

## MEMBERSHIP & MINISTRY PROFILE

*Combining Spiritual Gifts with the  
A DISC Personality Type Profile*

### Info User

First name:  
Last name:  
Phone:  
Company:  
City:  
State/Province:  
Country:  
Postal Code:  
Street Address:

# For Your Review

## 16 Combination Summarized

## Introduction of the 4 DISC Personality Types of Behavior

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

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

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

Our personalities should never be  
"That's just the way I am. Love it  
but we should not blame our others

any is:  
ried me,"

Each temperament style represents  
personalities determines our effective  
model of behavior styles, we can  
of temperaments, we will use W  
of the DISC model:



our  
adnant  
our types  
quadrants

"D" - active / task-oriented

"I" - active / people-oriented

"S" - passive / people-oriented

"C" - passive / task-oriented

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

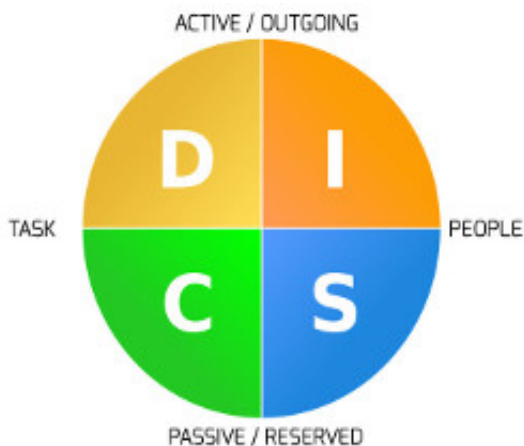
Keep in mind that 85% of people tend to be composites of DISC; therefore, most people will be blends and combinations of the evident characteristics in the four personalities. There are numerous variations of this model. Speakers, writers, and trainers have added their own titles to

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

You have a predictable four basic personality determine your unique way you do, review the report. Study the "Pie summarizes the Four maximum learning.

## Interpretation

You have a predictable four basic personality determine your unique personality. They help you understand why you often feel, think, and act the way you do. The following graph summarizes the Four Temperament Model of Human Behavior.



### Active/Task-oriented "D"

Dominating, Directing, Demanding, Determined, Decisive, Doing

### Active/People-oriented "I"

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

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el, think and act the  
lized pages in this  
page that  
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onality. There are  
d together to

## Passive/People-oriented "S"

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

## Passive/Task-oriented "C"

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

## "D" Type Behavior

Basic Motivation: (

Desires: Freedom  
Opportunities for A

Respond Best To  
Provides pressure

Needs to Learn: Y  
Everyone has a bc  
Sensitivity to peop



signments -

ets to the point -

rols are needed -  
ig well is important -

## "I" Type Behav

Basic Motivation: I

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

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

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

## "S" Type Behavior

Basic Motivation: Stability & Support

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

Responds Best to work at own p

adjust to changes - Allows

Needs to Learn: Deadlines must l

ation is not everything -

**"C" Type Beh**



Basic Motivation

re precision and planning -

Desires: Clearly Time to think

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

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

## Graph 1: "This is expected of me"

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

Description: As a "D / S / C" or "D / C / S" or "S / D / C" or "S / C / D" or "C / D / S" or "C / S / D" you think people expect you to be direct, submissive, and competent. You tend to be more passive, but you sometimes surprise people with your dominant ways. You can be active and decisive, but your sweet, sensitive, compliant, and conscientious feelings seem to balance any abrasiveness or forcefulness you might exhibit. You don't tend to be talkative or a crowd pleaser. You seem to think people expect you to be more quiet and shy. You often don't consider yourself as reserved because of your aggressive and assertive tendencies. There is a part of you that doesn't like to consistently be in charge while cautiously moving forward or need more assurance. You tend to always communicate it well to the masses.

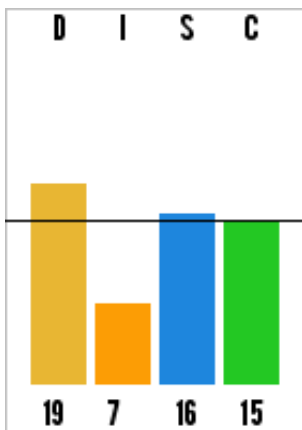
C/S/D - COMPETE

Discovering your behavior

"C/S/D's" are a control oriented, but care a lot. They prefer to get things done. They tend to be more serious. Often misunderstood by others as being insensitive, "C/S/D" types really care for people. They just don't show it openly. They need to be more positive and enthusiastic. Natural achievers, they need to be more friendly and less critical.

**FOR  
REVIEW**

## Controlling your behavioral blends



- Be more enthusiastic.
- Don't worry so much about problems.
- Be more positive.
- Let your sensitivity be more evident.
- Be more outwardly optimistic and encouraging to others.
- Be fearless.

## Graph 2: "This is me"

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

Description: As a "D / S / C", or "D / C / S", or "S / D / C", or "S / C / D", or "C / D / S", or "C / S / D", you think people expect you to be direct, submissive, and competent. You tend to be passive, but you sometimes surprise people with your dominant ways. You can be active and decisive, but your sweet and sensitive, as well as compliant and conscientious ways seem to balance any abrasiveness or fr  
 You seem to think reserved because like to constantly : moving forward. Y tend to plan and p masses.

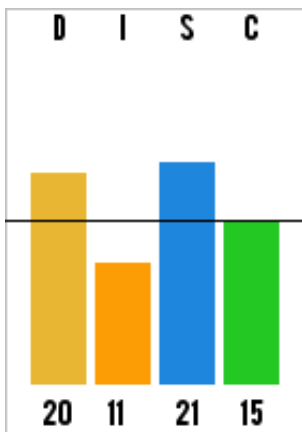


C/S/D - COMPET

### Discovering you

"C/S/D's" are a cc oriented, but care They prefer to get the job done and do it right through small groups, as opposed to large groups. They tend to be more serious. Often misunderstood by others as being insensitive, "C/S/D" types really care for people. They just don't show it openly. They need to be more positive and enthusiastic. Natural achievers, they need to be more friendly and less critical.

### Controlling your behavioral blends



- Be more enthusiastic.
- Don't worry so much about problems.
- Be more positive.
- Let your sensitivity be more evident.
- Be more outwardly optimistic and encouraging to others.
- Be fearless.



**UY TEST** tends to be more:

Demanding / Asserting  
Law-abiding / Conscientious  
Loyal / True Blue  
Peaceful / Calm  
Careful / Cautious  
Risk-taking / Courageous  
Hyper / Energetic  
Brave / Adv  
Persistent /  
Shy / Mild  
Admirable /  
Ambitious /  
Challenging  
Perceptive  
Pondering /  
Sweet / Ter  
Generous /  
Industrious  
Driving / De  
Direct / To the point  
Courteous / Polite  
Inventive / Imaginative  
Organized / Orderly  
Helpful / Assisting

**UY TEST** tends to be less:

Outgoing / Active  
Gentle / Soft / Humble  
Calculating / Analytical  
Convinced / Cocky  
Obedient / Submissive  
Pleasing / Good-natured  
Perfectionist / Precise  
Unbending  
Not Right  
Not Protective  
Not Arching  
Not Driven  
Original / Creative  
Strict / Unbending  
Hospitable / Enjoys company  
Exciting / Spirited  
Bottom line / Straight-forward



**UY TEST's "D"Tendencies seem to be:**

Demanding, Asserting, Risk-taking, Courageous, Brave, Adventurous, Persistent, Restless, Relentless, Ambitious, Goes for it, Challenging, Motivating, Industrious, Hard working, Driving, Determined, Direct, To the point

**UY TEST's "I"Tendencies seem to be:**

Hyper, Energetic, Admirable, Elegant

**UY TEST's "S"Tendencies seem to be:**

Loyal, True Blue, Peaceful, Calm, Sweet, Tender, Compassionate, Generous, Giving, Courteous, Polite, Helpful, Assisting

**UY TEST's "C"Tendencies seem to be:**

Law-abiding, Conscientious, Careful, Cautious, Pondering, Wondering, Organized, Orderly

**UY TEST's "D"Tendencies are not very:**

Convinced, Cocky, Winner, Competitive, Bottom line, Straight-forward



**UY TEST's "I" Tend**  
Outgoing, Active, Energetic,  
Impressing, Exciting

**UY TEST's "S" Tend**  
Gentle, Soft, Humble

**UY TEST's "C" Tend**  
Calculating, Analytical,  
Researching, Organized

**FOR  
REVIEW**

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Happy, Dynamic,

/

Does Right, Preparing,

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## SG Report

### Spiritual Gifts

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

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personality type  
Gift and Behavioural Blends.

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

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## Primary Spiritual Gifts

- Mercy (32/40)
- Knowledge
- Evangelism
- Faith (27/)

## Good Fit Opp

- Counselor
- Deacons
- Discipleship
- Elders

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

## Your Primary Spiritual Gifts Descriptions

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

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

### Mercy

Christians with the Gift of Showing Mercy demonstrate genuine sensitivity to suffering. They are compelled to help people reduce pain. They are concerned more with the person, than the reason for the suffering. Focusing on the feelings of those who hurt, Showers of Mercy desire to minister by "being there" when people really need them. Sympathizing and/or empathizing are their specialties. For example, or how, those with the Gift of Mercy.

**In a word:** Compassion  
**Overuse:** Pity  
**Goal:** Wipe away tears  
**Scripture:** 1 Cor. 13:4-7



### Knowledge

The Gift of Knowledge is the ability to receive specific truth from the word of God. Sometimes they may overwhelm others and bring more attention to their Word of Knowledge, rather than the purpose of sharing what God has revealed to them.

**In a word:** Divine Insights  
**Overuse:** Make others feel inferior or ignorant  
**Goal:** Change lives, rather than impress others  
**Scripture:** 1 Cor. 12:7-8; 8:1b-2

### Evangelism

Christians with the Gift of Evangelism feel compelled to win souls. They seem to have the ability to communicate the gospel very effectively. Their concern for witnessing to a lost and dying world is evident. They desire to be involved in ministries to reach people for Christ. The Gift of Evangelism motivates them to want nearly every message they hear to include the gospel and an

invitation to trust Christ. Missions and outreach are important to them. Always being ready to give an answer to every person is their goal. Conversations seem to often turn toward eternal values. The worth of souls and the task of evangelism are most important to the Evangelist's motivation.

