

#### Info User

First name:

Last name:

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Country:

Postal Code:

Street Address:

# For Your Review

7 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 resolvi

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# **SG Interpretations**

# **Spiritual Gifts**

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Be patient and concerned ab personality type Gift and Beha	Ġifts	nore Spiritual

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 (44/60)
- Giving (41/60)
- Prophecy / Perceiving (39/60)

## **Good Fit Opportunities**

- Coaching
- Consti
- Deaco
- Discip
- Elders
- EMT

Note: The mir your ministry on the 2 or 3 r can serve Him

# **For Your Review**

7 Spiritual Gifts ed on Focus you

### **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 thir Gift of Serving love to help of it.\" Caring and They tend to c enjoy helping involved.

**For Your Review** 

In a word: Se Overuse: Tak Goal: Be a se

Scripture: 1 (

7 Spiritual Gifts

#### Giving

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

In a word: Steward

**Overuse:** The power of money

**Goal:** Sincere stewardship, not financial harassment **Scripture:** Rom. 12:6,8b; Acts 4:32-35; 2 Cor. 9:7-8

#### **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

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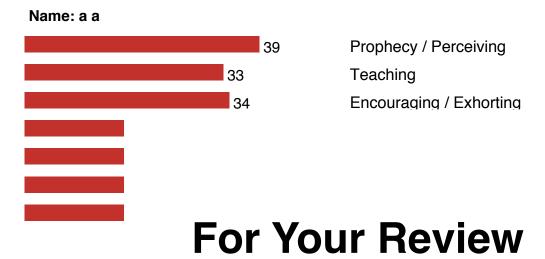
standing up for something significant.

In a word: Bold Overuse: Figl Goal: Declare Scripture: ph

# **For Your Review**

7 Spiritual Gifts

# The graph of your Spiritual Gifts



7 Spiritual Gifts

# **SG Insights**

### **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.

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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: Dor Reward: Kno<sup>1</sup> Prayer: Dear

Prayer: Dear ers may

fail to apprecia

### Giving

# For Your Review

Abilities: Usil
Opportunitie:
Warning: Dor
Reward: Knot
Gifts

recognition. **Prayer:** Dear

**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.

### **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 well in a specific min

match, don't tl

### Serving / M

Deacons / De

**Adult Choir** 

For Your Review

Baptism
Bookstore
Child Care
Cleaning
College/Care
Construction

7 Spiritual Gifts

Elders Electrical Electrical Electrical Evangelism

### Giving

Accounting Benevolence Bookstore Clerical Coaching Computer Construction Curriculum Decorating Deacons / Deaconesses Discipleship **Elders** Electrical **EMT Finances** Floral Arrange. Foods **Graphic Arts** Grounds **Housing Visitors** Kitchen Library Long Range Planning Mailings Maintenance Meals Media Men's Women's Ministries Missions Musician

### **Prophecy / Perceiving**

Coaching

Deacons / Deaconesses

**EMT** 

Intercessory Prayer

Martial Arts Newsletter Personnel Records

Security

**Tape Ministry** 

Communication Discipleship

Evangelism Kitchen

Media Nurse Prayer

Scripture Reader Steering Comm.

Construction

Elders

Finances

Long Range Planning Men's Women's Ministries

Nursery Printing

Search Committee Sound System

The most effect adapt and bectheir specific p 12:9-10) their

Blended Serva order to motiva people up to fo "DISC" person makes the diffe **For Your Review** 

7 Spiritual Gifts now to ated by t (2 Cor.

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#### 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

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7 Spiritual Gifts

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# **Top Spiritual Gift's Conflicts**

### Gift of Serving / Ministry / Helps

**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.

#### Gift of Givir

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Needs to: Be  Gift of Prop	For Your Review	e of.
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# Appendix - Table of Contents

This Table of Contents is for the generic pages of your 7 *Spiritual Gifts Only Online Report*. Be sure to first review your online report to learn all the personal information generated from your questionnaires.

