

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

# *Uniquely You*<sup>®</sup> *In Christ* *Identifying 9 Spiritual Gifts*

## **Info User**

First name:

Last name:

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State/Province:

Country:

Postal Code:

Street Address:

## **For Your Review**

9 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.

You should consistently examine yourself to sharpen your focus on God's will and on serving Him. You can discover your spiritual gifts through prayer and discovery should you desire to know more about them.

The path of every man is like a straight line (Proverbs 3:10). This insight is designed to help you mature in your faith and understanding of your spiritual gifts.

Be patient and concerned about your personality type and spiritual gifts. Your spiritual gifts are a reflection of God's love and His plan for you.

# For Your Review

## 9 Spiritual Gifts

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more

Spiritual

## SG Interpretations

### 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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# For Your Review

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## 9 Spiritual Gifts

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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

- Mercy (38/60)
- Serving / Ministry / Helps (38/60)
- Evangelism (37/60)

## Good Fit Opportunities

- Big Brothers / Sisters
- Carpentry
- Cleaning
- Construction
- Couns
- Deaco
- Discip
- Elders
- Evang

# For Your Review

9 Spiritual  
Gifts

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## 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.

### Mercy

Christians with the Gift of Showing Mercy demonstrate genuine sensitivity to suffering. They are compelled to help people reduce pain. They are concerned more with the person, than the reason for the pain. They have a desire to minister by identifying with others.

**In a word:** Care

**Overuse:** Take

**Goal:** Wise in

**Scripture:** Ro

# For Your Review

## 9 Spiritual Gifts

### Serving / Ministering

When you think of someone who is involved with the Gift of Serving / Ministering / Helper, they are interested in blessing others to serve the Lord. They love to help others. Motivated by a strong sense of need, they feel like "someone has to do it." Caring and concerned for others, they find themselves doing what no one else likes to do. They tend to do whatever called for. Flexible, they adapt to many challenges. They simply enjoy helping others and meeting needs. Often truly selfless, those with this gift like to be involved.

**In a word:** Selfless

**Overuse:** Takes on too much

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

**Scripture:** 1 Cor. 12:28; Act. 6:1-3; Rom. 16:1-2

### 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

**Overview:** Ze

**Goal:** Build

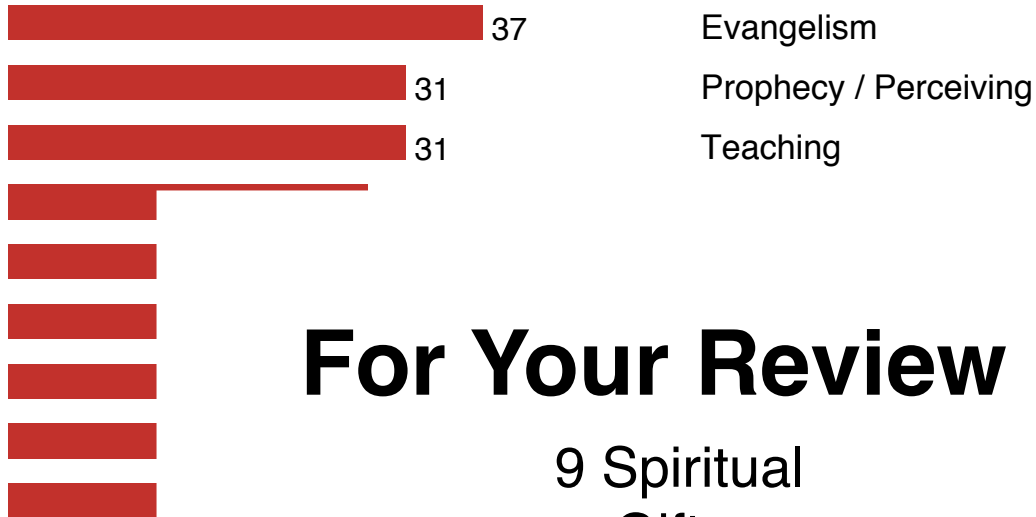
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# For Your Review

9 Spiritual  
Gifts

## The graph of your Spiritual Gifts

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# For Your Review

9 Spiritual  
Gifts

## SG Insights

### Spiritual Gifts

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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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## 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.

