

Equipping the Saints

Assessments to Assist Christians
in Developing their
Personal Mission Statement

Step By Step Guide For Completing Equip The Saints

STEP ONE

Skim through pp. 4-17 for an overview of the gifts of the Spirit as defined in this exercise.

STEP TWO

Have your spouse, family member or close friend fill out the "Observation Assessment" on pp. 18-19 in reference to the spiritual gifts they believe you possess. You may want a second friend to fill out a second "Observation Assessment" in addition.

STEP THREE

Mark the traits on pp. 20-22 that you believe you possess and then list on p. 22 your top 4 scores. Assign the #4 to the top score, #3 to second top score, #2 to the third top score, #1 to the fourth top score.

STEP FOUR

Answer the questions for the "Experience Assessment" on pp. 23-29 and then transfer each response to the chart on p. 30. Assign the #4 to the top score, #3 to second top score, #2 to the third top score, #1 to the fourth top score.

STEP FIVE

Answer the questions for the "Ministry Passion Assessment" on pp. 31-32. You are encouraged to draw on the ministry items listed on pp. 33-39 to answer questions 3-7. Assign the #4 to the gift that occurs the most, #3 to the gift that occurs the second most, #2 to the third most frequent gift, #1 to the fourth most frequent gift.

STEP SIX

Transfer to the "Summary of Assessments" on p. 40 your scores from:

- p. 19 to the column entitled "Observation #1" and "Observation #2" (optional)
- p. 22 to the column entitled "Trait Assessment".
- p. 30 to the column entitled "Experience Assessment".
- p. 32 to the column entitled "Ministry Passions".

STEP SEVEN

Under the "Total Scores" column, add up the scores.

STEP EIGHT

The gifts that received the four highest scores can now be transferred to your "Personal Mission Statement" on pages 68-71. See pp. 71-74 for an example of a completed Statement. Go to pp. 4-17 to find the material that describes your top four gifts. Write out statements in your "Personal Mission Statement" from the "Definition of the Gift" and the "Symptoms of the Gift" and Assessments from any websites that apply to your gifts. Include the score total for your top four gifts. See p. 88 for an example.

STEP NINE

Write in your "Personal Mission Statement" your "Ministry Passion Assessment" from pp. 31-32. See pp. 88-89 for an example.

STEP TEN

Fill out the “Meyers-Briggs Personality Inventory” on pages 48-51 and score the results on p. 51 as instructed. Write in your "Personal Mission Statement" your results from page 51 and include the description of your personality type from the list on pages 52-67. See p. 89 for an example.

STEP ELEVEN

Fill out the “DEAA Personality Assessment” on p. 41-43 and score the results on p. 43 as instructed. Write in your "Personal Mission Statement" your results and choose descriptions from pp. 41-43 that you checked and the material on pp. 44-47 to describe each of your personality elements. See p. 90 for an example.

STEP TWELVE

Fill out the “Evangelistic Styles Survey” on pp. 69-70 and score the results on p. 70 as instructed. Write in your “Personal Mission Statement” your results from p. 70 and include the description of your evangelistic style(s) from the list on pages 71-76. See p. 90 for an example.

STEP THIRTEEN

Fill out the “Talent Inventory” on pp. 77-80 as instructed. Write in your “Personal Mission Statement” your results from pp. 77-80 and include the corresponding descriptions. See p. 91 for an example.

STEP FOURTEEN

Select eight of the fifty life values found on pp. 81-82 and transfer the values and their corresponding descriptions to your “Personal Mission Statement”. See p. 92 for an example.

STEP FIFTEEN

Attempt to write your fifty word "Personal Mission Statement". Use statements from your gift and personality assessments for the wording. About one half of the participants in this process are able to develop such a statement without direct assistance. As well, you may want to write out an "Implementation Strategy". See p. 92 for an example.

EVANGELISM

Word Study:

- εὐαγγελιστής (*euangelistehs*) (from "ευ", good; "ἄγγελος" (*angelos*), a messenger) - To announce glad tidings
- εὐαγγέλιον (*euangelion*) means good news, the gospel...An evangelist is a preacher of good news.

Definition of Gift:

Though all Christians are to witness their faith in Christ, the gift of evangelism is a special ability to communicate the Gospel message in relevant terms to unbelievers in such a way that people respond and are converted.

Biblical References:

Acts 21:8; Acts 8:1-4; Acts 12:26-40; Romans 10:1-17

Symptoms of Gift:

- You have the ability to converse easily with strangers or people of short acquaintance.
- You have the ability to persuade or influence people.
- You have the ability to include spiritual truth in normal conversation with the unsaved by sensing occasions to do so.
- You have a freedom and joy in talking about Christian things naturally and unforced.
- You specifically pray much for unsaved people by name.
- You have a strong need to share the Good News with others and you feel incomplete when you are not witnessing regularly.
- You see fruit in your efforts
- You have the ability to make friends easily.
- You become frustrated when you see other Christians that don't seem to care as much the lost as you do.
- Even though you are sometimes afraid, you still feel compelled to share your faith with those you meet, and you are amazed at how often they respond.

How to Develop Gift:

- Receive general training in how to witness.
- Become a part of an "evangelism explosion" or similar team.
- Become very clear on the essentials of salvation.
- Study Romans.
- Practice!

Ministry of Gift:

Extensive, virtually everywhere: in the workplace, one-on-one or in large groups, formal team type work or spontaneous, in the church through teaching how to witness. Many have this gift but do not develop or use it. The evangelist lays a foundation in the person's life. The teachers build upon it.

PASTOR-TEACHER

Word Study:

- ποιμήν (*poimehn*) - a shepherd, one who tends herds or flocks, involves tender care and vigilant superintendence.
- διδάσκαλος (*didaskalos*) - an instructor, a teacher of truth

Definition of Gift:

The special ability to assume the long-term responsibility for the spiritual growth and welfare of a believer or group of believers. This is the discipling gift.

Biblical References:

John 10:1-16; 1 Peter 5:1-4; Tim 3:1-7(*overseers*); Jeremiah 17:16; Jeremiah 2:8; Jeremiah 3:15; Ezekiel 34; Acts 20:18 ff

Discussion:

There is some debate among Christians as to whether pastor-teacher is one gift or two separate gifts. Because of the conjunction between pastor and teacher, most agree that it speaks of a singular gift. The conjunction is the Greek word "kai". Often "kai" has the meaning "that is" or "in particular" and indicates that the "shepherds" and "teachers" are viewed as one common group, i.e., "teaching shepherds".

Symptoms of Gift:

- You are person-oriented. You are not a loner.
- You are gifted in bringing out the best in people. You instinctively know where their strengths lie, in what situations they thrive, and what nourishes and delights them.
- You are sensitive to people. You are a careful listener who can spot others' needs.
- You have the gift of long-term discipling. (differs in exhortation in that one with that gift can help in an immediate situation, whereas a pastor is more of a caretaker who watches over one's long-term growth).
- You have a great sense of responsibility for the welfare of others.
- You are never afraid to get "involved" with people.
- It is important for you to know, keep in touch, and be known by those Christians for whom you are responsible.
- You have a strong desire to give yourself to struggling or straying Christians so that they are encouraged and brought back into the group.
- People who have wandered from Christ or from the church body seem to respond well to your concern and are often brought back.

How to Develop Gift:

- Be discipled yourself by someone with this gift
- Train yourself to understand and spot spiritual gifts in others.
- Train yourself in counseling.
- Train yourself in biblical discussion leading
- Study the disciple-training books and materials of the Navigators.
- Be familiar with the biblical references on the preceding page.

Ministry of Gift:

Elder and ordained pastor, small group leader, counselor, letter-writer, youth sponsor, nursing home ministry, one-on-one, phone ministry

TEACHING

Word Study:

Διδασχία (*didaxeh*), διδασκαλία (*didaskalia*) - instruction, doctrine, those who give instruction, mentoring

Definition of Gift:

The supernatural ability to discover and analyze biblical truth and communicate that knowledge and truth in a way that people can see, learn, and be transformed.

Biblical References:

- It would be very helpful for prospective teachers to review the teaching methods of the Great Teacher Jesus (John 3:2; Matt 4:23; Matt 13:54; Mark 6:34; Luke 4:31; Luke 5:3; John 8:2; Mark 1:22)
- Look at what Jesus, as the prototype of biblical teachers, taught. (John 14:10; Luke 24:25-27; Matt 12:38-42; Matt 19:4-6; Luke 17:26-32)
- Look at what we learn about teaching from the "Great Commission" (*Matt 28.19-20*)
- Instruction in teaching from the Epistles. (1Tim. 6:3-5; Col 1:28; Col 2:6-8; Titus 1:7-11; Rev 2:14,20; 2 Tim 2:24-26; 2 Tim 3:15-17; 2 Tim 4:2,3)

Discussion:

- Teaching is singled out as a high accountability gift. (James 3:1 "Let not many of you become teachers, my brethren, knowing that as such we shall incur a stricter judgement.")
- Judgement will be great on false teachers (see: 2 Peter 2:1)

Symptoms of Gift:

- People consistently understand truth as a result of what you say.
- You have a tremendous drive within to understand truth and to see ways to explain it to others.
- You have a thirst for study and will be able to discipline yourself to much study of God's Word.
- You will find yourself overly concerned about meaning and will not be satisfied with unclear explanations.
- You have a great desire for clarity and spend much time organizing material.
- You have the ability to put yourself in the shoes of the students in order to illustrate the truth clearly.
- You are patient and usually not threatened by questions.
- You are able to present truth in a logical, systematic way.
- You enjoy word studies, love to do research and to study.
- You become very upset when Scripture is used out of context.
- You prefer teaching believers rather than engaging in evangelism.
- You feel that Bible study is foundational to the operation of all the gifts, and you are grieved when you see apathy among Christians to in-depth study of the Word.
- You tend to have only a select circle of friends; you avoid superficial friendships.
- You have strong convictions and opinions based on investigation of facts.
- You are more objective than subjective.
- (possible problem) You may tend to neglect the practical application of truth for the theoretical.
- (possible problem) You may develop pride in intellectual ability.
- (possible problem) You tend to be dogmatic and legalistic and slow to accept the viewpoints of others

How to Develop Gift:

- Practice!
- Study hermeneutics
- Ongoing Bible Study (such as Precept Upon Precept)
- Study the teaching skills of the Master Teacher, Jesus

Ministry of Gift:

Everywhere! Need to realize wide span of use of this gift: small groups, large groups, various ages, discussion leader or platform teacher, writing.

EXHORTATION

Word Study:

- παράκλησις (*paraklehsis*) - a calling to one's side and thus to his aide.
- Root word παράκλητος (*paraklehtos*) is the word for the Holy Spirit.

Definition of Gift:

- The ability and responsibility to come alongside and provide encouragement, strength, stability, and consolation through the application of biblical truth
- This is the major counseling gift.

Biblical References:

- Barnabas is the classic example. (Acts 4:36-37; Acts 9:23-27; Acts 15:35-39; 2Tim 4:11)
- Study Hebrews. The entire book is an exhortation.
- Note these examples of how exhortation mixes with other gifts. (Acts 2:40; 1 Cor 14:3; 1 Tim 6:2; 2 Tim 4:2; 2 Thes. 3:12)
- Look at the importance of exhortation. (1Thes 2:3-12; 1 Tim 4:13)
- If you don't have the gift of exhortation, what are you to do? (1 Thes 5:11; Heb 3:12-13; Heb 10:24-25)

Symptoms of Gift:

- People frequently confide in you their innermost problems because they sense in you an empathetic ear.
- People like to be around you because you cheer them up simply by your attitude and demeanor.
- You love to share with anyone a truth from a verse of Scripture which has meant much to you.
- You are "person centered". You enjoy being with people and have the ability to put each person at ease.
- You are not one for speculation or abstraction. You are practically minded.
- You are able to listen to problems without becoming extremely weighed down or depressed yourself.
- You are not detached but are a sympathetic person who "gets inside" and understands people's feelings
- You are a good listener.
- You are able to rebuke when necessary.
- You become very frustrated with teaching that is not very practical in its application.
- When you teach, you want visible response (interaction in the group).
- You prefer to apply rather than research truth. You tend to find truth in experience, then validate it in Scripture
- You accept people as they are without judging them.
- You are loved because of your positive attitude.
- You want to clear up problems with others quickly, you dislike strained relationships.
- You tend to make decisions easily.
- POTENTIAL DANGER: You may be too eager to give your opinion or advice.
- POTENTIAL DANGER: You may use Scripture out of context in order to make a point.
- POTENTIAL DANGER: You may give pat answers.
- POTENTIAL DANGER: You may be outspokenly opinionated.

How to Develop Gift:

- Study regularly the passages of Scripture which are heavy on application. (Psalms, Proverbs)
- Study Job to note how and how not to empathize with those who are suffering.
- Study Ecclesiastes to see areas in which men seek satisfaction.
- Memorize verses which will prove helpful to you as you use your gift.
- Take a course in Christian counseling. Read books by Jay Adams and Larry Crabb.

Ministry of Gift:

Very extensive...every ministry needs exhorters! Specifically, lay counseling, leading small groups, one-on-one disciplining of new Christians. Often mixed with teaching and prophecy for a very effective speaking mix. Wonderful when mixed with mercy in jail ministry, nursing home ministry, shut-ins, hospital ministry.

LEADERSHIP (RULING)

Word Study:

- Προίστημι (*proistehmi*) - to put before, to stand before, to set over, to manage, to have charge over, to rule. Used in Romans 12:8.
- This word is used 8 times in the New Testament, 3 times in 1 Timothy (where it is translated "manage"), also in 1 Timothy and Titus in describing work of elders.

Definition of Gift:

The special ability to set goals for people and to be able to motivate people to work harmoniously and consistently towards the achievement of those goals

Biblical References:

Exodus and Deuteronomy (*Moses' leadership skills*); Nehemiah; 1 Timothy 3; Titus 3.

Discussion:

There is some disagreement as to whether the gift of LEADING (Ruling) as listed in Romans 12 is the same gift as ADMINISTRATIONS (Governments) listed in 1 Corinthians 12:28. Since the Greek words are different, and since there seem to be some clear distinctions between leading and administrating, this study will consider them two separate gifts.

Symptoms of Gift:

- People look to you when something needs to be done.
- You may not be an accomplished public speaker, but you are generally at ease before a group.
- You are a "goal oriented" person, decisive/clear in visualizing where you want to go
- You do not do everything yourself. Delegation is instinctive for you, and you are effective in seeing that people do their jobs.
- You are able to foresee problems and begin ahead of time to provide ways to circumvent them.
- You have a concern for the good of the whole group.
- You are not afraid of responsibility, yet you are not hungry for power, either.
- You will wait to have authority given to you.
- You take your responsibility seriously, and you accomplish your tasks "with diligence". You recognize that leadership is a high accountability gift.
- You are able to endure criticism.

How to Develop Gift:

- Study Moses and the book of Nehemiah
- Study leadership passages in the Pastoral epistles
- Practice. Do not hesitate to accept leadership responsibilities.
- Take courses on management.
- Develop a clear understanding of the nature of the church, its purposes, functions, growth process.

Ministry of Gift:

Leaders are needed at all levels in the Body of Christ. All classes, teaching fellowships, committees, boards, and ministries need leaders who can put people at ease and move them toward goals.

ADMINISTRATIONS (GOVERNMENTS)

Word Study:

- κυβέρνησις (*kubernēsis*) - to steer, to guide, to pilot, to direct - Used in 1 Cor 12:28.
- Used only once in New Testament

Definition of Gift:

The special ability to devise, organize and execute plans to reach goals using the available resources in the most efficient way.

Biblical References:

Acts 27:11; Exodus 18:13:26

Discussion:

- Distinguishing between the gift of leadership and the gift of administration
- The leader is the captain of the ship; the administrator is the pilot.
- The leader sees the broader picture; the administrator sees the details.
- The leader has the vision; the administrator sets up goals to achieve vision.
- The leader aspires; the administrator carries out.
- The leader is the motivator, the administrator is the implementer.
- The leader says "Follow me!" the administrator says "I'll show you how to get there."

Symptoms of Gift:

- You prefer to be "second in command". You will do the organizing, though you may not wish to persuade and motivate people to goals.
- You are an organizer, and you tend to be organized personally.
- You hate inefficient use of time, energy and money.
- You not only enjoy planning a good course of action, you don't mind the scheduling, phone calling, letter writing, etc. You like to get things done.
- You are constantly making lists and writing notes to yourself and others.
- You are able to identify concrete ways to achieve abstract goals.
- You do not enjoy specifically being told everything to do (that is the gift of helps); rather, you need to be given a general direction and then the freedom to operate as you think best
- You think of details.
- This gift is often grouped with leadership.

How to Develop Gift:

- Read and be trained in management skills
- Volunteer for administrative positions.

Ministry of Gift:

Widespread; virtually every ministry within the church needs those who have administrative skills to plan and get the job done; deacons, coordinators of events (i.e., Missions conference, Spring Fling). A behind-the-scenes gift that is absolutely vital.

MERCY

Word Study:

- ἐλεᾶω (*eleao*) - to have pity, compassion
- The outward manifestation of pity; assumes need on the part of him who receives it and resources adequate to meet the need on the part of him who shows it.

Definition of Gift:

- The special ability to feel love and sympathy for people who are suffering, and to alleviate the suffering through kind deeds. The practical use of this gift expresses the love of God to those in need and thus prepares their hearts for acceptance of the Gospel message.
- Whereas exhortation helps sufferers mainly through words, mercy helps mainly through deeds.

