment about right and wrong are "D" type personalities with the Gift of Discernment. They tend to be pushy and controlling with their discernment 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. They feel is about a particular problem.

"D" Type Personalities With The Gift of Encouraging

Decisive type Christians with the Gift of Encouraging are "D"-Exhorters. They tend to dominate conversations of action. They like to share advice. "D"-Exhorters see the situation in order to encourage. They need to be more sensitive. People can't always do or feel what "I" type personalities 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.

"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."*

"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.

"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 financial decisions. They either discourage or encourage others with their money and / or advice. They can make great financial counselors.

"I" Type Personalities With The Gift of Discernment

Christians who constantly inspire and influence others through their discernment of right and wrong are often "I" type personalities with the Gift of Discernment. They seem to flaunt their discernment and sometimes those who use their intuitive senses to encourage active / people-oriented personalities. They are enthusiastic and get real excited they discern about things to help others.

"I" Type Personalities With The Gift of Encouraging

Christians with the Gift of Encouraging make enthusiastic messengers of others with their advice. But they can be too create high expectations. They need to be more should guard against using their verbal skills to / 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.

"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.

"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.

"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 tell everyone how to give more. When discouraged, they may use their verbal skills and financial credibility to influence others. "I"-Givers are most excited when it involves finances.

For Review

COMBINING PERSONALITIES WITH 23 SPIRITUAL GIFTS

S & C Personality Types with the Gifts of — • Discernment • Encouraging / Exhorting
• Evangelism • Faith • Giving

"S" Type Personalities With The Gift of Discernment

The more passive / people-oriented Christians with great intuition often have "S" type personalities with the Gift of Discernment. They are not pushy or controlling. They are often very quiet to share what they discern about a problem. They know the Word of God applies to a particular situation. They don't like to make others uncomfortable. They are a friend and source of encouragement and direction.

"S" Type Personalities With The Gift of Encouraging

Sensitive type Christians with the Gift of Encouraging are precise. They share simple and slow steps. They often wait for others to ask for advice. They love to stabilize bad situations with practical steps. They may be too shy. They may wait instead of aggressively. 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.

"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.

"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.

"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 can be taken advantage of. They tend to be the most sacrificing. "S"-Givers are stable financial planners who avoid financial disasters.

"C" Type Personalities With The Gift of Discernment

Compliant and calculating types with unusual intuition often have "C" type personalities with the 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 it affects others. With more inspiring and optimistic, it is so powerful and respected.

"C" Type Personalities With The Gift of Encouraging

Compliant type Christians with the Gift of Encouraging are precise. They know just what to say. Their practical steps-of- They make competent counselors with specific too hard on people. "C"-Exhorters can see what is 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.

"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.

"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.

"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 critical. They should be more friendly. Respected by others, they should use their competence to help, rather than find fault. They can be valuable in financial planning.

For Review

COMBINING PERSONALITIES WITH 23 SPIRITUAL GIFTS

D & I Personality Types with the Gifts of — • Healing • Hospitality • Intercession
• Interpretation • Knowledge

"D" Type Personalities With The Gift of Healing

Driven and determined, "D" type personalities with the Gift of Healing are extremely passionate about seeing people delivered from sickness and disease. They are very aggressive and strong about God's power to heal. They don't take no for an answer. They tend to be demanding that some people find them offensive. "D" type personalities with the Gift of Healing need to be patient with those who are not as responsive or optimistic. They have to remember, it's not their faith that heals.

"I" Type Personalities With The Gift of Healing

Inspiring and impressive personalities with the Gift of Healing tend to be the most emotional and expressive when it comes to believing God for healing. They are very dramatic and often too "theatrical." They need to be controlled. They are obviously on fire for the Lord, but must keep their zeal for healing into wild fire and confusion always be controlled by the spirit, rather than a weakness toward making things overly exciting and the most influencing when others need healing.

For Review

"D" Type Personalities With The Gift of Hospitality

Christians who are demanding, but always hospitable, are "D" type personalities with the Gift of Hospitality. They are active / task-oriented in and determined to make their home a blessing to others. They are controlling, but willing to be taken advantage of. They love to plan meetings and entertain people in their homes, but are always in charge.

"I" Type Personalities With The Gift of Hospitality

Inspiring and impressive personalities with the Gift of Hospitality are "I" type personalities who love to invite others to their homes. They are "social butterflies." They are very expressive and love to talk. They can pray long, heartfelt petitions. They are committed to prayer. They love to share how God answered specific prayers. They are extremely optimistic and encouraging. They need to be more quiet and humble about their gift. They should allow others to talk more. They often need to listen better. They make tremendous prayer partners and friends.

"D" Type Personalities With The Gift of Intercession

Determined type Christians with the Gift of Intercession are driven to pray for others. They take prayer seriously. They believe everyone should improve their prayer life. They tend to be a little pushy and dominate. But when controlled by the Holy Spirit, they are tireless prayer warriors. They have a strong faith that God answers our prayers, if we will simply petition Him faithfully. They need to be more understanding of those who are not as concerned as they. They can be confrontational about prayer, but their commitment to intercessory prayer is their greatest strength.

"I" Type Personalities With The Gift of Intercession

Inspiring and influencing personalities who are serious about intercession tend to be very excited and enthusiastic about God answering prayer. They are expressive and love to talk. They can pray long, heartfelt petitions. They are committed to prayer. They love to share how God answered specific prayers. They are extremely optimistic and encouraging. They need to be more quiet and humble about their gift. They should allow others to talk more. They often need to listen better. They make tremendous prayer partners and friends.

