

## 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

## 16 Combination Expanded

## Introduction of the 4 DISC Personality Types of Behavior

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

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

Everyone has a predictable personality. There are four basic personalities and together to determine your unique way you do, review this

Our personalities should not be blamed. "That's just the way I am" but we should not blame

Each temperament style personality determines model of behavior style of temperaments, we will see that all four temperaments are the four quadrants of the DISC model:

"D" - active / task-oriented

"I" - active / people-oriented

"S" - passive / people-oriented

"C" - passive / task-oriented

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

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

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

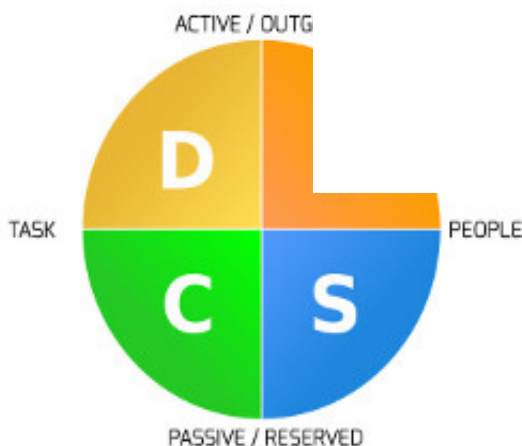
You have a predictable pattern of behavior because you have a specific personality. There are four basic personality types. These types, also known as temperaments, blend together to determine your unique personality. To help you understand why you often feel, think and act the way you do, review the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

ality. There are together to feel, think, and act of Human

# 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 - All

Needs to Learn: You need to be needed - Everyone has a boss - Sensitivity to people's feelings is important -

## "I" Type Behavior

Basic Motivation: Recognition

Desires: Prestige - Friendships - Opportunities to motivate to help others -

Respond Best To Leader Who: Provides recognition of abilities - Offers rewards for risk-taking

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

## "S" Type Behavior

Basic Motivation: Stability & Support

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

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

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

## "C" Type Behavior

Basic Motivation: Quality & Correctness

# For Review

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

Responds Best To  
Provides resources:

operating procedures -

Needs to Learn: To  
Deadlines must be

is not everything -

# For Review

## Behavioral Blends

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

This is expected of me: (

This is me: **COMPETENT**

Preface: This section is designed to help you understand how you think and feel when individuals are either inside or outside your comfort zones. People tend to act differently when they live than they have in the past.

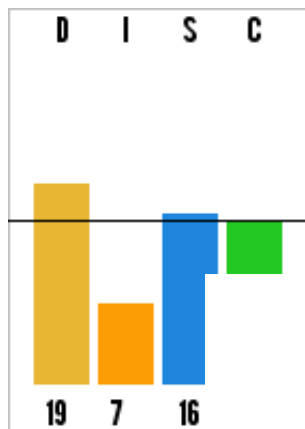
Review the following insight into your personality specific Graph 1 personality.

# For Review

... from a different perspective -  
... in your homes or  
... by the way from where

... describes your

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



### Descriptor

As a "D / S / I" people expect sometimes sweet, sensitive forcefulness you think people because of yo

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.

### How Others See You

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

### Your Feelings and Thinking

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

# For Review

or "C / S / D" you think to be more passive, but you are and decisive, but you are any abrasiveness or a pleaser. You seem to consider yourself as reserved if you that doesn't like to

## Vision and Passion

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

## Leadership Style

Your leadership style is aggressive and reserved and cautious. You see excitement when speaking skills or public persona and demonstrate since example and personal

# For Review

tend to be outgoing, sensitive, soft spoken and excellent communication. You influence others well. You lead more by example than work for you.

## Follower Style

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

## Responds Best To

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

## Conflict Management

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



too quickly or too slowly.

## Strengths and Uniquenesses

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

## Overuses and Abuses

You tend to overuse your ability to be popular or friendly. When people try to take advantage of you, you tend to be concerned about being popular or friendly. You don't need to be in the limelight or recognized. You tend to turn right around and be sorry for what you said.

# For Review

You tend to be easy going and relaxed. You can be confident and defiant when you are confident. You tend to be concerned about being popular or friendly. You don't need to be in the limelight or recognized. You tend to turn right around and be sorry for what you said.

## Guard Against & Vulnerabilities

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

## Relating Style

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

## Conclusion

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

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

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

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

People seem to respond subjective, based on the guarded, masked, or a specific personality type descriptions.

This is simply how you good impressions. Your environment, maturity,

This is NOT a psychology your behavior.

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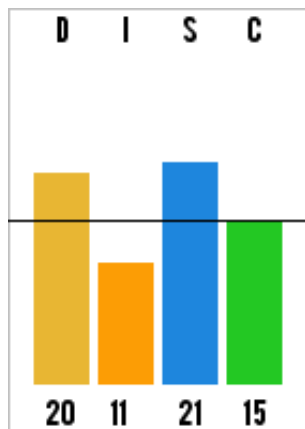
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Preface: This section is designed to describe specific personality types from a private perspective - when individuals are either in their home environments or in settings among friends and relatives. People tend to have different motivations in public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

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

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



### Description

As a "D / S / C", or "D / C / S", or "S / D / C", or "S / C / D", or "C / D / S", or "C / S / D", you think people expect you to be direct, submissive, and competent. You tend to be passive, but you sometimes surprise people with your dominant ways. You can be active and decisive, but 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 reserved nature. You don't like to constantly sit still, but you like to move forward. You tend to plan and prepare for large masses.

### How Others See

You are often seen as a "glory hog" viewed as a "glory hog" self-assured with a well-reasoned and investigated questions because you are studying or organizing others to accomplish tasks well.

### Your Feelings and Thinking

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

# For Review

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## Vision and Passion

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

## Leadership Style

Your leadership style is more of a mixture of active and passive behavior. You tend to be aggressive and reserved. You think people expect you to be demanding and directing, as well as sensitive, soft and cautious. You seem to have many good traits, but you can lack enthusiasm and excitement when speaking to crowds. You don't seem to be a charismatic leader with great communication skill. You influence other people informally or casually. You care for people deeply and your tender loving care. You lead more gently by motivating others to do all the work for you.

## Follower Style

You tend to be a good follower. You would rather have your own ideas than following. You are not very submissive. You can be risk-taking, but you can also be cautious. You prepare extensively in advance in a systematic fashion.

# For Review

You think people expect you to be strict when it comes to the rules. You can be very firm. You tend to plan and execute in a sure and steady manner.

## Responds Best To

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

## Conflict Management

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

quickly or too slowly.

## Strengths and Uniquenesses

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

## Overuses and Abuse

You tend to overuse your public speaking when people try to take advantage of you when people try to get about being popular or be in the limelight or return around and are scared.

# For Review

You are easygoing and calm and defiant to be concerned that you don't need to impress others, and you don't prepare.

## Guard Against & Vulnerabilities

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

## Relating Style

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

## Conclusion

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

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

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

Having completed your Uniquely You Personality Questionnaire, be sure to view these descriptions from a Group 1 perspective, your own perspective, and a Group 2 perspective. Having a better understanding of them from these perspectives will help you put them in mind and interpret them more accurately.

People seem to respond to you more subjectively, based on their own perceptions. You are more guarded, unmasked, and unguarded with your relatives. Review the information to see if you are always characterized in this way.

## For Review

This profile is purely for informational purposes. It is not to be used to conclude that you are a certain way or to judge you. It is only to your more immediate friends or family.

This is simply how you respond to stress. Your interpretation of your spirituality, and experience with it, may vary.

Some may come out under stress, but environment, maturity, and experience may vary.

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

### When Both Graphs Are Generally The Same

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

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

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

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

When both graphs are similar configurations in that you are satisfied with your behavior and willing to adapt or change.

Understanding and adjusting to be more productive and wise. Recognize differences. Then, learn from them.

# For Review

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

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

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

When these types are of their responses. They surprisingly forceful. They

them lose control and become more

On one hand they seem other hand, they can be friendly or outgoing. They

# For Review

emphatic. On the other hand they don’t seem very

When speaking publicly subjects. They have so much to say they have a triple-edged sword

edgeable of their words. They seem to

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

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

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

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

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

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

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



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

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

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

He tends to be more la  
He enjoys working on |  
quality control.

This person is probably  
has taken charge of his  
charge, but not at the e  
the scenes improving t  
his maturity by his bal  
security and stability d

He can also be task ar  
can investigate and evaluate his options. He would rather work or relate with small groups as opposed to large gatherings.

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

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

He can be a successful leader who lives by example.

## For Review

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## 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.

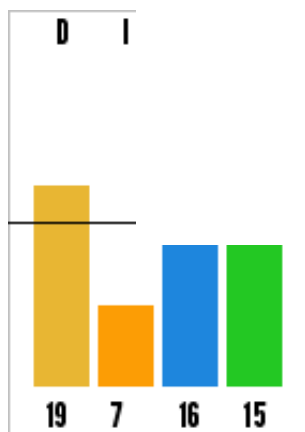
Description: As a "D / S / C" or "D / C / S" or "S / D / C" or "S / C / D" or "C / D / S" or "C / S / D" you think people expect you to be direct, submissive, and competent. You tend to be more passive, but you sometimes surprise people with your dominant ways. You can be active and decisive, but your 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 blends

"C/S/D's" are a combination of cautious, stable and determined types. They are more task-oriented, like to speak in front of crowds. They prefer small groups, as opposed to large groups. They tend to be more reserved, being insensitive, "C/S/D" types tend to be more positive and less critical.

Control



# For Review

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encouraging to others.

## 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 consider yourself reserved because of you that doesn't like to constantly sit still while cautiously moving forward. You assure assurance. You tend to plan and prepare well to the masses.

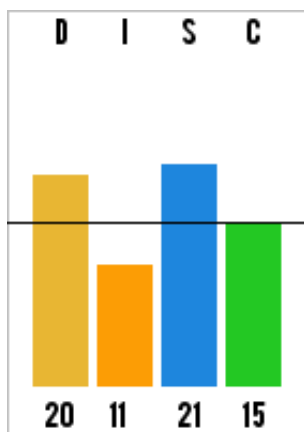
C/S/D - COMPETENT

### Discovering your blend

"C/S/D's" are a combination more task-oriented, but care about in front of crowds. They prefer to get the job done 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.

