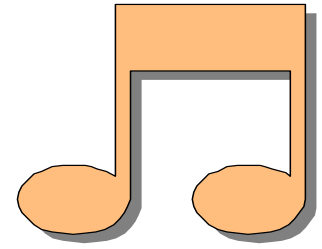
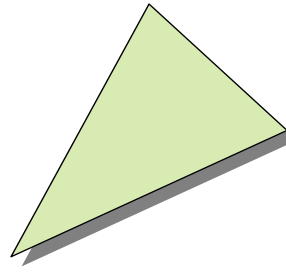
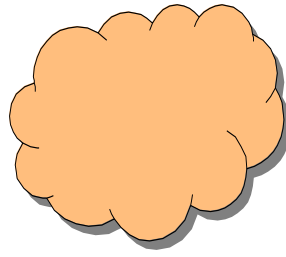
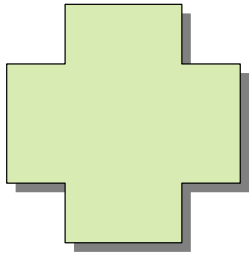


Identifying Your Spiritual Gifts
Identifying Your Heart (Passions)
Identifying Your Abilities
Identifying Your Personality
Identifying Your Experiences

NAME: _____

Kingdom Mobilization
Engaging In God's Purposes For Our Lives
Nolen Rollins, Founder and President
nolen@cmfunds.org



Discovering Your Unique God-Given Shape For Missional Living

You have chosen to experience "ID", a unique seminar designed to help you discover how God has shaped you to serve Him. God is actively working in your life and He wants you to understand and put into practice the full potential of who He's uniquely created you to be in His kingdom, for His purposes, for His glory.

God Uniquely Designed You For A Specific Purpose In His Kingdom.

"For I know the plans I have for you, declares the Lord, plans to prosper you and not to harm you, plans to give you hope and a future." *Jeremiah 29:11 (NIV)*

According To Scripture, Whatever Your Profession, Your Primary Role
In Life Is You Are On Mission With Jesus Christ.

1. You have been **created** for missional living.
"For we are God's workmanship, created in Christ Jesus to do good works, which God prepared in advance for us to do." *Ephesians 2:10 (NIV)*
2. You have been **saved** for missional living.
"It is He who saved us and chose us for His holy work, not because we deserved it, but because that was His plan long before the world began..." *2 Timothy 1:9 (LB)*
3. You have been **gifted** for missional living.
"As each one has received a special gift, employ it in serving one another as good stewards of the manifold grace of God." *1 Peter 4:10 (NAS)*
4. You have been **challenged** to live missionally.
"Your attitude should be the same as that of Christ Jesus...(who) made Himself nothing, taking the very nature of a servant..." *Philippians 1:5-7 (NIV)*
5. You will be **rewarded** for missional living.
"Whatever you do, work at it with all your heart, as working for the Lord, not for men, since you know that you will receive an inheritance from the Lord as

a reward." *Colossians 3:23-24 (NIV)*

SPIRITUAL GIFTS

Heart

Abilities

Personality

Experiences

WHAT THE BIBLE SAYS ABOUT SPIRITUAL GIFTS

Romans 12:1-8, I Corinthians 12-14, Ephesians 4:11-16, I Peter 4:7-11

"Now, about spiritual gifts, I do not want you to be ignorant."
1 Corinthians 12:1 (NIV)

1. What is a spiritual gift?

- ◆ A spiritual gift is a special ability, given by the Holy Spirit to every believer at conversion.

"God has given gifts to each of you from His great variety of spiritual gifts. Manage them well so that God's generosity can flow through you."
1 Peter 4:10 (NLT)

2. Who receives spiritual gifts?

- ◆ Every believer receives at least one spiritual gift.

"Each of you has your own gift from God; one has this gift, another has that."
1 Corinthians 7:7b (TNIV)

3. Why does God give spiritual gifts?

- ◆ God gives believers spiritual gifts to serve others.

