

## MEMBERSHIP & MINISTRY PROFILE

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

### Info User

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

## For Your Review

**9 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 the way I am. Love me or leave me. You knew I was like that when you married me," but we should not blame our circumstances for our actions.

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

# For Review

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

"D" - active / task-oriented

"I" - active / people-oriented

"S" - passive / people-oriented

"C" - passive / task-oriented

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

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

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

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

## Interpretation

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



# For Review

### Active/Task-oriented "D"

Dominating, Directing, Demanding, Determined, Decisive, Doing

### Active/People-oriented "I"

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

### Passive/People-oriented "S"

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

### Passive/Task-oriented "C"

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

## "D" Type Behavior

Basic Motivation: Challenge & Control

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

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

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

## "I" Type Behavior

Basic Motivation: Recognition

Desires: Prestige - Friendly re  
Opportunities to motivate othe

Respond Best To Leader Who  
recognition of abilities - Offers

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

# For Review

pportunities to help others -

ocial involvement - Provides

Too much optimism can be  
- Listening better will improve

## "S" Type Behavior

Basic Motivation: Stability & Support

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

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

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

## "C" Type Behavior

Basic Motivation: Quality & Correctness

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

Responds Best To Leader V  
Provides resources to do task

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

# For Review

detailed operating procedures -

Explanation is not everything -  
Issues

## Graph 1: "This is expected of me"

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

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

### C/S/D - COMPETENT STEADY DOERS

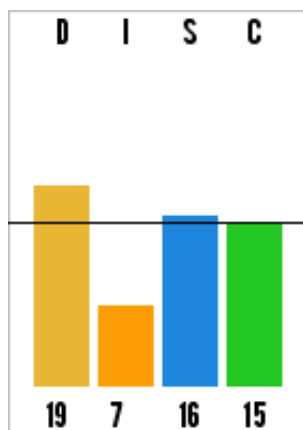
Discovering your behavioral b

"C/S/D's" are a combination of direct, sensitive, and competent oriented, but care about people. They prefer to get the job done. They tend to be more serious. They don't really care for people. They just want to be enthusiastic. Natural achievers.

# For Review

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

### Controlling your behavioral biases



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

## Graph 2: "This is me"

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

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

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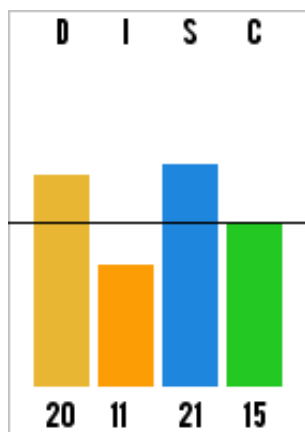
### Discovering your behaviora

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

# For Review

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### Controlling your behavioral biases



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



**a** tends to be more:

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

**a** tends to be less:

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

# For Review

**a's "D"Tendencies seem to be:**

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

**a's "I"Tendencies seem to be:**

Hyper, Energetic, Admirable, Elegant

**a's "S"Tendencies seem to be:**

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

**a's "C"Tendencies seem to be:**

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

**a's "D"Tendencies are not very:**

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

**a's "I"Tendencies are not very:**

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



Impressing, Exciting, Spirited

**a's "S" Tendencies are not**  
Gentle, Soft, Humble, Pleasi

**a's "C" Tendencies are not**  
Calculating, Analytical, Perfe  
Researching, Original, Creat

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# For Review

company

otent, Does Right, Preparing,

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## SG Report

### Spiritual Gifts

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

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

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

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

g God better (Philippians 1:12) for His motivation, while maturing

Be patient and determined to know God. Do not be concerned about their personality type" .. after this SG Report and Behavioural Blends.

# For Review

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

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

e report to see other

## Primary Spiritual Gifts

- Giving (45/60)
- Administration / Ruling (41/60)
- Mercy (3

## Good Fit Op

- Construc
- Deacons
- Disciple
- Elders
- Foods
- Kitchen
- Meals

# For Review

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

## Your Primary Spiritual Gifts Descriptions

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

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

### Giving

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

**In a word:** Steward

**Overuse:** The power of money

**Goal:** Sincere stewardship, not

**Scripture:** Rom. 12:6,8b; Acts

### Administration / Ruling

The Gift of Administration / Ruling is the ability to organize or delegate to others. Compelled by a strong sense of responsibility, those with this gift are often the ones who get things done for people to do. Unlike the Gift of Ministry, the Gift of Administration involves a lot of 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

### Mercy

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

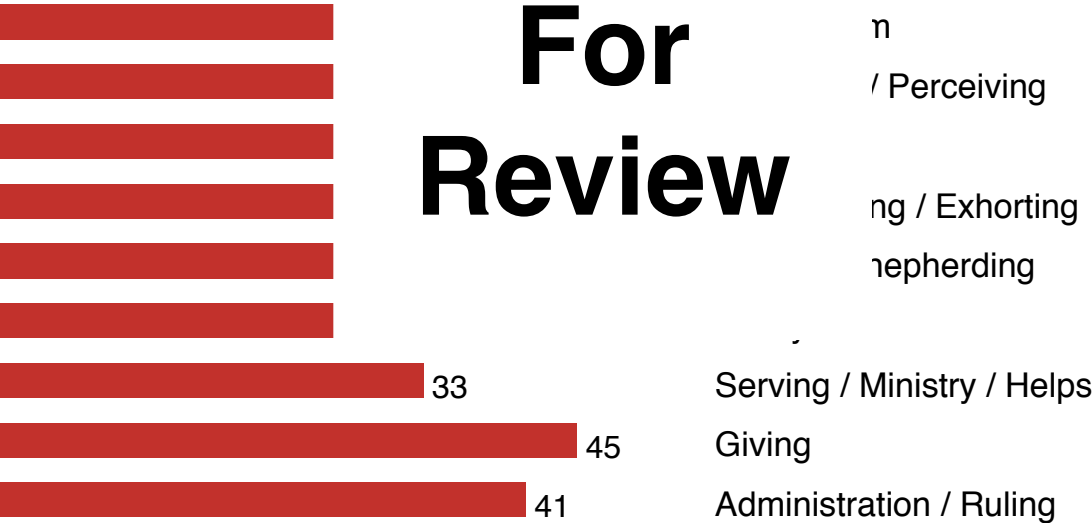
**In a word:** Caring

# For Review

**Overuse:** Too sensitive  
**Goal:** Wise insights, not foolish responses  
**Scripture:** Rom. 12:6,8d; Matt. 5:7

The graph of your Spiritual Gifts

Name: a a



## 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.

### 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.

### Administration / Ruling

**Abilities:** Organizing

**Opportunities:** Group Leader

**Warning:** Avoid thinking every

**Reward:** Seeing people work

**Prayer:** Dear God, Help me to

For  
Review

id like I think they should.

### Mercy

**Abilities:** Giving sympathy an

**Opportunities:** Hospital, Ben

**Warning:** Don't be a sucker to everyone.

**Reward:** Knowing you helped those who no one else would help.

**Prayer:** Dear God, Use me to not only help people by showing care, but also sharing truth and TOUGH LOVE when necessary.

