

MEMBERSHIP & MINISTRY PROFILE

Combining Spiritual Gifts with the 4 DISC Personality Types Profile

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Introduction of the 4 DISC Personality Types of Behavior

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

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

Everyone has a predictable pattern of behavior because of his or her specific personality. There are four basic personality types. These types, also known as temperaments, blend together to determine your unique personality. To help you understand why you often feel, think, and act the way you do, review this entire repost.

Our personalities should never become an excuse for poor behavior. The attitude of many is: "That's just the way I am. Love me or leave me. You knew I was like that when you married me," but we should not blame our often poor reactions on our personalities.

Each temperament style represents a specific behavior pattern. How we use or abuse our personalities determines our effectiveness with others. Once we understand the four quadrant model of behavior styles, we can begin to identify our individual profile. To simplify the four types of temperaments, we will use William Marston's DISC titles. The following are the four quadrants of the DISC model:

"D" - active / task-oriented

"I" - active / people-oriented

"S" - passive / people-oriented

"C" - passive / task-oriented

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

Keep in mind that 85% of people tend to be composites of DISC; therefore, most people will be blends and combinations of the evident characteristics in the four personalities. There are numerous variations of this model. Speakers, writers, and trainers have added their own titles to

make the model more simpler or personal, but this four vector explanation of basic human behavior has become very popular. The DISC personality profile (paper instrument) was originally designed by Dr. John Geier and has been validated by the Kaplan Report and Winchester Report. The DISC profile and Model of Human Behavior stands out as one of the most reliable and practical available today.

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

Interpretation

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



Active/Task-oriented "D"

Dominating, Directing, Demanding, Determined, Decisive, Doing

Active/People-oriented "I"

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

Passive/People-oriented "S"

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

Passive/Task-oriented "C"

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

"D" Type Behavior

Basic Motivation: Challenge & Control

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

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

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

"I" Type Behavior

Basic Motivation: Recognition & Approval

Desires: Prestige - Friendly relationships - Freedom from details - Opportunities to help others - Opportunities to motivate others - Chance to verbalize ideas

Respond Best To Leader Who: Is fair and is also a friend Provides social involvement - Provides recognition of abilities - Offers rewards for risk-taking

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

"S" Type Behavior

Basic Motivation: Stability & Support

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

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

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

"C" Type Behavior

Basic Motivation: Quality & Correctness

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

Responds Best To Leader Who: Provides reassurance Spells out detailed operating procedures - Provides resources to do task correctly - Listens to suggestions

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

Graph 1: "This is expected of me"

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

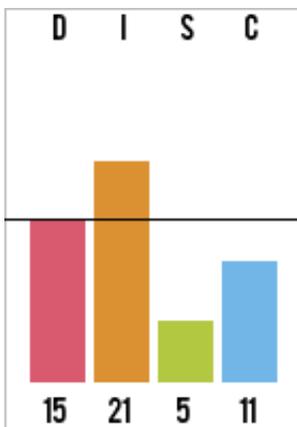
Description: As a "D/I or "I/D" / D", you think people expect you to be both determined and inspirational. You feel that others want you to be active and extroverted. You tend to be task and people oriented. You believe people want you to take charge and do a lot of things at the same time. People expect you to be in control and decisive. You like challenges and making things happen. You also feel that people depend on you to influence others to help get the job done. You can be very impressive and communicate well to groups. People want you to induce and excite others to act. You are expected to drive and impact others to accomplish tasks while creating positive atmospheres.

I/D - INSPIRATIONAL DOERS

Discovering your behavioral blends

"I/D's" are super salespeople. They love large groups. They are impressive and can easily influence people to do things. They need a lot of recognition. They exaggerate and often talk too much. They jump into things without thinking them through. They need to be more studious and still. They should also be more careful and cautious. They are motivated by exciting opportunities to do difficult things. If not careful, they will do things to please the crowd and get themselves into trouble in the process. They make inspiring leaders and determined individuals.

Controlling your behavioral blends



- Guard the power of your words.
- Don't use flowery language just to impress people.
- Always tell the truth.
- Be small in your own eyes and attitudes.
- Give others the glory for all you do.
- Put others before yourself.
- Beware of the "lu"

Graph 2: "This is me"

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

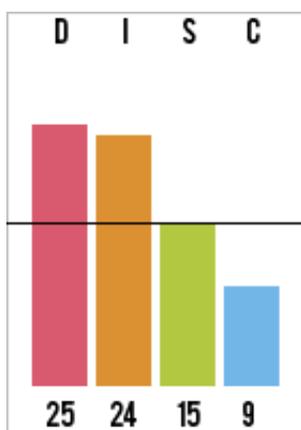
Description: As a high "D / I / S", or "D / S / I", or "I / S / D", or "I / D / S", or "S / D / I", or "S / I / D" personality type, you tend to have three strong motivations. You can be dominating, inspiring, and submissive at the same time. What you don't seem to be is cautious and calculating. You are positive and outgoing, but also have a need to loyally support others. You can be a little shy and sensitive in the midst of your driving and influencing demeanor. This often confuses people. They don't know how to read you because you have three of the four motivations in you. You are more active than passive in your task orientations. You don't get bogged down with the details. Facts and figures are not as important to you as getting the job done. You are inspiring to others and submitting to those you trust. You tend to be relational with a strong desire to also control and decide what others should do and feel.

I/D/S - INSPIRING DRIVING SUBMISSIVE

Discovering your behavioral blends

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

Controlling your behavioral blends



- Be more calculating and careful.
- Be more organized.
- Be careful what you promise.
- Give others the glory for all you do.
- Think before you act.
- Be humble and slow to speak.

When Both Graphs 1 & 2 Are Generally Different

Your Uniquely You Personality Profile contains basic insights on how you tend to think, feel, and act from a DISC temperament type perspective. If your graphs are generally different, you are simply revealing something contrasting about your behavior. You may be saying that you think people want you to behave one way in public, but you sometimes feel you should respond in a different way in private. In other words, if you have a specific high type in Graph 1 and the same type low in Graph 2, you believe that people expect you to be one way in public, but not that way in private.

You may also be revealing that you feel that people expect you to behave one way among fellow employees and associates at work or publicly outside your more personal and familiar environments (Graph 1), than you tend to behave either at home under pressure among your closest friends and relatives or in more familiar environments (Graph 2). Keep in mind that Graph 1 is the behavior "expected of you" when you have your guard up and mask on (usually your place of employment or in casual environments). Graph 2 is "the real you" when you let your hair down, drop your guard, or take your mask off (usually at home or among those you know best in more familiar environments).

When both graphs are different, you are either struggling with your motivations and feelings or you are aware of your challenges and perhaps handling them well. Having a different configuration in your two graphs is common and can be very enlightening. It may be a sign that you are mature and capable of controlling your inner feelings and natural thoughts. Or, it can mean that you are not even aware of the struggles within you.

Understanding and adjusting your thoughts, feelings, and actions using these insights can be very productive and wise. Review and study your two graphs, keeping in mind the similarities and differences. Then, learn how to control your motivations rather than letting them control you.

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

Here’s an example of “D/I” or “I/D” types who haven’t learned how to control their personalities. Their immaturity is often observed as very active that some people may even call it “hyperactive.”

As children, they were extremely energetic and outgoing. They didn’t like to sit still or be quiet. They could also be stubborn and defiant. They liked to be in control of others, but often couldn’t control themselves.

As adults, they tend to be very successful at what they do, because they are hard workers and have great people skills. Their problem is often being too hard on others and expecting too much from them, plus they seldom guard their words and conversations. They tend to promise more than they can deliver and often use their communication skills to manipulate people.

Immature “D/I”s or “I/D”s are still very impressive because of their risk-taking and determination. They are super talkers and salespeople. They don’t take “no” for an answer; they know how to intimidate weaker personality types.

When allowed to run their course, these types tend to be disastrous because of their aggressive and assertive behavior combined with their natural ability to persuade and influence others. Many of these types are often promoted or work their way up the corporate or social ladder only to self-destruct because of their inability to control themselves.

Their need for power and achievement, along with the drive to be recognized and stand out, causes them to make unwise decisions. They often do what is expedient, rather than prudent. They live for the now, rather than waiting for that which is proper.

These types are driven by ambition, which can be good, but without constraints or conscience they will self-destruct. They need someone or something to guard them from greed. They make tremendous leaders, but sometimes the taste of power makes them drown in their own over-optimism.

They must learn how to balance their determination with delicateness. These types need to become all things to all people — to cry (sincerely) with those who cry and suffer with those who suffer.

To conquer their potential short-comings, “D/I” and “I/D” types must recognize their fallibility. They are not super heroes, even though many people seem to think so. They have weak spots and if not guarded, their vulnerability will destroy them.

They tend to fail at times because of foolish decisions. These types need good friends who will tell them seriously and strongly when they get off base or misdirected. They need more counsel and have those around them who care enough to confront.

These types are first class achievers, but sometime they end up experiencing dead ends in the worst way. Regardless, they stand out. Sometimes they are best known for their defeats and losses, but more so for their recovery and victories.

Case Study or Example of an Mature or In-Control “I/D” Type

For example, a “D/I” or “I/D” type lady was once very difficult to live and work with, but something happened. She began to understand how much her personality drove her behavior. She learned that she was her biggest obstacle to success.

She worked hard at achieving all her tasks and goals and made friends with everyone. She was respected as a leader and rose quickly to the top of her profession while her family and marriage fell apart. She was a winner at work, but a loser at home.

After completing her personality profile she found that she was a “D/I” or “I/D” type. It all sounded good, but she discovered that the overuse of a good thing could become an abuse. She had gone to extremes with her aggressiveness. Her need for popularity made her selfish and had just about ruined her.

People at work saw her almost as much as her family observed her. When she went home every day, she was the same assertive person with her family as she was with those at work. This was not good.

Her profile commended her for being a strong and determined, inspiring and influencing person, but she also learned she needed to be more sweet, soft, sensitive, cautious, calculating, and careful. She learned there was another side of her personality that she neglected.

She made a very important decision to control her feelings and drives. She began to focus on other people’s needs and stopped focusing so much on fulfilling her wants. She became more forgiving and loving. She also slowed down and calculated her options more.

She became more passive and quiet, so that she could concentrate on what people were saying and how she could respond to their needs, rather than hers. She stopped looking at meekness as weakness. She began focusing on others, listening more to what they were saying. She began trying to please them rather than herself.

People began to notice her changes. She became even more effective at work and her marriage was salvaged. Everyone thought she had changed, but not really. She still had her “D/I” or “I/D” personality type, but it had been broken and crushed. She now controlled her personality, rather than allowing it to control her.

This well educated, brave, and now “mature” lady in the truest sense of the word “mature” had the courage to admit she had failed in life and needed to make some changes. The greatest change was being in control of her feelings, thoughts, and actions.

Once she took control of her personality and stopped letting it control her, she became even more successful in life. The things that meant the most to her became easier. She no longer struggled ignorantly without knowing the influences and pressures of her own feelings and drives that motivated her.