"D" Type Personalities With The Gift of Interpretation

Active / task-oriented Christians with the Gift of Interpretation are able to translate what others speak in unknown languages. They tend to be control-oriented. They like to take charge and make things happen. They don't like to wait until someone does something. They often speak out and are the first to interpret what is being spoken in tongues. They need to be more sensitive to people's feelings. They tend to be a hard and strong with others. They are very decisive and sure of what they are doing. Their interpretations are often direct and demanding. They make confident translators and interpreters of what is spoken in tongues.

"I" Type Personalities With The Gift of Interpretation

Expressive / people-oriented Christians with the Gift of Interpretation are very inspiring when they translate what others speak in tongues. They are more enthusiastic and obvious as they stand out and speak up. They usually don't wait to be asked to translate. They tend to be more emotional than others. They love to be seen and heard. They need to be more humble about their divine gift. "I" type personalities with the Gift of Interpretation should always remember God made them to shine for His glory, not their glory. They often encourage others through their impressive translation of what is being spoken in unknown languages.

"D" Type Personalities With The Gift of Knowledge

Christians who are decisive and direct with quick answers to a wide range of questions often have the Gift of Knowledge. They don't hesitate to share what they know from the Bible and other subjects. They are confident and demanding. "D" type personalities with the Gift of Knowledge are more active / task-oriented with what they know. They tend to be more results-oriented, using their knowledge to accomplish tasks and more toward fulfilling a goal or impossible challenge.

"I" Type Personalities With The Gift of Knowledge

Inspiring and impressive type Christians who have a lot of Bible and various other subject knowledge often have the Gift of Knowledge. They tend to be very expressive — sometimes talk too much. They tend to have a scripture verse and answer for everything. "I" type personalities often talk a lot, but those with the Gift of Knowledge seem to have unusual knowledge over and above most other people. They are very upbeat and encouraging with their information.

COMBINING PERSONALITIES WITH 23 SPIRITUAL GIFTS

S & C Personality Types with the Gifts of —

• Healing • Hospitality • Intercession
• Interpretation • Knowledge

"S" Type Personalities With The Gift of Healing

Reserved and quiet, "S" type personalities with the Gift of Healing, tend to be more sensitive and patient. They are not pushy, but are serious when it comes to believing God will heal. They are faithful and consistent in their prayers for healing. They tend to be more type personalities with the Gift of Healing are (others. But they are just as firm and committed to witnesses, always willing and ready to serve with real bold or expressive, but steady and stable be

"C" Type Personalities With The Gift of Healing

"C" personalities who have the divine gift of healing, tend to be more passive and task-oriented. They are very studious and cautious. They don't tend to be as loud or excited as others, but are just as serious. Sometimes, they need to improve their people skills. They love to research and explain why God heals. They are very knowledgeable. They can be naturally cautious of God's power to heal. They are a unique personality with a supernatural faith.

For Review

"S" Type Personalities With The Gift of Hospitality

Christians who are more quiet and shy, but always have groups or individuals in their homes often have the Gift of Hospitality. They are not expressive or outgoing, but optimistic to help others through opening their homes to others. They tend to be more type personalities with the Gift of Hospitality often sacrifice to make others feel comfortable in their homes. They have a real servant's heart, but often have trouble saying, "no" to others.

"C" Type Personalities With The Gift of Hospitality

"C" type Christians who love to open their homes to others with the Gift of Hospitality. They tend to have neat homes and pay attention to their cleanliness. "C" type Christians with the Gift of Hospitality will have all the details worked out before opening their homes to others, even at the last minute, but always want it to be done orderly. They are thinkers and analyzers — passive / task-oriented individuals, who love to have others in their homes.

"S" Type Personalities With The Gift of Intercession

Passive / people-oriented personalities with the Gift of Intercession are very reserved and more interested in small group or individual prayer times. They are faithful friends to the end. They don't like to get in front of large crowds, but can be counted on to pray privately. They don't need a lot of enthusiasm or excitement to pray. They consistently intercede on behalf of those who are hurting and need special prayer. They ought to be more assertive in challenging others to pray more. But when it comes to needing someone you can count on, they are the most faithful intercessors.

"C" Type Personalities With The Gift of Intercession

Cautious and calculating Christians, who are committed to prayer, tend to be "C" type personalities with the Gift of Intercession. They are more competent and compliant about prayer. They go by the Book and do everything decently and in order. They don't tend to be very sociable or outgoing. They need to be more expressive and friendly. They don't mind being by themselves, interceding in prayer for others. They are more analytical and systematic about their prayer life. For them, intercessory prayer is a serious task that demands their time, place, and devotion.

"S" Type Personalities With The Gift of Interpretation

Sweet and sensitive personalities with the Gift of Interpretation tend to be more passive. They are not very aggressive or assertive. They tend to be stable and security-oriented when translating tongues speaking. They are more soft spoken. They don't force themselves or their interpretations on others. They seem to be more loving and caring than most people. But they can be taken advantage of when others see them as weak. They need to learn to be more confident and bold. They humbly translate what others speak in unknown languages. They are quiet servants, ready to help others by interpreting what is being spoken in tongues.

"C" Type Personalities With The Gift of Interpretation

Passive / task-oriented personalities with the Gift of Interpretation tend to be very precise and exact. They don't like confusion. They like to make things clear. They tend to be overly analytical. They may take a simple interpretation of what someone is speaking in tongues and turn it into a long explanation. They can be too critical and hard on others. They tend to be very compliant and want everything done correctly. "C" type personalities with the Gift of Interpretation are focused on translating tongues speaking with accuracy. They don't like shallow messages. They would rather interpret deep messages that are logical and clear.