## 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!

### Giving

Accounting  
Clerical  
Construction  
Deacons / Deaconesses  
Electrical  
Floral Arrange.  
Grounds  
Library  
Maintenance  
Men's Women's Ministrie

Benevolence  
Coaching  
Curriculum  
Discipleship  
EMT  
Foods  
Housing Visitors  
Long Range Planning

Bookstore  
Computer  
Decorating  
Elders  
Finances  
Graphic Arts  
Kitchen  
Mailings  
Media  
Musician

# For Review

### Administration / Ruli

Accounting  
Construction  
Discipleship  
Foods  
Library  
Maintenance  
Men's Women's Ministries  
Personnel  
Printing

Grounds  
Long Range Planning  
Meals  
Missions  
Physician  
Publicity

Clerical  
Deacons / Deaconesses  
Finances  
Kitchen  
Mailings  
Media  
Newsletter  
Prayer  
Records



## Mercy

Bereaving  
Child Care  
Communion  
Deacons / Deaconesses  
Elementary  
Foods  
Housing Visitors  
Infants / Toddlers  
Kids Kamp / VBS  
Newcomers

Big Brothers / Sisters  
Children  
Construction  
Discipleship  
EMT  
Greeters  
Hospital  
Interpreting

Carpentry  
Cleaning  
Counseling  
Elders  
Evangelism  
Homeless  
Hospice  
Intercessory Prayer  
Meals  
Nursery

# For Review

The most effective Leader is  
adapt and become "all things  
their specific personality. The  
12:9-10) their "uniquenesses

ype individuals learn how to  
ryone is often motivated by  
and improve/perfect (2 Cor.

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

# For Review

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

## How to handle conflicts

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

This section is designed to help you 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 can be overused and abused. Your feelings, to control your mind. Read each section to consider how you may respond.

To improve your effectiveness, behavior!

Remember: Most problems arise from clashes with others.

# For Review

motivations. Even Spiritual Gifts can be the worst. Allow God, not man with your Behavioral Blends in your personality type. Also, and cold buttons."

use it as an excuse for poor

nal, personality conflicts and

## Top Spiritual Gift's Conflicts

### Gift of Giving

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

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

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

### Gift of Administration

**Under Pressure:** Becomes

**Sources of Irritation:** Incon  
wastefulness, inconsistency,

**Needs to:** Loosen up, comm  
enthusiastic.

# For Review

re, worrisome.

, dishonesty, inaccuracy,

ompromising, open, trusting,

### Gift of Mercy

**Under Pressure:** Becomes subservient, insecure, fearful, weak-willed, withdrawn, sympathizer, sucker.

**Sources of Irritation:** Pushiness, instability, inflexibility, anger, disloyalty, insensitivity, pride, discrimination, unfairness.

**Needs to:** Be strong, courageous, challenging, aggressive, assertive, confrontational, enthusiastic, outgoing, expressive, cautious, bold.

## Combining Personalities with Spiritual Gifts

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

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

There are uncommon blends like the "D" type personality. Most people give certain people this "strength" or a "velvet cover" and does what

A Christian with a "D" type personality will bite your head off and then apologize. 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.

# For Review

as, the Gift of Showing Mercy and a "gentle" personality. But God sometimes makes an oxymoron, like "gentle" or "mesh", but God makes no

Mercy is the kind that will bite your head off and then cry about it. The Prophet Jeremiah is a good example of this dichotomy combination.

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

## S Type Personalities With Gift of 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.

## S Type Personalities With Gift of Administration

Submissive type Christians with the Gift of Administration are steady and stable ways. They can be too sacrificing. They can be quiet leaders, but surprise others with their selflessness who like to work through small

# For Review

## ling

Concerned about getting tasks done aggressively. "S" Administrators need to inspire others to help. They tend to be shy. Sometimes, they Administrators are achievers

## S Type Personalities With Gift of Mercy

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

# Appendix

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# Introduction

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

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

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You should constan  
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do. Self assessment and  
walk with the Lord.

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

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

## For Review

and enlightening. Know-  
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lo what you do. Hope-  
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o obedience and a deeper



# 9 Spiritual Gifts Descriptions

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## 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;

**Ministry Opportunities:** Witnessing training leader, Missions officer, Missions committee, Outreach leader, Visitation leader, Revival planning committee, Decision counseling, Prison ministry, Mission trips, Extended missions endeavors, Outreach Bible Study leader, Teacher, Women's Ministry.

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

---

## Prophecy / Proclaiming —

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

**In A Word:** Bold

**Overuse:** Fighter

**Goal:** Declare truth, don't divide Christians;

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

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

---

## Teaching —

Christians with the Gift of Teaching prefer to teach. While the prophet declares truth, the teacher explains the reasons why it is true. Interested in the Gift of Teaching like to dig into seemingly simple things. They enjoy presenting what they discover. They press toward the needs of others, they press toward the truth. They love to study. Searching patiently. They may miss the obvious. They stretch the limits. They hold high standards of education.

# For Review

h  
deep  
don't exhaust it  
**Ministry Opportunities:** Bible teaching in Sunday School or small groups, Mission study leader, Leaders in courses, Bible contact, Witness training, New member training, Planning committee.  
**Scripture References:** 1 Cor. 12:28 and Acts 20:20-21

---

## Encouraging / Exhorting —

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

**In A Word:** Encourager

**Overuse:** Talks too much

**Goal:** Apply truth, don't create expectations

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

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

---

## Pastor / Shepherding —

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

**In A Word:** Discipler

**Overuse:** Takes advantage of other's trust

**Goal:** Strong leadership, not manipulating the flock

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

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

# 9 Spiritual Gifts Descriptions *continued*

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## Showing Mercy —

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

**In A Word:** Caring

**Overuse:** Too Sensitive

**Goal:** Wise insights, not foolish responses;

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

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

## Serving / Ministry —

When you think of Christians who serve faithfully behind the scenes, you think of those with the Gift of Ministry. 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 the Gift of Ministry like to be involved.

**In A Word:** Selfless

**Overuse:** Takes on too much

**Goal:** Be a servant, not a martyr

**Ministry Opportunities:** Fellowship committee, Recreation committee, Lord's Supper preparation, Baptism assistant, Kitchen committee, Hospitality committee, Building and grounds committee, Usher, Transportation, Church office volunteer, Care group leader, Food and Clothing Center, Church hostess, Food planning/preparation, Revival planning.

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

## Giving —

Givers tend to be seriously concerned. The Gift of Giving also involves the "s" are sensitive to how money is spent and Gift of Giving don't always give to the loudest, but to the wheel that truly need ers have unique financial insights. The on boards responsible for maintaining b conscientious and conservative. The Gi always evident, but a genuine interest in v

# For Review

of money

lship, not financial intimidation;

**ties:** Stewardship committee, Finance committee, Benevolence committee, Personnel committee, Record keeping,

**s:** Rom. 12:8 and Mark 12:41-44

## Administration / Ruling—

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

**In A Word:** Initiator

**Overuse:** Expects too much

**Goal:** Lead by example

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

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

## Important — NOW WHAT?

Once you have identified your specific personality profile and spiritual gifts, the following information is designed to help you avoid and resolve conflicts, while getting involved in ministry.