Biblical References:

Micah 7:18; Heb 2:17-18; Matt 9:36; 1 John 3:17; Luke 10:30-37; James 2:15-16; Col. 3:12-15

Symptoms of Gift:

- You can tolerate being in the presence of persons or situations that others avoid due to unpleasantness. You are not repulsed.
- You are extremely patient, so as to be able to sit at a bedside or put up with helpless irksome behavior in people.
- You are very tender-hearted and are deeply moved by a display of any suffering and distress.
- You are comfortable in institutions (prisons, nursing homes, hospitals), places that others would rather avoid.
- People in need like to have you around because you cheer them up.
- You respond to the need without considering whether or not the person deserves, or has earned, any help.
- You take care with words and actions to avoid hurting others.
- You tend to be ruled by your heart rather than your head.
- You have a bent toward enjoying practical service more than theoretical service of a conceptual nature.
- You have a willingness to do little jobs without any credit just for the joy of doing them and knowing they are a help to someone.
- You possess a lot of energy and physical stamina
- You possess a lot of practical skills and enjoy working with your hands.
- You have no desire to be "up front". Yours is a quiet, behind the scenes gift
- You may have difficulty saying "no" and find yourself overwhelmed with many errands and demands on your time and energy.
- You prefer working on immediate goals rather than long-range ones.
- You tend to do more than asked to do.
- You prefer doing a job to delegating it.
- (possible danger) -You may become critical of others who do not help out with obvious needs (Martha syndrome)
- (possible danger) You may neglect own family's needs in helping out with others.
- (possible danger) You may become pushy or interfering in your eagerness to help.
- (possible danger) You may find it hard to accept being served by others.

How to Develop Gift:

- Serve!
- Become a teacher's aide, a deacon's aide

Ministry of Gift:

Everywhere! Without this gift, the body of Christ could not exist. Deacons, secretaries, administrative assistants, teacher's aides

HELPS/SERVICE

Word Study:

- "**Helps**" as found in I Cor 12:28.
- ἀτίλημψις (*atilehmpsis*) - a laying hold of, an exchange, to take so as to support.
- ἀντι (*anti*) - means in exchange or in front of; λαμβανομαι (*lambanomai*) - means to lay hold of
- Meaning: "Here, let me take care of that for you."
- "**Service**" as found in Romans 12:7.
- διακοινία (*diakoinia*) - ministry, service, root word for office of deacon

Definition of Gift:

The ability to see needs and to assist whenever a need occurs, to do so as to strengthen, help or encourage others. Such service may be menial or domestic in nature. It is a special ability to invest time and talents into the lives of other Christians, thus freeing them to be more effective in their ministries.

Biblical References:

Philippians 2:25 (*Epaphroditis*); Romans 16:1 (*Phoebe*); Philemon 10 (*Onesimus*); Mark 10:40-45; 1 Tim 3; Matt 20:20-28; Acts 6:1-6; 2 Tim 1:16-18 (*Onesiphorus*)

Discussion:

- Because there are too different Greek words involved here, it is probable that two different gifts are being described. However, they are very similar in nature and are difficult to distinguish.
- "Helps" would most likely refer to the one who sees many needs in a situation and is able to "jump in" wherever there is a need. "Helps" would be analogous to the hand in the body. The hand can do anything: brush hair, pass out papers, set up chairs, cook, stuff envelopes, make phone calls, change light bulbs, drive a tractor, etc.
- "Service" more often refers to one with a specific ministry. The liver would be analogous to service in the body of Christ. This person may not be able to see and meet needs on the wide scale, but rather he performs a consistent, faithful service in one area. One with the gift of service faithfully serves coffee and cleans up the church kitchen week after week.

Symptoms of Gift:

- You have an unselfish nature which likes to do tasks, menial or otherwise, as long as they help others.
- You have the ability to see temporal needs of others.
- You tend to be a crusader for good causes.
- Your intercessory prayer life is very strong.
- You love to do thoughtful things (remember birthdays, etc.)
- (possible problem) You are very vulnerable and easily hurt by others.
- (possible problem) You are sometimes prone to take up another person's offense.

How to Develop and Minister Gift:

- Volunteer for hospital service jobs, institutions, nursing homes.
- Serve on committees who work with the elderly, prisoners, widows, orphans, the handicapped.
- One on one ministry to any you meet
- Crisis pregnancy centers
- Single parent families
- Helps and Needs committee
- Meals on Wheels
- Inside and outside the church, the list is endless.

GIVING

Word Study:

- μεταδίδωμι (*metadidomi*) - not the simple word for giving, which is δίδωμι (*didomi*)
- μετα (*meta*) is an intensifier. It means "with" and is used five other times in the New Testament, meaning sharing, imparting, giving of self. Involves all your being and implies sharing, sacrificial nature.

Definition of Gift:

The capacity to give liberally to meet the needs of others and yet to do so with a purity of motive which senses that the giving is a simple sharing of that which God has provided. Involves not only money, but all the person possesses.

Biblical References:

Acts 4:34-37; 1 Tim 6:17-18; 2 Cor 8:1-5; 2 Cor 9:1-15; Phil 4:17-19

Discussion:

In the light of every believer's responsibility to the work of ministry, how is this gift distinguished? Every believer is responsible for obedient giving which in the Old Testament involved tithing and in the New Testament seems to imply giving as God has prospered. Obedient giving is a maintenance kind of giving, the consistent giving of resources as God prospers and provides. On the other hand, gifted giving seems to include and go beyond obedient giving, and involves forward and crisis giving. For these people, money is constantly coming in and going out, and giving is done with a singleness of mind, a natural joy and delight, with simplicity and no pretense or agendas. When emergency needs arise, it is usually the people with the gift of giving that respond.

Symptoms of Gift:

- You are quick to recognize material needs of others and to assume some burden to meet those needs.
- You are careful in the handling of your financial matters and you have a bent toward obtaining only those things which you need. -
- You have a conviction that all of what you have belongs to God and you as a steward want to be a channel for God to use what He has given you.
- You have no desire for acclaim and expression of gratitude, and you prefer to give anonymously.
- It gives you great joy to give. You are able to give great proportions of your wealth without great effort of will. It is not painful. Ten percent (10%) of income is a very small amount for you.
- Someone has said "A person with this gift does not ask 'How much must I give?' but 'How much must I keep?'"
- You are able to meet needs in ways that bring spiritual benefit to the recipients.
- You are skillful in making and managing money (not necessarily, but often true).
- You are often willing to sacrifice personal desires to give to God's work.
- When presented with a physical or spiritual need, you tend to respond on your own initiative to try to meet it, especially through material or monetary generosity.

How to Develop Gift:

- Learn good financial management.
- Study Biblical passages dealing with giving
- Practice!

Ministry of Gift:

Deacons, as they are charged to develop liberality in their congregations, mercy ministry, everywhere!

COMMENTARY ON HOW THE GIFTS WORK TOGETHER

The Body of Christ looks upon a troubled situation:

- **MERCY** would see the need, go to the bedside and get involved.
- **HELPS** would cook the meal.
- **GIVING** would pay for it.
- **EVANGELISM** would come and preach the Gospel to them
- **EXHORTATION** would counsel them on how to get their lives together.
- **ADMINISTRATION** would coordinate all the efforts.
- **PASTOR-TEACHER** would watch over the long process.
- **LEADER** would have vision to see better ministry in the future.

WORD OF KNOWLEDGE

Word Study:

- λόγος (*logos*) - denotes the expression of thought, a conception or idea. Used in 1 Cor. 12:8.
- γνῶσις (*gnosis*) - indicates a seeking to know, inquiry, investigation
- note: word is not ἐπιγνῶσις (*epignosis*), which indicates true, full knowledge

Definition of Gift:

The special ability to discover, organize, relate and clarify information and ideas

Biblical References:

2 Peter, Colossians 2:3; 1 Cor 8:1; Proverbs 15; Hosea 4:6; Hosea 6:6

Discussion:

- Some believe that these gifts are situational communications given by the Spirit for a particular moment; i.e., a word which comes from God as knowledge or wisdom for a certain specific situation. (Problem: use of the word "γνῶσις" (*gnosis*) instead of "ῥῆμα" (*rhema*), which indicates spoken word only.)
- Some believe these gifts were no longer needed once the New Testament canon was completed and henceforth no longer exist.

Symptoms of Gift:

- You easily get "the big picture" when studying an area of knowledge. You can summarize and outline a book or lecture so that it is clearer than when it was first delivered.
- You can take in, retain and recall large amounts of information.
- You are an eager learner, you love to discuss and think about ideas. You enjoy the academic world. You are patient in research.
- You are often more idea-oriented than people-oriented. You are bored with small talk and gossip.
- This gift is often coupled with teaching gift (but not always).

How to Develop and Minister Gift:

- Sharpen your study habits.
- Read a lot and write. Outline and organize on paper.
- Try to teach to see if you have knowledge mixed with teaching. Write magazine articles, books, commentaries, teaching materials, work in church library, Seminary and Bible college professors.

WORD OF WISDOM

Word Study:

- λόγος (*logos*) - denotes the expression of thought, a conception or idea. Used in 1 Cor. 12:8.
- σοφία (*sophia*) - skilled, refers to insight into true nature of things

Definition of Gift:

The special ability to apply truth to concrete situations, to communicate wisdom; to properly evaluate a situation in the light of spiritual truth.

Biblical References:

Job 28 26; Proverbs 1:7; 15:33; Colossians 2:3, Colossians 1:9-12; James 3:13-18; Jeremiah 9:23-24; 1 Cor 1:18-25

Symptoms of Gift:

- "Insight" is the key word here. You possess this quality as you sift through what is often conflicting and confusing. You are able to communicate this insight to others.
- You are able to take what is technical and make it practical and applicable.
- You are a problem solver. You can quickly size up all the elements of a situation.
- Wisdom differs from discernment in that it is not person-centered but rather problem-centered.
- Wisdom may be communicated either verbally or in written form.
- When a group discussion becomes confused and entangled, you are able to clarify, offer a suggestion which is insightful, and harmony results.
- This gift is useful blended with any other of the gift mixes in the body of Christ. Usually but not always mixed with speaking gifts.

How to Develop and Minister Gift:

- Get in decision-making bodies, areas where you are a "trouble-shooter".
- Study the WORD, look very closely at Proverbs, and James.
- Realize gift grows stronger with experience and deeper prayer life.
- Useful in counseling situations.

DISCERNMENT (DISTINGUISHING OF SPIRITS)

Word Study:

διάκρισις (*diakrisis*) - act of judgments, a clear discrimination, to separate, judging whether spirits are evil or of God. Used in 1 Cor. 12:10.

Definition of Gift:

The ability to separate that which is from God and what is not; the ability to know whether motives and behavior are divine, human or demonic in origin.

Biblical References:

Acts 5:9-11; Acts 13:8-12; Acts 16:16-18; Acts 20:29-30; 2 Tim 4:1-3; 2 Cor 11:4; 13-15; Acts 17:11; I John 4:1; 2 Peter 2:1

Symptoms of Gift:

- You are not gullible and seldom "taken in" by anyone. (note: don't mistake discernment for a critical spirit)
- You are apt to spot insincerity and "phoniness" before others do.
- You are sensitive to doctrinal issues, able to go beneath the surface of statements to discern presuppositions and "where he's coming from".
- This gift is similar to wisdom, but is more "person centered", having to do with motives and behavior, rather than alternative courses of action in decision making.
- You have a keen sense for recognizing inconsistencies.
- You often and quickly notice when public speakers give wrong interpretation or misapply Scripture.
- You have a deep underlying spirit of conviction which will not allow you to rest when you know people are being given half-truth, misapplied truth or the false.

How to Develop and Minister Gift:

- Read the Bible And solid Biblical theology. The more saturated in Scripture you are, the more potent this gift will be.
- Gift is dependent upon your spiritual growth and maturity. Many immature believers claim this gift, but it takes growth and practice! (Hebrews 5:14 - *Solid food is for the mature, who because of practice have their senses trained to discern good and evil.*)
- Useful in decision-making groups as well as in personal guidance and counseling.
- Good supplement to any kind of "people work". One should determine your ministry based on other gifts, and then use discernment with it.

FAITH

Word Study:

- πίστις (*Pistis*)- firm persuasion, a conviction based upon hearing.
- Same word essentially as used for "believe"
- This is the common word for faith used in the New Testament.

Definition of Gift:

The special ability to understand and work for God's will and purposes with extraordinary confidence.

Biblical References:

Hebrews 11; Romans 10:17; Matt 9:22

Discussion:

- The gift of faith is more than the faith we all possess as believers. We are not talking about saving faith or believing the Word, or the fruit of the Spirit. The key to this gift is found in two verses:
- 1 Cor 12:9 - "*to another faith by the same Spirit, and to another gifts of healing. . .*" (indicates these are gifts not given to everyone, something beyond the faith we receive to believe God).
- 1 Cor 13:2 - "*And if I have the gift of prophet, and know all mysteries and all knowledge; and if I have all faith, so as to remove mountains. . .*" Paul is talking about spiritual gifts here, and the spiritual gift of faith seems to be associated with "mountain moving faith". Mountains refer to the obstacles of life. This gift enables the believer to believe God for great things.

Symptoms of Gift:

- You are not indecisive or timid about Christian ministry; you are bold and confident in your endeavors.
- You "think big"; you tackle tasks others shy away from.
- You have an infectious enthusiasm which can inspire and motivate others to work for God's goals.
- You tend to become very irritated with "red tape", negative thinking, fault finding and indecision.
- You have recurring experiences where in the midst of situations you sense God is going to do something unusual even though most around you do not have this kind of assurance
- Your prayer life is very strong. You feel great satisfaction and joy in persisting through prayer for specific needs.
- When you believe that God has led, you seem to have unusual assurance that it will be accomplished, no matter what.
- You tend to encourage other Christians to trust God and think big in terms of certain goals and actions
- Often this gift is clustered with leadership (powerful combination).

How to Develop and Minister Gift:

- This gift is a kind of "magnifier" of any other gifts a person may have. It increases boldness and perseverance in any ministry.
- The gift of faith is developed and strengthened as the Bible says: obedience to promises and hearing the Word of God.
- Develop a strong prayer life. Keep a prayer notebook.
- This gift should be present in any planning or goal-setting body in a church. Every committee (mercy, missions, etc) needs someone with this gift.
- Read biographies of Christians with this gift (George Muller, Francis Schaeffer, Bill Bright)

OBSERVATION ASSESSMENT

Note: This assessment is to be completed by someone who knows you well, preferably a Christian understanding spiritual gifts. Their relationship and observations can provide some insights that will assist you in determining your spiritual gifts.)

THANK YOU! Your spouse, family member, or friend is seeking to better understand who God has made them to be. Your perspective and observations of them can be helpful in that process. Your time in completing this questionnaire is very much appreciated

ETS Participant: _____

Observations by: _____

Relationship: _____

Directions: Read each of the descriptions below. Mark one of the following letters in the space provided.

***D** = Definitely true, yes; certain gift*

***P** = Possibly true, maybe, potential gift*

***O** = Does not have gift*

***?** = I don't know, have not observed*

___ **TEACHING:** The supernatural ability to discover and analyze biblical truth and communicate that knowledge in a way that people can see, learn, and be transformed.

___ **EXHORTATION (Encouragement):** The supernatural ability to come alongside and provide encouragement, strength, stability, and consolation through the application of biblical truth.

___ **EVANGELISM:** The special ability to communicate the Gospel message in relevant terms to unbelievers in such a way that people respond and are converted.

___ **LEADERSHIP:** The special ability to set goals for people and to be able to motivate people to work harmoniously and consistently toward the achievement of those goals.

___ **PASTOR-TEACHER (Shepherding):** The special ability to assume the long term responsibility for the spiritual growth and welfare of a believer or group of believers.

___ **MERCY:** The special ability to feel love and sympathy for people who are suffering and to alleviate the suffering through kind deeds.

___ **HELPS (Service):** The ability to see needs and to assist whenever a need occurs, to do so as to strengthen, help or encourage others. Such service may be menial or domestic in nature. It is a special ability to invest time and talents into the lives of other Christians, thus freeing them to be more effective in their ministries.

___ **GIVING:** The capacity to give liberally to meet the needs of others and yet to do so with a purity of motive which senses that the giving is a simple sharing of that which God has provided.

___ **ADMINISTRATION:** The special ability to devise, organize and execute plans to reach goals using the available resources in the most efficient way.

___ **FAITH:** The special ability to understand and work for God's will and purposes with extraordinary confidence.

___ **KNOWLEDGE:** The special ability to discover, organize, relate and clarify information and ideas.

_____ **WISDOM:** The special ability to apply truth to concrete situations, to communicate insight; to properly evaluate a situation in the light of spiritual truth.

_____ **DISCERNMENT:** The ability to separate that which is from God and what is not; the ability to know whether motives and behavior are divine, human, or demonic in origin

A. Do you have any other observations or insights that would help this person to understand their strengths or abilities?

B. Look back at those gifts you marked "D" (definitely true). List them from most to least and explain why you think them to be a gift this person has.