"S" Type Personalities With The Gift of Knowledge

Sweet, soft, and sensitive type believers who seem to have an unusual amount of information about so many things often have the Gift of Knowledge. They are slow to share, but when asked, have an answer for just about everything. They are more shy, than outgoing. They usually don't volunteer their knowledge, but are ready once asked. "S" type personalities with the Gift of Knowledge are faithful and loyal. They don't like hurting others and want to always help others with their knowledge.

"C" Type Personalities With The Gift of Knowledge

Christians who tend to be very careful and compliant, but exhibit tremendous Bible knowledge and are informative about various other subjects, often have "C" type personalities with the Gift of Knowledge. They love to research and understand why things are so. They love to use their knowledge of the Bible to explain things. They tend to be a little too deep for most people, but are a great resource. They often need to lighten up and learn how to be more people-oriented.

COMBINING PERSONALITIES WITH 23 SPIRITUAL GIFTS

D & I Personality Types with the Gifts of —

• Leadership • Mercy
• Miracles • Shepherding • Prophecy

"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 like to be in control and waiting for things to happen. They like to be in the center. They tend to motivate and mobilize people for their vision. They like long range planning with specific goals. They involve lots of people moving forward together.

"D" Type Personalities With Gift of Showing Mercy

Determined type Christians with the Gift of Showing Mercy are dedicated to helping others feel better. Their desire to help others can conflict with their desire to sympathize with others. They are often while merciful and kind. "D"-Showing Mercy types are people who tend to demand that everyone display a certain level of care. "D" 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 The Gift of Miracles

Active / task-oriented personalities with the Gift of Miracles are driven and determined to see God work supernaturally. They are very optimistic. They strongly believe nothing is impossible and often impose their faith on others. They need to be more patient and kind. They tend to be too pushy and bossy. God has enabled them to perform supernatural acts to authenticate specific messages or ministries. Their strong personality often makes them very powerful leaders. They need to always remember that they have no power, apart from God.

"D" Type Personalities With The Gift of Shepherding

Demanding type Christians with the Gift of Shepherding 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"-Shepherds make great visionaries.

"D" Type Personalities With The Gift of Prophecy

Demanding type Christians with the Gift of Prophecy 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 are so driving, they often offend others. They need to be more gentle, rather than always striving to expose error. They should be more sensitive to the feelings of others. "D"-Prophets are the most effective declarers of truth.

"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 like to impress and inspire others to follow. They use their tremendous people skills to create growth. They love to be up-front. They have a struggle between what people think of them and their own optimistic attitudes. They often come across as proud or egotistical, but are often humble enough to listen to others.

"I" Type Personalities With Gift of Showing Mercy

"I" personalities with the Gift of Showing Mercy influence others with their verbal skills to generate excitement for the cause. They are interested in people, they induce strong feelings in others. They can be too emotional. "I"-Showing Mercy types can be misunderstood as people who 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 The Gift of Miracles

Active / people-oriented personalities with the Gift of Miracles are very expressive and to perform supernatural acts. They tend to be extremely excited and enthusiastic whenever God uses them to do miracles. They are passionate about seeing God work through them in miraculous ways. They tend to have high egos and can become proud of their gift. They need to remember only God allows them to reflect His glory. They are mirrors of God's grace and power. They should guard against "showmanship." They are the most exciting supernatural servants.

"I" Type Personalities With The Gift of Shepherding

Inspiring type Christians with the Gift of Shepherding 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"-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 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. Proclaiming truth, "I"-Prophets should season their speech with sugar. Making great impressions, they must remember Who they represent, not what they defend. "I"-Prophets are inspiring protectors of the faith.

For Review

COMBINING PERSONALITIES WITH 23 SPIRITUAL GIFTS

S & C Personality Types with the Gifts of —

- Leadership • Showing Mercy
- Miracles • Pastor / Shepherding • Prophecy

"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.

"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 realize that they miss opportunities to teach lessons. They may cry out in sincere cries for help. They may need to be more assertive who use their pain as excuses. They should be more vocal. They may need to share truth, rather than always listening. "S"-Showing Mercy types shine.

"C" Type Personalities With Gift of Showing Mercy

Compliant type Christians with the Gift of Showing Mercy are extremely caring. They see needs no one else sees. They tend to be very careful not to miss opportunities to help those who don't get involved. "C"-Showers are very aware of why people hurt. Their conservative care is not to be optimistic. Enthusiasm and inspiration are not their gifts. Persons of Mercy are competent individuals who are very caring.

"S" Type Personalities With The Gift

Passive / people-oriented personalities with the soft-spoken, but powerful when it comes to God work them. They seem to be the most unlikely tools for tremendous faith in the supernatural acts of God. They served. They can surprise you with their quiet demeanor and divine power to authenticate messages or ministries through the working of miracles. They are humble and kind servants. They especially want to help behind the scenes. They don't seek praise, but should for God's glory.

ties With The Gift of Miracles

onalities with the Gift of Miracles are more want to do one thing at a time and do it right erstand everything, but perform supernatural ned. They are more analytical and cautious. . They are very serious, especially when it possible. Their personality and spiritual gift ey are tremendous testimonies of how God through them, in spite of their natural doubts.

"S" Type Personalities With The Gift of Shepherding

Submissive type Christians with the Gift of Shepherding are selfless 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"-Shepherds make gentle leaders.

“C” Type Personalities With The Gift of Shepherding

Conscientious type Christians with the Gift of Shepherding 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"-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.

"S" Type Personalities With The Gift of Prophecy

Sensitive type Christians with the Gift of Prophecy 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 seem to struggle with their concern for individuals and standing for correctness. This balance makes them surprisingly effective. People are often impressed when their shyness turns into firmness. They need to be careful about extremes. "S"-Prophets are like sleeping giants when it comes to truth.

