

# After Identifying Your Giftedness — Now What?

Once you identify your giftedness, you should activate it to fulfill God's purpose. You will also personally reap tremendous blessings. God will be glorified and you will be happier when you exercise your giftedness.

Everyone is divinely designed! The Bible tells us that we are "fearfully and wonderfully made" Psalms 139:14. Everyone is gifted with a natural way or "bent" in thinking, feeling, and acting.

You are a gifted person. Everyone has a unique personality. No one has all the good characteristics in his or her personality. Therefore, we need each other. We need to learn how to guard our "strengths and uniquenesses," while relating to other people.

My sincere desire is that everyone who uses this booklet will not only come to know themselves and others better, but also the One Who made them. To benefit most, you must first trust Jesus Christ as your Savior, then apply what you learn and enjoy life as God intended.

If you aren't certain you have eternal life and a personal relationship with Jesus Christ, coming to know Him is simple. In fact, it's so simple most people miss it. The Bible is clear concerning our "lostness" and need for salvation (Rom. 3:23; 6:23). If you recognize you need Him, you're ready to receive the free gift of eternal life (Eph. 2:8 & 9, John 1:12).

**Simply put your complete faith in what Christ did at Calvary, believing He died on the cross to pay for all your sins and rose again to prove it. The gospel is the "good news" that sets you free from your lost**

**condition (1 Cor. 15:1-4). On the authority of God's Word, you can now KNOW you have eternal life (1 John 5:13).**

Once you trust Christ as your Savior you are doubly blessed. You also receive spiritual gifts that motivate you to act naturally. Your spirit is given to you to think, feel, and act.

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As a body of believers, we need every part, "fitly joined together," and "every joint supplying to the needs of the body." Everybody is Somebody in His body!

**For those who already have a personal relationship with God, I pray you will learn more about the filling (controlling) power of the Holy Spirit. The bottom line is God controlling our giftedness, rather than our giftedness controlling us. There is a lot to learn from Human Behavior Science and the Bible.**

Once you understand the importance of God as the Center of your life, you can now grow toward spiritual maturity and biblical personal development. The

Uniquely You Personalizing My Faith Profile can help you and others in that growth process. The profile is specifically designed for Member Assimilation, Leadership Training, Staff Development, Sunday School, Church Training, Home Bible Studies, and Outreach.

This booklet is designed as a Member's Action Plan to follow-up after completing your Membership and Ministry Profile.

**Once you have completed your profile individually or in a group, use this booklet for the next 6 days as a lesson guide to get the most out of your profile.**

# ***Attention: Read This First!***

This “*fun*”book (*workbook*) / *Reflections Guide* is designed for those who have completed their *Personalizing My Faith Membership and Ministry Profile*. You may have completed it by yourself or as part of a group. Or you may have completed your profile over the internet.

If you have not completed your questionnaires, be sure to finish them first. You will need the results of your Spiritual Gifts Graph, plus your two DISC Graphs to get the most at of the following Reflections.

You can complete your study (one Reflection) over the next 6 days or you may want to complete it over the next 6 days. You also want to spread it out over the next 6 days. “just do it” To do it, commitmen To learn. Make a your investm higher level and get the most out of

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There is so many deep insights to learn. You may also want to participate in one of Uniquely You’s Conference Call Training opportunities. Go on the internet to: [www.UniquelyYou.Com](http://www.UniquelyYou.Com) and click on “Training” for more information or click on “Schedule” to find a time convenient to you. The training is **FREE**, but to become “officially” certified you must invest in some materials.

Once you have finished the following reflections, be sure to complete the last 4 pages (37 - 40) of this booklet, then tear them out and give them to your Pastor or Ministry Leader.

If you enjoyed your profile and this learning experience, please share it with others. God really wants to bless you.

*Thank you for allowing us to serve you.*

# Discovering Your Giftedness Is Biblical

# Day 1

**Memory Verse:** *“But unto every one of us is given grace according to the measure of the gift of Christ,”* Ephesians 4:7.

**Lesson Aim:** *To identify and enjoy your spiritual gifts.*

- Ponderings:**
- How would you define spiritual gifts?
  - How does your spiritual gift affect your motivations?
  - How are you enjoying and exercising your giftedness?

## Reflections

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The Bible teaches that everyone is gifted, *“Every man has his proper gift of God,”* 1 Cor. 7:7. God only gives perfect gifts — *“Every good gift and every perfect gift is from above,”* James 1:17. God gives gifts to us that we might be the *“firstfruits of His creation,”* v. 18. In other words, we are obviously special to God. He made our giftedness a priority in creation.

The Psalmist reminds us, *“It is He Who has made us and not we ourselves,”* Psa. 100:3. Scripture also reveals we are *“wonderfully made,”* Psa. 139:14.

Our giftedness is the unique way we think, feel, and act. It’s the way God made or wired us. We all have God-given personalities that affect our natural motivations and enablements. As Christians, we also have one or more spiritual gifts that influence our supernatural motivations. Identifying our giftedness can be exciting and enlightening.

**What do you think?** • *Why did God create us with special gifts?*

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Some people doubt the idea that they are gifted. Actually, everyone is gifted. You may not feel gifted, but you are. Society and human nature often make people not feel gifted.

Many people suffer from poor self-images. The thought of being gifted is difficult to understand. Beginning early in life, we are inundated by the idea that some people are gifted and others aren’t. Schools often have special *“gifted children”* programs. These programs can be very good for children with high I.Q.s or special abilities. But every child needs to understand they are also gifted.

Identifying our natural motivations and giftedness helps us feel better about ourselves. But this doesn’t mean, we are *“sufficient unto ourselves,”* 2 Cor. 3:5. Everyone needs to feel their need of God. Giftedness doesn’t negate our guilt and need for forgiveness. The Bible is clear concerning

our “lost” and empty condition apart from Christ.

**Search The Scriptures — Isaiah 53:6**

- *How does the Bible describe our condition without God?*
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Just as sheep need a shepherd, likewise we need help with our lives. We especially need forgiveness, peace, and purpose. Divine direction only comes when we trust Christ as our Savior and allow Him to be our Shepherd (Guardian) in life.

Once we settle our eternal destiny and relationship with God, we are then able to deal with our difficulties here on earth. We can now control ourselves and improve our relationships with others. Becoming a Christian has so many benefits.

Every Christian is blessed with different spiritual gifts. No one has all the gifts. No one is an island. No one is sufficient unto themselves. God made us to need each other. Romans 12:3 teaches, “*Don’t think more highly of yourself than you ought,*” because God made each part of the body to function separately, yet dependent upon the rest of the body.

Identifying our spiritual giftedness is understanding our function in the church. God wants to bless and benefit us by using our giftedness for His glory. We need to identify and use our spiritual gifts to enjoy life as God intended.

**Search The Scriptures — Eph. 4:11-12**

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Scripture confirms that God gave gifts to Christians and He gave gifted Christians to the church — “*for the equipping of the saints, work of the ministry, edifying of the body, and unity of the faith.*”

There are many gifts listed in the Bible. We’re going to concentrate on just a few of them. This is not to conclude that the other gifts are not important to understand. The aim of this study is to discover our giftedness in a practical and functional way.

Some of the many gifts in Scripture are similar; such as, the gifts of helps, hospitality and serving. They are described in similar terms.

The gifts of ruling, administration, and leadership are also similar. They can be described alike. But some lists differentiate between the gifts of administration / ruling and the gift of leadership.

One scholar believes there are 100 different spiritual gifts found in the Bible. Some are unique gifts; such as, “*martyrdom*” Rev. 2:13. I really don’t think anyone wants to discover they have

that gift. There's also the gift of "celibacy," 1 Cor. 7 & 8. I don't know of many single adults who would like to identify with this gift.

We're not saying these gifts are not biblical. For the sake of practicality, we're not going to focus on them.

The gifts of tongues, miracles, and healing are often controversial. The purpose of our discovery is not to resolve this contemporary theological debate that has existed for centuries. We simply want to solve the practical and functional problems of the church. We want to focus on "*where do I fit best in the body of Christ, plus how can I avoid and resolve conflicts once I get involved in ministry?*"

**What do you think?**

- Why should we concentrate on a few scriptures?