**In a word:** Dynamic

**Overuse:** Zeal

**Goal:** Build disciples, not statistics

**Scripture:** Eph. 4:7,11; Acts 9:26-40; Luke 10:1-10

### Faith

The Gift of Faith is often in difficult circumstances. Every Christian has a deeper dependence upon God, is often their favorite place, and the presence and power of God encourage others to act.

**In a word:** Optimist

**Overuse:** Overly trusting

**Goal:** Combine faith with works; learn to be patient with others

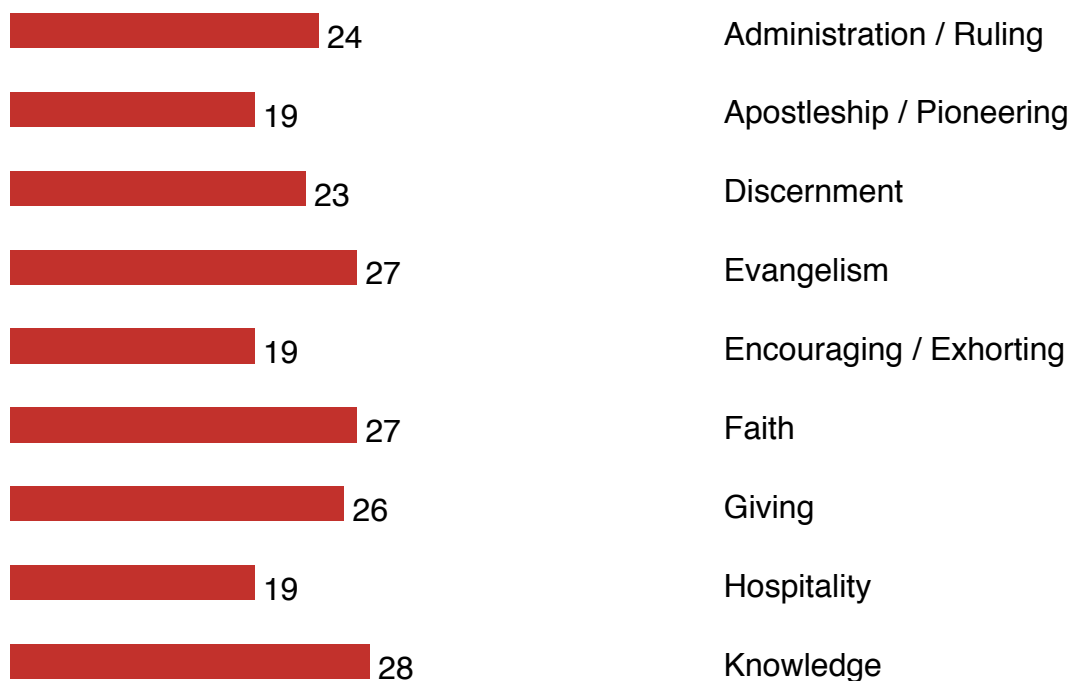
**Scripture:** 1 Cor. 12:7,9; Matt. 8:5-16; Heb. 11:1

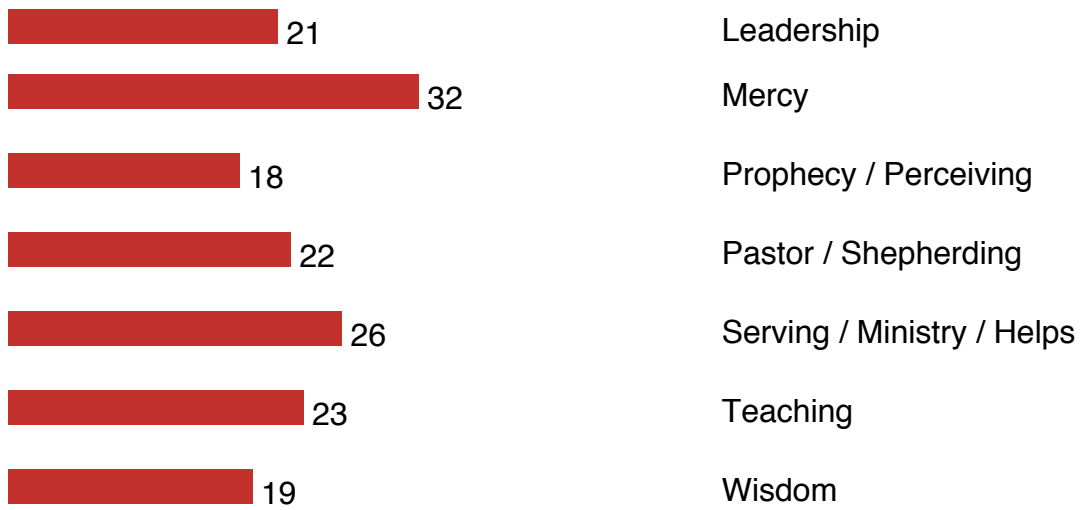


the most adverse... the Gift of Faith have... arising by the Word... believe strongly in... of others. They... r faith.

## The graph of your Spiritual Gifts

Name: UY TEST ONLY TEST





## Involvements / Spiritual Gifts

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

### Mercy

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

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

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

**Reward:** Know

**Prayer:** Dear

TOUGH LOVE

but also sharing truth and

### Knowledge

**Abilities:** Spe

**Opportunities:**

**Warning:** Don

**Reward:** Help

**Prayer:** Dear

Also help me



ie Bible.

d share what you want me to.

### Evangelism

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

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

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

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

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

### Faith

**Abilities:** Unique ability to trust God and His Word for the impossible.

**Opportunities:** Prayer, Counseling, Finances.

**Warning:** Believe, as everything depends upon God, but work, as though everything depends upon you.

**Reward:** Influencing others to increase their faith.

**Prayer:** Dear God, Increase my faith, while I increase my work for you. Don't let me become lazy.





## Fitly Joined Together

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

The following are opportunities for ministry in relationship to your Spiritual Gifts. With your gifts in mind, look at all the ministries available. You should also consider many other gifts not included. You may also have various passions and interests that would cause you to fit well in a specific ministry not listed. If you are already involved in a ministry that doesn't seem to match, don't think you shouldn't be involved. Remember Moses!

### Mercy

Bereaving  
 Child Care  
 Communion  
 Deacons / Deaconesses  
 Elementary  
 Foods  
 Housing Vis  
 Infants / Tod  
 Kids Kamp  
 Newcomers

Big Brothers / Sisters  
 Children  
 Construction  
 Discipleship  
 EMT  
 Greeters

Carpentry  
 Cleaning  
 Counseling  
 Elders  
 Evangelism  
 Homeless  
 Hospice  
 Intercessory Prayer  
 Meals  
 Nursery



### Knowledge

Accounting  
 Deacons / D  
 Finances  
 Orchestra  
 Prayer  
 Records  
 Security  
 Sound System  
 Tape Ministry  
 Trustees

Newsletter  
 Personnel  
 Printing  
 Search Committee  
 Set-up  
 Steering Comm.  
 Tutoring  
 Ushers

Counseling  
 Elders  
 Office Machines  
 Physician  
 Publicity  
 Secretarial  
 Small Groups  
 Supplies  
 Transportation  
 Vehicles

## Evangelism

Altar Counselor  
 Carpentry  
 Communication  
 Counseling  
 Drama  
 Evang.  
 High S  
 Kids K  
 Media  
 Musici.

Big Brothers / Sisters  
 Cleaning  
 Concerts  
 Deacons / Deaconesses  
 Elders

Bowling  
 Coaching  
 Construction  
 Discipleship  
 Electrical  
 Greeters  
 Jr. High  
 Meals  
 Missions  
 Newsletter



## Faith

Altar C  
 Clerical  
 Communion  
 Deacons / Deaconesses  
 Elementary  
 Hispanic Ministry  
 Jr. High  
 Missions  
 Prayer  
 Scripture Reader

Evangelism  
 Counseling  
 Discipleship  
 Encouragement  
 High School  
 Media  
 Newsletter  
 Preschool  
 Search Committee

Big Brothers / Sisters  
 Communication  
 Curriculum  
 Elders  
 Evangelism  
 Intercessory Prayer  
 Men's Women's Ministries  
 Personnel  
 Publicity  
 Senior Adults

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

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

difference. God doesn't always call the qualified, but He always qualifies the called!

## How to handle conflicts

One of THE greatest hindrances to spiritual growth is conflict. Excited Christians, desiring to serve God, are often discouraged because of misunderstandings and clashes with other Christians.

This section is designed to help you handle the pressure. It may explain how to handle clashes. The problem can be overused and your feelings, to come to mind. Read each section and consider how you can

To improve your effectiveness in handling behavior!

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

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they do understand how to handle them. Even Spiritual Gifts are not. Allow God, not your Behavioral Blends in your personality type. Also, buttons."

an excuse for poor

## Top Spiritual Gift's Conflicts

### Gift of Mercy

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

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

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

### Gift of Knowledge

**Under Pressure:** Moody, analytical,

**Sources of Irritation:** Lack of plan, direction,

**Needs to:** Relax, being practical.

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, contemplative, judgmental,

Lack of preparation, validation,

Discussion, spend more time

### Gift of Evangelism

**Under Pressure:** Becomes hyper, talkative, doesn't listen well, pushy, intense, forceful, direct, bossy.

**Sources of Irritation:** Apathy, indecision, laziness, all talk and no go, lack of concern for the lost, inactivity, purpose, direction, leaders as examples, challenge.

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

### Gift of Faith

**Under Pressure:** Becomes hyper, overly optimistic, immature, emotional, irrational, silly, wordy, selfish.

**Sources of Irritation:** Disinterest, slowness, pessimism, details, time restraints, antagonism, doubt, structure, lack of enthusiasm, team participation.

**Needs to:** Listen, count the cost, control emotions, be humble, strong, disciplined, punctual, careful with words, conscientious.

## Combining Personalities with Spiritual Gifts

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

The unique feature of these combinations is to understand how your specific personality type relates to your spiritual gifts. No one has a bad combination. No one is better than others, but there is no wrong or abnormal combinations.

There are uncommon combinations. "D" type personalities give certain personality strengths or a "very strong" or a "very weak" personality. Some people make mistakes and do things that are not wise.

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REVIEW**

Gift of Showing Mercy and a personality. But God sometimes does "oxymoron", like "gentle and strong", but God makes no mistake.

A Christian with a personality that is head off and the Gift of Prophecy is also like the person who will bite your head off and then cry about it. The Prophet Jeremiah is a good example of this dichotomy combination.