# For Review

### Controlling your behavioral blends



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

## Your DISC Insights

### **Test** tends to be more:

Demanding / Asserting  
Law-abiding / Conscientious  
Loyal / True Blue  
Peaceful / Calm  
Careful / Cautious  
Risk-taking / Courageous  
Hyper / Energetic  
Brave / Adventurous  
Persistent / Restless /  
Shy / Mild  
Admirable / Elegant  
Ambitious / Goes for it  
Challenging / Motivator  
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

### **Test** tends to be less:

Outgoing / Active  
Gentle / Soft / Humble  
Calculating / Analytical  
Convinced / Cocky  
Obedient / Submissive  
Pleasing / Good-natured  
Perfectionist / Precise

# For Review

Hospitable / Enjoys company  
Exciting / Spirited  
Bottom line / Straight-forward

### **Test's "D" Tendencies seem to be:**

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

### **Test's "I" Tendencies seem to be:**

Hyper, Energetic, Admirable, Elegant

### **Test's "S" Tendencies seem to be:**

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

### **Test's "C" Tendencies seem to be:**

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

### **Test's "D" Tendencies are not very:**

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

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

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

**Test's "S" Tendencies:**

Gentle, Soft, Humble

**Test's "C" Tendencies:**

Calculating, Analytic, Researching, Original

# For Review

s Right, Preparing,

## SG Report

### Spiritual Gifts

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

Discovering how God created you can be exciting and enlightening. Knowing and exercising your motivation is vital to spiritual growth. It helps you understand why you do what you do, how to resolve conflicts, and

You should constantly seek to grow. You can also learn why you should always lead to Christ.

The path of every seeker is unique (3:10). This instrument will lead you into an effective service.

Be patient and determined. If you are more concerned about their personality type" .. after this Spiritual gift insight will get listed that is the users Primary Spiritual Gift and Behavioural Blends.

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

# For Review

on serving Him.  
and discovery

r (Philippians  
1, while maturing

le are more

## Primary Spiritual Gifts

- Encouraging / Exhorting (29/40)
- Knowledge (28/40)
- Prophecy / Perceiving (28/40)
- Leadership (28/40)

## Good Fit Opportunities

- Deacons / Dea
- Discipleship
- Elders
- Trustees

Note: The ministries listed are based on your responses to the ministry questionnaire or 3 ministries that apply to you through those ministries.

# For Review

Responded on your  
results. Focus on the 2  
ministries you can serve Him

## Your Primary Spiritual Gifts Descriptions

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

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

### Encouraging / Exhorting

Christians with the Gift of Encouraging find themselves exhorting 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, Encouragers / Exhorters like to tell you what to do with truth. They bless others with a word of encouragement. As counselors, they are sought out as counselors. They are practical. They enjoy

using their commu-

**In a word:** Encourag

**Overuse:** Talks too

**Goal:** Apply truth, c

**Scripture:** Rom. 12

# For Review

### Knowledge

The Gift of Knowledge is the ability to receive specific truth from the word of God. Sometimes they may overwhelm others and bring more attention to their Word of Knowledge, rather than the purpose of sharing what God has revealed to them. This is not an amplification of God's Word, but a revelation of God, which gives glory, except from God. They know a lot of things. It is

**In a word:** Divine Insights

**Overuse:** Make others feel inferior or ignorant

**Goal:** Change lives, rather than impress others

**Scripture:** 1 Cor. 12:7-8; 8:1b-2

### Prophecy / Perceiving

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



**In a word:** Bold  
**Overuse:** Fighter  
**Goal:** Declare truth, don't divide Christians  
**Scripture:** ph. 4:7,11; 1 Cor. 14:1,3; 2 Pet 1:19-21

### Leadership

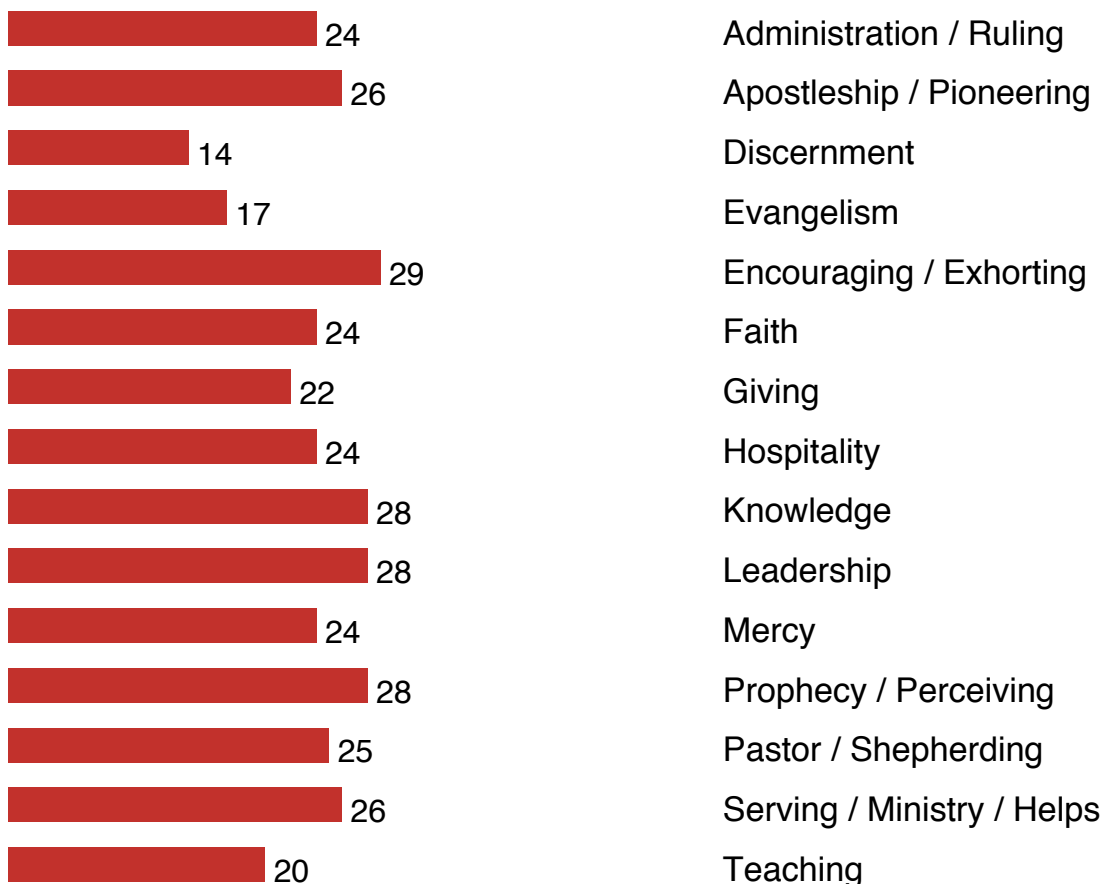
The Gift of Leadership, much like the Gift of Administration / Ruling, is evident in those who demonstrate an unusual ability to influence others. They seem to have an independent determination to challenge and direct others toward a specific goal. They stand out and take stands. Those with the Gift of Leadership are often more sensitive and great motivators. They also need to be more sensitive and great motivators. They are

**In a word:** Dreamer  
**Overuse:** Too demanding  
**Goal:** Lead by example  
**Scripture:** Rom. 12:6,

# For Review

### The graph of you

Name: Test Uy



 22

Wisdom

## 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.

### Encouraging / Exhorting

**Abilities:** Have practical steps of action

**Opportunities:** Couns

**Warning:** Choose wor

**Reward:** Seeing peopl

**Prayer:** Dear God, Use

ems.

el at the moment.

### Knowledge

**Abilities:** Special abilit

**Opportunities:** Couns

**Warning:** Don't get pu

**Reward:** Helping other

**Prayer:** Dear God, You

Also help me not to be

at you want me to.

# For Review

### Prophecy / Perceiving

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

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

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

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

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

### Leadership

**Abilities:** Obvious influence to motivate others.

**Opportunities:** Men's or Women's Ministries, Discipleship, Support Groups.

**Warning:** Lead by example, not just motivation.

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

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

## 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 listed. You may also have valuable ministries not listed. If you have a gift that does not match, don't think you shouldn't be involved.

# For Review

### Encouraging / Extending

Altar Counselor  
Big Brothers / Sisters  
College/Career  
Counseling  
Drama  
Evangelism  
Media  
Nurse  
Receptionist  
Tape Ministry

Men's Ministries  
Women's Ministries  
Prayer  
Scripture Reader  
Teaching

Newsletter  
Printing  
Single Parents  
Trustees

### Knowledge

Accounting  
Deacons / Deaconesses  
Finances  
Orchestra  
Prayer  
Records  
Security  
Sound System  
Tape Ministry  
Trustees

Clerical  
Discipleship  
Newsletter  
Personnel  
Printing  
Search Committee  
Set-up  
Steering Comm.  
Tutoring  
Ushers

Counseling  
Elders  
Office Machines  
Physician  
Publicity  
Secretarial  
Small Groups  
Supplies  
Transportation  
Vehicles

## Prophecy / Perceiving

Coaching  
Deacons / Deaconesses  
EMT  
Intercessory Prayer  
Martial Arts  
Newsletter  
Personnel  
Records  
Security  
Tape Ministry

Communication  
Discipleship  
Evangelism  
Kitchen  
Media  
Nurse  
Personnel

Construction  
Elders  
Finances  
Long Range Planning  
Men's Women's Ministries  
Nursery  
Personnel

Committee

1

# For Review

## Leadership

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

Missions  
Physician  
Security  
Senior Adults  
Trustees

Nurse  
Recreation  
Song Leader  
Single Adults  
Visitation

1

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

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

## How to handle conflicts

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

This section is designed to help you discover why Christians often do what they do under pressure. It may explain why you may conflict with others. Scripture is clear on how to handle clashes. The problem is that the gift of discernment can be overused and a person's feelings, to control their mind. Read each section and consider how you may

To improve your effective behavior!

Remember: Most problems are caused by clashes with others.

