

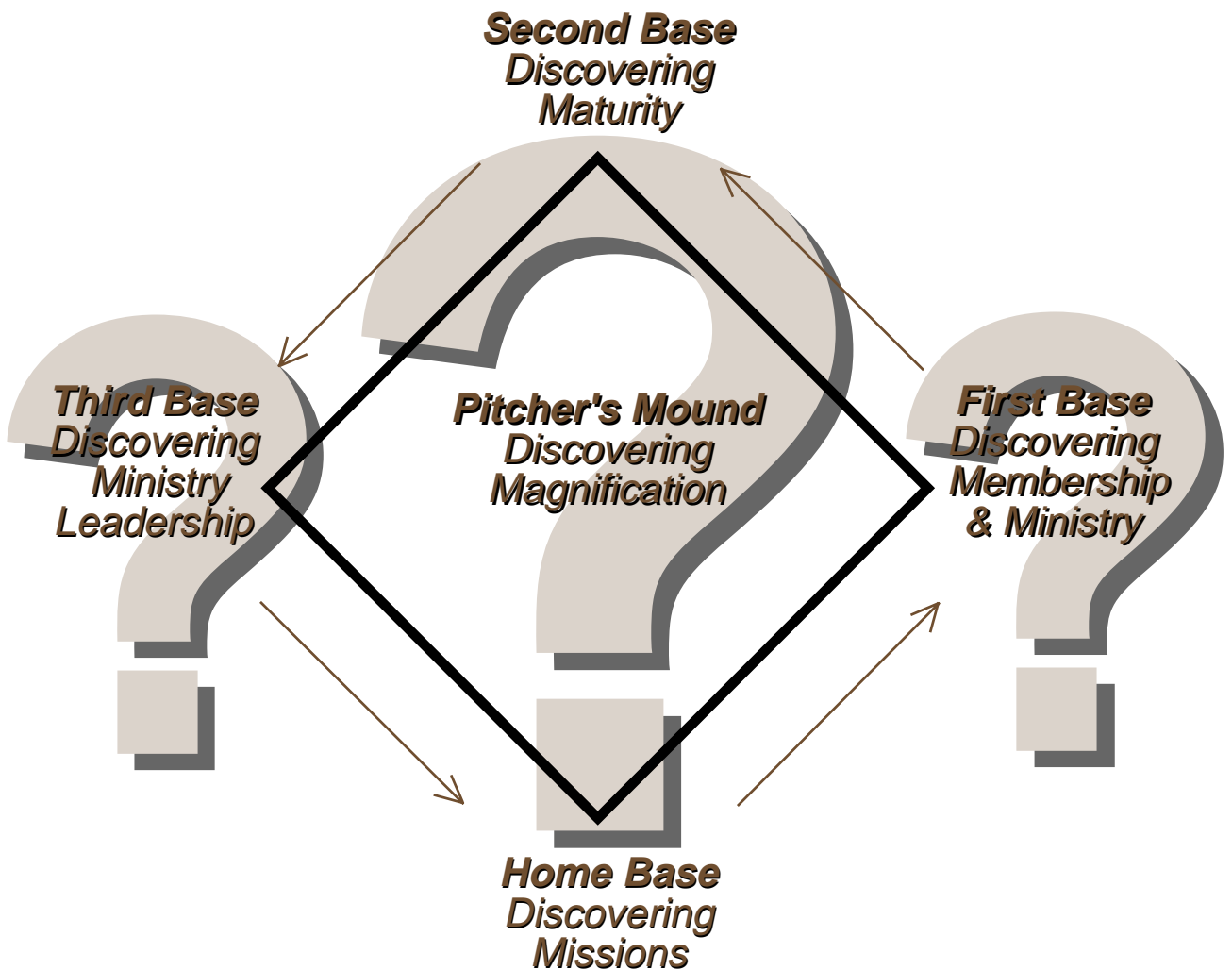
Do you want

Something New

Review Copy
Please let us know what you think about this new profile.

Lore

Spiritual growth is like going around a baseball diamond



Growing Beyond Giftedness To Godliness!

Introduction

There's something more than

discovering your giftedness. Once you identify how you are "wonderfully" made (Psalms 139:14), you can better understand God's plan for your life.

God's purpose was to create a **Uniquely You!** He gifted you with specific motivations—naturally and supernaturally — **to glorify Himself.**

As a Christian, you have a God-given personality and spiritual gifts that influence how you think, feel, and act. Understanding these may be very helpful in your spiritual growth. **Something more** if you seriously want to know all that God has for you.

You must go beyond yourself and obeying God better (Philippians 2:3-4). This instrument is designed to help you see a picture than just discovering your gifts. There's **something more** as you grow in spiritual maturity.

Rick Warren has described our spiritual journey like a baseball diamond with unique responsibilities at each base. Learning how we respond according to our giftedness to each of these responsibilities can be very practical and powerful.

Prayerfully examine your spiritual growth in light of your giftedness to discover **something more** about your responsibilities. The key to victory is understanding how **responsibility is responding to your God-given abilities** — your

This sample profile is a new publication of the first-of-its-kind **Uniquely You Involvement Survey and Change Indicator.** This particular profile identifies the 4 DISC personality types as it relates to involvement, change, and discovering your SHAPE in the ministry of your church. You will not be able to complete the questionnaires since this is a downloaded copy and requires carbonless paper to complete your questionnaires. We would appreciate so much any constructive criticism or corrections needed you may find.

Table of Contents

Introduction	Page 2
Something More . . . Growing Toward Maturity	Page 3
Are You A Spectator, Investigator, or Participator?	Page 4
UY Involvement Survey and Change Indicator	Pages 5 - 8
DISC Interpretation	Page 9
Discovering Membership	Page 10
Discovering Ministry	Page 11
Discovering Maturity	Page 12
Growing Beyond Giftedness	Page 13
Discovering Ministry Leadership	Page 14
Discovering Missions & Magnification	Page 15