1st GIFT (4) _____ WHY? _____

2nd GIFT (3) _____ WHY? _____

3rd GIFT (2) _____ WHY? _____

4th GIFT (1) _____ WHY? _____

(Transfer the top four gifts being affirmed to your "Summary of Assessments" sheet on page 40)

TRAIT ASSESSMENT

There are certain traits that often correspond to the manifestation of specific gifts in one's life. Place a check by those statements which are true and best describe you or your tendencies MOST of the time. Total each section. (note: this assessment includes speaking, serving, support gifts, but omits the special and sign gifts)

- Studious, spends much time in God's Word
- More objective than subjective
- Well-organized person
- Analytical, makes decisions based on facts
- Enjoys researching an idea, does it effectively
- Usually a verbal person, articulate
- Logical, systematic

() Total (Transfer Total to "A" on the Scoring Key on page 22)

- More tolerant/sympathetic than indifferent
- Tends to be positive and full of faith
- Good listener
- Practical minded, able to apply truth
- Able to lovingly admonish when necessary
- Able to urge one to pursue some course of action
- "People person", relational, approachable, non-judgmental

() Total (Transfer Total to "B" on the Scoring Key on page 22)

- Likes people and relates well
- Has ability to persuade and influence people
- Discerning of spiritual needs in others
- More sympathetic/subjective than indifferent/objective
- Communicates gospel with clarity, joy, and effectiveness
- Freedom and joy in talking naturally about spiritual things
- Has burden for eternal destiny of souls

() Total (Transfer Total to "C" on the Scoring Key on page 22)

- Friends look to you when decisions need to be made
- Confident, practical, with large measure of "common sense"
- Able to accept disagreement and criticism without wavering
- Able to make good decisions, even under pressure
- "Goal-oriented", decisive and clear
- Not afraid of responsibility, diligent
- Has a strong sense of vision, knows where to take others

() Total (Transfer Total to "D" on the Scoring Key on page 22)

- Cheerful, relational person
- Others easily confide in you
- Very empathetic, patient, tolerant
- Tend to be ruled by heart rather than head
- Crusader for causes that bring relief to others
- Responds strongly when people are hurt, displaced, or rejected

() Total (Transfer Total to "E" on the Scoring Key on page 22)

- Develops intimate spiritual relationships
 - Peacemaker, strives for harmony among others
 - Willing to renounce personal interests for the sake of others
 - Person-oriented, not a loner
 - Sensitive to people, good listener
 - Patient, responsible
 - Strong burden to see others become mature in their faith
- () Total (Transfer Total to “F” on the Scoring Key on page 22)**

- Thorough and careful, skilled in details
 - More objective than subjective
 - Organized, frustrated with disorganization
 - Concerned with productivity, efficiency
 - Practical minded, concrete ideas to achieve goals
 - Delegator enables and encourages others to accomplish their tasks
 - Responsible, dependable person
- () Total (Transfer Total to “G” on the Scoring Key on page 22)**

- Frugal; heart not encumbered by material things
 - Wise in handling financial matters
 - Generous, sacrifices personal needs and resources for God's work
 - Joy and freedom-in giving
 - Desires to give quietly, without public notice
 - Grieved by waste, poor management practices
 - Tender hearted toward the material lack of others
- () Total (Transfer Total to “H” on the Scoring Key on page 22)**

- Usually easy-going, loyal, likable
 - Energetic, hard-working
 - Works more behind the scenes than in the spotlight
 - Tendency to feel inadequate and unqualified for leadership
 - Has difficulty in saying "no", which can result in over-involvement
 - Prefers doing the job themselves, rather than delegating it:
 - Able to see concrete, physical needs and follows through to see they are met.
- () Total (Transfer Total to “I” on the Scoring Key on page 22)**

- Studious; eager learner
 - Analytical thinker
 - Idea-oriented more than people-oriented
 - Able to concisely organize and summarize
 - Can take in and recall large amounts of information
 - Patient in research
 - Desires to share what is learned
- () Total (Transfer Total to “J” on the Scoring Key on page 22)**

- ___ Able to sift through what is conflicting and confusing
- ___ Able to solve problems by quickly sizing up all the elements of a situation
- ___ Able to take what is abstract and make it practical and applicable
- ___ Able to look at problems objectively
- ___ Challenged by decision making
- ___ Insightful when sorting out conflicting information

(___) Total (Transfer Total to “K” on the Scoring Key on page 22)

- ___ Can sense when demonic forces are at work in a person situation. or teaching
- ___ Unique sensitivity to spiritual things
- ___ Not gullible; seldom "taken-in" by anyone
- ___ Able to spot insincerity and "phoniness"
- ___ Keen sense for recognizing inconsistencies
- ___ Sensitive to underlying spiritual factors of good or evil which are responsible for motive and behavior
- ___ Good judge of character

(___) Total (Transfer Total to “L” on the Scoring Key on page 22)

- ___ "Big-thinker"; willing to tackle tasks others avoid
- ___ Not detail oriented" irritated with "red-tape".
- ___ Very strong prayer life, especially in area of intercession
- ___ Confident and bold in Christian ministry
- ___ Unwavering confidence that God will do something regardless of seemingly insurmountable obstacles,
- ___ Has vision; able to see something God wants done
- ___ Enthusiastic about what God can and will do in people's lives

(___) Total (Transfer Total to “M” on the Scoring Key on page 22)

SCORING TRAIT ASSESSMENT

- | | |
|-----------------------|--------------------------|
| ___ A. Teaching | ___ H. Giving |
| ___ B. Exhortation | ___ I. Helps/Service |
| ___ C. Evangelism | ___ J. Word of Knowledge |
| ___ D. Leadership | ___ K. Word of Wisdom |
| ___ E. Mercy | ___ L. Discernment |
| ___ F. Pastor/teacher | ___ M. Faith |
| ___ G. Administration | |

List in order your top 4 scores and transfer them to your “Summary of Assessments” on page 40:

RANK	GIFT
1st Gift - 4	
2nd Gift - 3	
3rd Gift - 2	
4th Gift - 1	

EXPERIENCE ASSESSMENT

Respond to each statement accordingly:

3 = Consistently, definitely true

2 = Most of the time, usually true

1 = Some of the time, once in a while

0 = Not at all, never

Answer according to who you are, not what you would like to be, or think you ought to be! How true are these statements of you? What has been your experience? To what degree do these statements reflect your usual tendencies?

- _____ 1. I gravitate toward broken people with the desire to see them grow in their faith. I strengthen those who are wavering by directing them to God's promises.
- _____ 2. People seem to consistently understand truth as a result of what I say.
- _____ 3. I have the ability to converse easily with strangers or people of short acquaintance.
- _____ 4. I seem to be gifted in bringing out the best in people I recognize their strengths, where they thrive, what nourishes and delights them.
- _____ 5. In a group setting, Christians look to me when decisions need to be made.
- _____ 6. I enjoy learning about management issues and how organizations function
- _____ 7. In my prayer life, I find myself devoting the bulk of my prayer time to intercessory prayer for those who are suffering.
- _____ 8. I basically like to do tasks menial or otherwise, as long as they help others.
- _____ 9. I am quick to recognize the material needs of others and to assume some burden to meet those needs financially.
- _____ 10. I easily get the "big picture" when studying an area of knowledge. I can summarize and outline a book or lecture so that it is clearer than when it was first delivered.
- _____ 11. I am not indecisive or timid about Christian ministry. I am bold and confident in my endeavors.
- _____ 12. I find I have insight into what others consider conflicting and confusing.
- _____ 13. I can sense when demonic forces are at work in a person, situation, or teaching.
- _____ 14. I inspire others to take more seriously the Lordship of Christ in their lives.
- _____ 15. I have a tremendous drive within to understand truth, and I constantly look for ways to explain it to others.
- _____ 16. I have the ability to include spiritual truth in normal conversations with the unsaved by sensing occasions to do so.
- _____ 17. I am inclined towards the kind of discipling that watches over others' long term growth.
- _____ 18. I usually know the direction I am to go and can influence others to follow.
- _____ 19. I am an organizer, and I tend to be organized in my personal life as well.

Respond to each statement accordingly:

3 = Consistently, definitely true

2 = Most of the time, usually true

1 = Some of the time, once in a while

0 = Not at all, never

- ____ 20. I enjoy doing thoughtful things (remember birthdays, send cards, phone calls, etc), especially to those who are often overlooked.
- ____ 21. I am quick to respond to the temporal needs of others.
- ____ 22. I am careful in the handling of my financial matters, purchasing only those things I need.
- ____ 23. I am an eager learner, I love to discuss and think about ideas.
- ____ 24. I have an enthusiasm about what God can and will do in and through me.
- ____ 25. I am able to see to the heart of the matter in a complex situation.
- ____ 26. I am a good judge of character. I have been told that my insights about certain people have been true.
- ____ 27. People frequently confide their deepest problems to me.
- ____ 28. I have a thirst for God's Word, and I discipline myself to carefully study it.
- ____ 29. I have a freedom and joy in talking about Christian things naturally and unforced in the presence of unbelievers.
- ____ 30. I have a great sense of responsibility for the spiritual growth and welfare of others.
- ____ 31. I am able to clarify a vision decisively, and to excite others to pursue it.
- ____ 32. I am bothered by the inefficient use of time, energy and money.
- ____ 33. I am able to empathize with suffering people and involve myself in their healing process.
- ____ 34. I am able to see concrete, physical needs and follow through to see they are met.
- ____ 35. I have no desire to bring attention to my generosity.
- ____ 36. I am more idea-oriented than people-oriented.
- ____ 37. I am able-to spot excuses which keep others from trusting God.
- ____ 38. I have a sense of confidence and enjoy the challenge of making decisions.
- ____ 39. I am not gullible and am seldom "taken-in" by anyone.
- ____ 40. I love to practically apply the Bible, and I am able to share Scripture which speaks to problems people are encountering.
- ____ 41. I am not satisfied with poorly organized explanations of Scripture.
- ____ 42. My burden for the unsaved is reflected in the amount of time I spend praying for them by name.

Respond to each statement accordingly:

3 = Consistently, definitely true

2 = Most of the time, usually true

1 = Some of the time, once in a while

0 = Not at all, never

- ___ 43. I am not afraid to become "involved" with people. I don't shrink from the time and emotional involvement which follows.
- ___ 44. People look to me when something needs to be done.
- ___ 45. I enjoy planning and executing a good course of action. I don't mind the scheduling, phone calling, letter writing, etc. I just like getting things done.
- ___ 46. I am able to look beyond a person's problems, weaknesses and sin to see a life that matters to God. I help those whom others think are undeserving
- ___ 47. I am willing to do little jobs without any credit just for the joy of doing them and knowing they are a help to someone.
- ___ 48. It gives me great joy to give, and I am able to give large proportions of my wealth without great effort of will.
- ___ 49. I regularly research topics and read books to gain a better understanding of biblical truth.
- ___ 50. I have recurring experiences where in the midst of situations I sense God is going to do something unusual even though most around me do not have this kind of assurance.
- ___ 51. When a group discussion becomes confused and entangled, I am usually able to clarify, offer a suggestion which is insightful, and help to establish harmony and unity.
- ___ 52. I am apt to spot insincerity and "phoniness" before others do. I am able to understand motives and behavior in persons.
- ___ 53. I am a "people person". I enjoy being with people and seem to have the ability to put them at ease.
- ___ 54. I am able to present biblical truth in a logical, systematic way, so that it is a blessing to others.
- ___ 55. I have a strong desire to share the Good News with others, and I feel incomplete when I am not witnessing regularly.
- ___ 56. I consider it very important to "keep in touch" with my brothers and sisters in Christ, and I make great efforts to follow their lives and struggles.
- ___ 57. I am a "goal oriented" person, generally decisive and clear in visualizing where I need to go.
- ___ 58. I am constantly making lists and writing notes to myself and others. I try to be efficient
- ___ 59. I am comfortable in the presence of persons or situations that others avoid due to unpleasantness.
- ___ 60. I like very much doing a variety. of practical things in the church to meet the needs of others.
- ___ 61. I am skillful in making and managing money, and it is important to me to give only to ministries where the money is handled wisely.

Respond to each statement accordingly:

3 = Consistently, definitely true

2 = Most of the time, usually true

1 = Some of the time, once in a while

0 = Not at all, never

- _____ 62. I am comfortable with Bible study tools and enjoy using them.
- _____ 63. I find great satisfaction and joy in persisting through prayer for specific needs.
- _____ 64. I am one of the first ones to see and verbalize the consequences of a person's actions.
- _____ 65. I am able to go beneath the surface of statements to discern presuppositions of "where he's coming from".
- _____ 66. I am not one for speculation or abstraction. I am practically minded, helping others in the application of Scripture to their lives. I prefer to apply truth rather than research it.
- _____ 67. It troubles me when Scripture is used out of context.
- _____ 68. I become frustrated when I see other to who don't seem to care as much about the lost as I do.
- _____ 69. I have a strong desire to give myself to struggling or straying Christians so that they are encouraged and brought back into the group.
- _____ 70. I remain confident and undistracted when problems arise.
- _____ 71. I am able to identify concrete ways to achieve abstract goals.
- _____ 72. I am extremely patient; I seem to be able to sit at a bedside and not be put off by helpless or irksome behavior in people.
- _____ 73. I like to assist leaders in the church in order to allow them to more effectively use their gifts.
- _____ 74. I am willing to sacrifice personal wants to give to God's work.
- _____ 75. I would probably enjoy researching and writing a commentary on the Bible.
- _____ 76. I encourage other Christians to trust God and think big in terms of certain goals and actions.
- _____ 77. I have a good amount of "common sense".
- _____ 78. I seem to have a keen sense for recognizing inconsistencies.
- _____ 79. I am able to listen to problems without becoming extremely weighed down or depressed myself.
- _____ 80. I think that Bible study is foundational to the operation of all the gifts, and I am grieved when I see apathy among Christians to in-depth study of the Word.
- _____ 81. Even though I am sometimes afraid, I still feel compelled to share my life with unbelievers, and I am amazed at their response
- _____ 82. I prefer long-term, stable relationships in which I can be a leader for new or young believers.
- _____ 83. I am not afraid of responsibility, recognizing that my sufficiency is of the Lord.

Respond to each statement accordingly:

3 = Consistently, definitely true

2 = Most of the time, usually true

1 = Some of the time, once in a while

0 = Not at all, never

- ___ 84. I do not enjoy specifically being told everything to do; rather, I like to be given a general direction and then the freedom to operate as I think best.
- ___ 85. I am very tender-hearted and deeply moved by a display of airy suffering and distress.
- ___ 86. I have no desire to be "up front". I prefer quiet, behind the scenes service for others.
- ___ 87. I want to see significant things happen for God's glory, so I give more than the tithe.
- ___ 88. I am able to recall a large amount of pertinent information from my studies in the Bible and related study material.
- ___ 89. Even when things seem impossible, I trust God for His provision.
- ___ 90. I am respected for my ability to provide concise and appropriate solutions to difficult problems.
- ___ 91. I quickly notice when a speaker gives a wrong interpretation or misapplication of Scripture.
- ___ 92. I am a sympathetic person who "gets inside" and understands people's feelings.
- ___ 93. I have strong convictions and opinions based on investigation of facts; I tend to be more objective than subjective.
- ___ 94. I seek out unbelievers with the desire to present the message of Christ. I am constantly looking for different ways to effectively share my faith.
- ___ 95. Over time, others have told me how much they appreciate my continuing support and concern for them.
- ___ 96. I take responsibility seriously, and I strive to accomplish my tasks "with diligence".
- ___ 97. Because I focus on details, I am able to anticipate potential problems before they happen.
- ___ 98. I am comfortable in institutions (prisons, nursing homes, hospitals), places that others would rather avoid.
- ___ 99. Sometimes-I undertake too much, having difficulty saying "no" and trying to do too many things by myself. I tend to do more than asked
- ___ 100. I am fulfilled in sharing my money and possessions without expecting anything in return.
- ___ 101. I am able to distinguish key and important facts of Scripture.
- ___ 102. I expect great things for the cause of Christ, even without the visible means to accomplish them.
- ___ 103. God enables me to make practical application of biblical truth in a variety of situations.
- ___ 104. It troubles me deeply when I know people are being given half-truth, misapplied truth or false truth.

Respond to each statement accordingly:

3 = Consistently, definitely true

2 = Most of the time, usually true

1 = Some of the time, once in a while

0 = Not at all, never

- ___ 105. I am sympathetic and encouraging to people, but I also am able to rebuke with love when necessary.
- ___ 106. I can communicate difficult biblical concepts so that people become motivated to learn and study them more.
- ___ 107. My awareness of the many lost people around me is a great burden.
- ___ 108. I enjoy the task of relating to the successes and failures of the same group of believers over a long period of time.
- ___ 109. I am generally able to endure criticism.
- ___ 110. I am good at organizing ideas, people and events. I am a good delegator of responsibility. I don't do everything myself.
- ___ 111. I tend to be ruled by my heart rather than my head. I can become too personally and emotionally involved in helping needy people.
- ___ 112. I prefer working on immediate goals rather than long-range ones. I prefer doing a job to delegating it.
- ___ 113. I consistently and sacrificially give to the Lord, knowing He will meet my needs.
- ___ 114. I am constantly interested in acquiring and mastering new facts and principles of biblical truth.
- ___ 115. My strong belief in the effectiveness of prayer is not shared by many.
- ___ 116. In the midst of much conflict, I can offer an acceptable and simple plan for resolution.
- ___ 117. Others come to me often to clarify a teaching or a situation's rightness or wrongness.
- ___ 118. I am able to accept people as they are without judging them. I am a good listener.
- ___ 119. I love to learn and explain the Word in ways that cause people to listen and act accordingly. I am not threatened by questions.
- ___ 120. I like those I am around to know that I am as Christian, in the hope that they will ask me about my relationship with Christ.
- ___ 121. I am not content with surface relationships; I want to be known and to know others in an intimate way.
- ___ 122. I am a good motivator and can often help others see the broad picture.
- ___ 123. I like to work at making a ministry more efficient.
- ___ 124. I tend to be a crusader for good causes.

Respond to each statement accordingly:

3 = Consistently, definitely true

2 = Most of the time, usually true

1 = Some of the time, once in a while

0 = Not at all, never

_____ 125. I see the spiritual significance in the routine tasks I do in the church. I like to find things that need to be done and do them, even without being asked.

_____ 126. I am willing to maintain a lower standard of living in order to benefit God's work.

_____ 127. I am able to take in and retain and recall large amounts of information.

_____ 128. When I sense God's direction, I will press on even with the objections or opposition of others.

_____ 129. I often feel an unusual presence of God and personal confidence when important decisions need to be made.

_____ 130. In spiritual matters, I am usually able to distinguish between truth and error.

EXPERIENCE ASSESSMENT RESPONSE SHEET

Transfer each response on your Experience Assessment sheet in the corresponding box below. Then record the sum of the responses for each gift and record in the *Total* column.

GIFT	SUBTOTALS										TOTAL
Exhortation	1	14	27	40	53	66	79	92	105	118	
Teaching	2	15	28	41	54	67	80	93	106	119	
Evangelism	3	16	29	42	55	68	81	94	107	120	
Pastor/Teacher	4	17	30	43	56	69	82	95	108	121	
Leadership	5	18	31	44	57	70	83	96	109	122	
Administration	6	19	32	45	58	71	84	97	110	123	
Mercy	7	20	33	46	59	72	85	98	111	124	
Helps/Service	8	21	34	47	60	73	86	99	112	125	
Giving	9	22	35	48	61	74	87	100	113	126	
Knowledge	10	23	36	49	62	75	88	101	114	127	
Faith	11	24	37	50	63	76	89	102	115	128	
Wisdom	12	25	38	51	64	77	90	103	116	129	
Discernment	13	26	39	52	65	78	91	104	117	130	

Record your top four scores in the table below in the order of highest to lowest:

RANK	GIFT
1st Gift - 4	
2nd Gift - 3	
3rd Gift - 2	
4th Gift - 1	

(Transfer the top four gifts being affirmed to your "Summary of Assessments" sheet on page 40)

MINISTRY PASSION ASSESSMENT

The Ministry Passion Assessment may indicate your spiritual gifts through your desires, dreams, or burdens. God's leadings, promptings, or call often correlate to your giftedness. While you might not be able to answer each of the following questions, respond the best you can to the ones that apply. Reflect carefully:

MY MODELS: (Principles: Gifted leaders and role models may attract people with a similar gift.)

