

MEMBERSHIP & MINISTRY PROFILE

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

Info User

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

For Your Review

**23 Combination
Summarized**

Introduction of the 4 DISC Personality Types of Behavior

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

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

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

Our personalities should never become an excuse for poor behavior. The attitude of many is: "That's just who I am," or "I've changed since you married me," but we should take responsibility for our actions.

Each temperament has its own strengths and weaknesses. We can use the four quadrant model of behavior to identify our own and others' personalities. This model of behavior of temperament and personality is a simplified version of the DISC model.

For Your Review

"D" - active

"I" - active

"S" - passive

"C" - passive

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

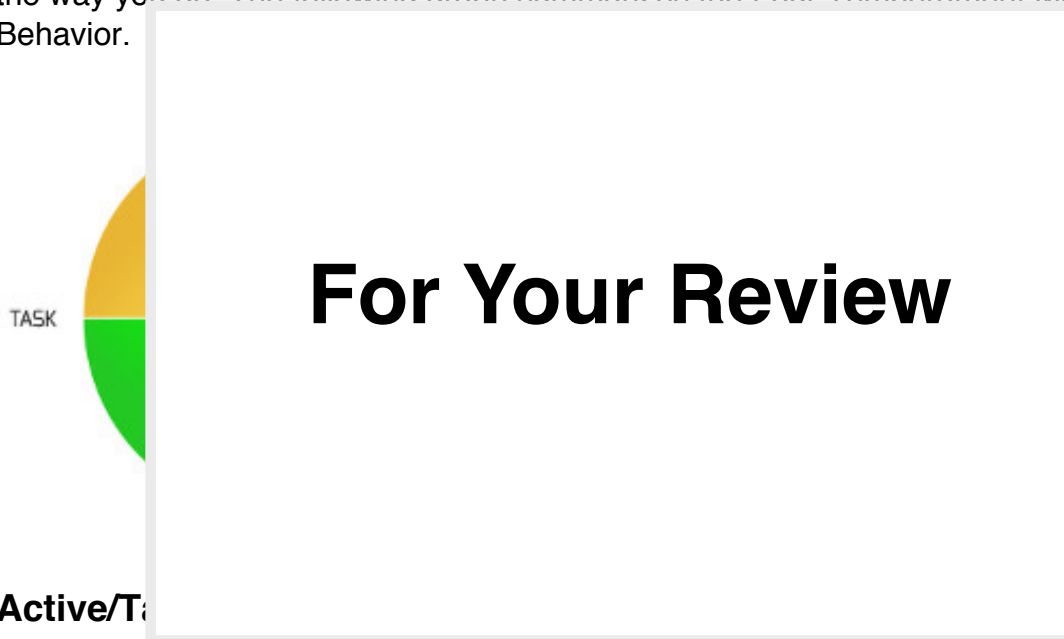
Keep in mind that 85% of people tend to be composites of DISC; therefore, most people will be blends and combinations of the evident characteristics in the four personalities. There are numerous variations of this model. Speakers, writers, and trainers have added their own titles to make the model more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

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

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

Interpretation

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



Dominating, Directing, Demanding, Determined, Decisive, Doing

Active/People-oriented "I"

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

Passive/People-oriented "S"

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

Passive/Task-oriented "C"

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

"D" Type Behavior

Basic Motivation: Challenge & Control

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

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

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

"I" Type Behavior

Basic Motiv

Desires: P	ies to help others -
Opportunit	

For Your Review

Needs to L
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ng better will improve

"S" Type

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
Provides resources

Following procedures -

Needs to Learn
Deadlines must be met

Not everything -

For Your Review

Graph 1: "This is expected of me"

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

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

C/S/D - CC

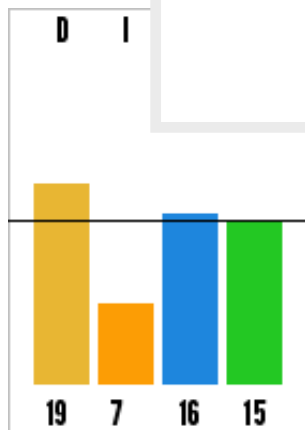
Discoverin

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enthusiasti

For Your Review

are more task-
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positive and
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Controlli



- Let your sensitivity be more evident.
- Be more outwardly optimistic and encouraging to others.
- Be fearless.

Graph 2: "This is me"

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

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

C/S/D - CC

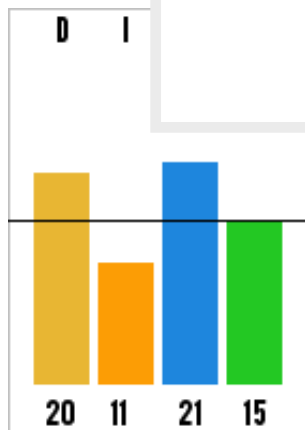
Discoveri

"C/S/D's" are more task-oriented, but they prefer to work in front of crowds. They prefer to be in charge. They tend to be more reserved. They tend to be more reserved. They really care about others. They are enthusiastic.

For Your Review

are more task-oriented, but they prefer to work in front of crowds. They prefer to be in charge. They tend to be more reserved. They tend to be more reserved. They really care about others. They are enthusiastic.

Controlli



- Let your sensitivity be more evident.
- Be more outwardly optimistic and encouraging to others.
- Be fearless.

Everton tends to be more:

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

Everton's

Demanding
Relentless
Determined

Everton's

Hyper, Energetic

Everton tends to be less:

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

For Your Review

Everton's "S"Tendencies seem to be:

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

Everton's "C"Tendencies seem to be:

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

Everton's "D"Tendencies are not very:

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

Everton's "I"Tendencies are not very:

Outgoing, Active, Enthusiastic, Influencing, Animated, Expressive, Smiling, Happy, Dynamic,

Impressing, Exciting, Spirited

Everton's "S" Tendencies are naturally:

Gentle, Soft, Hur

Everton's "C" Tendencies are naturally:

Calculating, Anal

Researching, Ori

ht, Preparing,

For Your Review

SG Report

Spiritual Gifts

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

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

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

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3:10). This
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For Your Review

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- Miracl

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- Media

Note: The mir
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or 3 ministries
through those ministries.

For Your Review

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ou can serve Him

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.

Creative Communication

The Gift of Creative 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

preaching

In a word:

Overuse:

Goal: Teach

Scripture:

Interpretation:

The Gift of

have the u

otherwise i

their expla

thoughts o

interpretati

In a word:

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 Your Review

worship and

speak in tongues. They

of what would be

encourage others through

against adding their

very strong with their

prophecy.

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

The graph of your Spiritual Gifts

Name: Everton Dall'Ago



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.

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.

Interpretation

Abilities: Unique ability to interpret the Bible and apply it to life.

Opportunities: Bible study, preaching, teaching, counseling, writing, 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.

Will grow in: Understanding of the Bible, ability to apply the Bible to life, ability to communicate truth through drama.

For Your Review

itive so that others

Miracles

Abilities: Unique ability to interpret the Bible and apply it to life.

Opportunities: Bible study, preaching, teaching, counseling, writing, 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.

Will grow in: Understanding of the Bible, ability to apply the Bible to life, ability to communicate truth through drama.

sponsible for personal

Fitly Joined Together

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

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

Creative Communication

Adult Choir
Choir
Communication
Deacons /
Elders
High School
Newsletter
Printing
Single Par

s / Sisters
reer

n
leader
try

For Your Review

Interpretation

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

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

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

Miracles

Altar Counselor
Counseling
Drama
Evangelism
Media
Personnel
Refugee / Homeless
Single Parents

Communication
Deacons / Deaconesses
Elders
Hispanic Ministry
Missions
Prayer
Senior Adults
Serving Meals

Communion
Discipleship
Encouragement
Intercessory Prayer
Newsletter
Publicity
Shut-ins
Trustees

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) the

Blended Servant Leader
motivate others
to follow on
personality
difference.

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and "DISC"
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called!

For Your Review

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 may conflict with others. Scripture is clear on how to handle clashes. The process can be overused. Your feelings, too, can be overused. Read each section and consider how you can improve your behavior!

To improve your behavior!

Remember: Most clashes with others

Spiritual Gifts
How God, not
vibrational Blends in
the. Also

use for poor

conflicts and

For Your Review

Top Spiritual Gift's Conflicts

Gift of Creative Communication

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 carefully with words

ed, punctual,

Gift of Interpretation

Under Pressure:

Sources of Irritation: Inaccuracy, wastefulness, inaccuracy,

Needs to: Loose, open, trusting, enthusiastic.