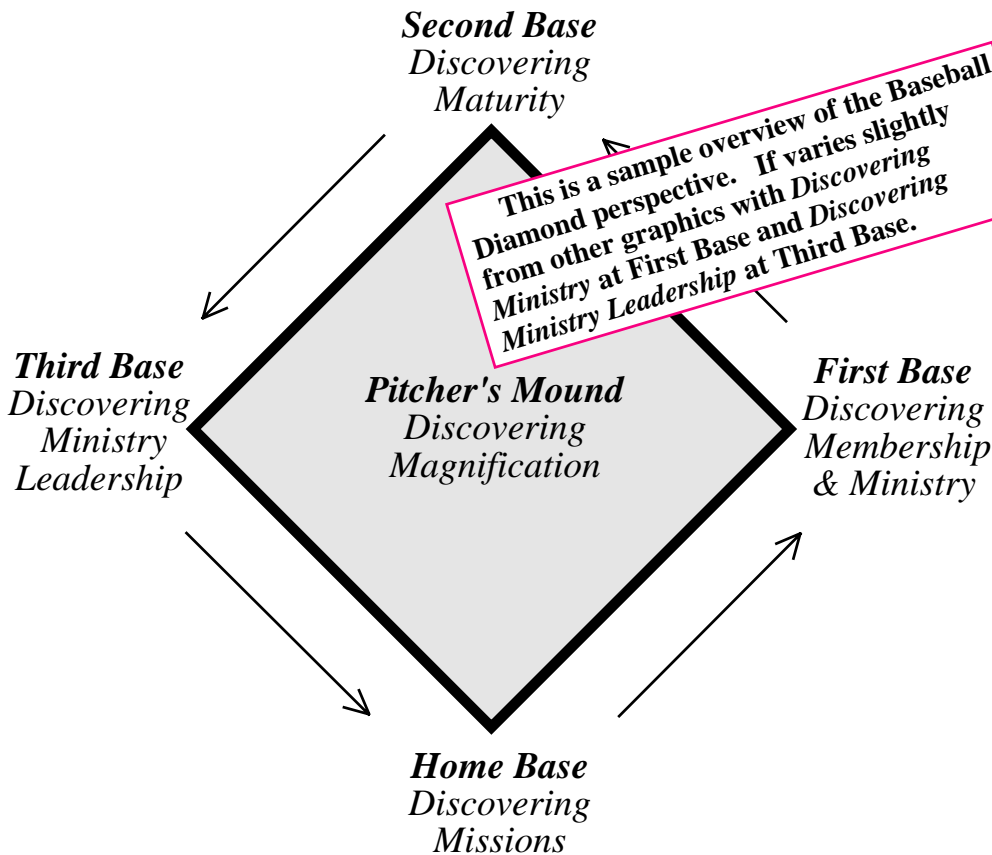
Something More — Growing Beyond Giftedness To Godliness

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Something More . . . Growing Toward Maturity

*All Christians share in the victory by becoming part of the team,
but they can experience something more —
Share in the thrill of victory by becoming more than just a team member.
Growing toward maturity should be one of your most important goals!*

Spiritual growth is like going around a baseball diamond.



First Base

*is Discovering Membership & Ministry. Become **Included** in the family of God — His Body, your church. It's joining the team and finding your position on the team.*

Second Base

*is Discovering Maturity. Become **Instructed** and grow stronger as a team member.*

Third Base

*is Discovering Ministry Leadership. Become **Involved** as a Leader — multiplying your effort.*

Home Base

*is Discovering Missions. **Invest** in leading others to Christ through your personal mission in life.*

Pitcher's Mound

*is Discovering Magnification. Become **Inspired** with a deep passion to magnify and glorify Christ while winning and experiencing the victory.*

The Christian life is actually not a game. It's a serious journey. It's also a battle. There are many ways of looking at our need for spiritual growth.

The Bible describes it as a race, wrestling, and warfare. It is not to be taken lightly. It can be as rewarding as a game victory, but is something more.

Serving the Lord is every Christian's privilege and responsibility. We were "*allowed of God*" to serve Him. It's also our responsibility.

We are saved to serve Christ. Even though our good works won't pay for sins, our deeds do show our faith.

Growing to maturity should be every Christian's goal. The problem is we tend to be so self-centered. "*What's in it for me*" is so widespread today. Discovering our giftedness can even become selfish.

Once we have understood who we are, we can go on to something more — Whose we are! This requires change in our lives and in our churches. Change can be so difficult. Churches especially struggle with status-quo.

This tool is designed to help all Christians who have started their spiritual journey by discovering their **SHAPE** — **S**piritual gifts, **H**eat, **A**bilities, **P**ersonality, and **E**xperience. Let us now go on to something more — toward maturity and a deeper life in Christ (Heb. 6:1).

Complete the following abbreviated *Change Indicator* to learn how you might deal with the daily challenges of change in your life. Then prayerfully review each section to learn how you can control your thoughts, feelings, and actions. Let us "*grow spiritually*" toward becoming more like Christ.

Are you a: **Spectator, Investigator, or Participator?**

Every church is blessed with unique members — **Spectators, Investigators, and Participators.**

At first glance, you may think **Participators** are best, but churches also need **Investigators** and **Spectators.**

Most people who often just attend their churches are simply **Spectators.** Thank God for all those who worship God and celebrate His glory each week. But many of them want more and become **Investigators.** They begin to seek God's will concerning their involvement and commitment to their churches.

Some members grow in their Christian life and become **Participators.** They elevate their commitment and get involved in the ministries of their churches.

“Every member a Minister” is our church’s goal!

Growing from a **Spectator** to an **Investigator** to

eventually a **Participator** is a process. Few people become **Participators** as soon as they begin attending. But every Christian should seek a deeper walk with God and learn obedience to His Word.

Every true follower of Christ is a disciple — a learner. Sadly, you can become involved in your church and still not be a disciple. Every Christian needs to not only discover membership and ministry in a church, but also discover maturity — how to walk closer to Christ and discover ministry leadership in their churches. This process should result in a personal mission in life — to magnify God!

Growing in Christ results in change. This is the biggest challenge and exciting opportunity of all. To help with the process of change we should understand more about our motivations and why we do what we do.

Are you ready for an exciting change?

Change is vital to success in life (Heb. 7:12). God desires to change things and circumstances for your benefit and His glory. Completing this Indicator can help you understand how God supernaturally works and how people naturally respond to change.

This is not a test. You cannot fail this questionnaire. It will not reveal anything bad about anyone. It is a basic indicator of your personal, normal, and predictable patterns of behavior. It is not an actual personality profile. It is simply a possible indication of how you might think, feel, and act about change.

This Indicator is designed to prepare people for change in their lives and churches. People often respond well or they naturally resist change because of their unique personality tendencies. Their responses to change can be good and bad.

God often works in mysterious ways to conform us into the image of Christ (Rom. 8:29). We must be willing to respond spiritually, rather than naturally. We must constantly consider the supernatural, rather than the natural influences to change in our lives.

Begin thinking of change as biblical, scientific, and necessary for spiritual maturity. Ask God to show you through His Word (the Bible), His Witness within (the Holy Spirit), and His Witness in science (Human Behavior Science) how you should respond to change (Psa. 25:1-10).

Always remember, truth doesn't change; the message never changes, but methods, and the messenger must change for the good and glory of God.

This Indicator is just a short overview of your possible DISC personality type. It is intended for a simple review of your profile and is NOT a complete questionnaire. It should not be used to prove anyone's point or demand change of anyone.

For a more in-depth and actual personality profile, order a Uniquely You Profile. You can discover your specific personality type and giftedness for ministry. Use this Indicator as a beginning place for God to help you respond best to change.

Focus on your feelings, thoughts, attitudes, and actions in the church as you respond to the following questionnaire.

Uniquely You Involvement Survey

Instructions:

This is not a test. There are no wrong answers. This is only a survey. Be honest for the best results. Read all three possible responses for each category. Mark **ONLY ONE** box of the three choices that best describes you. Press down hard with your pen or pencil on the **ONE** specific box you choose, because this is a carbonless-paper process. The mark you make on this page must come through on the page underneath it in order to complete your questionnaire. Congratulations for participating in an exciting discovery.