One of the most practical things you can do to grow as a Christian is to find a ministry to serve the Lord. The problem in involvement often results in misunderstandings and offenses.

Everyone responds to conflicts according to their motivations — the predictable patterns of behavior and spiritual interests.

Prayerfully review the following pages with the insights of who you are and how God can use you. Remember, God wants to bless in ways you never dreamed possible. Be open to any opportunity to serve the Lord.

# Historical Background

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

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

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

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

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

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

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

## For Review

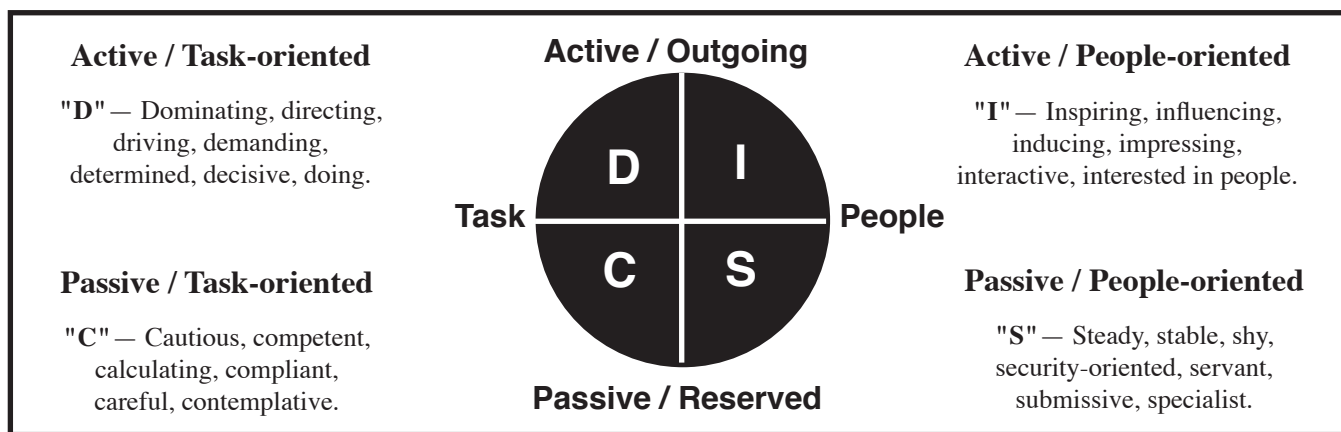
Dr. Frank Wichern, Staff [unclear] designed the first-of-its-kind [unclear] over 1.5 million professionals. [unclear] Inc is one of the most [unclear] use, and faith-based [unclear]

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

# Interpretation . . .

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

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



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

"Lion"

**Descriptions:** Dominant, Direct, Demand

**Basic Motivation:** Challenge and Control

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

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

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

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

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

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

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

**Descriptions:** Inspiring, Influencing, Impressing, Inducing

Recognition and Approval

Friendly relationships • Freedom from

• to help others • Opportunities to motivate  
balance ideas

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

Time must be managed • Deadlines are  
optimism can be dangerous • Being respon-  
sible than being popular • Listening better will  
work.

BE HUMBLE / AVOID PRIDE—Humble  
'of God, James 3:17 • CONTROL YOUR  
mouth, slow to speak, James 1:19 • BE

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

## For Review

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

**Descriptions:** Competent, Compliant, Cautious, Calculating

**Basic Motivation:** Quality and Correctness

**Desires:** • Clearly defined tasks • Details • Limited risks

• Assignments that require precision and planning • Time to think

**Responds Best To Leader Who:** • Provides reassurance

• Spells out detailed operating procedures • Provides resources to do  
task correctly • Listens to suggestions

**Needs To Learn:** • Total support is not always possible

• Thorough explanation is not everything • Deadlines must be met

• More optimism will lead to greater success

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

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

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

**Descriptions:** Submissive, Steady, Stable, Security-oriented

**Basic Motivation:** Stability and Support

**Desires:** • An area of specialization • Identification with a group

• Established work patterns • Security of situation • Consistent  
familiar environment

**Responds Best To Leader Who:** • Is relaxed and friendly

• Allows time to adjust to changes • Allows to work at own pace

• Gives personal support

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

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

# How To Read The DISC Graphs

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

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

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

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

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

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

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

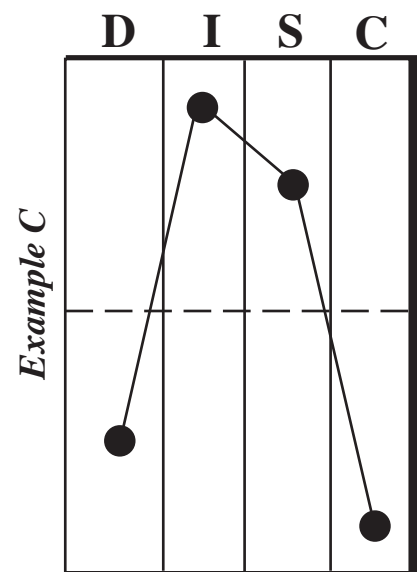
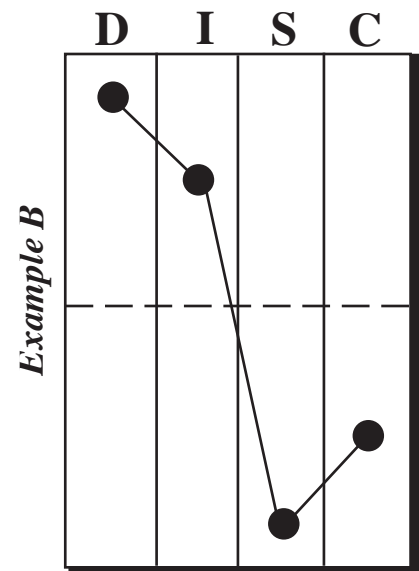
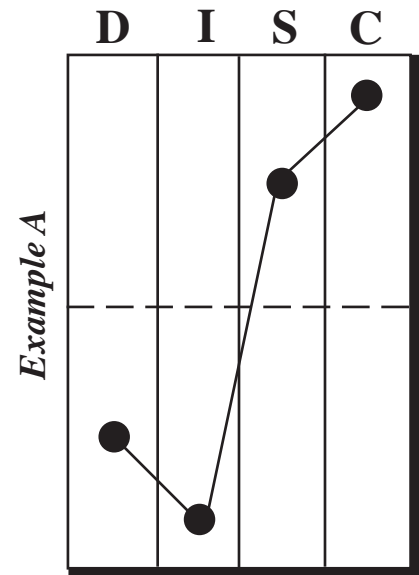
Notice the “S” and “C” plot person is not so concerned with and calculating actions. Low “I” types.