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To help identify our supernatural and natural motivations and abilities, we should identify our spiritual gifts and personality profiles. Assessing our giftedness can be fun and enlightening. Understanding Human Behavior Science from a biblical perspective is part of our journey toward maturity.

The ultimate goal should be to know Christ and become more like Him. Understanding "*who*" we are helps explain "*Whose*" we are. Completing your combination spiritual gifts and personality profile can be practical and biblical.

We should constantly examine ourselves to sharpen our focus on God's will and way. We can also learn why we feel, think, and act the way we 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 study is to simply understand your motivations, while maturing you into an effective servant of Christ.

Your Membership & Ministry profile was not a test. There are no wrong answers. There were only honest or dishonest answers. Only you and God know if you were sincere in completing each profile. Be patient and determined to learn all you can through this study.

***Discovering spiritual gifts, helps identify your motivations and abilities from a supernatural perspective.***

Not only are you gifted naturally with a specific personality, God also gifted you with supernatural spiritual gift motivations. Once you trust Christ as your Savior, you receive one or more special ways of thinking, feeling, and acting. Spiritual gifts are divine enablements and endowments that make you a valuable part of the body of Christ.

**Search The Scriptures — Eph. 4:16 • What does this passage mean to you?**

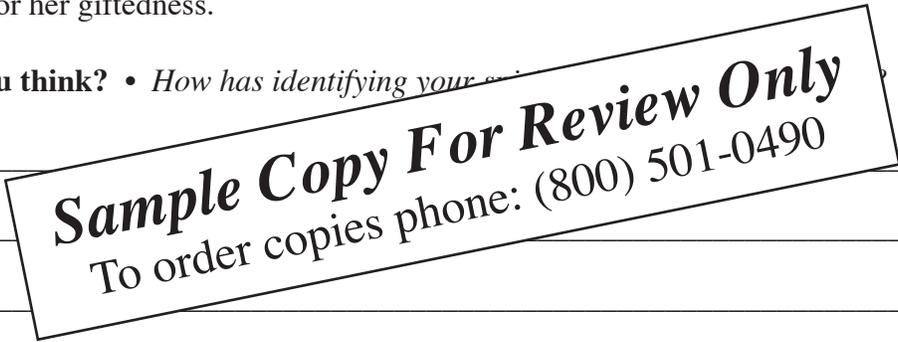
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Once you have identified your primary spiritual gift, you will understand better why you feel, think, and act from a supernatural perspective. Every Christian is spiritually blessed to enjoy and exercise his or her giftedness.

**What do you think?** • *How has identifying your spiritual gift impacted your life?*



Learning why you do what you do because of the influences of your supernatural motivations is vital to serving the Lord. Sometimes your passions, or God’s calling and enablement supersede your gifts.

You may also be serving in a ministry position that doesn’t match your giftedness. This may or may not be a problem. It may indicate maturity and a willingness to do whatever God calls you to do, regardless of your giftedness. Or it may explain why you get frustrated in your ministry.

It may be like trying to put a round peg into a square hole. Where you “fit” best will often result in more meaningful ministry. Discovering where your gifts fit best helps you serve the Lord more effectively, plus blesses those you serve more.

**What do you think?**

• *Which are the three highest gifts on your SG graph?*

*Three lowest gifts?*

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Also consider the three lowest spiritual gifts plotted on your graph. Keep in mind, this assessment doesn’t measure passion, calling, or anointing. Don’t just focus on your highest or primary spiritual gifts. Ask God to help you improve in the other spiritual disciplines to improve your service for Him.

We must always be flexible and respond to the Lord’s leading, rather than only responding to our feelings and thoughts. God often calls people to do things they are not gifted to do.

God doesn’t always choose the most gifted or talented. The greatest ability God wants is “availability.” God doesn’t always call the “qualified,” but He always qualifies the called.

**Search The Scriptures — 1 Cor. 1:27**

- *Why does God use the foolish things of the world to confound the wise?*

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God gives every believer special enablements as gifts to use for His glory. That makes every Christian special in the Body of Christ. Every member is a vital part of God’s plan. In the church, “everybody is somebody in His Body!” Every member is a “Minister” of God.

Discovering your spiritual gifts is important to fulfilling God’s plan for your life. Read through the descriptions to see which gifts may explain your passion or calling. Focus on your three primary gifts from your graph. Read through all the descriptions in your profile booklet to see if there are other gifts that may explain your passion or calling.

**What do you think?** • *What have you learned about your spiritual motivations?*

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- *How do you think knowing this can help you?*

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Spiritual gifts are given to bless you and your church. God gifted you to bring greater joy and fulfillment in your life. He also gifted you to benefit your church and ministry. Identifying your spiritual gift/s should result in discovering how God wants to use you for His glory. But there’s more to discovering your giftedness.

You are also gifted with natural motivations — personalities that affect your feelings, thoughts, and actions. Discovering the natural way God made you also explains why you tend to do what you do.

The following Reflection will help you comprehend and enjoy your natural giftedness.



# Discovering Your Natural Motivations

# Day 2 Reflections

## Memory Verse:

*"I will praise you, for I am fearfully and wonderfully made," Psalms 139:14.*

## Lesson Aim:

*To identify our natural giftedness — our (personality type) natural motivations.*

## Ponderings:

- Pray God will help you learn biblical and scientific truth from a practical perspective.
- Think of specific reasons for identifying your natural giftedness.

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Everyone has a good personality. There are no bad personalities. You may be thinking: *"But you haven't met my mother-in-law,"* or *"You don't know my boss."* Some people may seem to have awful personalities. However, no one has a bad personality. It's what they do with their personalities that's good or bad.

In part, we receive our personalities from God at conception. He divinely and genetically designed each of us distinctly different for a purpose. He also allowed our parents, past experiences, and our environment growing up, to influence us into the person we are today.

**What do you think?** • *Why did God create us with different*

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Psa. 139:13 describes how we were *knit* in the womb. The word "*knit*" means we were intricately "*embroidered*." However, we were raised (the environment of early childhood) obviously also developed our personality. Nature (God's handiwork) and nurturing (early childhood development) help to mold us into what we become. But we have choices in our later development.

A problem arises when one type of behavior may be natural, while the other is not. One comes easy; the other does not. The solution is being controlled by the Holy Spirit to do what God wants you to do — Not what you naturally want to do.

Frankly, I don't want to be natural. I want to be supernatural — To "*do all things through Christ Who strengthens me,*" (Phil. 4:13). I don't want to act normal, because when I do, I can be difficult. I want to be spiritual. I don't want to be *me*. I want to be what God wants me to be.

Someone said, "*We need to find ourselves.*" Well, I found myself and I didn't like what I found. I need to let God conform me into what He wants me to be. I don't even want to be *real* in the world's way of thinking. When I am real or when I'm *the natural me*, I may do something

without thinking. While the world recklessly wanders in search for the *real person* within, I want a *relationship* with the One Who is conforming me into the image of His dear Son (Rom. 8:29).

**What do you think?**

- *How have you become more Christ-like since becoming a Christian?*
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Identifying your personality can help in becoming more like Christ. The Four Temperament Model of Human Behavior is attributed to Hippocrates, the father of modern medicine. His scientific research and brilliant observations are widely 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.

He discovered, just like there are classifications of biological life, there are classifications of behavior. Like identifying blood types and many other models, Human Behavior Science simply looks at broad and basic behavior to help people understand why we do what we do. It is NOT like the “unscientific” horoscope or astrology. Since they seem to be similar, some people conclude that personality profiling is like describing people in ancient and archaic terms.

In 1666, Issac Newton destroyed the notion of astrology in his book, *Celestial Mechanics*. He demonstrated for every truth there is a counterfeit and the closer the counterfeit is to the truth, the more dangerous it becomes. Astronomy is *true science* and astrology is *false science*. Just because they seem similar, we should not rely on astrology for profiling.

The DISC Model of Human Behavior was developed by Dr. David Keirsey in 1928 through his book, *The Four Temperaments*. It is a simple and scientific model of human behavior. In his book titles and assigned simple and scientific models, they are now many titles to various models, they are the four temperaments discovered 400 years before Christ.

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.