Example:

- Ministry Involvement
- Sometimes
 - On a regular basis
 - Almost never

<p>Ministry Involvement</p> <p>1. <input type="checkbox"/> Sometimes</p> <p>2. <input type="checkbox"/> On a regular basis</p> <p>3. <input type="checkbox"/> Almost never</p>	<p>Involvement History</p> <p>10. <input type="checkbox"/> Have served in the past</p> <p>11. <input type="checkbox"/> Interested in getting involved</p> <p>12. <input type="checkbox"/> Already involved</p>	<p>Ministry Involvement Interest</p> <p>19. <input type="checkbox"/> Am interested in possibility</p> <p>20. <input type="checkbox"/> Can't consider at this time</p> <p>21. <input type="checkbox"/> Currently involved in ministry</p>
<p>Ministry Commitment</p> <p>4. <input type="checkbox"/> Attend only when I can</p> <p>5. <input type="checkbox"/> Help from time to time</p> <p>6. <input type="checkbox"/> Serve almost every week</p>	<p>Future Involvement</p> <p>13. <input type="checkbox"/> May serve in the future</p> <p>14. <input type="checkbox"/> Already serving</p> <p>15. <input type="checkbox"/> Can't make commitment now</p>	<p>Involvement Commitment</p> <p>22. <input type="checkbox"/> Already committed to a ministry</p> <p>23. <input type="checkbox"/> Can't commit now</p> <p>24. <input type="checkbox"/> Maybe commit later</p>
<p>Ministry Participation</p> <p>7. <input type="checkbox"/> Have a specific responsibility</p> <p>8. <input type="checkbox"/> Regular attender only</p> <p>9. <input type="checkbox"/> Help periodically</p>	<p>Present Responsibility</p> <p>16. <input type="checkbox"/> Group leader</p> <p>17. <input type="checkbox"/> Help whenever needed</p> <p>18. <input type="checkbox"/> Have no specific responsibility</p>	<p>Ministry Interest</p> <p>25. <input type="checkbox"/> Just attend church presently</p> <p>26. <input type="checkbox"/> Interested in greater role</p> <p>27. <input type="checkbox"/> Involved in leadership</p>

Once you have completed your choices above, go to the top of page 6 to complete your Survey graph.

1 Uniquely You Change Indicator

Instructions: Notice each group of words below. For each group, ask yourself which group of words are **MOST** and which group of words are **LEAST** like you. Do not choose what you want to be or what you want others to think you are, but what you really are under pressure. Place an "X" in **ONLY** one box in the "M" column **MOST** like you and an "X" in **ONLY** one box in the "L" column **LEAST** like you. All of the words or none of them may or may not describe you, but **ONLY** choose **ONE** group of words. Notice in the "Example" how **only one "X"** is under the "M" and "L" columns.

M L Example:

- Kind, Nice, Caring
- Proper, Formal
- Demanding, Asserting
- Outgoing, Active

<p>M L</p> <p>1. <input type="checkbox"/> <input type="checkbox"/> Kind, Nice, Caring</p> <p>2. <input type="checkbox"/> <input type="checkbox"/> Proper, Formal</p> <p>3. <input type="checkbox"/> <input type="checkbox"/> Demanding, Asserting</p> <p>4. <input type="checkbox"/> <input type="checkbox"/> Outgoing, Active</p>	<p>M L</p> <p>17. <input type="checkbox"/> <input type="checkbox"/> Smooth talker, Articulate</p> <p>18. <input type="checkbox"/> <input type="checkbox"/> Loving, Sincere, Honest</p> <p>19. <input type="checkbox"/> <input type="checkbox"/> Persistent, Restless, Relentless</p> <p>20. <input type="checkbox"/> <input type="checkbox"/> Right, Correct</p>	<p>M L</p> <p>33. <input type="checkbox"/> <input type="checkbox"/> Powerful, Unconquerable</p> <p>35. <input type="checkbox"/> <input type="checkbox"/> Merry, Cheerful</p> <p>35. <input type="checkbox"/> <input type="checkbox"/> Generous, Giving</p> <p>36. <input type="checkbox"/> <input type="checkbox"/> Preparing, Researching</p>
<p>5. <input type="checkbox"/> <input type="checkbox"/> Playful, Fun-loving</p> <p>6. <input type="checkbox"/> <input type="checkbox"/> Firm, Strong</p> <p>7. <input type="checkbox"/> <input type="checkbox"/> Law-abiding, Conscientious</p> <p>8. <input type="checkbox"/> <input type="checkbox"/> Gentle, Soft, Humble</p>	<p>21. <input type="checkbox"/> <input type="checkbox"/> Positive, Optimistic</p> <p>22. <input type="checkbox"/> <input type="checkbox"/> Clowning</p> <p>23. <input type="checkbox"/> <input type="checkbox"/> Shy, Reserved</p> <p>24. <input type="checkbox"/> <input type="checkbox"/> Competent, Does a job</p>	<p>37. <input type="checkbox"/> <input type="checkbox"/> Timid, Soft-spoken</p> <p>38. <input type="checkbox"/> <input type="checkbox"/> Systematic, Follows plan</p> <p>39. <input type="checkbox"/> <input type="checkbox"/> Industrious, Hard working</p> <p>40. <input type="checkbox"/> <input type="checkbox"/> Smiling, Happy</p>
<p>9. <input type="checkbox"/> <input type="checkbox"/> Bold, Daring</p> <p>10. <input type="checkbox"/> <input type="checkbox"/> Delightful, Pleasant</p> <p>11. <input type="checkbox"/> <input type="checkbox"/> Loyal, True Blue</p> <p>12. <input type="checkbox"/> <input type="checkbox"/> Calculating, Analytical</p>	<p>25. <input type="checkbox"/> <input type="checkbox"/> Contemplative, Thinker</p> <p>26. <input type="checkbox"/> <input type="checkbox"/> Diplomatic, Peacemaking</p> <p>27. <input type="checkbox"/> <input type="checkbox"/> Admirable, Elegant</p> <p>28. <input type="checkbox"/> <input type="checkbox"/> Winner, Competitive</p>	<p>41. <input type="checkbox"/> <input type="checkbox"/> Inquisitive, Questioning</p> <p>42. <input type="checkbox"/> <input type="checkbox"/> Tolerant, Patient</p> <p>43. <input type="checkbox"/> <input type="checkbox"/> Driving, Determined</p> <p>44. <input type="checkbox"/> <input type="checkbox"/> Dynamic, Impressing</p>
<p>13. <input type="checkbox"/> <input type="checkbox"/> Conservative, Inflexible</p> <p>14. <input type="checkbox"/> <input type="checkbox"/> Trusting, Gullible, Open</p> <p>15. <input type="checkbox"/> <input type="checkbox"/> Peaceful, Calm</p> <p>16. <input type="checkbox"/> <input type="checkbox"/> Convinced, Cocky</p>	<p>29. <input type="checkbox"/> <input type="checkbox"/> Joyful, Jovial</p> <p>30. <input type="checkbox"/> <input type="checkbox"/> Flexible, Adaptable, Agreeable</p> <p>31. <input type="checkbox"/> <input type="checkbox"/> Ambitious, Goes for it</p> <p>32. <input type="checkbox"/> <input type="checkbox"/> Deep, Intense</p>	<p>45. <input type="checkbox"/> <input type="checkbox"/> Serving, Sacrificing</p> <p>46. <input type="checkbox"/> <input type="checkbox"/> Sharp, Appealing</p> <p>47. <input type="checkbox"/> <input type="checkbox"/> Direct, To the point</p> <p>48. <input type="checkbox"/> <input type="checkbox"/> Original, Creative</p>

Once you have completed your choices on this page, go to the **2** Markings page 7 and follow the instructions.