# For Review

in Spiritual Gifts  
Allow God, not  
behavioral Blends in  
type. Also  
:"

excuse for poor

/ conflicts and

## Top Spiritual Gift's Conflicts

### Gift of Encouraging / Exhorting

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

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

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

### Gift of Knowledge

**Under Pressure:** Becomes moody, analytical.

**Sources of Irritation:** Lack of plan, direction, authority

**Needs to:** Relax, build relationships, being practical, be more

# For Review

...ative, judgmental,

...ration, validation,

...pend more time

### Gift of Prophecy / Intuition

**Under Pressure:** Becomes dictatorial, domineering, demanding, angry, intense, forceful, direct, bossy.

**Sources of Irritation:** Weakness, indecisiveness, laziness, lack of discipline, plan, purpose, direction, authority, control, challenge.

**Needs to:** Back off, seek peace, relax, think before reacting, control self, be patient, loving, friendly, loyal, kind, sensitive.

### Gift of Leadership

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

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

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

## Combining Personalities with Spiritual Gifts

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

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

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

A Christian with a "D" type personality head off and then apologize. Prophecy is also like that. Jeremiah is a good example.

It doesn't matter what your composite blend 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!

# For Review

giving Mercy and a  
but God sometimes  
"iron", like "gentle  
and makes no

that will bite your  
and the Gift of  
The Prophet



## S Type Personalities With Gift of Encouraging / Exhorting

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

## S Type Personalities With Gift of Knowledge

Sweet, soft, and sensitive about so many things, they have an answer for just about everything. They volunteer their knowledge and are loyal. They don't like

of information, but when asked, they usually don't are faithful and knowledge.

## S Type Personalities

Sensitive type Christians. They seem to be soft, but they tend to be gentle, but stand for individuals and standing. They are often impressed with extremes. "S" Prophets

ous about truth. To proclaim truth, they are very concerned for their concern for effective. People are careful about truth.

# For Review

## S Type Personalities With Gift of Leadership

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

# Appendix

## Table Of Contents

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This Table of Contents is for the generic pages of your *Combining 16 Spiritual Gifts and 4 DISC Personality Online Report*. Be sure to first review your online report to learn all the personal information generated from your questionnaires.

	<b>For Review</b>	
<i>I</i>		- 5
<i>S</i>		
<i>E</i>		
<i>I</i>		
<i>E</i>		
<i>U</i>		
<i>L</i>		9 - 11
<i>C</i>		2 - 13
<i>C</i>		4 - 19
<i>I</i>		9
<i>I</i>		1
<i>“Choose You This Day ...”</i>	A-22	
<i>Fitly Joined Together</i>	A-23	
<i>How to Handle Conflicts</i>	A-24	
<i>Spiritual Gifts &amp; Conflicts</i>	A-25	
<i>Leadership Insights</i>	A-26	
<i>Biblical Resolution Management</i>	A-27	
<i>Joy &amp; Giftedness</i>	A-28	
<i>Action Plan</i>	A-29	

# 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 should also minister to others! (1

The Bible contains God's plan and purpose for you to glorify Him and as a Christian, you have

Discovering how and exercising our report is designed to this will result in pe- filling ministry.

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

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

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

## For Review

1 139:14).

l. He gifted naturally. As a motivate you. ng. Knowing mation in this Hopefully, nfect, and ful-

# Spiritual Gifts Descriptions

---

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

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

---

## Administration / Ruling —

The Gift of Administration is seen in those who either like to organize or delegate to others. Compelled by a strong sense of duty, they like to find things for people to do. Unlike the Gift of Ministry, the Gift of Administration focuses on team participation. They see the big picture and work to keep everyone on track. Not always personally completing tasks. They simply like to evaluate design systems or give responsible job done. They are gifted to fo

**In A Word:** Initiator

**Overuse:** Expects too much

**Goal:** Lead by example

**Ministry Opportunities:** Division/department Director, Teacher, Church Council, Finance committee, Planning

Ministerial search committee,

and Titus 1:5

---

## Apostleship —

Unlike Apostles of old, who brought the Word from place to place, Apostles today are often used to start new ministries where church planters and strong leadership are needed. They are appointed calling to lead and dare. They demonstrate tremendous courage to follow. They also have contagious influence across cultural, geographical, and ethnic boundaries. Apostles today are often used to lead their region and ministry.

# For Review

1 authority

Business, Coaching, Construction, Evangelism, High School, Leadership, Long Range Planning, Martial Arts, Nurse, Personnel, Physician, Search Committee

---

## Discernment —

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

**Goal:** Get more information before responding

**Ministry Opportunities:** Accounting, Counseling, Deacons, Discipleship, Elders, Finances, Intercessory Prayer, Personnel, Physician, Prayer, Printing, Publicity, Records, Search Committee, Secretarial, Security, Setup, Small Groups, Sound System, Steering Committee, Supplies, Tape Ministry, Tutoring, Transport

**Scripture References:** 1 Cor. 12:10 and Heb. 5:14

share

---

## 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

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## Exhortation / Encouragement —

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

**In A Word:** Encourager

**Overuse:** Talks too much

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

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

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

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

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

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

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

## Faith —

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

**In a word:** Optimist

**Overuse:** Overly trusting and often proud of their faith

**Goal:** Combine faith with works / Learn to be patient

**Ministry Opportunities:** Altar Counsel, Baptism, Big Brothers, Clerical, College/Career, Communication, Communion, Counseling, Curriculum, Deacons, Discipleship, Elders, Elementary, Encouragement, Evangelism, Hispanic Scripture Reader and 1 Cor. 12:9

## Giving —

Givers tend to be seriously committed. The Gift of Giving also involves being sensitive to how money is used. The Gift of Giving doesn't always speak the loudest, but to the wheels of the Kingdom. Givers have unique financial skills. They are well on boards responsible for the Kingdom. They tend to be conscientious and consistent. Their gifts are not always evident, but a Kingdom will be.

# For Review

social intimidation  
 ship committee, Finance  
 benevolence committee,  
 committee, Record keeping,  
 and Mark 12:41-44

## Hospitality —

The Gift of Hospitality is shown in one's home for food and fellowship. They tend to stay for someone in need. Hospitality seems to always be ready and willing to invite guests over or offer their home for a place to meet for any occasion. They love to provide refreshments or prepare meals for individuals or groups. They seldom show irritation over last minute requests to have someone over or to host a group. They tirelessly serve to make people comfortable and encouraged.

born out  
 sacrificing family time  
**Ministry Opportunities:** Foods, Greeters, Grounds, Hispanic Ministry, Housing Visit., Hospital, Hospitality, Hospice, Interpreting, Kids Kamp/VBS, Kitchen, Library, Meals, Missions, Newcomers, Nursery, Organ, Personnel, Preschool, Publicity, Receptionist, Script. Reader, Sr. Adults  
**Scripture References:** Rom. 12:13 and 1 Tim. 5:10

## Knowledge —

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

**In a word:** Divine Insights

**Overuse:** Make others feel inferior or ignorant

**Goal:** Change lives, rather than impress others

**Ministry Opportunities:** Accounting, Clerical, Counseling, Deacons, Discipleship, Elders, Finances, Newsletter, Office Machines, Orchestra, Personnel, Physician, Prayer, Printing, Publicity, Records, Search Comm., Secretarial, Security, Set-up, Small Groups, Sound System, Steering Comm., Supplies  
**Scripture References:** 1 Cor. 12:8 and 1 Cor. 13:2

## Leadership —

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

**In a word:** Dreamer

**Overuse:** Too demanding and impatient

**Goal:** Lead by example and willingness to be a servant

**Ministry Opportunities:** Accounting, Counseling, Deacons, Discipleship, Elders, Finances, Intercess. Prayer, Men's Min., Newsletter, Personnel, Physician, Printing, Publicity, Records, Search Comm., Secretarial, Security, Set-up, Small Groups, Sound System, Steering Comm., Supplies, Tape Min.  
**Scripture References:** Luke 22:26 and 2 Tim. 2:2

## Mercy —

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

**In A Word:** Caring

**Overuse:** Too Sensitive

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

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

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

## Pastor / Shepherding —

The Gift of Pastor / Shepherding is obvious in those who really enjoy leading others in serving the Lord. Unlike the Gift of Ministry, this gift involves the motivation to lead. Pastor / Shepherds are compelled to encourage others to work together for the body's sake. Influencing is important. Stressing a need for harmony. Untrained lay-people / Shepherd. They see their spiritual health.

**In A Word:** Discipler

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

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

**Ministry Opportunities:** Staff, Missions organization positions, Teacher,

and 1 Pet. 5:1-3

## Prophecy / Proclamation

Prophets today are not exact like the prophets spoke the truth with the Gift of Prophecy seen straight forward attitude towards regardless of what anyone thinks to confront anyone with what is controlled by the Holy Spirit, the tool to reprove, rebuke and encourage themselves pointing the way, call out for something significant.

# For Review

Christians  
Council committee, Ministerial  
Council committee, Planning  
Teacher, Researching  
Committees, Missions committee,

10, 28 & 14:3

## Serving / Ministry

When you think of Christians who serve in the scenes, you think of those with the Gift of Serving. 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 Serving like to be involved.

**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.

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

## Teaching —

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

**In A Word:** In-depth

**Overuse:** Digs too deep

**Goal:** Reveal truth, don't exhaust it

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

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

## Wisdom —

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

**In a word:** Perceptive

**Overuse:** Speak down to people

**Goal:** Consistently trust and ask God for wisdom

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

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



# Historical Background

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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 *Emotions and Personality*. Though there are now many titles and variations, the basic four temperaments discovered by Hippocrates' are still the same.

Dr. John Geier, Co-Founder of the University of Minnesota DISC personality type

After studying under Dr. Geier, a Psychologist at Dallas, Texas, I developed their-kind combination of DISC files now in print in various formats. It is a respected and popular tool in many organizations.