Our personality profile is NOT a psychological exam. It is not designed to deal with serious emotional problems. It can help with simple insights of basic human behavior motivations. For more in-depth needs, we recommend you seek “biblical” Christian counseling.

Once you have plotted your two graphs in your profile booklet, be sure to study the *How To Read Your Graphs* and *Understanding The Two Graphs* at the bottom of the *Plotting Your Graph* page.

For an overview, study the *Interpretation* page focusing on your highest and lowest plotting points on both graphs in your profile booklet.

## ***Understanding Your Natural Motivations***

People are different in many ways, but those differences are most apparent in the things they do — their behavior. While some people remain cool, calm, and collected, others are excitable,

enthusiastic, and sometimes explosive. Some are passive and others active. To say one is good and the other bad is wrong. Each individual responds uniquely, but those responses are often predictable.

While the Apostle Paul was aggressive, the Disciple Thomas was more cautious. Peter liked to be up front, while Andrew, his brother, was behind the scenes.

In John 11:20, Martha is obviously the more active one, while Mary is more passive. The Bible does not judge the response of either sister as better or worst. It simply characterizes the two different behaviors.

We tend to gravitate toward roles that fit our personalities. We find ourselves struggling in roles where our temperaments are tested. Our *comfort zones* are bordered by the parameters of our personalities. In other words, life is easier when our personalities are not stretched beyond their limits.

**What do you think?**

• *How much effect does divine design have on developing our personalities?*



The Bible teaches both active and passive types are appropriate. Mark 16:15 tells us to “Go into all the world and preach the gospel.” That is definitely a call for active behavior. Psa. 46:10 also commands, “Be still and know that I am God.” That expresses a need for passive behavior. Both types of behavior are biblical. We need to learn and obey both commands.

God wants us to be both active and passive. We must be optimistic about His promises and pessimistic about the world’s ways — positive about good and negative about evil. The church is full of all types of people. There are active and/or passive; optimistic and/or pessimistic; and positive and/or negative types.

**What do you think?** • *How do you exhibit active or passive behavior?*

There is also diversity between *task* and *people-oriented* behavior. To illustrate this, let’s say a *task* type person and *people* type person are both working in a garden. Someone walks up and says, “Hi, how are you — what’s happening?” How will the *task* person predictably respond? Obviously, he or she will say something like, “I’m busy,” or “come back later.” The *task* person tends to be so concerned about getting the job done that he or she doesn’t care about socializing.

How will the *people* person predictably respond? “Good to see you. Great! Time for a break. Let’s talk.” The *people* person doesn’t care nearly as much about getting the garden done as he or she does about developing relationships.

Mary and Martha are perfect examples of task and people-oriented individuals. In Luke 10:40-41, Martha is task or serving-oriented, while Mary is more interested in Jesus and their relationship.

Martha was “*cumbered about*” with much service (Luke 10:40), while Mary was more interested in being near Jesus. It seems Martha was wrong and Mary was right. In this case, we learn it is more important to be near Jesus than to serve Jesus. But there are people who claim to be *spiritual* and seldom accomplish tasks for God. If our worship does not translate into work, there is something wrong with our worship.

At the same time, we can work for Jesus, while not getting closer to Him. *Remember WHO we serve, not WHAT we serve.* It is more important to know Him better, than to know what we should do for Him better. Devotion should lead to doing, while duty should result in spiritual depth.

**Search The Scriptures — Col. 3:23 • How should we always do work?**

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Another way of describing these differences is through the terms, *high-tech* and *high-touch*. One is more concerned with process and thinking, while the other cares more about people and friendships. A *high-tech* person is into *form* and *function* — more *how to*. *High-touch* is more into feelings, caring, and sharing. A *High-tech* person is interested in things, while a *high-touch* person is concerned about people.

Some people are computer smart, but people-dumb. It is ironic that we can create a computer with artificial intelligence. It can think for itself, yet many of the inventors, computer geniuses of these modern advancements, cannot get along with their wives, children, or their fellow employees.

The more we develop and improve machines, computers, and things without emotions, the less effective it seems we become with living things. We must keep learning and practicing better people skills. We cannot allow technology to become a substitute for our abilities to feel and care. We cannot overemphasize the importance of nurturing and improving our relationships.

**What do you think? • How do you exhibit task or people-oriented behavior?**

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Study the Four Temperament Model of Human Behavior in your profile. People tend to be active or passive, besides being task or people-oriented. They can be a combination of active and passive at the same time, while task and people-oriented. There are many composites and blends of behaviors. Our personalities lean toward certain directions that guide our behavior in different situations.

Understanding our active/passive roles helps identify our specific temperament style. Combin-

ing these two different styles of influences, with four specific types is enlightening.

Most people know if they are active extroverts or passive introverts. There can be confusion and frustration because not all extroverts are active toward people, but may be active toward task accomplishments. In the same way, introverts can be passive in relation to people and/or tasks.

Understanding the four-quadrant model of basic human behavior sheds light on why this is so. It can make the difference between right and wrong responses, plus the best or worst behavior in any situation.

As mentioned previously, Hippocrates, the father of modern medicine, first observed there were four unique temperament types — four specific patterns of behavior. He thought it had something to do with the chemical makeup of the blood. He used the Greek translated words Choleric, Sanguine, Phlegmatic and Melancholy to describe the four types.

Review the *Interpretation* page in your profile booklet about the Four Temperament Model of Human Behavior. First study the entire page, then focus on the letters that most describe you.

To understand your specific personality type, look at your two graphs of your profile and review the DISC descriptions. Be sure you understand “*How To Read Your Graphs.*”

### What do you think?

- Which of the four types D, I, S, & C is most like you?
- Which of the four types is most different from you?
- Describe in your own words your overall “D” type behavior —

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- Describe in your own words your overall “I” type behavior —

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- Describe in your own words your overall “S” type behavior —

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- Describe in your own words your overall “C” type behavior —

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- How has understanding the different temperaments helped? —

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The following Reflection will help you identify with different Biblical characters and identify your specific **Behavioral Blend/s**.



# Biblical Examples and Identifying Your Behavioral Blend/s

# Day 3 Reflections

**Memory Verse:** “It is He Who has made us, not we ourselves,”  
Psa. 100:3.

**Lesson Aim:**

To see biblical examples of obvious D, I, S, and C behavior, plus identify your Behavioral Blend/s.

**Ponderings:**

- Ask God to give you a clear mind to grasp new insights.
- Think of how your natural behavior tends to be different from other people.
- Review the Pie Graph illustration of the Four Temperament Model of Human Behavior in your profile.

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The Bible is full of unique personality types. Some individuals are aggressive and outgoing, while others are withdrawn and quiet. One type is not better than the other. Biblical behavior is balanced.

Scripture demands both behaviors. Mark 16:15 tells us, “Go into all the world and preach the gospel.” Psalm 46:10 encourages us to “be still and know God.” Both are different, yet commanded.

Mary and Martha are good examples of different personality types. Mary is quiet and task-oriented, while her sister, Martha, is outgoing and task-oriented. Both demonstrated “D” type behavior (high “D”).

When they were talking to Jesus (John 11:21, 32), but Jesus responded to them differently. The lesson is we should respond to people according to their personalities. The Bible should be “all things to all men, that we might by all means save some,” (Rom. 1:14).

Individual **DISC** behavior is obvious in the Scriptures. Remember, God uses all types of personalities to complete His plan and purpose. The most important lesson to learn is **don’t let your personality control you; instead let God control your personality**—let God fill (control) you with His Holy Spirit (Eph. 5:18).

**“D” Types:**

The **Apostle Paul** was definitely a “D” type. He was left for dead, imprisoned, stoned, forsaken, and forgotten, yet he pressed on toward the high calling of God. He didn’t worry about what anyone thought about him, except God. He also learned obedience and submission after God crushed him on the road to Damascus.

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**Sarah** exhibited “D” behavior. She grew tired of waiting for God to give her the child He promised. So she “dominated” and devised her own way. She ordered Hagar to have a child. Sarah then raised it as her own. When Sarah didn’t like the way it turned out, she blamed Abraham. She also demanded Hagar to leave. She was dominant; however, her self-assurance and submissive behavior enabled her to leave her home for an undetermined destination. She knew it was the right thing to do.