"Each one should use whatever gift he has received to serve others..."
1 Peter 4:10 (NIV)

Spiritual Gifts Survey

Directions

This is not a test, so there are no wrong answers.

Select the one response you feel best characterizes yourself and place that number in the blank provided.

Do not spend too much time on any one item. Remember, it is not a test. Usually your immediate response is best.

Please give an answer for each item. Do not skip any items. Your choices are:

- 5 – Highly characteristic of me/definitely true for me
- 4 – Most of the time this would describe me/be true for me
- 3 – Frequently characteristic of me/true for me about 50% of the time
- 2 – Occasionally characteristic of me/true for me about 25% of the time
- 1 – Not at all characteristic of me/definitely untrue for me

- _____ 1. I have the ability to make critical decisions when necessary.
- _____ 2. I have the ability to organize ideas, resources, time, and people effectively.
- _____ 3. I am willing to study and prepare for the task of teaching.
- _____ 4. I enjoy studying and learning lots of new facts.
- _____ 5. I am able to relate the truths of God to specific situations.
- _____ 6. I have given to others God's messages of warning and judgment.
- _____ 7. I am able to sense the true motivation of persons and movements.
- _____ 8. I have a natural tendency to encourage others.
- _____ 9. I have a God-given ability to help others grow in their faith.
- _____ 10. I have a special ability to trust God in difficult situations.
- _____ 11. I possess a special ability to communicate the truth of salvation.
- _____ 12. I have a strong desire to contribute to the establishment of new ministries.
- _____ 13. I take action to meet physical and practical needs.
- _____ 14. I am sensitive to the hurts of people.
- _____ 15. I experience joy in meeting needs through sharing possessions.
- _____ 16. I enjoy entertaining guests in my home.
- _____ 17. I can adapt my guidance to fit the maturity of those working with me.
- _____ 18. I can delegate and assign meaningful work.
- _____ 19. I have an ability and desire to teach others.
- _____ 20. I like to spend time digging into facts.

Spiritual Gifts Survey

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2 – Occasionally characteristic of me/true for me about 25% of the time
1 – Not at all characteristic of me/definitely untrue for me

- _____ 21. I am usually able to analyze a situation correctly.
- _____ 22. I often feel that I have a message from God to deliver to others.
- _____ 23. I can recognize when a person is genuine/honest.
- _____ 24. I can identify those who need encouragement.
- _____ 25. I am willing to take the initiative in helping other Christians grow in their faith.
- _____ 26. I am willing to yield to God's will rather than question and waver.
- _____ 27. I am willing to do whatever it takes to see others come to Christ.
- _____ 28. I would like to be more active in getting the gospel to people in other lands.
- _____ 29. It makes me happy to do things for people in need.
- _____ 30. I have an acute awareness of the emotions of other people, such as loneliness, pain, fear, and anger.
- _____ 31. I am a cheerful giver.
- _____ 32. I am able to make strangers feel at ease.
- _____ 33. I am able to communicate vision in such a way that others commit to making the vision a reality.
- _____ 34. I am successful in getting a group to do its work efficiently.
- _____ 35. I have the ability to use multiple teaching styles.
- _____ 36. I am able to discover new truths about many things.
- _____ 37. I often am consulted when fellow Christians are struggling to make difficult decisions.
- _____ 38. I have spiritual insights from Scripture concerning issues and people that compel me to speak out.
- _____ 39. I can sense when a person is acting in accord with God's will.
- _____ 40. I often think about how I can comfort and encourage others.