"C" Type Personalities With The Gift of Prophecy

Calculating type Christians with the Gift of Prophecy 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 unbending. "C" Prophets are insightful, but can be insensitive to what others feel. They would increase effectiveness with greater interest in others, rather than always being right. As protectors of truth, "C"-Prophets are able to see and share correctness.

For Review

COMBINING PERSONALITIES WITH 23 SPIRITUAL GIFTS

D & I Personality Types with the Gifts of — • Serving / Ministry / Helps • Teaching • Tongues • Wisdom

"D" Type Personalities With Serving / Ministry / Helps

Driving type Christians with the Gift of Helps/Ministry/Serving stay busy for Christ. They tend to work hard behind the scenes, doing whatever needs to be done. They can be impatient with those who don't help. Determined to minister, they tend to dominate and serve. "D"-Servants are task-oriented individuals who may need to slow down, relax and delegate. They are giving and offensive. "D"-Servants are dedicated to helping others. They are self-sacrificing doers of the Word.

"D" Type Personalities With The

Demanding type Christians with the Gift of Teaching are students and driving instructors. They like challenges and like to convince others. They tend to be too forceful. "D"-Teachers are disciplinarians. Often domineering, they need to be challenged. Digging deep while getting to the heart of the matter. 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.

"D" Type Personalities With The Gift of Tongues

Dominant and driving type personalities with the Gift of Tongues are very strong and aggressive. They speak with authority and power. They tend to be too serious and commanding. They need to be more sensitive and understanding. "D" type personalities with the Gift of Tongues are confident that God speaks through them in unknown languages. They often call for commitments. They are confident and convincing leaders. Their messages tend to be forceful. They need to be more soft and caring about other people's feelings as they speak God's Word in tongues.

"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 Serving / Ministry / Helps

Inspiring type Christians with the Gift of Helps/Ministry/Serving are excited about serving. Their impressive enthusiasm makes others want to get involved. They can be too persuasive and impatient. "I"-Servants are quick in inducing action. They tend to over-sell and over-enthusiasm others, they should guard their verbal skills and not do too much. "I"-Servants tend to work longer than others. They talk too much. Creating an exciting atmosphere for others.

"I" Type Personalities With The Gift of Teaching

Inspiring type personalities with the Gift of Teaching are most interesting. They use clear illustrations. Their verbal skills are strong. But they tend to have lengthy classes. They are more time-conscious. They may also stretch the truth. 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.

"I" Type Personalities With The Gift of Tongues

Influencing and impressive type personalities with the Gift of Tongues tend to be the most emotional. They are very exciting and enthusiastic. They can overreact and become hysterical. They need to do things decently and in order. They are great communicators. But sometimes people think they speak in tongues too long or loud. Others often wonder how real or sincere, "I" type personalities with the Gift of Tongues are. They need to be more humble and learn to listen better. They have tremendous verbal skills that make their speaking in tongues so inspiring.

"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.

For Review

COMBINING PERSONALITIES WITH 23 SPIRITUAL GIFTS

S & C Personality Types with the Gifts of — • Serving / Ministry / Helps
• Teaching • Tongues • Wisdom

"S" Type Personalities With Serving / Ministry / Helps

Steady type Christians with the Gift of Help/Ministry/Serving are every church's dream — the backbone of ministry. If anything needs to get done, they faithfully serve without recognition. They are not bossy, but should be more assertive. People take advantage of "S" types. "S" types should be more aggressive in seeking help. Always someone makes them sought out. But sometimes those who may need to feel the pressure of the situation. Servants are the most stable servants.

"C" Type Personalities With Serving / Ministry / Helps

Competent type Christians with the Gift of Helps/Ministry/Serving are detail-oriented. They don't like loose ends. If anything needs to be done right, they are perfect for the job. "C"-Servants tend to be difficult to work with. They need to be friendlier and cooperative. If they are the only ones who ever do anything, they need to be encouraged. Positive attitudes and enthusiasm are recommended for "C"-Servants. They can be the hardest working

For Review

"S" Type Personalities With The Gift of Teaching

Stable type Christians with the Gift of Teaching are steady and reliable. They like to teach steadily, step-by-step. Instruction often lacks excitement. They are not "S"-Teachers make faithful and loyal friends, but they should strive to be more interested in results. They should focus more on practical application. 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.

"C" Type Personalities With The Gift of Teaching

"C" type Christians with the Gift of Teaching are controlled by logic. They make great researchers. Determined to discover the truth, they can be too factual. They can become too factual. Teachers competent, but boring. They can lack enthusiasm. 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.

"S" Type Personalities With The Gift of Tongues

Naturally shy personalities with the Gift of Tongues are unique Christians. They tend to be shy, yet their speaking in tongues publicly is a powerful testimony of God's control. They prefer to speak in heavenly languages privately, in their own closets. "S" type personalities with the Gift of Tongues are more quiet and reserved. They tend to be soft-spoken, but while speaking in tongues, they seem to be out of character. This powerful blend is very supportive and sincere. They are steady and stability-oriented. They don't like change, but will speak out in tongues.

"C" Type Personalities With The Gift of Tongues

Naturally passive and cautious type personalities with the Gift of Tongues tend to be conscientious and more reserved than others. Speaking in unknown languages is unusual for "C" types who are more skeptical and critical-thinking. Their messages tend to be more in-depth. They can be boring. They need to be more enthusiastic and less scholarly. They don't like confusion. They prefer to speak in tongues so that people can understand serious messages. Being spontaneous is unnatural for them, but their supernatural speaking in tongues is also unusual and powerful.

"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 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."