For Your Review

accuracy,

, open, trusting,

Gift of Miraculous Power

Under Pressure: bossy.

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

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

orceful, direct,

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!

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For Your Review

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The Prophet

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

S Type Personalities With Gift of Creative Communication

More shy than outwardly expressive, they will often surprise you with their passionate presentations. S type personalities are often out of character. They serve best as "the quiet one." They are usually very sincere and truthful in a creative way. They may not be the most confident, but whatever their role, they will do it with love and hope.

S Type Personalities

Sweet and sensitive, S type personalities are not very aggressive. Their tongues speak for them, and they often take advantage of others. They are humble and kind servants, ready to help others by interpreting what is being spoken in tongues.

For Your Review

Those with the "S" personality are often out of character. They are usually very sincere and truthful in a creative way. They may not be the most confident, but whatever their role, they will do it with love and hope.

passive. They are often very sensitive. When translating, their interpretations can be taken as confident and bold. They are humble and kind servants, ready to help others by interpreting what is being spoken in tongues.

S Type Personalities With Gift of Miracles

Passive / people-oriented personalities with the Gift of Miracles are soft-spoken, but powerful when it comes to God working miracles through them. They seem to be the most unlikely tools for God to use, but have tremendous faith in the supernatural acts of God. They tend to be too reserved. 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.

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.

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Introduction

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

The Bible
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For Your Review

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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.

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

In a word: Initiator

Overuse: Expects too much

Goal: Lead by example, not manipulation.

Scripture: Rom. 12:8; 1 Cor. 12:28; Acts 6:1-7

Apostleship / Pioneering —

Unlike Apostles of old, who actually saw the Lord and spread the Word from place to place, Apostles today have a clear vision to start new ministries where others may not. They make great church planters and strong leaders. Apostles / Pioneers today have a self / spirited appointed calling to reach out where others may never dare. They demonstrate tremendous abilities in influencing others to follow. They also have contagious and industrious enthusiasm to cross cultural, geographical, and economic boundaries for Christ. Apostles / Pioneers today are often used by God as anointed authorities in their region and ministry.

In a word: Pioneer / Visionary

Overuse: Pushes too hard / Too much authority

Goal: Build deeper and stronger.

Scripture: Eph. 4:7,11; 1 Cor. 9:1-2; Ga. 2:8-10; 1 Cor. 12:28-29

Craftsmanship —

The Gift of Craftsmanship is seen in those who enjoy making things. They tend to be more helpful to others and are often of Craftsmanship help in putting things together. They tend to be more

Overuse:

Goal: Create

Scripture: 1 Cor. 12:28

Communication —

Communication is obvious in those who enjoy speaking. They love to express themselves in playing and skits. They tend to be more expressive feelings to communicate biblically. Creative Communication must guard against making great reflections of THE Light in worship and preaching by creating sermons.

In a word: Orators or Actresses

Overuse: Focus on that leads to self glory rather than focus on talent.

Scripture: 1 Tim. 6:14-15; Mark 4:2, 33

For Your Review

Discernment —

The Gift of Discernment is seen in those who see through a lot of things. They are concerned about the little and seem to have a need. Those with Discernment can distinguish between truth and lies and then give advice of biblical principle 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

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

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

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.

In a word: Steward
Overuse: The power of money
Goal: Sincere stewardship, not financial harassment.
Scripture: Rom. 12:6, 8b; Acts 4:32-35; 2 Cor. 9:7-8

In a word: Restorer
Overuse: Teaching everyone should be healed
Goal: Focus on God's power and not their gift to heal.
Scripture: 1 Cor. 12:9, 28, 30; Acts. 3:1-16; Mark 2:1-12

Goal: Prove
Scripture

ayer Warrior
al needs and responsibilities
d also do what needs to be done.
26; 1 Tim. 2:1-2; Col. 1:9-12, 4:12

The Gift of Interpretation is the ability to speak in tongues. The miraculous interpreter with the Gift of Interpretation in their explanation of the gift of tongues against adding their own thoughts. They are sometimes called upon to seek to clarify and

a supernatural revelation of certain
as instant and specific information
knowing, except from God. This is
dodge, nor is it a gift of just knowing
give specific truth from the Word of
m others and bring more attention
an the purpose of sharing what God

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

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

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

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.*

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

Overuse: The power of money

Scripture: Rom. 12:6, 8b; Acts 4:32-35; 2 Cor. 9:7-8

Scripture: Rom. 12:6, 8b; Acts 4:32-35; 2 Cor. 9:7-8

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 prefer worship that emphasizes the healing power of God. Those with the Gift of Healing are used by God to restore people to wellness. They should focus more on the faith of those needing healings, rather than their own faith to heal. They authenticate messages from God's Word through healings. They should remember, God doesn't promise to heal everyone and the faith to carry on is more important than the healing.

Overuse: Teaching everyone should be healed

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

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

The Gift of Hospitality is that special interest in opening one's home for food and fellowship. Those with the Gift love to invite guests or entertain on any occasion. They love to entertain individuals or groups. They seek to bring someone over or to their home who is comfortable and

Goal: Pro Scriptur

The Gift of Intercession is found in those with a passion to pray. They pray for those in distress. They faithfully pray for the specific needs. They recognize spiritual gifts in others. Those with the Gift of Intercession are humble. They never say, "Much prayer, much power," is their motto. They are not being pushy and feeling superior. They are always seeking someone to consistently pray for them. They are the spiritual glue of every church.

ayer Warrior
cal needs and responsibilities
nd also do what needs to be done.
-26; 1 Tim. 2:1-2; Col. 1:9-12, 4:12

The Gift of Interpretation is to speak in tongues. The miraculous interpretation with the Gift of Interpretation is their explanation of the tongues against adding their own. They are sometimes asked to seek to clarify and

Goal: Clarify

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

For Your Review

a supernatural revelation of certain es instant and specific information knowing, except from God. This is edge, nor is it a gift of just knowing ive specific truth from the Word of lm others and bring more attention an the purpose of sharing what God

Wine Insights
Feel inferior or ignorant
More than impress others.

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

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.

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

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.

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

Prophecy / Proclaiming / Perceiving —

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

In a word: Bold

Overuse: Fighter

Goal: Declare truth, don't divide Christians.

Scripture:

Teaching

Christians with true. While the p why it is true. Int to dig into seemir they discover. Ofi deeper understand sistently, they may setting high stand

Scripture:

Wisdom —

The Gift of Wise way. Those with t reverence of God with pride and an humble and exhib Those with the Gi

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

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

Serving / Ministry / Helps —

When you think of Christians who serve faithfully behind the scenes, you think of those with the Gift of Serving / Ministry / Helps. They are interested in blessing others to serve the Lord. They love to help others. Motivated by a strong sense of need, they feel like "someone has to do it." Caring and concerned for others, they find themselves doing what no one else likes to do. They tend to do whatever called for. Flexible, they adapt to many challenges. They simply enjoy helping others and meeting needs. Often truly selfless, 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: 1 Cor. 12:28; Act. 6:1-3; Rom. 16:1-2

For Your Review

ose with the divine ability to speak d endowment to speak in a language e present. They often express spon- ing preached, sung, or worshipped. atural message often with words too ose with the Gift of Tongues should h their gift, but instead speak words n is clear.

Conduit

rbearing, and confusing

ers through positive messages.