Spiritual Gifts Survey

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- 1 – Not at all characteristic of me/definitely untrue for me

- _____ 41. I have trained Christians to be more obedient disciples of Christ.
- _____ 42. I can trust in God even when things look dark.
- _____ 43. I am able to present the gospel to lost persons in such a way that they accept the Lord and His salvation.
- _____ 44. I have a strong desire to take the gospel to places where it has never been heard.
- _____ 45. I am sensitive to the needs of people.
- _____ 46. I am attracted to people who are hurting.
- _____ 47. I am a generous giver.
- _____ 48. I enjoy reaching out to new people in my church and community.
- _____ 49. I can determine where God wants a group to go and help it get there.
- _____ 50. I have been able to make effective and efficient plans for accomplishing the goals of a group.
- _____ 51. I explain Scripture in such a way that others understand it.
- _____ 52. I can organize facts into meaningful presentations.
- _____ 53. I can usually see spiritual solutions to problems.
- _____ 54. I have delivered to other persons messages that have come directly from God.
- _____ 55. I can sense when a person is acting under God's leadership.
- _____ 56. I welcome opportunities to help people who need comfort, consolation, encouragement, and counseling.
- _____ 57. I am able to give spiritual direction to others.
- _____ 58. I find it easy to obey God and be available for His use.
- _____ 59. I feel at ease in sharing Christ with nonbelievers.
- _____ 60. I feel that I should share the gospel with people who are different.

Spiritual Gifts Survey

- 5 – Highly characteristic of me/definitely true for me
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1 – Not at all characteristic of me/definitely untrue for me

- _____ 61. I have an acute awareness of the physical needs of others.
- _____ 62. I possess an unusual capacity to understand the feelings of those in distress.
- _____ 63. I have a strong sense of stewardship based on the recognition that God owns all things.
- _____ 64. I like to meet visitors at church and make them feel welcome.
- _____ 65. I can influence others to perform to their highest God-given potential.
- _____ 66. I am skilled in setting forth positive and precise steps of action.
- _____ 67. I can give a clear, uncomplicated presentation.
- _____ 68. I have a wide range of study resources and know how to secure information.
- _____ 69. I have been able to apply biblical truth to the specific needs of people.
- _____ 70. God gives me messages to deliver to His people.
- _____ 71. I am able to sense whether people are being honest when they tell of their religious experiences.
- _____ 72. God has used me to encourage others to live Christ-like lives.
- _____ 73. I have sensed the need to help other people become more effective in their ministries.
- _____ 74. I feel assured that a situation will change for the glory of God even when the situation seems impossible.
- _____ 75. I like to talk about Jesus to those who do not know Him.
- _____ 76. I enjoy presenting the gospel to persons of other cultures and backgrounds.
- _____ 77. I enjoy doing little things that help people.
- _____ 78. I recognize the signs of stress and distress in others.
- _____ 79. I desire to give generously and unpretentiously to worthwhile projects and ministries.

80. I am comfortable in meeting new people.

Spiritual Gifts Survey

Scoring

Follow these directions to figure your score for each spiritual gift.

1. Place in each box your numerical response (1-5) to the questions for each item number listed below the box.
2. For each gift, add the numbers in the boxes and put the total in the TOTAL box on the right side.

LEADERSHIP	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	=	<input type="text"/>
	Item 1		Item 17		Item 33		Item 49		Item 65		TOTAL
ADMINISTRATION	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	=	<input type="text"/>
	Item 2		Item 18		Item 34		Item 50		Item 66		TOTAL
TEACHING	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	=	<input type="text"/>
	Item 3		Item 19		Item 35		Item 51		Item 67		TOTAL
KNOWLEDGE	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	=	<input type="text"/>
	Item 4		Item 20		Item 36		Item 52		Item 68		TOTAL
WISDOM	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	=	<input type="text"/>
	Item 5		Item 21		Item 37		Item 53		Item 69		TOTAL
PROPHECY	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	=	<input type="text"/>
	Item 6		Item 22		Item 38		Item 54		Item 70		TOTAL
DISCERNMENT	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	=	<input type="text"/>
	Item 7		Item 23		Item 39		Item 55		Item 71		TOTAL
EXHORTATION	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	=	<input type="text"/>
	Item 8		Item 24		Item 40		Item 56		Item 72		TOTAL
SHEPHERDING	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	=	<input type="text"/>
	Item 9		Item 25		Item 41		Item 57		Item 73		TOTAL
FAITH	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	=	<input type="text"/>
	Item 10		Item 26		Item 42		Item 58		Item 74		TOTAL
EVANGELISM	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	=	<input type="text"/>
	Item 11		Item 27		Item 43		Item 59		Item 75		TOTAL
APOSTLESHIP	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	=	<input type="text"/>
	Item 12		Item 28		Item 44		Item 60		Item 76		TOTAL
SERVICE/HELPS	<input type="text"/>	+	<input type="text"/>		<input type="text"/>		<input type="text"/>		<input type="text"/>		<input type="text"/>
	Item 13		Item 29		Item 45		Item 61		Item 77		TOTAL
MERCY	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	=	<input type="text"/>
	Item 14		Item 30		Item 46		Item 62		Item 78		TOTAL
GIVING	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	=	<input type="text"/>
	Item 15		Item 31		Item 47		Item 63		Item 79		TOTAL
HOSPITALITY	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	=	<input type="text"/>
	Item 16		Item 32		Item 48		Item 64		Item 80		TOTAL