This driving and influencing lady is now living the most rewarding and prosperous life ever. She has learned to be driven by the right things and to induce self-control of her personality.

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

There is an immature “D / I / S” or “D / S / I” or “I / D / S” or “I / S / D” or “S / D / I” or “S / I / D”

type who is a unique blend of three different personalities. She is not what some people would call a “multiple personality type.” Her behavioral type is a normal blend, but she does not control it well.

Many people have two and even three of the four basic types affecting their overall personality. Abnormal “multiple personality syndrome” is when people go completely in and out of a specific personality type and become totally different persons.

This lady simply has three of the four motivations affecting her feelings, thoughts, and actions, but has not learned to control them. In other words, she is overusing and abusing parts of her personality.

Her “D” influences are causing her to be dictatorial. Her “I” tendencies make her a screamer and manipulator. Her “S” part of her personality makes her too passive at times. She seems unstable and unpredictable.

One of her greatest challenges is being more “C.” She doesn’t seem to have a lot of “C” behavior. She isn’t very cautious or compliant. She tends to be sloppy and careless. Her immaturity has caused her three predominant traits to be exaggerated under pressure.

She doesn’t control her dominant reactions under pressure and she may yell or cry when confronted. She tends to initially resist, but if that doesn’t work, she will attack verbally or emotionally.

She is a great actress and can “con” others with her dramatic responses. One moment, she can be friendly and cordial, then turn right around and get in people’s faces, challenging them. She can even turn completely around and ask for forgiveness for being so mean.

She has so much going for her, but her immature and irrational behavior makes her very difficult to deal with. She doesn’t reason well, nor does she analyze her options well. She tends to be more spontaneous and active with some slow and steady tendencies.

One moment she can be off and running, then stop right in the middle of something and become very sensitive and slow to continue. She doesn’t consider the consequences well and is not much of a thinker.

This causes her a lot of grief and frustration. She could accomplish so much if she learned to control her feelings and thoughts. She should be stronger, controlling herself rather than others. She ought to be enthusiastic and inspiring, but not overly so. She should also let her sweet, soft, and submissive side balance her active and outgoing tendencies.

One of her most important needs is developing her cautious and conscientious abilities, so she will be more respected for her thinking and planning. Her immaturity has robbed her from the

potential of having a great personality.

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

Here's an example of “D / I / S” or “D / S / I” or “I / D / S” or “I / S / D” or “S / D / I” or “S / I / D” types who have mastered the influences of three of the four basic tendencies. Sometimes it's easier dealing with one predominant type influencing our behavior. Most people have two of the four DISC types affecting them. When there are three of the four types involved in decision making and feeling generated influences, there tends to be greater challenges.

These types have so much going for them except for their calculating and contemplative behavior. They tend not to be thinkers or researchers. Those who have grown past immaturity and learned to control their feelings, thoughts, and actions become very effective leaders.

It's really hard to tell what they actually are because they seem to excel in three areas. They are direct and decisive, plus inspiring and influencing. They can even be sweet and sensitive. They seem to roll in several different directions.

This is not bad because it means they are more balanced and mature. They are not governed or controlled by one or two types. They are mainly influenced by three types, but have learned to control their “C” type drives or lacks to be more conscientious as opposed to being irresponsible or disorganized.

These types seem to be perfect at times, but since that is impossible they at least come across that way. Their greatest needs or shortcomings are their analyzing and planning. They have learned and matured to the place where they can control their strengths and avoid their weaknesses.

Their natural drives tend to be three dimensional. Their most neglected interest and motivation is their passive task-oriented behavior. They don't get bogged down in the details, and they tend to be a little careless and disorganized.

Maturity, experience, and education have taught these types to raise their cautiousness to a higher level of thought and awareness. This has resulted in their being an all around great leader. They tend not to shoot themselves in the foot by being good at directing, inspiring, and submitting, but poor at planning.

Once mature and in control of all their strengths and weaknesses, these types develop into powerful and respected personalities. As long as they don't overuse their strengths and neglect their uniquenesses (weaknesses), they become some of the best personalities.

Your **LOW "S"** on Graph 1 and **HIGH "S"** on Graph 2

You have a Low "S" on Graph 1 and a High "S" on Graph 2. This usually means you think people expect you to be more submissive and sweet in private than in public. You feel that people don't want you to be as sensitive outwardly as you really are inwardly. You can be very nice and kind among close friends and relatives, especially under pressure. You are not as patient or shy among strangers and unfamiliar environments.

Your degree of passivity is shown by how high or low your "S" is on Graphs 1 or 2. In other words, if your "S" is closer to the bottom of your graph, you will be less kind and nice than when your "S" is closer to or higher than the midline. If your "S" is just below the midline, you will be a little bolder and less shy. The lower your "S," the less withdrawn and hesitant you tend to be.

You think people want you to be less reserved. Publicly, you don't tend to need a secure environment. Privately, you seem to be satisfied with the status quo and often don't want a lot of change. When stress comes into your life, you seem to need more stability or someone to stand by your side. You are more security-oriented. However you are not as sweet as you think people expect you to be among strangers or casual friends. Your dearest acquaintances sometimes take advantage of you, while you may be stronger with others.

This can be very frustrating to others because they don't always know how to read you. People doubt your sincerity when they see that you are kinder and nicer to those closest to you, than you are to them. You often feel that people expect you to be more of a servant privately. Nevertheless you aren't willing to sacrificially give of yourself at work or in unfamiliar environments. You often feel that people expect you to be stronger and bolder publicly.

You are expected to be more caring privately, while publicly you are driven to be less security and safety-oriented. You sometimes tend to be more insecure privately, while publicly you think people expect you to be more secure in yourself. You genuinely desire to help others, but in a more quiet and invisible way. When under pressure and among close friends or relatives, you seem to be overly sensitive and caring.

You strongly desire to help others behind the scenes, but you can be unresponsive to those you don't know well. You seem to have mixed emotions when it comes to serving and helping others. You need to be just as caring at work and toward those you don't know well as you are privately. You also may need to give more love and care to people who are not as close to you.

Be as much of a humble servant at work as you are at home. Be as caring publicly as you are privately. Care for your casual friends as you would for loved ones and dear friends. Balance your love for others and spread your kindness around to everyone.

In summary, your Low "S" in Graph 1 and High "S" in Graph 2 means you are expected to be more passive and reserved at home or in familiar environments than you tend to be at work or in unfamiliar environments.

Gerad tends to be more:

Outgoing / Active
Playful / Fun-loving
Bold / Daring
Peaceful / Calm
Decisive / Sure / Certain
Promoting / Encouraging
Forceful / Strong-willed
Brave / Adventurous
Smooth talker / Articulate
Entertaining / Clowning
Contemplative / Thinker
Deep / Intense
Challenging / Motivating
Animated / Expressive
Persuading / Convincing
Sociable / Interactive
Preparing / Researching
Systematic / Follows plan
Inquisitive / Questioning
Serving / Sacrificing
Peppy / Playful
Outspoken / Opinionated
Zealous / Eager
Bottom line / Straight-forward

Gerad tends to be less:

Proper / Formal
Law-abiding / Conscientious
Delightful / Pleasant
Conservative / Inflexible
Careful / Cautious
Straight / Conforming
Perfectionist / Precise
Compliant / Goes by book
Right / Correct
Shy / Mild
Admirable / Elegant
Flexible / Adaptable / Agreeable
Accurate / Exact
Perceptive / Sees clearly
Merciful / Sensitive
Sweet / Tender / Compassionate
Powerful / Unconquerable
Timid / Soft-spoken
Tolerant / Patient
Original / Creative
Strict / Unbending
Inventive / Imaginative
Quiet / Reserved
Responsive / Reacting

Gerad's "D" Tendencies seem to be:

Decisive, Sure, Certain, Forceful, Strong-willed, Brave, Adventurous, Challenging, Motivating, Outspoken, Opinionated, Zealous, Eager, Bottom line, Straight-forward

Gerad's "I" Tendencies seem to be:

Outgoing, Active, Promoting, Encouraging, Entertaining, Clowning, Animated, Expressive, Persuading, Convincing, Sociable, Interactive, Peppy, Playful

Gerad's "S" Tendencies seem to be:

Peaceful, Calm

Gerad's "C" Tendencies seem to be:

Contemplative, Thinker, Preparing, Researching, Inquisitive, Questioning

Gerad's "D" Tendencies are not very:

Powerful, Unconquerable

Gerad's "I" Tendencies are not very:

Responsive, Reacting

Gerad's "S" Tendencies are not very:

Shy, Mild, Flexible, Adaptable, Agreeable, Merciful, Sensitive, Sweet, Tender, Compassionate, Timid, Soft-spoken, Tolerant, Patient

Gerad's "C" Tendencies are not very:

Proper, Formal, Law-abiding, Conscientious, Careful, Cautious, Perfectionist, Precise, Compliant, Goes by book, Right, Correct, Perceptive, Sees clearly, Original, Creative, Inventive, Imaginative

Your SG Report

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

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

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

The path of every search must 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 booklet. Since most people are more concerned about their personalized insights, we will begin with a general review of your personality type" .. after this Spiritual gift insight will get listed that is the users Primary Spiritual Gift and Behavioural Blends.

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

Primary Spiritual Gifts

- Knowledge (38/40)
- Pastor / Shepherding (37/40)
- Teaching (36/40)
- Administration / Ruling (36/40)

Good Fit Opportunities

- Clerical
- Counseling
- Deacons / Deaconesses
- Discipleship
- Elders
- Prayer
- Search Committee

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

Your Primary Spiritual Gifts Descriptions

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

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

Knowledge

The Gift of 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

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

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

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

Scripture: Rom. 12:6,7b; Col. 3:16; Jam. 3:1; 2; 2 Tim. 2:2

Administration / Ruling

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, 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