SURVEY TOTAL BOXES

$$\text{TOTAL} \begin{array}{|c|c|c|} \hline \text{S} & \text{I} & \text{P} \\ \hline \square & \square & \square \\ \hline \end{array} = 9$$

Plotting Instructions:

Once you have counted all the total number of "S"s, "I"s, and "P"s, then plot your Ministry Survey Graph on the right.

How To Read Your Ministry Survey Graph:

The higher the plotting point on your graph, the more that letter: "S" for Spectator, "I" for Investigator, or "P" for Participant describes you.

To learn more about *Discovering Something More* in your Christian Life, complete the *Uniquely You Change Indicator* and study each page in this booklet.

Ministry Survey Graph

S I P

9	9	9
8	8	8
	7	7
5	5	
4	4	4
3	3	3
2	2	2
1	1	1
0	0	0

Sample Graph

3 Counting Instructions:

1. Count all the "D"s marked under the "M" columns on page 7. There are three "M" columns. Be sure to count all the "D"s with a carbon "X" marked only in the "M" columns. Record the total "D"s counted in the TOTAL BOXES below. Then count all the "I"s marked under the three "M" columns. Record the total "I"s counted in the TOTAL BOXES. Do the same with the total "S"s, "C"s, and "B"s spaces marked on page 7.

2. Count all the "D"s marked under the "L" columns on page 7. There are three "L" columns. Be sure to count all the "D"s with a carbon "X" marked only in the

"L" columns. Record the total "D"s counted in the TOTAL BOXES on page 7. Then count all the "I"s marked under the three "L" columns. Record the total "I"s counted in the TOTAL BOXES. Do the same with the total "S"s, "C"s, and "B"s spaces marked.

3. Add the total number of "D"s, "I"s, "S"s, "C"s, and "B"s spaces counted in the TOTAL BOXES on page 7. It should total 12. Be sure to count the "B" spaces under the three "M" columns before trying to total 12. Do the same with the three "L" columns before trying to total 12. If it doesn't add up to 12, recount and put a check mark by each one as you count it.

INDICATOR TOTAL BOXES

$$\text{"M"} \begin{array}{|c|c|c|c|c|} \hline \text{D} & \text{I} & \text{S} & \text{C} & \text{B} \\ \hline \square & \square & \square & \square & \square \\ \hline \end{array} = 12$$

$$\text{"L"} \begin{array}{|c|c|c|c|c|} \hline \text{D} & \text{I} & \text{S} & \text{C} & \text{B} \\ \hline \square & \square & \square & \square & \square \\ \hline \end{array} = 12$$

Once you are done with the TOTAL BOXES, go to page 8 **4** "Plotting Instructions" to plot your graphs.

Ministry Involvement Survey Counting Instructions:

Transferred the "S", "I", or "P" designated letters to the blank space on the right side of each of the three choices. Then go down each of the three columns and first count all the "S"s. Place the total number of "S"s counted in the *Survey Total Boxes* on page 6.

Then count all the "I"s transferred to the blank space at the right of each group and place the total number in the *Survey Total Boxes* on page 6.

Finally count all the "P"s transferred to the blank space at the right of each group and place the total number in the *Survey Total Boxes* on page 6.

1. <input type="checkbox"/> I 2. <input type="checkbox"/> P — 3. <input type="checkbox"/> S	10. <input type="checkbox"/> S 11. <input type="checkbox"/> I — 12. <input type="checkbox"/> P	19. <input type="checkbox"/> I 20. <input type="checkbox"/> S — 21. <input type="checkbox"/> P
4. <input type="checkbox"/> S 5. <input type="checkbox"/> I — 6. <input type="checkbox"/> P	14. <input type="checkbox"/> I 15. <input type="checkbox"/> S	22. <input type="checkbox"/> P 23. <input type="checkbox"/> S — 24. <input type="checkbox"/> I
7. <input type="checkbox"/> P 8. <input type="checkbox"/> S — 9. <input type="checkbox"/> I	16. <input type="checkbox"/> P 17. <input type="checkbox"/> I — 18. <input type="checkbox"/> S	25. <input type="checkbox"/> S 26. <input type="checkbox"/> I — 27. <input type="checkbox"/> P

Once you have completed the instructions above, go to page 6 to plot your Ministry Survey Graph.

2 *Markings Instructions*

To help in counting the total Most and Least "D"s, "I"s, "S"s, "C"s, and "B"s, transfer your markings below to the side (M and L blanks) of each group of letters marked. You should check them off as you count them to avoid skipping any. The markings may not lie exactly in the boxes, so be sure you are counting the correct boxes marked.

<table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 10%;"></th> <th style="width: 10%; text-align: center;">M</th> <th style="width: 10%; text-align: center;">L</th> <th style="width: 10%;"></th> <th style="width: 10%;"></th> <th style="width: 10%;"></th> <th style="width: 10%;"></th> <th style="width: 10%;"></th> </tr> </thead> <tbody> <tr><td>1.</td><td>S</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td>B</td><td style="text-align: center;">5</td><td></td><td></td></tr> <tr><td>2.</td><td>B</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td>C</td><td style="text-align: center;">M</td><td style="text-align: center;">L</td><td></td></tr> <tr><td>3.</td><td>D</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td>D</td><td style="text-align: center;">—</td><td style="text-align: center;">—</td><td></td></tr> <tr><td>4.</td><td>I</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td>I</td><td></td><td></td><td></td></tr> <tr><td>5.</td><td>I</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td>I</td><td></td><td></td><td></td></tr> <tr><td>6.</td><td>D</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td>B</td><td style="text-align: center;">M</td><td style="text-align: center;">L</td><td></td></tr> <tr><td>7.</td><td>C</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td>C</td><td style="text-align: center;">—</td><td style="text-align: center;">—</td><td></td></tr> <tr><td>8.</td><td>S</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td>S</td><td></td><td></td><td></td></tr> <tr><td>9.</td><td>D</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td>D</td><td></td><td></td><td></td></tr> <tr><td>10.</td><td>I</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td>I</td><td style="text-align: center;">M</td><td style="text-align: center;">L</td><td></td></tr> <tr><td>11.</td><td>S</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td>S</td><td style="text-align: center;">—</td><td style="text-align: center;">—</td><td></td></tr> <tr><td>12.</td><td>C</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td>C</td><td></td><td></td><td></td></tr> <tr><td>13.</td><td>C</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td>C</td><td></td><td></td><td></td></tr> <tr><td>14.</td><td>I</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td>I</td><td style="text-align: center;">M</td><td style="text-align: center;">L</td><td></td></tr> <tr><td>15.</td><td>S</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td>S</td><td style="text-align: center;">—</td><td style="text-align: center;">—</td><td></td></tr> <tr><td>16.</td><td>D</td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td>D</td><td></td><td></td><td></td></tr> </tbody> </table>		M	L						1.	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Once you have transferred all your carbon marks to the blank "M" and "L" spaces, continue at the **3** *Counting Instructions* on page 6.