Spiritual Gifts Listed in the Bible

LEADERSHIP – This gift is used by God for the purpose of discovering and casting the “big picture” vision. Individuals with this gift are able to convey vision to the body of Christ and to inspire believers to use their gifts to accomplish the mission. Key words – vision, lead.

ADMINISTRATION – Persons with the gift of administration are typically detailed organizers and strategic thinkers with the ability to take a big picture vision and break it down into stages of development and orderly tasks. They are good at delegating tasks and monitoring their progress. Key words – strategy, organize.

TEACHING – This gift is given to serve and strengthen the body of Christ by teaching sound doctrine in relevant ways and empowering people to gain a sound and mature spiritual education. It is their passion to make biblical concepts clear and understandable and they seek opportunities to help others grasp biblical truth. Key words – teach, train.

KNOWLEDGE – The gift of knowledge usually manifests itself in teaching and training. It is the God-given desire and ability to learn, know, and explain the precious truths of God’s Word. They are drawn to extensive study of God’s Word and the historical context in which it was written. Key words – scholar, knowledgeable.

WISDOM – Wisdom is the gift that discerns the work of the Holy Spirit. Individuals with this gift are often sought after by members of the body who need counsel and sound advice. They have the ability to offer practical ways to apply biblical truth in real-world situations. They recognize God as the primary source of wisdom and direction. Key words – wise, direction.

PROPHECY – The gift of prophecy is proclaiming the Word of God boldly. This builds up the body and leads to conviction of sin. Prophecy usually manifests itself in preaching and teaching. It includes both “forth telling” (preaching) and “foretelling” (revelation). They frequently receive and share specific direction from God for comforting, challenging, and confronting His people. Key words – confrontation, boldness.

DISCERNMENT – Discernment aids the body by recognizing peoples’ true intentions. Discernment tests the message and actions of others for the protection and well-being of the body. They are able to “read” others and are most often correct in their assessment. They can recognize the spiritual source of a message. Key words – discerning, authenticity.

EXHORTATION – Possessors of this gift help others live God-centered lives through inspiration, encouragement, counseling and empowerment. This gift is also known as “encouragement”. Individuals with this gift are able to help believers trust in the sovereignty of God in difficult times. They see the circumstances of life from a spiritual rather than a physical perspective. They look to the eternal rather than the temporal. Key words – encourage, inspire.

SHEPHERDING – The gift of shepherding is manifested in persons who look out for the spiritual welfare of others. Although pastors, like shepherds, do care for members of the church, this gift is not limited to a pastor or staff member. Individuals having this gift have the ability to develop personal, trust-based relationships with a small number of people. Key words – guide, mentor.

FAITH – Faith trusts God to work beyond the human capabilities of people. Believers with this gift encourage others to trust God in the face of apparently insurmountable odds. They typically have a passionate prayer life and embrace ideas that most see as impossible. Key words – believe, trust.

EVANGELISM – Those with the gift of evangelism lead others to Christ effectively and enthusiastically. They have a deep concern for those who do not know Christ. They are good at building relational bridges with non-believers and seem to have a sense when a person is open to Christ’s message of forgiveness. Key words – witness, outreach.