1. When I think about people in ministry, I would like to be like:

NAME	GIFT(S) ADMIRE

2. If I could be associated with a gifted Christian for special "on-the job training" in terms of their gift, I would choose....

NAME	GIFT(S) ADMIRE

MY DESIRES: (Principle: a restless, growing desire or burden may indicate a gift).

3. If I could be involved or contribute to any ministry anywhere it would be:

4. As I have observed the needs and ministry opportunities in this church, I am drawn to serve in:

MY EXPERIENCES: (Principle: My experiences in the past as well as my current circumstances may have involved the use of a particular gift or gifts.)

5. In the past, others have commented that they have been helped or blessed by my service when I did the following:

6. In the past I have been blessed when I served or ministered in the following ways:

MINISTRY	POSSIBLE GIFTS MANIFESTED

MY CALLING: (Principle: A God-directed call to a specific task may mean a gift is needed.) Note: You may not be able to answer this with any conviction at this point in your life.

7. I am certain that God has called me to a specific ministry. It is:

MINISTRY	GIFTS REQUIRED

SCORING OF MINISTRY PASSION ASSESSMENT:

As you review the questions above, list those gifts which occur two or more times (start with the most frequently observed).

RANK	GIFT
1st Gift - 4	
2nd Gift - 3	
3rd Gift - 2	
4th Gift - 1	

(Transfer these scores to your "Summary of Assessments" Sheet on page 40)

MINISTRIES OF THE NORMAL EVANGELICAL PRESBYTERIAN CHURCH

- Call on the sick -
- Call on the elderly once every _____
- Administration/Planning -
- Teach the Wednesday night program-
- Teach catechism - High school
- Teach catechism - Junior high -
- Teach catechism - Elementary -
- Call on new families in the community -
- Equip God's people for works of service -
- Seek out/train people with potential for spiritual leadership -
- Give leadership to the prayer ministry of the church -
- Visit membership of the congregation once a _____.
- Regularly attend Presbytery and serve on committees -
- Serve on committees of the denomination -
- Counsel members of the congregation -
- Counsel members of the community-
- Participate in conducting inquirers/new members classes -
- Attend church's task force groups -
- Work with the church's youth groups -
- Teach in Sunday school -
- Participate in community social concern programs.
- Be active in community organization(s) -
- Visit the unchurched and unconverted in the community.
- Coordinate follow-up calling on church visitors-
- Prepare the weekly bulletins and announcements -
- Meet with the elders and deacons at the regular meetings-
- Be responsible for the details involved in the administration of the sacraments.
- Maintain weekly worship service and S.S. attendance records -
- Maintain church membership records -
- Prepare a yearly membership & "friends of the church" directory
- Be involved in the promotion of church programs to members and outside community.
- Provide leadership and modeling to members in witness and outreach.
- Supervise the use of the church's property and equipment.
- Watch for and act on needs for discipline -
- Administer the finances of the church

- Assist in the preparation of the yearly church budget.
- Encourage members in good stewardship (time, possessions, talents)
- Assist in greeting before Sunday services-
- Assist in ushering -
- Equip God's people for works of service in ministry and mission
- Provide for financial program of the church: (a) a projected budget, (b) means of gathering funds, (c) distribute information relative to financial needs, and (d) care for funds received.
- Be alert to and meet physical and financial needs of members.
- Be aware of physical needs in the community, and use available church resources to help -
- Seek to incorporate the membership of the church in ministry beyond itself -
- Visit sick and shut-in members, widows & orphans once a _____.
- Provide transportation for all persons who cannot otherwise attend church and activities -
- Assist bereaved families in any way possible -
- Provide financial management assistance to families in trouble -
- Spend time each week in prayer for church's mercy
- Needs

A REPRESENTATIVE LIST OF MINISTRIES WITHIN EVANGELICAL CHURCHES

MINISTRIES	CORRESPONDING SPIRITUAL GIFTS
WORSHIP SERVICES	
Audio/Video Technician	Helps, Service
Bell Choir Director	Teaching, Leadership, Administration, Exhortation
Bell Choir Member	Service, Helps
Choir Director	Teaching, Leadership, Administration, Exhortation
Choir Member	Service, Helps
Communion Preparer	Helps, Administration, Service
Graded Choirs Coordinator	Leadership, Administration, Service
Greeter	Hospitality, Service, Helps, Exhortation, Evangelism
Head Usher	Leadership, Administration, Service, Helps, Hospitality, Exhortation
Instrumentalist	Service, Helps
Music Librarian	Administration, Service, Helps
Orchestra/Band Director	Teaching, Leadership, Administration, Exhortation
Overhead Projectionist	Helps, Service
Parking Attendant	Service, Helps, Hospitality
Worship/Ensemble Singer	Service, Exhortation, Helps
Worship Leader	Leadership, Exhortation, Faith, Teaching, Administration, Discernment
Usher	Service, Helps, Hospitality, Exhortation
CHILDREN'S/YOUTH MINISTRY	
Bible Club Assistant	Service, Exhortation, Helps, Teaching, Pastoring
Bible Club Coordinator	Leadership, Administration, Exhortation, Teaching, Faith
Bible Club Guide	Teaching, Pastoring, Exhortation, Leadership, Evangelism, Service
Nursery Worker	Helps, Service, Mercy
Children's Church Leader	Teaching, Leadership, Pastoring, Exhortation, Service
Summer Camp Counselor	Teaching, Exhortation, Evangelism, Service, Leadership

MINISTRIES	CORRESPONDING SPIRITUAL GIFTS
Summer Camp Director	Leadership, Administration, Teaching, Exhortation, Evangelism, Service
Sunday School Coordinator	Administration, Leadership, Exhortation, Wisdom, Teaching, Knowledge
Sunday School Teacher	Teaching, Pastoring, Exhortation
Sunday School Substitute Teacher	Teaching, Service, Exhortation
VBS Coordinator	Exhortation, Leadership, Administration, Wisdom, Knowledge, Teaching
VBS Teacher	Teaching, Exhortation, Evangelism
VBS Arts & Crafts Coordinator	Teaching, Leadership, Administration, Exhortation, Helps
VBS Snack Coordinator	Administration, Hospitality, Helps
Youth Leader	Pastoring, Teaching, Exhortation, Leadership, Administration, Evangelism, Service
Youth Sponsor	Helps, Service, Administration, Exhortation, Hospitality
Youth Worker	Exhortation, Service, Leadership, Evangelism, Pastoring, Teaching
ADULT MINISTRIES	
Adopt-A-Grandparent Program Coordinator	Leadership, Administration, Exhortation, Mercy, Pastoring, Helps
Adult Education Committee Member	Administration, Discernment, Wisdom, Knowledge, Teaching
Adult Education Teacher	Teaching, Knowledge, Exhortation, Wisdom
Men's Ministry Coordinator	Leadership, Exhortation, Administration
Singles Ministry Coordinator	Leadership, Administration, Exhortation, Pastoring, Faith
Small Group Coordinator	Leadership, Administration, Exhortation, Pastoring
Small Group Leader	Pastoring, Leadership, Exhortation, Teaching, Hospitality
Spiritual Gifts Advisor	Exhortation, Wisdom, Administration, Knowledge
Spiritual Gifts Coordinator	Leadership, Wisdom, Administration, Knowledge
Spiritual Gifts Administrative Assistant	Administration, Helps, Wisdom, Service
Spiritual Gifts Data Entry Administration	Administration, Helps, Service

MINISTRIES	CORRESPONDING SPIRITUAL GIFTS
Women's Ministry Coordinator	Administration, Exhortation, Intercession, Teaching, Pastoring, Wisdom
Young Couples Pastoring Coordinator	Leadership, Administration, Exhortation, Evangelism
PASTORAL CARE	
Elder	Pastor-Teacher, Service, Wisdom, Knowledge, Faith, Exhortation, Discernment, Helps, Mercy, Leadership, Administration
Deacon	Service, Wisdom, Knowledge, Faith, Exhortation, Discernment, Helps, Mercy, Leadership, Administration
Friends Feeding Friends Coordinator	Leadership, Administration, Exhortation, Hospitality, Service
Friends Feeding Friends Meal Preparer	Helps, Mercy, Service
Friends Feeding Friends Server	Hospitality, Mercy, Service
Hospital Visitation	Mercy, Exhortation, Helps, Service, Pastoring, Evangelism
Hospital Visitation Coordinator	Administration, Exhortation, Leadership, Mercy, Service, Pastoring, Evangelism
Intercessory Prayer Group Coordinator	Pastoring, Faith, Wisdom, Exhortation, Leadership, Intercession, Administration
Intercessory Prayer Group Member	Faith, Intercession
Prayer Force Phone Coordinator	Faith, Discernment, Intercession, Service, Mercy, Administration
Pre-Marital Counselor	Exhortation, Wisdom, Mercy, Evangelism, Discernment, Hospitality, Pastoring
Prison/Jail Visitation	Mercy, Exhortation, Helps, Service, Pastoring, Evangelism, Discernment
Shut-In Visitation	Mercy, Exhortation, Helps, Service, Pastoring
Shut-In Visitation Coordinator	Administration, Pastoring, Exhortation, Leadership, Mercy, Helps, Service
Stephen Minister	Pastoring, Evangelism, Wisdom, Mercy, Exhortation, Discernment, Knowledge
Telecare Coordinator	Administration, Leadership, Pastoring, Exhortation, Mercy, Helps, Service
Telecare Member	Mercy, Exhortation, Helps, Service, Pastoring

MINISTRIES	CORRESPONDING SPIRITUAL GIFTS
OUTREACH	
Corresponder to Missionaries	Helps, Missionary, Exhortation
Evangelism Committee Chair	Evangelism, Leadership, Administration, Faith, Exhortation
Evangelism Committee Member	Evangelism, Helps, Administration, Wisdom
Evangelism Team Leader	Leadership, Evangelism, Exhortation, Discernment, Faith
Evangelism Team Member	evangelism, exhortation, missionary
Evangelistic Bible Study Leader	evangelism, teaching, exhortation, knowledge, discernment
Evangelistic Bible Study Host	hospitality, pastoring, helps
Foreign Exchange Student Host	hospitality, missionary, evangelism, exhortation
Friend To International Student	evangelism, missionary, service, hospitality, exhortation
Information Booth Coordinator	helps, administration, leadership, hospitality, exhortation
Information Booth Worker	helps, hospitality, exhortation, evangelism
Media Ministry Coordinator	leadership, administration, service, evangelism
Media Ministry Member	service, helps, administration
Missions Committee Chairperson	leadership, administration, faith, knowledge, missionary
Missions Committee Member	service, missionary, wisdom
Project Share Coordinator	administration, service, leadership, mercy
Project Share Cook	helps, service
Project Share Server	hospitality, service, mercy
Servant Outreach Services	service, helps, mercy
ADMINISTRATIVE/SUPPORT	
Activities Coordinator	administration, leadership, exhortation, service, helps
Coffeetime Host/Hostess	hospitality, helps, service
Cook	helps, service
Finance/Management Committee Chairperson	leadership, administration, wisdom, giving
Finance/Management Committee Member	wisdom, giving, service, administration
Kitchen Coordinator	administration, leadership, service, helps, exhortation

MINISTRIES	CORRESPONDING SPIRITUAL GIFTS
Landscaping Supervisor	leadership, service, exhortation
Landscaping Worker	service, helps
Office Assistant	service, helps, administration
Publicity Facilitator	administration, service, helps
Refreshment Coordinator	administration, service, helps, exhortation
Secretary/Treasurer	administration, service, helps
Sports Director/Coordinator	administration, leadership, service, exhortation, wisdom
Sports Ministry Coach	exhortation, leadership, evangelism
Staff Relations Committee Chairman	leadership, administration, wisdom, exhortation, discernment

SUMMARY OF ASSESSMENTS

List your top four gifts from each assessment, using 1,2,3,4 alongside the appropriate gifts with 4 being the highest rated, 3 the second highest, etc. . (If two or more gifts have the same score, then rate them equally.

GIFT	Observation #1	Observation #2 (Optional)	Trait Assessment	Experience Assessment	Ministry Passions	Total Scores
Speaking Gifts						
Teaching						
Pastoring						
Exhortation						
Evangelism						
Leadership						
Serving Gifts						
Administration						
Mercy						
Helps						
Giving						
Support Gifts						
Knowledge						
Wisdom						
Faith						
Discernment						

DEAA PERSONALITY ASSESSMENT

Check the box next to the statement that more fully describes you. Then total up the number of checkmarks at the end of each of these two columns. Even if one statement describes you only a bit more accurately than the other still put the checkmark there. If they are equally descriptive, then leave both statements blank.

SECTION 1	
1) <input type="checkbox"/> cannot live life until they understand it	OR <input type="checkbox"/> cannot understand life until they have lived it
2) <input type="checkbox"/> like to discuss pertinent facts	OR <input type="checkbox"/> like to discuss new possibilities
3) <input type="checkbox"/> usually dislike new problems	OR <input type="checkbox"/> usually like solving problems
4) <input type="checkbox"/> attitude usually reserved and questioning	OR <input type="checkbox"/> attitude usually relaxed and confident
5) <input type="checkbox"/> likes to apply experience to problems	OR <input type="checkbox"/> likes to apply creativity to problems
6) <input type="checkbox"/> enjoy using skills already learned more than learning new ones	OR <input type="checkbox"/> enjoy learning new skills more than using them
7) <input type="checkbox"/> minds inwardly directed to world of ideas and understanding	OR <input type="checkbox"/> minds outwardly directed to world of people
8) <input type="checkbox"/> like to read the fine print	OR <input type="checkbox"/> like to read the signs of the coming era
9) <input type="checkbox"/> like to work steadily	OR <input type="checkbox"/> like to work with bursts of energy
10) <input type="checkbox"/> the people of ideas and abstract invention	OR <input type="checkbox"/> the people of action and practical achievement
11) <input type="checkbox"/> usually notice what needs attention now	OR <input type="checkbox"/> usually likes to prepare for the future
12) <input type="checkbox"/> wants to reach conclusions step by step	OR <input type="checkbox"/> wants to reach conclusions quickly
13) <input type="checkbox"/> usually those who consider, then do, then back to considering	OR <input type="checkbox"/> usually those who do, then consider, then back to doing
14) <input type="checkbox"/> have more patience; but lower on enthusiasm	OR <input type="checkbox"/> have more enthusiasm; but lower on patience
15) <input type="checkbox"/> not as often inspired; usually don't trust inspiration	OR <input type="checkbox"/> like to follow their inspirations whether good or bad
16) <input type="checkbox"/> more governed by objective conditions	OR <input type="checkbox"/> more governed by subjective values
17) <input type="checkbox"/> like to keep track of essential details	OR <input type="checkbox"/> like to look for new essentials
18) <input type="checkbox"/> seldom make errors of fact	OR <input type="checkbox"/> usually make more errors of fact
19) <input type="checkbox"/> can be more subtle and impenetrable	OR <input type="checkbox"/> usually more understandable and accessible
20) <input type="checkbox"/> usually face difficulties with realism	OR <input type="checkbox"/> usually tackle difficulties with zest
21) <input type="checkbox"/> tend to be good at precise work	OR <input type="checkbox"/> dislike taking time for precision
22) <input type="checkbox"/> tend to be more careful with details; dislike sweeping statements	OR <input type="checkbox"/> tend to be faster; dislike complicated procedures

(continued on next page)

SECTION 1

- | | | |
|--|----|--|
| 23) <input type="checkbox"/> more intense and focused | OR | <input type="checkbox"/> more expansive and less focused |
| 24) <input type="checkbox"/> do not mind working on one project for long time, routine is okay | OR | <input type="checkbox"/> more often impatient and restless with long, slow jobs; routine is not okay |
| 25) <input type="checkbox"/> weakness: some tendency toward impracticality | OR | <input type="checkbox"/> weakness: some tendency toward intellectual superficiality |
| 26) <input type="checkbox"/> more interested in ideas | OR | <input type="checkbox"/> more interested in results |
| 27) <input type="checkbox"/> like quiet and concentration | OR | <input type="checkbox"/> like variety and action |
| 28) <input type="checkbox"/> usually think before acting | OR | <input type="checkbox"/> sometimes act before thinking |
| 29) <input type="checkbox"/> comfortable with little change | OR | <input type="checkbox"/> uncomfortable with lack of variety |

Total for "Deliberate Paced" (place total # on deliberate paced lines on next page)

Total for "Rapid Paced" (place total # on rapid paced lines on next page)

SECTION 2

- | | | |
|---|----|--|
| 1) <input type="checkbox"/> value logic above sentiment | OR | <input type="checkbox"/> value sentiment above logic |
| 2) <input type="checkbox"/> more straightforward than tactful | OR | <input type="checkbox"/> more tactful than straightforward |
| 3) <input type="checkbox"/> like to organize the task | OR | <input type="checkbox"/> like to just focus on people |
| 4) <input type="checkbox"/> strong executive abilities | OR | <input type="checkbox"/> strong social abilities |
| 5) <input type="checkbox"/> question conclusions | OR | <input type="checkbox"/> accept conclusions |
| 6) <input type="checkbox"/> brief and businesslike | OR | <input type="checkbox"/> not brief, but friendly |
| 7) <input type="checkbox"/> can hurt people's feelings without knowing it | OR | <input type="checkbox"/> enjoy pleasing most people |
| 8) <input type="checkbox"/> like to organize facts with no repetition | OR | <input type="checkbox"/> may sometimes ramble and be repetitive |
| 9) <input type="checkbox"/> like analysis and can live without harmony | OR | <input type="checkbox"/> like harmony; badly disturbed by feuds |
| 10) <input type="checkbox"/> tend to decide impersonally | OR | <input type="checkbox"/> tend to be influenced by others in decisions |
| 11) <input type="checkbox"/> discounts feelings; emphasizes facts | OR | <input type="checkbox"/> discounts facts; emphasizes feelings |
| 12) <input type="checkbox"/> like to find flaws in advance | OR | <input type="checkbox"/> like to forecast how others will feel |
| 13) <input type="checkbox"/> able to reprimand and fire people when necessary | OR | <input type="checkbox"/> dislike telling people unpleasant things |
| 14) <input type="checkbox"/> tend to be firm minded | OR | <input type="checkbox"/> tend to be sympathetic |
| 15) <input type="checkbox"/> more comfortable with ideas | OR | <input type="checkbox"/> more comfortable with people |
| 16) <input type="checkbox"/> observant at the expense of imagination | OR | <input type="checkbox"/> imaginative at the expense of close observation |