### 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 showing truth and TOUGH LOVE

### Serving / M

**Abilities:** Ser

**Opportunities:**

**Warning:** Dor

**Reward:** Kno

**Prayer:** Dear

fail to appreci

# For Your Review

## 9 Spiritual Gifts

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### 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.

## 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!

### Mercy

Bereaving  
 Child Care  
 Communion  
 Deacons / De  
 Elementary  
 Foods  
 Housing Visit  
 Infants / Todd  
 Kids Kamp / VBS  
 Newcomers

# For Your Review

## 9 Spiritual Gifts

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 Nurse

ivais  
 Nursery

### Serving / Ministry / Helps

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

Altar Counselor  
 Bereaving  
 Bowling  
 Children  
 Clerical  
 Communion  
 Counseling  
 Discipleship  
 Electrical  
 Encouragement

Band  
 Big Brothers / Sisters  
 Carpentry  
 Choir  
 Coaching  
 Concerts  
 Decorating  
 Drama  
 Elementary  
 Evangelism

## Evangelism

Altar Counselor  
Carpentry  
Communication  
Counseling  
Drama  
Evangelism  
High School  
Kids Kamp / VBS  
Media  
Musician

Big Brothers / Sisters  
Cleaning  
Concerts  
Deacons / Deaconesses  
Elders  
Foods  
Housing Visitors  
Martial Arts

Bowling  
Coaching  
Construction  
Discipleship  
Electrical  
Greeters  
Jr. High  
Meals

# For Your Review

The most effective way to adapt and become a leader in their specific people (12:9-10) their "u

## 9 Spiritual Gifts

How to be used by (2 Cor.

Blended Servant Leadership  
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 help you understand why you or others do what you do in conflicts with others. Consider how you handle clashes. The pressure of the world, the flesh, and the devil can be overused. You may be overusing your spiritual gifts, not just your feelings, but your intellect. Read this section in mind. Read it and consider how you

To improve your behavior!

Remember: Most clashes with other

# For Your Review

## 9 Spiritual Gifts

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## Top Spiritual Gift's Conflicts

### Gift of Mercy

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

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

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

### Gift of Serving / Ministry / Helps

**Under Pressure:** Becomes selfless, sacrificing, weak-willed, cooperative, sympathetic, sensitive.

**Sources of Irritation:** Concern, help,

**Needs to:** Be creative, confident,

# For Your Review

## 9 Spiritual Gifts

### Gift of Evangelism

**Under Pressure:** Bossy.

**Sources of Irritation:** Lost, inactivity,

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

ing, help,

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# Appendix - Table of Contents

This Table of Contents is for the generic pages of your *9 Spiritual Gifts Only Online Report*. Be sure to first review your online report to learn all the personal information generated from your questionnaires.

**Discovering your giftedness** is exciting and enlightening. You are "*wonderfully*" made according to Psalm 139:14. God's plan was to create a **Unique You!**

He gifted you to glorify Himself with specific influences — naturally and supernaturally. As a Christian, you are doubly blessed with spiritual gifts that motivate you for the work of the ministry and the unity of the faith..

Knowing and exercising your gifts are vital to spiritual victory. Completing this assessment will, hopefully, result in personal growth, avoiding & resolving conflicts and a fulfilling ministry.

We should constantly examine ourselves. Refinement sharpens our focus on God's will in serving Him. There is much more to discovering

your giftedness. Self assessment should always lead to obedience and a deeper walk with the Lord.

The path of every search must pass beyond ourselves toward knowing God better (Philippians 3:10). This instrument can help you understand your motivations, while maturing you into an effective servant of Christ.