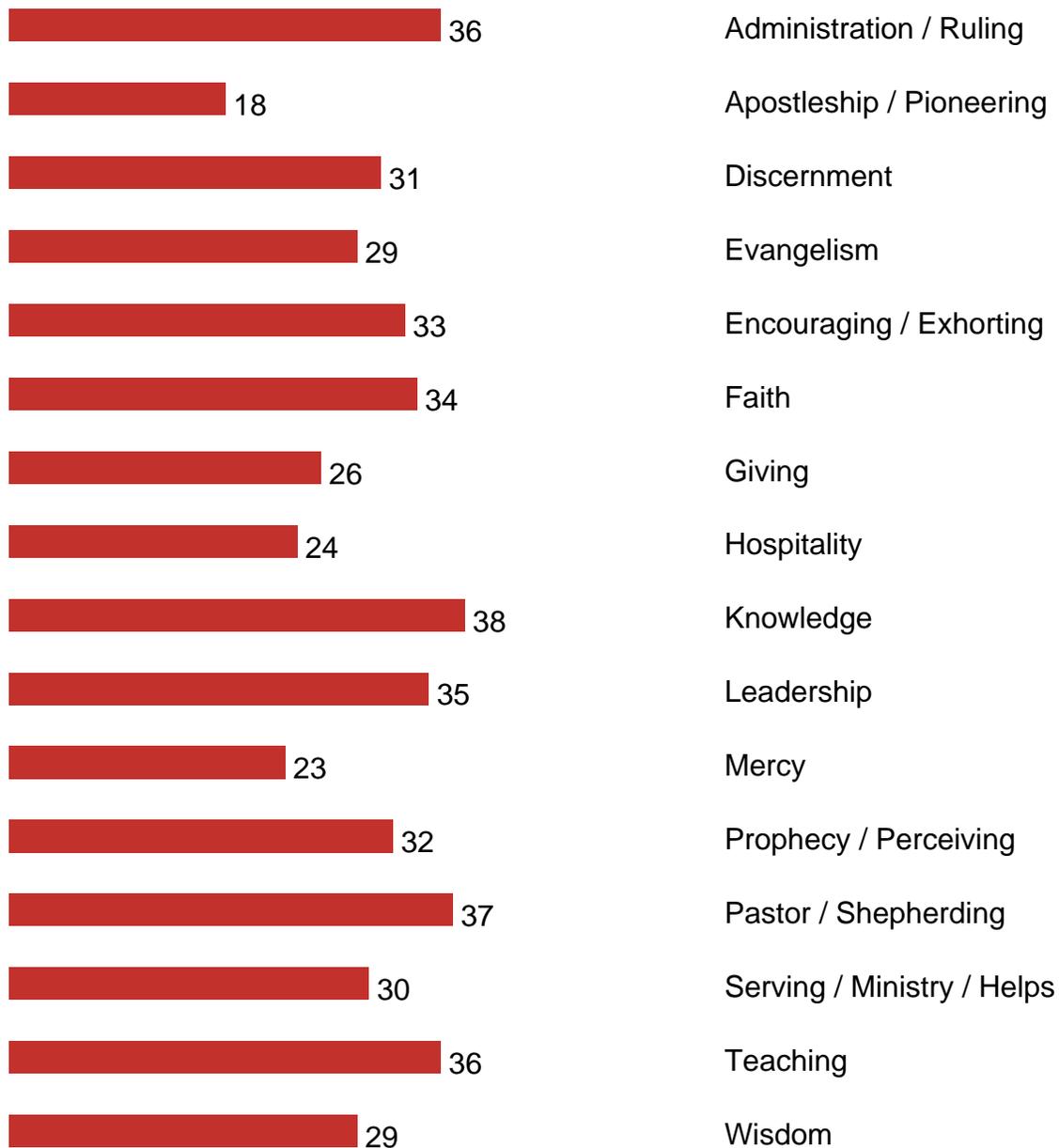
Overuse: Expects too much

Goal: Lead by example, not manipulation

Scripture: Rom. 12:8; 1 Cor. 12:28; Acts 6:1-7

Your SG

Name: Gerad Hall



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.

Knowledge

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

Opportunities: Counseling, Book Store, Library.

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

Reward: Helping others learn things they never knew.

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

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.

Teaching

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

Opportunities: Teaching, Training, Library.

Warning: Don't neglect other responsibilities.

Reward: Knowing people learn the truth.

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

Administration / Ruling

Abilities: 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 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!

Knowledge

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

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

Teaching

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

Administration / Ruling

Accounting	Benevolence	Clerical
Construction	Counseling	Deacons / Deaconesses
Discipleship	Elders	Finances
Foods	Grounds	Kitchen
Library	Long Range Planning	Mailings
Maintenance	Meals	Media
Men's Women's Ministries	Missions	Newsletter
Personnel	Physician	Prayer
Printing	Publicity	Records

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 may respond differently because of your "hot and cold buttons."

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

Remember: Most problems today are not technical, they're relational, personality conflicts and clashes with others.

Top Spiritual Gift's Conflicts

Gift of Knowledge

Under Pressure: Becomes too serious, haughty, high-minded, critical, contemplative, judgmental, moody, analytical.

Sources of Irritation: Shallowness, inaccuracies, disorganization; lack of preparation, validation, plan, direction, authority, control, depth.

Needs to: Relax, build relationships, ask more questions, allow for discussion, spend more time being practical, be more friendly, funny, upbeat, enthusiastic.

Gift of Pastor / Shepherding

Under Pressure: Becomes serious, insensitive, overly concerned, nosy, intense, regimented, overbearing.

Sources of Irritation: Spiritual weakness, indecisiveness, immaturity; lack of discipline, plan, vision, direction, power, control, consistency.

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

Gift of Teaching

Under Pressure: Becomes too serious, haughty, high-minded, critical, contemplative, judgmental, moody, analytical.

Sources of Irritation: Shallowness, inaccuracies, disorganization; lack of preparation, validation, plan, direction, authority, control, depth.

Needs to: Relax, build relationships, ask more questions, allow for discussion, spend more time being practical, be more friendly, funny, upbeat, enthusiastic.

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.

Combining Personalities with Spiritual Gifts

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

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

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

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

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

D Type Personalities With Gift of Knowledge

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

D Type Personalities With Gift of Pastor / Shepherding

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

D Type Personalities With Gift of Teaching

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

D Type Personalities With Gift of Administration / Ruling

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

Appendix

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Introduction

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

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

Discovering how God created you can be exciting and enlightening. Knowing and exercising our motivation is vital to spiritual victory. The information in this report is designed to help you understand why you do what you do. Hopefully, this will result in personal growth, avoiding as well as resolving conflict, 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 (Phil. 3:10). This instrument is simply provided to help you understand your motivation, while maturing you into an effective servant of Christ.

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

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 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

Apostleship —

Unlike Apostles of old, who actually saw the Lord and spread the Word from place to place, Apostles today have a clear vision to start new ministries where others may not. They make great church planters and strong leaders. Apostles today have a self-spirited appointed calling to reach out where others may never dare. They demonstrate tremendous abilities in influencing others to follow. They also have contagious and industrious enthusiasm to cross cultural, geographical, and economic boundaries for Christ. Apostles today are often used by God as anointed authorities in their region and ministry.

In a word: Pioneer / Visionary

Overuse: Pushes too hard / Too much authority

Goal: Build deeper and stronger

Ministry Opportunities: Big Brothers, Coaching, Construction, Deacons, Discipleship, Elders, Evangelism, High School, Hispanic Min., Intercess. Prayer, Jr. High, Long Range Plan., Martial Arts, Media, Men's Ministry, Missions, Nurse, Personnel, Physician, Recreation, Script. Reader, Security, Search Committee

Scripture References: Eph. 4:11

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 advice. 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: Listeners / Perceiver

Overuse: Too critical or too quick to share

Goal: Get more information before responding

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

In A Word: Steward

Overuse: The power of money

Goal: Sincere stewardship, not financial intimidation

Ministry Opportunities: Stewardship committee, Finance committee, Planning committee, Benevolence committee, Search committee, Personnel committee, Record keeping, Counting offerings

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

Hospitality —

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

In a word: Sociable

Overuse: Take on too much / Get worn out

Goal: Provide fellowship without sacrificing family time

Ministry Opportunities: Foods, Greeters, Grounds, Hispanic Ministry, Housing Visit., Hospital, Hospitality, Hospice, Interpreting, Kids Kamp/VBS, Kitchen, Library, Meals, Missions, Newcomers, Nursery, Organ, Personnel, Preschool, Publicity, Receptionist, Script. Reader, Sr. Adults

Scripture References: Rom. 12:13 and 1 Tim. 5:10

Knowledge —

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

In a word: Divine Insights

Overuse: Make others feel inferior or ignorant

Goal: Change lives, rather than impress others

Ministry Opportunities: Accounting, Clerical, Counseling, Deacons, Discipleship, Elders, Finances, Newsletter, Office Machines, Orchestra, Personnel, Physician, Prayer, Printing, Publicity, Records, Search Comm., Secretarial, Security, Set-up, Small Groups, Sound System, Steering Comm., Supplies

Scripture References: 1 Cor. 12:8 and 1 Cor. 13:2

Leadership —

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

In a word: Dreamer

Overuse: Too demanding and impatient

Goal: Lead by example and willingness to be a servant

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

Scripture References: Luke 22:26 and 2 Tim. 2:2

Mercy —

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

In A Word: Caring

Overuse: Too Sensitive

Goal: Wise insights, not foolish responses

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

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

Pastor / Shepherding —

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

In A Word: Discipler

Overuse: Takes advantage of other's trust

Goal: Strong leadership, not manipulating the flock

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

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

Prophecy / Proclaiming —

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

In A Word: Bold

Overuse: Fighter

Goal: Declare truth, don't divide Christians

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

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

Serving / Ministry / Helps —

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

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

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

Teaching —

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

In A Word: In-depth

Overuse: Digs too deep

Goal: Reveal truth, don't exhaust it

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

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

Wisdom —

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

In a word: Perceptive

Overuse: Speak down to people

Goal: Consistently trust and ask God for wisdom

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

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

Historical Background

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

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

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

After studying under Dr. Geier with Performax Systems and Dr. Frank Wichern, Staff Psychologist at Dallas Theological Seminary, Dr. Mels Carbonell designed the first-of-their-kind combination personality and faith-based profiles. With over 1 million profiles now in print in several different languages, Uniquely You Resources are one of the most respected and popular profiles available for businesses, personal use, and faith-based organizations.

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

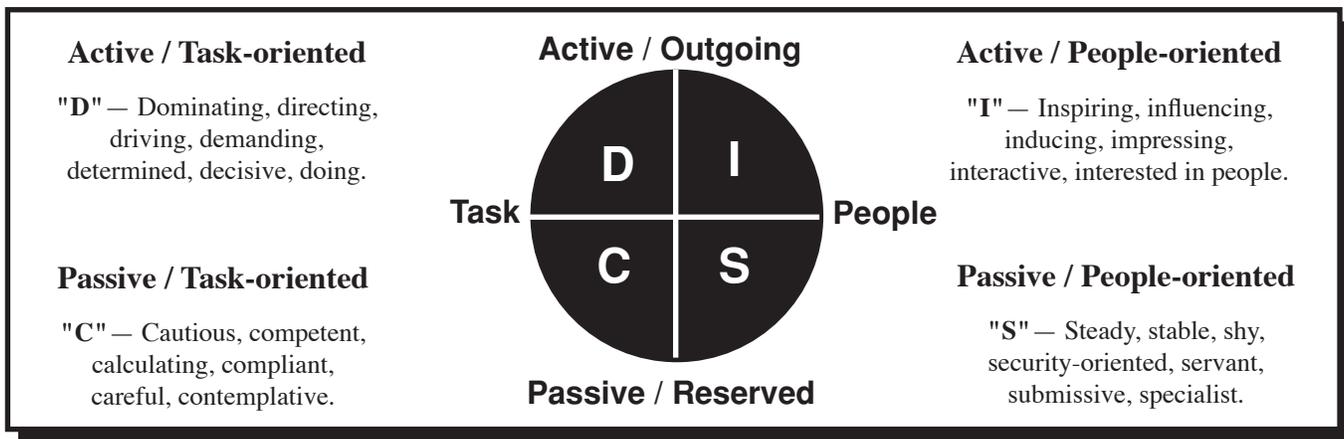
The profile is not a psychological analysis. It is not designed to deal with serious emotional problems. It can help with simple insights into basic human behavior motivations. For more in-depth needs, we recommend you seek "professional" counseling.