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



## S Type Personalities With Gift of Mercy

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

## S Type Personalities With Gift of Knowledge

Passive / people often have the \"S\" type Christian steadiness and increasing a growing believing God'

## S Type Personalities

Sweet, soft, and about so many

have an answer for just about everything. They are more shy, than outgoing. They usually don't volunteer their knowledge, but are ready once asked. \"S\" the Gift of Knowledge are faithful and loyal. They don't like hurting others and want to always help others with their knowledge.

## S Type Personalities With Gift of Faith

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



everyone else has given up an internal source of strength. They hold out their faith. They have a hold out when it comes to and strong when it comes to

al amount of information v to share, but when asked,

# Appendix

## Table Of Contents

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This Table of Contents is for the generic pages of your *Combining 16 Spiritual Gifts and 4 DISC Personality Online Report*. Be sure to first review your online report to learn all the personal information generated from your questionnaires.

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# Introduction

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

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walk with the Lord.

The path of every search must pass beyond yourself toward knowing God better (Phil. 3:10). This instrument is simply provided to help you understand your motivation, while maturing you into an effective servant of Christ.

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

**FOR  
REVIEW**

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solving conflict, and ful-

ur focus on God's will  
You can also learn why you feel, think and act the way you  
do. Self assessment and discovery should always lead to obedience and a deeper

# Spiritual Gifts Descriptions

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

Their purpose is to encourage and mature Christians for more effective ministry. This profile focuses on sixteen spiritual gifts. These sixteen gifts are featured based upon their functional and practical use.

## Administration / Ruling—

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

**In A Word:** Initiator

**Overuse:** Expects too much

**Goal:** Lead by example

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

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

## Apostleship —

Unlike Apostles of old, who actually saw the Lord and spread the Word from place to place, Apostles today have a clear vision to start new ministries where others may not. They make great church planters and strong leaders. Apostles today have a self-spirited appointe dare. They demoni to follow. The als cross cultural, ge Apostles today at their region and i

**In a word:** Pioneer / Visionary

**Overuse:** Pushes too hard / Too much authority

**Goal:** Build deeper and stronger

**Ministry Opportunities:** Big Brothers, Coaching, Construction, Evangelism, High School, Jr. High, Long Range Plan., Martial issions, Nurse, Personnel, Physician, urity, Search Committee  
i. 4:11

## Discernme

The Gift of Dis ability to see thrc and solutions. Th tend to listen wel things that shed l Discernment are good and evil, tr then give advice. biblical principle living by the Wo

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quick to share

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ccounting, Counseling, Deacons,

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mall Groups, Sound System, Steer-

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## Evangelisi

Christians wit souls. They seen very effectively. ing world is evide reach people for ( to want nearly ev an invitation to tr to them. Always is their goal. Co values. The wort important to the Evangelist's motivation.

tistics

Witnessing training leader, Missions

Outreach leader, Visitation leader,

Decision counseling,

, Extended missions endeavors,

Teacher, Women's Ministry

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

## Exhortation / Encouragement—

Christians with the Gift of Exhortation find themselves encouraging others. They are compelled to give advice. As counselors, they seem to often have steps of action. While Prophets declare truth and Teachers clarify truth, Exhorters like to tell you what to do with truth. They bless others with a strong sense of concern. Often looking to encourage others, they are sought out as counselors. People find Exhorters friendly, understanding and practical. They enjoy using their communication skills to share specific insights.

**In A Word:** Encourager

**Overuse:** Talks too much

**Goal:** Apply truth, don't create expectations

**Ministry Opportunities:** Testimonies in groups, Leading in prayer, Scripture reading, Inreach leader, Care group leader, New member training, Leadership training, Teacher, Nominating committee, Leading church in speaking to current issues

**Scripture References:** Rom. 12:8 and Acts 13:43

These descriptions are simple overviews of the Spiritual Gifts listed in Romans 12:3-8, Ephesians 4:11-12, 1 Corinthians 12:8-28, and 1 Corinthians 14:1-3. Read each one, along with reviewing the results of your Spiritual Gifts Profile to identify your specific spiritual motivations.

There are many spiritual gifts referred to in the Scriptures. We are only looking at those that help us "fit" and relate best in ministry.

There are also various manifestations of the gifts. This profile does not deal with any of the manifestations, but rather the motivations and ministries of sixteen specific gifts.

This tool is not intended to be as theological, as it is to be practical and pragmatic. The main purpose of discovering your spiritual gifts is to exercise and enjoy your giftedness for God's glory and to grow as a Christian.

## Faith —

The Gift of Faith is often found in those with the obvious ability to trust God in the most adverse circumstances. Every Christian has a measure of saving faith, but those with the Gift of Faith have a deeper dependence upon God and His Word. "Faith comes by hearing and hearing by the Word of God," is often their favorite Bible verse. The Gift of Faith is seen in those who believe strongly in the presence and power of God. They tend to stretch and encourage others to do so to increase their faith.

**In a word:** Optimist

**Overuse:** Overly trusting and often proud of their faith

**Goal:** Combine faith with works / Learn to be patient

**Ministry Opportunities:** Altar Counsel, Baptism, Big Brothers, Clerical, College/Career, Communication, Communion, Counseling, Curriculum, Deacons, Discipleship, Encouragement, Evangelism, Hispanic Publicity, Scripture Reader  
Rom. 12:3 and 1 Cor. 12:9

## Giving —

Givers tend to be sensitive to how the Gift of Giving is used the loudest, but to the Givers have unique well on boards respect to be conscientious and not be always evidence ship will be.



money  
ip, not financial intimidation  
s: Stewardship committee, Finance nmittee, Benevolence committee, nnel committee, Record keeping,  
Rom. 12:8 and Mark 12:41-44

## Hospitality —

The Gift of Hospitality seem to always love to provide refuge to have someone over to make people com

uch / Get worn out  
without sacrificing family time  
s: Foods, Greeters, Grounds, Hispanic Hospital, Hospitality, Hospice, VBS, Kitchen, Library, Meals, Mis-ry, Organ, Personnel, Preschool, ript. Reader, Sr. Adults  
Rom. 12:13 and 1 Tim. 5:10

## Knowledge —

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

hts  
eel inferior or ignorant  
**Goal:** Change lives, rather than impress others  
**Ministry Opportunities:** Accounting, Clerical, Counseling, Deacons, Discipleship, Elders, Finances, Newsletter, Office Machines, Orchestra, Personnel, Physician, Prayer, Printing, Publicity, Records, Search Comm., Secretarial, Security, Set-up, Small Groups, Sound System, Steering Comm., Supplies  
**Scripture References:** 1 Cor. 12:8 and 1 Cor. 13:2

## Leadership —

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

**In a word:** Dreamer  
**Overuse:** Too demanding and impatient  
**Goal:** Lead by example and willingness to be a servant  
**Ministry Opportunities:** Accounting, Counseling, Deacons, Discipleship, Elders, Finances, Intercess. Prayer, Men's Min., Newsletter, Personnel, Physician, Printing, Publicity, Records, Search Comm., Secretarial, Security, Set-up, Small Groups, Sound System, Steering Comm., Supplies, Tape Min.  
**Scripture References:** Luke 22:26 and 2 Tim. 2:2

## Mercy —

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

**In A Word:** Caring

**Overuse:** Too Sensitive

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

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

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

## Pastor / Shepherding —

The Gift of Pastor / Shepherding is obvious in those who really enjoy leading others. In Ministry, this gift involves Shepherds are compelled for the body's sake. Influential. Stressing a need for harmony. Untrained laymen / Shepherd. They see things. With a motivation to unify spiritual health.

**In A Word:** Discipler

of other's trust

manipulating the flock

Pastor, Staff, Missions organization leadership positions, Teacher,

h. 4:11 and 1 Pet. 5:1-3

## Prophecy / Proclamation

Prophets today are not tamed Prophets spoke the with the Gift of Prophecy straight forward attitude regardless of what anyone to confront anyone with controlled by the Holy Spirit tool to reprove, rebuke and themselves pointing the way up for something significant

## Serving / Ministry

When you think of the scenes, you think of are interested in blessing help others. Motivated by "someone has to do it." find themselves doing what do whatever called for. They simply enjoy help truly selfless, those with



vide Christians

Personnel committee, Ministerial benevolence committee, Planning committee, Teacher, Researching current issues, Missions committee,

Cor. 12:10, 28 & 14:3

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ellowship committee, Recreation preparation, Baptism assistant, ability committee, Building and transportation, Church office volunteer and Clothing Center, Church ration, Revival planning. m 12:7 and 2 Tim. 1:16-18

## Teaching —

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

**In A Word:** In-depth

**Overuse:** Digs too deep

**Goal:** Reveal truth, don't exhaust it

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

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

## Wisdom —

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

**In a word:** Perceptive

**Overuse:** Speak down to people

**Goal:** Consistently trust and ask God for wisdom

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

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



# Historical Background

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

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

Dr. John Geier, Chairman of the Human Behavior Science Department at the University of Minnesota designed the DISC personality type from his research on the four temperaments.

After studying under Dr. Geier, I, a Staff Psychologist at Dallas Theological Seminary, created their-kind combination personality profiles now in print in several countries. These profiles are used in respected and popular profile organizations.

Understanding the four-qualities of people do what they do. Their responses, and the best or worst

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

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

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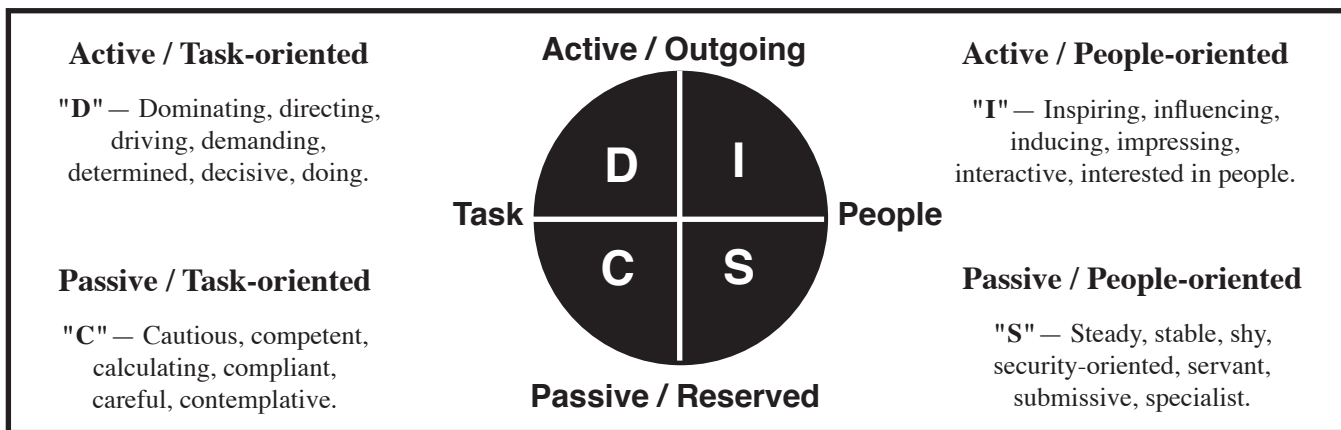
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# Interpretation . . .