Upon discovering your spiritual gifts, get involved in ministry. Also learn how God wants you to avoid and resolve conflicts. You can be a great leader for God's glory.

Study this assessment completely. It can be a very rewarding experience. Become the example God designed you to be.

*Mels Carbonell, Ph.D.*

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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 sections will help you understand your motivation, while maturing you into an effective servant of Christ.

## For Your Review

will help you understand your motivation, while maturing you into an effective servant of Christ.

### 9 Spiritual Gifts

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

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.

# 9 Spiritual Gifts Descriptions

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## Evangelism —

Christians with the Gift of Evangelism feel compelled to win souls. They seem to have the ability to communicate the gospel very effectively. Their concern for witnessing to a lost and dying world is evident. They desire to be involved in ministries to reach people for Christ. The Gift of Evangelism motivates them to want nearly every message they hear to include the gospel and an invitation to trust Christ. Missions and outreach are important to them. Always being ready to give an answer to every person is their goal. Conversations seem to often turn toward eternal values. The worth of souls and the task of evangelism are most important to the Evangelist's motivation.

**In A Word:** Dynamic

**Overuse:** Zeal

**Goal:** Build disciples, not statistics

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

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

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## Prophecy / Proclaiming

Prophets today ;  
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# For Your Review

## 9 Spiritual Gifts

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## Teaching —

Christians wit  
things are true. V  
explains the reaso  
with the Gift of Te  
details. They enjoy presenting what they discover. Often negligent  
of the needs of others, they press toward a deeper understand-  
ing. They love to study. Searching patiently and persistently,  
they may miss the obvious. They stretch the limits of learning,  
setting high standards of education.

unday 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

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## Encouraging / Exhorting —

Christians with the Gift of Exhortation find themselves en-  
couraging others. They are compelled to give advice. As coun-  
selors, 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

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## Pastor / Shepherd —

The Gift of Pastor / Shepherd is obvious in those who re-  
ally 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 im-  
portant. Stressing a need for team participation, they emphasize  
harmony. Untrained lay-people can also have the Gift of Pastor  
/ Shepherd. They see their service as one of maturing others.  
With a motivation to unite the ministry, they feel strong about  
spiritual health.

**In A Word:** Discipler

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

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

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

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

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# Spiritual Gifts Descriptions

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## Showing Mercy —

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

**In A Word:** Caring

**Overuse:** Too Sensitive

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

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

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

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## Serving / Ministry —

When you think of the scenes, you think are interested in helping others. Motivated "someone has to do find themselves do do whatever called They simply enjoy selfless, those with

**In A Word:** Selfless

# For Your Review

## 9 Spiritual Gifts

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enter, Church  
inning.  
16-18

## Giving —

Givers tend to be The Gift of Giving are sensitive to the Gift of Giving the loudest, but to 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.

lation;  
tee, Finance  
committee,

Search committee, Personnel committee, Record keeping, Counting offerings.

**Scripture References:** Rom. 12:8 and Mark 12:41-44

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## Administration / Ruling —

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

**In A Word:** Initiator

**Overuse:** Expects too much

**Goal:** Lead by example

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

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

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## Important — NOW WHAT?

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

One of the most practical things you can do to grow as a Christian is to find a ministry to serve the Lord. The problem 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.

# 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.**

## 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.

## Gift of Control

### Under Pressure:

Becomes dictatorial, intense, forceful

### Sources of Irritation:

Weakness, indecision, Lack of — discipline, authority, control

### Needs To:

Back off, seek help, control self, be — patient

## Gift of Order

### Under Pressure:

Becomes hyper, emotional, irritable

### Sources of Irritation:

Disinterest, sloppiness, 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.

## 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.

## Gift of Giving

### Under Pressure:

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

### Sources of Irritation:

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

### Needs To:

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

## Gift of Administration / Ruling

### 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 Your Review

## 9 Spiritual Gifts

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Spiritual weakness, ineffectiveness, 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.