), 13:1, 14:1-33; Acts 2:1-11

e

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

Dr. John Geier, Chairman of the Human Behavior Science Department at the University of Minnesota designed the first paper assessment that identified a person's DISC pe

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For Your Review

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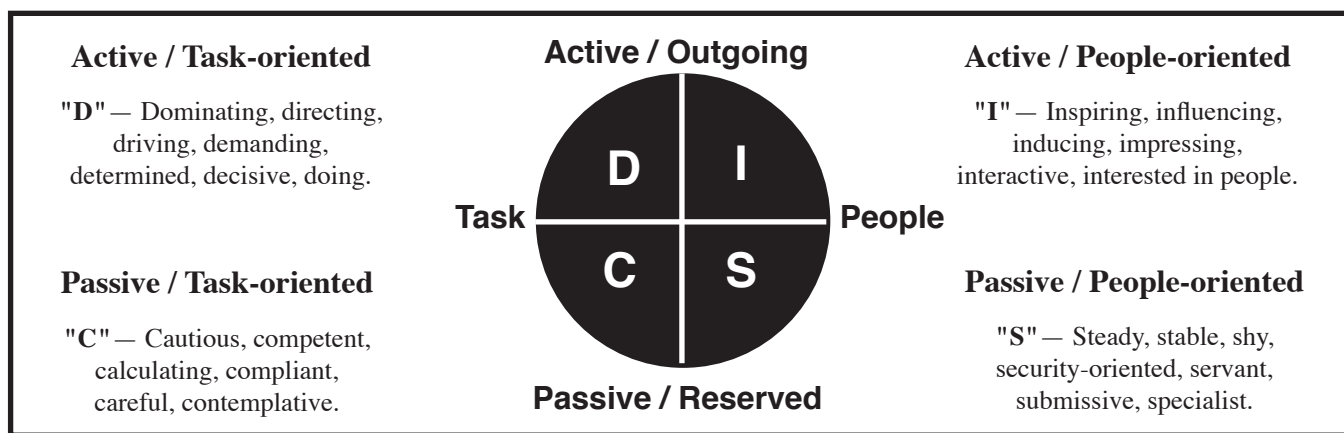
l with serious
behavior motiva-
' counseling.

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 •

• Cautious for personal account

Needs To Learn:

• Some controls are

important • To focus

• Sensitivity to people

Biblical Advice:

is . . . gentle, James

1:19 • BE ANGRY

AT A TIME—The

fruit of the Spirit

Gal. 5:13.

"C" BEHAVIOR

(Passive / Task-

Descriptions: Cautious

Basic Motivation: Security

Desires: • Clear

• Assignments that

Responds Best

• Spells out detail

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 recognition of abilities

• Provides support

• Is relaxed and friendly

• Allows time to adjust to changes

• 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.

• Examples: Moses & Hannah

"Phlegmatic" or "Golden Retriever"

• Stable, Security-oriented

• Support

• Identification with a group

• Consistent

• Is relaxed and friendly

• Allows time to adjust to changes

• Gives personal support

Needs To Learn: • Change provides opportunity

• Friendship isn't everything

• Discipline is good

• Boldness and taking risks is

sometimes necessary

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For Your Review

How To Read The DISC Graphs

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

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

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

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

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

This person is more reserved than outgoing. He or she likes people on an interest

E
person
people
sit still
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E
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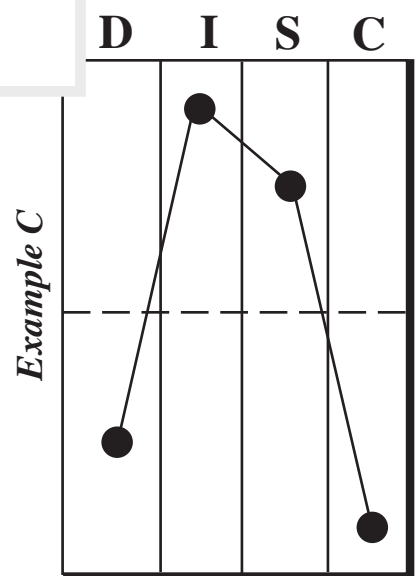
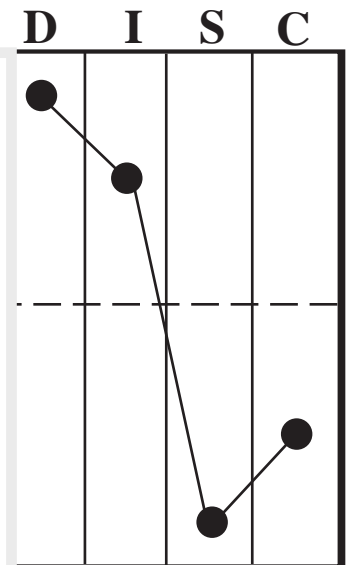
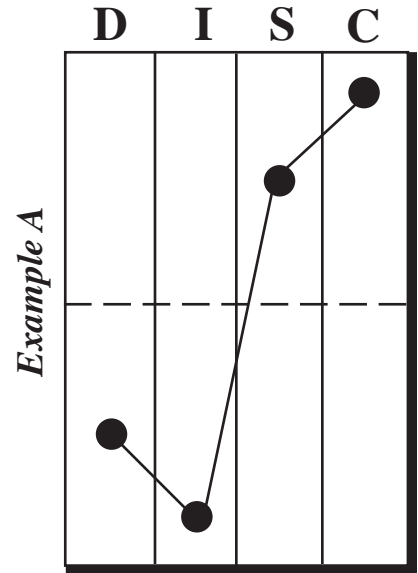
Their **D** and **C** are low, meaning they are not assertive/dominant or logical/contemplative types.

For Your Review

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 is how I feel you want me to be*” or “*I think you want me to act like this.*”

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

GRAPH 2: “*This is me*” is the person’s response to how he or she feels and thinks under pressure—how the person really feels and thinks inside. The person is revealing how he or she will naturally respond to pressure.

Everyone has a different personality and peers influence the personality.

If a person has a dominant personality, the person may be more of him or her. Having a dominant personality may be very different from many people.

The example of Graph 1 is shown below.

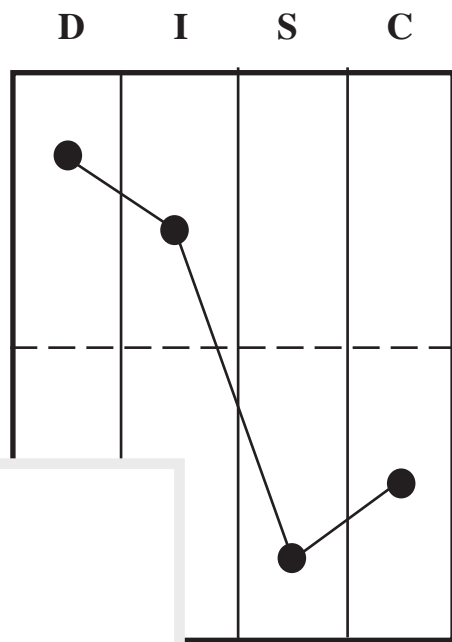
GRAPH 1: This person wants him or her to be more dominant, even though he or she really isn’t that type. This person is also more “S”—submissive and security oriented than what he or she feels is expected of him or her.

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

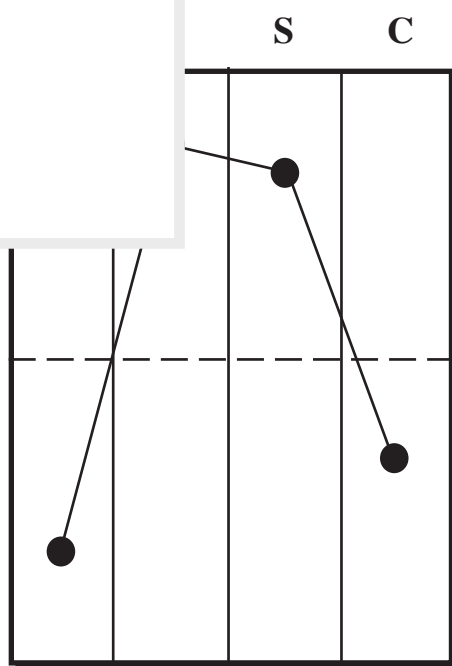
Every point in the upper third is considered *high*. Every point in the middle third is *mid*. Every point in the lower third is considered *low*.

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

Example of Graph 1



Example of Graph 2



For Your Review

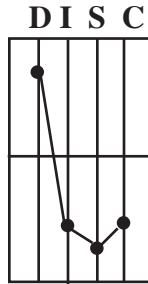
DISCOVERING YOUR BEHAVIORAL BLEND

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

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

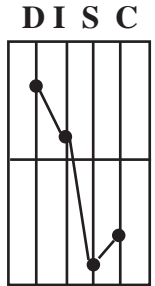
D: DETERMINED DOERS

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



D/I: DRIVING INFLUENCERS

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



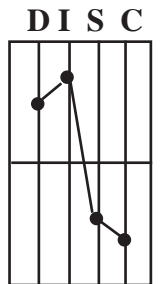
I: INSPIRATIONAL INFLUENCERS

"I's are impressive people. They are extremely active and excited individuals. Approval is important to them. They can have lots need for attention. They need to be mo listen. They do not look good. They ofte are entertainers. T think more logically motivated by recog



I/D: INSPIRATIONAL DOERS

“I/D”s are super salespeople. They love large groups. They are impressive and can easily influence people to do things. They need a lot of recognition. They jump into things. They need to be challenged. They should also be more organized. They can be easily distracted. They are not careful, they are spontaneous. They get themselves into trouble. They are inspiring leaders.