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

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



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

**Descriptions:** Dominant, Direct, Demanding, Decisive

**Basic Motivation:** Challenge and Control

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

**Responds Best To Leader Who:** • Provides direct answers  
• Sticks to task • Gets to the point

**Needs To Learn:** • You need to be managed

• Some controls are needed • Important to focus on finishing

**Biblical Advice:** BE GENTLE—James 3:13  
BE ABOVE IS . . . GENTLE, James 3:13  
ACTIONS—Be angry and do not sin, James 1:19  
THING AT A TIME—This Cautious  
• HAVE A SERVANT'S ATTITUDE—Gal. 5:13.

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

**Descriptions:** Competent, Cautious, Careful, Contemplative

**Basic Motivation:** Quality and Consistency

**Desires:** • Clearly defined tasks • Details • Limited risks  
• Assignments that require precision and planning • Time to think  
**Responds Best To Leader Who:** • Provides reassurance  
• Spells out detailed operating procedures • Provides resources to do task correctly • Listens to suggestions

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

**Biblical Advice:** BE MORE POSITIVE—*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. 4:31 • BE JOYFUL—*The fruit of the Spirit is . . . joy*, Gal. 5:22 • DON'T WORRY—*Fret not*, Psa. 37:1.

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

**Descriptions:** Inspiring, Influencing, Impressing, Inducing

**Basic Motivation:** Recognition and Approval  
**Desires:** • Prestige • Friendly relationships • Freedom from details • Opportunities to help others • Opportunities to motivate others • Chance to verbalize ideas

**Responds Best To Leader Who:** • Is fair and also a friend  
• Provides social involvement • Provides recognition of abilities

• Can be managed • Deadlines are not to be feared • Being responsive can be dangerous • Being responsive is popular • Listening better will

**Biblical Advice:** BE HUMBLE—*Humble yourselves before the Lord*, James 3:17 • CONTROL YOUR TONGUE—*Be slow to speak*, James 1:19 • BE ORDERLY—*The fruit of the Spirit is . . . self-control*, Gal. 5:22

**Biblical Examples:** Moses & Hannah  
Known as "Phlegmatic" or "Golden Retriever"

**Descriptions:** Steady, Stable, Security-oriented

**Basic Motivation:** Specialization and Support  
**Desires:** • An area of specialization • Identification with a group • Established work patterns • Security of situation • Consistent familiar environment

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

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

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

**FOR REVIEW**

# How To Read The DISC Graphs

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

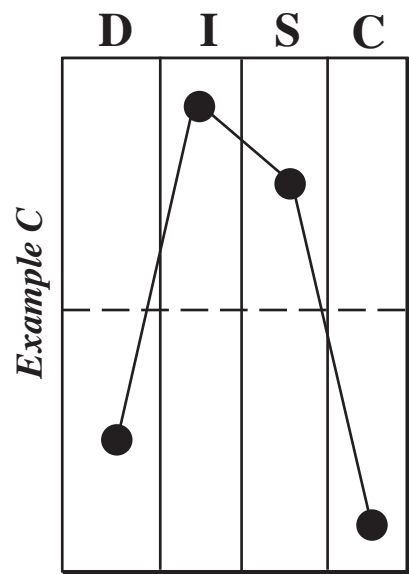
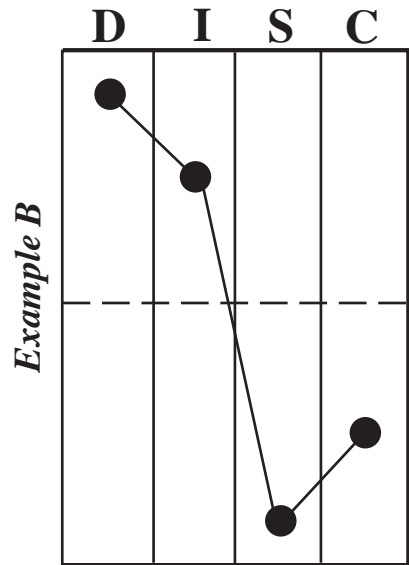
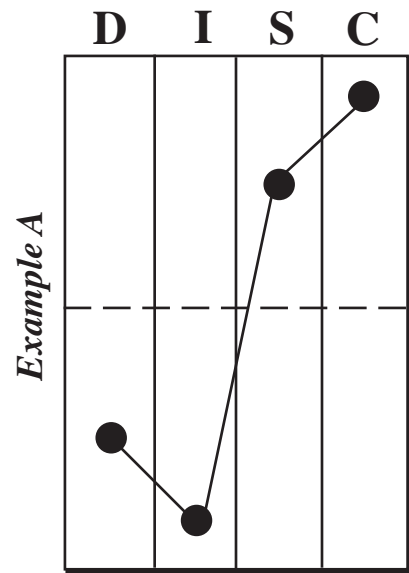
Notice in **Example A**, the highest point is “C.” The next highest point is “S.” This profile is a “C/S” type personality.

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

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

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

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



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

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

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

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

# Understanding The Two Graphs

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

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

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

**GRAPH 2:** “*This is how I really want to act*” is the response to how he or she feels and thinks he or she really wants to act. The person is revealing that he or she feels and thinks he or she really wants to act. Of the person will naturally be more “*D*” or “*I*” than “*S*” or “*C*”.

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

**FOR  
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If **GRAPH 1** is “*This is expected of me*” and **GRAPH 2** is “*This is how I really want to act*”, then the person may be very consistent with what is expected and the real him or her. Having two different graphs is not a problem and is normal for many people.

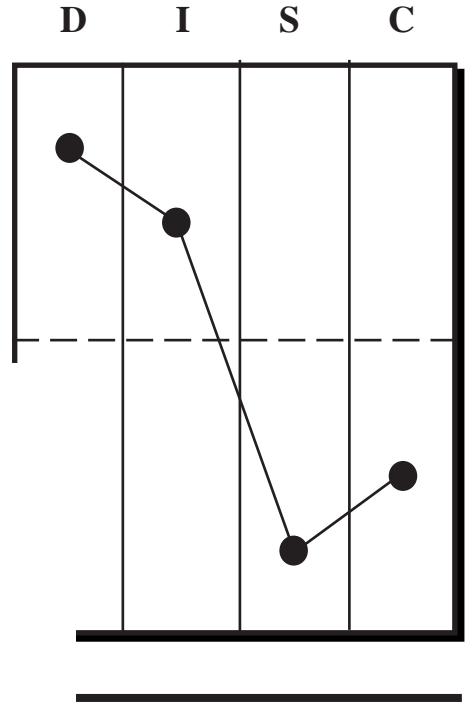
The examples show a “*D/I*” type in **GRAPH 1** and “*I/S*” in **GRAPH 2**. This person is revealing that he or she thinks people want him or her to be more dominant, even though he or she really isn’t that type. This person is also more “*S*”—submissive and security oriented than what he or she feels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

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

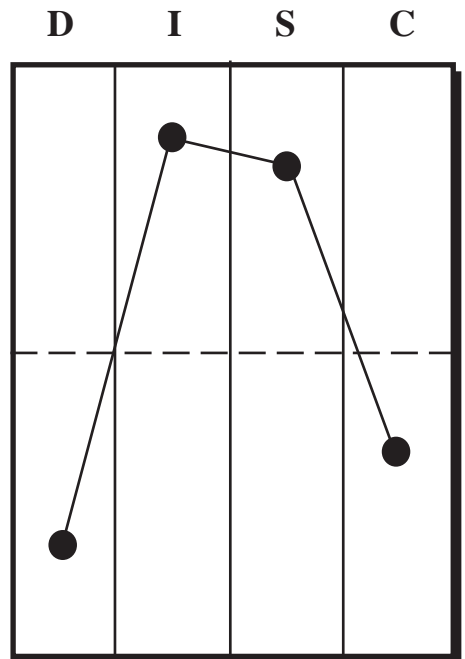
Every point in the upper third is considered *high*. Every point in the middle third is *mid*. Every point in the lower third is considered *low*.

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

Example of Graph 1



Example of Graph 2



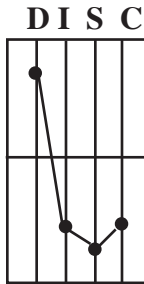
# DISCOVERING YOUR BEHAVIORAL BLEND

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

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

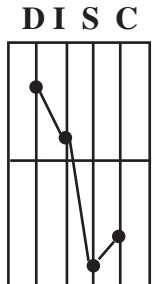
## D: DETERMINED DOERS

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



## D/I: DRIVING INFLUENCERS

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



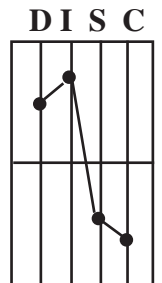
## I: INSPIRATIONAL INFLUENCERS

"I"s are impressive people. They are extremely active and excited individuals. Approval is important to them. They can have lots of friends if they do not overdo their need for attention. They can be sensitive and emotional. They need to be more interested in others and willing to listen. They do not like to look good. They often do not care about being entertainers. They think more logically. They are motivated by recognition.



## I/D: INSPIRATIONAL DOERS

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



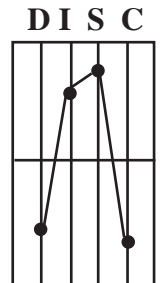
## S: STEADY SPECI

"S"s are stable and shy. They enjoy pleasing people and doing the same job. Secure, not competitive, is important to them. They are so forgiving that they give the advantage of them. They do not know how to say, "No" to a friend. Talking in front of large groups is not their thing. They are motivated by opportunities to help others.