Note

The following pages will help you understand how God has gifted you for a purpose. You have been endowed and blessed by God to serve and glorify Him. Study this entire report to learn more about how God wants to use you in order to bless you.

Involvement From A 23 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 twenty-three 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.

For Review

ADMINISTRATION / I

Abilities: Organizing or delegating tasks.
Opportunities: Group Leader, Office, Personnel
Warning: Avoid thinking everyone will get in
Reward: Seeing people work together to accomplish
Prayer: "Dear God, Help me to be tolerant to like I think they should."

IMAGINING / EXHORTING

1 steps of action.
ing, Crisis Center, Evangelism.
; wisely.
respond to your advice and helping them
me to say what you would have me to say, not
."

APOSTLESHIP / PIONEERING

Abilities: Start new churches / Pioneer new works.
Opportunities: Missions, Evangelism, Discipleship.
Warning: Be accountable to others.
Reward: Establishing new ministries that grow.
Prayer: "Dear God, Keep my eyes on you, not on my vision. For YOU are always more important than what I do for you."

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."

CRAFTSMANSHIP

Abilities: Work with hands to make things that glorify God.
Opportunities: Missions, Construction, Choir and Drama (sets).
Warning: Don't become proud of ability or difficult to work with.
Reward: Seeing God work through you to make things that bless others who don't have your gift.
Prayer: "Dear God, Help me to always be available to create things that others can't, in order to help them become more successful."

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."

CREATIVE COMMUNICATION

Abilities: Unique ability to communicate truth through drama.
Opportunities: Drama, Choir, Evangelism, Media, Missions.
Warning: Don't seek the spot light or attention.
Reward: See God shine through you to help others understand His messages.
Prayer: "Dear God, Keep my eyes on you and not the crowd, so that I always do what I do for your glory and not mine."

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."

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."

HEALING

Abilities: Unique ability to pray for and help others be healed.
Opportunities: Prayer, Hospital, Hospice, Shut-ins.
Warning: Believing God wants to heal everyone when you want them healed.
Reward: Seeing God heal people who's only hope was your help.
Prayer: "Dear God, Use me to help those who need the healing that only you can provide."

HOSPITALITY

Abilities: Welcoming people into their home.
Opportunities: Homeless, Encouragement, Housing.
Warning: Balance your family and personal needs with constantly inviting people to your home.
Reward: Giving others a comfortable rest and time of fellowship.
Prayer: "Dear God, Help me to work as hard at being close to you as I do at being hospitable."

INTERCESSION

Abilities: Being able to pray earnestly and faithfully for others.
Opportunities: Prayer, Encouragement, Hospital, Hospice, Shut-ins.
Warning: Don't neglect other responsibilities.
Reward: Seeing God eventually answer prayers after a long time.
Prayer: "Dear God, Show me how to balance other responsibilities I should attend to."

INTERPRETATION

Abilities: Unique ability to translate what others say.
Opportunities: Encouragement, Prophecy, Counseling.
Warning: Don't interpret out from under your own ideas.
Reward: Blessing others by making unclear things clear.
Prayer: "Dear God, Help me to make words simple and positive so that others will grow in Christ, glory to me."

KNOWLEDGE

Abilities: Ability to receive insights from God and the Bible.
Opportunities: Counseling, Book Store, Library, Counseling.
Warning: Don't get puffed up with much knowledge.
Reward: Helping others learn things they never knew.
Prayer: "Dear God, You are the all-knowing One. May I only know and share what you want me to. ALSO help me not to be proud of my knowledge."

LEADERSHIP

Abilities: Obvious influence to motivate others.
Opportunities: Men's or Women's Ministries, Discipleship, Support 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!"

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."

MIRACLES

Abilities: Unique faith to experience supernatural occurrences.
Opportunities: Prayer, Finances, Hospital, Encouragement.
Warning: Don't just believe in God being able to perform miracles, but be responsible for personal commitments.
Reward: Seeing God work miracles that others thought impossible.
Prayer: "Dear God, Keep me humble, so that I never think I have special powers apart from you."

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."

PROPHECY / PERCEIVING

Abilities: Discern right from wrong / Declare truth.
Opportunities: Community / National Concern, Finances, Steering Committee.
Warning: Don't be obnoxious or opinionated.
see the truth clearly.
use me the sensitivity to show love, while sharing

REVEALING / MINISTRY

and the scenes.
in the home, Sunday School, Ushering.
be weary in well doing.
make a difference doing what no one else may
Thank you for appreciating my labor of love,
may fail to appreciate."

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 to just research and impart truth."

TONGUES

Abilities: Unique ability to speak in unknown languages.
Opportunities: Prayer, Counseling, Encouragement, Worship.
Warning: Don't think everyone should speak in tongues, as you do.
Reward: Encouraging others to grow in Christ as they commune with God.
Prayer: "Dear God, Help me to be sensitive to every situation and only speak in tongues when you want me to; Not just when I 'feel the spirit'."

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."

For Review

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
persevere, dictate, make decisions and

Opportunities: Organize needed min-
istry, Leadership Committee, head Usher's Con-
gregation, specific challenge.

Warning: You want to control every-
thing. Remember, *"to have
must be under authority."* Be loyal to

Reward: Follow your spiritual leader
be the Lord of your life, and God will use you in a great
way to move the ministry forward.

Prayer: *"Dear God, control my driving, demanding and
dominant personality, so I can be a strong and peace-
making leader for your glory."*

"I" BEHAVIOR *(Active / People-oriented)*

inspire, influence, make
enthusiasm.

public testimony, drama, social
encourager, lead discussion group and

usually outshine others. Don't serve
"personality." Also, pride and sinful
ur testimony.

igned you to shine for Him. When
you allow Him to shine through you, He will use you in
greater ways than you ever imagined.