## Gift of Serving / Ministry

### 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

# 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.***

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# 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 following is a summary of nine Spiritual Gifts and how they can impact your life.

## GIFT OF EVANGELISM

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

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

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

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

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

## GIFT OF

**Abilities:** Disc

**Opportunities**

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**Warning:** Do

**Reward:** Help

**Prayer:** *"Dea*

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# For Your Review

## 9 Spiritual Gifts

## GIFT OF F

**Abilities:** Sha

**Opportunities**

**Warning:** Ch

**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."*

## RDING

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follow.

**Reward:** Seeing the ministry improve.

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

## GIFT OF SHOWING MERCY

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

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

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

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

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

## GIFT OF SERVING / MINISTRY

**Abilities:** Serving behind the scenes.

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

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

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

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

## GIFT OF GIVING

**Abilities:** Using stewardship to further God's Kingdom.

**Opportunities:** Finance or Planning Committee, Office.

**Warning:** Don't use money to control others.

**Reward:** Knowing you contributed to the advancement of ministry without any personal recognition.

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

## GIFT OF ADMINISTRATION / RULING

**Abilities:** Organizing or delegating tasks.

**Opportunities:** Group Leader, Office, Personnel.

**Warning:** Avoid thinking everyone will get involved.

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

**Prayer:** *"Dear God, Help me to be tolerant to those who don't respond like I think they should."*

# 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.

Evangelism		Teaching	Pastor/Shepherding	Serving / Ministry			
Altar Counsel.	Newsletter	Bookstore	Altar Counsel.	Adult Choir	EMT	Men's Ministry	Single Adults
Big Brothers	Nurse	Clerical	Baptism	Altar Counsel.	Encouragement	Missions	Single Parents
Bowling	Orchestra	Coaching	Big Brothers	Band	Evangelism	Musician	Small Groups
Carpentry	Photography	Computer	Clerical	Baptism	Floral Arrange.	Newcomers	Song Leader
Cleaning	Physician	Curriculum	College/Career	Bereaving	Foods	Newsletter	Sound System
Coaching	Prayer	Deacons	Communication	Big Brothers	Graphic Arts	Nurse	Steering Comm.
Communication	Printing	Discipleship	Concerts	Bookstore	Construction	Usher	Supplies
Concerts	Public	Construction	Counseling	Deacons	Decorating	Ushers	Supper Club
Construction	Reception	Counseling	Deacons	Discipleship	Electrical	Ushers	Ushers Ministry
Counseling	Recreation	Deacons	Discipleship	Elders	Elementary	Ushers	Ushers Ministry
Deacons	Refugee	Discipleship	Elders	Elementary	EMT	Ushers	Ushers Ministry
Discipleship	Senior Adults	Elders	Elementary	EMT	Evangelism	Ushers	Ushers Ministry
Drama	Single Parents	Elementary	EMT	Evangelism	Foods	Ushers	Ushers Ministry
Elders	Single Parents	Elementary	EMT	Foods	Greeters	Ushers	Ushers Ministry
Electrical	Small Groups	Elementary	EMT	Greeters	Housing Visit.	Ushers	Ushers Ministry
Evangelism	Song Leader	Elementary	EMT	Housing Visit.	Hospice	Ushers	Ushers Ministry
Foods	Steering Comm.	Elementary	EMT	Hospice	Infants/Toddl.	Ushers	Ushers Ministry
Greeters	Supper Club	Elementary	EMT	Infants/Toddl.	Interpreting	Ushers	Ushers Ministry
High School	Tape Ministry	Elementary	EMT	Interpreting	Intercross. Pray.	Ushers	Ushers Ministry
Housing Visit.	Telephone Call.	Elementary	EMT	Intercross. Pray.	Kids Kam / VBS	Ushers	Ushers Ministry
Jr. High	Tutoring	Elementary	EMT	Kids Kam / VBS	Library	Ushers	Ushers Ministry
Kids Kam / VBS	Trustees	Elementary	EMT	Library	Long Ran. Plan.	Ushers	Ushers Ministry
Martial Arts	Usher	Elementary	EMT	Long Ran. Plan.	Maintenance	Ushers	Ushers Ministry
Meals	Video	Elementary	EMT	Maintenance	Meals	Ushers	Ushers Ministry
Media	Visitation	Elementary	EMT	Meals	Media	Ushers	Ushers Ministry
Men's Ministry	Women's Min.	Elementary	EMT	Media	Men's Min.	Ushers	Ushers Ministry
Missions	Writing	Elementary	EMT	Men's Ministry	Missions	Ushers	Ushers Ministry
Musician	Youth	Elementary	EMT	Missions		Ushers	Ushers Ministry
Newcomers	Youth	Elementary	EMT	Newcomers		Ushers	Ushers Ministry