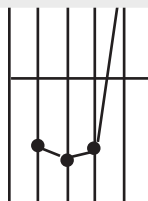


S: STEADY STATE

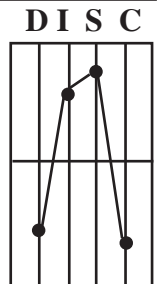
"S"s are stable and They enjoy pleasing same job. Secure important to them they are so forgiving advantage of them how to say, "No" to Talking in front of They are motivated to help others.

C: CAUTIOUS

"C"s are logical and 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.

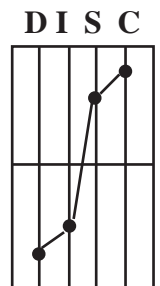


Review



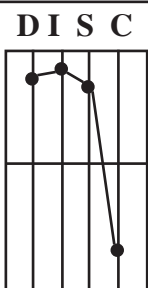
ALISTS

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.



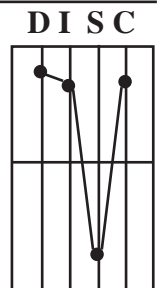
I/D/S: INSPIRING DRIVING SUBMISSIVE

"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.



For Your Review

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.

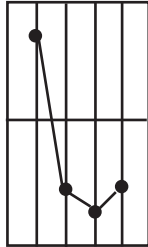
CONTROLLING YOUR BEHAVIORAL BLEND

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

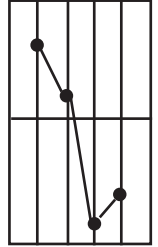
DISC



D/I: DRIVING INFLUENCERS

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

DISC



I: INSPIRATIONAL INFLUENCERS

Don't exalt yourself—"Humble yourself and God will exalt you," James 4:10. Be sure to listen more—"quick to hear, slow to speak," James 1:19. Work at being organized—"Do all things decently and in order," 1 Cor. 14:40. Concentrate—"All things are not more—"Prepare your heart for what you desire—"I will be over-confident and I will be over-claimed he would not

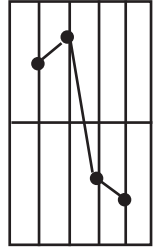
DISC



I/D: INSPIRATIONAL DOERS

Guard the power of your words—"The tongue is a fire," James 3:6. Don't be like those who "by fair words and good speeches—deceive," Rom. 16:18. Always tell the truth—"Speak the truth and lie not," 1 Tim. 2:7. Remember, I must increase, I the glory for all—"Psa. 29:1,2. Put the kingdom of the lust of the flesh destroy your

DISC



S: STEADY S

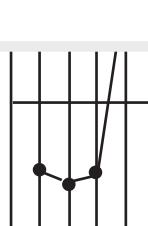
Increase your confidence through Christ, Who is your—"rock, fortress, and fullness is not from spirit of fear," 2 Tim. the redeemed of the outgoing and less in Gal. 5:1. Be more as with "let my people "You are secure, be

For Your Review

C: CAUTIOUS

Be more patient with "Rebuke, exhort with 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," Psa. 37:4.

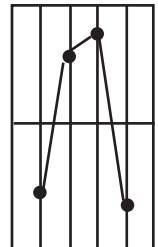
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fear," Phil. 1:14. it," Phil. 4:1. The 's about Christ— Isa. 61:1. Guard eart be troubled, :27. Remember, age you—"David am. 30:6. Always r of man brings a

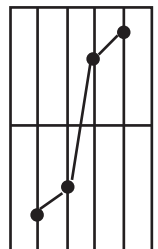
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ALISTS

things are pure se things," Phil. —God promises

DISC

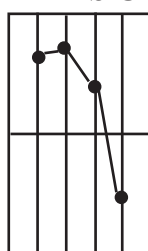


"Fear not for I am with you," Isa. 43:5. Focus on the possible —"With God all things are possible," Matt. 19:26. Be cheerful—"The fruit of the Spirit is . . . joy," Gal. 5:22. When everything goes wrong, God is all you need—"Our sufficiency is of God," 2 Cor. 3:5. Think like Christ—"Let this mind be 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," Psa. 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.

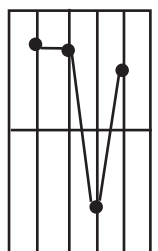
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D/I/C: DOMINANT INSPIRING CAUTIOUS

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.

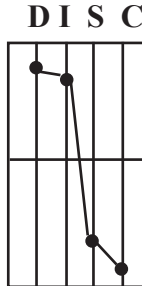
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Once you discover your **Behavioral Blend/s**, you can clearly recognize the areas God wants to work on. The Bible is the best source to help you. *"All Scripture is given by inspiration of God and is profitable for doctrine, for reproof, for correction, 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).

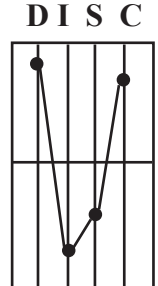
D/I: DYNAMIC INFLUENCERS

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 always most important—"The first shall be last," Matt. 19:30. Be patient with others—"The fruit of the Spirit is longsuffering," Gal. 5:23. Learn to relax in the Lord, not in your ability to make things happen—"Rest in the Lord," Psa. 37:7.



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, not to be served—Be a "servant of Christ," Eph. 6:6. Meekness is not weakness. Control your desire to have power over others. Be Christlike—"By the meekness and gentleness of Christ," 2 Cor. 10:1. Take time to be still and commune with God—"Be still and know that I am God," Psa. 46:10.



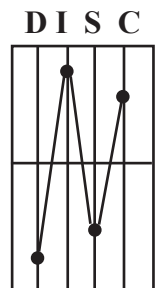
I/S: INSPIRATIONAL SPECIALISTS

Do everything unto the Lord—"Whatsoever you do, do it heartily, as unto the Lord and not unto men," Col. 3:23. Beware of seeking man's approval—"Not with eyeservice as men pleasers," Eph. 6:6. Seek to please God, rather than others—"Do always obey the Lord," Col. 3:20. Be more task-oriented—"Glorify God in all that you do," Luke 14:28. Don't let words be your strength—"Work hard," 12:11. Work hard—"Don't just talk in every good work," 6:4. Don't just talk in every good work comes when no one is looking.



I/C: INSPIRATIONAL COMPETENT

Be careful you don't think too highly of yourself—"God resists the proud, but gives grace to the humble," 1 Pet. 5:5. Seek to please God more than others—"When a man's ways please the Lord," Prov. 16:7. Be a good example—"Be an example of the believer," 1 Tim. 4:12. Be bold—"Glorify God in all that you do," Luke 14:28. Be bold and confident—"Stand firm with confidence in the Lord," 1 Cor. 13:2. Be bold and confident statements and actions—"Be bold and do not be ashamed," 1 Tim. 3:15. Be bold and confident—"Be bold and do not be ashamed," 1 Tim. 3:15. Be bold and confident—"Be bold and do not be ashamed," 1 Tim. 3:15.



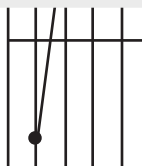
S/D: STEADY

God wants to empower you—"Whatsoever you do, do it heartily, as unto the Lord and not unto men," Col. 3:23. Gladly will I rather than Christ may rest upon you—"Do all that you do for the Lord," Col. 3:23. My grace is sufficient for you—"My grace is sufficient for you," 1 Cor. 10:13. Weakness, as you think I am weak, then are you made strong—"I am weak, but you are strong," 2 Cor. 12:10. Help others daily—"Let us reason together," Isa. 40:1. God challenges you—"Let us reason together," Isa. 40:1. Let us reason together—"Let us reason together," Isa. 40:1.

For Your Review

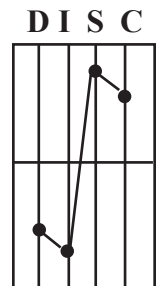
C/I/S: COMPETITIVE

Guard against being judged—"Matt. 7:1. James 4:12. Avoid the root of bitterness springing up to trouble you," 1 Cor. 12:10. 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.



