

*Focusing on involvement,
ministry, and
conflict resolution!*

Uniquely You[®]

In Christ

*Identifying
16 Spiritual Gifts*

Info User

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

For Your Review

16 Spiritual
Gifts

Spiritual Gifts Report for a

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

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

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For Your Review

16 Spiritual Gifts

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Spiritual Gifts

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For Your Review

16 Spiritual Gifts

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

Primary Spiritual Gifts

- Serving / Ministry / Helps (34/40)
- Faith (33/40)
- Pastor / Shepherding (31/40)
- Discernment (31/40)

Good Fit Oppc

- Counseling
- Deacons /
- Disciplesh
- Elders

For Your Review

16 Spiritual Gifts

Note: The ministries listed are for your review only. Please review your ministry questions on the 2 or 3 ministries you can serve Him through those ministries.

Your Primary Spiritual Gifts Descriptions

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

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

Serving / Ministry / Helps

When you think of Christians who serve faithfully behind the scenes, you think of those with the Gift of Serving / Ministry / Helps. They are interested in blessing others to serve the Lord. They love to help others. They are willing to do what needs to be done. They are willing to do what needs to be done. They tend to be helpful. They enjoy helping others. They are involved.

In a word: Servant

Overuse: Taking over

Goal: Be a servant

Scripture: 1 Cor. 12:13

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Faith

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

In a word: Optimist

Overuse: Overly trusting and often proud of their faith

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

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

Pastor / Shepherding

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

feel strong about spiritual health.

In a word: Discipler / Leader

Overuse: Takes Advantage of Others' Trust

Goal: Strong leadership, not manipulating the flock

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

Discernment

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

In a word: Lis

Overuse: Toc

Goal: Get mo

Scripture: 1 (

For Your Review

16 Spiritual Gifts

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Name: a a



For Your Review

16 Spiritual Gifts

SG Insights

Spiritual Gifts

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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.

Serving / Ministry / Helps

Abilities: Serving behind the scenes.

Opportunities: Nursery, Sunday School, Ushering.

Warning: Don't become weary in well doing.

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

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

Faith

Abilities: Uni

Opportunities:

Warning: Bel
upon you.

Reward: Infl

Prayer: Dear
lazy.

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16 Spiritual Gifts

depends

come

Pastor / Shepherding

Abilities: Abilities: Ministering to groups needing leadership.

Opportunities: Committee Chairperson, Visitation.

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

Reward: Seeing the ministry improve.

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

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.

Fitly Joined Together

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

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

Serving / M

Adult Choir
Baptism
Bookstore
Child Care
Cleaning
College/Career
Construction
Deacons / De
Elders
EMT

For Your Review

16 Spiritual Gifts

Electrical
Encouragement
Elementary
Evangelism

Faith

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

Pastor / Shepherding

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

Discernmer

Accounting
Discipleship
Intercessory P
Physician
Publicity
Secretarial
Small Groups
Supplies
Transportation
Vehicles

For Your Review

16 Spiritual Gifts

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Trustees
Video

Visitors
Visitors Cards

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 many Christians are not aware of their motivations. Even Spiritual Gifts can be overused and abused. The best thing about you can become the worst. Allow God, not your feelings, to control your gifts. Review the following information with your Behavioral Blends in mind. Read each section to see how you may respond as a specific personality type. Also consider how you

To improve your
behavior!

Remember: Most
clashes with others

or poor

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For Your Review

16 Spiritual Gifts

Appendix - Table of Contents

This Table of Contents is for the generic pages of your *16 Spiritual Gifts Profile Online Report*. Be sure to first review your personalized descriptions to learn all the individual information generated from your questionnaire.

<i>Introduction</i>	<i>A-2</i>
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Introduction

The Bible confirms that you were “*wonderfully*” made (Psalms 139:14). God’s plan and purpose was to create a person *Uniquely You*. He gifted you to glorify Him with specific influences. As a Christian, you have God-given spiritual gifts that motivate you.

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

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For Your Review

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16 Spiritual Gifts

ing committed to a local church, whether officially or not, is so important to victorious Christian living. Once you decide where you are going to *worship*, you should then decide where you are going to *work* for the Lord. Every member should also minister to others! God made you to get and give His blessings.

Your *Spiritual Gifts Profile* will help you understand why you do what you do. Hopefully, this will result in personal growth, avoiding as well as resolving conflicts, and fulfilling your ministry. It will also help you identify your motivation, while maturing you into an effective servant of Christ.

16 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 organized, they prefer delegating tasks. They simply like to evaluate what needs to be done, then design systems or give responsibilities to those who can get the job done. They a

In A Word: Initiator

Overuse: Expects too much

Goal: Lead by example

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

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Apostleship

Unlike Apostle the Word from pl. to start new mini church planters a spirited appointed dare. They demonstrate to follow. The also cross cultural, geographic Apostles today in their region and r

For Your Review

16 Spiritual Gifts

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ng, Construction, h School, nge Plan., Martial sonnel, Physician, nmittee

Discernment

The Gift of Discernment is the ability to see through deception 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.