**What do you think?**

• Give another biblical example or someone you know who might be an example of “D” behavior?

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**“I” Types:**

**Peter** demonstrated “I” behavior. He was often very dramatic. One day he was so angry that he was often a little later he denied Jesus. He never forsake Christ, then a great way at Pentecost. He was often very dramatic. One day he was so angry that he was often a little later he denied Jesus. He never forsake Christ, then a great way at Pentecost.

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**Ruth** showed “I” behavior when she enticed Naomi to let her travel with her. Ruth demonstrated family loyalty and an adventurous spirit by her willingness to move to a foreign country. She was creative and industrious. Boaz was inspired and impressed by her work and loyalty. Ruth was also optimistic and influential in her pursuit of Boaz.

**What do you think?**

• Give another biblical example or someone you know who might be an example of “I” behavior?

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**“S” Types:**

**Moses** seemed to show “S” behavior when God told him to lead the children of Israel out of Egypt. Moses was unsure of himself. He even tried to get Aaron to be the leader. “S” type personalities don’t like to be “up-front” telling everyone what to do, but God sometimes calls people to do great things in spite of their personality types.

**Hannah** is a good example of “S” behavior. She was submissive and remained faithful, even though her dreams were not fulfilled. She may have appeared “unstable” when she prayed in the temple. Her reaction after praying shows she was very stable. She wanted the security that came with bearing children in her day. Hannah also wanted the support of her husband. She needed children to identify with her environment.

**What do you think?**

- Give another biblical example or someone you know who might be an example of “S” behavior?
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**“C” Types:**

**Thomas**, the Disciple, exhibited “C” behavior when he doubted Christ’s resurrection. “C”s need proof and answers to questions. Jesus didn’t belittle Thomas but gave him the evidence needed to serve the Lord in a great way. Historians record that Thomas became an extremely effective missionary to India.

**Esther** seems to be a good example of “C” behavior. As the Queen, she was willing to comply with the rules and requirements of her position. Yet, when it became necessary to “bend” the rules, she wanted to make sure that it was done correctly. Esther prayed for reassurance and wisdom to proceed cautiously.

**What do you think?**

- Give another biblical example or someone you know who might be an example of “C” behavior?



- Which biblical example do you identify with most and why?
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- Take a moment to read through your favorite Bible passages. Can you spot specific behavior to which you might relate?
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- Study the Interpretation page in relations to your highest plotting points on your two graphs.
- What is your “DISC” personality type (which plotting point/s is/are above the mid-line) in both graphs?

Graph 1 \_\_\_\_\_; Graph 2 \_\_\_\_\_

- What stands out about your personality type?
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- Now look at your personality from two perspectives —  
Graph 1: “What’s expected of you” and Graph 2: “The real you.”

- *What are the differences, if any, in your two graphs?*
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Regardless of what specific temperament type you have, the most important lesson is to allow the Holy Spirit to control you. Don't let your feelings, thoughts or natural motivations guide you. Instead, allow the Word of God and His Witness (Holy Spirit) within you, to be your Guard and Guide.

## ***Discover Your Behavior Blends***

Everyone is a blend of four specific personality types. First review what your profile suggests about your personality. See your personality from two perspectives — “*What's expected of you*” and “*The real you.*”

Take a moment to review your two graphs in your profile booklet. Don't think that Graph 1 is the “*Most*” like you and Graph 2 is the “*Least*” like you. ***Both graphs are you!*** Also don't look at the numbers. Focus on the plotting points on your two graphs.

Graph 1 is your response to your environment — what you think people want you to be, while Graph 2 is your response to pressure when you're among friends and relatives. Graph 1 is the “*masked*” you, while Graph 2 is the “*unmasked*” or “*Real You!*” Graph 1 tends to be what you are in “*public,*” while Graph 2 is often the way you behave in “*private*” among those you are closest to. Graph 1 is more guarded, while Graph 2 is usually unguarded when pressure and stress comes into your life and you respond more predictably and open.

Graph 1 is NOT better than Graph 2. You go in and out of both. One is not better than the other. There are times when you... her times when the “*Real You*” needs to be expressed... to control your behavior and for you... and done, you need to grow... and the Holy Spiritual to design your graphs as He v...

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Review the... your profile booklet with your highest plotting points in mind. Keep in mind th... graphs describe your personality. If both graphs are the same, your behavior expected by others and the real you are consistent.

If the two graphs are different, you're simply revealing you may be struggling with what is expected of you and the real you. Or you may be more aware of other people's expectations and you are controlling those expectations. This could indicate a healthy understanding between the differences in your two graphs.

**What do you think?** • *What is your Behavioral Blend?*

**Graph 1** \_\_\_\_\_ **& Graph 2** \_\_\_\_\_

15% of people have only one plotting point above the midline. Whatever that plotting point is, that behavior describes your personality from a Graph 1 or Graph 2 perspective.

85% of people have two or three plotting points above the midline. Most people have a blend

or composite of behaviors. They have a combination of two or more motivations.

If either of your graphs have two or more behaviors, you have a specific Behavioral Blend. You have a combination of motivations that influences your feelings, thoughts and actions.

To identify your Behavioral Blend or composite behavior, find the graph/s that look most like your graph/s.

Your graph/s may not be exactly the same configuration as one specific graph. Find the graph/s that have the same plotting points above the midline. It doesn't matter how high or which plotting points are the highest, if two or more points are above the midline.

Identifying your Behavioral Blend will help you understand your composite behavior — in other words, how two or more types influence your motivations at the same time. This is not bad. It is not abnormal. It will simply explain how you may be affected by different feelings, thoughts, and desired actions at the same time.

Your Behavioral Blend not only affects how you relate to others, but how you relate to God and the scriptures. Review the *Discovering Your Behavioral Blend* and *Controlling Your Behavioral Blend* pages with your profile in mind. Look for the closest configuration to your Graphs 1 & 2. See what lessons you can learn from studying your two graphs in relation to your Behavioral Blend/s. Also study the other blends. Notice how there are many different composites of the four basic personality types.

**What do you think?** With your Behavioral Blend in mind —

- *What stands out in your Behavioral Blend description?*

(Note: "C" types often respond to... control your thinking

ality doesn't

you or not.)

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Regardless of your specific temperament type, the most important lesson is to allow the Holy Spirit to control you. Don't let your feelings, thoughts, or natural motivations guide you. Instead, allow the Word of God and His Witness (Holy Spirit) within you to be your guard and guide.

To get the most biblically out this study, review the same graphs on the following pages in your profile. *Controlling Your Behavioral Blends* was designed specifically to "reprove, rebuke, admonish, and correct."

Discovering your giftedness should not only "wow" you but also challenge you. The Scriptures that admonish one person may not affect another person in the same way. The biblical references that speak to me may not mean as much to you. Vice-versa, the Scriptures that challenge you may not affect me.

In other words, the Bible teaches everyone to be gentle (1 Tim. 2:24). Certain personality types find gentleness easy, while gentleness is not as simple for another type.

Prayerfully consider the references that are listed with your Behavioral Blend/s. Controlling your behavior is easy as you yield to scriptural admonitions in the power of the Spirit.

**Search The Scriptures** • *What is your favorite Scripture reference?* \_\_\_\_\_

• *How does that reference relate to your Behavioral Blend?*

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• *What other Script*

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• *What did you learn from studying your Behavioral Blend/s?*

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Once you have identified your Behavioral Blend/s, you can now begin to understand how your specific spiritual gifts relate to your personality type. The following lesson will focus on *Combining Natural & Supernatural Motivations*.

# Combining Natural

(your personality type)

# & Supernatural

(your spiritual gift type)

# Motivations

Day

# 4

# Reflections

**Memory Verse:** *“Now unto Him that is able to do exceeding abundant above all that we ask or think, according to the power that works in us,” Ephesian 3:20.*

**Lesson Aim:** *To identify how your personality types and spiritual gift types relate to each other.*

**Ponderings:**

- Pray God will show you new insights concerning your combination of personality type.
- Why do you think many people describe themselves as “I” types?
- Think of the seemingly “I” type personalities you know.