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

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

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

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





# Understanding The Two Graphs

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

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

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

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

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

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

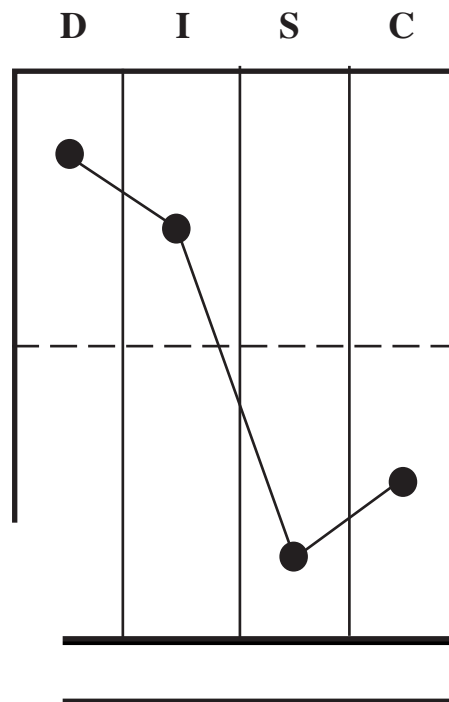
The examples show a “D/I” type in **GRAPH 1** and “I/S” in **GRAPH 2**. This person is revealing that he or she thinks people want him or her to be more dominant, even though he or she really isn’t that type. This person is also more “S”—submissive and security oriented than what he or she feels is expected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

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

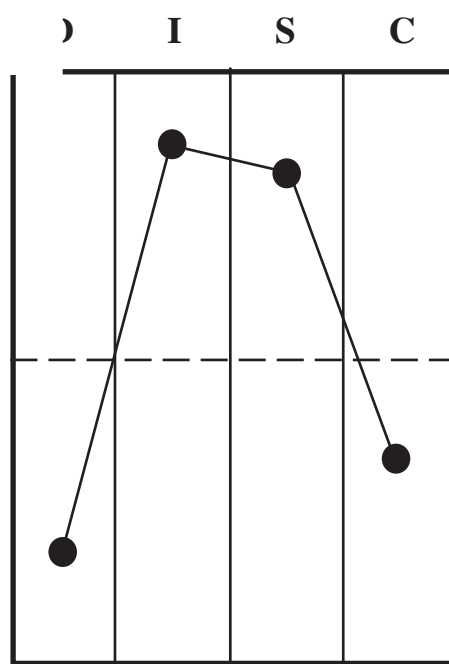
Every point in the upper third is considered *high*. Every point in the middle third is *mid*. Every point in the lower third is considered *low*.

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

Example of Graph 1



Example of Graph 2



## For Review

# DISCOVERING YOUR BEHAVIORAL BLEND

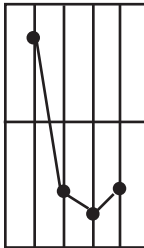
There are four basic personality types known as **D, I, S,** and **C** behavior. Everyone is a blend or combination of these four temperaments. No type is better than the other. No one has a bad personality. The most important factor is what you do with your personality. Don't let your personality control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

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

## D: DETERMINED DOERS

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

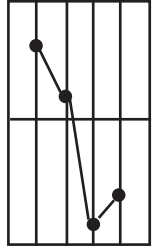
D I S C



## 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.

D I S C



## I: INSPIRATIONAL INFLUENCERS

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

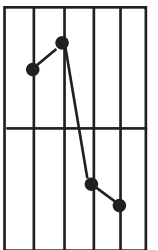
D I S C



## I/D: INSPIRATIONAL DOERS

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

D I S C



# For Review

## S: STEADY SPECIALISTS

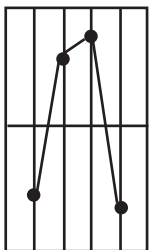
"S"s are stable and shy types. They do not like ch They enjoy pleasing people and can consistently same job. Secure, non-threatening surroundin important to them. They make the best friends b they are so forgiving. Other people sometime advantage of them. They need to be stronger an how to say, "No"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



## UENCERS

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

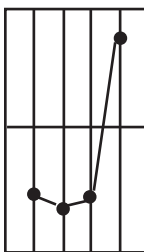
D I S C



## C: CAUTIOUS COMPETENT TYPES

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

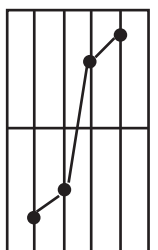
D I S C



## C/S: COMPETENT SPECIALISTS

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

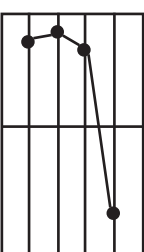
D I S C



## I/D/S: INSPIRING DRIVING SUBMISSIVE

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

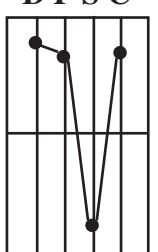
D I S C



## 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.

D I S C



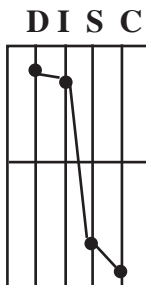


Observe the 21 **Behavioral Blends** on these two pages. Choose the one or two profiles that are most like your graphs. Read the brief paragraph descriptions of the ones that are most like you. You will probably be a combination of two specific profiles. You can also have some characteristics of other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

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

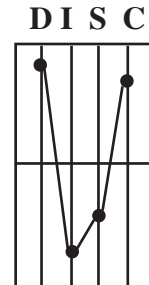
### D/I: DYNAMIC INFLUENCERS

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



### D/C: DRIVING COMPETENT TYPES

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



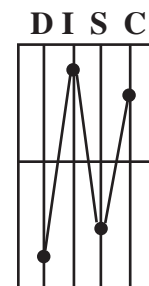
### I/S: INSPIRATIONAL SPECIALISTS

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



### I/C: INSPIRATIONAL COMPETENT

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



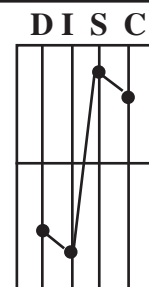
### S/D: STEADY DOERS

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



### COMPETENT TYPES

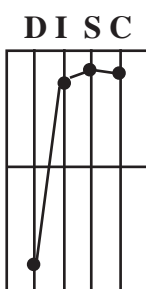
and contemplative types. They prefer the facts. They like to weigh things slowly to a logical conclusion. They are good at dealing with groups of people. They do not like to speak in front of crowds. They are systematic and sensitive to the needs of others, but can be critical of their friends, but can be too fault-finding. They need to improve their enthusiasm and be motivated by kind and conscientious and correctly do things.



# For Review

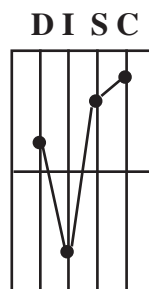
### C/I/S: COMPETENT INFLUENCING SPECIALISTS

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



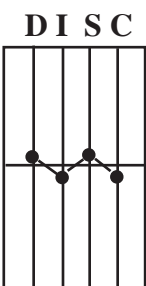
### C/S/D: COMPETENT STEADY DOERS

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



### STRAIGHT MID-LINE

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

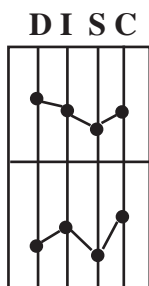


### ABOVE MID-LINE • BELOW MID-LINE

Some patterns indicate unique struggles an individual may be having.