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

Interpretation . . .

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

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



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

Descriptions: Dominant, Direct, Demanding, Decisive

Basic Motivation: Challenge and Control

Desires: • Freedom from control • Authority • Varied activities
• Difficult assignments • Opportunities for advancement
• Choices, rather than ultimatums

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

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

Biblical Advice: BE GENTLE / NOT BOSSY—*Wisdom from above is . . . gentle, James 3:17* • CONTROL YOUR FEELINGS AND ACTIONS—*Be angry and sin not, Eph. 4:26* • FOCUS ON ONE THING AT A TIME—*This ONE thing I do, Phil. 3:13*
• HAVE A SERVANT'S ATTITUDE—*By love, serve one another, Gal. 5:13.*

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

Descriptions: Inspiring, Influencing, Impressing, Inducing

Basic Motivation: Recognition and Approval

Desires: • Prestige • Friendly relationships • Freedom from details • Opportunities to help others • Opportunities to motivate others • Chance to verbalize ideas

Responds Best To Leader Who: • Is fair and also a friend
• Provides social involvement • Provides recognition of abilities
• Offers rewards for risk-taking

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

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

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

Descriptions: Competent, Compliant, Cautious, Calculating

Basic Motivation: Quality and Correctness

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

Responds Best To Leader Who: • Provides reassurance
• Spells out detailed operating procedures • Provides resources to do task correctly • Listens to suggestions

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

Biblical Advice: BE MORE POSITIVE—*Whatsoever things are lovely, of good report . . . think on these things, Phil. 4:8*
• AVOID A BITTER AND CRITICAL SPIRIT—*Let all bitterness . . . be put away from you, Eph. 4:31* • BE JOYFUL—*The fruit of the Spirit is . . . joy, Gal. 5:22* • DON'T WORRY—*Fret not, Psa. 37:1.*

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

Descriptions: Submissive, Steady, Stable, Security-oriented

Basic Motivation: Stability and Support

Desires: • An area of specialization • Identification with a group
• Established work patterns • Security of situation • Consistent familiar environment

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

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

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

How To Read The DISC Graphs

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

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

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

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

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

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

Example B shows a graph with a high “D/I” personality type. This person is more active than passive. “D/I”s are dominant and inspiring people. They like to control and influence others. They don’t like to sit still or work on one thing at a time.

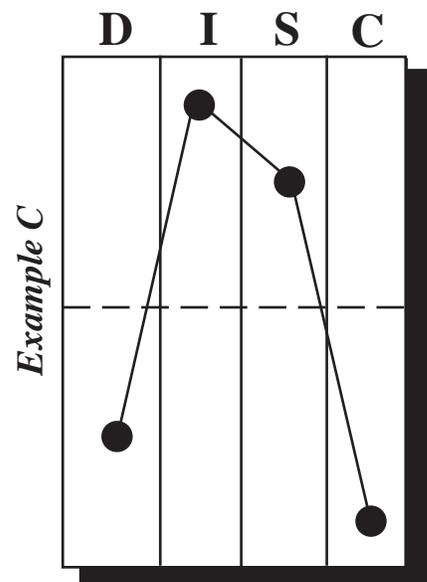
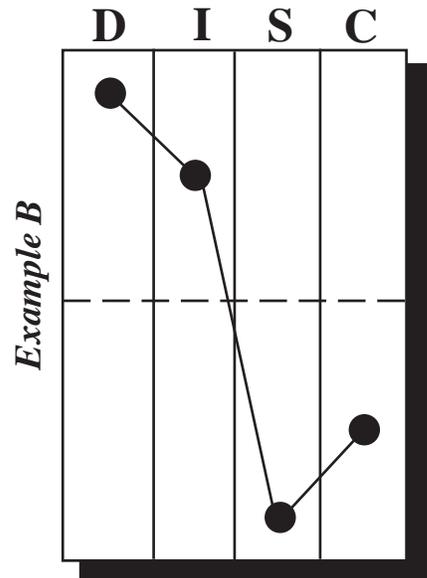
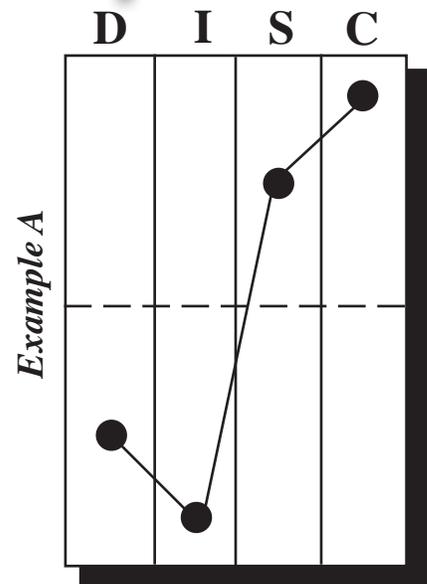
Notice the “S” and “C” plotting points are low. This means this person is not so concerned with security and stability or cautious and calculating actions. Low “S/C”s are more risk-takers and active types.

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

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

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

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



Understanding The Two Graphs

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

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

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

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

Everyone is born with a natural *bent* of behavior. Our parents and peers, plus our environment growing up help develop our personalities into predictable patterns of behavior.

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

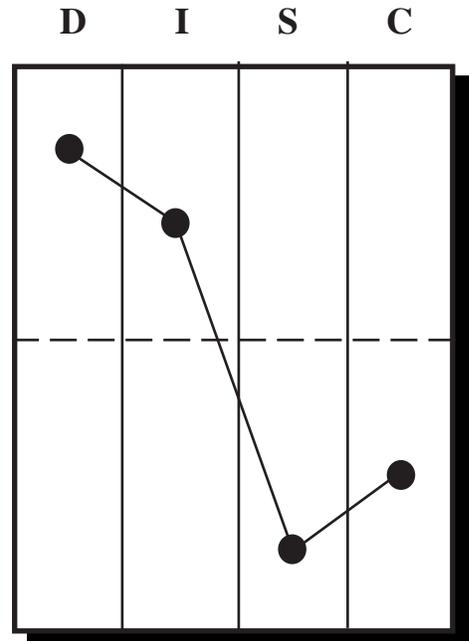
The examples show a “D/I” type in **GRAPH 1** and “I/S” in **GRAPH 2**. This person is revealing that he or she thinks people want him or her to be more dominant, even though he or she really isn’t that type. This person is also more “S”—submissive and security oriented than what he or she feels is expected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

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

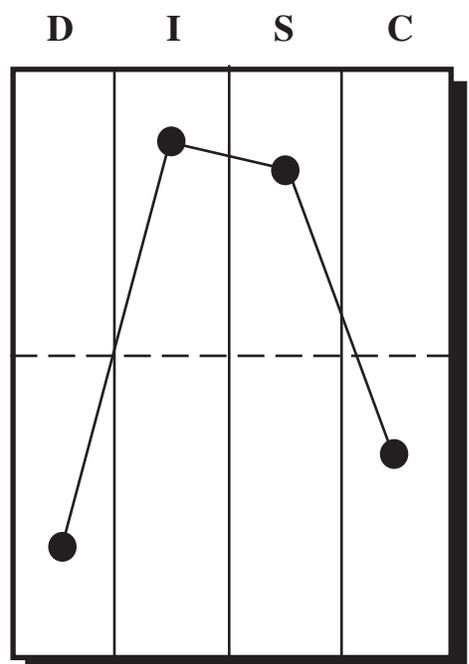
Every point in the upper third is considered *high*. Every point in the middle third is *mid*. Every point in the lower third is considered *low*.

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

Example of Graph 1



Example of Graph 2



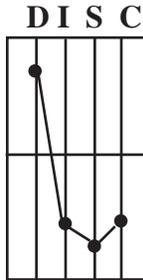
DISCOVERING YOUR BEHAVIORAL BLEND

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

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

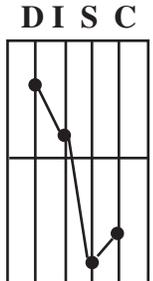
D: DETERMINED DOERS

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



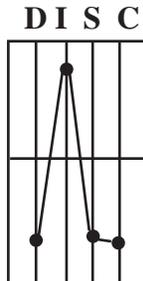
D/I: DRIVING INFLUENCERS

"D/I"s are bottom line people. They are much like Dynamic Influencers. They are a little more determined and less inspirational, but they are strong doers and able to induce others to follow. They need to be more cautious and careful, as well as more steady and stable. They get involved in a lot of projects at the same time. They need to focus on one thing at a time and slow down. They are motivated by opportunities to accomplish great tasks through a lot of people.



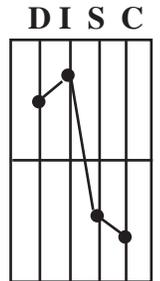
I: INSPIRATIONAL INFLUENCERS

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



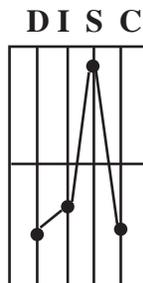
I/D: INSPIRATIONAL DOERS

"I/D"s are super salespeople. They love large groups. They are impressive and can easily influence people to do things. They need a lot of recognition. They exaggerate and often talk too much. They jump into things without thinking them through. They need to be more studious and still. They should also be more careful and cautious. They are motivated by exciting opportunities to do difficult things. If not careful, they will do things to please the crowd and get themselves into trouble in the process. They make inspiring leaders and determined individuals.



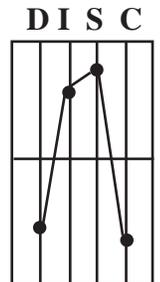
S: STEADY SPECIALISTS

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



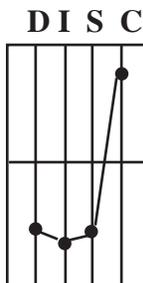
S/I: STEADY INFLUENCERS

"S/I"s are sensitive and inspirational. They accept and represent others well. They have lots of friends because they are tolerant and forgiving. They do not hurt people's feelings and can be very influential. They need to be more task-oriented. They must learn to finish their work and do it well. They like to talk, but should pay more attention to instructions. They would be more influential if they were more aggressive and careful. They are kind and considerate. Motivated by opportunities to share and shine, they induce others to follow.