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

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

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

## For Review

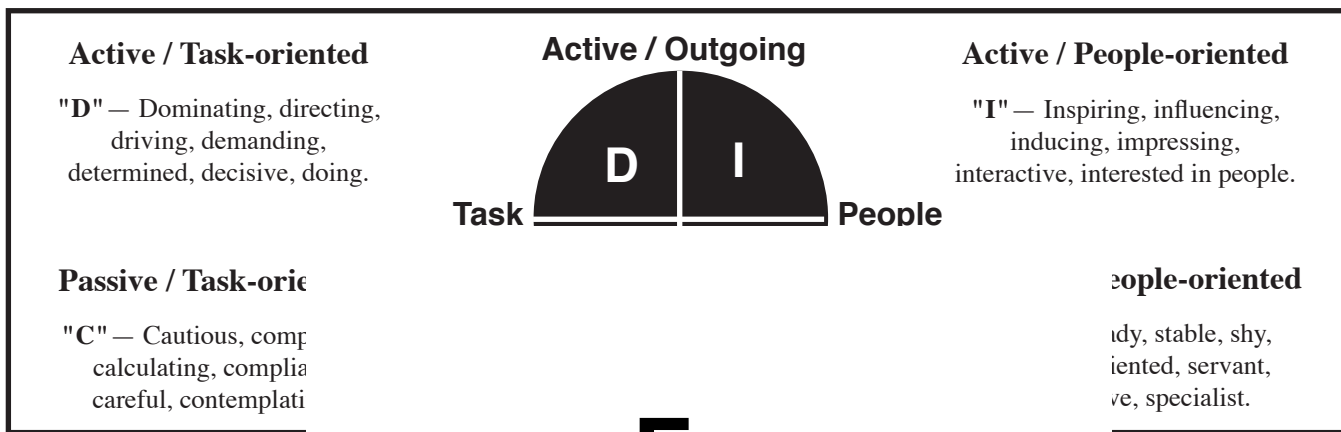
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# Interpretation . . .

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

(Active / Task-oriented)

"Lion"

**Descriptions:** Dominant, Direct

**Basic Motivation:** Challenge a

**Desires:** • Freedom from control

• Difficult assignments • Opportunistic

• Choices, rather than ultimatums

**Responds Best To Leader Who:**

• Sticks to task • Gets to the point

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

**Biblical Advice:** BE GENTLE / NOT BOSSY—*Wisdom from above is . . . gentle*, James 3:17 • CONTROL YOUR FEELINGS AND 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.

## "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.

# For Review

**Examples:** Peter & Ruth as "Sanguine" or "Otter" *Impressing, Inducing Approval* • Freedom from Opportunities to motivate

Is fair and also a friend's recognition of abilities

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

**Biblical Advice:** BE HUMBLE / AVOID PRIDE—*Humble yourself in the SIGHT of God*, James 3:17 • CONTROL YOUR SPEECH—*Be quick to hear, slow to speak*, James 1:19 • BE MORE ORGANIZED—*Do all things decently and in order*, 1 Cor. 14:40 • BE PATIENT—*The fruit of the Spirit is . . . longsuffering*, Gal. 5:23.

## "S" BEHAVIOR / Biblical Examples: Moses & Hannah

(Passive / People-oriented) Known as "Phlegmatic" or "Golden Retriever"

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

**Basic Motivation:** Stability and Support

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

• Established work patterns • Security of situation • Consistent

familiar environment

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

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

• Gives personal support

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

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



# How To Read The DISC Graphs

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

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

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

“C/S”s need to be more confident. This person is more of a *“Competent Specialist”*.

To help you read the graphs, the vertical axis represents the level of interest. The example shows “I” is high, meaning this person doesn’t enjoy interacting with people. She tends to be more shy.

This person is more concerned with security and stability on an individual basis. They have a low interest in enthusiastic activities.

## For Review

**Example B** shows a person who is more active than most people. They like to do many things at once, don’t sit still or work on one thing at a time.

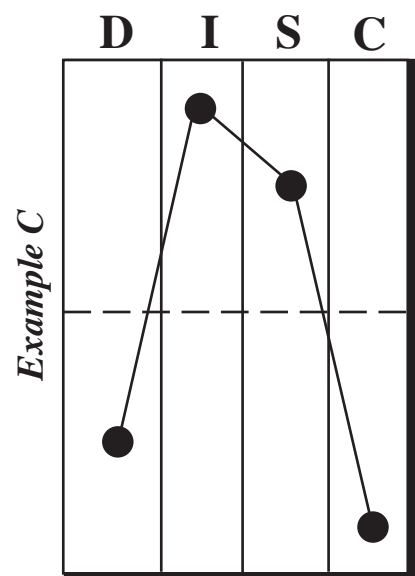
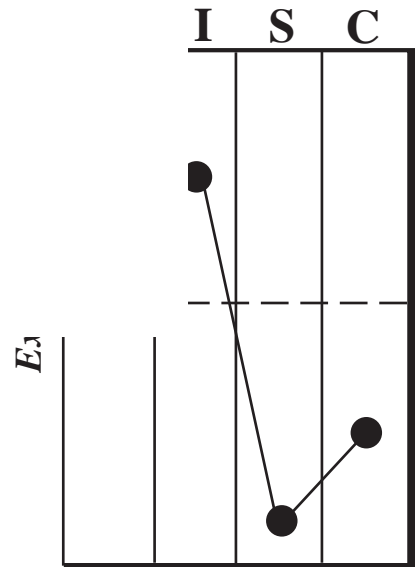
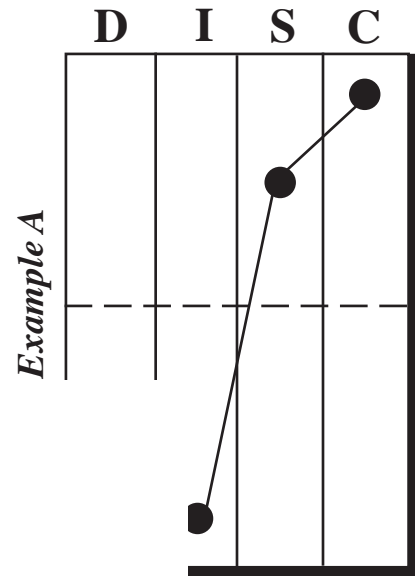
Notice the “S” and “C” plotting points are low. This means this person is not so concerned with security and stability or cautious and calculating actions. Low “S/C”s are more risk-takers and active types.

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

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

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

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



# Understanding The Two Graphs

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

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

People understand unacceptable actions and feelings.

**GRAPH 2:** “*This is how I feel*” is the response to how he or she feels and thinks inside. The person is telling you, “*This is how I feel you want me to be*” or “*I think you want me*”

Everyone is born with different personalities into prediction.

## For Review

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

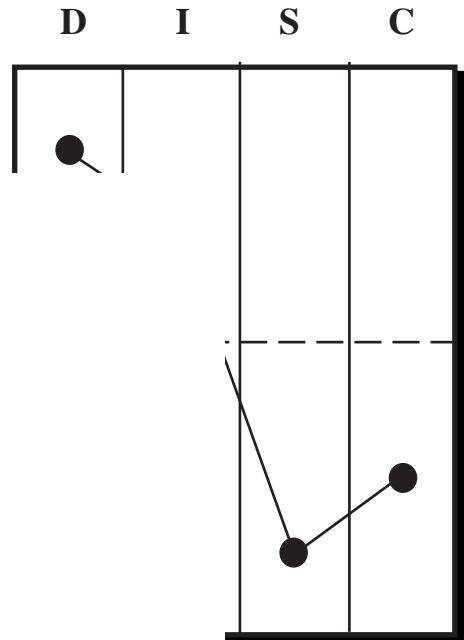
The examples show a “D/I” type in **GRAPH 1** and “I/S” in **GRAPH 2**. This person is revealing that he or she thinks people want him or her to be more dominant, even though he or she really isn’t that type. This person is also more “S”—submissive and security oriented than what he or she feels is expected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

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

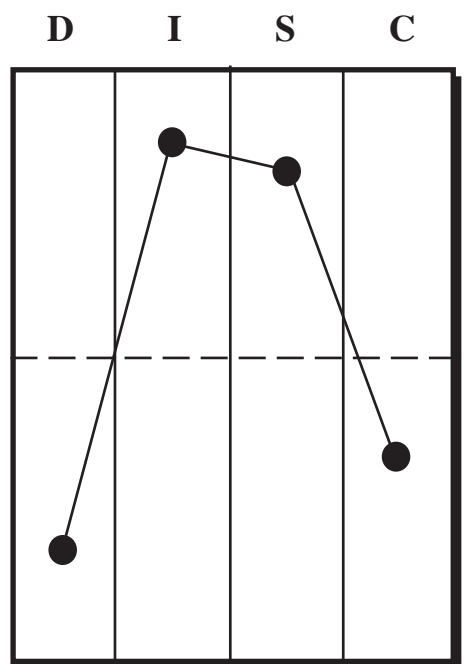
Every point in the upper third is considered *high*. Every point in the middle third is *mid*. Every point in the lower third is considered *low*.

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

Example of Graph 1



Example of Graph 2



# DISCOVERING YOUR BEHAVIORAL BLEND

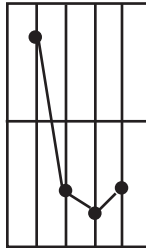
There are four basic personality types known as **D, I, S,** and **C** behavior. Everyone is a blend or combination of these four temperaments. No type is better than the other. No one has a bad personality. The most important factor is what you do with your personality. Don't let your personality control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

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

## D: DETERMINED DOERS

"D"s are dominant and demanding. They win at all costs. They do not care as much about what people think as they care about getting the job done. Their insensitivity to feelings makes them too strong. They are 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.

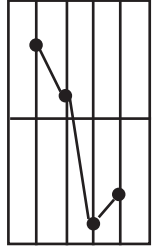
D I S C



## 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



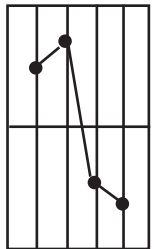
## I: INSPIRATIONAL INFLUENCERS

"I"s are impressive people. They are excited individuals. Approval makes them feel good. They can have lots of friends if they need for attention. They can be seen as leaders. They need to be more interested in listening. They do not like research and details. They often do things to please. They are entertainers. They need to think more logically. They often are motivated by recognition.

S

They influence large groups. They need to be more careful, they get themselves motivated by exciting opportunities. Inspiring leaders.