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

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



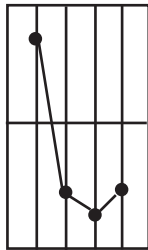
# CONTROLLING YOUR BEHAVIORAL BLEND

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

## D: DETERMINED DOERS

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

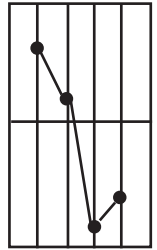
### DISC



## D/I: DRIVING INFLUENCERS

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

### DISC



## I: INSPIRATIONAL INFLUENCERS

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

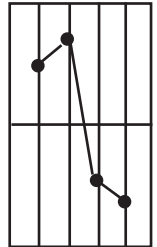
### DISC



## 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 Who has blessed you—"God must increase, I must decrease," John 3:30. Give God the glory for all you do—"Give unto the Lord glory," Psalms 29:1,2. Put Seek you first the kingdom of are of—"The lust of the flesh will ultimately destroy your

### DISC



# For Review

## S: STEADY SPECIALISTS

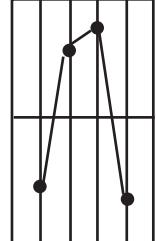
Increase your confidence in Christ—"I can do all through Christ, Who strengthens me," Phil. 4:13 is your—"rock, fortress and deliverer," Psalms 18:2. Fullness is not from God—"God has not given you spirit of fear," 2 Tim. 1:7. Speak out more often—the redeemed of the Lord say so," Psalms 107:2. Be outgoing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



## FLUENCERS

Speak without fear," Phil. 1:14. Trust in one spirit," Phil. 4:1. The way you tell others about Christ—is upon me," Isa. 61:1. Guard your heart—let not your heart be troubled, Luke 14:27. Remember, use words to encourage you—"David praised the Lord," 1 Sam. 30:6. Always guard against the snare (trap)," Psalms 29:25.

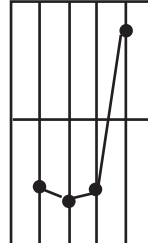
### DISC



## C: CAUTIOUS COMPETENT TYPES

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

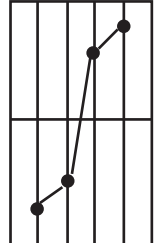
### DISC



## C/S: COMPETENT SPECIALISTS

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

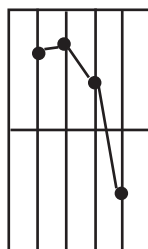
### DISC



## 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," Psalms 29:1,2. Think before you do things—"A wise man thinks to know," Ecc. 8:17. Be humble and share the glory—"Humble yourself and God will exalt you," James 4:10.

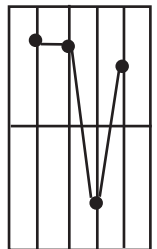
### DISC



## D/I/C: DOMINANT INSPIRING CAUTIOUS

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

### DISC

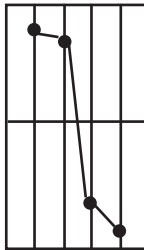


Once you discover your **Behavioral Blend/s**, you can clearly recognize the areas God wants to work on. The Bible is the best source to help you. *"All Scripture is given by inspiration of God and is profitable for doctrine, for reproof, for correction, for instruction in righteousness"* (2 Timothy 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.

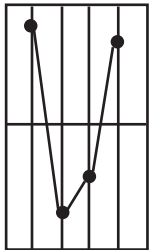
### D I S C



### 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.

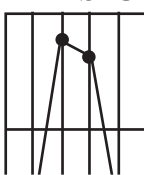
### D I S C



### 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 those things that please Him," John 8:29. Be more task-oriented—"Sit down first and count the cost," Luke 14:28. Don't be lazy—"not slothful in business," Rom. 12:11. Work hard—"Let every man prove his work," Gal. 6:4. Don't just talk about what you want—"Beir in every good work," Col. 1:10. Be industrious: comes when no one will work," John 9:4.

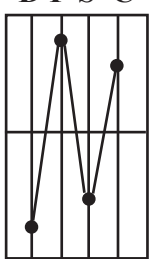
### D I S C



### 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. Care more about how you look to God—"Glorify God in your body and spirit," 1 Cor. 6:20. Be bold and confident in Christ—"Whatsoever you do, do it heartily," Col. 3:23. Guard statements and argue is a vanity tossed to and fro," Ps. 141:5. Flatter yourself—"He flatters himself," Ps. 12:2.

### D I S C



# For Review

### S/D: STEADY DOERS

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

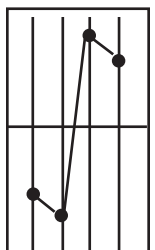
### D I S C



### OMPETENT TYPES

ger—"Only be strong and very i. Be more enthusiastic—"What- tily," Col. 3:23. Enjoy relation- ure them—Christ said, "I am ave life . . . abundantly," John iness do not come from security eave with you, my peace I give Divine peace is knowing God's —"The peace of God passes all :7. Be fearless in Christ—"I will fear no evil," Psa. 23:4.

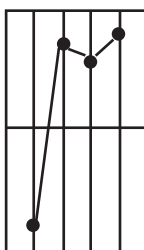
### D I S C



### C/I/S: COMPETENT INFLUENCING SPECIALISTS

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

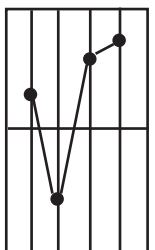
### D I S C



### C/S/D: COMPETENT STEADY DOERS

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

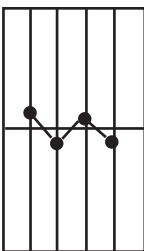
### D I S C



### 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.

### D I S C

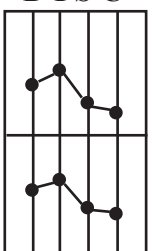


### ABOVE MID-LINE • BELOW MID-LINE

An Above Mid-Line Blend may be trying to over-achieve — "It is God who works in us, both to will and 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.

### D I S C





# BIBLICAL EXAMPLES OF PERSONALITY TYPES

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The Bible is full of examples of unique personalities. Some individuals were aggressive and outgoing, while others were withdrawn and quiet. One type is not better than the other. Biblical behavior is balanced and mature.

Scripture demands both behavior. Mark 16:15 tells us, *"Go into all the world and preach the gospel."* Psalm 46:10 encourages us to *"be still and know God."* Both are different, yet commands.

**Mary and Martha** are good examples of opposite types. Martha was more active and task-oriented, while her sister, Mary, was more passive and people-oriented. Martha demonstrated "D" type behavior (John 11:20), while Mary showed "S" type behavior (John 11:20).