4 Plotting Instructions

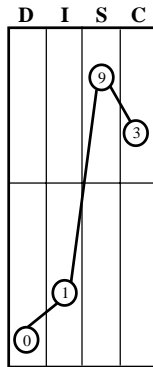
Be sure to first complete your questionnaire at the bottom of page 5. Once done, turn to page 7 and complete the Marking Instructions 2. Then follow all instructions on page 6 in numerical order.

Once you have counted the total number of "D"s, "I"s, "S"s, and "C"s and recorded them in your TOTAL BOXES on page 5, use those specific numbers to plot **Graphs 1 and 2** on this page.

"M" numbers should be plotted on the "M" (Graph 1) and "L" numbers should be plotted on "L" (Graph 2). You should count, but not plot the Bs.

EXAMPLE: TOTAL BOXES

D	I	S	C
0	1	9	3



- Once you have plotted your graphs, stop thinking of them in terms of *Most* and *Least*.
- Graph 1 is **NOT** the *Most* you and Graph 2 is **NOT** the *Least* you.
- Notice the highest plotting points above the midline.
- The higher the plotting point, the more that letter describes you.
- Study *How To Read The Two Graphs* information below.

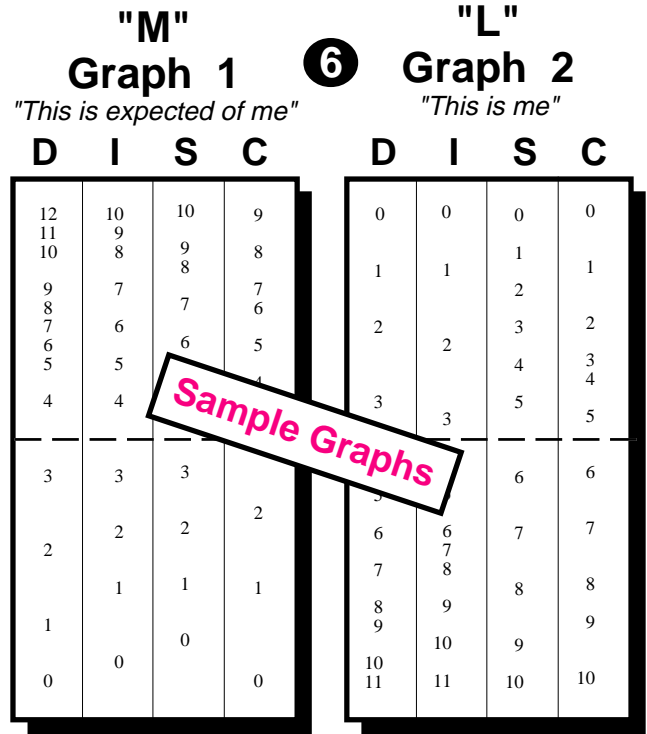
How To Read The Two Graphs

GRAPH 1: "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.

GRAPH 2: "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.

Look for the differences in Graphs 1 and 2. The higher the plotting point, the greater the intensity of that specific type of behavior. The lower the plotting point, the less intensity of that specific type of behavior.

If Graphs 1 and 2 are alike, understanding your personality



tendencies will be easier. If the two graphs are different, you may be struggling with your attitude about what is expected of you and how you really want to behave. Having two different graphs is not a problem and is normal for many people.

To understand how to read the graphs at the top of this page, focus on each plotting point under the **DISC** columns. Every point above the mid-line is considered *high*. Every point below the midline is considered *low*. The higher the plotting point, the more that **DISC** letter tends to describe your behavior.

Study page 9 to interpret what each graph specifically means in respect to the **DISC** Model of Human Behavior. Remember, this is just a basic indicator.

"There is a Season For Everything" — A Time To Change!

Change is biblical, scientific, and necessary. God is constantly changing everything. He is the only One Who doesn't ever change. He is the Way, Truth, and Life — The same yesterday, today, and forever. But change is a major part of God's plan. God changed nothing into something and a lump of clay into a man. Jesus introduced the greatest change in human history — from a focus on a nation to the church, from law to grace, from rituals to relationships.

Christians and churches are challenged to change into Christ's likeness. The problem is people resist change. But

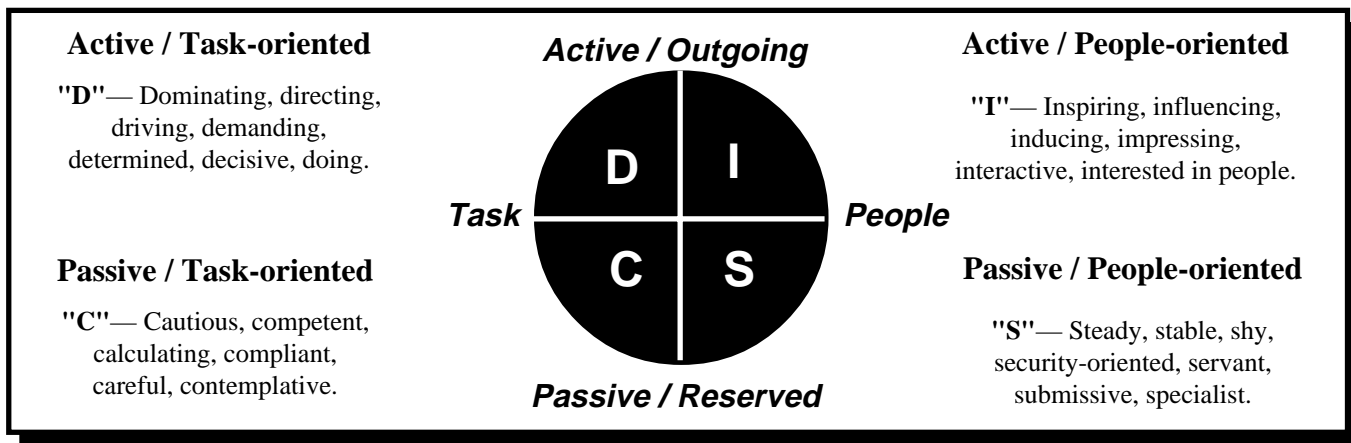
change is vital to spiritual growth. Change is more comfortable and effective when seen from a biblical and scientific perspective of how people respond.

The following examples are how we tend to react and respond to change based upon our personality types. Change can be challenging, but necessary to experience and enjoy God's plan. Everyone is gifted to serve God and the church. But there's more to discovering our motivations. Let us discover maturity in Christ! Therefore, prayerfully consider your giftedness and the need to change for God's glory!

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 think, feel, and act the way you do, the following graphic summarizes the *Four Temperament Model of Human Behavior*.