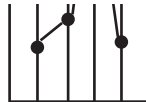
D I S C



# For Review

## S: STEADY SPECIALIST

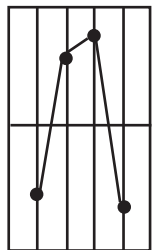
"S"s are stable and shy types. They enjoy pleasing people and doing the same job. Secure, non-threatening, and important to them. They make things they are so forgiving. Other people see the advantage of them. They need to learn how to say, "No" to a friend who wants them to do wrong. Talking in front of large crowds is difficult for them. They are motivated by sweet and sincere opportunities to help others.



I

They accept lots of friends. They do not influence. They must learn to like to talk, but they would be more influential if they were more aggressive and careful. They are kind and considerate. Motivated by opportunities to share and shine, they induce others to follow.

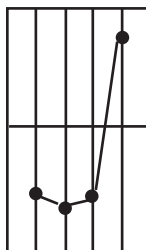
D I S C



## 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 phyness in others. They are motivated by explanations and projects that stimulate their thinking.

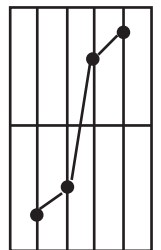
D I S C



## 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.

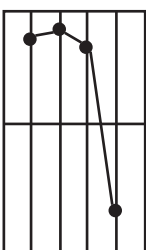
D I S C



## I/D/S: INSPIRING DRIVING SUBMISSIVE

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

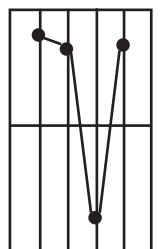
D I S C



## D/I/C: DOMINANT INSPIRING CAUTIOUS

"D/I/C"s are demanding, impressive 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

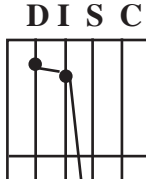


Observe the 21 **Behavioral Blends** on these two pages. Choose the one or two profiles that are most like your graphs. Read the brief paragraph descriptions of the ones that are most like you. You will probably be a combination of two specific profiles. You can also have some characteristics of other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

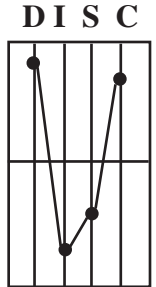
**D/I: DYNAMIC INFLUENCERS**

"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 to the feelings of others. Learning to slip through projects are crucial for them. They are motivated by opportunities to control and improve.



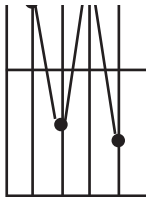
**D/C: DRIVING COMPETENT TYPES**

"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 are dominant and are impatient. They are very important. They have a deep understanding. They are very good at doing well.



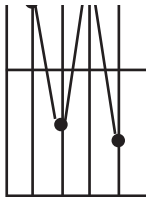
**I/S: INSPIRATIONAL SPECIALISTS**

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



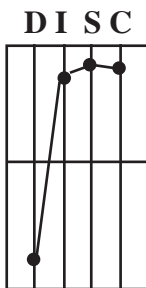
**S/D: STEADY DOERS**

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



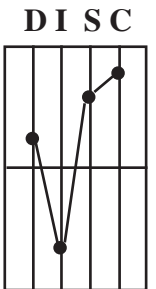
**C/I/S: COMPETENT INFLUENCING SPECIALISTS**

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



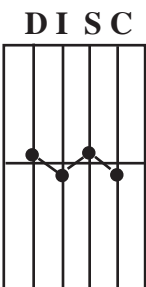
**C/S/D: COMPETENT STEADY DOERS**

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



**STRAIGHT MID-LINE**

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

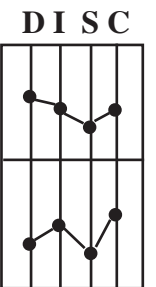


**ABOVE MID-LINE • BELOW MID-LINE**

Some patterns indicate unique struggles an individual may be having.

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

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



# For Review

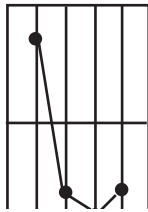
# CONTROLLING YOUR BEHAVIORAL BLEND

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"

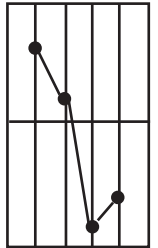
### DISC



## 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 temperance

### DISC



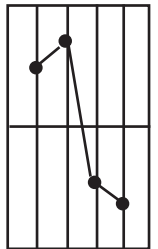
## I: INSPIRATIONAL INF

Don't exalt yourself—"Humble yourselves before the Lord and he will exalt you," James 4:10. Be sure to listen—"To hear, slow to speak," James 1:19. Be organized—"Do all things decently and in order," 1 Cor. 14:40. Concentrate on doing what matters—"All things are not expedient," 1 Cor. 13:3. Prepare yourself—"Prepare your mind like a soldier," 2 Chron. 20:34. Delight in the Lord—"Do not be over-confident and watch what you do," 1 Cor. 13:3. He claimed he would never deny Christ

### RS

Anger is a fire, "Reverent fear of the Lord is the beginning of wisdom," 1 Tim. 2:7. Rejoice in the Lord—"Rejoice in the Lord always," Phil. 4:4. Put on the armor of God—"Put on the full armor of God so you can stand against the devil's schemes," Eph. 6:11. Do not let the world destroy your peace

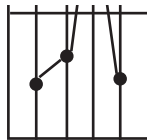
### DISC



# For Review

## S: STEADY SPECIALIST

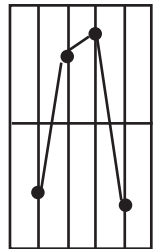
Increase your confidence in Christ—"Through Christ, Who strengthens us, we can do all things," Phil. 4:13. Christ is your—"rock, fortress and deliverer," 1 Cor. 10:4. Confidence is not from God—"God has given us a spirit of fear," 2 Tim. 1:7. Speak the truth—"Let the redeemed of the Lord say so," Psa. 107:2. Be more outgoing and less inhibited—"Christ has made us free," Gal. 5:1. Be more assertive—"Moses confronted Pharaoh with 'let my people go,'" Ex. 5:1. Security is possible—"You are secure, because of hope," Job 11:18.



### RS

Do not be troubled—"Do not let your heart be troubled, neither let it be afraid," Luke 14:27. Remember, you don't need "people" to encourage you—"David encouraged himself in the Lord," 1 Sam. 30:6. Always do right and don't fear people—"Fear of man brings a snare (trap)," Psa. 29:25.

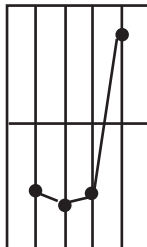
### DISC



## 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," Psa. 37:4.

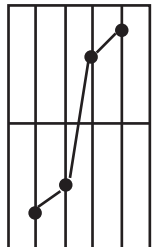
### DISC



## 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.

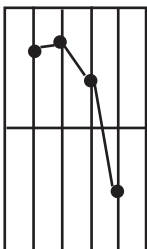
### DISC



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

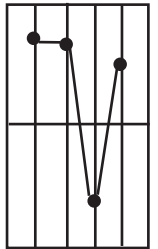
### DISC



## 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



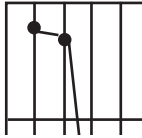


Once you discover your **Behavioral Blend/s**, you can clearly recognize the areas God wants to work on. The Bible is the best source to help you. "All Scripture is given by inspiration of God and is profitable for doctrine, for reproof, for correction, for instruction in righteousness" (2 Timothy 3:16). 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. 10:30. Be patient with others—"The fruit of the Spirit is love, peace, patience, kindness, goodness, faithfulness, gentleness, and self-control," Gal. 5:22-23. Learn to relax in the Lord, make things happen—"Rest in the Lord," Ps. 118:24.

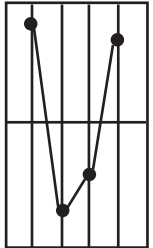
**D I S C**



**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. Desire to have the meekness and patience to bear with one another—"Be slow to anger, do not let your anger dominate you," Eph. 4:26. Do not let your anger be known that I

**D I S C**



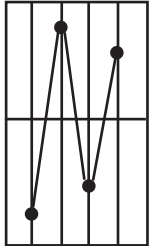
**I/S: INSPIRATIONAL SPEAKERS**

Do everything unto the Lord—"Whatsoever ye do, do it unto the Lord as unto the Lord and not unto men," Col. 3:23. Beware of seeking man's approval—"Do not be like the Gentiles, who are without God, as men pleasers," Eph. 6:6. Seek to please others—"Do always those things that please the Lord," 1 Cor. 10:31. Be more task-oriented—"Sit down first and then write," Luke 14:28. Don't be lazy—"not slothful in your service," 1 Thess. 5:6. Work hard—"Let every man labor as of his own will," 1 Cor. 7:25. Don't just talk about what you do—"Be diligent in every good work," Col. 1:10. Be content—"Contentment comes when no one will work," John 15:5.

**ETENT**

Be humble—"God opposes the proud but gives grace to the humble," 1 Peter 5:5. Be confident—"When you stand before the Lord, be confident," 1 Tim. 4:12. Glorify God in all you do—"and with confidence in the Lord, let your thanksgivings and praises be heard to and fro," 1 Peter 4:11.

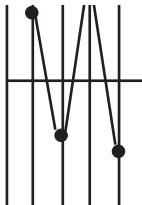
**D I S C**



# For Review

**S/D: STEADY DOERS**

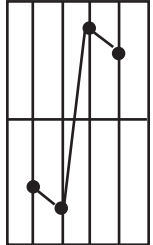
God wants to empower what you think—"I will gladly will I rather glory in my infirmities," 2 Cor. 12:5. Christ may rest upon me." God's grace (the power and ability to do what God wants) is enough for whatever you need—"My grace is sufficient for you." You are often strongest in weakness, as you trust in God and not yourself—"For when I am weak, then am I strong," 2 Cor. 12:9. Encourage and help others daily—"Exhort one another daily," Heb. 3:13. God challenges you to reason with Him—"Come now and let us reason together," Isa. 1:18.