Prayer: *"Dear God, keep me humble to do your will,
not mine. Help me give you and those who praise me the
credit for all You have done."*

"C" BEHAVIOR *(Passive / Task-oriented)*

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

Opportunities: Finance Committee, long-range plan-
ning, 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 continu-
ally 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."*

"S" BEHAVIOR *(Passive / People-oriented)*

Abilities: Support, serve, specialize, finish what others
start, work behind the scenes, do what needs to be done.

Opportunities: On 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 serv-
ing 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.
Coaching	EMT	Missions
Construction	Evangelism	Long Rng Pln.
Deacons	Finances	Personnel
Discipleship	Media	Publicity

"I" Types —

Band	Drama	Interpreting		
Big Brothers	Elders	Kid Kmp/VBS		
Bowling	Elementary	Media		
Choir	Evangelism	Men's Min.		
Coaching	Encouragemt.	Missions		
College/Career	Greeters	Music		
Communicatn.	Graphic Arts	Newcomers		
Concerts	High School	New Mem.	Senior Adults	Visitation
Counseling	Hispanic Min.	Orchestra	Single Adults	Women's Min.
Deacons	Housing Visitr.	Organ	Song Leader	Worship
Discipleship	Jr. High	Photography	Summer Camp	Youth
				Youth Choir

"S" Types —

Altar Counselr.	Decorating	Kid Kamp/VBS	Preschool	Supplies
Baptism	Discipleship	Kitchen	Printing	Support Groups
Benevolence	Elders	Library	Records	Tape Ministry
Bereaving	Elementary	Mailings	Receptionist	Teaching
Big Brothers	Encouragemt.	Maintenance	Refug/Hmless.	Telephone Call.
Book Store	Evangelism	Meals	Scripture Read.	Tutor
Bowling	Follow-up	Missions	Search Com.	Transportation
Carpentry	Foods	Newcomers	Secretary	Trustees
Children	Grounds	New Mem.	Senior Adults	Ushers
Child Care	Hispanic Min.	Newsletter	Serving Meals	Vehicles
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

example, you may have a "S" type per-
ft of Serving / Ministry / Helps. Look
o serve behind the scenes doing those
don't want to do — like the Kitchen or
ceive deep satisfaction knowing God
acial needs.

' type with the Gift of Encouraging /
want to get involved in a more active
ach opportunity. "S" types prefer more
or "relationship" type evangelism or

he Gift of Prophecy / Perceiving would
serve effectively in a Community Awareness type ministry.
These types prefer to perceive and declare truth.

Review all the opportunities listed with your specific personality and spiritual gift in mind. There may be other opportunities not listed. You may want to consider your talents, interests and experience. For example, you may not have an "I" personality with the Gift of Showing Mercy, but you have a burden to win the lost. Your passion and experience will mean you fit well in an evangelism ministry.

Be sure to communicate with the appropriate ministry leader. Notify him or her about your personality type, spiritual gifts, talents, interests 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 23 Spiritual Gifts

The following are opportunities for ministry in relationship to twenty-three 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.

For Review

Administration / Ruling

Accounting
Benevolence
Clerical
Construction
Counseling
Deacons
Discipleship
Elders
Finances
Foods
Grounds
Kitchen
Library
Long Range Planning
Mailings
Maintenance
Meals
Media
Men's Ministry
Missions
Newsletter
Personnel
Physician
Prayer
Printing
Publicity
Records
Refugee /Homeless
Search Committee
Security
Single Parents

Apostleship / Pioneering

Big Brothers
Coaching
College/Career
Construction
Deacons
Discipleship
Elders
Evangelism
High School
Hispanic Min.
Intercess. Prayer
Jr. High
Long Range Planning
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.

Craftsmanship

Adult Choir
Big Brothers
Carpentry
Coaching

Security
Setup
Song Leader
Search Committee
Steering Committee
Trustees
Visitation
Women's Ministry.
Yard Work
Youth Choir

Creative Communication

Adult Choir
Band

Prayer
Printing
Receptionist
Script. Reader
Single Parents
Sound Ministry
Tape Ministry
Teaching
Trustees
Video

Discernment

Accounting
Counseling
Deacons
Discipleship
Elders
Finances
Intercessory Prayer
Newsletter
Personnel
Physician
Prayer
Printing
Publicity
Records
Search Committee
Secretarial
Security
Setup
Small Groups
Sound System
Steering Committee
Supplies
Tape Ministry
Tutoring
Transportation
Trustees
Ushers
Vehicles
Video
Visitors Cards
Writing

Encouraging

Altar Counseling
Adult Choir
Band
Big Brothers
Choir
Coaching
College/Career
Communication
Concerts
Counseling
Deacons
Discipleship
Drama
Elders
Encouragement
Evangelism
High School
Hospice
Hospital
Jr. High
Media
Men's Ministry
Newsletter
Nurse
Prayer
Receptionist
Scripture Reader
Single Parents
Tape Ministry
Teaching
Trustees
Video
Worship

Interpretation

Altar Counseling
Baptism
Big Brothers
Clerical
College/Career
Communication
Communion
Counseling
Curriculum
Deacons
Discipleship
Elders
Elementary
Encouragement
Evangelism
Hispanic Min.
High School
Intercessory Prayer
Jr. High
Media
Men's Ministry
Missions
Newsletter
Personnel
Prayer
Preschool
Publicity
Scripture Reader
Search Committee
Senior Adults
Single Adults
Trustees

Knowledge

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 Committee
Supplies
Tape Ministry
Tutoring
Transportation
Trustees
Ushers
Vehicles
Video
Writing
Yard Work