(continued on next page)

SECTION 2

- | | |
|---|---|
| 17) <input type="checkbox"/> tend to guard emotions | OR <input type="checkbox"/> can unload emotions at times |
| 18) <input type="checkbox"/> live more according to plans | OR <input type="checkbox"/> live more according to the moment |
| 19) <input type="checkbox"/> more decisive than curious | OR <input type="checkbox"/> more curious than decisive |
| 20) <input type="checkbox"/> like to have matters decided | OR <input type="checkbox"/> like to leave decisions open |
| 21) <input type="checkbox"/> aim to be right as much as possible | OR <input type="checkbox"/> likes to take in as much as possible |
| 22) <input type="checkbox"/> pleasure in finishing projects | OR <input type="checkbox"/> pleasure in starting projects |
| 23) <input type="checkbox"/> generally contented | OR <input type="checkbox"/> generally restless |
| 24) <input type="checkbox"/> prefer the joy achievement | OR <input type="checkbox"/> prefer the art of living in the present |
| 25) <input type="checkbox"/> regard feelers as aimless drifters | OR <input type="checkbox"/> regard intellectuals as half alive |
| 26) <input type="checkbox"/> self-regimented, purposeful, exacting | OR <input type="checkbox"/> flexible, adaptable, tolerant |
| 27) <input type="checkbox"/> need to be treated fairly | OR <input type="checkbox"/> need appreciation and praise |
| 28) <input type="checkbox"/> contribute to public welfare through inventiveness, initiative, enterprise and inspired leadership | OR <input type="checkbox"/> contribute to public welfare through support of every form of enjoyment, recreation, comfort, luxury and beauty |

Total for Task Oriented (transfer total to "Task Oriented" lines below)

Total for Relationally Oriented (transfer total to "Relationally Oriented" lines below)

DEAA PERSONALITY ASSESSMENT SCORING

"Driver"

____ Rapid Paced

____ Task Oriented

____ **Total "Driver"**

"Analytical"

____ Deliberate Paced

____ Task Oriented

____ **Total "Analytical"**

"Expressive"

____ Rapid Paced

____ Relationally Oriented

____ **Total "Expressive"**

"Amiable"

____ Deliberate Paced

____ Relationally Oriented

____ **Total "Amiable"**

DEAA PERSONALITY ASSESSMENT

This personality analysis divides behavioral preferences into four basic styles: the Driver, the Expressive, the Amiable, and the Analytical. Everyone possesses the qualities of each style to various degrees and everyone has a dominant style. For the sake of simplicity, these descriptions will focus only on dominant styles.

DRIVERS

Drivers are driven by two governing needs: to control and to achieve. Drivers are goal-oriented go-getters who are most comfortable when they are in charge of people and situations. They want to accomplish many things— now—so they focus on no-nonsense approaches to bottom-line results.

Drivers seek expedience and are not afraid to bend the rules. They figure it is easier to beg forgiveness than to ask permission. Drivers accept challenges, take authority, and plunge head first into solving problems. They are fast-paced, task-oriented, and work quickly and impressively by themselves, which means they become annoyed with delays.

Drivers are driven and dominating, which can make them stubborn, impatient, and insensitive to others. Drivers are so focused that they forget to take the time to smell the roses.

UNDERSTANDING "Drivers"

Basic Motivation: Results and Challenge

Best Environment: Continual Challenges, Freedom to Act, Variety

Accepts the Difficult

Rejects Inaction

Major Strengths: Getting Things Done, Decisive, Persistent

Weaknesses: Insensitive to Others; Impatient, Overlooks Risks, Facts Inflexible, Unyielding

Behavior Under Tension: Autocratic

Would Benefit From: Listening More

EXPRESSIVES

Expressives are friendly, enthusiastic "party-animals" who like to be where the action is. They thrive on the admiration, acknowledgment, and compliments that come with being in the lime-light.

The Expressive's primary strengths are enthusiasm, charm, persuasiveness, and warmth. They are idea-people and dreamers who excel at getting others excited about their vision. They are eternal optimists with an abundance of charisma. These qualities help them influence people and build alliances to accomplish their goals.

Expressives do have their weaknesses: impatience, an aversion to being alone, and a short attention span. Expressives are risk-takers who base many of their decisions on intuition, which is not inherently bad. When given only a little data, however, Expressives often exaggerate or make sweeping generalizations.

Expressives are not inclined to verify information; they are more likely to assume someone else will do it.

UNDERSTANDING "Expressives"

Basic Motivation: Recognition and Approval

Best Environment: Friendly Atmosphere, Freedom From Control and Detail, Opportunity to Influence Others

**Accepts Involvement
with Others**

Rejects Isolation

Major Strengths: Optimistic, Personable, Enthusiastic

Weaknesses: Over-selling; Manipulative; Lack of follow-through

Behavior Under Tension: Attacks

Would Benefit From: Pausing

AMIABLES

Amiables are warm and nurturing individuals. They are the most people-oriented of the four styles. Amiables are excellent listeners, devoted friends, and loyal employees. Their relaxed disposition makes them approachable and warm. They develop strong networks of people who are willing to be mutually supportive and reliable. Amiables are excellent team players.

Amiables are risk-averse. In fact, Amiables may tolerate unpleasant environments rather than risk change. They like the status quo and become distressed when disruptions are severe. When Amiables are faced with change, they need to think it through, plan, and accept it into their world. Amiables—more than the other behavioral types—strive to maintain personal composure, stability, and balance.

In the office, Amiables are courteous, friendly, and willing to share responsibilities. They are good planners and good with follow-through. Amiables go along with others even when they do not agree because they do not want to rock the boat.

Amiables are slow decision makers for several reasons: 1) their need for security; 2) their need to avoid risk; 3) their desire to include others in the decision-making process.

UNDERSTANDING “Amiables”

Basic Motivation: Relationships and Appreciation

Best Environment: Specialization; Working With a Group; Consistency

Accepts Friendships

Rejects Conflict

Major Strengths Supportive; Agreeable; Loyal

Weaknesses: Conforming; Retiring; Missed Opportunity

Behavior Under Tension: Acquiesces

Would Benefit From: Initiating

ANALYTICALS

Analyticals are cautious, persistent, systematic people who enjoy problem solving. Analyticals are detail-oriented, which makes them more concerned with content than style. Analyticals are task-oriented people who enjoy perfecting processes and working toward tangible results. Analyticals are always in control of their emotions and may become uncomfortable around people who are very out-going, e.g., Expressives.

Analyticals have high expectations of themselves and others, which can make them over-critical. Their tendency toward perfectionism—taken to an extreme—can cause "paralysis by over-analysis." Analyticals are slow and deliberate decision-makers. They do research, make comparisons, determine risks, calculate margins of error, and then take action. Analyticals become irritated by surprises and glitches, hence their cautious decision-making. Analyticals are also skeptical, so they like to see promises in writing.

UNDERSTANDING "Analyticals"

Basic Motivation: To Be Right; Quality

Best Environment: Supportive and Predictable; Clearly Defined; Requiring Precision

Accepts Methods

Rejects Lack of Quality

Major Strengths Orderly; Thorough; Analytical

Weaknesses: Picky; Too Detailed; Too Cautious

Behavior Under Tension: Avoids

Would Benefit From: Declaring Their Thinking

MYERS-BRIGGS PERSONALITY INVENTORY

1. Each number contains two questions that relate to opposite kinds of behaviors or ministry style traits. Using the scale underneath each set of descriptions, circle the number which best indicates your preferred ways of serving. You may want to circle a number under each statement if you believe that both descriptions apply to you, but you might want to circle a number under only one side.

2. The numbers on the scale below each set of questions are your shorthand answers and have the following means:
 - 1 - Only occasionally true
 - 2 - Sometimes true
 - 3 - True about half of the time
 - 4 - True most of the time
 - 5 - Always true for me

3. Always go with your initial response.

4. Try to respond in terms of how you prefer to serve or ministry, not how you think you should serve. Try to express your own preference and not mirror what you think others expect of you, or even what your family or church expects from you. Think especially of how you relate to others in the church and community as you answer.

5. Scoring instructions are given at the end of this exercise. Read them after you have completed the following pages.

SOURCE OF ENERGY											
1) Do you find that your attention flows naturally to the people and things around you?											Do you find that whenever possible, you prefer to occupy yourself with your own inner world of thoughts and ideas?
5	4	3	2	1	OR	5	4	3	2	1	
2) Would you characterize yourself as outgoing?											Would you describe yourself as basically a reserved person?
5	4	3	2	1	OR	5	4	3	2	1	
3) Is your energy renewed by being with others?											Even though you enjoy others' presence, do you find that you need solitude to recharge your batteries?
5	4	3	2	1	OR	5	4	3	2	1	
4) Are you rather easy to get to know?											Are you reluctant to allow others into your private world?
5	4	3	2	1	OR	5	4	3	2	1	
5) Do you find it easy to think out loud?											Do you feel that you need to turn inward in order to collect and organize your thoughts before you speak?
5	4	3	2	1	OR	5	4	3	2	1	
6) Are you rather expressive of your feelings?											Do you mostly keep your feelings to yourself?
5	4	3	2	1	OR	5	4	3	2	1	

(continued on next page)

SOURCE OF ENERGY

<p>7) When you are under stress, do you seek the company of others in order to sort things out? 5 4 3 2 1</p>	OR	<p>When under stress, do you require a measure of seclusion so that you can pull things together? 5 4 3 2 1</p>
<p>8) Do you tend to act first and then think later? 5 4 3 2 1</p>	OR	<p>Do you tend to reflect and reflect and then eventually get around to action? 5 4 3 2 1</p>

PERCEPTION

<p>1) Do you depend on your five senses in order to gather data about what's happening? 5 4 3 2 1</p>	OR	<p>Do you rely more on your intuitions and hunches in order to form impressions about what's going on? 5 4 3 2 1</p>
<p>2) Do you prefer straightforward ways of speaking and writing—the more specific and concrete the better? 5 4 3 2 1</p>	OR	<p>Do you like a speaker or writer to use images and symbols that allow you to engage your own imagination. 5 4 3 2 1</p>
<p>3) Are you an observer of tradition, one who does not easily break with custom? 5 4 3 2 1</p>	OR	<p>Are you able to break with tradition if it seems restrictive and to lay aside customs that seem too cumbersome for a new situation? 5 4 3 2 1</p>
<p>4) Does the here and now keep your attention? 5 4 3 2 1</p>	OR	<p>Are you fascinated by what could be, and find that those possibilities occupy your thoughts? 5 4 3 2 1</p>
<p>5) Do you usually see the “trees” before the “forest”; i.e., details before the big picture? 5 4 3 2 1</p>	OR	<p>Are you a person who often sees the forest before you see the trees; i.e., the big picture before the details? 5 4 3 2 1</p>
<p>6) Are you a practical sort of person with a common sense approach to things? 5 4 3 2 1</p>	OR	<p>Are you an inventive sort of person with a creative approach to things? 5 4 3 2 1</p>
<p>7) If someone hangs a new picture or puts a new plant on the table, will you usually notice it? 5 4 3 2 1</p>	OR	<p>Are you often more unobservant of your such things in your surroundings? 5 4 3 2 1</p>
<p>8) Are you a steady, dependable kind of person who continues on with a project over the long term? 5 4 3 2 1</p>	OR	<p>Do you tend to work by inspiration and find that when your vision for a task fades, so does your energy? 5 4 3 2 1</p>

DECISION-MAKING

<p>1) Are you generally satisfied in basing your decisions on an objective analysis—weighing the pros and cons of a situation logically?</p> <p style="text-align: center;">5 4 3 2 1</p>	OR	<p>Regardless of the pros and cons, your decision will be based on what you feel is valuable to you and to others?</p> <p style="text-align: center;">5 4 3 2 1</p>
<p>2) Can you usually get on with your job, regardless of relational harmony?</p> <p style="text-align: center;">5 4 3 2 1</p>	OR	<p>Do you find that harmonious relationships are essential for you to function effectively in a situation?</p> <p style="text-align: center;">5 4 3 2 1</p>
<p>3) Does making a critical evaluation come more naturally for you than speaking a word of praise?</p> <p style="text-align: center;">5 4 3 2 1</p>	OR	<p>Do you prefer to offer a compliment more often than a word of critique?</p> <p style="text-align: center;">5 4 3 2 1</p>
<p>4) When forced to choose, do you place straightforwardness above tactfulness?</p> <p style="text-align: center;">5 4 3 2 1</p>	OR	<p>When you are under pressure, do you place tactfulness above straightforwardness?</p> <p style="text-align: center;">5 4 3 2 1</p>
<p>5) Do you find that your contribution to a group often lies in your ability to help people see objectively?</p> <p style="text-align: center;">5 4 3 2 1</p>	OR	<p>Do you find your contribution to others usually flows from your ability to empathize and to help people stay mindful of other's feelings?</p> <p style="text-align: center;">5 4 3 2 1</p>
<p>6) In conversation, are you more concise than expressive?</p> <p style="text-align: center;">5 4 3 2 1</p>	OR	<p>In conversations, are you more expressive than concise?</p> <p style="text-align: center;">5 4 3 2 1</p>
<p>7) Do you believe that people are more likely to make a wrong move if they go with their heart rather than their head?</p> <p style="text-align: center;">5 4 3 2 1</p>	OR	<p>That people are more likely to make a wrong move if they go with their head rather than their heart?</p> <p style="text-align: center;">5 4 3 2 1</p>
<p>8) Are you more fact based, with greater interest in tasks being accomplished than people's feelings?</p> <p style="text-align: center;">5 4 3 2 1</p>	OR	<p>Are you more personal, with greater interest in harmony with people than the task being accomplished?</p> <p style="text-align: center;">5 4 3 2 1</p>

LIFESTYLE

<p>1) Do you prefer to plan your work and work your plan?</p> <p style="text-align: center;">5 4 3 2 1</p>	OR	<p>Do you tend to be more unsystematic in your ways?</p> <p style="text-align: center;">5 4 3 2 1</p>
<p>2) Do your basic contributions to a group often stem from being orderly, planned, and decisive?</p> <p style="text-align: center;">5 4 3 2 1</p>	OR	<p>Are the attributes you bring to a group such things as spontaneity, open mindedness, tolerance and adaptability?</p> <p style="text-align: center;">5 4 3 2 1</p>

(continued on next page)

LIFESTYLE											
3)	Do you enjoy bringing things to completion— finishing the task?					OR	Do you like the feeling of getting new things started and having many projects going at the same time?				
	5	4	3	2	1		5	4	3	2	1
4)	Do you like to get the information you need and bring things to a conclusion quickly?					OR	Do you prefer to wait until you are sure you've gathered all the information?				
	5	4	3	2	1		5	4	3	2	1
5)	Are you the sort of person who likes having standard operating procedures and set routines for doing things?					OR	Do you prefer trying out new and fresh ways of doing recurring tasks so that you won't get into a rut?				
	5	4	3	2	1		5	4	3	2	1
6)	Would the phrase "A place for everything and everything in its place" be descriptive of your ministry style?					OR	Do you like to leave your schedule open so that you can respond to new and changing events?				
	5	4	3	2	1		5	4	3	2	1
7)	Is it unsettling for you to keep matters up in the air and undecided?					OR	Do you prefer to keep your options open for as long as possible, so you won't miss something?				
	5	4	3	2	1		5	4	3	2	1
8)	Do you prefer to be more task-oriented than relaxed?					OR	Do you prefer to be more relaxed than task-oriented?				
	5	4	3	2	1		5	4	3	2	1

SCORING THE EXERCISE

1. Score each section of the exercise separately.
2. Add the numbers circled in each column.
3. Place your totals in the appropriate spaces below.

Orientation E: _____ I: _____

Perception S: _____ N: _____

Decision-Making T: _____ F: _____

Lifestyle J: _____ P: _____

4. Go back to #3 above and circle the letter in each set that has the higher score. The circled letters suggests your ministry style type.
5. Whenever your scores in a given set are as much as 10 points (or more) apart, your preference is clearer. Less than a 10-point difference means that a strong inclination in one direction contrasted to the other is not indicated by this exercise.
6. Go to the Descriptions of the Myers-Briggs 16 Types beginning on the next page to find a description of your Temperament Type and include in your Divine Design Statement the descriptors that apply to you.