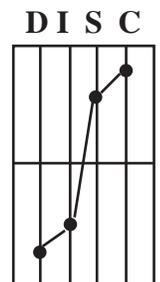
C: CAUTIOUS COMPETENT TYPES

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



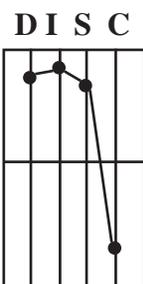
C/S: COMPETENT SPECIALISTS

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



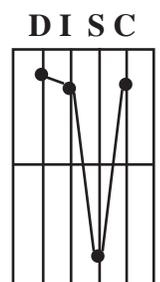
I/D/S: INSPIRING DRIVING SUBMISSIVE

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



D/I/C: DOMINANT INSPIRING CAUTIOUS

"D/I/C"s are demanding, impressive and competent. They tend to be more task-oriented, but can be people-oriented before crowds. They need to increase their sensitivity and softness. They don't mind change. Active and outgoing, they are also compliant and cautious. They like to do things correctly, while driving and influencing others to follow. Their verbal skills combine with their determination and competence to achieve. Security is not as important as accomplishment and looking good.

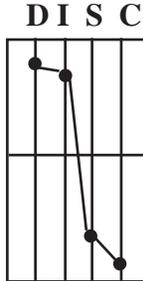


Observe the 21 **Behavioral Blends** on these two pages. Choose the one or two profiles that are most like your graphs. Read the brief paragraph descriptions of the ones that are most like you. You will probably be a combination of two specific profiles. You can also have some characteristics of other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

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

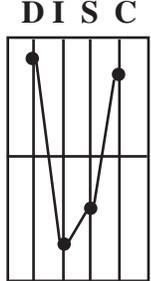
D/I: DYNAMIC INFLUENCERS

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



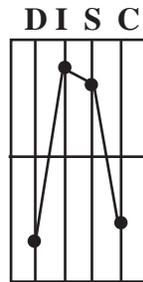
D/C: DRIVING COMPETENT TYPES

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



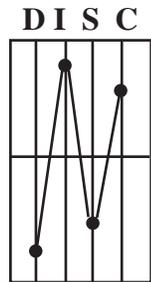
I/S: INSPIRATIONAL SPECIALISTS

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



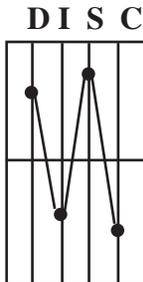
I/C: INSPIRATIONAL COMPETENT

"I/C" Types are inspiring, yet cautious. They size up situations and comply with the rules in order to look good. They are good at figuring out ways to do things better through a lot of people. They can be too persuasive and too concerned about winning. They are often impatient and critical. They need to be more sensitive to individual feelings. They are often more concerned about what others think. They do not like breaking the rules; neither do they enjoy taking risks. They need to try new things and sometimes go against the crowd. They are careful communicators who think things through.



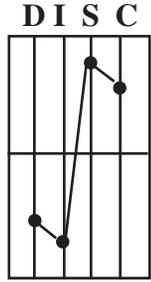
S/D: STEADY DOERS

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



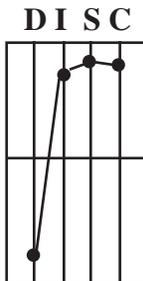
S/C: STEADY COMPETENT TYPES

"S/C" Types are stable and contemplative types. They like to search and discover the facts. They like to weigh the evidence and proceed slowly to a logical conclusion. They enjoy small groups of people. They do not like speaking in front of large crowds. They are systematic and sensitive to the needs of others, but can be critical and caustic. They are loyal friends, but can be too fault-finding. They need to improve their enthusiasm and optimism. They are motivated by kind and conscientious opportunities to slowly and correctly do things.



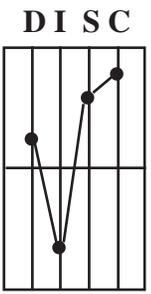
C/I/S: COMPETENT INFLUENCING SPECIALISTS

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



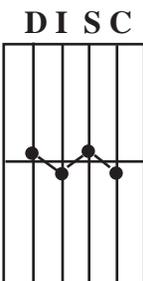
C/S/D: COMPETENT STEADY DOERS

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



STRAIGHT MID-LINE

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

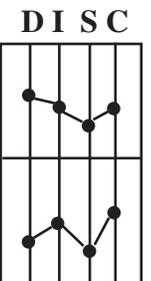


ABOVE MID-LINE • BELOW MID-LINE

Some patterns indicate unique struggles an individual may be having.

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

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

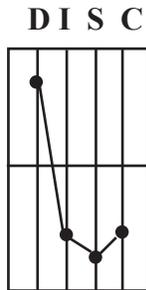


CONTROLLING YOUR BEHAVIORAL BLEND

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

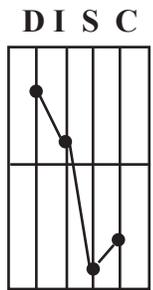
D: DETERMINED DOERS

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



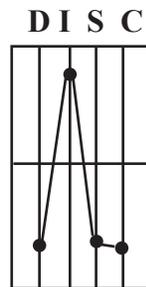
D/I: DRIVING INFLUENCERS

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



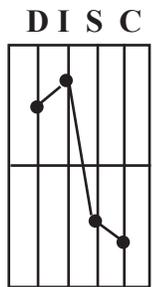
I: INSPIRATIONAL INFLUENCERS

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



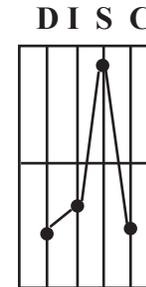
I/D: INSPIRATIONAL DOERS

Guard the power of your words—"The tongue is a fire," James 3:6. Don't be like those who "by fair words and good speeches—deceive," Rom. 16:18. Always tell the truth—"Speak the truth and lie not," 1 Tim. 2:7. Remember Who has blessed you—"God must increase, I must decrease," John 3:30. Give God the glory for all you do—"Give unto the Lord glory," Psa. 29:1,2. Put God first in your life—"Seek you first the kingdom of God," Matt. 6:33. Beware of—"The lust of the flesh and pride of life;" they will ultimately destroy your talents, 1 John 2:16.



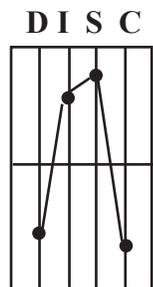
S: STEADY SPECIALISTS

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



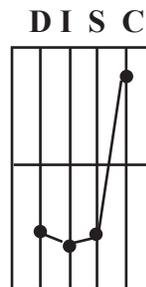
S/I: STEADY INFLUENCERS

Speak out—"Bold to speak without fear," Phil. 1:14. Take stands—"Stand fast in one spirit," Phil. 4:1. The Spirit of God can help you tell others about Christ—"The Spirit of the Lord is upon me," Isa. 61:1. Guard against fearfulness—"Let not your heart be troubled, neither let it be afraid," Luke 14:27. Remember, you don't need "people" to encourage you—"David encouraged himself in the Lord," 1 Sam. 30:6. Always do right and don't fear people—"Fear of man brings a snare (trap)," Psa. 29:25.



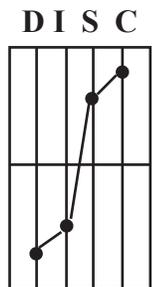
C: CAUTIOUS COMPETENT TYPES

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



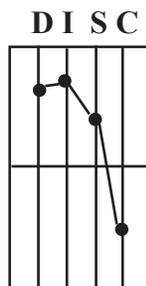
C/S: COMPETENT SPECIALISTS

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



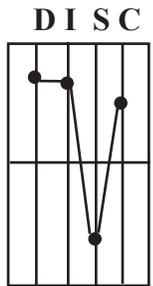
I/D/S: INSPIRING DRIVING SUBMITTING

Be more calculating and careful—"Sit down first and count the cost," Luke 14:28. Organize yourself and attempt to be more organized, "Do all things decently and in order," 1 Cor. 14:40. Be careful what you promise—"Let your 'yea' be 'yea' and your 'nay' be 'nay'," 2 Cor. 1:17. Give God the glory for all you do—"Give unto the Lord glory," Psa. 29:1,2. Think before you do things—"A wise man thinks to know," Ecc. 8:17. Be humble and share the glory—"Humble yourself and God will exalt you," James 4:10.



D/I/C: DOMINANT INSPIRING CAUTIOUS

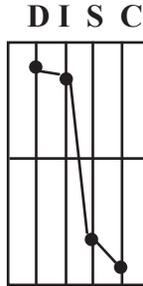
Be sure to listen more—"quick to hear, slow to speak," James 1:19. Be more sensitive to the individual's feelings—"The servant of the Lord must not strive, but be gentle," 2 Tim. 2:24. Be more of a peacemaker—"Blessed are the peacemakers," Matt. 5:9. Be more steady and don't get sidetracked—"Be steadfast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



Once you discover your **Behavioral Blend/s**, you can clearly recognize the areas God wants to work on. The Bible is the best source to help you. "All Scripture is given by inspiration of God and is profitable for doctrine, for reproof, for correction, for instruction in righteousness" (2 Timothy 3:16). The following are specific scriptures each **Behavioral Blend** should consider. These scriptures are admonitions and challenges to help you focus on becoming more like Christ. You should grow spiritually to the place in your life where people really don't know what personality you have. Balance and maturity should be your goal. Ask God to use these scriptures to encourage and empower you. Don't let them discourage you. The Word of God is quick and powerful, sharper than any two-edged sword. It can discern and deliver you from a self-centered attitude of "me-ism." Learn to be so controlled by the Holy Spirit that God gets the glory in all you say and do (Ephesians 5:18).

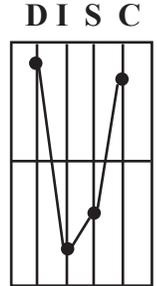
D/I: DYNAMIC INFLUENCERS

Concentrate on humility and obedience—Christ "humbled Himself and became obedient," Phil. 2:8. Everyone has a boss, even you—the centurion said to Jesus, "I too am a man under authority," Matt. 8:9. Avoid rebellion—"Rebellion is as the sin of witchcraft," 1 Sam. 15:23. Winning is not always most important—"The first shall be last," Matt. 19:30. Be patient with others—"The fruit of the Spirit is longsuffering," Gal. 5:23. Learn to relax in the Lord, not in your ability to make things happen—"Rest in the Lord," Psa. 37:7.



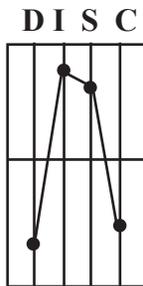
D/C: DRIVING COMPETENT TYPES

Seek to get along with everyone—"Live peaceably with all men," Rom. 12:18. Be kind and loving—"Kindly affectionate one to another," Rom. 12:10. Show more love—"Love one another," 1 John 4:7. Seek to serve, not to be served—Be a "servant of Christ," Eph. 6:6. Meekness is not weakness. Control your desire to have power over others. Be Christlike—"By the meekness and gentleness of Christ," 2 Cor. 10:1. Take time to be still and commune with God—"Be still and know that I am God," Psa. 46:10.