Leadership

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
Scripture Reader
Security
Song Leader
Search Committee
Senior Adults
Single Adults
Steering Committee
Trustees
Visitation
Women's Min.
Youth
Youth Choir

Mercy

Bereaving
Big Brothers
Carpentry
Child Care
Children
Cleaning
Communion
Construction
Counseling
Deacons
Discipleship
Elders
Elementary
EMT
Evangelism
Foods
Greeters
Homeless
Housing Visit.
Hospital
Hospice
Infants/Toddlers
Interpreting
Intercessory Prayer
Kids Kamp/VBS
Kitchen
Meals
Newcomers
Nurse
Nursery
Physician
Shut-ins
Trustees

Miracles

Altar Counseling
Communication
Communion
Counseling
Deacons
Discipleship
Drama
Elders
Encouragement
Evangelism
Hispanic Ministry
Intercessory Prayer
Media
Men's Ministry
Missions
Newsletter
Personnel
Prayer
Publicity
Refugee/Homeless
Senior Adults
Shut-ins
Single Parents
Supper Club
Trustees
Weddings
Women's Ministry.
Worship

Pastor / Shepherding

Altar Counseling
Baptism
Big Brothers
Clerical
College/Career
Communication
Communion
Counseling
Curriculum
Deacons
Discipleship
Elders
Elementary
Encouragement
Evangelism
Hispanic Ministry
High School
Intercessory Prayer
Jr. High
Media
Men's Ministry
Missions
Newsletter
Personnel
Prayer
Publicity
Scripture Reader
Search Committee
Senior Adults
Single Adults
Trustees

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

These short lists of just 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.

Evangelism

Altar Counseling
Big Brothers
Bowling
Carpentry
Cleaning
Coaching
Communication
Concerts
Construction
Counseling
Deacons
Discipleship
Drama
Elders
Electrical
Evangelism
Foods
Greeters
High School
Housing Visitation
Jr. High
Kids Kamp/VBS
Martial Arts
Meals
Media
Men's Ministry
Missions
Musician
Newcomers
Newsletter
Nurse
Trustees

Faith

Altar Counseling
Baptism
Big Brothers
Clerical
College/Career
Communication
Communion
Counseling
Curriculum
Deacons
Discipleship
Elders
Elementary
Encouragement
Evangelism
Hispanic Ministry
High School
Intercessory Prayer
Jr. High
Media
Men's Ministry
Missions
Newsletter
Personnel
Prayer
Preschool
Publicity
Scripture Reader
Search Committee
Senior Adults
Single Adults
Trustees

Giving

Accounting
Benevolence
Bookstore
Clerical
Coaching
Computer
Construction
Curriculum
Decorating
Deacons
Discipleship
Elders
Electrical
EMT
Evangelism
Floral Arrangements
Foods
Graphic Arts
Grounds
Housing Visitation
Kitchen
Library

Healing

Altar Counseling
Communication
Communion
Counseling
Deacons
Discipleship
Drama
Elders
Encouragement
Evangelism
Graphic Arts
Hispanic Ministry
Hospice
Hospital
Intercessory Prayer
Media
Men's Ministry
Missions
Newsletter
Personnel
Photography
Prayer

Hospitality

Deacons
Foods
Greeters
Grounds
Hispanic Ministry
Housing Visit.
Hospice
Hospital
Hospitality
Interpreting
Kids Kamp/VBS
Kitchen
Library
Meals
Missions
Newcomers
Nursery
Organ
Personnel
Preschool
Publicity
Receptionist
Scripture Reader
Senior Adults
Serving Meals
Setup
Shut-ins
Single Adults
Single Parents
Small Groups
Trustees
Visitation
Weddings

Intercession

Altar Counseling
Baptism
Big Brothers
Clerical
College/Career
Communication
Communion
Counseling
Curriculum
Deacons
Discipleship
Elders
Elementary
Encouragement
Evangelism
Hispanic Ministry
High School
Intercessory Prayer
Jr. High
Media
Men's Ministry
Missions
Newsletter
Personnel
Prayer
Preschool
Publicity
Scripture Reader
Search Committee
Senior Adults
Single Adults
Trustees

For Review

Prophecy

Coaching
Communication
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
Scripture Reader
Search Committee
Security
Steering Comm.
Sound System
Tape Ministry
Teaching
Trustees
Visitation
Women's Ministry
Writing

Serving / Ministry

Adult Choir
Altar Counsel.
Band
Baptism
Bereaving
Big Brothers
Bookstore
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 Arrangements
Trustees

Clerical
Coaching
Computer
Counseling
Curriculum
Deacons
Discipleship
Elders
Electrical
Elementary
Finances
Interpreting
Library
Men's Ministry
Missions
Physician
Prayer
Printing
Records
Scripture Reader
Search Committee
Security
Steering Committee
Tape Ministry
Teaching
Tutoring
Trustees
Video
Women's Min.
Worship
Writing

Communion
Counseling
Deacons
Discipleship
Drama
Elders
Encouragement
Evangelism
Hispanic Ministry
Intercessory Prayer
Media
Men's Ministry
Missions
Newsletter
Personnel
Prayer
Publicity
Refugee/Homeless
Senior Adults
Shut-ins
Single Parents
Supper Club
Trustees
Weddings
Women's Ministry.
Worship

Wisdom

Accounting
Counseling
Deacons
Discipleship
Elders
Finances
Intercessory Prayer
Men's Ministry
Newsletter
Personnel
Physician
Printing
Publicity
Records
Search Committee
Secretarial
Security
Setup
Small Groups
Sound System
Steering Committee
Supplies
Tape Ministry
Telephone Calling
Tutoring
Transportation
Trustees
Ushers
Vehicles
Video
Visitors Cards
Women's Ministry
Writing

Note

Keep in mind these lists are not complete. There are many other ministries that may fit each spiritual gift list. These lists also do not take into account the leading of the Holy Spirit or your specific passions.