Myers-Briggs Personality Descriptions

(adapted from *LifeKeys* by Kise, Stark, Hirsch)

ISTJ

"Hold them in the highest regard in love because of their work." 1 Thessalonians 5:13

Contribution to the Spiritual Community

- Being dutiful and responsible conservers of tradition
- Having hard-working, dependable, and pragmatic habits
- Using past experience effectively
- Consistently bringing order and logic to all they do

Leadership Style

- Traditional and analytical approach
- Focusing on a daily basis on what needs to be done to keep things "shipshape"
- Adding an efficient and factual perspective to leadership
- Selected by others to lead because of straightforward approach

Common "Confessions"

- Not wanting to change the status quo
- Becoming rules-minded and overlooking exceptional needs
- Seeking to know all the nitty-gritty and in the process missing the "big picture"
- Doubting they are "fearfully and wonderfully made," being too aware of areas for self-improvement

Preferred Environment for Service

- Individual, hands-on assignments or projects
- Administrative areas, especially organizational, financial, record keeping
- Managing general office tasks to keep things running smoothly
- Overseeing work or doing it themselves

Possible Spiritual Helps

- Traditional Bible study
- Daily devotions, contemplation, and prayer
- Reading or hearing about tangible and concrete examples of God's grace in action
- Religious objects which serve as reminders of one's faith

Trap: Being so aware of "works" that they forget they are already saved through grace, not through action

Myers-Briggs Personality Descriptions

(adapted from *LifeKeys* by Kise, Stark, Hirsch)

ISTP

"But whoever lives by the truth comes into the light so that it may be seen plainly that what he has done has been done through God." John 3:21

Contribution to the Spiritual Community

- Finding the best way—without red tape—to handle a project
- Contributing quietly, behind the scenes
- Setting up and maintaining automation, computerization
- Being a storehouse of facts and details about their special interests

Leadership Style

- Crisp, practical, efficient, as needed leadership
- Hands-off style unless situation or people call for more
- Perseverance, technical orientation, matched with flexibility and calmness
- Nonhierarchical and egalitarian model for authority

Common "Confessions"

- Allowing spiritual life to be more incidental or accidental
- Finding worship or emotional expression of others awkward or even intimidating
- Not factoring the needs of others into daily living
- Trying to reduce everything to a logical formula

Preferred Environment for Service

- Tasks requiring artisans or craftspeople
- Straightforward, pragmatic, and necessary projects (sidewalk repairs, building upkeep, etc.)
- Involvement with physically oriented or sports ministries
- Crisis intervention-flood and other kinds of disaster relief

Possible Spiritual Helps

- Disciplined quiet study and prayer
- One-on-one spiritual direction with a trusted, like-minded other
- Reading and reflecting about biblical facts and details essential to one's faith
- Being in nature

Trap: Isolating self from spiritual community

Myers-Briggs Personality Descriptions

(adapted from *LifeKeys* by Kise, Stark, Hirsch)

ESTJ

"Be diligent in these matters; give yourself wholly to them." 1 Timothy 4:15

Contribution to the Spiritual Community

- Organizing to meet day-to-day concerns
- Using direct experience/memory of what is most efficient
- Modeling consistent spiritual habits
- Insisting that "hard questions" be answered

Leadership Style

- Traditional, hierarchical style
- Modeling preparedness and efficiency
- Defining and focusing efforts to meet goals
- Marshaling people and tasks in a no-nonsense manner

Preferred Environment for Service

- Management and administration
- Direct, tangible, need-related projects
- Ferreting out problematic areas
- Managing funds according to goals and schedules

Common "Confessions"

- Staying stuck with the tried and true
- Becoming overly rules-bound/ legalistic
- Skeptical-needing proof first
- Missing the wider ramifications of their quick decisions

Possible Spiritual Helps

- Introspection and meditation
- Developing empathy through serving others face-to-face
- Allowing Bible study to influence personal values
- Spending more time with those about whom they care

Trap: Doubting the relevance of even having a faith

Myers-Briggs Personality Descriptions

(adapted from *LifeKeys* by Kise, Stark, Hirsch)

ESFJ

"For I am not seeking my own good but the good of many, so that they may be saved." 1 Corinthians 10:33

Contribution to the Spiritual Community

- Preserving the faith from one generation to the next
- Offering a service orientation, warmth and caring
- Making people feel welcome and valued
- Knowing what matters for people and organizations

Leadership Style

- Traditional take-charge yet take-care style
- Building relationships into coalitions to accomplish tasks
- Including others' opinions and inviting them into direct service
- Following a cooperative, consensual, and timely plan to get things done

Preferred Environment for Service

- Hospitality responsibilities (welcoming, decorations, social activities, etc.)
- Visiting with the elderly, sick, shut-ins
- Organizing food shelves, daycare shelters, recovery groups, etc.
- Administrating youth, education, or social organizations

Common "Confessions"

- Telling others what they ought/ should be doing
- Sweeping conflicts under the rug to maintain harmony
- Caretaking until others lose interest in providing for their own needs
- Being reluctant to question tradition or leaders

Possible Spiritual Helps

- Group Bible study with applications to daily life
- Evangelism and other outreach programs
- Retreats with others where emphasis is on Christian fellowship
- Reading/hearing accounts of grace in the lives of others

Trap: Focusing so much on others that they overlook their own feelings and needs

Myers-Briggs Personality Descriptions

(adapted from *LifeKeys* by Kise, Stark, Hirsch)

ESTP

"Therefore everyone who hears these words of mine and puts them into practice is like a wise man who built his house on the rock." Matthew 7:24

Contribution to the Spiritual Community

- Paying attention to what needs doing/fixing right now
- Meeting practical needs in the most efficient way
- Reminding others of the joys of this life, this present time
- Adding a "spark of life" to what they care about; catch the moment and ride the wave!

Leadership Style

- Negotiator, conciliator, or motivator to action
- Bringing order out of chaos, managing distractions well
- Finding the fastest and most direct way to move a task along
- Using an uncanny and exquisite sense of timing when taking charge

Preferred Environment for Service

- Natural crises and disaster relief
- Working with all ages in activity oriented ministries
- Hands-on projects
- Taking care of physical property

Common "Confessions"

- Questioning reality of religion; hard to take things on faith
- Being skeptical about immortality
- Overlooking spiritual life because of focus on real life
- Finding it hard to be patient in dry periods of faith

Possible Spiritual Helps

- In-depth Bible study, focusing on the logical and practical applications of faith
- Quiet time for meditation and rest
- Being in nature

Trap: Spending too much time in activities, too little in reflection

Myers-Briggs Personality Descriptions

(adapted from *LifeKeys* by Kise, Stark, Hirsch)

ISFJ

"Pursue righteousness, godliness, faith, love, endurance, gentleness." 1 Timothy 6:1

Contribution to the Spiritual Community

- Providing stability, improving efficiency
- Offering a sensible and matter-of-fact attention to daily concerns of people
- Accurately recalling specifics found in conversations and situations
- Adding a sense of dignity and respect to all aspects of the community

Leadership Style

- Encouraging the best from others
- Conscientiously organizing behind the scenes to accomplish tasks
- Enrolling others in a practical, kind, and cooperative way
- Willing to lead if asked

Preferred Environment for Service

- Office administration, financial and other record keeping
- Projects focused on health or medical care for others
- Standing committees whose purpose is to provide practical help
- Assisting willingly in any volunteer activity as asked

Common "Confessions"

- Not seeing how all the details add up to become the overall plan
- Retreating from calling attention to selves or claiming their just due
- Avoiding complex and philosophical topics
- Filling time with "all that needs to be done," sometimes neglecting their own spiritual needs

Possible Spiritual Helps

- Spiritual direction for insights as to how God is at work in their lives
- Being in nature to contemplate and sense God's creation
- Structured traditional daily devotions and prayer
- Bible verses that appeal to the senses-the lilies of the field, a single mustard seed, etc.

Trap: Deferring too much to the wants of others

Myers-Briggs Personality Descriptions

(adapted from *LifeKeys* by Kise, Stark, Hirsch)

ISFP

"Truly I tell you, just as you did it to one of the least of these who are members of my family, you did it to me." Matthew 25:40

Contribution to the Spiritual Community

- Providing loving, gentle, behind-the-scenes help
- Seeing the hand of God in the beauty of nature
- Offering acts of altruistic charity
- Giving immediate, direct, one-on-one help to people in need

Leadership Style

- Leading directly only when they have crucial knowledge or when no one else will
- Taking responsibility by doing needed detail and follow through
- Considerate, compassionate, tolerant, and forgiving
- Flexible and open to needs of the present

Preferred Environment for Service

- Nursery, preschool, those with special needs, and elder care
- Prayer and healing
- Practical support to needy others
- Participating in craft and artistic endeavors

Common "Confessions"

- May not take credit that is due, and may be too modest for their own good
- Sacrificing self to greater welfare
- Avoiding firm stand until values are crossed-then watch out!
- Not making appropriate demands on others

Possible Spiritual Helps

- Selecting role models for the kind of spiritual life sought
- Being in nature, meditating on God in natural things; experiencing true leisure time alone for reflection
- Joining a small group to add structure to spiritual journey

Trap: Not valuing self highly enough

Myers-Briggs Personality Descriptions

(adapted from *LifeKeys* by Kise, Stark, Hirsch)

ESFP

"A cheerful heart is good medicine." Proverbs 17:22

Contribution to the Spiritual Community

- Reminding others how to appreciate the wonders of God through one's five senses
- Bringing enjoyment to all
- Being generous with time and talents
- Adding warmth, excitement, and fun to endeavors

Leadership Style

- Attracting others by enthusiasm, optimism, and zest
- Energizing people to start a task
- Seeking input from all involved before making a binding decision
- Facilitating conflict and crises through a warm and personal approach

Preferred Environment for Service

- Tangible acts of service for others such as decorating, providing flowers, or arranging transportation
- Youth, young adult, sports, and action-oriented ministries
- Visitation of sick and elderly
- Planning and staffing community-building celebrations or gatherings

Common "Confessions"

- Neglecting to make time for God and spiritual matters
- Not giving enough thought to future concerns
- Being too generous or giving too much of self to others
- Not wanting to act alone

Possible Spiritual Helps

- Group devotions or study time
- Looking for concrete experiences of God in daily life
- Biblical study for applications to one's own life
- Considering both the positive and negative sides of spiritual offerings

Trap: Trying to please everyone at the same time

Myers-Briggs Personality Descriptions

(adapted from *LifeKeys* by Kise, Stark, Hirsch)

INFJ

"Therefore encourage one another and build each other up, just as in fact you are doing." 1 Thessalonians 5:11

Contribution to the Spiritual Community

- Understanding the feelings and motivations of others
- Finding creative ways for people to accomplish tasks, making the process enjoyable
- Modeling integrity and follow-through
- Lending future-oriented ideas to planning and development

Leadership Style

- Developing an atmosphere of mutual trust
- Working for cooperation rather than demanding it
- Inspiring others with their goals and plans for attaining them
- Acting as facilitators

Preferred Environment for Service

- Ministries that seek to help others grow and develop
- Spiritual direction or one-on-one counseling
- Using words, oral or written, to influence outcomes for people
- Small group leadership

Common "Confessions"

- Finding it difficult to ask others for help
- Reluctantly advocating for their ideas or talents
- Focusing with such intensity on their own "vision" that they miss the suggestions of others
- Withholding needed criticism to maintain harmony

Possible Spiritual Helps

- Journaling and poetic writing
- Finding an "encourager," someone who will listen to ideas and suggest taking action
- Using creative imagery to make Scripture come alive
- Time alone to reflect, meditate, and pray

Trap: Trying to work things out alone, being hesitant or afraid to ask for the help of others

Myers-Briggs Personality Descriptions

(adapted from *LifeKeys* by Kise, Stark, Hirsch)

INFP

"Do not conform any longer to the pattern of this world, but transformed by the renewing of your mind."
Romans 12:2

Contribution to the Spiritual Community

- Bringing a compassionate, caring, and personal focus to those places they serve
- Adding a spirit of harmony
- Reminding others of their ideals and the worthiness of striving to meet them
- Providing a positive vision for the future

Leadership Style

- Facilitating people and processes
- Persuading through their convictions and inspiring others to do what is right
- Working with individuals to reach their fullest potential
- Holding people and organizations accountable to values; providing integrity

Preferred Environment for Service

- One-on-one counseling/ coaching
- Prayer partners
- Areas where they can add creative ideas
- Ministries that make use of the fine arts

Common "Confessions"

- Taking negative feedback personally, needing too much positive support
- Believing that others do not care enough
- Avoiding issues where conflict may emerge unless a value is crossed—then a tiger emerges!
- Coming across to others as too idealistic and impractical

Possible Spiritual Helps

- Reading and identifying with the compassionate "giants" of faith
- Prayer partners and prayer circles
- Contemplation and meditation
- Inspirational music, books, and symbols

Trap: Being entrenched in one's ideals

Myers-Briggs Personality Descriptions

(adapted from *LifeKeys* by Kise, Stark, Hirsch)

ENFP

"Whatever is true, whatever is noble, whatever is right, whatever is pure, whatever is lovely, whatever is admirable—if anything is excellent or praiseworthy—think about such things." Philippians 4:8

Contribution to the Spiritual Community

- Offering warmth and enthusiasm
- Adding vision and zest to community undertakings
- Sharing resources, especially people and books
- Valuing widespread interests and relationships

Leadership Style

- Using personal charm and charisma to get others started
- Motivating and encouraging people to do their best
- Advocating for the less fortunate
- Providing ingenious ideas

Preferred Environment for Service

- Missions or service-related projects that involve building relationships
- Evangelism, public speaking, promoting
- Liaison to other service organizations/groups, especially those with a creative focus
- Youth work, multicultural and diverse environments

Common "Confessions"

- Over-committing—so many needs, so little time
- Neglecting to give attention to personal, physical, and emotional needs
- Learning just enough about a subject to be "dangerous" or to get by
- Not following through before moving on

Possible Spiritual Helps

- Methodical spiritual disciplines (prayer, study, worship, etc.)
- Singing, acting, dancing, being out in the natural world
- Spiritual study, discussion, or fellowship with small groups
- Self-reflection to get in touch with own feelings

Trap: Being attracted to the newest, latest, most intriguing ...

Myers-Briggs Personality Descriptions

(adapted from *LifeKeys* by Kise, Stark, Hirsch)

ENFJ

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

Contribution to the Spiritual Community

- Monitoring values and integrity
- Supporting others with warmth and encouragement
- Believing in the positive nature of people
- Inviting others to live up to their ideals

Leadership Style

- Large-scale organizing using the best people have to offer
- Planning for the future needs of the group or community
- Modeling exemplary behavior
- Being willing to personally dig in to accomplish the task at hand

Preferred Environment for Service

- Preaching, adult and children's education, sharing one's faith via oral communication
- Greeting newcomers, creating inclusive atmospheres
- Structuring ministries to target the large-scale needs of people
- Organizing fellowship activities and providing a sense of harmony and fun

Common "Confessions"

- Becoming too personally involved in the success or failure of endeavors
- Assuming their way is the most noble or altruistic
- Keeping conflict under wraps in favor of harmony, not wanting to ruffle feathers
- Taking the weight of the world on their shoulders

Possible Spiritual Helps

- Personal quiet time with God
- Rest and spiritual retreat to remove responsibilities and focus on personal faith
- Studying the lives of biblical and other spiritual leaders for insights into their personal lives
- Meeting with others in mutual authenticity, looking past the "shoulds" to encourage and honestly affirm each other

Trap: Avoiding the expression of negative feelings that might result in disharmony-even in relationship with God.

Myers-Briggs Personality Descriptions

(adapted from *LifeKeys* by Kise, Stark, Hirsch)

INTJ

"I devoted myself to study and to explore by wisdom all that is done under heaven." Ecclesiastes 1:13

Contribution to the Spiritual Community

- Envisioning systems to create a better world
- Breaking new ground, shifting paradigms, and changing the way people view things
- Designing or adjusting strategies and structures for future needs
- Thinking and acting independently from traditional or outmoded ways

Leadership Style

- Being a force for change by virtue of the power of their ideas
- Challenging self and others to work toward a compelling future
- Developing conceptual designs and models
- Seeing patterns and systems which solve complex problems

Preferred Environment for Service

- Spiritual coaching and direction
- Teaching, especially adults
- Long-range planning and strategy development
- Finding new approaches with wide ramifications for traditional ministries

Common "Confessions"

- Reluctant to share real self with others
- Wanting to find answers to everything that interests or concerns them
- Not feeling as competent as they'd like
- Expecting others to "see" the future as they do

Possible Spiritual Helps

- Spiritual direction to address specific issues
- Intellectual study, dialogue or debate on matters of faith, especially with experts
- Contemplation, reflection, and meditation
- Silent or directed spiritual retreats

Trap: Being lost in thought-not mindful of others or situation

Myers-Briggs Personality Descriptions

(adapted from *LifeKeys* by Kise, Stark, Hirsch)

INTP

"And this is my prayer: that your love may abound more in knowledge and depth of insight." Philippians 1:9

Contribution to the Spiritual Community

- Relentlessly searching for truth in all things spiritual
- Finding out the long-term consequences of any given plan or strategy for action
- Pointing out errors of logic or sentimentality
- Providing clear, analytical frameworks for understanding

Leadership Style

- Winning respect through depth of knowledge
- Demonstrating ability to conceptualize an issue
- Influencing through theoretical ideas
- Making decisions from a sound, logical foundation

Preferred Environment for Service

- Providing an orderly approach to exploring spiritual issues
- Scholarly or intellectual endeavors
- Conceptualizing or blueprinting an outreach ministry, or service effort
- Program review and development

Common "Confessions"

- Getting too caught up in skepticism
- Attempting to intellectualize faith to the exclusion of the heart
- Ignoring physical and other tangible needs until problems arise
- Underestimating the personal needs of others, overriding their concerns

Possible Spiritual Helps

- Intellectually demanding and challenging Bible study
- Spiritual resources which demonstrate logically the principles of faith
- Reflection, prayer, and meditation
- Spiritual direction with accountability for continuing their Christian growth

Trap: Not realizing how they are coming across, especially when in pursuit of truth

Myers-Briggs Personality Descriptions

(adapted from *LifeKeys* by Kise, Stark, Hirsch)

ENTP

"Not that I have already obtained this or have already reached the goal; but I press on to make it my own, because Christ Jesus has made me his own." Philippians 3:12, NRSV

Contribution to the Spiritual Community

- Initiating new projects, direction, etc., with enthusiasm and energy
- Meeting challenges proactively
- Providing insight and imagination to tasks and projects
- Exhibiting resourcefulness with strategies and structures

Leadership Style

- Using models and logical systems to meet needs
- Speaking out for change
- Organizing, operating, and assuming the risk for new ideas and approaches
- Challenging and encouraging personal and/or organizational achievement

Preferred Environment for Service

- Liaison to other service groups, especially those with a novel or unusual focus
- World service and missions
- Strategy development for congregations and missions
- Marketing and promoting spiritual needs and services

Common "Confessions"