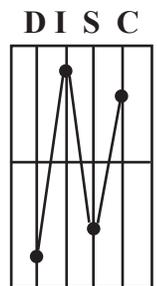
I/S: INSPIRATIONAL SPECIALISTS

Do everything unto the Lord—"Whatsoever you do, do it heartily, as unto the Lord and not unto men," Col. 3:23. Beware of seeking man's approval—"Not with eyeservice as men pleasers," Eph. 6:6. Seek to please God, rather than others—"Do always those things that please Him," John 8:29. Be more task-oriented—"Sit down first and count the cost," Luke 14:28. Don't be lazy—"not slothful in business," Rom. 12:11. Work hard—"Let every man prove his work," Gal. 6:4. Don't just talk about what you want—"Being fruitful in every good work," Col. 1:10. Be industrious—"Night comes when no one will work," John 9:4.



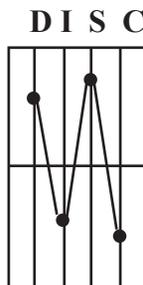
I/C: INSPIRATIONAL COMPETENT

Be careful you don't think too highly of yourself—"God resists the proud, but gives grace to the humble," 1 Pet. 5:5. Seek to please God more than others—"When a man's ways please the Lord," Prov. 16:7. Be a good example—"Be an example of the believer," 1 Tim. 4:12. Care more about how you look to God—"Glorify God in your body and spirit," 1 Cor. 6:20. Be bold and confident in Christ—"We have boldness and access with confidence by the faith of Him," Eph. 3:12. Guard statements and judgments—"Alying tongue is a vanity tossed to and fro," Prov. 21:6. Don't flatter yourself—"He flatters himself in his own eyes," Psa. 36:2.



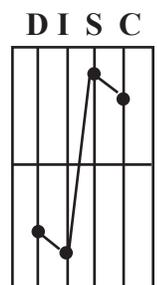
S/D: STEADY DOERS

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



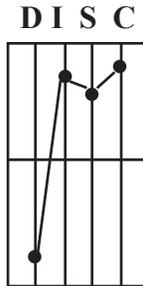
S/C: STEADY COMPETENT TYPES

Be assertive and stronger—"Only be strong and very courageous," Joshua 1:6. Be more enthusiastic—"Whatever you do, do it heartily," Col. 3:23. Enjoy relationships, rather than endure them—Christ said, "I am come that you might have life . . . abundantly," John 10:10. Peace and happiness do not come from security and safety—"Peace I leave with you, my peace I give unto you," John 14:27. Divine peace is knowing God's ways are beyond ours—"The peace of God passes all understanding," Phil. 4:7. Be fearless in Christ—"I will fear no evil," Psa. 23:4.



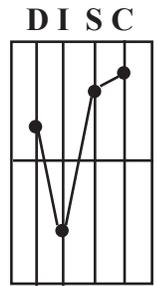
C/I/S: COMPETENT INFLUENCING SPECIALISTS

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



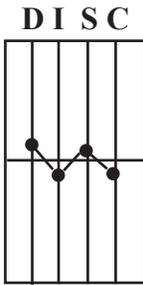
C/S/D: COMPETENT STEADY DOERS

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



STRAIGHT MID-LINE

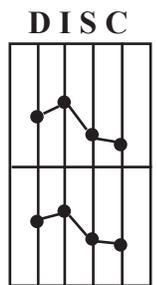
You may be trying to be all things to all men, which is good, but can be frustrating at times. The farther apart your plotting points, the easier it is to read the profile. Recognize your identity in Christ—"I am crucified with Christ, nevertheless I live, yet not I, but Christ lives in me," Gal. 2:20. Relax in the Lord—"Come unto me all you that labor and are heavy laden and I will give you rest," Matt. 11:28. You cannot please everyone all the time—"Having men's persons in admiration," Jude 16.



ABOVE MID-LINE • BELOW MID-LINE

An Above Mid-Line Blend may be trying to over-achieve—"It is God who works in us, both to will and do of His good pleasure," Phil. 2:13. You may be thinking too highly of what is expected of you or the real you. Remember Peter.

A Below Mid-Line Blend may indicate you are not really sure how to respond to challenges—"I can do all things through Christ," Phil. 4:13. Think more positively about yourself—"I am fearfully and wonderfully made," Psa. 139:14.



COMBINING PERSONALITIES WITH 16 SPIRITUAL GIFTS

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

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

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

There are 64 combinations of 4 personality types and 16 Spiritual Gifts. Find the description/s of your combinations. You may have several combinations to identify.

Consider the insights that most describe you and disregard those that are not like you. Keep in mind, you are a blend of behaviors and gifts. Prayerfully study each description, asking God to control your personality and Spiritual Gift/s for His glory.

Study this booklet to also find where God can use you in ministry. Discovering your personality and Spiritual Gift/s should result in maturity and involvement in the Body of Christ. Grow for it!

“D” Type Personalities With Administration / Ruling

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

“I” Type Personalities With Administration / Ruling

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

“D” Type Personalities With The Gift of Apostleship

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

“I” Type Personalities With The Gift of Apostleship

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

“D” Type Personalities With the Gift of Discernment

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

“I” Type Personalities With The Gift of Discernment

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

“D” Type Personalities With The Gift of Evangelism

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

“I” Type Personalities With The Gift of Evangelism

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

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

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

A Christian with a “D” type personality and the Gift of Showing Mercy is the kind that will bite your head off and then

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

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

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

“S” Type Personalities With Administration / Ruling

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

“C” Type Personalities With Administration / Ruling

Cautious type Christians with the Gift of Administration are competent task-masters. They see a need and organize others to meet that need. They enjoy doing things completely right the first time. They tend to be picky. They can increase effectiveness with more warmth and team participation. Working through people and creating an enthusiastic atmosphere can be helpful. They should avoid being critical of what others do. “C”-Administrators are best able to get groups to do the right things.

“S” Type Personalities With The Gift of Apostleship

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

“C” Type Personalities With The Gift of Apostleship

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

“S” Type Personalities With The Gift of Discernment

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

“C” Type Personalities With The Gift of Discernment

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

“S” Type Personalities With The Gift of Evangelism

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

“C” Type Personalities With The Gift of Evangelism

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

“D” Type Personalities With The Gift of Encouraging

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

“I” Type Personalities With The Gift of Encouraging

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

“D” Type Personalities With The Gift of Faith

Active / task-oriented Christians who constantly demonstrate an unusual amount of dependence upon God often have the Gift of Faith. They tend to be more demanding than most people. They often challenge others to have more faith. They are stimulated by the Word of God to increase their faith. They are very driven and decisive. They don’t take a long time to make up their minds. They like to move forward in faith once the decision has been made. They tend to have great faith when things look hopeless.

“I” Type Personalities With The Gift of Faith

Christians who get most excited about believing God often have the Gift of Faith. They are extremely enthusiastic and inspire others to increase their faith. They are very expressive and talk a lot about the joy of trusting the Lord for everything. “I” type personalities with the Gift of Faith are sometimes too optimistic and rush in where angels fear to tread. They need to be more cautious and guard their faith from making miscalculated decisions. But they make great encouragers in difficult times.

“D” Type Personalities With The Gift of Giving

Domineering type Christians with the Gift of Giving are serious about financial matters. They can be very successful in business. They also have the “gift of getting.” They tend to use money to control others. Demanding how finances are used, they can be extremely picky with budgets. They seldom give to the wheel that squeaks the loudest. They are either unbending or influencing, when it comes to financial decisions. They either discourage or encourage others with their money and / or advice. They can make great financial counselors.

“I” Type Personalities With The Gift of Giving

Impressing type Christians with the Gift of Giving are enthusiastic about stewardship. They like to encourage everyone to be givers. They make great promoters, but can kill projects because of financial concerns. “I”-Givers are more optimistic than others. They can be too positive. Their faith is evident in giving, but can become prideful. They like to tell everyone how to give more. When discouraged, they may use their verbal skills and financial credibility to influence others. “I”-Givers are most excited when it involves finances.

“D” Type Personalities With The Gift of Hospitality

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

“I” Type Personalities With The Gift of Hospitality

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

“D” Type Personalities With The Gift of Knowledge

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

“I” Type Personalities With The Gift of Knowledge

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

“D” Type Personalities With The Gift of Leadership

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

“I” Type Personalities With The Gift of Leadership

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

“S” Type Personalities With The Gift of Encouraging

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

“C” Type Personalities With The Gift of Encouraging

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

“S” Type Personalities With The Gift of Faith

Passive / people-oriented Christian who seem to trust God when everyone else has given up often have the Gift of Faith. They are more quiet and shy, but have an internal source of strength. “S” type Christians with the Gift of Faith are not expressive or loud about their faith. They have a steadiness and stability that makes them highly respected and sought out when it comes to increasing a group’s faith. They are not pushy or bossy, but are firm and strong when it comes to believing God’s Word.

“C” Type Personalities With The Gift of Faith

This is a unique combination because of the differences between the “C”’s cautious and concerned behavior and the Gift of Faith’s motivation to trust God no matter what. “C” type personalities with the Gift of Faith have a dichotomy of being able to trust God, while researching all the options. They prefer more information before making their final decisions, but have an unusual amount of faith, even when all the facts are not clear. They prefer in-depth research, but stand strong on the promises of God.

“S” Type Personalities With The Gift of Giving

Security-oriented type Christians with the Gift of Giving are not risk takers. They are submissive (willing) givers. They may lack the vision necessary to take on challenging projects. Sensitive to individual needs, they help others behind the scenes. They are private about giving. “S”-Givers can be too helpful. They need to guard their sincere desire to serve with a stronger determination to do what is right. They can be taken advantage of. They tend to be the most sacrificing. “S”-Givers are stable financial planners who avoid financial disasters.

“C” Type Personalities With The Gift of Giving

Compliant type Christians with the Gift of Giving are cautious. They move conservatively. They seldom make quick financial decisions. They don’t like pressure. Vision and growth are often stifled because of pessimism. “C”-Givers seldom make investment mistakes, but may miss great opportunities. They need to be more positive. People often think they are critical. They should be more friendly. Respected by others, they should use their competence to help, rather than find fault. They can be valuable in financial planning.

“S” Type Personalities With The Gift of Hospitality

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

“C” Type Personalities With The Gift of Hospitality

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

“S” Type Personalities With The Gift of Knowledge

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

“C” Type Personalities With The Gift of Knowledge

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

“S” Type Personalities With The Gift of Leadership

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

“C” Type Personalities With The Gift of Leadership

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

“D” Type Personalities With Gift of Showing Mercy

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

“I” Type Personalities With Gift of Showing Mercy

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

“D” Type Personalities With Gift Pastor / Shepherd

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

“I” Type Personalities With Gift of Pastor / Shepherd

Inspiring type Christians with the Gift of Pastor/Shepherd are impressive. Their influence makes people enjoy working and worshiping. They can be extremely successful and must guard against pride. People look up to “I”-Pastor/Shepherds. Able to persuade, they need to be more cautious of what they promote. They love to minister and encourage others to do so. Often concerned more about what others think, they need to guard against using people to build their ministries. They can be best at using their ministry to build people.