**YPES**

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

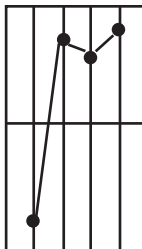
**D I S C**



**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.

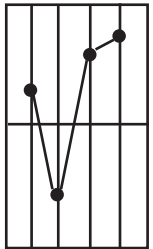
**D I S C**



**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—"Whatever 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.

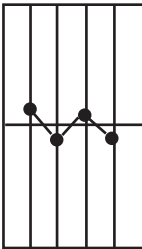
**D I S C**



**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**

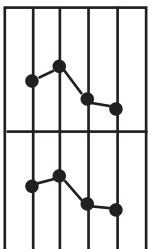


**ABOVE MID-LINE • BELOW MID-LINE**

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**



# COMBINING PERSONALITIES WITH 16 SPIRITUAL GIFTS

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

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

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

There are 64 combinations of Spiritual Gifts. Find the description. You may have several combinations.

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.

Where God can use you in your personality and Spiritual Gift/s involvement in the Body of Christ.

## “D” Type Personalities With the Gift of Administration / Ruling

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

# For Review

## Administration / Ruling

People with the Gift of Administration are optimistic and encourage others to get involved. They like to talk people into doing things and are friendly with their friends and family. They guard against manipulating and often take on more than they can handle. However, they can do a lot from them.

## “D” Type Personalities With the Gift of Apostleship

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

## The Gift of Apostleship

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

## “D” Type Personalities With the Gift of Discernment

Active / task-oriented Christians with unusual discernment about right and wrong are “D” type personalities with the Gift of Discernment. They tend to be pushy and controlling with their discernment. They have great insights, but often use it in a demanding and driving way. They enjoy using their discernment to confront or challenge others to obey God’s Word. They need to be more sensitive and compassionate concerning what they feel is about a particular problem.

## “I” Type Personalities With The Gift of Discernment

Christians who constantly inspire and influence others through their discernment of right and wrong are often “I” type personalities with the Gift of Discernment. They seem to flaunt their discernment and are sometimes come across as boastful. Those who use their intuitive senses to encourage and lift-up others often have active / people-oriented personalities. They make great impacts on people. They are enthusiastic and get real excited when they can use what they discern about things to help others.

## “D” Type Personalities With The Gift of Evangelism

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

## “I” Type Personalities With The Gift of Evangelism

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

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

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

A Christian with a “D” ty

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

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

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

# For Review

## “S” Type Personalities With

Submissive type Christians with a concern about getting tasks done in a timely manner tend to be more assertive and aggressive. “S” type Christians are faithful in whatever they are doing. They can be quiet leaders, but they tend to be shy. Sometimes, they surprise you and accomplish tasks. “S”-Administrators are competent and organized. They tend to do the right things.

## “S” Type Personalities With

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

## “S” Type Personalities With The Gift of Discernment

The more passive / people-oriented Christians with great intuition often have “S” type personalities with the Gift of Discernment. They are not pushy or controlling. They are often very quiet and wait for opportunities to share what they discern about a problem. They especially love to share how the Word of God applies to a particular situation. They are often very shy. They don’t like to make others uncomfortable, but can be a tremendous friend and source of encouragement and direction.

## “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.

## Administration / Ruling

Administrators are competent and organized. They tend to do the right things. They tend to be picky. They tend to be warm and team participating. They tend to be critical of what others do. “C”-Administrators are competent and organized. They tend to do the right things.

## The Gift of Apostleship

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

## “C” Type Personalities With The Gift of Discernment

Compliant and calculating types with unusual intuition often have “C” type personalities with the Gift of Discernment. They tend to be picky and often “too” right for most people to appreciate. But they make the greatest resource when it comes to making practical decisions. This combination is best at choosing the right direction, but needs to be more sensitive to how their discernment might affect others. With more inspiring and optimistic attitudes, this combination is so powerful and respected.

## “C” Type Personalities With The Gift of Evangelism

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



### **“D” Type Personalities With The Gift of Encouraging**

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

### **“I” Type Personalities With The Gift of Encouraging**

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

### **“D” Type Personalities With The Gift of Faith**

Active / task-oriented Christians who constantly demonstrate an unusual amount of dependence upon God often have the Gift of Faith. They tend to be more demanding than most people. They often challenge others to have more faith. They are stimulate faith. They are very driven and decide make up their minds. They like to make has been made. They tend to have g

### **“I” Type Personalities With The Gift of Faith**

Christians who get most excited about believing God often have the Gift of Faith. They are extremely enthusiastic and inspire others to increase their faith. They are very expressive and talk a lot about the joy of trusting others with the Gift of Faith are are angels fear to tread. They are with from making miscalculated decisions in difficult times.

### **“D” Type Personalities**

Domineering type Christians with financial matters. They can be very strict the “gift of getting.” They tend to use how finances are used, they can They seldom give to the wheel that unbending or influencing, when it either discourage or encourage others. They can make great financial coun

# For Review

### **The Gift of Giving**

The Gift of Giving are enthusiastic everyone to be givers. They because of financial concerns. They can be too positive. become prideful. They like to discouraged, they may use their influence others. “I”-Givers are

### **“D” Type Personalities W**

Christians who are demanding, but for meetings or for those needing a place to stay often have the Gift of Hospitality. They are active / task-oriented individuals who are driven and determined to make their home a blessing to others. They tend to be controlling, but willing to be taken advantage of when it comes to hospitality. They love to plan meetings and entertain people in their homes, but are always in charge.

### **The Gift of Hospitality**

Christians who love to invite others to their homes often have the Gift of Hospitality. They are “social butterflies.” They love to entertain and welcome people in their homes. “I” type personalities with the Gift of Hospitality openly and often express their interest in having groups or individuals over any time or for any reason. They need to be more organized and plan better. This combination can be very difficult on other family members. But their gracious hospitality is always encouraging to those who visit with them.

### **“D” Type Personalities With The Gift of Knowledge**

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

### **“I” Type Personalities With The Gift of Knowledge**

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

### **“D” Type Personalities With The Gift of Leadership**

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

### **“I” Type Personalities With The Gift of Leadership**

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

### **“S” Type Personalities With The Gift of Encouraging**

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

### **“C” Type Personalities With The Gift of Encouraging**

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

### **“S” Type Personalities With The Gift of Faith**

Passive / people-oriented Christian who seem to trust God when everyone else has given up often have the Gift of Faith. They are more quiet and shy, but have an internal source of strength. “S” type Christians with the Gift of Faith are not expressive (steadiness and stability that makes them firm when it comes to increasing a group but are firm and strong when in conflict).

### **“C” Type Personalities With The Gift of Faith**

This is a unique combination because of the differences between the “C”’s cautious and concerned behavior and the Gift of Faith’s motivation to trust God no matter what. “C” type personalities with the Gift of Faith are cautious, while researching all the options before making their final decisions, when all the facts are not clear. They are strong on the promises of God.

### **“S” Type Personalities**

Security-oriented type Christian: takers. They are submissive (will let others take on challenging projects) help others behind the scenes. They can be too helpful. They need to gain stronger determination to do what is right. They tend to be the most sacrificial planners who avoid financial disaster.

# For Review

### **The Gift of Giving**

Gift of Giving are cautious. They do not make quick financial decisions. They are often stifled because of pessimistic mistakes, but may miss great opportunities. People often think they are respected by others, they should not find fault. They can be valuable.

### **“S” Type Personalities With The Gift of Hospitality**

Christians who are more quiet and shy, but always ready and willing to have groups or individuals in their homes often have the Gift of Hospitality. They are not expressive or outgoing, but optimistic about the opportunity to help others through opening their homes to them. “S” type personalities with the Gift of Hospitality often sacrifice themselves for the sake of making others feel comfortable in their homes. They have a real servant’s heart, but often have trouble saying, “no” to others.

### **The Gift of Hospitality**

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

### **“S” Type Personalities With The Gift of Knowledge**

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

### **“C” Type Personalities With The Gift of Knowledge**

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

### **“S” Type Personalities With The Gift of Leadership**

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

### **“C” Type Personalities With The Gift of Leadership**

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

### **“D” Type Personalities With Gift of Showing Mercy**

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

### **“I” Type Personalities With Gift of Showing Mercy**

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

### **“D” Type Personalities With Gift Pastor / Shepherd**

Demanding type Christians with the Gift of Pastor/Shepherd tend to be ministry driven. Seeing the big picture, they are compelled to lead others. Their domineering ways can be misunderstood as dictatorial. They may be genuinely dedicated to shepherding others, but have strong feelings about what things should be done. They need to be more gentle with others to make them more effective. Often they are very demanding with others. Their concern for the flock makes them great visionaries.

### **“I” Type Personalities With Gift of Pastor / Shepherd**

Inspiring type Christians with the Gift of Pastor/Shepherd are impressive. Their influence makes people enjoy working and worshipping. They can be extremely successful and must guard against pride. People look up to them. “I”-Pastor/Shepherds are able to persuade others. They need to be more cautious and guard against verbal abuse. They need to guard against verbal abuse. They can be best at using their verbal skills to inspire others.

### **“D” Type Personalities With Gift of Prophecy**

Demanding type Christians with the Gift of Prophecy are fearless concerning truth. They tend to dominate others. As protectors of the truth, they are without concern for what anyone thinks. They believe in the divine right to be pushy. “D”-Prophets often offend others. They are often striving to expose error. They should guard against verbal abuse. “D”-Prophets / Perceivers are

# For Review

### **“I” Type Personalities With Gift of Prophecy**

Inspiring type Christians with the Gift of Prophecy / Perceiving make others evaluate correctness with persuaded emotions to convince others. They are often striving to guard against verbal abuse. “I”-Prophets should season their speech with grace. They must remember Who they are. “I”-Prophets / Perceivers are inspiring.

### **“D” Type Personalities With Gift of Serving / Ministry / Helps**

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

### **“I” Type Personalities With Gift of Serving / Ministry / Helps**

Inspiring type Christians with the Gift of Serving / Ministry / Helps are excited about serving. Their impressive enthusiasm makes others want to get involved. They can be too persuasive and impatient. “I”-Servants are extremely effective in inducing action. They tend to over-sell and manipulate. Influencing others, they should guard their verbal skills when the job needs to get done. “I”-Servants tend to work longer than necessary, because they talk too much. Creating an exciting atmosphere of service is their specialty.