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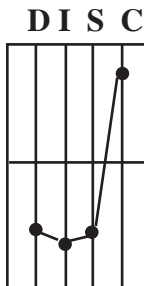
## S/I: INFLUENCERS

"S/I" are people who are inspirational. They accept criticism. They have lots of friends and are very forgiving. They do not care about being very influential. They are not competitive. They must learn to be more assertive. They like to talk, but they do not like to be put to instructions. They would have been more aggressive and competitive. Motivated by opportunities to shine, they induce others to follow.



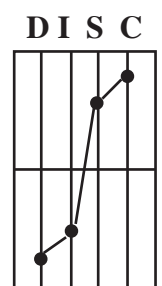
## C: CAUTIOUS COMPETENT TYPES

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



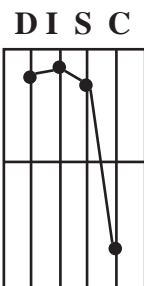
## C/S: COMPETENT SPECIALISTS

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



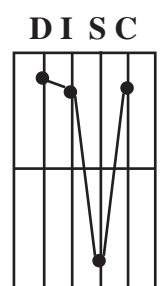
## I/D/S: INSPIRING DRIVING SUBMISSIVE

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



## D/I/C: DOMINANT INSPIRING CAUTIOUS

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

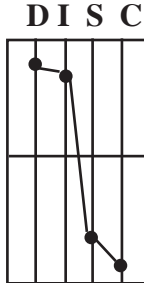


Observe the 21 **Behavioral Blends** on these two pages. Choose the one or two profiles that are most like your graphs. Read the brief paragraph descriptions of the ones that are most like you. You will probably be a combination of two specific profiles. You can also have some characteristics of other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

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

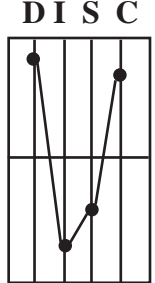
**D/I: DYNAMIC INFLUENCERS**

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



**D/C: DRIVING COMPETENT TYPES**

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



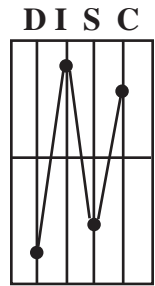
**I/S: INSPIRATIONAL SPECIALISTS**

"I/S"s are influential and stable. They love people and people love them. They like to please and serve others. They do not like time controls or difficult tasks. They want to look good and encourage others, but often lack organizational skills. They follow directions and do what they are told. They want to do, than with by interactive and sit. Regardless of being u influence and support and obedient workers



**I/C: INSPIRATIONAL COMPETENT**

"I/C" Types are inspiring, yet cautious. They size up situations and comply with the rules in order to look good. They are good at figuring out ways to do things better through a lot of people. They can be too persuasive and too concerned about winning. They are often impatient to be more sensitive to individual more concerned about what oth- like breaking the rules; neither ks. They need to try new things nst the crowd. They are careful ink things through.



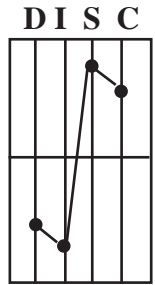
**S/D: STEADY D**

S/D"s get the job done and are determined t ers, they relate best t talk in front of large They enjoy secure r them. They can be so are motivated by sim systematically do gre rather than shallow re while driving to succ

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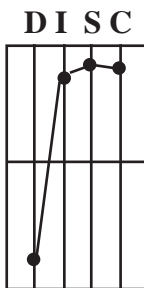
**IMPETENT TYPES**

and contemplative types. They ver the facts. They like to weigh ed slowly to a logical conclusion. ps of people. They do not like ge crowds. They are systematic eds of others, but can be critical oyal friends, but can be too fault- improve their enthusiasm and ivated by kind and conscientious and correctly do things.



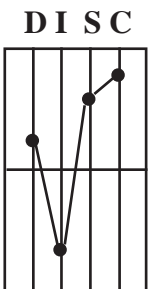
**C/I/S: COMPETENT INFLUENCING SPECIALISTS**

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



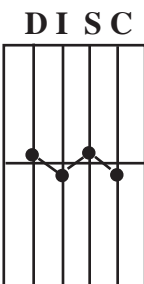
**C/S/D: COMPETENT STEADY DOERS**

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



**STRAIGHT MID-LINE**

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

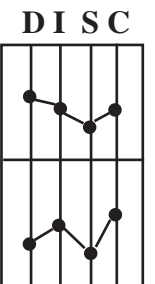


**ABOVE MID-LINE • BELOW MID-LINE**

Some patterns indicate unique struggles an individual may be having.

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

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



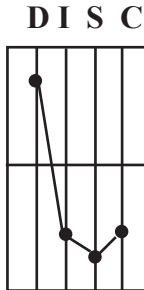


# CONTROLLING YOUR BEHAVIORAL BLEND

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

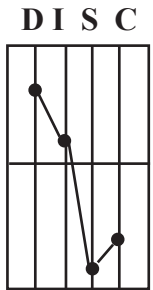
## D: DETERMINED DOERS

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



## D/I: DRIVING INFLUENCERS

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



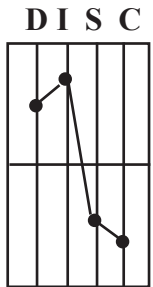
## I: INSPIRATIONAL INFLUENCERS

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



## I/D: INSPIRATIONAL DOERS

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



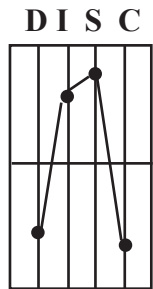
## S: STEADY SPECIALISTS

Increase your confidence through Christ, Who stands firm as your rock, fortress and stronghold. Your confidence is not from God's power, but from the spirit of fear, 2 Tim. 1:7. Be like the redeemed of the Lord, who are outgoing and less inhibited. Gal. 5:1. Be more assertive with "let my people go," Ex. 17:16. "You are secure, because

**FOR REVIEW**

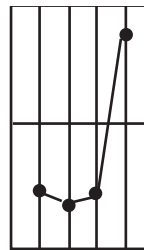
## S: STEADY SPECIALISTS

Be confident without fear," Phil. 1:14. Be confident in one spirit," Phil. 4:1. The confidence you tell others about Christ—confidence upon me," Isa. 61:1. Guard your heart so that it is not troubled," Luke 14:27. Remember, God's purpose is to encourage you—"David said to the Lord," 1 Sam. 30:6. Always remember, "Fear of man brings a



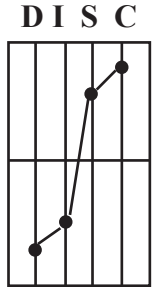
## C: CAUTIOUS C

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



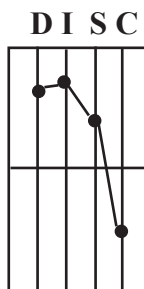
## I/S SPECIALISTS

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



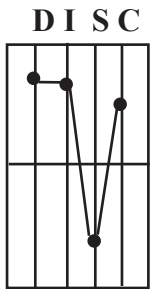
## I/D/S: INSPIRING DRIVING SUBMITTING

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



## D/I/C: DOMINANT INSPIRING CAUTIOUS

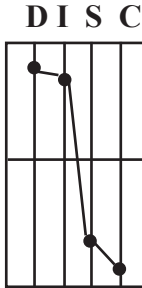
Be sure to listen more—"quick to hear, slow to speak," James 1:19. Be more sensitive to the individual's feelings—"The servant of the Lord must not strive, but be gentle," 2 Tim. 2:24. Be more of a peacemaker—"Blessed are the peacemakers," Matt. 5:9. Be more steady and don't get sidetracked—"Be steadfast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



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

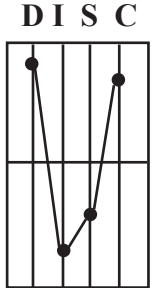
**D/I: DYNAMIC INFLUENCERS**

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



**D/C: DRIVING COMPETENT TYPES**

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



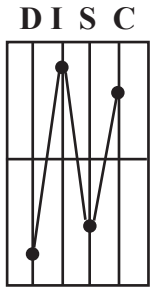
**I/S: INSPIRATIONAL SPECIALISTS**

Do everything unto the Lord—"Whatsoever you do, do it heartily, as unto the Lord and not unto men," Col. 3:23. Beware of seeking man's approval—"Not with eyeservice as men pleasers," Eph. 6:6. Seek to please God, rather than others—"Do always those things that please the Lord," Luke 14:28. Don't be lazy—"not slothful," 12:11. Work hard—"Let every man be diligent in his work," 6:4. Don't just talk about what you do—"in every good work, Col. 1:10 comes when no one will work," 1:28.



**I/C: INSPIRATIONAL COMPETENT**

Be careful you don't think too highly of yourself—"God resists the proud, but gives grace to the humble," 1 Pet. 5:5. Seek to please God more than others—"When a man's ways please the Lord," Prov. 16:7. Be a good believer," 1 Tim. 4:12. Be bold and confident—"Glorify God in all that you do," 2 Cor. 10:1. Guard statements and actions—"He flatters himself," 16:5.



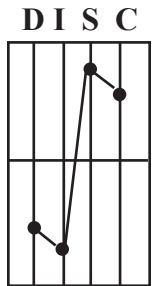
**FOR REVIEW**

**S/D: STEADY DOERS**

God wants to empower what you do—"I will gladly will I rather glory in my weakness, as you trust in God and I am weak, then am I strong," 2 Cor. 12:10. Help others daily—"Exhort one another daily," Isa. 1:18.

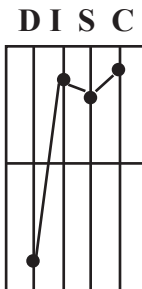
**ENT TYPES**

Be strong and very enthusiastic—"Whatsoever you do, do it heartily as unto the Lord," Col. 3:23. Enjoy relationships—"Christ said, 'I am not alone, for I am with the Father,'" John 1:1. Come from security—"I will give you my peace, because I give peace to those who are at peace with God," 1 John 1:3. Know God's grace—"The grace of God passes all knowledge," 1 John 4:7. Be less in Christ—"I will be less than the least of all saints," Eph. 6:8.