"D" PERSONALITY TYPE (Active / Task-oriented)

Descriptions: Direct, Dreamer (Visionary), Decisive, Doer

Basic Motivation: Results, Challenge, Control

Desires: • Complete change • Major overhaul • Instant action

Responds Best To Change When: • Challenging • Self initiating

• Purpose driven • Includes choices • Visionary

Needs To Learn: • People are vital • Team Building • To act slower and wiser • Show sincere sensitivity • Respect authority

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—*With love, serve*, Gal. 5:13.

Practical Application: Instead of telling "D"s they MUST do this, give them choices. Challenge their visions. Encourage them to dream of the possibilities. Stretch their imaginations. Let them lead, but remind them to be sensitive to those who resist change. Teach them to be patient and kind.

"C" PERSONALITY TYPE (Passive / Task-oriented)

Descriptions: Competent, Compliant, Cautious, Calculating

Basic Motivation: Purity, Quality, and Correctness

Desires: • Thorough explanations • Logical reasons for changes

• Clearly defined tasks • Time to think • Organized process

Responds Best To Change When: • Involved in initial planning

• Detailed operating procedures are spelled out

Needs To Learn: • To be more optimistic • Not be faultfinding

Biblical Advice: BE MORE POSITIVE—*Whatever 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. 4:11 • BE JOYFUL —*The fruit of the Spirit is . . . joy*, Gal. 5:22 • DON'T WORRY —*Fret not*, Psa. 37:1.

Practical Application: "C"s can be the most cautious when it comes to change. Give them logical reasons for change. Provide them with happy and positive atmospheres. They tend to be naturally pessimistic and careful. Encourage them to avoid being negative and critical. Listen to and respect "C"s suggestions.

"I" PERSONALITY TYPE (Active / People-oriented)

Descriptions: Inspiring, Influencing, Impressing, Inducing

Basic Motivation: To look better, Recognition, Approval

Desires: • Opportunities to motivate others • To verbalize ideas

Responds Best To Change When: • Is exciting • Most people

favor it • Results in more positive and enthusiastic atmosphere

Needs To Learn: • Guard their words • If not convinced, not to gossip and criticize • Think before speaking • Be loyal to leaders

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.

Practical Application: Show "I"s how change is exciting . . . How can you produce a more positive environment. Encourage them to please everyone. Change always hurts someone. "I"s need to be more patient. Don't take-up the offenses of others. "I"s must control their tongues. Be good.

"S" PERSONALITY TYPE (Passive / People-oriented)

Descriptions: Submissive, Steady, Security-oriented

Basic Motivation: Stability, Status-quo, and Support

Desires: • Slow and safe change • Traditions not lost • Everyone is

happy • To please friends and family • Harmony • Security

Responds Best To Change When: • It is considerate of everyone's

feelings • Allows time to adjust • Family-oriented

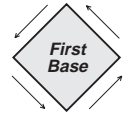
Needs To Learn: • Change provides opportunity for personal and church growth • Taking risks is sometimes necessary

Biblical Advice: BE 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—*Whatever you do, do it HEARTEDLY as unto the Lord*, Col. 3:23.

Practical Application: There are more "S"s than anyone. "S"s naturally resist change. They often prefer the status-quo. They can act just like "D"s when you threaten their traditions. Let them adjust to change slowly. Appeal to their loyalty and faithfulness. Encourage them to take risks and trust God to bless.

Sample Interpretation Page

Discovering Membership



The Bible commands every believer to “*not forsake the assembling of the saints,*” Heb. 13:5. Regardless of what one thinks about church membership, there should be no debate when it comes to regular church attendance.

But the emergence of so many television ministries has caused church attendance to often be substituted with living room worship. This is wonderful for some people who are home-bound, but for others it can be a major mistake in their journey toward spiritual maturity.

True discipleship and following Christ requires a commitment. Even though salvation is by “*grace through faith*” (Eph. 2:8 & 9), obeying God involves paying a price when it comes to your church.

Discovering Membership can be one of the most exciting decisions in your Christian life. You become part of the Body of Christ the moment you trust Him as your Savior. As part of His Body you have a vital function to fulfill. **Discovering Membership** means discovering your purpose in the Body of Christ — His universal church and your local church.

Your spiritual gift and personality type affect you as a church member. By understanding your motivations, you can become a more effective member. **Becoming a member is also becoming a minister!** You are to minister and serve in His body if you really want to glorify God.

The following are simple insights to help you become a better member and part of His local body, your church!

"D" Members —

Strengths:

Decisive, determined, driving, doer. Hard working, see what needs to be done and dives in with both feet.

Uniquenesses:

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" Members —

Strengths:

Inspiring, influencing, inducing, interested in people. Great communication skills, promoter, and persuader.

Uniquenesses:

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

Sources of Irritation:

Lack of — interest, slowness, pessimism, details, time management, 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" Members —

Strengths:

Competent, compliant, cautious, and conscientious. Wants to do things right the first time.

Uniquenesses:

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" Members —

Strengths:

Sweet, soft, sensitive, servant. Loyal and faithful friend. Tireless workers. Great listener.

Uniquenesses:

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

Sources of Irritation:

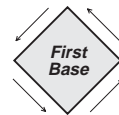
Pushiness, instability, inflexibility, anger, disloyalty, insensitivity, pride, discrimination, unfairness.

Needs To:

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

Everybody is Somebody in His Body!

Discovering Ministry



"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	Trustees
Coaching	EMT	Missions	Recreation	Ushers
Construction	Evangelism	Long Rng Pln.	Search Comm.	Vehicles
Deacons	Finances	Personnel	Security	Worship
Discipleship	Media	Publicity	Steering Com.	Yard Work
			Teaching	Youth Ministry

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

Choosing where to be involved can be easy. First, pray God will give you wisdom about how your specific personality, spiritual gifts, talents, interests, experiences, and passions 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 giftedness. For example, you may have a "S" type personality. 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, 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 would serve effectively in a Community Awareness type ministry. These types prefer to perceive

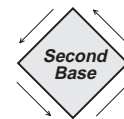
the opportunities listed with your specific personality type. There may be other opportunities not listed. You may want to also consider your spiritual gifts, talents, interests, experiences, and passions. For example, regardless of what personality type you are, if you have a burden to win the lost, 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 or 4 ministries that you may want to consider volunteering for to serve in your church:

Other, not listed: _____

Growing Beyond Giftedness



Every believer should grow spiritually and become more like Christ. Our prayer should be to let the crucified and resurrected Christ live in and through us daily (Gal. 2:20). This journey is a discovery process. It doesn't happen over night. It is also a life long adventure.

It takes discipline and requires our making the right choices. Once we become Christians, our road toward maturity should begin with desiring His will and not ours. Knowing Whose we are should become more important than who we are.

Discovering maturity involves putting His will above ours. It is experiencing God in a greater way than just trusting Christ as our Savior. It is discovering the mind of God and His will for our lives. It becomes more Christ-centered, than self-centered.

Discovering our giftedness is good, but it is only the beginning of our recognizing how God made us unique in order to know and serve Him. It is not an end in itself. It is only a beginning to start focusing on Whose we really are! *"You're bought with a price, therefore glorify God,"* 1 Cor. 6:19.

The following are suggestions on how you can grow toward maturity.

It's called the **"4 Talks"** in order to help you remember.