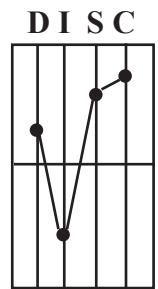
T TYPES

Be strong and very enthusiastic—"Whatsoever you do, do it heartily, as unto the Lord and not unto men," Col. 3:23. Enjoy relationship—"I am abundant," John 1:16. Come from security—"My peace I give you," John 14:27. Is knowing God's love—"God passes all things in Christ—"I will



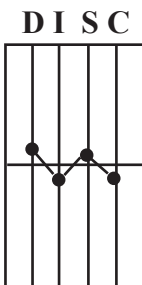
Y DOERS

Do it heartily—"Whatsoever you do, do it heartily, as unto the Lord and not unto men," Col. 3:23. Don't worry so much—"Be troubled," 1 Cor. 12:10. Do it heartily—"Whatsoever things are



STRAIGHT MID-LINE

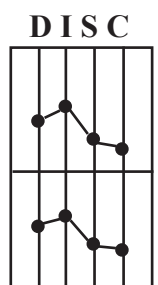
You may be trying to be all things to all men, which is good, but can be frustrating at times. The farther apart your plotting points, the easier it is to read the profile. Recognize your identity in Christ—"I am crucified with Christ, nevertheless I live, yet not I, but Christ lives in me," Gal. 2:20. 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 personality types and 23 Spiritual Gifts. Find the description/s of your combinations. You may have several combinations to identify.

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

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

"D" Type Personalities With Gift of Administration / Ruling

Demanding type Christians with the Gift of Administration are strong leaders. They like to tell others what to do. They often see what needs to be done and del

Administrators tend to help without pr

Often concerned n

and loving. "D"-A

to do great things

"I" Type Personalities With Gift of Administration / Ruling

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

"D" Type Pe

Christians who have the Gift of Apostles today are get in their way. something from n new ministries, es They are active, to confidence and au

For Your Review

The Gift of Apostleship

influence and enthusiasm to start Apostleship. They tend to be very g other groups, especially those of onalities and the Gift of Apostleship. They tend to step out into unchar- art new ministries. They make great, but should guard their excitement.

"D" Type Pers

Active / task-oriented personalities dominate, direct, and 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.

The Gift of Craftsmanship

ties with the Gift of Craftsmanship 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 no mistakes and does what He pleases to gift you for His glory.

A Christian with a "D" type personality and the Gift of Showing Mercy is the kind that will bite your head off and

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

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

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

"S" Type Personalities With Gift of Administration / Ruling

Submissive type Christians with the Gift of Administration are concerned about getting tasks done in steady and stable ways. They need to be more assertive and aggressive. "S"-Administrators can be too sacrificing. They are fair help. They can be shy. They tend to be shy. So to accomplish task through small group

"C" Type Personalities With Gift of Administration / Ruling

Cautious type Christians with the Gift of Administration are competent task-masters. They see a need and organize others to meet that need. They enjoy doing things completely right the first time. They tend to be picky. They want more warmth and team participating an enthusiastic atmosphere being critical of what others do. "C"-groups to do the right things.

"S" Type Personalities With Gift of Administration / Ruling

Steady and stable about starting are slow and shy, and don't give up compassionate and with "S" type person a strong vision and

"S" Type Personalities With Gift of Administration / Ruling

Passive / people are sensitive, support others through the 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 Gift of Administration / Ruling

They are right the first time. They tend to be picky perfectionists. They are not real 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 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.

For Your Review

The Gift of Apostleship

Christians who are committed to the Gift of Apostleship. They tend to be death. But their plans and programs don't mind standing alone. They are stimulated by the need for people and programs together in order to meet different types of cultures and groups.

The Gift of Craftsmanship

People with the Gift of Craftsmanship are competent when it comes to whatever they do. They want to do things

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. They have great insights, but often use it in a demanding and driving way. They enjoy using their discernment to confront or challenge others to obey God's Word. They need to be more sensitive and compassionate concerning what they feel is about a particular problem.

"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 come across as boastful. Those who use their intuitive senses to encourage and lift-up others often have active / people-oriented personalities. They make great impacts on people. They are enthusiastic and get real excited when they can use what they discern about things to help others.

"D" Type Personalities With The Gift of Encouraging

Decisive type Christians with the Gift of Encouraging are persistent encouragers. They tend to dominate conversations with practical steps-of-action. They like to share advice. "D"-Exhorters are driven to control the situation in order to be more sensitive. People often find them to be pushy. Letting others speak for themselves, makes them

"I" Type Personalities With The Gift of Encouraging

Inspiring type Christians with the Gift of Encouraging make enthusiastic encouragers. They impress others with their advice. But they can be too optimistic. They often create high expectations. They need to be more realistic and not use their verbal skills to influence others to do more than they are capable of. Interested in others, "I"-Exhorters communicate

"D" Type Personalities With The Gift of Evangelism

Dynamic and direct Christians with the Gift of Evangelism can be extremely effective. But their driving nature can be overwhelming. Evangelists should be patient and listen. Done, they often find themselves being direct with their people and offer invitation. "D"-Evangelists are often "making Him known"

The Gift of Evangelism

People with the Gift of Evangelism are most effective. They are also very contagious — cheerful, they are "natural-born" witnesses. Their message does not look so easy. Because of their enthusiasm, they are equally about what people think. They must constantly remember not to be self-centered. "I"-Evangelists can win

For Your Review

"D" Type Personalities With The Gift of Faith

Active / task-oriented Christians with the Gift of Faith have a great amount of dependence on God. They are often demanding of 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.

With The Gift of Faith

People who believe in God often have the Gift of Faith. They are very expressive and talk a lot about the joy of trusting the Lord for everything. "I" type personalities with the Gift of Faith are sometimes too optimistic and rush in where angels fear to tread. They need to be more cautious and guard their faith from making miscalculated decisions. But they make great encouragers in difficult times.

"D" Type Personalities With The Gift of Giving

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

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 and wait for opportunities to share what they discern about a problem. They especially love to share how the Word of God applies to a particular situation. They are often very shy. They don't like to make others uncomfortable, but can be a tremendous friend and source of encouragement and direction.

"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 often "too" right for most people to appreciate. But they make the greatest resource when it comes to making practical decisions. This combination is best at choosing the right direction, but needs to be more sensitive to how their discernment might affect others. With more inspiring and optimistic attitudes, this combination is so powerful and respected.

"S" Type Personalities With The Gift of Encouraging

Sensitive type Christians with the Gift of Encouraging are sweet encouragers. They share simple and slow steps-of-action to help others. They often wait for others to feel safe. They are gentle and kind. They love to stabilize the emotions of others. They are not afraid to be too shy. They are not afraid to be too nice. They need to be reassured that they are not being too nice. They are security-oriented and need to be reassured that they are not being too nice.

"C" Type Personalities With The Gift of Encouraging

Calculating type Christians with the Gift of Encouraging are precise encouragers. They often know just what to say. Their practical steps-of-action tend to be concise. They make competent counselors with specific people. "C"-Exhorters can see what is lacking in people's lives and are quick to communicate love. They should be more patient and kindness will influence them. "C"-Exhorters make

"S" Type Pe

Sweet and soft ty
gentle witnesses.
issues. They tend
time. Knowing th
Avoiding confront
But their motivatio
to speak out. "S"
lot of fanfare.

On The Gift of Evangelism

ans with the Gift of Evangelism are
 ce to go point-by-point, convincing
 ey try to have an answer for every
 h too many facts. "C"-Evangelists
 sk, rather than the person in need.
 to be more flexible and friendly.
 fascinating opportunity for Christ.

"S" Type

Passive / people
one else has given

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.

With The Gift of Faith

use of the differences between the
and the Gift of Faith's motivation
the personalities with the Gift of Faith
t God, while researching all the op-
before making their final decisions,
even when all the facts are not clear.
and strong on the promises of God.