“D” Type Personalities With The Gift of Prophecy

Demanding type Christians with the Gift of Prophecy / Perceiving are fearless concerning truth. Determined to preserve purity, they tend to dominate others. As protectors of righteousness, they proclaim truth without concern for what anyone thinks. They often feel like they have the divine right to be pushy. “D”-Prophets / Perceivers are so driving, they often offend others. They need to be more gentle, rather than always striving to expose error. They should be more sensitive to the feelings of others. “D”-Prophets / Perceivers are the most effective declarers of truth.

“I” Type Personalities With The Gift of Prophecy

Influencing type Christians with the Gift of Prophecy / Perceiving make great communicators of truth. They articulate correctness with persuasion. They tend to over-use enthusiasm and emotions to convince others. Able to induce action or reaction, they need to guard against verbal abuse. Proclaiming truth, “I”-Prophets / Perceivers should season their speech with sugar. Making great impressions, they must remember Who they represent, not what they defend. “I”-Prophets / Perceivers are inspiring protectors of the faith.

“D” Type Personalities With Serving / Ministry / Helps

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

“I” Type Personalities With Serving / Ministry / Helps

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

“D” Type Personalities With The Gift of Teaching

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

“I” Type Personalities With The Gift of Teaching

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

“D” Type Personalities With The Gift of Wisdom

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

“I” Type Personalities With The Gift of Wisdom

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

“S” Type Personalities With Gift of Showing Mercy

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

“S” Type Personalities With Gift of Pastor / Shepherd

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

“S” Type Personalities With The Gift of Prophecy

Sensitive type Christians with the Gift of Prophecy / Perceiving are shy, but serious about truth. They seem to be soft, but their concern makes them persuaders. Motivated to proclaim truth, they tend to be gentle, but strong. “S”-Prophets / Perceivers seem to struggle with their concern for individuals and standing for correctness. This balance makes them surprisingly effective. People are often impressed when their shyness turns into firmness. They need to be careful about extremes. “S”-Prophets / Perceivers are like sleeping giants when it comes to truth.

“S” Type Personalities With Serving / Ministry / Helps

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

“S” Type Personalities With The Gift of Teaching

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

“S” Type Personalities With The Gift of Wisdom

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

“C” Type Personalities With Gift of Showing Mercy

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

“C” Type Personalities With Gift of Pastor / Shepherd

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

“C” Type Personalities With The Gift of Prophecy

Calculating type Christians with the Gift of Prophecy / Perceiving are cautious and competent. They tend to be conscientious. They can be too critical of those who compromise truth. Often convincing, they tend to be confrontational. Their concern for compliance often makes them unbending. “C” Prophets / Perceivers are insightful, but can be insensitive to what others feel. They would increase effectiveness with greater interest in others, rather than always being right. As protectors of truth, “C”-Prophets / Perceivers are able to see and share correctness.

“C” Type Personalities With Serving / Ministry / Helps

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

“C” Type Personalities With The Gift of Teaching

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

“C” Type Personalities With The Gift of Wisdom

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

Involvement / 16 Spiritual Gifts Perspective

Where your Spiritual Gifts can be used most effectively!

One of the best ways to grow as a Christian is to get involved. Identifying your natural and spiritual motivation will help. Many believers desire personal growth, but seldom find a rewarding ministry.

The following is a summary of sixteen Spiritual Gifts and how they can impact your life. Find the three Spiritual Gifts that best fit you and review what it says about those specific gifts.

<p>ADMINISTRATION / RULING</p> <p>Abilities: Organizing or delegating tasks.</p> <p>Opportunities: Group Leader, Office, Personnel.</p> <p>Warning: Avoid thinking everyone will get involved.</p> <p>Reward: Seeing people work together to accomplish difficult tasks.</p> <p>Prayer: <i>“Dear God, Help me to be tolerant to those who don’t respond like I think they should.”</i></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>Warning: Believe, as everything depends upon God, but work, as though everything depends upon you.</p> <p>Reward: Influencing others to increase their faith.</p> <p>Prayer: <i>“Dear God, Increase my faith, while I increase my work for you. Don’t let me become lazy.”</i></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: <i>“Dear God, Help me be patient with those who are apathetic or spiritually weak.”</i></p>
<p>APOSTLESHIP</p> <p>Abilities: Start new churches / Pioneer new works.</p> <p>Opportunities: Missions, Evangelism, Discipleship.</p> <p>Warning: Be accountable to others.</p> <p>Reward: Establishing new ministries that grow.</p> <p>Prayer: <i>“Dear God, Keep my eyes on you, not on my vision. For YOU are always more important than what I do for you.”</i></p>	<p>GIVING</p> <p>Abilities: Using stewardship to further God’s Kingdom.</p> <p>Opportunities: Finance or Planning Committee, Office.</p> <p>Warning: Don’t use money to control others.</p> <p>Reward: Knowing you contributed to the advancement of ministry without any personal recognition.</p> <p>Prayer: <i>“Dear God, Use my success with finances to bless the ministry and others.”</i></p>	<p>SERVING / MINISTRY / HELPS</p> <p>Abilities: Serving behind the scenes.</p> <p>Opportunities: Nursery, Sunday School, Ushering.</p> <p>Warning: Don’t become weary in well doing.</p> <p>Reward: Knowing you make a difference doing what no one else may want to do.</p> <p>Prayer: <i>“Dear God, Thank you for appreciating my labor of love, regardless of what others may fail to appreciate.”</i></p>
<p>DISCERNMENT</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: <i>“Dear God, Give me a meek and quiet spirit, so that I can share your truth in love and not with pride.”</i></p>	<p>HOSPITALITY</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: <i>“Dear God, Help me to work as hard at being close to you as I do at being hospitable.”</i></p>	<p>SHOWING MERCY</p> <p>Abilities: Giving sympathy and/or empathy to the 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: <i>“Dear God, Use me to not only help people by showing care, but also sharing truth and TOUGH LOVE when necessary.”</i></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: <i>“Dear God, Increase my vision for the lost, while helping me to understand why others do not share my burden.”</i></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: <i>“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”</i></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: <i>“Dear God, Help me to be practical, not just impart truth.”</i></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: <i>“Dear God, Use me to say what you would have me to say, not what I feel at the moment.”</i></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: <i>“Dear God, Make me a strong and sensitive leader. Help me to be a well-balanced leader!”</i></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: <i>“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.”</i></p>

Involvement / Personality Perspective

Where your personality can be used most effectively!

My highest plotting point:
Graph 1 ____; Graph 2 ____;

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

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

"D" BEHAVIOR (Active / Task-oriented)

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

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

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

Reward: Follow your spiritual leaders. Allow Christ to be the Lord of your life, and God will use you in a great way to move the ministry forward.

Prayer: *"Dear God, control my driving, demanding and dominant personality, so I can be a strong and peace-making leader for your glory."*

"I" BEHAVIOR (Active / People-oriented)

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

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

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

Reward: God designed you to shine for Him. When you allow Him to shine through you, He will use you in greater ways than you ever imagined.

Prayer: *"Dear God, keep me humble to do your will, not mine. Help me give you and those who praise me the credit for all You have done."*

"C" BEHAVIOR (Passive / Task-oriented)

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

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

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

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

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

"S" BEHAVIOR (Passive / People-oriented)

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

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

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

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

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

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

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

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

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

"D" Types —

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

"I" Types —

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

"S" Types —

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

"C" Types —

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

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

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

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

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

"D" types with the Gift of Prophecy / Perceiving would serve effectively in a Community Awareness type ministry. These types prefer to perceive and declare truth.

Review all the opportunities listed with your specific personality and spiritual gift in mind. There may be other opportunities not listed. You may want to consider your talents, interests and experience. For example, you may not have an "I" personality with the Gift of Showing Mercy, but you have a burden to win the lost. Your passion and experience will mean you fit well in an evangelism ministry.

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

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

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

Fitly Joined Together with 16 Spiritual Gifts

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

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

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

Administration / Ruling	Apostleship	Discernment	Encouraging	Evangelism	Faith	Giving	Hospitality
Accounting Benevolence Clerical Construction Counseling Deacons Discipleship Elders Finances Foods Grounds Kitchen Library Long Range Plan. Mailings Maintenance Meals Media Men's Ministry Missions Newsletter Personnel Physician Prayer Printing Publicity Records Refugee /Hmless Search Comm.	Big Brothers Coaching College / Career Construction Deacons Discipleship Elders Evangelism High School Hispanic Min. Intercess. Prayer Jr. High Long Range Plan. Martial Arts Media Men's Ministry Missions Nurse Personnel Physician Recreation Script. Reader Security Song Leader Search Comm. Senior Adults Single Adults Steering Comm. Trustees Visitation Women's Min.	Accounting Counseling Deacons Discipleship Elders Finances Intercess. Prayer Newsletter Personnel Physician Prayer Printing Publicity Records Search Comm. Secretarial Security Set-up Small Groups Sound System Steering Comm. Supplies Tape Ministry Tutoring Transportation Trustees Ushers Vehicles Video Visitors Cards Writing	Altar Counsel. Adult Choir Band Big Brothers Choir Coaching College / Career Communication Concerts Construction Counseling Deacons Discipleship Drama Elders Encouragement Evangelism High School Jr. High Media Men's Ministry Newsletter Prayer Printing Receptionist Script. Reader Single Parents Tape Ministry Teaching Trustees Video	Altar Counseling Big Brothers Bowling Carpentry Cleaning Coaching Communication Concerts Construction Counseling Deacons Discipleship Drama Elders Electrical Evangelism Foods Greeters High School Housing Visitors Jr. High Kids Kamp/VBS Martial Arts Meals Media Men's Ministry Missions Musician Newcomers Newsletter Nurse	Altar Counseling Baptism Big Brothers Clerical College / Career Communication Communion Counseling Curriculum Deacons Discipleship Elders Elementary Encouragement Evangelism Hispanic Min. High School Intercess. Prayer Jr. High Media Men's Ministry Newsletter Personnel Prayer Preschool Publicity Script. Reader Search Comm. Senior Adults Single Adults	Accounting Benevolence Bookstore Clerical Coaching Computer Construction Curriculum Decorating Deacons Discipleship Elders Electrical EMT Finances Floral Arrange. Foods Graphic Arts Grounds Housing Visitors Kitchen Library Long Ran. Plan. Mailings Maintenance Meals Media Men's Ministry Missions Musician Newcomers	__ Foods Greeters Grounds Hispanic Ministry Housing Visitors Hospital Hospitality Hospice Interpreting Kids Kamp/VBS Kitchen Library Meals Missions Newcomers Nursery Organ Personnel Preschool Publicity Receptionist Script. Reader Senior Adults Serving Meals Set-up Shut-ins Single Adults Single Parents Small Groups Visitation Weddings