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Relating our natural personality types (I, D, C, S) to our supernatural motivations (spiritual gift types) is a complex task. Most personality types relate to specific spiritual gift types. For instance, individuals with the gifts of ministry / serving or showing mercy often have “S” type personalities.

“D” and “C” type personalities often have the gifts of prophecy or administration / ruling. “Exhorters” are often “I” or “S” types. The gift of teaching corresponds best to “C” behavior.

Sometimes God combines a specific personality with an unrelated spiritual gift. I used to say, “*I never met a Prophet with an ‘S’ type personality.*” After much prayer and study, I noticed Jeremiah was the “*weeping Prophet.*” He perceived and proclaimed truth but was also sensitive. God does unique things with our motivations.

God is not in a box. He does what He pleases. The Lord sometimes gifts individuals with seemingly opposing endowments and enablements — differing natural and supernatural giftedness. It’s not common but it is normal. It will also explain why some Christians are often confused and frustrated by their conflicting motivations.

People with the gift of prophecy are often serious and hard on those who are indifferent to right and wrong. The gift of prophecy comes across with more “D” and “C” type behavior. But the “S” type prophet can be very sensitive and stable. The “S” Prophet is motivated by a strong sense of loyalty and protection of those they love.

**What do you think?**

• *Why does God give some people spiritual gifts that seem to not match their personality types?*

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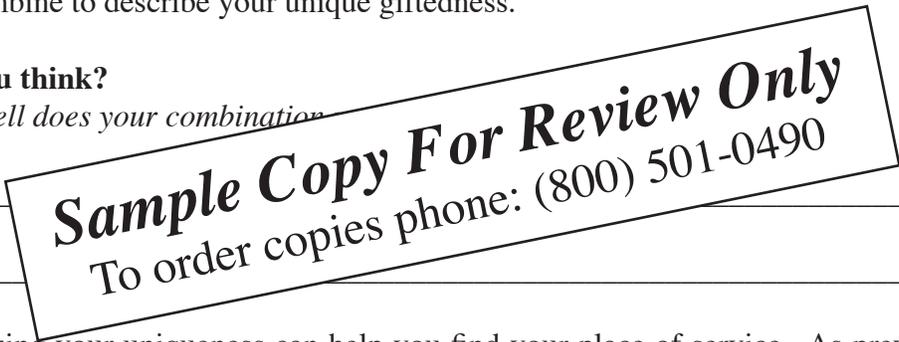
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Most people have spiritual gifts that relate to their personality types. But regardless of whether your spiritual gifts and personality type relate to each other, God has a purpose for gifting you the way He has. Be open to the unique way God wants to use you.

Study all the *Combining* pages in your profile booklet to find which spiritual gifts and personality types combine to describe your unique giftedness.

**What do you think?**

• *How well does your combination*



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Recognizing your uniqueness can help you find your place of service. As previously stated, everybody is somebody in His body. Scripture is full of admonitions that encourage your getting involved. Discovering your giftedness helps you understand how God has designed you to glorify Himself.

Identifying your unique combination can be liberating. Some believers have uncommon (not “abnormal”) combinations. Unfortunately, many Bible teachers today describe spiritual gifts in temperament terms. For example, the gift of showing mercy is always described in “S” terms — sensitive, sweet, and soft. But there are those with the gift of showing Mercy and a “D” type personality. They demand that everyone shows mercy!

**What do you think?** • *What other combinations seem to be contradictory?*

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• *What are the advantages and disadvantages to having similar and different kinds of motivations?*

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## Where Does Your Giftedness Fit Best In Ministry?

God gifted you to glorify Himself. He will also bless you for honoring Him. The Greek word “gift” is “*charis*.” It relates to the emotion of “joy.” In other words, God’s plan was to bless you with “*joy unspeakable*” through your natural and spiritual motivations. God created you to experience joy in your life.

Many Christians are miserable because they don’t understand how God wants to exercise His gifts through them. Spiritual enjoyment only comes when we exercise God’s grace in our lives. Grace is not only “*undeserved mercy*.” It is also the “*ability and power to do God’s will*.” God has given each of us a measure of grace to glorify Him.

God’s specific will is that every Christian honor and serve Him. We glorify Him best when He uses our giftedness in ministry. “*If any man serve me, him will my father honor*,” John 12:26.

**Search The Scriptures — Job 36:11 • How do we achieve success?**

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God typically uses people in specific areas based upon their giftedness. However, God uses all personalities and spiritual gifts in great ways. No personality or spiritual gift is better than the others.

Sometimes, God even uses personalities in special ways that are contrary to and beyond their giftedness. Moses is the best example of how God can use an “S” type behavior to be a great leader.

God also used the Apostle John, Son of Thunder, to write the Epistles of “love, joy, and fellowship” (1, 2 & 3 John). John seems to portray “D” strength and power in his Gospel of John and Book of the Revelation. His “*Son of Thunder*” personality is evident in the Gospel and Revelation. But his gentle and sweet emphasis in his Epistles is obviously more “S” in its character.

John also felt comfortable enough, as a son to a father, to lay on Jesus’ chest (John 12:25). He also showed compassion and took care of Mary at Christ’s crucifixion (John 19:27). John is a great example of balance — *High-tech and High-touch* — “steel and velvet” for God’s glory.

We also see how God used Luke to pen the Gospel of Luke and Book of Acts in great detail. Luke, the physician, demonstrated “C” behavior in the carefulness and research of his writings. Jeremiah, though a strong prophet, showed great emotions as the “weeping prophet.” God uses everyone through their giftedness.

**What do you think? • How do you think God can use your combination giftedness?**

The church is in desperate need of volunteers and servants to help with the work of the ministry. God never intended the paid staff to do all the work. Ephesians 4:11 & 12 teaches God gifted leaders to be equippers. Paid staffs are not to do all the work of the ministry. Pastors and staffs are to equip members to do the work.

Every member is a minister. We naturally want to be served, but God called us to serve one another. Pastors, staffs, and members are all to serve Christ together — each with their own function and giftedness.

The primary job of the Pastor and staff is to equip and train members to do the ministry in church. Members can serve as counselors, teachers, leaders, helpers, etc... Churches are greatly blessed when members share in the responsibility of ministry.

Churches grow in proportion to the number of people who get involved. Most churches are paralyzed by the lack of member involvement. Pastors and staffs are overworked and under paid, while members continually need more help.

The happiest and healthiest churches are those where most of its members consider themselves ministers. The strongest and most effective churches have tremendous volunteer staffs.

Everyone can be blessed. Involved members are especially blessed because God honors them. The result is a happy and healthy church.

**What do you think?** • *Why should every member be involved?*

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Once you identify your giftedness, getting involved can be extremely enjoyable. You will feel comfortable and confident when you serve where you fit best. You will also be more effective since you will operate out of your strengths. The question is — “*Where do you fit best?*”

Your profile does not measure maturity or calling. The report may suggest that you teach. But you may be a new Christian and need to grow and learn more about the Bible before you attempt teaching. The Apostle Paul had to wait and mature for three years before God began to use him in a great way.

There are many ministries in which you can be involved. You can function as a teacher’s assistant, class secretary, or organizer of class socials. Be faithful in the little things and God will make you faithful in the bigger opportunities later. Problems arise when new Christians, especially “D”s and “I”s, want to take charge or be in front without growing to a place of maturity and humility. They need to serve for God’s glory and not for self.

**Search The Scriptures — Heb. 5:12 - 6:1** • *How would you describe maturity in Christ?*

Recognizing involvement from a giftedness perspective is vital to our effectiveness. Look at involvement from your spiritual gifts and personality perspective. Review the *Involvement* pages in your profile booklet to understand more about your natural and supernatural motivations in respect to how God can use you for His glory.

**What do you think?** • *When and how are you happiest in the church?*

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God sometimes calls us to do things we don't feel gifted to do. Moses was obviously not as gifted as Aaron with his communication skills. But God used Moses in a great way to lead the Children of Israel out of Egypt.

**Search The Scriptures — Ex. 4:10 - 15 • What I** *arn?*

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God has a special place of service and blessing for every Christian. We need to find where God is working and get involved. We also need to find where God has given us a burden to serve.