The **Apostle Paul** was definitely a "D" type. He was left for dead, imprisoned, stoned, forsaken and forgotten, yet he pressed on toward the high calling of God. He didn't worry about what anyone thought about him, except God. He also learned obedience and submission after God crushed him on the road to Damascus.

Sarah exhibited "D" behavior. She grew tired of waiting for God to give her the child He dominated and devised her own way. She wanted to have a child. Sarah then raised the child her own. When she didn't like the way Isaac behaved, she blamed Abraham. She also demanded He be dominant; however, her self-assured behavior enabled her to leave her home destination. She knew it was the right thing.

**Thomas**, the Disciple, exhibited "C" behavior. He doubted Christ's resurrection. "C"s need evidence to questions. Jesus didn't belittle Thomas, but gave him the evidence needed to serve the Lord in a great way. Historians record Thomas became an extremely effective missionary to India.

**Esther** seems to be a good example of "C" behavior. As the queen, she was willing to comply with the rules and requirements of her position. Yet when it became necessary to "bend" those rules, she wanted to make sure that it was done correctly. Esther prayed for reassurance and wisdom to proceed cautiously.

One of the most important lessons you can learn is that you don't have to let your personality type control you. Instead, allow God to control your personality and you will come out to be the winner every time!

It will be an exciting day when you understand how the Holy Spirit wants to also control your personality — the specific way

When Lazarus' brother died, both said the exact same thing to Jesus (John 11:21, 32), but Jesus responded differently to each one. The lesson is we should respond to people according to their personalities—not ours. We should be *"all things to all men, that we might by all means save some,"* (Rom. 11:14).

Individual **DISC** behavior is illustrated in the Scriptures. God uses all types of personalities to complete His plan and purpose. The most important lesson is ***don't let your personality control you, instead let God control your personality***—let God fill (control) you with His Holy Spirit (Eph. 5:18).

**Peter** demonstrated "I" type behavior every time he spoke up for the disciples. He was often very dramatic. One moment Peter promises, in front of a crowd, to never forsake Christ, then a little later he denies the Lord, when no one is watching, to a young maiden. Yet God used Peter in a great way at Pentecost.

**Ruth** showed "I" behavior when she convinced Naomi to let her travel with her. Ruth demonstrated family loyalty spirit by her willingness to move to a new land. She was creative and industrious — so much so that Boaz, who was inspired and respectful of her, showed her respect and loyalty. Ruth also was optimistic in her pursuit of Boaz.

## For Review

**Moses** showed "S" behavior when God told him to lead the people of Israel out of Egypt. Moses was unsure of himself. He even tried to get Aaron to be the leader. "S" type personalities don't like to be *"up-front"* telling everyone what to do, but God sometimes calls people to do great things in spite of their personality types.

**Hannah** is a good example of "S" behavior. She was submissive and remained faithful, even though her dreams were not fulfilled. She may have appeared "unstable" when she prayed in the temple. However, her reaction after praying shows she was very stable. She wanted the security that came with bearing children in her day. Hannah also wanted the support of her husband. She needed children to have an identity within her environment.

that you think, feel, and act. He didn't want to just control your tongue, habits, and lifestyle. God desires to also be the Lord of your personality. Let God control you with His Holy Spirit! ***"And do not be drunk with wine, in which is dissipation; but be filled with the Spirit,"*** Ephesians 5:18.

# COMBINING PERSONALITIES WITH 9 SPIRITUAL GIFTS

The following are combinations of D, I, S and C type personalities with 9 Spiritual Gifts. Be sure to read the instructions at the top of the next page.

## ***"D" Type Personalities With The Gift of Evangelism***

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

## ***"I" Type Personalities With The Gift of Evangelism***

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

## ***"D" Type Personalities With The Gift of Prophecy / Proclaiming***

Demanding type Christians with the Gift of Prophecy / Proclaiming are less concerned with truth. Determined to pre-empt and dominate others. As protectors of righteousness without concern for what anyone thinks. They have the divine right to be pushy. "D"-Prophets often offend others. They need to be more sensitive and striving to expose error. They should be more concerned for others. "D"-Prophets are the most effective

## ***"I" Type Personalities With The Gift of Prophecy / Proclaiming***

Influencing type Christians with the Gift of Prophecy make great preachers. They articulate correctness with persuasion. They use enthusiasm and emotions to convince others. Because of their reaction, they need to guard against verbal excess. "I"-Prophets should season their speech with great impressions, they must remember Who they defend. "I"-Prophets are inspiring

# For Review

## ***"D" Type Personalities With The Gift of Teaching***

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

## ***"I" Type Personalities With The Gift of Teaching***

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

## ***"D" Type Personalities With The Gift of Exhorting / Encouraging***

Decisive type Christians with the Gift of Exhortation 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 encourage. They need to be more flexible and sensitive. People can't always do or feel what "D"-Exhorters want. They tend to have a plan for every problem. Often impatient, they can be too pushy. Letting others share their ideas, while determined to encourage others, makes them extremely effective.

## ***"I" Type Personalities With The Gift of Exhorting / Encouraging***

Inspiring type Christians with the Gift of Exhortation 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. "I"-Exhorters should guard against using their verbal skills to manipulate others. They may try to influence others to do more than humanly possible. They should listen more and speak less. Interested in others, they often induce positive responses. "I"-Exhorters communicate encouragement best.

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.

There are 36 combinations of personality types and 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 profile 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.

### ***"S" Type Personalities With The Gift of Evangelism***

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

### ***"C" Type Personalities With The Gift of Evangelism***

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

### ***"S" Type Personalities With The Gift of Prophecy / Proclaiming***

Stable type Christians with the Gift of researchers. They like to teach steadily, st but insightful instruction often lacks exci more animated. "S"-Teachers make faith often resist conflict. They should strive results, than relationships and revelation. C and accuracy, they can be too sweet and slo is true. You can count on "S"-Teachers fc

### ***"C" Type Personalities With The Gift of Prophecy / Proclaiming***

tians with the Gift of Prophecy are cautious end to be conscientious. They can be too promise truth. Often convincing, they tend their concern for compliance often makes ophets are insightful, but can be insensitive y would increase effectiveness with greater than always being right. As protectors of able to see and share correctness.

# For Review

### ***"S" Type Personalit The Gift of Teac.***

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

### ***pe Personalities With ' Gift of Teaching***

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

### ***"S" Type Personalities With The Gift of Exhorting / Encouraging***

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

### ***"C" Type Personalities With The Gift of Exhorting / Encouraging***

Calculating type Christians with the Gift of Exhortation 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 insights. But they can be too hard on people. "C"-Exhorters can see what needs to be done, but fail at communicating love. They should be more sensitive to the failures of others. Having patience and kindness will increase effectiveness. They should not be so critical. "C"-Exhorters make great problem-solvers.