APOSTLESHIP – Apostles motivate the body to look beyond its walls in order to carry out the Great Commission. Apostleship provides people with the desire and ability to start new endeavors for God, most often churches. They are eager to be known as ambassadors for Christ in the world. Key words – planter, entrepreneur.

SERVICE/HELPS – Those with the gift of service/helps recognize practical needs in the body and joyfully give assistance to meeting those needs. Those exercising this gift typically take on the challenges of ministry that occur “behind the scenes” and do not seek recognition for their service. They have a servant heart and are fulfilled in serving others. Key words – helper, servant.

MERCY – Persons with this gift aid the body by empathizing with hurting members. They keep the body healthy and unified by keeping others aware of the needs within the church. This gift is seen in Christians that are drawn to minister to the needs of those in hospitals, nursing homes, prisons, etc. They are able to connect at a deep level with those who are grieving and walk with them through difficult seasons of life. Key words – care, empathize.

GIVING – Members with the gift of giving give freely and joyfully to the work and mission of the body beyond the tithe. Cheerfulness and liberality are characteristics of individuals with this gift. They prefer their donations to be anonymous and recognize that their resources are merely tools for God’s use. Key words – generosity, caring.

HOSPITALITY – Those with this gift have the ability to make visitors, guests and strangers feel at ease. Persons with this gift integrate new members into the body and are known for making those around them feel valued and significant. They desire that people always feel loved and welcomed and often have gatherings at their home for fellowship. Key words – welcome, valued.

Spiritual Gifts

Heart

Abilities

PERSONALITY

Experiences

A. You've Got Personality!

1. Definition of Personality/Temperament
 - The quality or fact of being a particular person
 - Habitual patterns and qualities of behavior
 - Distinctive individual qualities considered collectively
 - One's customary frame of mind or natural disposition
2. There Are Four Basic Personality Types/Styles:
 - Dominance/Choleric/Lion
 - Influence/Sanguine/Otter
 - Steadiness/Phlegmatic/Retriever
 - Conscientiousness/Melancholy/Beaver

B. Guidelines for Using Personality Assessment Tools:

1. No person is a single common personality type.
2. There is not a right or wrong nor a best or worst personality type.
3. The purpose for identifying your personality type is to help you understand yourself and how to better relate to others.
4. The purpose for identifying personality types is neither to put people in little boxes nor to judge their behavior.
5. The discovery of your personality type is based on your point of view. It's how you see yourself.
6. This personality assessment tool is not a test. There is no right or wrong answer.
7. This personality assessment tool does not measure psychological behavior.
8. Choose an environment – home, work or school.
9. Don't desire to be a specific personality.
10. Be honest with your responses to get an accurate assessment.

Personality Assessment

Please assign numbers 1-4 to each word in each row.
Number 4 is most like you and Number 1 is least like you most of the time.
You must choose one 1, 2, 3, 4, in each row of words.

- | | | | |
|-----------------------------|------------------------|---------------------------|--------------------|
| ___ Confident | ___ Enthusiastic | ___ Calm | ___ Accurate |
| ___ Problem Solver | ___ Fun-loving | ___ Accommodating | ___ Reserved |
| ___ Self-reliant | ___ Creative | ___ Cautious Humor | ___ Discerning |
| ___ Likes to Have Authority | ___ Group-oriented | ___ Even-tempered | ___ Analytical |
| ___ Bold | ___ Initiator | ___ Patient | ___ Conscientious |
| ___ Action-oriented | ___ Enjoys Change | ___ Good Listener | ___ Predictable |
| ___ Strong-willed | ___ Visionary | ___ Peacemaker | ___ Practical |
| ___ Goal-driven | ___ Risk-taker | ___ Sensitive | ___ Under Control |
| ___ Competitive | ___ Motivator | ___ Loyal | ___ Scheduled |
| ___ Controlling | ___ Outgoing | ___ Non-demanding | ___ Systematic |
| ___ Decisive | ___ Tells Good Stories | ___ Enjoys Stability | ___ Courteous |
| ___ Forceful | ___ Friendly | ___ Steady | ___ Careful |
| ___ Results-oriented | ___ Optimistic | ___ Supportive | ___ Perfectionist |
| ___ Takes Charge | ___ Talks a Lot | ___ Thoughtful | ___ Orderly |
| ___ Independent | ___ Enjoys Life | ___ Tolerant | ___ Persistent |
| ___ Opinionated | ___ Energetic | ___ Dislikes Change | ___ Inquisitive |
| ___ Causes Change | ___ Likes Variety | ___ Sympathetic | ___ Detailed |
| ___ Impatient | ___ Spontaneous | ___ Easygoing | ___ Consistent |
| ___ Accepts Challenges | ___ Inspirational | ___ Warm & Relational | ___ Quality Focus |
| ___ Not Easily Discouraged | ___ Impulsive | ___ Avoids Confrontations | ___ Serious-minded |