God sometimes gives us a burden that doesn't match our giftedness. This burden becomes a passion that overrides our giftedness. We may not be gifted with communication skills, but our passion to help someone or a group can cause us to get involved.

Our natural motivations can also be overridden by our supernatural spiritual gifts. For example, you may have the gift of showing mercy, but your "D" personality may cause you to demand that others also show mercy.

Your interest in ministry may seem more sweet and sensitive, but you have a drive and determination to get the job done. You may feel compelled to serve in a ministry that shows mercy, but your personality makes you want to take charge and dominate others.

You may come across strong and insensitive, but your sincere spiritual motivation can be misunderstood. People may accuse you of not showing mercy on those you lead and those who you don't show mercy.

In the following lesson, you're going to discover specific ministries where you can serve most effectively.



# USING YOUR GIFTEDNESS TO SERVE THE LORD

Day  
**5**

## Memory Verse:

*“Choose you this day whom you will serve,”  
Joshua 24:15.*

## Reflections

## Lesson Aim:

*To find specific ministries where you may be best suited to serve.*

## Ponderings:

- Pray God will reveal to you specific ministries.
- Think of specific ways you can serve.
- Imagine how you can best serve.

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Imagine when you are “*gifted*” best in ministry. 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. This could be your greatest adventure of all time.

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 in your profile. You may even desire to be involved in ministries listed under different personality types.

**Search The Scriptures — Hebrews 10:23 - 25 • What can we learn from this passage?**

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 ministry/serving. 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.

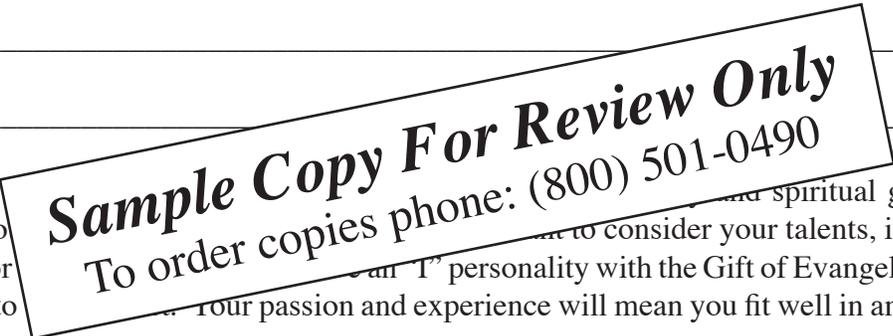
If you're an "I" type with the gift of evangelism, you may want to get involved in a more active and aggressive outreach opportunity. "S" types prefer more passive "friendship" or "relationship" type evangelism.

"D" types with the gift of prophecy would serve effectively in a Community Awareness (anti-pornography) type ministry. These types prefer to perceive and declare truth.

**What do you think?** • *How have some Christians been frustrated by certain ministries?*

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Review all your talents, interests, and spiritual gift in mind. There may be other opportunities that fit your personality and experience. For example, if you are an "I" personality with the Gift of Evangelism, but you have a burden to minister to the poor, your passion and experience will mean you fit well in an evangelism ministry.

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.

Review the *Fitly Joined Together* and *Choose You This Day* insights in your profile booklet. Specifically pray that God will give you the wisdom in deciding where you will serve. Remember, the question is not whether you should serve or not. It's a question of "where" you will serve.

There are numerous opportunities listed. Your church may have its own list of opportunities. Your church's ministry coordinator can share specific ministries needing volunteers. Consider one to three of these ministries for possible involvement.

**What do you think?** • *What ministries are you most gifted to serve?*

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Now think about the responsibilities of the specific ministries you have chosen to consider. Ask your Involvement Coordinator questions, such as, *"when, where, and how much time will this ministry take? What will my specific duties be?"*

Don't expect detailed answers, because most churches are not organized enough to provide thorough job descriptions. It won't really matter to "D"s and "I"s, but "C"s may feel a little uncomfortable without the answers they need.

You may be interested in other ministries not listed in your report or your booklet. Remember, God could also give you a burden or passion for a ministry you don't seem gifted to do. This assessment can not measure calling, anointing, and maturity. Like Moses, God may lead you to do something you don't feel qualified to do.

Be sure to let your spiritual leaders know about your desire. Be patient and pray God will open the door for you to do what you really want to do.

Don't postpone your decision to get involved. Review the list of opportunities to serve the Lord on the *Opportunities For Ministry* page in your profile booklet for where you may fit best.

**What do you think?** • *How can your giftedness help these ministries?*

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After all is said and done, it doesn't matter what your spiritual gifts or personality types are. Where you serve is also not most important. The only thing that matters is, "*Does God have His way in our lives?*"

The key is yielding to the Holy Spirit's control. "*Don't you know, that to whom you yield yourself servants to obey, that servant you are to whom you obey, whether of sin unto death or obedience unto righteousness,*" Rom. 6:16.

**Search The Scriptures — Deut. 30:19** • *What can we choose?*

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To grow in grace is a choice. Every Christian must decide to be a disciple and grow in grace or groan in disgrace. It is not enough to just study the Bible and learn all about ourselves. Discovering our giftedness is good, but allowing God to use us where He wants is better.

This study is to help you enjoy and exercise your giftedness. If you discover why you are not suited for a certain ministry you're already involved in, don't quit or get discouraged. Remember, God used Moses, in spite of his personality, in a great way. Continue serving wherever you are, as unto the Lord and not unto man or self. Finish your commitment. Also pray God will give you wisdom for what to do in the future.

If you are interested in expanding your ministry or you aren't involved in a ministry, be sure to get involved. Review the *Joy & Giftedness* and *Opportunities For Ministry* pages in your profile booklet. Prayerfully ask God to show how He wants to bless you for serving Him.

## ***Avoiding and Resolving Conflicts***

Whenever two or more people work, worship, or live together, there will eventually be differences of opinion. This is not to say there will always be conflicts. Clashes usually occur because people have their own ways of thinking, feeling, and acting.

Most problems in the church today are not theological or technical. They are more relational. Therefore, we must understand and practice Biblical Resolution Management. The Bible is clear concerning what we should do whenever we have a conflict with someone.

The more people get involved in ministry, the more chances for conflicts exist. As maturing

Christians, we must understand how group dynamics create potential conflicts. Unfortunately, many Christians avoid conflicts by avoiding involvement in ministry.

**What do you think?** • *How do conflicts affect churches?*

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Imagine how it must have been the morning of the Day of Pentecost. It was the “*birthday*” of the Church. It was going to be one of the greatest days in the history of humankind. God was going to pour out His Spirit on all believers.

If you had volunteered to help on that day, you would have been a little excited and /or nervous, confused, and frustrated. Thousands of people were pouring into Jerusalem.

Imagine being in charge of parking. Many people must have said, “*We don’t have enough donkey spaces for everyone.*”

Imagine being in charge of the service. The disciples were praying was as of a miracle. It was out of control. It was impossible to handle. It

What if you were in charge of interpreting? There were people from every language. It was impossible to handle.

Imagine the confusion and chaos there must have been. If you were a volunteer, how would you have responded? Would it have been too much to handle? But it was a great day of celebration for the church! God was doing a work never before.

“D”s and “I”s must have loved it. “S”s and “C”s must have been frustrated. Those with the gifts of prophecy and exhortation were excited, while those with the gifts of administration / ruling, teaching, and giving must have questioned Christ.

When God does a great work, there is often confusion and disorganization. We cannot humanly keep up with what God does miraculously. When God blesses a church in a miraculous way, there will usually never be enough workers, finances, or facilities. But that’s what miracles are all about.

**What do you think?** • *How would your giftedness been affected by the Day of Pentecost?*

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Imagine what it must have been like when Jesus told the disciples to feed the 5,000. Thomas must have freaked out. He no doubt thought, “*This is crazy. We only have five loaves and two fishes. Jesus has gone too far!*”

Most churches are crippled from lack of faith and vision. Too many “S”s and “C”s are not willing or ready for change. “D”s and “I”s also add to the problem by not being patient and loving enough to wait on their brothers and sisters in Christ to adapt and change.

The exciting reality is that God is not finished with us (Philippians 1:6). He continues to work — conforming us into the image of Christ (Romans 8:29).