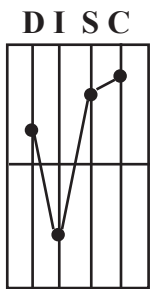
**C/I/S: COMPETENT INFLUENCING SPECIALISTS**

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



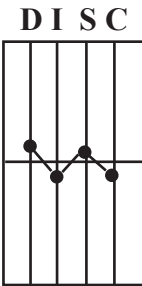
**C/S/D: COMPETENT STEADY DOERS**

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



**STRAIGHT MID-LINE**

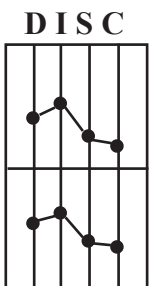
You may be trying to be all things to all men, which is good, but can be frustrating at times. The farther apart your plotting points, the easier it is to read the profile. Recognize your identity in Christ—"I am crucified with Christ, nevertheless I live, yet not I, but Christ lives in me," Gal. 2:20.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



**ABOVE MID-LINE • BELOW MID-LINE**

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

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



# COMBINING PERSONALITIES WITH 16 SPIRITUAL GIFTS

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

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

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

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

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

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

## “D” Type Personalities With Administration / Ruling

Demanding type Christians with the Gift of Administration are strong leaders. They like to tell others what to do. They often see what needs to be done and delegate the work. Administrators tend to see the need to help without pressure. They are often concerned more about the needs of others and loving. “D”-Administrators do great things for God.

## “D” Type Personalities

Christians who are driven to Apostleship. They like imposing their way. They plod through from nothing. They are determined among different cultural and ethnic individuals who demonstrate

## “I” Type Personalities With Administration / Ruling

Influencing type Christians with the Gift of Administration are optimistic leaders. Their positive enthusiasm encourages others to get involved. They tend to talk people into doing things and impress others with their friendliness and need to guard against manipulating. They often take on more than they can expect a lot from them. However, they

## With The Gift of Apostleship

their influence and enthusiasm to start of Apostleship / Pioneering. They tend out reaching other groups, especially the “I” type personalities and the Gift of talented individuals. They tend to step out to start new ministries. They make great ority, but should guard their excitement.

FOR  
REVIEW

## “D” Type Personalities With the Gift of Discernment

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

## “D” Type Personalities With The Gift of Evangelism

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

## “I” Type Personalities With The Gift of Discernment

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

## “I” Type Personalities With The Gift of Evangelism

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



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

There are uncommon blends (but not abnormal blends); such as, the Gift of Showing Mercy and a “D” type personality. Most people with Showing Mercy are “D” types. But God sometimes gives a combination. It’s a “strange bedfellow” — “gentle strength” or a “velvet cover over steel.” They seem to mix or mesh, but God makes what He pleases to gift you for His glory. A Christian with a “D” type personality

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

It doesn’t matter what your composite blends of spiritual gifts and personality are. What really matters is, are you aware of how your different motivations affect you and do the different influences of the natural and supernatural control your motivations! If there may be any other member God made you for your giftedness for His

# FOR REVIEW

## “S” Type Personalities With The Gift of Administration / Ruling

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

## Administration / Ruling

Administrators are competent individuals who are determined to meet that need. They tend to be picky.

They can increase effectiveness with more warmth and team participation. Working through people and creating an enthusiastic atmosphere can be helpful. They should avoid being critical of what others do. “C”-Administrators are best able to get groups to do the right things.

## “S” Type Personalities With The Gift of Apostleship

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

## “C” Type Personalities With The Gift of Apostleship

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

## “S” Type Personalities With The Gift of Discernment

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

## “C” Type Personalities With The Gift of Discernment

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

## “S” Type Personalities With The Gift of Evangelism

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

## “C” Type Personalities With The Gift of Evangelism

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

### **“D” Type Personalities With The Gift of Encouraging**

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

### **“I” Type Personalities With The Gift of Encouraging**

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

### **“D” Type Personalities With The Gift of Faith**

Active / task-oriented Christians who constantly demonstrate an unusual amount of dependence upon God often have the Gift of Faith. They tend to be more demanding than most people. They often challenge others to have more faith. They are stimulated by the Word of God to increase their faith. They are very driven and make up their minds. They have been made. They tend to

### **“I” Type Personalities With The Gift of Faith**

Christians who get most excited about believing God often have the Gift of Faith. They are extremely enthusiastic and inspire others to increase their faith. They are very expressive and talk a lot about the joy of trusting the Lord for everything. “I” type personalities with the Gift of Faith are bold and push in where angels fear to tread. They guard their faith from making miscalculated decisions and discouragements in difficult times.

### **“D” Type Personalities With The Gift of Giving**

Domineering type Christians who are concerned with financial matters. They can be too controlling. They like to be the “gift of getting.” They tend to be concerned with how finances are used, and they are often too unbending or influencing, and they can either discourage or encourage. They can make great financial decisions.



### **“I” Type Personalities With The Gift of Giving**

Enthusiastic type Christians with the Gift of Giving are enthusiastic and encourage everyone to be givers. They tend to be too optimistic about their projects because of financial concerns. They can be too positive, but can become prideful. They like to be in charge. When discouraged, they may use their ability to influence others. “I”-Givers are generous.

### **“D” Type Personalities With The Gift of Hospitality**

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

### **“I” Type Personalities With The Gift of Hospitality**

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

### **“D” Type Personalities With The Gift of Knowledge**

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

### **“I” Type Personalities With The Gift of Knowledge**

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

### **“D” Type Personalities With The Gift of Leadership**

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

### **“I” Type Personalities With The Gift of Leadership**

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

### **“S” Type Personalities With The Gift of Encouraging**

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

### **“C” Type Personalities With The Gift of Encouraging**

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

### **“S” Type Personalities With The Gift of Faith**

Passive / people-oriented Christian who seem to trust God when everyone else has given up often have the Gift of Faith. They are more quiet and shy, but have an internal soul. The Gift of Faith are not expressive. They have the steadiness and stability that make them firm when it comes to increasing a group, but are firm and strong when in a crisis.

### **“C” Type Personalities With The Gift of Faith**

This is a unique combination because of the differences between the “C”’s cautious and concerned behavior and the Gift of Faith’s motivation. “C” type personalities with the Gift of Faith are more reserved in their trust in God, while researching all the options before making their final decisions, even when all the facts are not clear. They are cautious and strong on the promises of God.



### **“S” Type Personalities With The Gift of Giving**

Security-oriented type Christians are often cautious. They are submissive (when necessary) to take on challenging projects. They help others behind the scenes. They can be too helpful. They need to have stronger determination to do what is right. They tend to be the most careful planners who avoid financial disasters.

### **With The Gift of Giving**

“C” type personalities with the Gift of Giving are cautious. They do not make quick financial decisions. They are often stifled because of pessimistic investment mistakes, but may miss great opportunities. People often think they are overly cautious. Respected by others, they should not let anyone else find fault. They can be valuable.

### **“S” Type Personalities With The Gift of Hospitality**

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

### **“C” Type Personalities With The Gift of Hospitality**

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

### **“S” Type Personalities With The Gift of Knowledge**

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

### **“C” Type Personalities With The Gift of Knowledge**

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

### **“S” Type Personalities With The Gift of Leadership**

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

### **“C” Type Personalities With The Gift of Leadership**

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

### **“D” Type Personalities With Gift of Showing Mercy**

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

### **“D” Type Personalities With Gift Pastor / Shepherd**

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

### **“D” Type Personalities With The Gift of Prophecy**

Demanding type Christians with the Gift of Prophecy / Perceiving are fearless concerning truth to dominate others. As protectors without concern for what any the divine right to be pushy. they often offend others. They are striving to expose error. They are helping others. “D”-Prophets / Perceivers

### **“D” Type Personalities With The Gift of Serving / Ministry / Helps**

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

### **“D” Type Personalities With The Gift of Teaching**

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

### **“D” Type Personalities With The Gift of Wisdom**

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

### **“I” Type Personalities With Gift of Showing Mercy**

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

### **“I” Type Personalities With Gift of Pastor / Shepherd**

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

### **With The Gift of Prophecy**

Inspiring type Christians with the Gift of Prophecy / Perceiving make them articulate correctness with persuasion and emotions to convince others. They need to guard against verbal abuse. Perceivers should season their speech with wisdom, they must remember Who they are. “I”-Prophets / Perceivers are inspiring

### **With The Gift of Serving / Ministry / Helps**

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

### **“I” Type Personalities With The Gift of Teaching**

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

### **“I” Type Personalities With The Gift of Wisdom**

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





### **“S” Type Personalities With Gift of Showing Mercy**

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

### **“S” Type Personalities With Gift of Pastor / Shepherd**

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

### **“S” Type Personalities With The Gift of Prophecy**

Sensitive type Christians with the Gift of Prophecy are serious about truth. They are often persuaders. Motivated to do what is right, they are surprisingly effective. People are drawn into their firmness. They need to be more assertive. Perceivers are like sleeping giants.

### **“S” Type Personalities With The Gift of Serving / Ministry / Helps**

Steady type Christians with the Gift of Serving / Ministry / Helps are the backbone of every church’s dream — the ones who get things done. They faithfully serve but should be more assertive. They should be more aggressive. Their understanding of the feelings of others makes them sought out. But sometimes they solve problems for those who may need to feel the pressure of their irresponsibility. “S”-Servants are the most stable servants.

### **“S” Type Personalities With The Gift of Teaching**

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

### **“S” Type Personalities With The Gift of Wisdom**

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

### **“C” Type Personalities With Gift of Showing Mercy**

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

### **“C” Type Personalities With Gift of Pastor / Shepherd**

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

### **“C” Type Personalities With The Gift of Prophecy**

Compliant type Christians with the Gift of Prophecy / Perceiving are often conscientious. They can be very convincing, but they may have a concern for compliance often makes them less insightful. Perceivers are insightful, but can be less effective. They would increase effectiveness with more than always being right. As protectors, they are able to see and share correctness.

### **“C” Type Personalities With The Gift of Serving / Ministry / Helps**

Compliant type Christians with the Gift of Serving / Ministry / Helps are often conscientious. If anything needs to be done, they will do the job. “C”-Servants tend to be difficult to work with. They need to be friendlier and more collaborative. They are the only ones who ever do anything, but they need to appreciate others more. Positive attitudes and enthusiasm are recommended but difficult for “C”-Servants. They can be the hardest working and compliant servants.

### **“C” Type Personalities With The Gift of Teaching**

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

### **“C” Type Personalities With The Gift of Wisdom**

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



# Involvement / 16 Spiritual Gifts Perspective

Where your Spiritual Gifts can be used most effectively!

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

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

## PASTOR / SHEPHERDING

**Abilities:** Ministering to groups needing leadership.  
**Opportunities:** Committee Chairperson, Visitation.  
**Warning:** Don't get discouraged with those who don't follow.  
**Reward:** Seeing the ministry improve.  
**Prayer:** "Dear God, Help me be patient with those who are apathetic or spiritually weak."