TEAMWORK

All Personalities Working Together as a Team

	Description Of My Personality	To Be A Better Team Member I Need
Dominance	<p>I am action-oriented. I make quick decisions. I can solve difficult problems. I am forceful and strong-willed. I lead others to get the job done. I am very competitive. I can take the heat.</p>	<p>Direct answers, bottom-line information Wide range of responsibilities Authority to function Freedom from controls and restrictions Challenges and changes To be surrounded by "people" persons To pace myself and relax more</p>
Influence	<p>I am energetic and full of life. I love fun and laughter. I am creative and innovative. I can inspire and motivate others. I love to express my thoughts. I want to work with others, not alone. I am spontaneous and impulsive.</p>	<p>Public recognition of ability Freedom of expression Freedom from control and details Opportunities to talk Enthusiastic, fun atmosphere Coaching from "task" persons To be accountable for responsibilities</p>
Steadiness	<p>I am warm and relational. I am a good follower and team player. I do not like a lot of change. I try to avoid conflict. I love to serve others. I am a good listener. I am supportive and encouraging.</p>	<p>Stable, secure environment Sincere appreciation Group identification Minimal conflict Standard procedures Help in accepting changes Encouragement to grow</p>
Conscientiousness	<p>I want things done right. I am accurate and consistent. I seek to do excellent work. I am not outgoing most of the time. I love weighing pros and cons. I want a systematic approach. I need time to make decisions.</p>	<p>Businesslike atmosphere Answers to questions Controlled environment Opportunities to use special skills Performance expectations Feedback on performance Encouragement to be flexible</p>

THE ATTITUDE BARRIER

We tend to view team members in terms of their weaknesses, not their strengths... especially those with different personality profiles.

Type	Strengths	Weaknesses
D	Decisive Independent Efficient Practical Determined	Harsh Pushy Dominating Severe Tough
I	Stimulating Enthusiastic Dramatic Outgoing Personable	Excitable Egotistical Reacting Manipulative Talkative
S	Supportive Willing Dependable Reliable Agreeable	Conforming Awkward Dependent Slow Retiring
C	Thorough Persistent Orderly Serious Industrious	Critical Stuffy Indecisive Moralistic Picky