**The Bible confirms** that you were "won-derfully" 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.

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 (Philippians 3:10). This instrument is simply provided to help you understand your motivation, while maturing you into an effective servant of Christ.

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

<i>Introduction</i>
Spiritual Gifts Descriptions
Involvement From A Spiritual Gifts Perspective
Fitly Joined Together A-5
Spiritual Gifts & Conflicts
Biblical Resolution Management
<i>Joy &amp; Giftedness</i>
Opportunities For Ministy A-9
<i>Action Plan</i>
Riographical Survey 4-11

#### About the Author —

Dr. Carbonell is author of the first-of-its-kind *Combination Personalities, Spiritual Gifts, Talents, Interests, and Passions Profile*, plus 30 other biblical and professional personality profiles. He has also authored six books, including "*Discover Your Giftedness*" (hardback) that focuses on combining spiritual gifts with personality types to help Christians identify and exercise their giftedness.

Dr. Carbonell has conducted training for Disney World, DuPont, Acura, Zig Ziglar, AT&T, John Deere, New Life Clinics, Rapha Treatment Centers, Dallas Theological Seminary, SW Baptist Theological Seminary, Trinity Seminary, plus many of America's largest churches.

Dr. Carbonell conducts "Discover Your Giftedness" seminars for churches and "How To Improve Your Task and People Skills" for businesses. He also trains individuals to become "Certified Human Behavior Science Consultants and Coaches."

As a Human Behavior Scientist and former pastor, Dr. Carbonell is committed to biblical behavioral science. For more information, phone1-800-501-0490.

#### Uniquely You 7 Spiritual Gifts Online Profile

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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.

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God	you
Understand your motivation, while maturing you into an effective servan Christ.	ı OI

Every Christian should be "plugged-in" to the Body of Christ. Be- ing committed to a local church, whether officially or not, is so im- portant to victorious Christian living. Once you decide where you are going to *workip*, 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.

# 7 Spiritual Gifts Descriptions

#### Prophesying / Perceiving / Proclaiming —

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

#### 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.

#### Goal: I

#### **Encouraging**

Christians with ing others. They they seem to ofte truth and Teache what to do with t concern. Often le as counselors. Pe and practical. The share specific ins

# For Your Review

# 7 Spiritual Gifts

demonstrates pelled to help th the person, he feelings of to minister by pathizing and/ nay care more ft of Showing g care.

#### Goal: A

#### Serving / Ministry —

When you think of Christians who serve faithfully behind 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.

In a word: Selfless
Overuse: Takes on too much
Goal: Be a servant, not a martyr.

### Giving —

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

In a word: Steward
Overuse: The power of money
Goal: Sincere stewardship, not financial harassment.

#### Administrating / Ruling / Leading —

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

In a word: Initiator
Overuse: Expects too much
Goal: Lead by example, not manipulation.

#### Important - NOW WHAT?

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

One of the most practical things you can do to grow as a Christian is to find a ministry to serve the Lord. The problem is involvement often results in misunderstandings and offenses. Everyone responds to conflicts according to their motivations — the predictable patterns of behavior and spiritual interests.

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

A - 3 7 Spiitual Gifts Only

# Involvement / 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 follow tual Gifts list they can imp

#### GIFT OF 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 truth clearly.

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Abilities: Clari

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**Opportunities:** Warning: Don Reward: Knov Prayer: "Dear

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# For Your Review

7 Spiritual Gifts **HORTING** 

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#### GIFT OF SHOWING MERCY -

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

Opportunities: Hospital, Benevolence, Counseling.Warning: Don't be a sucker to everyone in need.Reward: Knowing you helped those who no one else would help.

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

#### **GIFT OF SERVING / MINISTRY**

**Abilities:** Serving behind the scenes.

Opportunities: Nursery, Sunday School, Ushering.Warning: Don't become weary in well doing.Reward: Knowing you make a difference doing what no one else may want to do.