## ADMINISTRATION / RULING

**Abilities:** Organizing or delegating tasks.  
**Opportunities:** Group Leader, Office, Personnel.  
**Warning:** Avoid thinking everyone will get involved.  
**Reward:** Seeing people work together to accomplish difficult tasks.  
**Prayer:** "Dear God, Help me to be tolerant to those who don't respond like I think they should."

## FAITH

**Abilities:** Unique ability to trust God and His Word for the impossible.  
**Opportunities:** Prayer, Counseling, Finances.  
**Warning:** Believe, as everything depends upon God, but work, as though everything depends upon you.  
**Reward:** Influencing others to increase their faith.  
**Prayer:** "Dear God, Increase my faith, while I increase my work for you. Don't let me become lazy."

## PROPHECY / PROCLAIMING

**Abilities:** Discern right from wrong / Declare truth.  
**Opportunities:** Community / National Concern, Finances, Steering Committee.  
**Warning:** Don't be obnoxious or opinionated.  
**Reward:** Helping others see the truth clearly.  
**Prayer:** "Dear God, Give me the sensitivity to show love, while sharing truth that may offend."

## APOSTLESHIP

**Abilities:** Start new church  
**Opportunities:** Missions, I  
**Warning:** Be accountable t  
**Reward:** Establishing new  
**Prayer:** "Dear God, Keep my vision. For YOU are alv what I do for you."

## GIVING

## SERVING / MINISTRY / HELPS

**Abilities:** Serving behind the scenes.  
**Opportunities:** Nursery, Sunday School, Ushering.  
**Warning:** Don't become weary in well doing.  
**Reward:** Knowing you make a difference doing what you want to do.  
**Prayer:** "Dear God, Thank you for appreciating my labor of love, regardless of what I may fail to appreciate."

**FOR  
REVIEW**

## DISCERNING

**Abilities:** Special insight  
**Opportunities:** Counseling  
**Warning:** Guard against qu  
**Reward:** Protecting others  
**Prayer:** "Dear God, Give me spirit, so that I can share yo with pride."

## SHOWING MERCY

**Abilities:** Giving sympathy and/or empathy to the  
**Opportunities:** Hospital, Benevolence, Counseling.  
**Warning:** Don't be a sucker to everyone.  
**Reward:** Knowing you helped those who no one would help.  
**Prayer:** "Dear God, Use me to not only help people by showing care, but also sharing truth and TOUGH LOVE when necessary."

## EVANGELISM

**Abilities:** Comfortably share the gospel with results.  
**Opportunities:** Visitation, Outreach, Missions.  
**Warning:** Don't think everyone should be as dedicated to evangelism as you are.  
**Reward:** Leading people to Christ glorifies God.  
**Prayer:** "Dear God, Increase my vision for the lost, while helping me to understand why others do not share my burden."

## KNOWLEDGE

**Abilities:** Special ability to remember many things, especially from the Bible.  
**Opportunities:** Counseling, Book Store, Library.  
**Warning:** Don't get puffed up with much knowledge.  
**Reward:** Helping others learn things they never knew.  
**Prayer:** "Dear God, You are the all-knowing One. May I only know and share what you want me to. Also help me not to be proud of my knowledge"

## TEACHING

**Abilities:** Clarify truth / Insights as to why facts are true.  
**Opportunities:** Teaching, Training, Library.  
**Warning:** Don't neglect other responsibilities.  
**Reward:** Knowing people learn the truth.  
**Prayer:** "Dear God, Help me to be practical, not just impart truth."

## EXHORTATION

**Abilities:** Share practical steps of action.  
**Opportunities:** Counseling, Crisis Center, Evangelism.  
**Warning:** Choose words wisely.  
**Reward:** Seeing people respond to your advice and helping them through problems.  
**Prayer:** "Dear God, Use me to say what you would have me to say, not what I feel at the moment."

## LEADERSHIP

**Abilities:** Obvious influence to motivate others.  
**Opportunities:** Men's or Women's Ministries, Discipleship, Support Groups.  
**Warning:** Lead by example, not just motivation.  
**Reward:** Developing leaders to take over what you have done.  
**Prayer:** "Dear God, Make me a strong and sensitive leader. Help me to be a well-balanced leader!"

## WISDOM

**Abilities:** Special insights to make wise decisions.  
**Opportunities:** Prayer, Counseling, Finances.  
**Warning:** Don't become proud of your wisdom.  
**Reward:** Helping others make good decisions.  
**Prayer:** "Dear God, May my wisdom always come from you and not my own judgement. Help me to always rely on your Word and not my opinions."

# Involvement / Personality Perspective

Where your personality can be used most effectively!

My highest plotting point:  
Graph 1 \_\_\_\_; Graph 2 \_\_\_\_;

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

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

## "D" BEHAVIOR *(Active / Task-oriented)*

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

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

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

**Reward:** Follow your spiritual leaders. Allow Christ to be the Lord of your way to move the m

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

## "C" BEHAVIOR

**Abilities:** Analyze, directions, do the ri

**Opportunities:** Fi  
ning, office, record  
and order curriculu

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

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

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

## "I" BEHAVIOR *(Active / People-oriented)*

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

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

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

**Reward:** God designed you to shine for Him. When hrough you, He will use you in er imagined.

*pr me humble to do your will, you and those who praise me the me."*

*(Passive / People-oriented)*

z, specialize, finish what others enes, do what needs to be done.

whenever needed, hospital v members, office, keep records, ing.

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

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

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

# FOR REVIEW

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

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

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

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

## "D" Types —

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

## "I" Types —

Band	Drama	Interpreting	Piano	Supper Club
Big Brothers	Elders	Kid Emp/MS	Prayer	Support Group
Bowling	Elementa			
Choir	Evangelis			
Coaching	Encourag			
College/Career	Greeters			
Communicatn.	Graphic			
Concerts	High Sch			
Counseling	Hispanic			
Deacons	Housing			
Discipleship	Jr. High			

## "S" Types —

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

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

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

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

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

Gift of Prophecy / Perceiving would ministry Awareness type ministry. Give and declare truth.

Opportunities listed with your specific gift in mind. There may be other You may want to consider your gift. For example, you may not have the Gift of Showing Mercy, but you may be lost. Your passion and experience in an evangelism ministry.

Match with the appropriate ministry 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.

# FOR REVIEW

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

_____
_____
_____
_____
_____



# Fitly Joined Together with 16 Spiritual Gifts

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

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

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

## Administration / Ruling

Accounting  
Benevolence  
Clerical  
Construction  
Counseling  
Deacons  
Discipleship  
Elders  
Finances  
Foods  
Grounds  
Kitchen  
Library  
Long Range Plan.  
Mailings  
Maintenance  
Meals  
Media  
Men's Ministry  
Missions  
Newsletter  
Personnel  
Physician  
Prayer  
Printing  
Publicity  
Records  
Refugee / Homeless  
Search Comm.

## Apostleship

Big Brothers  
Coaching  
College / Career  
Construction  
Deacons  
Discipleship  
Elders  
Evangelism  
High School  
Hispanic Min.  
Intercess. Prayer  
Jr. High  
Long Range Plan.  
Martial Arts  
Media  
Men's Ministry  
Missions  
Nurse  
Personnel  
Physician  
Recreation  
Script. Reader  
Security  
Song Leader  
Search Comm.  
Senior Adults  
Single Adults  
Steering Comm.  
Trustees  
Visitation  
Women's

## Discernment

Accounting  
Counseling  
Deacons  
Discipleship  
Elders  
Finances  
Intercess. Prayer  
Newsletter  
Personnel  
Physician  
Prayer  
Printing  
Publicity  
Records  
Search Comm.  
Secretarial

## Encouraging

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

## Evangelism

Altar Counseling  
Big Brothers  
Bowling  
Carpentry  
Cleaning  
Coaching  
Communication  
Concerts  
Construction  
Counseling  
Deacons  
Discipleship  
Drama  
Elders  
Electrical  
Evangelism

## Faith

Altar Counseling  
Baptism  
Big Brothers  
Clerical  
College / Career  
Communication  
Communion  
Counseling  
Curriculum  
Deacons  
Discipleship  
Elders  
Elementary  
Encouragement  
Evangelism  
Hispanic Min.

## Giving

Accounting  
Benevolence  
Bookstore  
Clerical  
Coaching  
Computer  
Construction  
Curriculum  
Decorating  
Deacons  
Discipleship  
Elders  
Electrical  
EMT  
Finances  
Floral Arrange.  
Foods  
Graphic Arts  
Grounds  
Housing Visitors  
Kitchen  
Library  
Long Ran. Plan.  
Mailings  
Maintenance  
Meals  
Media  
Men's Ministry  
Missions  
Musician  
Newcomers

## Hospitality

\_\_ Foods  
Greeters  
Grounds  
Hispanic Ministry  
Housing Visitors  
Hospital  
Hospitality  
Hospice  
Interpreting  
Kids Kamp/VBS  
Kitchen  
Library  
Meals  
Missions  
Newcomers  
Nursery  
Organ  
Personnel  
Preschool  
Publicity  
Receptionist  
Script. Reader  
Senior Adults  
Serving Meals  
Set-up  
Shut-ins  
Single Adults  
Single Parents  
Small Groups  
Visitation  
Weddings



## Knowledge

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

## Leadership

Big Brothers  
Coaching  
College/Career  
Construction  
Deacons  
Discipleship  
Elders  
Evangelism  
High School  
Hispanic Min.  
Intercess. Prayer  
Jr. High  
Long Range Plan.  
Martial Arts  
Media  
Men's Ministry  
Missions  
Nurse  
Personnel  
Physician  
Recreation  
Script. Reader  
Security  
Song Leader  
Search Comm.  
Senior Adults  
Single Adults  
Steering Comm.  
Trustees  
Visitation  
Women's Min.  
Youth  
Youth Choir

Carpentry  
Child Care  
Children  
Cleaning  
Communion  
Construction  
Counseling  
Deacons  
Discipleship  
Elders  
Elementary  
EMT  
Evangelism  
Foods  
Greeters  
Homeless  
Housing Visit.  
Hospital  
Hospice  
Infants/Toddlers  
Interpreting  
Intercess. Prayer  
Kids Kamp/VBS  
Kitchen  
Meals  
Newcomers  
Nurse  
Nursery  
Organ  
Physician  
Shut-ins

Altar Counsel.  
Baptism  
Big Brothers  
Clerical  
College/Career  
Communication  
Communion  
Counseling  
Curriculum  
Deacons  
Discipleship  
Elders  
Elementary  
Encouragement  
Evangelism  
Hispanic Min.  
High School  
Intercess. Pray.  
Jr. High  
Media  
Men's Ministry  
Missions  
Newsletter  
Personnel  
Prayer  
Preschool  
Publicity  
Search Comm.  
Senior Adults  
Single Adults

Construction  
Deacons  
Discipleship  
Elders  
EMT  
Evangelism  
Finances  
Intercess. Prayer  
Kitchen  
Long Range Plan.  
Martial Arts  
Media  
Men's Ministry  
Newsletter  
Nurse  
Nursery  
Personnel  
Prayer  
Printing  
Records  
Script. Reader  
Search Comm.  
Security  
Steering Comm.  
Sound System  
Tape Ministry  
Teaching  
Trustees  
Visitation  
Women's Min.  
Writing

Adult Choir  
Altar Counseling  
Band  
Baptism  
Bereaving  
Big Brothers  
Bookstore  
Bowling  
Carpentry  
Child Care  
Children  
Choir  
Cleaning  
Clerical  
Coaching  
College / Career  
Communion  
Concerts  
Construction  
Counseling  
Decorating  
Deacons  
Discipleship  
Drama  
Elders  
Electrical  
Elementary  
EMT  
Encouragement  
Evangelism  
Floral Arrange.