"S" Type Personalities With The Gift of Giving

Security-oriented type Christians with the Gift of Giving are not risk takers. They are submissive (willing) givers. They may lack the vision necessary to take on challenging projects. Sensitive to individual needs, they help others behind the scenes. They are private about giving. "S"-Givers can be too helpful. They need to guard their sincere desire to serve with a stronger determination to do what is right. They 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 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 Your 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 so unwavering and demanding that some people find them offensive and too pushy. "D" type personalities with the Gift of Healing need to be more sensitive to those who are not as responsive or optimistic. They have tremendous faith, but need 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 guard their enthusiasm. They are obviously on fire for the Lord, but must be careful they don't turn their zeal for healing into wild fire and confusion. They should seek to always be controlled by the spirit, rather than the flesh. They have a weakness toward making things overly exciting and seeking attention, but are the most influencing when others need healing.

"D" Type Personalities With The Gift of Hospitality

Christians who are demanding, but always volunteering their homes for meetings or for those needing a place to stay often have the Gift of Hospitality. They are very controlling, but with a strong faith in God. They love to help others and are always in control.

"I" Type Personalities With The Gift of Hospitality

Enthusiastic and excited Christians who love to invite others to their homes often have the Gift of Hospitality. They are "social butterflies." They love to have people in their homes. "I" type personalities are very expressive and often express their interest in others. This combination can be very difficult to control. Their gracious hospitality is always on display.

"D" Type Personalities With The Gift of Intercession

Determined type personalities with the Gift of Intercession pray for others. They are very persistent and improve their prayer life when controlled by the spirit. They have a strong faith in God and pray Him faithfully. They are as concerned as the Lord about the commitment to intercede for others.

The Gift of Intercession

Christians who are serious about intercession are very persistent about God answering prayer. They can pray long, heartfelt petitions. They love to share how God answered their prayers. They are optimistic and encouraging. They are very concerned about their gift. They should allow others to see their gift. They make tremendous intercessors.

"D" Type Personalities With The Gift of Interpretation

Active / task-oriented personalities with the Gift of Interpretation are able to translate what others say. They are very control-oriented. 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.

The Gift of Interpretation

Christians with the Gift of Interpretation are very expressive about what others speak in tongues. They are very confident and 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.

For Your Review

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 humble and sincere. "S" type personalities with the Gift of Healing are often not as aggressive as others. But they are just as firm and committed to healing. They are silent witnesses, always willing and ready to serve when needed. They are not real bold or expressive, but steady and stable believers in God's healing.

"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 tend to be too concerned. They need to improve their people skills and be more friendly. They love to research and explain why God heals today. They tend to be very knowledgeable. They can be naturally cautious, but biblical optimistic of God's power to heal. They are a unique blend of a compliant personality with a supernatural faith.

"S" Type Personalities With The Gift of Hospitality

Christians who are more quiet and shy, but always ready and willing to have groups or individuals in their homes often have the Gift of Hospitality. They are not expressive, but optimistic about the opportunities to help others through ties with the Gift of Hospitality. They are not making others feel heart, but often have

"C" Type Personalities With The Gift of Hospitality

Cautious and calculating type Christians who love to open their homes to others often have the Gift of Hospitality. They tend to have neat homes and impress others with their cleanliness. "C" type Christians with the Gift of Hospitality have things worked out before opening their homes, even at the last minute, but always are thoughtful thinkers and analyzers — passive / compliant. They don't have others in their homes.

"S" Type Personalities With The Gift of Intercession

Passive / people who are very reserved and shy, but times. They are faithful and consistent of large crowds, but they have a lot of enthusiasm on behalf of those who are more assertive in needing someone y

"C" Type Personalities With The Gift of Intercession

People who are committed to prayer, the Gift of Intercession. They are faithful in prayer. They go by the Book and they don't tend to be very sociable or expressive and friendly. They don't tend to be in prayer for others. They are more committed to their prayer life. For them, intercessory prayer is their time, place, and devotion.

"S" Type Personalities With The Gift of Interpretation

Sweet and sensitive type personalities who seem to be more passive. They are steady and secure. 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

People with the Gift of Interpretation are often very 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.

For Your Review

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 don't like sitting still and waiting for things to happen. They like to make things happen. They tend to motivate and mobilize people for accomplishing the task at hand. They like long range planning with specific short term goals that involve lots of people moving forward together.

"I" Type Personalities With The Gift of Leadership

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

"D" Type Personalities With Gift of Showing Mercy

Determined type Christians with the Gift of Showing Mercy are rare, but dedicated to helping others feel better. Their domineering ways tend to conflict with their desire to sympathize with others. They can be decisive while merciful and who tend to demand. "D"-Showing Mercy personalities can be very effective. Their motivation is their motivation. They press the need

"I" Type Personalities With Gift of Showing Mercy

Inspiring type Christians with the Gift of Showing Mercy influence others to care more. They use verbal skills to generate excitement for the cause of demonstrating love. Interested in people, they induce strong feelings. "I"-Showing Mercy types can be very effective. They may think their concern is all show. They need to calm down to evident sensitivity, "I"-Showing

"D" Type Personalities With The Gift of Miracles

Active / task-oriented and determined to do things. They strongly believe in others. They are pushy and bossy. They authenticate specific. This makes them very effective. They have no power

"I" Type Personalities With The Gift of Miracles

Christians with the Gift of Miracles are very effective. They tend to be extremely effective and uses them to do miracles. They use them through them in miraculous ways. They come proud of their gift. They need to reflect His glory. They are mirrors. They should guard against "showmanship." They are servants.

"D" Type Personalities With The Gift of Shepherding

Demanding type Christians with the Gift of Shepherding are ministry driven. They are domineering. 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.

"I" Type Personalities With The Gift of Shepherding

Inspiring type Christians with the Gift of Shepherding are impressive. They are 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.

"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 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 Your 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 may be so concerned that they miss opp insincere cries for who use their pain may need to share "S"-Showing Mer

"C" Type Personalities With Gift of Showing Mercy

Compliant type Christians with the Gift of Showing Mercy are extremely concerned about others. They see needs no one else sees. They tend to become overwhelmed at times. They are careful not to miss opportunities to help, but they don't get involved. "C"-Showers are people who care. They care for people who hurt. Their conservative care is not idealistic. Enthusiasm and inspiration are not their strong points. They are competent individuals who

"S" Type F

Passive / people are soft-spoken, but powerful. They seem to have tremendous faith in what they are served. They can serve to authenticate me. They are humble and they are the scenes. They are

"S" Type Pel

Submissive type servants. They enjoy 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.

"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 Your Review

With The Gift of Miracles

with the Gift of Miracles are more do one thing at a time and do it right everything, but perform supernatural y are more analytical and cautious. re very serious, especially when it Their personality and spiritual gift mendous testimonies of how God em, in spite of their natural doubts.

The Gift of Shepherding

The Gift of Shepherding are methodical, don't like to take risks and venture

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 intimidate others to also serve. "D"-Servants are task-oriented individuals working tirelessly. They may need to slow down, relax and delegate. They can become demanding and offensive. "D"-Servants are dedicated to ministering and helping others. They are self-sacrificing doers of the Word.

"I" Type Personalities With Serving / Ministry / Helps

Inspiring type Christians with the Gift of 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 extremely effective in inducing action. They tend to over-sell and manipulate. Influencing others, they should guard their verbal skills when the job needs to get done. "I"-Servants tend to work longer than necessary, because they talk too much. Creating an exciting atmosphere of service is their specialty.

"D" Type Personalities With The Gift of Teaching

Demanding type Christians with the Gift of Teaching are dedicated students and driving instructors. They like challenging research in order to convince others. They tend to be too forceful. "D"-Teachers make strong disciplinarians. They like to share their insights. Dig for truth. They should balance their insights. "D"-Teachers can be too demanding. Something is true.

"I" Type Personalities With The Gift of Teaching

Inspiring type Christians with the Gift of Teaching are most interesting. They tell the best stories. They use clear illustrations. Their verbal skills create fascinating studies. But they tend to have lengthy classes. "I"-Teachers are some of the most conscientious. They may also stretch about what others think, they often become prideful because of their "I"-Teachers are some of the most

"D" Type Personalities With The Gift of Tongues

Dominant and confident. They are very strong and aggressive. They tend to be too serious and understanding. They are confident that God call for commitment. Their messages tend to be too direct and commanding. They often openly challenge others if they believe a decision is unwise. They have a great respect and trust in the Word of God. They need to be more loving and kind, but their decision making is often very accurate. They tend to be more confronting, not waiting for people to come to them. They make great counselors when people want straight forward and honest answers.