Talking To God — Prayer

Prayer is an essential part of growing in Christ. Jesus taught us to pray, "Our Father Who art in heaven." If Jesus thought it was so important to pray, we should also pray daily. God wants us to talk to Him because He cares for us. It reminds us of our need to stay close to Him.

We can talk to God anytime and anywhere. Our prayers should consist of 4 elements, we call **ACTS**.

- A**—Adoration. Recognizing how great God is.
- C**—Confessing our sins and disobedience to Him.
- T**—Thanksgiving. Thanking God for His many blessings.
- S**—Supplication. Supplicating (asking) Him for specific requests.

Set aside a time every day when you just talk to God. You will find that this time will help you grow toward maturity and become more like Christ.

Letting God Talk To You — Bible Study

Spending time in the Word of God is absolutely necessary to grow as a Christian. The Bible admonishes us to *"let the Word of God dwell in us,"* Col. 3:16. We are to *"study to show thyself a workman, rightly dividing the Word,"* 2 Tim. 2:15. Someone has said, *"The Bible will keep you from sin or sin will keep you from the Bible."*

Make time every day to have your devotions with God. Read a portion of the Scriptures — let God talk to you and then you talk to God in prayer. Jesus did it *"a great while before morning,"* Mark 1:35. You may want to do it as the first thing in the morning or the last thing you do before you go to sleep. Regardless, do it daily!

Also get involved in a weekly Bible study; such as, Sunday School, or a week night small group study where you can get into the Word of God and let the Word get into you in order to grow toward maturity in Christ.

Talking To Christians—Church / Fellowship

Fellowship is one of the most important things you could do to grow closer to Christ. Just like a piece of coal grows cold when moved away from the fire, so Christians become cold when separated from other believers. We are not to forsake the assembling together of one another, (Heb. 10:25).

Becoming a member of a good Bible believing and teaching church is the first thing you should do to have fellowship with other Christians. Attend regularly, support your church with your tithes and offerings. Then get involved in the ministry of your church.

Let God bless you with joy unspeakable by using your giftedness for His glory and your benefit. Talking to and fellowshiping with your brothers and sisters in Christ on a regular basis, plus serving the Lord together will help you definitely grow in Christ.

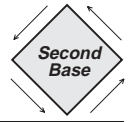
Talking To Non-Christians—Witnessing

Sharing your faith is a command, not a suggestion! Every Christian should tell others about the gospel — God's *"good news"* of salvation. Jesus commanded us to evangelize and witness to others — *"You shall be my witnesses,"* Acts 1:8.

It is also a smart thing to do, *"He that wins souls is wise,"* Prov. 11:30. Talking to non-believers about Christ's love for them is something you learn how to do. Enroll in a course on how to share your faith effectively with your friends, family, associates, and neighbors. Ask someone to your church who is known as a "soul-winner" or *"evangelistic type"* to show you how to lead others to Christ.

Start by simply sharing with a friend the ABC of salvation. **A** — All people are separated from God because of sin. **B** — Believe of the Lord Jesus Christ. And **C** — Commit your eternal destiny into His hands to save you.

Discovering Maturity



Discovering maturity is something more than doing spiritual “things.” It is more than just doing the “4 Talks.” It’s a deeper relationship with the resurrected Christ. It’s letting Him live His life in and through us, (Phil. 3:10).

We can do a lot of “Christian things” and still not grow in Him. A healthy relationship involves growing in love and devotion. Many Christians go through the motions and often never grow to maturity.

We can become our own worst enemies. Our specific

personalities can hinder our growth. Every Christian needs to learn how to be controlled by the Holy Spirit so that whatever they do, they do it through Christ and not their own mechanical nature.

Once you trust Christ as your Savior, you receive a new nature that wants to control your personality — the way you think, feel, and act. Just like alcohol causes you to do things you wouldn’t normally do in a bad way, the Holy Spirit wants to control you to do things in a good way, (Eph. 5:18).

The following are simple insights to help you understand how D,I,S, & C type personalities may influence spiritual growth and discovering maturity.

"D" TYPES *(Active / Task-oriented)*

They are often too busy to take the time to do the “be still and know that I am God” things in life.

Prayer: Set aside a definite time to talk to God every day. Put “God” in your appointment book and don’t allow disruptions.

Bible Study: Make time to spend in the Word daily. Discipline yourself to give God His time to talk to you. Turn your desire to work so much into setting aside time to also stop and recharge your spiritual batteries.

Fellowship & Worship: Be committed to letting other Christians influence your spiritual growth. You are not a “Lone Ranger” when it comes to serving God. No man is an island and every believer needs to be around other Christians. Don’t let your task-orientation hinder your fellowshiping and worshiping with other believers.

Witnessing / Evangelizing: Be careful that your task-orientation hinder your outreach. You can be too demanding and aggressive when sharing Christ with others. Be gentle and learn how to be kinder and slower when witnessing.

"C" TYPES *(Passive / Task-oriented)*

They can be great at analyzing and planning projects, but tend to be less feeling or people-oriented.

Prayer: They can be methodical and regimented in their prayer life, but often get sidetracked by projects, rather than praying.

Bible Study: “C”s are great students. They tend to study more than other types, but can become proud of what they know. They also can get so involved in projects that they neglect their private Bible study time.

Fellowship & Worship: Since “C”s are more passive and task-oriented, they can neglect their need for fellowship and worship with God’s people. They must guard their desire for perfection in the church and overlook the shortcomings of others.

Witnessing / Evangelizing: They are serious about whatever they do, plus often come across as uncaring and mechanical. “C”s need to show more heart and concern when witnessing. They often have the best answers for difficult questions, but can seem so distant and disconnected to the feelings of others.

"I" TYPES *(Active / People-oriented)*

Often so active with such great people skills, they overlook their need to be quiet and develop a closer relationship with God.

Prayer: Can be great “prayer warriors” in front of a crowd, but may need to examine and improve their personal time in prayer.

Bible Study: They love to talk in meetings, but need to let God talk to them in private Bible study time alone with God. Let God talk to you “I”s as much as you “I” talk to others.

Fellowship & Worship: Activities involving groups of people are very appealing, but “I”s may need to remember Who the focus should really be on. They can make fellowship and worship much more exciting and meaningful when it is God-centered and not self-centered.

Witnessing / Evangelizing: As great communicators, they can sell just about anything, but may need to prepare more and not be so spontaneous. They definitely need to learn how to ask questions and listen better, but can be the best at sharing. Enthusiasm can be contagious, but needs to be controlled.

Discovering Maturity insights

"S" TYPES *(Passive / People-oriented)*

They can spend a lot of time at church, but need to be more outgoing to reach non-believers for Christ.

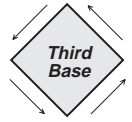
Prayer: They can be so involved in the church that they don’t give their personal prayer life its due time.

Bible Study: They are great blessings to small group Bible studies, but need to also have their own private times alone with the Lord in His Word.

Fellowship & Worship: There are more “S” types in church than any other type. Be careful that you “S”s don’t get complacent and comfortable. Your faithful fellowship and meaningful worship should result in action. Be more aggressive and become leaders in the church.