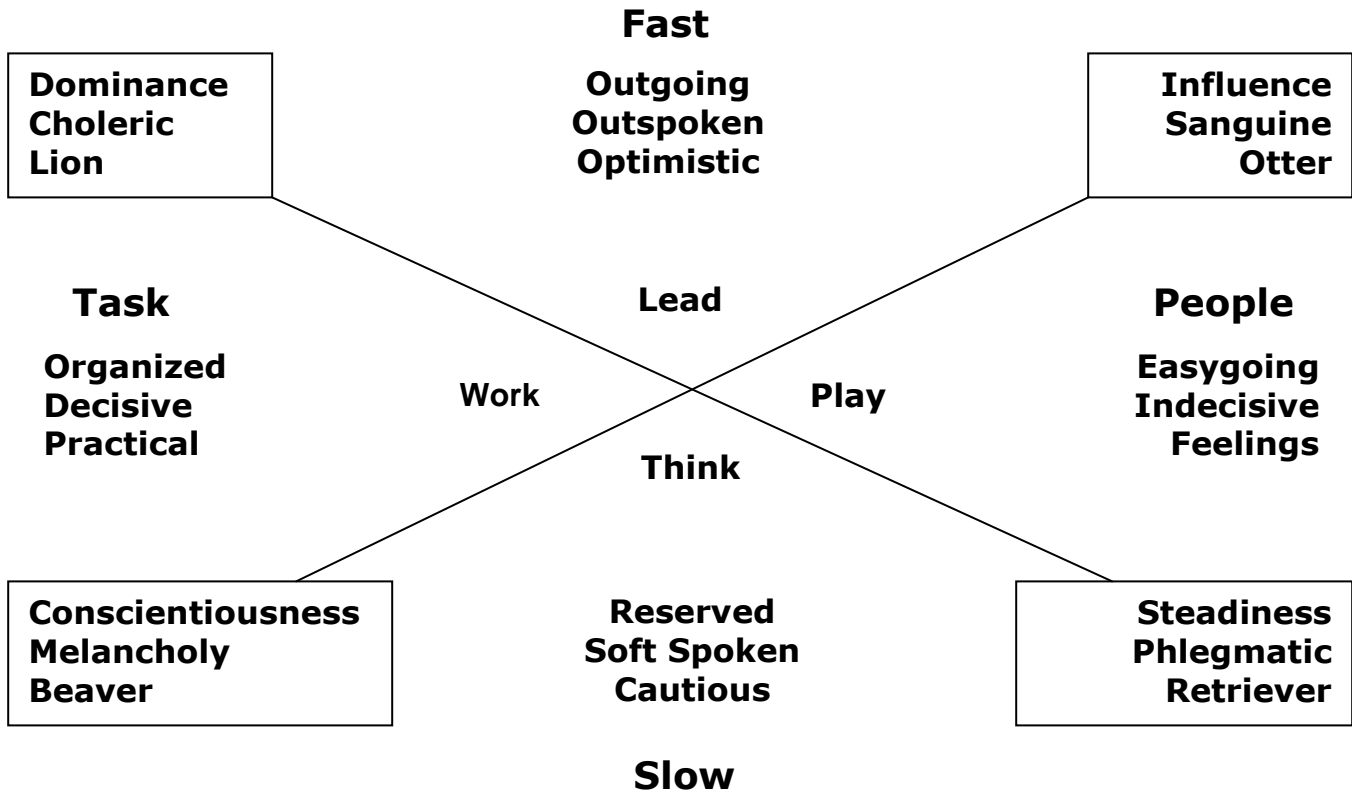
How to overcome the attitude barrier and build commitment to team members:

1. View them in terms of their strengths, not their weaknesses.
2. Become a champion of their strengths.
3. Be available to complement their weaknesses with your strengths.

UNDERSTANDING YOUR TEAM'S PERSONALITY

	D	I	S	C
Value to the Team	Takes initiative	Influences people	Builds relationships	Focuses on details
Major Strength	Strength of purpose; goal oriented; gets things done	Enthusiasm; gets people motivated, involved	Good people skills; good team player or leader	Thoroughness; accuracy in analyzing all the data
Major Weakness	Can be insensitive to feelings of others; impatient	Impulsiveness; may not focus attention on detail/facts	May sacrifice results for harmony; reluctant to initiate	Overly cautious; can be too thorough and lose sight of time
Motivated By	Results; challenge; action	Recognition; approval; visibility	Relationships; appreciation	Being Right; quality
Time Management	Focus: Now; efficient use of time; likes to get to the point	Focus: Future; tends to rush to the next exciting thing	Focus: Present; spends time in personal interaction sometimes to the detriment of the task	Focus: Past; works more slowly to ensure accuracy
Communication	One-way – not as good a listener, better at initiating communication	Enthusiastic; stimulating; often one-way; can inspire others	Two-way flow; a good listener	Good listener; especially in relation to tasks
Emotional Response	Detached; independent	High & Low; excitable	Warm; friendly	Sensitive; careful
Decision Making	Intentional; always makes decisions with goal in mind	Intuitive; quick; lots of wins and losses	Relational; makes decisions more slowly due to input from others	Reluctant; thorough; needs lots of evidence
Behavior Under Tension	Autocratic	Attacks	Acquiesces	Avoids
Would Improve Effectiveness By	Listening	Pausing	Initiating	Being Flexible