"I" Type Personalities With The Gift of Tongues

Inspiring type Christians with the Gift of Tongues are very exciting and enthusiastic. They are very expressive. They need to do things decently. They are good motivators. But sometimes people think they are too serious. Others often wonder how real or sincere the Gift of Tongues are. They need to be more understanding. They have tremendous verbal skills so inspiring.

"D" Type Personalities With The Gift of Wisdom

Active / task-oriented. They have good judgement often based on facts. They tend to be more direct and commanding. They often openly challenge others if they believe a decision is unwise. They have a great respect and trust in the Word of God. They need to be more loving and kind, but their decision making is often very accurate. They tend to be more confronting, not waiting for people to come to them. They make great counselors when people want straight forward and honest answers.

"I" Type Personalities With The Gift of Wisdom

Inspiring type Christians with the Gift of Wisdom are sharing their insights and concerns. They are very expressive. 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 Your 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"-Servants. They should be more aggressive in seeking help. Always sensitive to the feelings of others makes them sought out. But sometimes they solve problems for those who may need to feel the pressure of their irresponsibility. "S"-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 can be too picky. They need to be friendlier and cooperative. Often feeling like they are the only ones who ever do anything, they need to appreciate others more. Positive attitudes and enthusiasm are recommended but difficult for "C"-Servants. They can be the hardest working and compliant servants.

"S" Type Personalities With The Gift of Teaching

Stable type Christians with the Gift of Teaching are systematic researchers. They like to teach steadily, step-by-step. Their simple, but insightful instruction often lacks excitement. They need to be more animated. "S"-Teachers make good teachers. They should strive for more revelation. Concealed and slow to share their knowledge for thorough explanation.

"C" Type Personalities With The Gift of Teaching

Compliant type Christians with the Gift of Teaching are controlled by the quest for truth. They make great researchers. Determined to discover in-depth truth, they can overdo their lessons. They can become too factual. Incompetent, but boring. They can lack focus more on practical application. They can be sound sarcastic. When sensitive, they are great instructors.

"S" Type Personalities With The Gift of Tongues

Naturally shy people. They tend to be slow in the testimony of God's love privately, in their homes. Tongues are more spontaneous. Speaking in tongues is very supportive. They don't like church.

"C" Type Personalities With The Gift of Tongues

Personality types with the Gift of Tongues are reserved than others. Speaking in "C" types who are more skeptical and tend to be more in-depth. They can be enthusiastic and less scholarly. They speak in tongues so that people can hear. Spontaneous is unnatural for them, but speaking in tongues is also unusual and powerful.

"S" Type Personalities With The Gift of Wisdom

Passive / people who make wise decisions often. They are not hard on themselves 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

People who also have great judgement, are given the Gift of Wisdom. They tend to be right and wrong. They are not very outgoing or expressive. They prefer to research and dig into the Bible in order to discover in-depth truth. They share their wealth of wisdom in detail with those who ask. They don't tend to volunteer their wisdom and often come across as uncaring. They should increase their enthusiasm and interest in people. They often have a lot of wisdom, but little "personality."

For Your Review

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.

ADMINISTRATION / RULING

Abilities: Organizing or delegating tasks.
Opportunities: Group Leader, Office, Personnel.
Warning: Avoid thinking everyone will get involved.
Reward: Seeing people work together to accomplish difficult tasks.
Prayer: "Dear God, Help me to be tolerant to those who don't respond like I think they should."

ENCOURAGING / EXHORTING

Abilities: Share practical steps of action.
Opportunities: Counseling, Crisis Center, Evangelism.
Warning: Choose words wisely.
Reward: Seeing people respond to your advice and helping them through problems.
Prayer: "Dear God, Use me to say what you would have me to say, not what I feel at the moment."

APOLITICS

Abilities: Start new projects.
Opportunities: Missions, Politics.
Warning: Be accurate.
Reward: Establishing a new project.
Prayer: "Dear God, Help me to be accurate and to be always more involved."

EVANGELISM

Abilities: Preach the Gospel with results.
Opportunities: Missions.
Warning: Don't be as dedicated to evangelism as you are to your job.
Reward: Seeing people glorify God.
Prayer: "Dear God, Help me to be dedicated to evangelism for the lost, while helping me to be free of my burden."

For Your Review

Abilities: Work with people who don't have the same perspective.
Opportunities: Missions, Politics.
Warning: Don't let people who don't have the same perspective influence you.
Reward: Seeing people who don't have the same perspective as you.
Prayer: "Dear God, Help me to be able to work with people who don't have the same perspective as I do."

FINANCIAL

Abilities: Manage money and His Word for the impossible.
Opportunities: Finance, Planning Committee, Office.
Warning: Don't use money to control others.
Reward: Seeing people depend upon God, but work, as you do.
Prayer: "Dear God, Help me to use their faith. Help me to be able to work, while I increase my work for others."

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."

<p>HOSPITALITY</p> <p>Abilities: Welcoming people into their home.</p> <p>Opportunities: Homeless, Encouragement, Housing.</p> <p>Warning: Balance your family and personal needs with constantly inviting people to your home.</p> <p>Reward: Giving others a comfortable rest and time of fellowship.</p> <p>Prayer: <i>"Dear God, Help me to work as hard at being close to you as I do at being hospitable."</i></p>	<p>PASTOR / SHEPHERDING</p> <p>Abilities: Ministering to groups needing leadership.</p> <p>Opportunities: Committee Chairperson, Visitation.</p> <p>Warning: Don't get discouraged with those who don't follow.</p> <p>Reward: Seeing the ministry improve.</p> <p>Prayer: <i>"Dear God, Help me be patient with those who are apathetic or spiritually weak."</i></p>
<p>INTERCESSION</p> <p>Abilities: Being able to pray earnestly and faithfully for others.</p> <p>Opportunities: Prayer, Encouragement, Hospital, Hospice, Shut-ins.</p> <p>Warning: Don't neglect other responsibilities.</p> <p>Reward: Seeing God eventually answer prayers after a long time.</p> <p>Prayer: <i>"Dear God, Show me how to balance my prayer life with the other responsibilities I should attend to."</i></p>	<p>PROPHECY / PERCEIVING</p> <p>Abilities: Discern right from wrong / Declare truth.</p> <p>Opportunities: Community / National Concern, Finances, Steering Committee.</p> <p>Warning: Don't be obnoxious or opinionated.</p> <p>Reward: Helping others see the truth clearly.</p> <p>Prayer: <i>"Dear God, Give me the sensitivity to show love, while sharing truth that may offend."</i></p>
<p>INTERPRETATION</p> <p>Abilities: Unique ability to translate what others speak in tongues.</p> <p>Opportunities: Encouragement, Prophecy, Counseling, Worship.</p> <p>Warning: Don't interpret out from under your leadership's authority.</p> <p>Reward: Blessing others by making unclear messages understood.</p> <p>Prayer: <i>"Dear God, Help me to make words spoken in tongues clear and positive so that others will grow in Christ, rather than bringing any glory to me."</i></p>	<p>SERVING / MINISTRY</p> <p>Abilities: Serving behind the scenes.</p> <p>Opportunities: Nursery, Sunday School, Ushering.</p> <p>Warning: Don't become weary in well doing.</p> <p>Reward: Knowing you make a difference doing what no one else may want to do.</p> <p>Prayer: <i>"Dear God, Thank you for appreciating my labor of love, and please help me to appreciate."</i></p>
<p>KNOWLEDGE</p> <p>Abilities: Ability to understand and explain the Word of God.</p> <p>Opportunities: Counseling, Teaching, Writing, Preaching.</p> <p>Warning: Don't get prideful or arrogant.</p> <p>Reward: Helping others grow in their understanding of God's Word.</p> <p>Prayer: <i>"Dear God, Help me to share what you have revealed to me and share what you have revealed to others."</i></p>	<p>TEACHING</p> <p>Abilities: Ability to explain why facts are true.</p> <p>Opportunities: Bible Study, Library, Teaching, Writing, Preaching.</p> <p>Warning: Don't get prideful or arrogant.</p> <p>Reward: Helping others grow in their understanding of God's Word.</p> <p>Prayer: <i>"Dear God, Help me to share what you have revealed to me and share what you have revealed to others."</i></p>
<p>WORDS OF KNOWLEDGE</p> <p>Abilities: Obvious ability to understand and explain the Word of God.</p> <p>Opportunities: Counseling, Teaching, Writing, Preaching.</p> <p>Warning: Lead by example.</p> <p>Reward: Developing others in their understanding of God's Word.</p> <p>Prayer: <i>"Dear God, Help me to share what you have revealed to me and share what you have revealed to others."</i></p>	<p>QUESTIONS</p> <p>Abilities: Ability to understand and explain the Word of God.</p> <p>Opportunities: Counseling, Teaching, Writing, Preaching.</p> <p>Warning: Lead by example.</p> <p>Reward: Developing others in their understanding of God's Word.</p> <p>Prayer: <i>"Dear God, Help me to share what you have revealed to me and share what you have revealed to others."</i></p>
<p>MERCY</p> <p>Abilities: Giving sympathy and/or empathy to the hurting.</p> <p>Opportunities: Hospital, Benevolence, Counseling.</p> <p>Warning: Don't be a sucker to everyone.</p> <p>Reward: Knowing you helped those who no one else would help.</p> <p>Prayer: <i>"Dear God, Use me to not only help people by showing care, but also sharing truth and TOUGH LOVE when necessary."</i></p>	<p>WISDOM</p> <p>Abilities: Special insights to make wise decisions.</p> <p>Opportunities: Prayer, Counseling, Finances.</p> <p>Warning: Don't become proud of your wisdom.</p> <p>Reward: Helping others make good decisions.</p> <p>Prayer: <i>"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."</i></p>
<p>MIRACLES</p> <p>Abilities: Unique faith to experience supernatural occurrences.</p> <p>Opportunities: Prayer, Finances, Hospital, Encouragement.</p> <p>Warning: Don't just believe in God being able to perform miracles, but be responsible for personal commitments.</p> <p>Reward: Seeing God work miracles that others thought impossible.</p> <p>Prayer: <i>"Dear God, Keep me humble, so that I never think I have special powers apart from you."</i></p>	