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

#### **GIFT OF GIVING**

Abilities: Using stewardship to further God's

Kingdom.

**Opportunities:** Finance or Planning Committee,

Office.

Warning: Don't use money to control others. **Reward:** Knowing you contributed to the

advancement of ministry without any

personal recognition.

**Prayer:** "Dear God, Use my success with finances to bless the ministry and others."

#### GIFT OF ADMINISTRATION / RULING / LEADING

Abilities: Organizing or delegating tasks.

**Opportunities:** Group Leader, Office, Personnel. **Warning:** Avoid thinking everyone will get

involved.

**Reward:** Seeing people work together to accomplish difficult tasks.

Prayer: "Dear God, Help me to be tolerant to those

 $who\ don't\ respond\ like\ I\ think\ they\ should."$ 

# Fitly Joined Together

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

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

Your past and present experiences should also enter into your search for a good fit. In summary, consider your spiritual gifts, personality type, interests, passions, and experiences in making your choices. Once you have chosen 3 - 5 opportunities for ministry, be sure to notify your pastor, a spiritual leader or ministry coordinator. Then get involved as soon as possible.

Prophecy /	Teaching	Serving	/ Ministry	
Perceiving  Coaching Communication Deacons Discipleship Elders Evangelism Finances Long Ran. Plan. Martial Arts Media Men's Ministry Newsletter Personnel Prayer Printing Records Script. Reader Search Comm. Security Steering Comm. Tape Ministry Teaching Trustees Visitation Women's Min.	Fo	 Jr Re Spiritual Gifts	view	Single Parents Groups Leader 1 System ng Comm. ies er Club Ministry ing hone Call. ing portation ees 's les ' tion ors Cards ings en's Min. iip ig Work ' Choir

#### **Encouraging / Exhort.**

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

Writing

Jr. High
Media
Media
Men's Ministry
Newsletter
Nurse
Prayer
Printing
Receptionist
Script. Reader
Single Parents
Tape Ministry
Teaching
Trustees
Video
Visitation
Women's Min.
Worship
Writing

#### Mercy

Big Brothers Carpentry Child Care Children Cleaning Communion Construction Counseling Deacons Discipleship Elders Elementary **EMT** Evangelism Foods Greeters Housing Visit. Hospital Hospice Infants/Toddl. Interpreting Intercess. Pray Kids Kam/VŠS Kitchen

Bereaving

#### Meals Newcomers Nurse

Nursery

Organ

Physician Piano Prayer Preschool Refug/Homless Serving Meals Set-up Shut-ins Telephone Call. Tutoring Trustees Weddings Women's Min. Worship Writing Yard Work

#### Giving

Accounting Personnel Physician Benevolence Bookstore Prayer Clerical Preschool Coaching Printing Computer Publicity Construction Records Curriculum Recreation Decorating Refug/Hmless Deacons Search Comm. Discipleship Secretarial Elders Security Electrical Senior Adults **EMT** Set-up Finances Shut-ins Floral Arrange. Single Parents Foods Small Groups Graphic Arts Sound System Grounds Steering Comm. Housing Visit. Supplies Supper Club Tape Ministry Telephone Call. Kitchen Library Long Řan. Plan. Mailings Tutoring Transportation Maintenance Trustees Meals Media Ushers Men's Ministry Vehicles Video Missions Visitors Cards Musician Weddings Newcomers Women's Min. Newsletter Nursery Worship

Writing Yard Work

Office Machines

Orchestra

### Administration / Ruling

Benevolence Clerical Construction Counseling Deacons Discipleship Elders Finances Foods Grounds Kitchen Library Long Řan. Plan. Mailings Maintenance Meals Media Men's Min. Missions

Accounting

Newsletter Personnel Physician Prayer Printing Publicity Records Refug/Hmless Search Comm. Security
Single Parents Sound System Steering Com. Supplies Tape Ministry Transportation Trustees Vehicles Video Women's Min.