## For Your Review

### 9 Spiritual Gifts

Prophecy	Encouraging	Showing Mercy	Giving	Administration / Ruling
Coaching	Altar Counsel.	Bereaving	Accounting	Accounting
Communication	Adult Choir	Big Brothers	Benevolence	Benevolence
Deacons	Band	Carpentry	Bookstore	Clerical
Discipleship	Big Brothers	Child Care	Clerical	Construction
Elders	Choir	Children	Coaching	Counseling
Evangelism	Coaching	Cleaning	Computer	Deacons
Finances	College/Career	Communion	Construction	Discipleship
Long Range	Communication	Construction	Curriculum	Elders
Planning	Concerts	Counseling	Decorating	Finances
Martial Arts	Counseling	Deacons	Deacons	Foods
Media	Deacons	Discipleship	Discipleship	Grounds
Men's Ministry	Discipleship	Elders	Elders	Kitchen
Newsletter	Drama	Elementary	Electrical	Library
Personnel	Elders	EMT	EMT	Long Range
Prayer	Encouragement	Evangelism	Finances	Planning
Printing	Evangelism	Foods	Floral Arrange.	Mailings
Records	High School	Greeters	Foods	Maintenance
Script. Reader		Housing Visit.	Graphic Arts	Meals
Search Comm.		Hospital	Grounds	Media
Security		Hospice	Housing Visit.	Men's Min.
Steering Comm.		Infants/Toddl.	Kitchen	Missions
Tape Ministry		Interpreting	Library	
Teaching		Intercross. Pray.	Long Ran. Plan.	
Trustees		Kids Kam / VBS	Mailings	
Visitation			Maintenance	
Women's Min.			Meals	
Writing			Media	
			Men's Ministry	
			Missions	
			Musician	
			Newcomers	
			Newsletter	
			Nursery	
			Office Machines	
			Orchestra	



# Joy & Giftedness

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

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

Scripture *ies, living sac is that good c 12:1,2. If yo for your life, Give Him yo 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 learning how to avoid and resolve conflicts based upon Biblical Resolution Management principles and ministry will be more meaningful.

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

Don't wait for anyone to ask you to

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## For Your Review

### 9 Spiritual Gifts

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 and personality types 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 sp

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

!

1. \_\_\_ Accounting
2. \_\_\_ Adult Choir
3. \_\_\_ Altar Counselor
4. \_\_\_ Band
5. \_\_\_ Baptism
6. \_\_\_ Benevolence
7. \_\_\_ Bereavement
8. \_\_\_ Big Brother
9. \_\_\_ Bookstore
10. \_\_\_ Bowling
11. \_\_\_ Carpentry
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