### ***"D" Type Personalities With The Gift Pastor / Shepherding***

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

### ***"I" Type Personalities With The Gift of Pastor / Shepherding***

Inspiring type Christians with the Gift of Pastor/Shepherd are impressive. Their influence makes people enjoy working and worshipping. They can be extremely successful and must guard against pride. People look up to "I"-Pastor/Shepherds. Able to persuade, they need to be more cautious 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 Showing Mercy***

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

### ***"I" Type Personalities With The Gift of Showing Mercy***

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

### ***"D" Type Personalities With The Gift of Serving / Ministry / Helps***

Driving type Christians with the Gift of busy for Christ. They tend to work hard by whatever needs to be done. They can be impatient. Determined to minister, they intimidate others to also serve. "D"-Serving individuals working tirelessly. They may not and delegate. They can become demanding. Servants are dedicated to ministering and help self-sacrificing doers of the Word.

### ***"I" Type Personalities With The Gift of Serving / Ministry / Helps***

Inspiring type Christians with the Gift of Serving / Ministry are impressive. Their impressive enthusiasm makes others. They can be too persuasive and impatient. They are very effective in inducing action. They tend to be late. Influencing others, they should guard the job needs to get done. "I"-Servants tend to be necessary, because they talk too much. Creating a sense of service is their specialty.

# For Review

### ***"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 concerning 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.

### ***"D" Type Personalities With The Gift of Administration / Ruling / Leading***

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

### ***"I" Type Personalities With The Gift of Administration / Ruling / Leading***

Influencing type Christians with the Gift of Administration are optimistic leaders. Their positive enthusiasm encourages others to get involved. They can be overly excited. They tend to talk people into doing things they don't want to do. They impress others with their friendliness and verbal skills. "I"-Administrators need to guard against manipulating. They should serve by example. They often take on more than they can handle, disappointing those who expect a lot from them. But they can accomplish much through people.



### ***"S" Type Personalities With The Gift of Pastor / Shepherding***

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

### ***"C" Type Personalities With The Gift of Pastor / Shepherding***

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

### ***"S" Type Personalities With The Gift of Showing Mercy***

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

### ***"C" Type Personalities With The Gift of Showing Mercy***

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

### ***"S" Type Personalities With The Gift of Serving / Ministry / Helps***

Steady type Christians with the Gift of Serving / Ministry are the church's dream — the backbone of ministry. They do what is needed, but they faithfully serve without recognition. They should be more assertive. People take advantage of them. They should be more aggressive in seeking out the needs of others. They should be more assertive in seeking out the feelings of others makes them sought after. They should solve problems for those who may need to be irresponsible. "S"-Servants are the most reliable.

### ***"C" Type Personalities With The Gift of Serving / Ministry / Helps***

Compliant type Christians with the Gift of Serving / Ministry are on't like loose ends. If anything needs to be done, they will do it perfectly for the job. "C"-Servants tend to be very picky. They need to be more assertive. Often feeling like they are the only ones who can do the job, they need to appreciate others more. Positive feedback is recommended but difficult for "C"-Servants. They are the hardest working and compliant servants.

# For Review

### ***"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.

### ***"S" Type Personalities With The Gift of Administration / Ruling / Leading***

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

### ***"C" Type Personalities With The Gift of Administration / Ruling / Leading***

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 would increase effectiveness with more warmth and team participation. Working through people and creating enthusiastic atmospheres can be helpful. They should avoid being critical of what others do. "C"-Administrators are best able to get groups to do the right things.

# Involvement / 9 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 nine Spiritual Gifts and how they can impact your life.

## GIFT OF EVANGELISM

**Abilities:** Comfortably share the gospel with results.

**Opportunities:** Visitation, Outreach, Missions.

**Warning:** Don't think everyone should be as dedicated to evangelism as you are.

**Reward:** Leading people to Christ glorifies God.

**Prayer:** *"Dear God, Increase my vision for the lost, while helping me to understand why others do not share my burden."*

## GIFT OF PROPHECY / PROCLAIMING

**Abilities:** Discern right from wrong / Declare truth.

**Opportunities:** Community / National Concern, Finances, Steering Committee.

**Warning:** Don't be obnoxious or opinionated.

**Reward:** Helping others see truth clearly.

**Prayer:** *"Dear God, Give me the sensitivity to show love, while sharing truth that may offend."*

## GIFT OF TEACHING

**Abilities:** Clarify truth / Insights as to why facts are true.

**Opportunities:** Teaching, Training, Library.

**Warning:** Don't neglect other responsibilities.

**Reward:** Knowing people learn truth.

**Prayer:** *"Dear God, Help me to be practical, not just impart truth."*

## GIFT OF ENCOURAGING

**Abilities:** Share practical steps of ac

**Opportunities:** Counseling, Crisis C

**Warning:** Choose words wisely.

**Reward:** Seeing people respond to y helping them through prob

**Prayer:** *"Dear God, Use me to say wh me to say, not what I feel a*

# For Review

## PASTOR / SHEPHERDING

ng to groups needing leadership.

mmittee Chairperson, Visitation.

t discouraged with those who don't

e ministry improve.

*l, Help me be patient with those who etic and/or spiritually weak."*

## GIFT OF SHOWING MERCY

**Abilities:** Giving sympathy and/or empathy to the hurting.

**Opportunities:** Hospital, Benevolence, Counseling.

**Warning:** Don't be a sucker to everyone who needs you.

**Reward:** Knowing you helped those who no one else would help.

**Prayer:** *"Dear God, Use me to not only help people by showing care, but also sharing truth and TOUGH LOVE when necessary."*

## GIFT OF SERVING / MINISTRY

**Abilities:** Serving behind the scenes.

**Opportunities:** Nursery, Sunday School, Ushering.

**Warning:** Don't become weary in well doing.

**Reward:** Knowing you make a difference doing what no one else may want to do.

**Prayer:** *"Dear God, Thank you for appreciating my labor of love, regardless of what others may fail to appreciate."*

## GIFT OF 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."*

## GIFT OF 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."*

# Involvement / Personality Perspective

Where your personality can be used most effectively!

My highest plotting point:  
Graph 1 \_\_\_\_; Graph 2 \_\_\_\_;

My next highest plotting points are:  
Graph 1 \_\_\_\_; Graph 2 \_\_\_\_.

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

## "D" BEHAVIOR *(Active / Task-oriented)*

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

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

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

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

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

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

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

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

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

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

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

# For Review

## "C" BEHAVIOR *(Passive / I*

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

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

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

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

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

## R *(Passive / People-oriented)*

serve, specialize, finish what others he scenes, do what needs to be done.

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

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

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

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

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

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

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

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

## "D" Types —

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

## "I" Types —

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

## "S" Types —

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

## "C" Types —

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

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

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

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

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

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

1. Community Awareness type ministry.

2. perceive and declare truth.

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

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

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

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

# For Review

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

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# Fitly Joined Together *with 9 Spiritual Gifts*

The following are opportunities for ministry in relationship to 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.