- Overselling the benefits, forgetting or omitting the bare, cold facts
- Taking ownership of tasks from others, overextending one's boundaries
- Believing that what is so easily imagined can be easily achieved
- Not following procedures, ignoring rules

Possible Spiritual Helps

- Methodical spiritual disciplines
- Challenging, intellectually vigorous Bible study
- Corporate worship
- Personal relationship with God

Trap: Competitiveness

Myers-Briggs Personality Descriptions

(adapted from *LifeKeys* by Kise, Stark, Hirsch)

ENTJ

"Dear children, let us not love with words or tongue but with actions and in truth." John 3:18

Contribution to the Spiritual Community

- Developing long-range plans for people and organizations
- Understanding how parts relate to whole
- Bringing a logical order to problems
- Intellectual and philosophical insights applied to spiritual matters

Leadership Style

- Taking charge when a strong leader is needed
- Using conceptual models to guide action
- Exhibiting dedication, concentration, confidence
- Standing firm on principles against opposition

Preferred Environment for Service

- Leadership, long-range planning, strategic alignment or development of mission
- Fund-raising and investing
- Program evaluation and development
- Adult education

Common "Confessions"

- Railroading gentler types
- Overly rational, wanting to reduce everything to a logical formula or principle
- Holding to rigorous standards for self and others
- Being impatient and critical

Possible Spiritual Helps

- Intellectually oriented Bible study
- Discussion/dialogue with a respected spiritual leader
- Contemplation and prayer to build a more personal relationship with God
- Inquiry and learning through exploration of theological questions

Trap: Not being open to the influence of others

THE EVANGELISTIC STYLE SURVEY

(adapted from *Becoming a Contagious Christian* by Hybels and Mittelberg)

Record your response to each of the 36 statements according to whether you think the statement applies to you:

- 3 - Very much
- 2 - Somewhat
- 1 - Very little
- 0 - Not at all

Transfer your responses to the grid at the bottom of the last page and total each column:

- ____ 1. In conversations, I like to approach topics directly, without much small talk or beating around the bush.
- ____ 2. I have a hard time getting out of bookstores or libraries without getting a bunch of books that will help me better understand issues being debated in society.
- ____ 3. I often tell stories about my personal experiences in order to illustrate a point I am trying to make.
- ____ 4. I am a "people person" who places a high value on friendship.
- ____ 5. I enjoy including or adding new people to activities I am involved in.
- ____ 6. I see needs in people's lives that others often overlook.
- ____ 7. I do not shy away from putting a person on the spot when it seems necessary.
- ____ 8. I tend to be analytical.
- ____ 9. I often identify with others by using phrases like "I used to think that too" or "I once felt the way you do."
- ____ 10. Other people have commented about my ability for developing new friendships.
- ____ 11. To be honest, even if I knew the answers, I am more comfortable having someone "better qualified" explain Christianity to my friends.
- ____ 12. I find fulfillment in helping others, often in behind the-scenes ways.
- ____ 13. I do not have a problem confronting my friends with the truth even if it risks hurting the relationship.
- ____ 14. In conversations, I naturally focus on the questions that are holding up a person's spiritual progress.
- ____ 15. When I tell people of how I came to Christ, I have found that they have been interested in hearing it.
- ____ 16. I would rather delve into personal life issues than abstract theological ideas.
- ____ 17. If I knew of a high quality outreach event that my friends would enjoy, I would make a big effort to bring them.
- ____ 18. I prefer to show love through my actions more than my words.

- _____ 19. I believe that real love often means telling someone the truth, even when it hurts.
- _____ 20. I enjoy discussions and debates on difficult questions.
- _____ 21. I intentionally share my mistakes with others when it will help them relate to the solutions I have found.
- _____ 22. I prefer getting involved in discussions concerning a person's life before dealing with the details of their beliefs.
- _____ 23. I tend to watch for spiritually strategic events to bring people to (such as Christian concerts, outreach events, seeker services).
- _____ 24. When people are spiritually closed, I have found that my quiet demonstrations of Christian love sometimes make them more receptive.
- _____ 25. A motto that would fit me is: "Make a difference or a mess, but do something."
- _____ 26. I often get frustrated with people when they use weak arguments or poor logic.
- _____ 27. People seem interested in hearing stories about things that have happened in my life.
- _____ 28. I enjoy long talks with friends.
- _____ 29. I am always looking for a match between the needs and interests of my friends and the various events, books, etc., that they would enjoy or benefit from.
- _____ 30. I feel more comfortable physically assisting a person in the name of Christ than getting involved in religious discussions.
- _____ 31. I sometimes get in trouble for lacking gentleness and sensitivity in the way I interact with others.
- _____ 32. I like to get at the underlying reasons for opinions that people hold.
- _____ 33. I am still amazed at how God brought me to faith in Him and I am motivated to tell people about it.
- _____ 34. People generally consider me to be an interactive, sensitive, and caring kind of person.
- _____ 35. A highlight of my week would be to take a guest with me to an appropriate church event.
- _____ 36. I tend to be more practical and action-oriented than philosophical and idea-oriented.

**EVANGELISTIC
STYLES
SCORING**

1	2	3	4	5	6
7	8	9	10	11	12
13	14	15	16	17	18
19	20	21	22	23	24
25	26	27	28	29	30
31	32	33	34	35	36
TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL
CONFRONTIVE	INTELLECTUAL	TESTIMONIAL	INTERPERSONAL	INVITATIONAL	SERVING

DESCRIPTIONS OF THE SIX EVANGELISTIC STYLES

CONFRONTATIONAL STYLE

Biblical Example:

Peter in Acts 2

Theme Verse:

Preach the Word, be prepared in season and out of season; correct, rebuke and encourage— with great patience and careful instruction. (2 Timothy 4:2)

Contemporary Examples:

Chuck Colson, Billy Graham

Traits:

- Confident
- Bold
- Direct
- Skips small talk, likes to get right to the point, has strong opinions and convictions

Cautions:

- Be sure to seek God's wisdom so you will be appropriately sensitive and tactful.
- Allow the Holy Spirit to restrain your desire to come on strong in every situation.
- Avoid judging or laying guilt trips on others who approach evangelism with a different style.

Suggestions for Using and Developing this Style:

- Ask friends for feedback on whether or not you have the right balance of boldness and gentleness. Keep in mind Paul's phrase in Ephesians 4, "speaking the truth in love." Both truth and love are essential.
- Prepare yourself for situations where you will stand alone (read about Peter in Acts 2 and other scripture). The nonbeliever you confront with the truth will sometimes feel uncomfortable. Even non-confrontational Christians who are with you will sometimes feel that discomfort. That's okay.
- Under God's guidance challenge people to trust and follow Christ, and He will use it.
- Practice the principle of "Putting Others First." It is critical that you listen and value what others say before telling them what you think they need to hear.
- Team up with friends who have other styles that may be better matched to the personality of the person you hope to reach.

INTELLECTUAL STYLE

Biblical Example:

Paul in Acts 17

Theme Verse:

We demolish arguments and every pretension that sets itself up against the knowledge of God, and we take captive every thought to make it obedient to Christ. (2 Corinthians 10:5)

Contemporary Examples:

Josh McDowell, D. James Kennedy

Traits:

- Analytical
- Logical
- Inquisitive
- Likes to debate
- More concerned with what people think than what they feel

Cautions:

- Avoid getting stuck on academic points, arguments, and evidence. These are mainly to clear the way back to the central Gospel message.
- Remember that attitude is as important as information. I Peter 3:15 says to have "gentleness and respect."
- Avoid becoming argumentative.

Suggestions for Using and Developing this Style:

- Set time aside to study and prepare. This style, more than the others, relies on preparation. Take serious action on what it says in I Peter 3:15: *"But in your hearts set apart Christ as Lord Always be prepared to give an answer to everyone who asks you to give the reason for the hope that you have. But do this with gentleness and respect."*
- Avoid doing all your preparation in an academic vacuum. Get out and talk to others. Try out your arguments and answers on real people, and make refinements as needed.
- Develop your relational side. Talk to people about every day events, and what is happening in their life and yours.
- Team up with friends who have other styles that may be better matched to the personality of the person you hope to reach.

TESTIMONIAL STYLE

Biblical Example:

The Blind Man in John 9

Theme Verse:

We proclaim to you what we have seen and heard, so that you also may have fellowship with us. (1 John 1:3a)

Contemporary Examples:

Corrie ten Boom, Joni Erickson Tada

Traits:

- Clear communicator
- Good listener
- Vulnerable about personal life, its ups and downs
- Overwhelmed by the account of how God reached them
- Sees links between their own experience and that of other people's

Cautions:

- Be sure to relate your experience to the life of your listener. This requires first hearing enough about your friend's life to know how to relate your story to their situation.
- Do not stop with merely telling your story. Challenge them to consider how what you learned might apply to their life.
- Avoid downplaying the value of your story because it seems too ordinary. The ordinary story is the kind that relates best to ordinary people!

Suggestions for Using and Developing this Style:

- Practice so you will be able to tell your story without hesitation.
- Keep Christ and the Gospel message as the centerpiece of your story. This is an account of how He changed your life. Keep your story fresh by adding new and current illustrations from your daily walk with Christ.
- Team up with friends who have other styles that may be better matched to the personality of the person you hope to reach.

INTERPERSONAL STYLE

Biblical Example:

Matthew in Luke 5

Theme Verse: *I have become all things to all men so that by all possible means I might save some.* " 1 Corinthians 9:22

Contemporary Examples:

Becky Pippert, Joe Aldrich.

Traits:

- Conversational
- Compassionate
- Sensitive
- Friendship-oriented
- Focuses on people and their needs.

Cautions:

- Beware of valuing friendship over truth. Telling them they are sinners in need of a savior will test the relationship.
- Do not get so involved in the process of building friendships that you forget the ultimate goal: *bringing people to know Christ as forgiver and leader.*
- Do not get overwhelmed with the amount of needs your friends might have-do what you can and leave the rest to God.

Suggestions for Using and Developing this Style:

- Be patient. This style tends to work more gradually than others.
- Look and pray for opportunities to turn conversations toward spiritual matters.
- Continually create and plan opportunities to interact with new people through social events, sports, etc. This will put you in a position where your style can flourish.
- Practice telling the Gospel message so you will be prepared when the opportunity arises.
- Team up with friends who have other styles that may be better matched to the personality of the person you hope to reach.

INVITATIONAL STYLE

Biblical Example:

The woman at the well in John 4.

Theme Verse:

Then the master told his servant, "Go out to the roads and country lanes and make them come in, so that my house will be full." (Luke 14:23)

Contemporary Example:

Ruth Graham

Traits:

- Hospitable
- Persuasive
- Enjoys meeting new people
- Committed (believes in the things in which he or she is involved)
- Sees outreach events as unique opportunities

Cautions:

- Do not let others do *all* the talking for you. Your friends and acquaintances need to hear how Christ has influenced your own life. In addition, your friends have questions you could answer concerning the implications of the Gospel in their own lives.
- Carefully and prayerfully consider which events or church services you take people to. Look for ones that are truly sensitive to spiritual seekers that will help them in their journey toward Christ.
- Do not get discouraged if people refuse your invitation. Their refusal could be an opportunity for a spiritual conversation. Also, their "no" today may be a "yes" tomorrow.

Suggestions for Using and Developing this Style:

- When inviting people, try to get written details about the event into their hands (either preprinted or handwritten out).
- Whenever appropriate, offer to pick them up and do something together before or after the event. At events, put yourself in the place of the other person. Ask yourself if you were that person, whether the event would relate to your concerns and mindset. Reinforce those things to the person you invited.
- Offer positive and constructive feedback to the event sponsors consisting of specific and realistic ideas on ways you think they could improve the event and make it more compelling to the people you bring.
- Team up with friends who have other styles that may be better matched to the personality of the person you hope to reach.

SERVING STYLE

Biblical Example:

Dorcas in Acts 9

Theme Verse:

In the same way, let your light shine before men, that they may see your good deeds and praise your Father in heaven. (Matthew 5:16)

Contemporary Examples:

Mother Teresa, Jimmy Carter

Traits:

- Patient
- Others-centered
- Sees needs and finds joy in meeting them
- Shows love through action more than words
- Attaches value to even menial tasks

Cautions:

- Remember that although "words are no substitute for actions," "actions are no substitute for words." In Romans 10: 14 Paul says that we must verbally tell people about Christ. You can do this in many ways as you point to Him as the central motivation for your acts of service.
- Do not underestimate the value of your service. It is your style that will reach those persons who are the most negative and hardened toward God. Acts of loving service are hard to resist and difficult to argue with.
- Be discerning as to how much you can do realistically, without depriving yourself or your family of needed care and attention.

Suggestions for Using and Developing this Style:

- Find creative, non-imposing ways to communicate the spiritual motivation behind the physical acts of service you offer to others. It could be through a word, a card, an invitation in response to thanks for your service. ("Well, one thing you could do for me sometime would be to come to one of our services at church.")
- Seek God daily for opportunities to serve others for eternal purposes. He will open your eyes to areas you would have missed.
- Be ready to follow His leadings, even if they seem a bit out of the ordinary.
- Be careful not to impose your service on others.
- Pray for wisdom so you will know where to invest your efforts in ways that will be strategic for the Kingdom of God.
- Team up with friends who have other styles that may be better matched to the personality of the person you hope to reach.

A TALENT INVENTORY

(adapted from Bradley and Carty, *Unlocking Your Sixth Suitcase*, Colorado Springs: NavPress, 1991)

I. CONCERNING COMMUNICATION (Circle three to five best preferences in this Section I)

A. USING WORDS

1. **Writing Words:** Writing clearly understood reports, letters, essays, stories, scripts, advertisements, contracts, curricula, magazine articles, and the like.
2. **Conversing:** Talking one on one, sharing ideas and feelings, discussing current events, exchanging views, explaining things with a high degree of mutual understanding.
3. **Speaking in Public:** Communicating clearly and persuasively to a live audience, such as a committee, club, church congregation, or other gathering, with limited audience interaction.
4. **Teaching:** Helping others fully understand a subject, topic, or idea in a classroom, seminar, workshop, club, association, church, or other group setting.
5. **Broadcasting:** Communicating clearly through electronic media such as video, radio, telephone, or audio cassette recording.

B. BEING ARTISTIC

6. **Designing:** Sketches, illustrations, graphic arts, theater set designs, murals, or other design projects.
7. **Painting:** With oils, pastels, watercolors, and chalk
8. **Using Colors and Patterns:** Expressing my thoughts or feelings through colors or patterns as in interior decor, clothing, makeup, jewelry, house-painting, and the like.
9. **Using Shapes and Forms:** Expressing my thoughts or feelings through shaping forms as in sculpturing, architectural designing, landscaping, furniture arranging, or the like.
10. **Using Handicrafts:** Projecting my thoughts or feelings through handcrafted items made of wood, leather, cloth, plastic, and the like.
11. **Composing Music:** Expressing my thoughts or feelings by writing, composing, or arranging works of music.

C. PERFORMING

12. **Acting:** Expressing a mood or feeling through role playing, acting, telling jokes, doing character impersonations or mime in either informal conversation or theatrical settings.
13. **Moderating:** Guiding a group discussion, hosting a panel presentation, or coordinating discussion between people or groups.
14. **Singing or Instrument Performing:** Singing or playing an instrument in front of others as part of an orchestra, choir, ensemble, duet, band, or as a soloist.
15. **Giving Presentations:** Giving presentations in front of others, such as in sales presentations, question-answer workshops, announcements, selected readings, and product service demonstrations.

II. **CONCERNING RELATIONSHIPS** (*one best capacity in this Section II*)

16. **Multi-Relational:** Preferring to meet new people as well as being with people I already know.
17. **Familiar Group Relational:** Preferring to be with people I already know. Also willing to meet new people or work on a task by myself.
18. **Singular Relational:** Preferring to be by myself, working on a project. Also willing to be with people I know well.

III. **CONCERNING FUNCTIONAL CAPACITIES** (*three to five best preferences in this Section III*)

A. **ORGANIZING TIME AND PERSONAL SPACE**

19. **Ordering My Time and Priorities:** Consistently organizing my daily schedule to get the most important things done: appointments, deadlines, errands, projects, and the like.
20. **Ordering My Space:** Keeping my surroundings well-organized and my household items in their place without much effort. Routinely putting things where they belong.

B. **BEING CREATIVE**

21. **Creating:** Coming up with new ways to do things, improving routine tasks, looking at traditions with new viewpoints, questioning outdated regulations or procedures.
22. **Imagining:** Spending time imagining new stories, theories, and science fiction ideas, philosophical concepts, and the like (also referred to as daydreaming).
23. **Inventing:** Originating new mechanical/technical gadgets, electronic devices, machines, chemical formulas, plant hybrids, and the like.

C. **SUPERVISING OTHERS**

24. **Initiating/Developing:** Supervising others in starting new projects, programs, organizations, clubs, companies, and the like; also dramatically improving a program, company, etc.
25. **Long-Range Logistical Planning:** Mapping out long-range details to meet my employer's, club's, family's, or church board's goals; finances, equipment, personnel schedules, etc.
26. **Managing:** Supervising others in an "established" department, club, group, or organization over an extended period.

D. **USING BODY, HANDS, FINGERS**

27. **Being Physically Coordinated or Physically Active:** Using my body, arms, and legs together, as in athletics, physical labor, construction work, and the like.
28. **Using My Hands and Arms:** Using my hands and arms and/or hand tools in activities, such as repairing or maintaining (car, furniture, clothes, equipment); building or assembling (cabinets, machines); using power tools.
29. **Operating/Driving:** Operating or driving moving vehicles, such as a car, truck, farm/construction equipment, boat, aircraft, stationary equipment, machines, and the like.
30. **Using My Hands and Fingers:** Using my hands and fingers for precision detail projects, such as building small scale model kits, soldering, jewelry casting, graphics paste-up, or drafting.