Knowledge	Leadership	Mercy	Pastor / Shepherd-	Prophecy	Serving / Ministry	Teaching	Wisdom
Accounting Clerical Counseling Deacons Discipleship Elders Finances Newsletter Office Machines Orchestra Personnel Physician Prayer Printing Publicity Records Search Comm. Secretarial Security Set-up Small Groups Sound System Steering Comm. Supplies Tape Ministry Tutoring Transportation Trustees Ushers Vehicles Video Writing Yard Work	Big Brothers Coaching College/Career Construction Deacons Discipleship Elders Evangelism High School Hispanic Min. Intercess. Prayer Jr. High Long Range Plan. Martial Arts Media Men's Ministry Missions Nurse Personnel Physician Recreation Script. Reader Security Song Leader Search Comm. Senior Adults Single Adults Steering Comm. Trustees Visitation Women's Min. Youth Youth Choir	Bereaving Big Brothers Carpentry Child Care Children Cleaning Communion Construction Counseling Deacons Discipleship Elders Elementary EMT Evangelism Foods Greeters Homeless Housing Visit. Hospital Hospice Interpreting Intercess. Prayer Kids Kamp/VBS Kitchen Meals Newcomers Nurse Nursery Organ Physician Shut-ins	Altar Counsel. Baptism Big Brothers Clerical College/Career Communication Communion Counseling Curriculum Deacons Discipleship Elders Elementary Encouragement Evangelism Hispanic Min. High School Intercess. Pray. Jr. High Media Men's Ministry Missions Newsletter Personnel Prayer Preschool Publicity Script. Reader Search Comm. Senior Adults Single Adults	Coaching Communication Construction Deacons Discipleship Elders EMT Evangelism Finances Intercess. Prayer Kitchen Long Range Plan. Martial Arts Media Men's Ministry Newsletter Nurse Nursery Personnel Prayer Printing Records Script. Reader Search Comm. Security Steering Comm. Sound System Tape Ministry Teaching Trustees Visitation Women's Min. Writing	Adult Choir Altar Counseling Band Baptism Bereaving Big Brothers Bookstore Bowling Carpentry Child Care Children Choir Cleaning Clerical Coaching College / Career Communion Concerts Construction Counseling Decorating Deacons Discipleship Drama Elders Electrical Elementary EMT Encouragement Evangelism Floral Arrange.	Accounting Bookstore Clerical Coaching Computer Counseling Curriculum Deacons Discipleship Elders Electrical Elementary Finances Interpreting Library Men's Ministry Missions Physician Prayer Printing Records Script. Reader Search Comm. Security Steering Comm. Tape Ministry Teaching Tutoring Trustees Video Women's Min. Worship Writing	Accounting Counseling Deacons Discipleship Elders Finances Intercess. Prayer Men's Ministry Newsletter Personnel Physician Printing Publicity Records Search Comm. Secretarial Security Set-up Small Groups Sound System Steering Comm. Supplies Tape Ministry Telephone Call. Tutoring Transportation Trustees Ushers Vehicles Video Visitors Cards Women's Min. Writing

How To Handle Conflicts

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

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

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

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

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

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

"D" Behavior and all Spiritual Gifts

Under Pressure:

Becomes dictatorial, domineering, demanding, angry, intense, forceful, direct, bossy.

Sources of Irritation:

*Weakness, indecisiveness, laziness
Lack of — discipline, plan, purpose,
direction, authority, control, challenge.*

Needs To:

Back off, seek peace, relax, think before reacting, control self, be — patient, loving, friendly, loyal, kind, sensitive.

"I" Behavior and all Spiritual Gifts

Under Pressure:

Becomes hyper, overly optimistic, immature, emotional, irrational, silly, wordy, selfish.

Sources of Irritation:

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

Needs To:

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

"C" Behavior and all Spiritual Gifts

Under Pressure:

Becomes moody, critical, contemplative, negative, worrisome.

Sources of Irritation:

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

Needs To:

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

"S" Behavior and all Spiritual Gifts

Under Pressure:

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

Sources of Irritation:

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

Needs To:

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

Natural Responses To Conflict —

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

Recommended Wise Responses —

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

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.

Gifts of Prophecy and/or Apostleship

Under Pressure:

Becomes dictatorial, domineering, demanding, angry, intense, forceful, direct, bossy.

Sources of Irritation:

Weakness, indecisiveness, laziness;
Lack of — discipline, plan, purpose, direction, authority, control, challenge.

Needs To:

Back off, seek peace, relax, think before reacting, control self, be — patient, loving, friendly, loyal, kind, sensitive.

Gifts of Encouraging and/or Faith

Under Pressure:

Becomes hyper, overly optimistic, immature, emotional, irrational, silly, wordy, selfish.

Sources of Irritation:

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

Needs To:

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

Gifts of Mercy

Under Pressure:

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

Sources of Irritation:

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

Needs To:

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

Gifts of Giving and/or Wisdom

Under Pressure:

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

Sources of Irritation:

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

Needs To:

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

Gift of 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 Teaching, Discernment and/or Knowledge

Under Pressure:

Becomes too serious, haughty, high-minded, critical, contemplative, judgmental, moody, analytical.

Sources of Irritation:

Shallowness, inaccuracies, disorganization;
Lack of — preparation, validation, plan, direction, authority, control, depth.

Needs To:

Relax, build relationships, ask more questions, allow for discussion, spend more time being practical, be — more friendly, funny, upbeat, enthusiastic.

Gift of Pastor / Shepherding

Under Pressure:

Becomes serious, insensitive, overly concerned, nose, intense, regimented, overbearing.

Sources of Irritation:

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

Needs To:

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

Gifts of Serving / Ministry and/or Hospitality

Under Pressure:

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

Sources of Irritation:

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

Needs To:

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

Gifts of Admin./Ruling and/or Leadership

Under Pressure:

Becomes moody, critical, contemplative, negative, worrisome.

Sources of Irritation:

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

Needs To:

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

Leadership Insights

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

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

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

Leader Styles

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

"D" Leaders —

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

"I" Leaders —

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

"S" Leaders —

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

"C" Leaders —

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

Follower Styles

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

"D" Followers —

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

"I" Followers —

"I"s follow with their hearts. They tend to be impulsive followers. They want opportunities that will make them look good. "I" followers talk a lot. They make great first impressions. Their high egos and ability to persuade often turn them into the leaders in order to rise to the top. Sometimes you don't know who's leading whom.

"S" Followers —

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

"C" Followers —

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

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

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

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.

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

Scripture admonishes us to "*present our bodies, living sacrifices to God . . . to discover what is that good and acceptable will of God,*" Rom. 12:1,2. If you really want to discover God's will for your life, you must give God your giftedness. Give Him your feelings, thoughts, and actions, 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. Also learn how to avoid and resolve conflicts based upon Biblical Resolution Management principles and ministry will be more meaningful.

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

Don't wait for anyone to ask you to get involved. Start this week by just showing up and saying, "*I'm ready to serve!*" Don't be surprised if things are a little disorganized and chaotic at times. Remember the Day of Pentecost was one of the most confusing, but glorious days of all!

Exercise your giftedness to experience joy!

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!

My Action Plan

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

1. My three highest spiritual gifts are: _____;
_____;

This means I also tend to be more _____
_____.

2. The overuse of these gifts sometimes makes me _____
_____.

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

4. The overuse of this type sometimes makes me _____
_____.

5. My most obvious combination personality and spiritual gift type is: _____

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

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

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

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

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

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

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

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: _____ Email _____

Home Phone: _____; Gender: Male ____; Female ____

Date of Birth: _____; Current age: _____; How long have you been a Christian: _____.

Employer: _____; Position: _____

Work Phone: _____; How long employed there: _____

Marital Status: ____ Married; ____ Single; ____ Divorced; ____ Separated; ____ Widowed. How long status: _____

Spouse's Name: _____ Number of Children: ____; Ages: ____; ____; ____; ____; ____.

Spouse's Employer: _____; Position _____

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 personality type in Graph 1 is: _____; My personality type in Graph 2 is: _____

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, your personality two graphs, and *Opportunities For Ministry* survey. Complete this page, then give it to your pastor or group leader.

This is the end of your report. Please read on to learn about exciting training opportunities and more about Uniquely You.

Four Levels of Certifications & Uniquely You Licensing

After almost 25 years of conducting training, Dr. Mels Carbonell and Uniquely You will now allow other trainers to conduct "official" UY and Discover Your Giftedness Seminars for businesses, associations, and churches. UY will now help you promote, register attendees, and provide the necessary advertising and materials for securing and conducting the training.

You can now apply to become "licensed" trainers. This opportunity is designed for you to receive the most extensive and comprehensive training from Dr. Mels Carbonell personally through a 2 day on-site seminar. Experience the discipline of improving your effectiveness, plus help others to do the same emotionally, physically, psychologically, and spiritually. Become an "official" Uniquely You Trainer licensed to certify others to conduct training. UY will provide

you with many of the necessary details to organize and operate your own consulting and training business / ministry. You will also receive commissions from all orders. You will be required to sign a Covenant with Uniquely You, observe training with Dr. Carbonell, either complete the on-site or One Year internship before becoming officially licensed.

Once enrolled you will receive 60% discounts on almost all Uniquely You Resources, invitations to conduct training with Dr. Carbonell, special co-author book offer, customized profile publishing offer, and the right to certify others to become trainers under you, plus personal mentoring / coaching phone calls. Once you complete the course you will be recognized as a Uniquely You Executive Licensed Trainer (highest level), with all rights and privileges. This could be your best investment and the most phenomenal opportunity ever.

1. Basic Certification Resources



Meaning & Purpose Profile

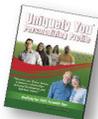


Spiritual Maturity Profile



My Missionality Profile

UY Personalizing Personality Profile



Discover Your Giftedness hardback book



4 - Membership & Ministry Profiles
(with 4 different Spiritual Gifts lists)



Ministry Leadership Profile



Magnifying God Profile



CD with PowerPoint Basic Cert. Presentation



2. Specialist Certification Resources (your choice of starter kit)

Starter Kit with a Profile, Facilitator's Manual, and PowerPoint CD



3. Advanced Certification Resources

Do's and Don'ts for starting and improving your consulting business / ministry!

- Certification Training Manual (nearly 400 pages)
- Reference Manual (278 pages)



4. Executive Certification Resources (all 3 complete and packaged courses)

(1) Discover Your Giftedness (2) So, You're Unique! (3) Extreme Personality Makeover with 3 Hardback Books, 3 Student's Life Planners, & 3 PP Presentations (total 1500 slides)

5. UY Licensing / Mentoring & Coaching:

PowerPoint Library with 17 different presentations (over 2,000 slides: Value over \$1600) • Offer to conduct training with Dr. Mels Carbonell • Offer to Co-Publish Books, Customize Profiles, Facilitator Manuals, PowerPt Presentations, & other resources • Monthly mentoring, plus additional resources • Conduct training with Dr. Carbonell or one of his associates • Choose from business or faith-based or both training tracks • Become accountable to be successful!

If someone directed you to Uniquely You to complete your online profile and you want to become one of our certified trainers, please let our office know so we can thank them. You may also get credit for directing others to our online profiles by becoming one of our affiliates.

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Greg Troxell

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Notes