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

Your past and present experiences should also enter into your search for a good fit. In summary, consider your spiritual gifts, personality type, interests, passions and experiences in making your choices. 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		Teaching	Pastor/Shepherding	Serving / Ministry		
Altar Counsel.	Newsletter	Bookstore	Altar Counsel.	Prayer	Adult Choir	EMT
Big Brothers	Nurse	Clerical	Baptism	Preschool	Altar Counsel.	Encouragement
Bowling	Orchestra	Coaching	Big Brothers	Publicity	Band	Evangelism
Carpentry	Photography	Computer	Clerical	Script. Reader	Baptism	Floral Arrange.
Cleaning	Physician	Curriculum	College/Career	Search Comm.	Bereaving	Foods
Coaching	Prayer	Deacons	Communication	Senior Adults	Big Brothers	Graphic Arts
Communication	Printing	Discipleship	Communion	Single Adults	Bookstore	Greeters
Concerts	Publicity	Elders	Counseling	Single Parents	Bowling	Groups
Construction	Receptionist	Electrical	Curriculum	Small Groups	Carpentry	Hispanic Min.
Counseling	Recreation	Elementary	Deacons	Song Leader	Child Care	High School
Deacons	Refugee/Hmless	Finances	Discipleship	Steering Comm.	Children	Housing Visit.
Discipleship	Senior Adults	Interpreting	Elders	Tape Ministry	Choir	Hospital
Drama	Single Adults	Library	Elementary	Teaching	Cleaning	Hospitality
Elders	Single Parents	Men's Ministry	Encouragement	Tutoring	Clerical	Hospice
Electrical	Small Groups	Missions	Evangelism	Trustees	Coaching	Infants/Toddl.
Evangelism	Song Leader	Prayer	Hispanic Min.	Video	College/Career	Interpreting
Foods	Steering Comm.	Printing	High School	Visitation	Communion	Intercess. Pray.
Greeters	Supper Club	Records	Intercess. Pray.	Women's Min.	Concerts	Jr. High
High School	Tape Ministry	Script. Reader	Jr. High	Worship	Construction	Kids Kamp /
Housing Visit.	Telephone Call.	Search Co				S
Jr. High	Tutoring	Steering C				en
Kids Kamp /	Transportation	Tape Mini				ry
VBS	Trustees	Teaching				ings
Martial Arts	Ushers	Tutoring				aintenance
Meals	Video	Trustees				ial Arts
Media	Visitation	Video				s
Men's Ministry	Women's Min.	Women's l				ia
Missions	Writing	Worship				
Musician	Youth	Writing				
Newcomers	Youth Choir					

## For Review

Prophecy	Encouraging				Administration / Ruling	
Coaching	Altar Counsel.	Jr. High	Children	Nursery	Personnel	Newsletter
Communication	Adult Choir	Media	Cleaning	Organ	Physician	Personnel
Deacons	Band	Men's Min	Communion	Physician	Prayer	Physician
Discipleship	Big Brothers	Newsletter	Construction	Piano	Construction	Prayer
Elders	Choir	Nurse	Counseling	Prayer	Counseling	Printing
Evangelism	Coaching	Prayer	Deacons	Preschool	Deacons	Publicity
Finances	College/Career	Printing	Discipleship	Refugee /	Discipleship	Records
Long Range	Communication	Receptionist	Elders	Homeless	Elders	Refugee /
Planning	Concerts	Script. Reader	Elementary	Serving Meals	Finances	Homeless
Martial Arts	Counseling	Single Parents	EMT	Set-up	Foods	Search Comm.
Media	Deacons	Tape Ministry	Evangelism	Shut-ins	Grounds	Security
Men's Ministry	Discipleship	Teaching	Foods	Telephone Call.	Kitchen	Single Parents
Newsletter	Drama	Trustees	Greeters	Tutoring	Library	Sound System
Personnel	Elders	Video	Hospital	Trustees	Long Range	Steering Com.
Prayer	Encouragement	Visitation	Hospice	Weddings	Planning	Supplies
Printing	Evangelism	Women's Min.	Infants/Toddl.	Worship	Mailings	Tape Ministry
Records	High School	Worship	Intercess. Pray.	Writing	Maintenance	Transportation
Script. Reader		Writing	Kids Kamp /	Yard Work	Meals	Trustees
Search Comm.			VBS		Media	Trustees
Security					Men's Min.	Vehicles
Steering Comm.					Missions	Video
Tape Ministry						Women's Min.
Teaching						
Trustees						
Visitation						
Women's Min.						
Writing						

# How To Handle Conflicts

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

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

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

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

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

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

## "D" Behavior and all Spiritual Gifts

### Under Pressure:

*Becomes dictatorial, dominating, angry, intense, forceful*

### Sources of Irritation:

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

### Needs To:

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

## "I" Behavior and all Spiritual Gifts

### Under Pressure:

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

### Needs:

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

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

# For Review

## "C" Behavior and all Spiritual Gifts

### Under Pressure:

*Becomes moody, critical, contemplative, negative, worrisome.*

### Sources of Irritation:

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

### Needs To:

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

## "S" Behavior and all Spiritual Gifts

### Under Pressure:

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

### Sources of Irritation:

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

### Needs To:

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

### Natural Responses To Conflict —

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

### Recommended Wise Responses —

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

# Leadership Insights

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

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

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

## Leader Styles

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

### "D" Leaders —

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

### "I" Leaders —

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

### "S" Leaders —

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

### "C" Leaders —

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

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

## Follower Styles

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

### "D" Followers —

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

"I"s follow leaders with their hearts. They tend to be impulsive and seek opportunities that will make them look good a lot. They make great first impressions and ability to persuade often turn them into leaders. They rise to the top. Sometimes you have to lead them.

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

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

### "C" Followers —

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

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

# For Review

# Biblical Resolution Management

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## **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

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

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

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

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

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

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

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

Don't wait for anyone to ask you to get involved. Start this week by just showing up and saying,

"*I'm ready to serve!*"

Don't be surprised if things are a little disorganized and chaotic at times. Remember

***Exercise your giftedness to experience joy!***

These should help you understand in ministry. Remember, every day!

God pours out His blessing

and uses you in ways you never dreamed. But it could also be a nightmare, because of *people*. Serve God, regardless of whatever conflicts and clashes you may have, and you WILL be blessed.

***Keep your eyes on Christ and you will succeed!***

## For Review

# My Action Plan

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

1. My three highest spiritual gifts are: \_\_\_\_\_;  
\_\_\_\_\_;

This means I also tend to be more \_\_\_\_\_  
\_\_\_\_\_.

2. The overuse of these gifts sometimes makes me \_\_\_\_\_  
\_\_\_\_\_.

3. My highest personality profile plotting point in Graph 1: \_\_\_\_\_; Graph 2: \_\_\_\_\_.  
This means I tend to be more \_\_\_\_\_  
\_\_\_\_\_.

4. The overuse of this type sometimes \_\_\_\_\_  
\_\_\_\_\_.

5. My most obvious combination of \_\_\_\_\_

6. To communicate and relate with \_\_\_\_\_  
\_\_\_\_\_.

7. My greatest blessing and / or struggle \_\_\_\_\_  
\_\_\_\_\_.

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

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

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

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

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

**For  
Review**