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

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

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

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 and commitments of others. They encourage others to act upon their faith and challenge everyone to increase their faith.

In a word: Optimist

Overuse: Overly trusting and often proud of their faith

Goal: Combine faith with works / Learn to be patient

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

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

Giving —

Givers tend to be sensitive to the Gift of Giving. They are the loudest, but Givers have an impact on boards and committees. They tend to be conscientious and not always in a hurry. Their leadership will be.

For Your Review

16 Spiritual Gifts

identification
committee, Finance
committee,
record keeping,

1 Cor. 12:41-44

Hospitality

The Gift of Hospitality is one's home for to stay for some time. They seem to always 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.

Ministry, Housing Visit., 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

family time
groups, Hispanic

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 others to work together is important. Stressing a need for team participation, they emphasize harmony. Untrained lay-people can also have the Gift of Pastor / Shepherd. They With a motivation spiritual health.

In A Word: Discipler

Overuse: Takes advantage of other's trust

Goal: Strong leadership, not manipulating the flock

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

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Prophecy /

Prophets today a tament Prophets sp with the Gift of Pro, straight forward att regardless of what : to confront anyone trolled by the Holy tool to reprove, ret themselves pointing up for something si

For Your Review

16 Spiritual Gifts

, Ministerial
e, Planning
searching
; committee,

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Serving / M

When you thi the scenes, you th 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.

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

Involvement / Spiritual Gifts Perspective

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.

<p>ADMINISTRATION / RULING</p> <p>Abilities: Organizing or delegating tasks.</p> <p>Opportunities: Group Leader, Office, Personnel.</p> <p>Warning: Avoid their</p> <p>Reward: Seeing people complete difficult tasks.</p> <p>Prayer: "Dear God, who don't respond like</p>	<p>FAITH</p> <p>Abilities: Unique ability to trust God and His Word for the impossible.</p> <p>Opportunities: Prayer, Counseling, Finances.</p>	<p>PASTOR / SHEPHERDING</p> <p>Abilities: Ministering to groups needing leadership.</p> <p>Opportunities: Committee Chairperson, Visitation.</p> <p>Warning: Don't get discouraged with those who don't follow.</p> <p>Reward: Seeing the ministry improve.</p> <p>Prayer: "Dear God, Help me be patient with those who are apathetic or spiritually weak."</p>
<p>APC</p> <p>Abilities: Start new</p> <p>Opportunities: Miss</p> <p>Warning: Be account</p> <p>Reward: Establishin</p> <p>Prayer: "Dear God, my vision. For YOU, what I do for you."</p>	<p>For Your Review</p> <p>16 Spiritual Gifts</p>	<p>PROPHECY / PROCLAIMING</p> <p>Abilities: Discern right from wrong / Declare truth.</p> <p>Opportunities: Community / National Concern, Finances, Steering Committee,</p> <p>s or opinionated.</p> <p>he truth clearly.</p> <p>the sensitivity to show nay offend."</p>
<p>DISC</p> <p>Abilities: Special insight concerning good and evil.</p> <p>Opportunities: Counseling, Prayer, Personnel.</p> <p>Warning: Guard against quick judgements.</p> <p>Reward: Protecting others from poor decisions.</p> <p>Prayer: "Dear God, Give me a meek and quiet spirit, so that I can share your truth in love and not with pride."</p>	<p>DISCERNING</p> <p>Abilities: Welcoming people into their home.</p> <p>Opportunities: Homeless, Encouragement, Housing.</p> <p>Warning: Balance your family and personal needs with constantly inviting people to your home.</p> <p>Reward: Giving others a comfortable rest and time of fellowship.</p> <p>Prayer: "Dear God, Help me to work as hard at being close to you as I do at being hospitable."</p>	<p>TRY / HELPS</p> <p>scenes.</p> <p>day School, Ushering.</p> <p>ry in well doing.</p> <p>a difference doing what</p> <p>u for</p> <p>regardless of what</p>
<p>EVANGELISM</p> <p>Abilities: Comfortably share the gospel with results.</p> <p>Opportunities: Visitation, Outreach, Missions.</p> <p>Warning: Don't think everyone should be as dedicated to evangelism as you are.</p> <p>Reward: Leading people to Christ glorifies God.</p> <p>Prayer: "Dear God, Increase my vision for the lost, while helping me to understand why others do not share my burden."</p>	<p>KNOWLEDGE</p> <p>Abilities: Special ability to remember many things, especially from the Bible.</p> <p>Opportunities: Counseling, Book Store, Library.</p> <p>Warning: Don't get puffed up with much knowledge.</p> <p>Reward: Helping others learn things they never knew.</p> <p>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"</p>	<p>MERCY</p> <p>d/or empathy to the</p> <p>hurting.</p> <p>Opportunities: Hospital, Benevolence, Counseling.</p> <p>Warning: Don't be a sucker to everyone.</p> <p>Reward: Knowing you helped those who no one else would help.</p> <p>Prayer: "Dear God, Use me to not only help people by showing care, but also sharing truth and TOUGH LOVE when necessary."</p>
<p>EXHORTATION</p> <p>Abilities: Share practical steps of action.</p> <p>Opportunities: Counseling, Crisis Center, Evangelism.</p> <p>Warning: Choose words wisely.</p> <p>Reward: Seeing people respond to your advice and helping them through problems.</p> <p>Prayer: "Dear God, Use me to say what you would have me to say, not what I feel at the moment."</p>	<p>LEADERSHIP</p> <p>Abilities: Obvious influence to motivate others.</p> <p>Opportunities: Men's or Women's Ministries, Discipleship, Support Groups.</p> <p>Warning: Lead by example, not just motivation.</p> <p>Reward: Developing leaders to take over what you have done.</p> <p>Prayer: "Dear God, Make me a strong and sensitive leader. Help me to be a well-balanced leader!"</p>	<p>TEACHING</p> <p>Abilities: Clarify truth / Insights as to why facts are true.</p> <p>Opportunities: Teaching, Training, Library.</p> <p>Warning: Don't neglect other responsibilities.</p> <p>Reward: Knowing people learn the truth.</p> <p>Prayer: "Dear God, Help me to be practical, not just impart truth.</p>
		<p>WISDOM</p> <p>Abilities: Special insights to make wise decisions.</p> <p>Opportunities: Prayer, Counseling, Finances.</p> <p>Warning: Don't become proud of your wisdom.</p> <p>Reward: Helping others make good decisions.</p> <p>Prayer: "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."</p>