### **“D” Type Personalities With The Gift of Teaching**

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

### **“I” Type Personalities With The Gift of Teaching**

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

### **“D” Type Personalities With The Gift of Wisdom**

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

### **“I” Type Personalities With The Gift of Wisdom**

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

### “S” Type Personalities With Gift of Showing Mercy

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

### “S” Type Personalities With Gift of Pastor / Shepherd

Submissive type Christians with the Gift of Pastor / Shepherd are 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 sometimes overthink. Enthusiasm often hinders their leadership. People often look to them for direction, but some may want them to be more of a gentle leader.

### “S” Type Personalities With Gift of Prophecy

Sensitive type Christians with the Gift of Prophecy are serious but serious about truth. They seem to be dreamers, but they are them persuaders. Motivated to protect the truth, they are strong. “S”-Prophets / Perceivers see the truth in others and individuals and standing for correct truth. They are often surprisingly effective. People are often drawn to them into firmness. They need to be careful not to let their Perceivers are like sleeping giants with the Gift of Prophecy.

### “S” Type Personalities With Gift of Serving / Ministry / Helps

Steady type Christians with the Gift of Serving / Ministry / Helps are every church’s dream — the backbone of ministry. If anything needs to get done, they faithfully serve without recognition. They are not bossy, but should be more assertive. People take advantage of “S”-Servants. They should be more aggressive in seeking help. Always sensitive to the feelings of others makes them sought out. But sometimes they solve problems for those who may need to feel the pressure of their irresponsibility. “S”-Servants are the most stable servants.

### “S” Type Personalities With The Gift of Teaching

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

### “S” Type Personalities With The Gift of Wisdom

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

### “C” Type Personalities With Gift of Showing Mercy

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

### “C” Type Personalities With Gift of Pastor / Shepherd

Conscientious type Christians with the Gift of Pastor/Shepherd are methodical. They like to go-by-the-book. They don’t like to take risks and venture away from what they know works. They may need to be more open to innovation. They strive for correctness. Purity in the group is important. Enthusiasm will encourage more to follow. They can be picky. Detailed assignments and clear direction. Pastor/Shepherds are competent.

### The Gift of Prophecy

Gift of Prophecy / Perceiving truth. They are conscientious. They can be convincing. Often convincing, they can be firm. Their need for compliance often makes them strict. Perceivers are insightful, but can be over-zealous. They can be hard to increase effectiveness with them. They always being right. As protectors, they are often able to see and share correctness.

### Gift of Serving / Ministry / Helps

Gift of Serving / Ministry / Helps are detail-oriented. They don’t like loose ends. If anything needs to be done right, they are perfect for the job. “C”-Servants tend to be difficult to work with. They can be too picky. They need to be friendlier and cooperative. Often feeling like they are the only ones who ever do anything, they need to appreciate others more. Positive attitudes and enthusiasm are recommended but difficult for “C”-Servants. They can be the hardest working and compliant servants.

### “C” Type Personalities With The Gift of Teaching

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

### “C” Type Personalities With The Gift of Wisdom

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

# For Review



# Involvement / 16 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 sixteen Spiritual Gifts and how they can impact your life. Find the three Spiritual Gifts that best fit you and review what it says about those specific gifts.

## PASTOR / SHEPHERDING

**Abilities:** Ministering to groups needing leadership.

**Opportunities:** Committee Chairperson, Visitation.

**Warning:** Don't get discouraged with those who don't follow.

**Reward:** Seeing the ministry improve.

**Prayer:** "Dear God, Help me be patient with those who are apathetic or spiritually weak."

## Y / PROCLAIMING

ight from wrong / Declare truth. mmunity / National Concern, Committee.

: obnoxious or opinionated.

others see the truth clearly.

*1, Give me the sensitivity to show truth that may offend."*

## MINISTRY / HELPS

ehind the scenes.

rsery, Sunday School, Ushering.

come weary in well doing.

you make a difference doing what it to do.

*1, Thank you for or of love, regardless of what appreciate."*

# For Review

## ADMINISTRATION / R

**Abilities:** Organizing or delegating task

**Opportunities:** Group Leader, Office, I

**Warning:** Avoid thinking everyone wil

**Reward:** Seeing people work together t difficult tasks.

**Prayer:** "Dear God, Help me to be tole who don't respond like I think they shou

## APOSTLESHIP

**Abilities:** Start new churches / Pioneer

**Opportunities:** Missions, Evangelism,

**Warning:** Be accountable to others.

**Reward:** Establishing new ministries th

**Prayer:** "Dear God, Keep my eyes on y my vision. For YOU are always more in what I do for you."

## DISCERNMENT

**Abilities:** Special insight concerning good and evil.

**Opportunities:** Counseling, Prayer, Personnel.

**Warning:** Guard against quick judgements.

**Reward:** Protecting others from poor decisions.

**Prayer:** "Dear God, Give me a meek and quiet spirit, so that I can share your truth in love and not with pride."

## HOSPITALITY

**Abilities:** Welcoming people into their home.

**Opportunities:** Homeless, Encouragement, Housing.

**Warning:** Balance your family and personal needs with constantly inviting people to your home.

**Reward:** Giving others a comfortable rest and time of fellowship.

**Prayer:** "Dear God, Help me to work as hard at being close to you as I do at being hospitable."

## SHOWING MERCY

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

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

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

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

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

## EVANGELISM

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

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

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

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

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

## KNOWLEDGE

**Abilities:** Special ability to remember many things, especially from the Bible.

**Opportunities:** Counseling, Book Store, Library.

**Warning:** Don't get puffed up with much knowledge.

**Reward:** Helping others learn things they never knew.

**Prayer:** "Dear God, You are the all-knowing One. May I only know and share what you want me to. Also help me not to be proud of my knowledge"

## TEACHING

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

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

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

**Reward:** Knowing people learn the truth.

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

## EXHORTATION

**Abilities:** Share practical steps of action.

**Opportunities:** Counseling, Crisis Center, Evangelism.

**Warning:** Choose words wisely.

**Reward:** Seeing people respond to your advice and helping them through problems.

**Prayer:** "Dear God, Use me to say what you would have me to say, not what I feel at the moment."

## LEADERSHIP

**Abilities:** Obvious influence to motivate others.

**Opportunities:** Men's or Women's Ministries, Discipleship, Support Groups.

**Warning:** Lead by example, not just motivation.

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

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

## WISDOM

**Abilities:** Special insights to make wise decisions.

**Opportunities:** Prayer, Counseling, Finances.

**Warning:** Don't become proud of your wisdom.

**Reward:** Helping others make good decisions.

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

# 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, persevere, dictate, make decisions

**Opportunities:** Organize, leadership Committee, head University specific challenge.

**Warning:** You want to control yourself. Remember *must be under authority.*"

**Reward:** Follow your spirit, be the Lord of your life, any way to move the ministry forward.

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

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

influence, make decisions

comedy, drama, social and discussion group and

others. Don't serve self. Also, pride and sinful

dependence for Him. When you, He will use you in any way.

*able to do your will, please use who praise me the*

# For Review

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

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

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

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

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

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

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

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

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

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

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

**Prayer:** *"Dear God, I know you use the weak things to confound the mighty and I often don't feel capable of 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	M
Coaching	EMT	M
Construction	Evangelism	Lc
Deacons	Finances	Pe
Discipleship	Media	Pl

Teaching

## "I" Types —

Band	Drama	In
Big Brothers	Elders	K
Bowling	Elementary	M
Choir	Evangelism	M
Coaching	Encouragemt.	M
College/Career	Greeters	M
Communicatn.	Graphic Arts	N
Concerts	High School	N
Counseling	Hispanic Min.	O
Deacons	Housing Visitr.	O
Discipleship	Jr. High	Pl

## "S" Types —

Altar Counselr.	Decorating	Kic	Printing	Support Groups
Baptism	Discipleship	Kitchen	Records	Tape Ministry
Benevolence	Elders	Library	Receptionist	Teaching
Bereaving	Elementary	Mailings	Refug/Hmless.	Telephone Call.
Big Brothers	Encouragemt.	Maintenance	Scripture Read.	Tutor
Book Store	Evangelism	Meals	Search Com.	Transportation
Bowling	Follow-up	Missions	Secretary	Trustees
Carpentry	Foods	Newcomers	Senior Adults	Ushers
Children	Grounds	New Mem.	Serving Meals	Vehicles
Child Care	Hispanic Min.	Newsletter	Set-up	Visitation
Cleaning	Hospital	Nurse	Shut-ins	Visitors Cards
Clerical	Hospice	Nursery	Single Adults	Weddings
College/Career	Housing Visi-	Office Machn.	Small Groups	Women's Min.
Communion	tors	Orchestra	Sound System	Worship
Concerts	Infant/Todd.	Organ	Summer Camp	Writing
Counseling	Interpreting	Physician	Supper Club	Yard Work
Deacons	Interc. Pray.	Piano		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 / Helps. Look at the scenes doing those things — like the Kitchen or the Office — satisfaction knowing God

Gift of Encouraging / Involved in a more active role. "S" types prefer more "ip" type evangelism or

Perceiving / Perceiving would be a awareness type ministry. To declare truth.

sted with your specific id. There may be other things you want to consider your personality. For example, you may not

have an personality with the Gift of Showing Mercy, but you have a burden to win the lost. Your passion and experience will mean you fit well in an evangelism ministry.