Even though the way we feel and think has definitely been influenced by our past, it does not have to control us. Happiness is a choice. We can allow our personalities and spiritual gifts to control our flesh or we can allow the Holy Spirit to control our giftedness for God’s glory.

We must guard against selfish responses. Better yet, we can allow the Holy Spirit to master our temperaments — to temper and strengthen us for His glory. We should allow the Holy Spirit to use our giftedness beyond what we ever imagined.

It all rises and falls on leadership. We must follow the Lord’s command to serve and we must lead others to follow. Study the *Leadership Insights* in your profile booklet.

**What do you think?**

- *What is your “DISC Leadership Style?”*                      *What is your “DISC Follower Style?”*

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Now review the *How To Handle Conflict* page in your profile booklet.

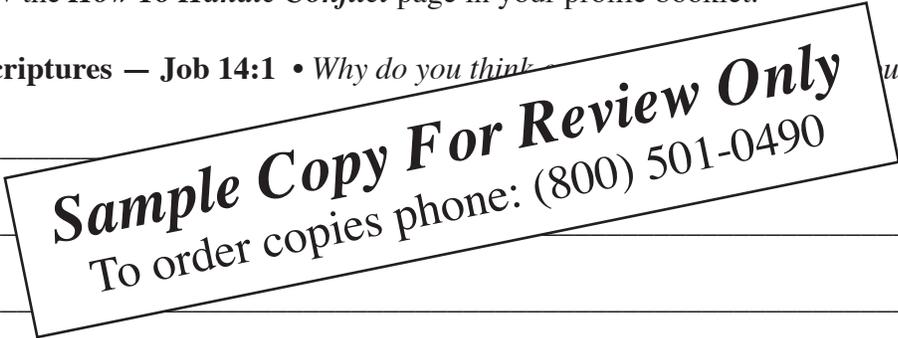
**Search The Scriptures — Job 14:1** • *Why do you think \_\_\_\_\_ troubles in life?*

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Also review the *Spiritual Gifts & Conflicts* page with your spiritual gift type in mind. Notice how other types and gifts respond to conflict.

**What do you think?** • *How do you respond under pressure?*

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- *What are your specific sources of irritation?*

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- *What do you need to do in conflict?*

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Notice... pressure. Be aware of how you might respond in stressful situations. Allow the Lord to control your feelings this entire next week. Come to class with an enlightened and renewed spirit concerning how to avoid and resolve conflicts in a biblical manner.

In our last lesson we are going to reflect on ***Biblical Resolution Management*** and how to biblically deal with conflicts.

# Biblical Resolution Management

Day

# 6

Reflections

**Memory Verse:**

*“If it be possible, as much as lies in you, live peaceably with all men,” Rom. 12:18.*

**Lesson Aim:**

*To discover step-by-step Biblical Resolution Management principles.*

**Ponderings:**

- Pray God will make you sensitive to any criticisms you may have of others.
- Think of times when someone “dumped” on you concerning the faults of another person. How did you respond?
- Notice how much faultfinding or the listening to faultfinding you might be involved with.

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A ***Biblical Resolution Management Covenant*** helps church members avoid and resolve conflicts. Every church should use this to improve their *people* problems. Churches are very weak in this area. Business and industry are better at resolving problems than churches are. Yet churches have the best “*Manual*” (the Bible) to teach them how to deal with their differences.

Prayerfully and carefully read through this *Covenant*, trusting God to teach you what to do whenever you conflict with others.

**What do you think?**

- *Why is this first step absolutely vital?*

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- *Why is the Se*

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- *Why is the step, “Confronting Ministry Leaders,” so important?*

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- *How will the “Serious Step” help you and the church?*
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God hates discord. Sadly, so many churches are crippled because of disharmony. Churches would be stronger and much more effective, if they would determine to abide by Biblical Resolution Management principles. Once you get involved in ministry, conflicts are inevitable. The Bible is our perfect “*personnel manual*.” It teaches us how to avoid and resolve conflicts. We must constantly remember our ultimate goal when conflicting with others — to glorify God!

We must also desire to restore our offending brothers and sisters, rather than exposing them. Keep in mind that our battle armor only covers our fronts (Helmet of Salvation, Sword of the Lord, Breastplate of Righteousness). There is nothing to protect our backs. So many Christians are wounded and become casualties, because the arrows of our fellow soldiers, behind us, fall short of their intended targets.

## **Call For Commitment**

Discovering our giftedness calls for commitment. 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.

Scripture also 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.

### **What do you think?**

- *Why is giving God our giftedness important to discover our lives?*

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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 that we can enjoy life as God intended.

### **Search The Scriptures — Eph. 4:16**

- *How will discovering and exercising our giftedness help us and our churches?*
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You have been provided with this tremendous learning experience, because these lessons are so important. Everything would be wasted if you ended this study without determining to be involved in a specific ministry, and how to avoid and resolve conflicts based upon *Biblical Resolution Management* principles.

Consider making a commitment to follow Christ now. 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 the commitment.

This *Call For Commitment* could be your Day of Pentecost when God pours out His Spirit on your life and uses you in ways you never dreamed. But it could also be a nightmare because of *people problems*. Keep your eyes on Christ and you will succeed.

## Success or Failure

Success in the Christian life comes as you obey and yield to the Holy Spirit’s control. Allow Him to be the Lord of your emotions, will, and thoughts. God can control your personality better than you can.

Christ wants to live His life through you. Actually you can’t live a life apart from Christ. Only Christ can live the Christian life. “*I am crucified with Christ, that I now live*,” Gal. 2:20. “*And the life that I now live in the flesh I live with Christ, and I live with Him*,” Gal. 2:20. “*For I have been crucified with Christ. I now live, but not I, but Christ lives in me, and I live and give life to others*,” Gal. 2:20. “*I have been crucified with Christ. I now live, but not I, but Christ lives in me, and I live and give life to others*,” Gal. 2:20.

You CAN’T live a life apart from Christ. “*I can do all things through Christ who strengthens me*,” Phil. 4:13. The difference between this truth and humanism is the humanist starts with “*I*” and ends with “*things*.” A biblical view of Human Behavior Science begins with God — “*In the beginning God created*” and ends with Christ — “*I can do all things through Christ*.”

Be all that you can be. You can do all things through Christ. But “*whatsoever you do, do it heartily as unto Christ and not unto men*,” Col. 3:23. And “*whatsoever things you do, do all to the glory of God*,” 1 Cor. 10:31.

Once you have completed this study, you should have a better idea of where you fit best in ministry. The information you have learned should help you understand yourself and others better. But don’t stop here. Go on to maturity, involvement, and a more harmonious ministry.

Be sure to get with your Pastor or Involvement Coordinator and find your special ministry in the church. Get involved ASAP. Also make a commitment to ***Biblical Resolution Management***.

If you completed an online profile, you are done with this book. If you didn’t complete an online profile, but did complete your *Membership and Ministry Profile* booklet, finish pages 37 - 40 in this booklet, then tear them out and give them to your Pastor or a leader in your church.

Don’t wait for anyone to ask you to get involved. Start this week by just showing up and saying, “*I’m here to serve!*” Don’t be surprised if things are a little disorganized and chaotic at times. Remember the *Day of Pentecost!*

The main thing is to keep the main thing the main thing. The main thing is to glorify God through your giftedness, plus experience His blessings as you obey and serve Him.

***Above all, grow beyond your giftedness toward godliness!***



**IMPORTANT:** If you completed an online or booklet form of a profile, then finish these following 4 pages (37 - 40).  
If not, you should complete your profile first.

Your Name \_\_\_\_\_ Date \_\_\_\_\_

Check List — Be sure you have completed the following pages in your profile or this booklet:

- Spiritual Gifts Questionnaire
- Uniquely You Personality Questionnaire
- Opportunities For Ministry Questionnaire
- Biographical Survey

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Pages (37 - 40) and  
Pastor or Ministry Leader.

***Jesus promised you:  
“If anyone serves  
Me, him my Father  
will honor!”***

***John 12: 26***

Please complete these last 4 pages (37 - 40), then tear them out and give them to your Pastor or Ministry Leader.

***Thank you so much!***

If you completed an online profile, give your Pastor or Ministry Leader the user name and password for your report. You do not have to complete the rest of this page.