For Your 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 issue, persevere, dictate, make decisions and control.

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

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

Reward: Be the Lord's way to move

Prayer: "Lord, I am the dominant personality, making leadership

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

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

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

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

shine for Him. When you shine, He will use you in a big way.

obey the Lord, and those who praise me the

For Your Review

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

Abilities: Analyze, follow directions, coordinate

Opportunities: Planning, office, and order clerk

Warning: Don't be too easy. Don't increase your

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

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

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

Abilities: Analyze, finish what others start, do what needs to be done.

Opportunities: Ever needed, hospital workers, office, keep records,

Warning: Don't miss opportunities to do great things. Be assertive and assertive. Be the change of you.

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

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

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

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

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

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

"D" Types —

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

"I" Types —

Band	Drama	Interpreting	Piano	Supper Club
Big Brothers	Elders	Kid Kmp/VBS	Prayer	Support Group
Bowling	Elementary	Media	Publicity	Teacher
Choir	Evangelism	Men's Min.	Script. Read.	Telephone Call
Coaching				
College/Career				
Communications				
Concerts				
Counseling				
Deacons				
Discipleship				

"S" Types —

Altar Counselor
Baptism
Benevolence
Bereaving
Big Brothers
Book Store
Bowling
Carpentry
Children
Child Care
Cleaning
Clerical
College/Career
Communion
Concerts
Counseling
Deacons

For Your Review

"C" Types —

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

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

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

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

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

prophecy / Perceiving would be a good fit. Awareness type ministry. You can also declare truth.

As listed with your specific personality type, there may be other ministries you may want to consider your personality type. For example, you may not have the Gift of Showing Mercy, but you may have a passion and experience in evangelism ministry.

With the appropriate ministry and your personality type, spiritual gifts, talents, interests and experiences. Ask for counsel from someone you fit best. Scripture says, "Seek the Lord and there's safety."

Involved in various ministries. Notice how God uses you. Be sensitive to how the Lord uses you to help others and bless

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.

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

Craftsmanship

Adult Choir
Big Brothers
Carpentry
Coaching
Construction
Deacons
Discipleship
Drama
Elders
Evangelism
Hispanic Ministry
Intercessory Prayer
Long Range Planning
Maintenance
Martial Arts
Media
Men's Ministry
Missions
Nurse

Creative Communication

Adult Choir
Band
Big Brothers
Choir
Coaching
College/Career
Communication
Concerts
Counseling
Deacons
Discipleship
Drama
Elders
Encouragement
Evangelism
High School
Jr. High

Discernment

Accounting
Counseling
Deacons
Discipleship
Elders
Finances
Intercessory Prayer
Newsletter
Personnel
Physician
Prayer
Printing
Publicity
Records
Search Committee
Secretarial
Security
Setup
Small Groups

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

For Your Review

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

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

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

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

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

Giving

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

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

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

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 Your 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

Choir
Cleaning
Clerical
Coaching
College/Career
Communion
Concerts
Construction
Counseling
Decorating
Deacons
Discipleship
Drama
Elders
Electrical
Elementary
EMT
Encouragement
Evangelism
Floral Arrangements
Trustees

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

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

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 all Spiritual Gifts

Under
Bec
ing,
Source
Wea
Lac
dire
Needs
Bac
rea
frie

"I" Behavior and all Spiritual Gifts

mistic, immature,
wordy, selfish.

mism, details, time
bt, structure,
participation.

rol emotions,
plined, punctual,
entious.

For Your Review

"C"

Under
Bec
neg
Source

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

Needs To:

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

all Spiritual Gifts

*pure, fearful, weak-
hizer, sucker.*

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

Needs To:

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

Natural Responses To Conflict —

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

Recommended Wise Responses —

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

Spiritual Gifts & Conflicts

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

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

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

Gift of Evangelism

Under Pressure:

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

Sources of Irritation:

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

Needs To:

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

Gifts of Prophecy, Apostleship, and/or Miracles

Under Pressure:

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

Sources of Irritation:

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

Needs To:

Back off, see self, be — pa

Gifts of Teaching, Discernment and/or Knowledge

Under Pressure:

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

Sources of Irritation:

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

For Your Review

Gifts of Encouragement

Under Pressure:

Becomes hyper, emotional, irr

Sources of Irritation:

Disinterest, s antagonism, team particip

Needs To:

Listen, count be — humble words, consc

ore questions, allow for ng practical, it, enthusiastic.

Gift of Shepherding

erly concerned, nose, .

ss, immaturity; n, direction, power,

ships, relax, think before nt, loving, kind,

Gift of Service and/or Hospitality

ak-willed, cooperative,

Gifts of Mercy

Under Pressure:

Becomes sul withdrawn, s

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.

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

Needs To:

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

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.

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

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

"D" Leaders —

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

"I" Leaders —

"I"s are ins and influence o to talk too much so sensitive to r positive leaders individuals.

"S" Leaders —

"S"s are the dom demand ar to be too nice. Overly sensitive confident. They nities because c more reserved.

"C" Leaders

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

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

Follower Styles

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

"D" Followers —

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

. They tend to be impulsive ties that will make them look they make great first impres- y to persuade often turn them o the top. Sometimes you

ick decisions. They like lead- gentle. They want to establish will be around for a long time. e and stability. When it comes S" followers feel right at w-key environments.

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

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

For Your Review

Biblical Resolution Management

Covenant —

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

First Step —

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

Second Step —

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

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

Warning —

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

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

Confronting Ministry Leaders —

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

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

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

Serious Step —

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

Ultimate Goal —

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

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

Joy & Giftedness

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

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

Scriptures, living, is that good? 12:1,2. 1 for your Give Him both naturally

The 1 tossed to should "up in Ch

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

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

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

Don't wait for anyone to ask you to get involved. Start this week by just showing up and saying, "*I'm ready to serve!*" Don't be surprised if

Exercise your giftedness to experience joy!

and help you understand. Remember, every could be your Day. He pours out His blessings on you in ways you never thought possible. It won't be a nightmare, because He is with you, regardless of what you may have, and you

WILL be blessed.

Keep your eyes on Christ and you will succeed!

This is the end of your report.

My Action Plan

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

1. My three highest spiritual gifts are: _____;

_____;

This means I also tend to be more _____

_____.

2. The overuse of these gifts sometimes makes me _____

_____.

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

This means _____

_____.

4. The overuse of these gifts sometimes makes me _____

_____.

5. My most significant personality profile plotting point in Graph 1: _____

6. To control my personality profile plotting point in Graph 1: _____

_____.

7. My greatest personality profile plotting point in Graph 1: _____

_____.

8. I should _____

_____.

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 Your Review