# 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

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**

### **Under Pressure:**

Becomes dicta intense, forcefu

#### Sources of Irritat

Weakness, inde Lack of — disc authority, contro

#### Needs To:

Back off, seek self, be - patic

#### **Under Pressure:**

Becomes hype emotional, irrat

Gift (

#### Sources of Irritat

Disinterest, slo antagonism, doubt, structure, lack of — enthusiasm, team participation.

#### Needs To:

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

#### Gift of Showing 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

#### **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.

# For Your Review

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, critical,

ection, authority,

ns, allow for , be —

ooperative,

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

#### Needs To:

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

#### Gift of Administration / Ruling

#### **Under Pressure:**

Becomes moody, critical, contemplative, negative, worrisome. Sources of Irritation:

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

#### Needs To:

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

Once you understand you recognize your strengths and "uniquenesses" in avoiding and resolving conflicts, serious consider the following Biblical Resolution Management Covenant.

# 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 —

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

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

# Joy & Giftedness

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

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.

Exercise

Discovering the main thing thing! What is God with your We glorify Go of true joy where designed us.

# For Your Review

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7 Spiritual Gifts

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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,

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 this survey is part o

Rick Warren has **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 lace of ministry

not listed. You

1 Account 2 Adult Cl 3 Altar Co 4 Band 5 Baptism 6 Benevol	For You	r Review	_
<ol> <li>Bereave</li> <li>Big Brot</li> </ol>	7 9	oiritual	ation
9 Booksto	•		
10 Bowling	G	aifts	
11 Carpentı 12 Child Cε	O	iiito	
13 Children			ırds
14 Choir			1
15 Cleaning			Ministries
16 Clerical	1		Softball
17 Coaching	53 Sunday	90 Special Events 91 Printing	129 Worship Leader 130 Writing
18 College / Career 19 Communication	54 Mid-week 55 Special Events	92 Publicity	131 Yard Work
20 Communion	56 Interpreting for the Deaf	93 Records	132 Youth
21 Computer	57 Intercessory Prayer	94. Receptionist	133 Youth Choir
22 Concerts	Jr. High	95 Recreation	My Graph 1 Behavioral Blend:
23 Construction	58 Sunday	96 Refugee/Homeless Min.	
24 Counseling	59 Mid-week	97 Scripture Reader	My three highest Spiritual Gifts:
25 Curriculum	60 Special Events	98 Search Committee	
26 Decorating 27 Deacons	61 Kid's Kamp / VBS 62 Kitchen	99. Secretarial 100. Security	
28 Discipleship	63 Library	101 Security	
29 Drama	64 Long Range Planning	102. Serving Meals	
30 Elders	65 Mailings	103 Set-up	My three greatest Passions are:
31 Electrical	66 Maintenance	104 Shut-Ins	
Elementary	67 Martial Arts	105 Single Adults	
32 Sunday	68 Meals	106. Single Parents	
33 Mid-week 34 Special Events	69 Media 70 Men's Ministries	107 Small Groups 108 Song Leading	
35 EMT	70 Men's Ministries 71 Men's Softball	109. Sound System	
36. Encouragement	72 Men's Basketball	110. Steering	
37 Evangelism	73 Missions	111 Summer Camp	
38 Finances	74 Musician	112 Supplies	
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 booklet and trust God to use you in a great way!

My three highest spiritual gifts are:; ;	
This means I als	
2. The overuse For Your Review	
3. To communic 7 Spiritual Gifts	
4. My greatest l	
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 lowing steps:	follow the fol-
My prayer in discovering and exercising my giftedness is:	

# 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 youraccount under Modify My Account, Modify Biographical information.

#### Please Print

Name:
Address:
City:
Home Phone: _
Date of Birth: _
Employer:
Work Phone: _ For Your Review —
Marital Status: _
Spouse's Name: 7 Spiritual
Number of Child Gifts
Spouse's Emplo
Date Joined Chu
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.