## Teaching

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

## Wisdom

Accounting  
Counseling  
Deacons  
Discipleship  
Elders  
Finances  
Intercess. Prayer  
Men's Ministry  
Newsletter  
Personnel  
Physician  
Printing  
Publicity  
Records  
Search Comm.  
Secretarial  
Security  
Set-up  
Small Groups  
Sound System  
Steering Comm.  
Supplies  
Tape Ministry  
Telephone Call.  
Tutoring  
Transportation  
Trustees  
Ushers  
Vehicles  
Video  
Visitors Cards  
Women's Min.  
Writing

# How To Handle Conflicts

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

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

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

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

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

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

## "D" Behavior and all Spiritual Gifts

### Under Pressure:

*Becomes dictatorial, domineering, demanding, angry, intense.*

### Sources of Irritation:

*Weakness, indecisiveness, lack of direction, authority.*

### Needs To:

*Back off, seek peace, react, control, be friendly, loyal, kind.*

## "I" Behavior and all Spiritual Gifts

### Under Pressure:

*Becomes hyper, overly optimistic, immature, wordy, selfish.*

*Detailism, details, time management, structure, participation.*

*Control emotions, disciplined, punctual, meticulous.*

**FOR REVIEW**

## "C" Behavior and all Spiritual Gifts

### Under Pressure:

*Becomes moody, 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.*

### all Spiritual Gifts

*Shy, withdrawn, fearful, weak-willed, withdrawn, sympathizer, sucker.*

### Sources of Irritation:

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

### Needs To:

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

### Natural Responses To Conflict —

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

### Recommended Wise Responses —

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

# Spiritual Gifts & Conflicts

One of the most, if not **THE** greatest hindrance to spiritual growth is conflict. Excited Christians, desiring to serve God, are often discouraged because of misunderstandings and clashes with other Christians. This section is designed to help you discover why Christians often do what they do under pressure. It may explain why you may conflict with others. Scripture is clear on how to handle clashes. The problem is many Christians are not aware of their "motivations." Even Spiritual Gifts can be overused and abusive. The best thing about you can become the worst.

**Allow God, not your feelings, to control your gift/s.**

The following list of gifts and insights are not intended to be exact. Your responses often also depend on your personality type.

## Gifts of Prophecy and/or Apostleship

### Under Pressure:

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

### Sources of Irritation:

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

### Needs To:

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

## Gifts of Encourage

### Under Pressure:

Becomes hyper, over emotional, irrational, s

### Sources of Irritation:

Disinterest, slowness, antagonism, doubt, s team participation.

### Needs To:

Listen, count the cost be — humble, strong, words, conscientious

## Gifts of Mercy

### Under Pressure:

Becomes subservient, withdrawn, sympathizer, sucker.

### Sources of Irritation:

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

### Needs To:

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

## Gifts of Giving and/or Wisdom

### Under Pressure:

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

### Sources of Irritation:

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

### Needs To:

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

## Gift of Evangelism

### Under Pressure:

Becomes hyper, talkative, doesn't listen well, pushy, intense, forceful, direct, bossy.

### Sources of Irritation:

Apathy, indecision, laziness, all talk and no go, Lack of — concern for the lost, inactivity, purpose, direction, leaders as examples, challenge.

### Needs To:

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

## Gifts of Teaching, Discernment and/or Knowledge

### Under Pressure:

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

### Sources of Irritation:

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

### Needs To:

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

**FOR  
REVIEW**

## rding

ve, overly concerned, nosey, earing.

iveness, immaturity;  
vision, direction, power,

ationships, relax, think before  
patient, loving, kind,

## try and/or Hospitality

rg, weak-willed, cooperative,

sympathetic, sensitive.

### Sources of Irritation:

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

### Needs To:

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

## Gifts of Admin./Ruling and/or Leadership

### Under Pressure:

Becomes moody, critical, contemplative, negative, worrisome.

### Sources of Irritation:

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

### Needs To:

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

# Leadership Insights

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

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

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

## Leader Styles

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

### "D" Leaders —

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

### "I" Leaders —

"I"s are inspiring and enthusiastic. They love to lead and influence others. ~~Naturally great presenters, they tend to talk too much.~~ "I" leaders are so sensitive to rejection that they are often positive leaders. "I"s like to lead individuals.

### "S" Leaders —

"S"s are the sweet, sensitive type. They don't demand anything. They are often too nice. They need to be confident. They hate to be rejected. They are often 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.

**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."

## Follower Styles

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

### "D" Followers —

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

### "I" Followers —

"I"s follow with their hearts. They tend to be impulsive followers. They want opportunities that will make them look good. They make great first impressions. Their ability to persuade often turn them into leaders. They rise to the top. Sometimes you have to lead them by the hand.

"I" followers make quick decisions. They like leaders who are direct and gentle. They want to establish relationships with people who will be around for a long time. They value service and stability. When it comes to change, "I" followers feel right at home in high and low-key environments.

"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.

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!*

FOR  
REVIEW



# Biblical Resolution Management

## Covenant —

*In obedience to God's Holy Word and commitment to practicing Biblical Resolution Management, I promise to follow the Principle of Priorities. That is, my priorities are to glorify God, build harmony in the church, and avoid conflict. I will do as Matthew 18 admonishes—go to an offending brother "first alone."*

## First Step —

*I will not first share the offense with another person. I am committed to restoring the relationship, rather than exposing possible sin. I recognize most problems with people are personality clashes, and I will try to understand their actions based upon their perspective.*

## Second Step —

*If going to a person to discuss our differences, I promise to find an individual who will listen to me and shed light on one or two areas of needed growth in our relationship.*

*I recognize that things I won't like, but I will ask for her to resolve the conflict. (The "witness" must be someone with wisdom and highly respected.)*

## Warning —

*I will not seek to find others who have also been offended, nor share my concerns with potential "witnesses" prior to the meeting with my "offending brother." The purpose of having a "witness" is not to validate my hurt but rather to open my heart and mind to the possible needs I may have regarding my relationship with others.*

*I realize my friends may naturally listen to my concerns, but also take up my offense. I will, therefore, not cause them to become a party to a possible division and disharmony because of our friendship. Whenever I feel an urge to share the offense with my friends, I will pray and commune with God about my hurt.*

## Confronting Ministry Leaders —

*I believe in the scriptural admonition to not rebuke an Elder (spiritual leader), other than in grave matters of misconduct and open sin (1 Timothy 5:19). I will earnestly pray for and follow those God has placed in leadership over me. I will not allow anyone to criticize them without following the principles in Matthew 18 and without the specific person present.*

*If I have a problem with my ministry leader, I will go "first alone" to them. I will not share my concern with anyone. I will listen and try to understand their perspective of the problem. If I am not satisfied with their explanation and continue to have animosity, I will ask their permission and counsel to find a "witness" who will listen to our conflict.*

*If the "witness" finds I have misunderstood the situation, I will trust God to resolve the issue by casting my burden on the Lord. If the "witness" agrees the ministry leader is wrong, I will ask the "witness," we will ask three other "witnesses" who will observe what God is doing.*

**FOR  
REVIEW**

*If I am not satisfied with a ministry leader and the truth, I will seek to join a cause any conflict and disharmony.*

*I am committed to pleasing God through resolving my conflicts, even if it means separating myself from the source of my irritations.*

## Ultimate Goal —

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

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

# Joy & Giftedness

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

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

Scriptures, living stones that glorify Him, 1 Peter 2:1,2. If you are called, give Him your life. Give Him your gifts. Both naturally and supernaturally.

The Bible is full of examples of people who were blessed because they were obedient. You should "*speak the truth in love that we may grow up in Christ,*" Eph. 4:15.

***We all need to mature in Christ, so we can enjoy life as God intended!***

Because these lessons are so important, your church has provided you with this tremendous learning experience. Everything would be wasted if you ended this study without determining to be involved in a specific ministry. Also learn how to avoid and resolve conflicts based upon Biblical Resolution Management principles and ministry will be more meaningful.

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

Don't wait for anyone to ask you to get involved. Start this week by just showing up and saying, "*I'm ready to serve!*" Don't be surprised if things are a little dis-

***Exercise your giftedness to experience joy!***

orderly, but remember, most of the time, things will work out for the best.

These lessons should help you understand how to be effective in ministry. Remember, every day is a gift from God! This could be your Day of Pentecost when God pours out His blessing and uses you in ways you never

dreamed. But it could also be a nightmare, because of *people*. Serve God, regardless of whatever conflicts and clashes you may have, and you WILL be blessed.

***Keep your eyes on Christ and you will succeed!***

*This is the end of your report.*

**FOR REVIEW**

# My Action Plan

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

1. My three highest spiritual gifts are: \_\_\_\_\_;  
\_\_\_\_\_;

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

2. The overuse of these gifts sometimes makes me \_\_\_\_\_  
\_\_\_\_\_.

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

4. The overuse of this type sometimes makes me \_\_\_\_\_  
\_\_\_\_\_.

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

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

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

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

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

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

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

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