You may be involved in a ministry that is not listed under your spiritual gift. This does not mean you are out of place.

Remember, God often calls us to do things we are not gifted to do. *And where He guides, He supplies the ability to do His work, His way, and for His glory!*

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

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, think before reacting, control self, be — patient, loving, friendly, loyal, kind, sensitive.

For Review

ior and all Spiritual Gifts

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

ion:

Optimism, pessimism, details, time management, doubt, structure, teamwork, team participation.

Needs To:

Listen, count the cost, control emotions, be — humble, strong, disciplined, punctual, careful with words, conscientious.

"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 gifts

The following list of gifts and insights are not
Your responses often also depend on your personality

Gifts of Prophecy, Apostleship,

Under Pressure:

Becomes dictatorial, domineering, demanding, 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, loyal, kind, sensitive.

Gifts of Encourage, Creative Com., and/or Faith

Under Pressure:

Becomes hyper, overly optimistic, immature, emotional, irrational, silly, wordy, selfish.

Sources of Irritation:

Disinterest, slowness, pessimism, details, time restraints, antagonism, doubt, structure, lack of — enthusiasm, team participation.

Needs To:

Listen, count the cost, control emotions, be — humble, strong, disciplined, punctual, careful with words, conscientious.

Gifts of Mercy, Healing, and/or Intercession

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,, — patient, loving, friendly, kind,

Discernment and/or Knowledge

, haughty, high-minded, critical, mental, moody, analytical.

disorganization;
in, validation, plan, direction, authority,

tips, ask more questions, allow for discussion, spend more time being practical, be — more friendly, funny, upbeat, enthusiastic.

Gift of Pastor / Shepherding

Under Pressure:

Becomes serious, insensitive, overly concerned, nosey, intense, regimented, overbearing.

Sources of Irritation:

Spiritual weakness, indecisiveness, immaturity; Lack of — discipline, plan, vision, direction, power, control, consistency.

Needs To:

Serve by example, build relationships, relax, think before reacting, control self, be — patient, loving, kind, considerate, tolerant.

Gifts of Serving / Ministry and/or Hospitality

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 Admin./Ruling, Interpre. 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.

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

Follower Styles

The following describes different leader styles. People tend to lead according to their personality and adapt to the styles of others.

Followers adapt according to their personalities. Identifying followers' styles make leaders more effective.

For Review

"D" Leaders —

"D"s are *take control* and *be in charge* like people telling them what to do. "D"s are pushy and forceful. They need to control the commanding approach to management. They respond when they learn to slow down, be gentle, and listening of others.

"D"s are *strong* leaders. They want to be part of a team that will follow with power and authority in mind. "D"s *his action make me more respected and /* "D" followers need choices, rather than timatums. They need opportunities to do

"I" Leaders —

"I"s are inspiring and enthusiastic. They love to lead and influence others. Naturally great presenters, they tend to talk too much. "I" leaders need to listen more and not be so sensitive to rejection. They are the most impressive and positive leaders. "I"s love crowds, but need to be interested in individuals.

"I" Followers —

"I"s follow with their hearts. They tend to be impulsive followers. They want opportunities that will make them look good. "I" followers talk a lot. They make great first impressions. Their high egos and ability to persuade often turn them into the leaders in order to rise to the top. Sometimes you don't know who's leading whom.

"S" Leaders —

"S"s are the sweet, steady and stable leaders. They seldom demand anything. They are friendly and loyal, but tend to be too nice. They need to be more aggressive and assertive. 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.

"S" Followers —

"S" followers don't make quick decisions. They like leaders who are understanding and gentle. They want to establish a relationship with 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" 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.

"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.

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."

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 my friends. I am committed to restoring the relationship rather than exposing possible sin. I recognize that my friends with people are personality clashes and I will 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 "witness." An 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 presence of a specific person present.

If I am in conflict with my ministry leader, I will not share my concern with my friends. I will not share my concern with my friends. I will listen and try to understand their perspective of the problem. If I am not satisfied with the resolution, I will continue to have animosity, I will not share my concern and counsel to find a "witness" to help resolve the conflict.

If I find out that I have misunderstood the situation, I will continue no further; I will trust God to resolve the conflict 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.

For Review

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.

Discovering our giftedness the main thing is to keep the main thing! What is the main thing? *God with your body and spirit.* We glorify God most, while reaping of true joy when we allow God to design us.

Scripture admonishes us to *"present our bodies, living sacrifices to God . . . to discover what is that good and acceptable will of God,"* Rom. 12:1,2. If you really want to discover God's will for your life, you must give God your giftedness. Give Him your feelings, thoughts, and actions, both naturally with your personality and supernaturally with your spiritual gifts.

The Bible teaches us not to be like children tossed to and fro, all mixed up in life. 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.

For Review

anyone to ask you to get in-

Exercise
your
giftedness
to
experience
joy!

at times. Remember the Day of Pentecost was one of the most confusing, but glorious days of all!

All these insights should help you understand where you fit best in ministry. *Remember, every member is a minister!* This could be your Day of Pentecost, when God pours out His blessings on your life 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 someti

3. My highest personality profile pl

This means I tend to be more _____

4. The overuse of this type sometimes makes me _____

5. My most obvious combination personality and spiritual gift type is: _____

6. To communicate and relate with others more effectively I should _____

7. My greatest blessing and / or struggle concerning my giftedness is: _____

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