User Name \_\_\_\_\_ Password \_\_\_\_\_

## "Spiritual Gifts" Profile Scoring Totals

Transfer the totals from your Spiritual Gifts Questionnaire "Numerical Ratings Chart" to the Total Boxes below.

**7** Spiritual Gifts Numerical Ratings Chart in your profile booklet.

A	B	C	D	E	F	G
---	---	---	---	---	---	---

**9** Spiritual Gifts Numerical Ratings Chart in your profile booklet.

A	B	C	D	E	F	G	H
---	---	---	---	---	---	---	---

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**16** Spiritual Gifts Numerical Ratings Chart in your profile booklet.

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---

**23** Spiritual Gifts Numerical Ratings Chart in your profile booklet.

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W
---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---

## "DISC" Total Boxes Copies

Transfer the totals from your Counting Instructions "Total Boxes" to the specific Total Boxes below.

### Uniquely You Questionnaire Results

**6** TOTAL BOXES

	<b>D</b>	<b>I</b>	<b>S</b>	<b>C</b>	<b>B</b>	
"M"	<input type="text"/>	= 24				

	<b>D</b>	<b>I</b>	<b>S</b>	<b>C</b>	<b>B</b>	
"L"	<input type="text"/>	= 24				

Continue to the next page and complete the following two pages, then hand them in to a Ministry Leader.

# Opportunities For Ministry

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

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

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

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

Rick Warren has popularized the emphasis on discovering your **SHAPE** — "S" for spiritual gifts, "H" for heart (passion), "A" for

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

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

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

There are many other opportunities of ministry not listed. You may even want to start a new one. *Grow For It!*

- |                             |                                   |                               |                                   |
|-----------------------------|-----------------------------------|-------------------------------|-----------------------------------|
| 1. ___ Accounting           | 39. ___ Floral Arrangements       | 75. ___ Newcomers             | 113. ___ Supper Club              |
| 2. ___ Adult Choir          | 40. ___ Follow-up                 | 76. ___ New Members           | 114. ___ Support Groups           |
| 3. ___ Altar Counselor      | 41. ___ Foods                     | 77. ___ Newsletter            | 115. ___ Tape Ministry            |
| 4. ___ Band                 | 42. ___ Graphic Arts              | 78. ___ Nurse                 | 116. ___ Teaching                 |
| 5. ___ Baptism              | 43. ___ Greeters                  | 79. ___ Nursery               | 117. ___ Telephone Calling        |
| 6. ___ Benevolence          | 44. ___ Grounds                   | 80. ___ Office M...           | 118. ___ Tutoring                 |
| 7. ___ Bereavement          | 45. ___ Hispanic Ministry         | 81. ___ ...                   | 119. ___ Transportation           |
| 8. ___ Big Brothers         | High School                       |                               | 120. ___ Trustees                 |
| 9. ___ Bookstore            | 46. ___ ...                       |                               | 121. ___ Ushers                   |
| 10. ___ Bowling             |                                   |                               | 122. ___ Vehicles                 |
| 11. ___ Carpentry           |                                   |                               | 123. ___ Video                    |
| 12. ___ Child Care          |                                   |                               | 124. ___ Visitation               |
| 13. ___ Children            |                                   |                               | 125. ___ Visitor Cards            |
| 14. ___ Choir               |                                   |                               | 126. ___ Weddings                 |
| 15. ___ Cleaning            |                                   |                               | 127. ___ Women's Ministries       |
| 16. ___ Clerical            |                                   |                               | 128. ___ Women's Softball         |
| 17. ___ Coaching            |                                   |                               | 129. ___ Worship Leader           |
| 18. ___ College / Career    |                                   |                               | 130. ___ Writing                  |
| 19. ___ Communication       |                                   |                               | 131. ___ Yard Work                |
| 20. ___ Communion           |                                   |                               | 132. ___ Youth                    |
| 21. ___ Computer            |                                   |                               | 133. ___ Youth Choir              |
| 22. ___ Concerts            |                                   |                               | My Graph 1 Behavioral Blend:      |
| 23. ___ Construction        |                                   |                               | (i.e.) S/C or D/C _____           |
| 24. ___ Counseling          |                                   |                               | My Graph 2 Behavioral Blend:      |
| 25. ___ Curriculum          |                                   |                               | (i.e.) S/C or D/C _____           |
| 26. ___ Decorating          |                                   |                               | My three highest Spiritual Gifts: |
| 27. ___ Deacons             |                                   |                               | _____                             |
| 28. ___ Discipleship        |                                   |                               | _____                             |
| 29. ___ Drama               |                                   |                               | _____                             |
| 30. ___ Elders              |                                   |                               | My three greatest Passions are:   |
| 31. ___ Electrical          |                                   |                               | _____                             |
| Elementary                  |                                   |                               | _____                             |
| 32. ___ Sunday              |                                   |                               |                                   |
| 33. ___ Mid-week            |                                   |                               |                                   |
| 34. ___ Special Events      |                                   |                               |                                   |
| 35. ___ EMT                 |                                   |                               |                                   |
| 36. ___ Encouragement       |                                   |                               |                                   |
| 37. ___ Evangelism          |                                   |                               |                                   |
| 38. ___ Finances            |                                   |                               |                                   |
|                             | 53. ___ Sunday                    | 87. ___ Prayer                |                                   |
|                             | 54. ___ Mid-week                  | Preschool                     |                                   |
|                             | 55. ___ Special Events            | 88. ___ Sunday                |                                   |
|                             | 56. ___ Interpreting for the Deaf | 89. ___ Mid-week              |                                   |
|                             | 57. ___ Intercessory Prayer       | 90. ___ Special Events        |                                   |
|                             | Jr. High                          | 91. ___ Printing              |                                   |
|                             | 58. ___ Sunday                    | 92. ___ Publicity             |                                   |
|                             | 59. ___ Mid-week                  | 93. ___ Records               |                                   |
|                             | 60. ___ Special Events            | 94. ___ Receptionist          |                                   |
| 61. ___ Kid's Kamp / VBS    |                                   | 95. ___ Recreation            |                                   |
| 62. ___ Kitchen             |                                   | 96. ___ Refugee/Homeless Min. |                                   |
| 63. ___ Library             |                                   | 97. ___ Scripture Reader      |                                   |
| 64. ___ Long Range Planning |                                   | 98. ___ Search Committee      |                                   |
| 65. ___ Mailings            |                                   | 99. ___ Secretarial           |                                   |
| 66. ___ Maintenance         |                                   | 100. ___ Security             |                                   |
| 67. ___ Martial Arts        |                                   | 101. ___ Senior Adults        |                                   |
| 68. ___ Meals               |                                   | 102. ___ Serving Meals        |                                   |
| 69. ___ Media               |                                   | 103. ___ Set-up               |                                   |
| 70. ___ Men's Ministries    |                                   | 104. ___ Shut-Ins             |                                   |
| 71. ___ Men's Softball      |                                   | 105. ___ Single Adults        |                                   |
| 72. ___ Men's Basketball    |                                   | 106. ___ Single Parents       |                                   |
| 73. ___ Missions            |                                   | 107. ___ Small Groups         |                                   |
| 74. ___ Musician            |                                   | 108. ___ Song Leading         |                                   |
|                             |                                   | 109. ___ Sound System         |                                   |
|                             |                                   | 110. ___ Steering             |                                   |
|                             |                                   | 111. ___ Summer Camp          |                                   |
|                             |                                   | 112. ___ Supplies             |                                   |

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Name \_\_\_\_\_ Home Phone \_\_\_\_\_  
 Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

# Biographical Survey

This information is designed to simply help your church or ministry know more effectively how to serve you. Please give as much of the following information as possible.

Please Print

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

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

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

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

Date of Birth: \_\_\_\_\_; 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: \_\_\_\_\_

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 (highest DISC initials): \_\_\_\_\_; My personality type in Graph 2 is: \_\_\_\_\_

I would like to possibly serve in these following ministries:

\_\_\_\_\_; \_\_\_\_\_; \_\_\_\_\_.

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

Complete, then tear out these last 4 pages 37 - 40 and give them to your Pastor or Ministry Leader.