PERSONALITY BLENDS and OPPOSITES



Sources of Information for Personality Style

1. DISC (Dominance, Influence, Steadiness, Conscientiousness)
Inscape Publishing, Inc. Minneapolis, Minnesota
2. Hippocrates' Four Temperaments (Choleric, Sanguine, Phlegmatic, Melancholy)
Spirit-Controlled Temperament
by Tim LaHaye, Tyndale House Publishers
3. Animal Characters (Lion, Otter, Retriever, Beaver)
Make Love Last Forever
by Gary Smalley, Lifeway Press

Spiritual Gifts

HEART

Abilities

Personality

Experiences

Your heart or passions are the things you love to do. You have a God-given passion or deep desire to do certain things. Conversely, there are also certain things that you hate to do.

Answering the following questions will help you identify your heart's desires, things you should pursue, and also things you dislike and should avoid.

1. If you could do anything you wanted to do, what would you do?
2. What are the things that really should be done to improve life, things that you feel compelled to do or see done?
3. When you are dreaming about the future and what you would like to do "some day" what is that dream?
4. What things have you done in the past that really excited you?
5. What things have done in the past that you excelled at?
6. Do you have a God-given vision about doing something for the Kingdom in the future? If so, what is that vision?
7. What kind of things do you hate doing, things that drain you?

Spiritual Gifts

Heart

ABILITIES

Personality

Experiences

Abilities include both natural talents or aptitudes that you may have and special skills or knowledge you may have learned. An example of a natural talent is playing the piano by ear. An example of a special skill is playing the piano by reading the notes.

Answering the following questions will help you analyze your abilities.

1. What things do you do well naturally, that you have a natural aptitude for, that come very easy for you? (For example, organizing, building, creative, relational, repairing, solving problems, etc.)
2. What things are you able to do well because of special training, education, or practice? (For example, computer skills, musical instruments, drama, special events, leadership training, carpentry, etc.)
3. What things in the lists above do you also really enjoy doing and receive a sense of fulfillment in doing?

Spiritual Gifts

Heart

Abilities

Personality

Experiences

All life experiences are used by God to prepare you for future ministry and success. God uses both the good and the bad experiences of life to teach you and to prepare you for what is ahead.

Answering the following questions will help you identify life experiences that can be used effectively in future ministry.

1. What are the educational experiences you have had? Include school, special training, and apprenticeships?
2. What are the vocational experiences you have had? Include fields of experience, types of work, and jobs?
3. What are the ministry experiences you have had? Include positions, roles, and types of ministries?
4. What are the cross-cultural experiences you have had? Include relationships and missions experiences?
5. What are the painful experiences of life you have had, such as health issues, broken relationships, and financial problems?

MY PERSONAL S.H.A.P.E. PROFILE

Date: _____

Name: _____ Birth Date: _____ / _____ / _____

Address: _____

City: _____ State: _____ Zip: _____

Home Phone: _____ Work Phone: _____

E-Mail: _____ Cell Phone: _____

Spiritual Gifts - My primary spiritual gifts are...

Hearth - The ministries I am most passionate about are...

Ailities - The natural talents and special skills I have are...

Personality - My personality type is...

Experiences - Areas in which I am most experienced are...

MY PERSONAL S.H.A.P.E. PROFILE

Date: _____

Name: _____ Birth Date: ____/____/____

Address: _____

City: _____ State: _____ Zip: _____

Home Phone: _____ Work Phone: _____

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Spiritual Gifts - My primary spiritual gifts are...

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