Spiritual Gifts & Conflicts

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

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

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

Gift of Evangelism

Under Pressure:

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

Sources of Irritation:

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

Needs To:

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

Gifts of Prophecy

Under Pressure

Becomes dictatorial, intense, forceful.

Sources of Irritation:

Weakness, inactivity, Lack of — discipline, authority, control.

Needs To:

Back off, seek counsel, be — patient.

Gifts of Encouragement

Under Pressure

Becomes hyper, emotional, irrational.

Sources of Irritation:

Disinterest, slowness, antagonism, lack of 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.

Gifts of Teaching, Discernment and/or Knowledge

, critical, intellectual.

action, authority,

is, allow for

, etc.

red, nosey,

ity;

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.

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Biblical Resolution Management

Covenant —

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

First Step —

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

Second Step —

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

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

Warning —

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

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

Confronting Ministry Leaders —

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

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

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

Serious Step —

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

Ultimate Goal —

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

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

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Joy & Giftedness

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

Discovering our giftedness is fascinating. But the main thing is to keep the main thing the main thing! What is God with you? We glorify God of true joy which He designed us.

Scripture says, *living sacrifices, living sacrifices, that good and beautiful* 12:1,2. If you are for your life, you Give Him your both naturally with your personality and supernaturally with your spiritual gifts.

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

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

Because these lessons are so important, your church has provided you with this tremendous learning experience. Everything would be wasted if you ended this study without determining to be involved in a specific ministry,

and if you didn't learn how to avoid and resolve conflicts based upon Biblical Resolution Management principles.

Consider making a commitment to follow Christ. Dedicate your giftedness to God. He wants to bless

Exercise your giftedness

nice

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you must giftedness.

get in- up and

saying, *and ready to serve.* Don't be surprised if things are a little disorganized and chaotic at times. Remember the Day of Pentecost was one of the most confusing, but glorious days of all!

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

Keep your eyes on Christ and you will succeed!

Opportunities for Ministry

*You should complete this page once you understand better what your spiritual gifts are.

Everybody is somebody in His Body! Every Christian should be involved in a ministry. Service encourages spiritual growth. You will mature as a Christian while you exercise your giftedness. You can experience tremendous joy as you minister to others.

Not only do you need to serve, the church also needs servants. Nearly every ministry often lacks people who will give of themselves to help others. Believers should donate their time, talents, and treasures as Stewards (managers) of God's work.

Both you and the church will benefit when every member becomes a minister. The following are suggestions where you may "fit" best in serving the Lord. Completing all the questionnaires and this survey is part of discovering your **SHAPE** for ministry.

Rick Warren has popularized the emphasis on discovering your **SHAPE** — "S" for

abilities (talents), "P" for personalities, and "E" for experience. These letters identify the ministries that make up your **SHAPE**.