Witnessing / Evangelizing: They tend to be the most timid when it comes to sharing their faith. They should force themselves to get out of their “comfort zones” and allow the Holy Spirit to use them to win others to Christ. They could be the best “evangelists” because of their caring feelings, but often lack boldness. Be more brave and enthusiastic about soul-winning.

Discovering Ministry Leadership



Be more than just a member in your church. Discover how God wants to bless you as a minister and leader. Discovering Ministry Leadership should be every member's desire.

Being a leader in your church begins with becoming a follower. Some people seem to be natural born leaders, but leaders are made, not born. Some personality types exhibit strong leadership qualities, but they often struggle with

becoming good followers first. Learn how to be a good follower and then you can learn to how to be a good leader. Also understand that everyone can be a good leader, regardless of his or her personality type. God can mold anyone into a leader!

Leader Styles

The following describes different leadership styles. People tend to lead according to their personalities, rather than adapt to the styles of others. Learn how to control your style to become the most effective leader you can be!

"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 prone 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. Also don't let your personality control you, let God control your personality to be the best follower and then leader you can be!

"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 leaders in order to rise to the top. Sometimes you don't know who to follow.

"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.

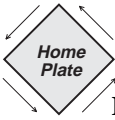
"C" Followers —

"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!*



Discovering Missions & Magnification



Every Christian should be on a mission! Every church member should be a minister fulfilling that mission! Just like businesses have their own Missions Statement, every believer should have their Missions Statement — a Declaration of Dependence upon God to do His Will, His Way, and for His Glory — to Magnify Him!

Your personal **Mission Statement** should take into account your relationship with God. First of all, do you know Him personally? Do you know if you were to die today, you would go to Heaven? If not, you should let someone in your church know you would like to learn more about trusting Christ as your Savior.

If you know the Lord personally, you should seriously consider where you are in your journey toward maturity.

Discovering Membership and Ministry in your church is a great starting place. Discovering your giftedness is vital to knowing who you are as you grow toward knowing Whose you are.

Then you should concentrate on **Discovering Maturity**. Make the “4 Talks” a habit in your life. Be committed to growing spiritually. Be sure to also become a better member of your family, plus a better employee or employer at work. Let Christ shine through you in everything you do.

Your next goal should be, **Discovering Ministry Leadership**. Learn how to be an effective leader for Christ. Become a *Participator*, rather than just a *Spectator* or Investigator in your church. Accept change as God’s will and way of molding your into the image of Christ (Rom. 8:29; 12:1,2).

Now make the decision of **Discovering Missions and Magnification**. Become all God would have you to be — **A mature Christian, involved in the ministry of your church, serving the Lord for God’s glory!**

The “main thing” is to “keep the main thing, the main thing.” The “main thing” in life should be to “know God and serve Him” — magnifying Him in everything we do, do all to the glory of God!” (Col. 3:23-24; 10:31).

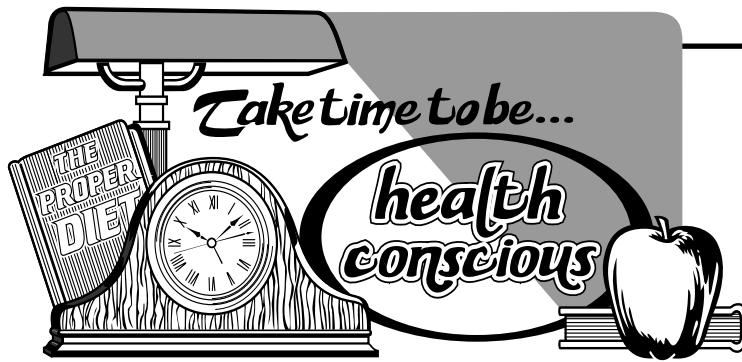
Discovering Missions and Magnification insights

What is the _____ in your life?
How are you _____ fying God?

What is your personal Mission Statement? Use the space below to state your purpose in life as a Christian.

What changes do you think you should make to discover **Something More** in your Christian life?

What did you learn from this discovery?



With the new
**Wellness Dynamics Profile
 and Small Group
 Facilitator's Manual**

Wellness is not an option!

Taking care of ourselves must be a priority, if we want to enjoy life to its fullest. Especially with so many unknowns and pressures today, we must desperately guard our health. Wellness must be an essential part of our everyday way of life.

We cannot afford to think that physical and nutritional fitness are luxuries. They are investments. Staying healthy is less expensive than staying unhealthy. Taking care of yourself is one of the wisest investments of your life.

The problem with getting and staying healthy is that it takes personal motivation. Why we do what we do is one of the determining factors to our success. Our motivation affects our eating habits, exercising, and investing in nutritional supplements.

Our motivations obviously affect our wellness. It's natural to be healthy and it's

unnatural to be unhealthy. Nature responds to our motivations. Everything in life runs down, unless we take care of it. The Law of Entropy warns us about decay and disease — Energy, in any given system, always runs toward randomness and chaos when left alone.

Wellness doesn't just happen. It takes effort!

We must have a plan to stay fit. If not, the eventual is inevitable! Lack of wellness runs toward ruin. Wrong motivation ends in a wasted life.

By recognizing your motivations from a personality perspective, you can guard your strengths and avoid your weaknesses. Once you identify your specific personality profile, you can then learn how to improve your motivations.

The new *Wellness Dynamics Profile and Facilitator's Manual* are designed to help you understand why you do what you do when it comes to

your health. Human Behavior Science can improve your motivations toward a more healthy life. Identifying your personality, in light of your motivations, can be extremely beneficial.

The profile is not a test to pass or fail. There are no wrong answers. The manual is designed as a 3 lesson curriculum guide with scriptures, discussion generators, and lots of practical application. You don't have to be an expert to facilitate a group.

This small group study format can help any church improve its members' attitudes, atmosphere, attendance, and assimilation into ministry.

With so many people now concerned about their health, Wellness Dynamics can help your church grow healthier.

It can be the beginning of a whole new way of thinking, feeling, and acting.

It can add years to your life, and life to your years!

Wellness is more than just good health. It can also be your way to happiness and wholeness in Christ.



2 New Profiles
 (Biblical & Business Versions)
 Facilitator's Manual: 164 pages with nearly 85 transparency masters.

Table Of Contents

- Why Wellness?
- Uniquely You DISC Questionnaire
- Interpretation
- Plotting Your Two DISC Graphs
- Discovering Your Behavioral Blends
- Practical Application
- DISC & Your Health
- Balancing Your Health
- Problems & Suggestions

Dr. Carbonell is author of the first-of-its-kind *Combination Personalities, Spiritual Gifts, Talents and Interest Profile*, plus 14 other biblical and professional personality profiles. He is also author of *What Makes You Tick and What Ticks You Off*.

Dr. Carbonell has conducted training for Disney World, DuPont, Acura, Zig Ziglar, AT&T, John Deere, New Life, Rapha, Dallas Theological Seminary, Trinity Evangelical Seminary, plus many churches nationwide. As a Human Behavior Scientist and former pastor, Dr. Carbonell is committed to biblical behavioral science.

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*Something More —
 Growing Beyond Giftedness
 To Godliness!*