## For Your Review

### 9 Spiritual Gifts

- |  |  |
|--|--|
| <ol style="list-style-type: none"> <li>53. ___ Sunday</li> <li>54. ___ Mid-week</li> <li>55. ___ Special Events</li> </ol> | <ol style="list-style-type: none"> <li>56. ___ Interpreting for the Deaf</li> <li>57. ___ Intercessory Prayer</li> </ol> |
|--|--|
- Jr. High
- |  |  |
|--|--|
| <ol style="list-style-type: none"> <li>58. ___ Sunday</li> <li>59. ___ Mid-week</li> <li>60. ___ Special Events</li> </ol> | <ol style="list-style-type: none"> <li>61. ___ Kid's Kamp / VBS</li> <li>62. ___ Kitchen</li> <li>63. ___ Library</li> <li>64. ___ Long Range Planning</li> <li>65. ___ Mailings</li> <li>66. ___ Maintenance</li> <li>67. ___ Martial Arts</li> <li>68. ___ Meals</li> <li>69. ___ Media</li> <li>70. ___ Men's Ministries</li> <li>71. ___ Men's Softball</li> <li>72. ___ Men's Basketball</li> <li>73. ___ Missions</li> <li>74. ___ Musician</li> </ol> |
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- |  |   |
|--|---|
| <ol style="list-style-type: none"> <li>89. ___ Mid-week</li> <li>90. ___ Special Events</li> </ol> | <ol style="list-style-type: none"> <li>91. ___ Printing</li> <li>92. ___ Publicity</li> <li>93. ___ Records</li> <li>94. ___ Receptionist</li> <li>95. ___ Recreation</li> <li>96. ___ Refugee/Homeless Min.</li> <li>97. ___ Scripture Reader</li> <li>98. ___ Search Committee</li> <li>99. ___ Secretarial</li> <li>100. ___ Security</li> <li>101. ___ Senior Adults</li> <li>102. ___ Serving Meals</li> <li>103. ___ Set-up</li> <li>104. ___ Shut-Ins</li> <li>105. ___ Single Adults</li> <li>106. ___ Single Parents</li> <li>107. ___ Small Groups</li> <li>108. ___ Song Leading</li> <li>109. ___ Sound System</li> <li>110. ___ Steering</li> <li>111. ___ Summer Camp</li> <li>112. ___ Supplies</li> </ol> |
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| <ol style="list-style-type: none"> <li>128. ___ Women's Softball</li> <li>129. ___ Worship Leader</li> <li>130. ___ Writing</li> <li>131. ___ Yard Work</li> <li>132. ___ Youth</li> <li>133. ___ Youth Choir</li> </ol> |
|--|
- My Graph 1 Behavioral Blend:  
(i.e.) S/C or D/C \_\_\_\_\_
- My Graph 2 Behavioral Blend:  
(i.e.) S/C or D/C \_\_\_\_\_
- 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) \_\_\_\_\_

# 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.

Please Print

Name: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Home Phone: \_\_\_\_\_; Gender: Male \_\_\_\_; Female \_\_\_\_

Date of Birth \_\_\_\_\_

Employer: \_\_\_\_\_

Work Phone: \_\_\_\_\_

Marital Status: \_\_\_\_\_

Spouse's Name: \_\_\_\_\_

Number of Children: \_\_\_\_\_

Spouse's Employment: \_\_\_\_\_

Date Joined 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 first complete the Spiritual Gifts graph and *Opportunities For Ministry* survey. Complete this page, then tear it out, and give it to your pastor or group leader.



# MY ACTION PLAN

1. My highest spiritual gift is: \_\_\_\_\_.

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

2. The overuse of this gift sometimes makes me \_\_\_\_\_.

3. My next two highest spiritual gifts are: \_\_\_\_\_;

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

4. The overuse of \_\_\_\_\_.

5. To communicate \_\_\_\_\_.

6. To communicate \_\_\_\_\_.

7. My gifts seem to give me the ability to: \_\_\_\_\_.

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

9. While involved, I am warned to: \_\_\_\_\_.

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

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

## For Your Review

### 9 Spiritual Gifts