Prayerfully review each opportunity below, keeping in mind your spiritual gifts, personality type, and passion. Place an "E" next to each area in which you have experience. Place an "I" in the areas you find interesting or have abilities in. Place an "H" in the areas where you have a heart or passion (where you are most excited) about that ministry.

Then choose 3 specific opportunities where you want to serve. Share the choices with your minister or a leader who can give you wise counsel. Ask them to help you find a special place of ministry where you can exercise your giftedness.

There are many other opportunities of ministry not listed. You

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1. ___ Accountant
2. ___ Adult Children
3. ___ Altar Call
4. ___ Band
5. ___ Baptism
6. ___ Benevolence
7. ___ Bereavement
8. ___ Big Brother
9. ___ Bookstore
10. ___ Bowling
11. ___ Carpenter
12. ___ Child Care
13. ___ Children
14. ___ Choir
15. ___ Cleaning
16. ___ Clerical
17. ___ Coaching
18. ___ College / Career
19. ___ Communication
20. ___ Communion
21. ___ Computer
22. ___ Concerts
23. ___ Construction
24. ___ Counseling
25. ___ Curriculum
26. ___ Decorating
27. ___ Deacons
28. ___ Discipleship
29. ___ Drama
30. ___ Elders
31. ___ Electrical
- Elementary
32. ___ Sunday
33. ___ Mid-week
34. ___ Special Events
35. ___ EMT
36. ___ Encouragement
37. ___ Evangelism
38. ___ Finances

- Infants / Toddlers
53. ___ Sunday
54. ___ Mid-week
55. ___ Special Events
56. ___ Interpreting for the Deaf
57. ___ Intercessory Prayer
- Jr. High
58. ___ Sunday
59. ___ Mid-week
60. ___ Special Events
61. ___ Kid's Kamp / VBS
62. ___ Kitchen
63. ___ Library
64. ___ Long Range Planning
65. ___ Mailings
66. ___ Maintenance
67. ___ Martial Arts
68. ___ Meals
69. ___ Media
70. ___ Men's Ministries
71. ___ Men's Softball
72. ___ Men's Basketball
73. ___ Missions
74. ___ Musician

89. ___ Mid-week
90. ___ Special Events
91. ___ Printing
92. ___ Publicity
93. ___ Records
94. ___ Receptionist
95. ___ Recreation
96. ___ Refugee/Homeless Min.
97. ___ Scripture Reader
98. ___ Search Committee
99. ___ Secretarial
100. ___ Security
101. ___ Senior Adults
102. ___ Serving Meals
103. ___ Set-up
104. ___ Shut-Ins
105. ___ Single Adults
106. ___ Single Parents
107. ___ Small Groups
108. ___ Song Leading
109. ___ Sound System
110. ___ Steering
111. ___ Summer Camp
112. ___ Supplies

- Club
113. ___ Youth Groups
114. ___ Ministry
115. ___ Prayer
116. ___ One Calling
117. ___ Prayer
118. ___ Oratory
119. ___ Prayer
120. ___ Prayer
121. ___ Prayer
122. ___ Prayer
123. ___ Prayer
124. ___ Prayer
125. ___ Prayer
126. ___ Prayer
127. ___ Prayer
128. ___ Women's Softball
129. ___ Worship Leader
130. ___ Writing
131. ___ Yard Work
132. ___ Youth
133. ___ Youth Choir

My Graph 1 Behavioral Blend:

My three highest Spiritual Gifts:

My three greatest Passions are:

Name _____ Home Phone _____

Address _____ City _____ State _____ Zip _____

I would possibly like to serve in these ministries: (1) _____; (2) _____; (3) _____

My Action Plan

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

1. My three highest spiritual gifts are: _____;

_____;

This means I also tend to be more _____

2. The over _____

3. To comm _____

4. My great _____

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

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

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

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

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Biographical Survey

This information is designed to simply help your church or ministry know more effectively how to serve you. Please give as much of the following information as possible. This information can also be filled out in your account under Modify My Account, Modify Biographical information.

Please Print

Name: _____

Address: _____

City: _____ State: _____ Zip: _____

Home Phone: _____

Date of Birth: _____

Employer: _____

Work Phone: _____

Marital Status: _____

Spouse's Name _____

Number of Children _____

Spouse's Employer _____

Date Joined Church: _____; Position in Church: _____

Sunday School Class: _____

How would you describe your spiritual maturity: Weak ____; average ____; above average ____; good ____; strong ____.

Church attendance Frequency: ____ Almost always; ____ Often; ____ Seldom; ____ Never.

My three highest Spiritual Gifts are:

(1) _____; (2) _____; (3) _____

My greatest passions are:

(1) _____; (2) _____; (3) _____

I would like to possibly serve in these following ministries:

_____; _____; _____

☐ I also promise to try and follow Biblical Resolution Management principles.

Be sure to complete this page and give it to your pastor or group leader.

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