Be sure to communicate with the appropriate ministry leader. Notify him or her about your personality type, spiritual gifts, talents, interests and experience. Ask for counsel concerning where others may think you fit best. Scripture teaches, *"In the multitude of counsel there's safety."*

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

# For Review

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

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

# Fitly Joined Together with 16 Spiritual Gifts

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

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

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

## Administration / Ruling

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

## Apostleship

Big Brothers  
Coaching  
College / Career  
Construction  
Deacons  
Discipleship  
Elders  
Evangelism  
High School  
Hispanic Min.  
Intercess. Prayer  
Jr. High  
Long Range Plan.  
Martial Arts  
Media  
Men's Ministry  
Missions  
Nurse  
Personnel  
Physician  
Recreation  
Script. Rea  
Security  
Song Leader  
Search Cor  
Senior Adu  
Single Adu  
Steering C  
Trustees  
Visitation  
Women's M

## Discernment

Accounting  
Counseling  
Deacons  
Discipleship  
Elders  
Finances  
Intercess. Prayer  
Newsletter  
Personnel  
Physician  
Prayer  
Printing  
Publicity  
Records  
Search Comm.  
Secretarial  
Security

## Encouraging

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

## Evangelism

Altar Counseling  
Big Brothers  
Bowling  
Carpentry  
Cleaning  
Coaching  
Communication  
Concerts  
Construction  
Counseling  
Deacons  
Discipleship  
Drama  
Elders  
Electrical  
Evangelism  
Foods

## Faith

Altar Counseling  
Baptism  
Big Brothers  
Clerical  
College / Career  
Communication  
Communion  
Counseling  
Curriculum  
Deacons  
Discipleship  
Elders  
Elementary  
Encouragement  
Evangelism  
Hispanic Min.  
High School

## Giving

Accounting  
Benevolence  
Bookstore  
Clerical  
Coaching  
Computer  
Construction  
Curriculum  
Decorating  
Deacons  
Discipleship  
Elders  
Electrical  
EMT  
Finances  
Floral Arrange.  
Foods  
Graphic Arts  
Grounds  
Housing Visitors  
Kitchen  
Library  
Long Ran. Plan.  
Mailings  
Maintenance  
Meals  
Media  
Men's Ministry  
Missions  
Musician  
Newcomers

## Hospitality

\_\_ Foods  
Greeters  
Grounds  
Hispanic Ministry  
Housing Visitors  
Hospital  
Hospitality  
Hospice  
Interpreting  
Kids Kamp/VBS  
Kitchen  
Library  
Meals  
Missions  
Newcomers  
Nursery  
Organ  
Personnel  
Preschool  
Publicity  
Receptionist  
Script. Reader  
Senior Adults  
Serving Meals  
Set-up  
Shut-ins  
Single Adults  
Single Parents  
Small Groups  
Visitation  
Weddings

# For Review

## Knowledge

Accounting  
Clerical  
Counseling  
Deacons  
Discipleship  
Elders  
Finances  
Newsletter  
Office Machines  
Orchestra  
Personnel  
Physician  
Prayer  
Printing  
Publicity  
Records  
Search Comm.  
Secretarial  
Security  
Set-up  
Small Groups  
Sound System  
Steering Comm.  
Supplies  
Tape Ministry  
Tutoring  
Transportation  
Trustees  
Ushers  
Vehicles  
Video  
Writing  
Yard Work

## Leader

Big Brothe  
Coaching  
College/Ca  
Constructi  
Deacons  
Discipleshi  
Elders  
Evangelism  
High School  
Hispanic Min.  
Intercess. Prayer  
Jr. High  
Long Range Plan.  
Martial Arts  
Media  
Men's Ministry  
Missions  
Nurse  
Personnel  
Physician  
Recreation  
Script. Reader  
Security  
Song Leader  
Search Comm.  
Senior Adults  
Single Adults  
Steering Comm.  
Trustees  
Visitation  
Women's Min.  
Youth  
Youth Choir

Construction  
Counseling  
Deacons  
Discipleship  
Elders  
Elementary  
EMT  
Evangelism  
Foods  
Greeters  
Homeless  
Housing Visit.  
Hospital  
Hospice  
Infants/Toddlers  
Interpreting  
Intercess. Prayer  
Kids Kamp/VBS  
Kitchen  
Meals  
Newcomers  
Nurse  
Nursery  
Organ  
Physician  
Shut-ins

Communion  
Counseling  
Curriculum  
Deacons  
Discipleship  
Elders  
Elementary  
Encouragement  
Evangelism  
Hispanic Min.  
High School  
Intercess. Pray.  
Jr. High  
Media  
Men's Ministry  
Missions  
Newsletter  
Personnel  
Prayer  
Preschool  
Publicity  
Script. Reader  
Search Comm.  
Senior Adults  
Single Adults

Evangelism  
Finances  
Intercess. Prayer  
Kitchen  
Long Range Plan.  
Martial Arts  
Media  
Men's Ministry  
Newsletter  
Nurse  
Nursery  
Personnel  
Prayer  
Printing  
Records  
Script. Reader  
Search Comm.  
Security  
Steering Comm.  
Sound System  
Tape Ministry  
Teaching  
Trustees  
Visitation  
Women's Min.  
Writing

Big Brothers  
Bookstore  
Bowling  
Carpentry  
Child Care  
Children  
Choir  
Cleaning  
Clerical  
Coaching  
College / Career  
Communion  
Concerts  
Construction  
Counseling  
Decorating  
Deacons  
Discipleship  
Drama  
Elders  
Electrical  
Elementary  
EMT  
Encouragement  
Evangelism  
Floral Arrange.

## Teaching

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

## Wisdom

Accounting  
Counseling  
Deacons  
Discipleship  
Elders  
Finances  
Intercess. Prayer  
Men's Ministry  
Newsletter  
Personnel  
Physician  
Printing  
Publicity  
Records  
Search Comm.  
Secretarial  
Security  
Set-up  
Small Groups  
Sound System  
Steering Comm.  
Supplies  
Tape Ministry  
Telephone Call.  
Tutoring  
Transportation  
Trustees  
Ushers  
Vehicles  
Video  
Visitors Cards  
Women's Min.  
Writing



# How To Handle Conflicts

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

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

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

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

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

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

## "D" Behavior

### Under Pressure:

*Becomes dictating, angry, intimidating,*

### Sources of Irritation:

*Weakness, indecisiveness, lack of direction, authority,*

### Needs To:

*Back off, seek help, react calmly, be friendly, loyal,*

## "I" Behavior

### All Spiritual Gifts

*Imaginative, immature, wordy, selfish.*

*Impatience, details, time management, structure, participation.*

*Control emotions, disciplined, punctual, persistent.*

# For Review

## "C" Behavior

### 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.*

### 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.*

### All Spiritual Gifts

### Natural Responses To Conflict —

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

### Recommended Wise Responses —

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

# Spiritual Gifts & Conflicts

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

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

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

## Gift of Evangelism

### Under Pressure:

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

### Sources of Irritation:

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

### Needs To:

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

## Gifts of Prophecy and/

### Under Pressure:

Becomes dictatorial, domineering, intense, forceful, direct, bossy

### Sources of Irritation:

Weakness, indecisiveness, Lack of — discipline, plan, authority, control, challenge

### Needs To:

Back off, seek peace, relax, control self, be — patient, loving, kind,

## Gifts of Encouragement and/

### Under Pressure:

Becomes hyper, overly optimistic, emotional, irrational, silly, \

### Sources of Irritation:

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

### Needs To:

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

## Gifts of Mercy

### Under Pressure:

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

### Sources of Irritation:

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

### Needs To:

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

## Gifts of Giving and/or Wisdom

### Under Pressure:

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

### Sources of Irritation:

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

### Needs To:

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

## Gift of Knowledge

Detail-oriented, analytical, critical,

organization; plan, direction, authority,

the questions, allow for practical, enthusiastic.

overly concerned, nosy,

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

### Needs To:

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

## Gifts of Serving / Ministry and/or Hospitality

### Under Pressure:

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

### Sources of Irritation:

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

### Needs To:

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

## Gifts of Admin./Ruling and/or Leadership

### Under Pressure:

Becomes moody, critical, contemplative, negative, worrisome.

### Sources of Irritation:

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

### Needs To:

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

# For Review

# Leadership Insights

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

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

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

## Leader Styles

The following describes different leadership styles. People tend to lead according to adapt to the styles of others.

### "D" Leaders —

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

### "I" Leaders —

"I"s are inspiring and enthusiastic and influence others. Naturally they tend to talk too much. "I" leaders are not so sensitive to rejection. They are positive leaders. "I"s love crowd pleasing individuals.

### "S" Leaders —

"S"s are the sweet, steady and stable leaders. They seldom demand anything. They are friendly and loyal, but tend to be too nice. They need to be more aggressive and assertive. Overly sensitive to their shortcomings, "S"s need to be more confident. They hate to take risks. They often miss opportunities because of their caution. Reliable and relaxed, they are more reserved.

### "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.

## Follower Styles

People are followers according to their personalities. Identify the leader more effective.

They want to be part of a team and authority in mind. They need to be more respected and need choices, rather than they need opportunities to do

They tend to be impulsive that will make them look like they make great first impressions. They often turn them down. Sometimes you

don't know who's leading whom.

### "S" Followers —

"S" followers don't make quick decisions. They like leaders who are understanding and gentle. They want to establish a relationship with a leader who will be around for a long time. "S"s are concerned about service and stability. When it comes to sensible and slow judgment, "S" followers feel right at home. They like familiar and low-key environments.

### "C" Followers —

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

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

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

# 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 gifts  
the main thing is to keep  
thing! What is the main  
*God with your body and*  
We glorify God most, and  
of true joy when we all  
designed us.

Scripture admonishes  
*ies, living sacrifices to*  
*is that good and acceptable*  
12:1,2. If you really want  
for your life, you must  
Give Him your feelings  
both naturally with your personality and super-  
naturally with your spiritual gifts.

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

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

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

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

to get in-

***ercise  
your  
edness  
to  
erience  
joy!***

## For Review

All these insights should help you understand  
where you fit best in ministry. *Remember, every  
member is a minister!* This could be your Day  
of Pentecost, when God pours out His bless-  
ings on your life and uses you in ways you never  
dreamed. But it could also be a nightmare, be-  
cause of *people*. Serve God, regardless of what-  
ever conflicts and clashes you may have, and you  
WILL be blessed.

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

*This is the end of your report.*

# My Action Plan

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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 \_\_\_\_\_  
\_\_\_\_\_.

2. The overuse of these gif \_\_\_\_\_  
\_\_\_\_\_.

3. My highest personality t \_\_\_\_\_  
This means I tend to be mc \_\_\_\_\_

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

5. My most obvious combi \_\_\_\_\_  
\_\_\_\_\_.

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

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

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

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

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

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

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

## For Review