E. HELPING OTHERS

31. **Tutoring:** Helping another person to cope with disabilities or learning problems, as in specialized training, coaching, tutoring, therapy, or rehabilitation over an extended period of time.
32. **Being of Service:** Being most usually available to others when they need my help with their projects and programs to the neglect of my projects.
33. **Counseling:** Patiently helping people over a period of time to resolve personal or emotional problems: dating, marriage, self-image conflicts; spiritual concerns; abnormal behavior.
34. **Reassuring and Supporting Others:** Identifying with another's hurts and frustrations, giving encouragement, comfort, and support without necessarily trying to help them solve their problems.

F. USING INTUITION

35. **Evaluating People's Character:** Accurately assessing others' integrity or sincerity, including motives, underlying thoughts, or attitudes, during initial encounters.
36. **Making Future Projections:** Accurately predicting the general public's response to future events, as in politics, clothing fads, business trends, or other future concerns.

G. BEING PERSUASIVE

37. **Negotiating:** Successfully settling disputes between two or more people, acting as a go between, arbitrating, negotiating contracts, being a peacemaker, or the like.
38. **Selling:** Successfully convincing others to buy and pay for a product or service, recruiting volunteers, fundraising.
39. **Promoting:** Successfully convincing others to accept a new idea or different viewpoint, changing people's minds about a particular product or service.

H. OBSERVING DETAILS

40. **Observing Physical Environment Details:** Seeing details others often miss indoors or outdoors: street signs, rare plants, rock formations, animal tracks, and the like.
41. **Observing Printed Details:** Seeing details others often miss in written manuscripts, books, blueprints, and maps, including misspellings, "typos," or grammatical errors.
42. **Observing in Three Dimensions:** Visualizing a three-dimensional object from a two-dimensional drawing, such as a building from a blueprint, a cabinet from a sketch, dress from a pattern.

I. USING NUMBERS

43. **Calculating:** Quickly and accurately working with numbers and figures: adding, subtracting, multiplying, and dividing without much effort.
44. **Recording and Auditing:** Routinely counting and recording how many items are on a shelf, in a box, in a room, in a warehouse (taking inventory).

J. PROBLEM SOLVING PROCEDURES

- 45. **Troubleshooting:** Detecting mechanical, electrical, or technical problems, as in clocks, engines, electrical circuits, door locks—though not necessarily being skilled with tools.
- 46. **Solving Problems:** Solving problems that come up at work, at home, in my hobbies, club meetings, activities, and the like (not necessarily mechanical or electrical problems).

K. RESEARCHING FOR INFORMATION

- 47. **Researching/Investigating:** Collecting a lot of information from different sources about one or more subjects for present use or future reference (may include field research).
- 48. **Remembering:** Recalling names, numbers, or other details quickly and accurately without much effort.
- 49. **Classifying:** Routinely arranging and maintaining information, reports, photographs, or recipes for easy and quick reference (file systems, catalog systems).

L. REASONING/CONTEMPLATING

- 50. **Analyzing:** Looking over an object to see how it is put together; studying a subject or opinion to determine its good and bad points and how it compares to other items.
- 51. **Appraising/Evaluating:** Accurately estimating the monetary value of a car, house, antique, collectable, or business opportunity and its economic potential.
- 52. **Synthesizing:** Putting together different parts to make a whole, as in a project or report; selecting ideas, concepts, or objects in order to fit them together in a useful way.

M. MAKING DECISIONS

- 53. **Being Decisive:** Spontaneously and skillfully responding to another person's accident or emergency situation, such as a child choking, kitchen fire, stalled car, or person drowning.
- 54. **Taking Risks:** Committing my time or finances without undue stress, when there is an equal chance of success or failure.

FIFTY LIFE VALUES: CHORDS THAT TOUCH OUR SOULS

(adapted from *LifeKeys* by Kise)

Please choose 8 from the list below that best describe right now in your life what:

- Seems most important to you
- Defines your fundamental character
- Supplies meaning to life and work
- Influences the decisions you make
- Compels you to take a stand
- Provides an atmosphere in which you are most productive

- Accuracy:** Being true or correct in attention to detail
- Achievement:** Enjoying a sense of accomplishment
- Advancement:** Striving to move ahead rapidly, gaining opportunities for growth
- Adventure:** Seeking new and exciting challenges which may include taking risks
- Aesthetics:** Appreciating what is beautiful
- Artistic Expression:** Expressing self through the arts, painting, drama, literature, etc.
- Authenticity:** Ongoing desire to honestly express who one is
- Balance:** Giving proper weight to each area of a person's life
- Challenge:** Attracted to new problems, difficult tasks
- Competency:** Wanting to meet or exceed standards or expectations
- Competition:** Matching efforts or abilities with self or others
- Conformity:** Preferring to be like others, not standing out
- Contribution:** Giving or making a difference for others
- Control:** Being in charge or wanting to have influence over outcomes
- Cooperation:** Striving for congenial relationships and teamwork
- Creativity:** Being imaginative and innovative, going outside the norm
- Efficiency:** Working to accomplish tasks in comparatively little time
- Fairness:** Giving everyone an equal chance
- Family:** Placing importance on maintaining familial relationships
- Financial Security:** Being free from financial worries
- Flexibility:** Coping easily with change and surprise
- Friendship:** Placing importance on close, personal relationships
- Generosity:** Giving readily or liberally
- Happiness:** Finding satisfaction, joy, or pleasure
- Humor:** Enjoying the witty or amusing
- Independence:** Wanting control of own time, behavior, tasks
- Influence:** Capacity to affect or shape people, processes, or ideas
- Integrity:** Maintaining congruity between what one claims to be and how one acts
- Learning:** Lifelong commitment to growing in understanding
- Leisure:** Appreciating unstructured or unscheduled time

- ___ **Location:** Preferring a specific place or area of country that matches lifestyle
- ___ **Love:** Cherishing others
- ___ **Loyalty:** Seeking to be faithful, constant, and steadfast
- ___ **Nature:** Finding joy and renewal in the out-of-doors
- ___ **Organization:** Being in control of time, priorities, possessions, and processes
- ___ **Peace:** Desiring tranquility, serenity, lack of discord
- ___ **Perseverance:** Sustaining momentum, having fortitude
- ___ **Personal Development:** Wanting to use one's potential and grow to the fullest
- ___ **Physical Fitness & Health:** Healthy regard for one's body, enjoying sports involvement
- ___ **Power:** Seeking to sell, persuade, lead, or influence others
- ___ **Prestige:** Having or showing success, rank, wealth, or status
- ___ **Recognition:** Desiring the respect of others or credit for achievements
- ___ **Responsibility:** Being accountable for outcomes
- ___ **Security:** Feeling safe and confident about the future
- ___ **Self Respect:** Having pride or a sense of personal identity
- ___ **Service:** Helping others or contributing to society
- ___ **Stability:** Maintaining continuity, consistency, and predictability over a period of time
- ___ **Tolerance:** Accepting or remaining open to the viewpoints and values of others
- ___ **Tradition:** Treasuring customs and links with the past
- ___ **Variety:** Desiring new and different activities, frequent change

MY PERSONAL MISSION STATEMENT

SPIRITUAL GIFTS

(from pp. 1-39)

SPIRITUAL GIFT #1: _____

Symptoms of Gift:

SPIRITUAL GIFT #2: _____

Symptoms of Gift:

SPIRITUAL GIFT #3: _____

Symptoms of Gift:

MINISTRY PASSION ASSESSMENT

(from pp. 31-32)

1. When I think about people in ministry, I admire:

- A. _____
- B. _____
- C. _____
- D. _____

2. If I could be associated with a gifted Christian for special “on the job training” in terms of their gift, I would choose...

- A. _____
- B. _____

3. If I could be involved or contribute to any ministry anywhere, it would be:

- A. _____
- B. _____

4. As I have observed the needs and ministry opportunities in this church, I am drawn to serve in: **(taken from pp. 33-39)**

- A. _____
- B. _____
- C. _____
- D. _____

5. In the past, others have commented they have been helped or blessed by my service when I did the following:

- A. _____
- B. _____
- C. _____
- D. _____

6. In the past, I have been blessed when I served or ministered in the following ways:

- A. _____
- B. _____
- C. _____

7. I am certain that God has called me to a specific ministry. It is:

- A. _____
- B. _____

TEMPERAMENT ON THE MYERS-BRIGGS SCALE
(from pp. 48-67)

Introversion/Extraversion

Sensing/Intuition

Thinking/Feeling

Judging/Perceiving

TEMPERAMENT ON THE DEAA SCALE

(from pp. 41-47)

DRIVER/EXPRESSIVE/AMIABLE/ANALYTICAL:

STRENGTHS:

WEAKNESSES:

EVANGELISTIC STYLE

(from pp. 68-75)

1.

2.

TALENT INVENTORY
(from pp. pp. 76-79)

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.
- 9.
- 10.
- 11.
- 12.

VALUES
(in order of priority from pp. 80-81)

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.

PERSONAL MISSION STATEMENT

IMPLEMENTATION STRATEGY

PERSONAL MISSION STATEMENT

Philip D. Douglass

SPIRITUAL GIFTS

(from pp. 1-39)

PASTOR-TEACHER (score 15): The special ability to assume the long term responsibility for the spiritual growth and welfare of a believer or group of believers. This is the discipling gift.

Symptoms of Gift: I am people oriented. I am not a loner. I instinctively know where people's strengths lie, in what situations they thrive, and what nourishes and delights them. I am sensitive to people. I am a careful listener who can spot others' needs. I have a great sense of responsibility for the welfare of others. It is important for me to know, keep in touch, and be known by those Christians I am responsible for. I have a strong desire to give myself to struggling or straying Christians so that they are encouraged and brought back into the group.

LEADERSHIP (score 12): The special ability to work with people to set goals and be able to motivate people to work harmoniously and consistently towards the achievement of those goals.

Symptoms of Gift: People look to me when something needs to be done. I am generally at ease before a group of people. I am a goal oriented person, decisive and clear in visualizing where we need to go. I do not do everything myself. Equipping and delegation is instinctive for me. I have a concern for the good of the whole group. I am not afraid of responsibility, yet I am not hungry for power, either. I take my responsibilities seriously, and I accomplish my tasks with diligence. I recognize that leadership is a high accountability gift. I am able to endure criticism.

FAITH (score 10): The special ability to understand and work for God's will and purposes with extraordinary confidence.

Symptoms of Gift: I am not indecisive or timid about Christian ministry; I am bold and confident in my endeavors. I think big; I tackle issues others shy away from. I have an infectious enthusiasm which can inspire and motivate others to work for God's goals. I tend to become somewhat impatient with red tape, negative thinking, fault finding and indecision. I have recurring experiences where in the midst of situations I sense God is going to do something unusual even though most around me do not have this kind of assurance. My prayer life is strong. I feel great satisfaction and joy in persisting through prayer for specific needs. When I believe that God has led me, I seem to have unusual assurance that the ministry will be accomplished, no matter what the obstacles. I tend to encourage other Christians to trust God and think big in terms of goals and actions.

MINISTRY PASSION ASSESSMENT

(from pp. 31-32)

1. When I think about people in ministry, I admire:
 - Dick Halverson—his deep love for Christ and faithfulness to the Word of God.
 - Paul Kooistra—his ability to accomplish the goal through leadership skill and determination while still caring for people at the same time.
 - Bryan Chapell—his ability to intuitively know and do the right thing in a wide variety of challenging situations as he provides leadership for a major ministry.
 - Dan Doriani—his ability to teach and preach the Scriptures in a clear, warm and winsome manner.
2. I could be associated with a gifted Christian for special “on the job training” in terms of their gift, I would choose. . .
 - Philip Yancey—training in writing books on spiritual topics.
 - Peter Wagner—training in conducting workshops and seminars for pastors.
3. If I could be involved or contribute to any ministry anywhere, it would be:
 - Covenant Seminary—from which I can write books on spirituality, mentoring, church planting and renewal; continue providing instruction for pastors as well as teach and train pastoral students in spiritual growth, leadership development, church planting, outreach and assimilation.

4. As I have observed the needs and ministry opportunities in this church (Emmanuel Presbyterian Church), I am drawn to serve in: **(taken from pp. 33-39)**
 - Preach morning worship
 - Disciple elders and leadership (meet with them once a month or more)
 - Equip God's people for works of service
 - Teach in Sunday School
 - Train Covenant Seminary students in pastoral ministry

5. In the past, others have commented they have been helped or blessed by my service when I did the following:
 - Led people to Christ
 - Taught classes on the practical applications of the doctrines of grace and spiritual growth
 - Taught classes on leadership development
 - Taught classes on outreach and assimilation for the local church

6. In the past I have been blessed when I served or ministered in the following ways:
 - Pastored churches
 - Conducted research into various areas of ministry that led to greater effectiveness in planting and revitalizing churches.

7. I am certain that God has called me to a specific ministry. It is:
 - Teaching at Covenant Seminary; gift involved: pastor-teacher
 - Pastoring at Emmanuel Presbyterian Church; gift involved: pastor-teacher, leadership, faith.

TEMPERAMENT ON THE MYERS-BRIGGS SCALE

(from pp. 48-67)

I am at **the mid-point on the extroversion /introversion** scale which means I am fairly equally focused on the outer world of people and relationships as well as the inner world of thoughts and ideas. When I am around people I can be both expressive and quiet; I feel energetic around people and away from people but do need solitude to recharge my batteries; when I am under stress, I require a measure of seclusion so that I can pull things together.

I primarily perceive and take in information through my **intuition** rather than **sensing** which means I see things in my head and tend to be a visionary. I like new problems, work best with ideas, like to think about what could be, like new ways to do things, can be impatient with routine details.

I am primarily **feeling** rather than **thinking**: I primarily process information and make decisions based on personal values and judgments; I tend to: be more apt over praise than criticism, relate better in a harmonious environment, am more personal, with more interest in people than in things.

I am primarily on the **judgment** side of the scale rather than **perception** the lifestyle I adopt for dealing with the outer world is by taking a planned, organized approach to life. I appreciate closure and am a quick decision-maker. Most often I dislike carelessness with details. When my circumstances change, I prefer to follow a good plan. When working on a project, I do not like interruptions. Once I have made a decision, I consider the case closed.

TEMPERAMENT ON THE DEAA SCALE

(from pp. 41-47)

Basically an **Expressive** (Score: 33)/**Driver** (Score: 31) mix with much less **Amiable** (Score: 26) and **Analytical** (Score: 24)

Strengths: I am able to take the initiative with ministries and influence people in the process. I am oriented to wanting to get things done, motivating people to get involved in the process. I am focused on the now in wanting to make efficient use of my time but also am future oriented in dreaming about the next exciting ministry or project. I am good at initiating conversations. I do make decisions with ultimate goals in mind and tend to have an intuitive sense about what is the best way to reach the goal.

Weaknesses: I find it somewhat oppressive when I have to focus on too many details or if great accuracy is demanded in a project, although I have disciplined myself to become a competent administrator. Sometimes I am too willing to sacrifice the goal in order to create or maintain harmony. I am not as cautious and careful in the development of projects as I should be although I am growing in this area. I am too willing to make decisions without first thoroughly gathering all of the necessary facts and data although I have learned to make myself be much more careful in this area. I too often will acquiesce to the demands of others in order to avoid conflict although there is always a line over which I cannot be pushed. I can be somewhat impatient with people who are critical, stuffy, indecisive, moralistic or picky. In the midst of heated debate, especially if I sense I am being attacked personally, my emotions make it difficult for me to think or respond clearly.

EVANGELISTIC STYLE

(from pp. 68-75)

Intellectual through one-on-one and small group Evangelistic Bible studies. I set time aside to study and prepare. This style, more than the others, relies on preparation. I take serious action on what it says in I Peter 3:15: *But in your hearts set apart Christ as Lord Always be prepared to give an answer to everyone who asks you to give the reason for the hope that you have. But do this with gentleness and respect.* I avoid doing all my preparation in an academic vacuum. I get out and talk to others. I try out my arguments and answers on real people, and make refinements as needed. I develop my relational side. I talk to people about every day events, and what is happening in their life and mine. I team up with friends who have other styles that may be better matched to the personality of the person I hope to reach.

Confrontational through programs such as Evangelism Explosion. I ask friends for feedback on whether or not I have the right balance of boldness and gentleness. I keep in mind Paul's phrase in Ephesians 4, "speaking the truth in love." Both truth and love are essential. I prepare myself for situations where I will stand alone (read about Peter in Acts 2 and other scripture). The nonbeliever I confront with the truth will sometimes feel uncomfortable. Even nonconfrontational Christians who are with me will sometimes feel that discomfort. That's okay. Under God's guidance I challenge people to trust and follow Christ, and He will use it. I practice the principle of "Putting Others First." It is critical that I listen and value what others say before telling them what I think they need to hear. I team up with friends who have other styles that may be better matched to the personality of the person I hope to reach.

TALENT INVENTORY

(from pp. pp. 76-79)

Conversing: Talking one on one, sharing ideas and feelings, discussing current events, exchanging views, explaining things with a high degree of mutual understanding.

Speaking in Public: Communicating clearly and persuasively to a live audience, such as a committee, club, church congregation, or other gathering, with limited audience interaction.

Teaching: Helping others fully understand a subject, topic, or idea in a classroom, seminar, workshop, club, association, church, or other group setting.

Moderating: Guiding a group discussion, hosting a panel presentation, or coordinating discussion between people or groups.

Giving Presentations: Giving presentations in front of others, such as in sales presentations, question-answer workshops, announcements, selected readings, and product service demonstrations.

Multi-Relational: Preferring to meet new people as well as being with people I already know.

Ordering My Time and Priorities: Consistently organizing my daily schedule to get the most important things done: appointments, deadlines, errands, projects, and the like.

Creating: Coming up with new ways to do things, improving routine tasks, looking at traditions with new viewpoints, questioning outdated regulations or procedures.

Initiating/Developing: Supervising others in starting new projects, programs, organizations, clubs, companies, and the like; also dramatically improving a program, company, etc.

Long-Range Logistical Planning: Mapping out long-range details to meet my employer's, club's, family's, or church board's goals; finances, equipment, personnel schedules, etc.

Making Future Projections: Accurately predicting the general public's response to future events, as in politics, clothing fads, business trends, or other future concerns.

Promoting: Successfully convincing others to accept a new idea or different viewpoint, changing people's minds about a particular product or service.

Researching/Investigating: Collecting a lot of information from different sources about one or more subjects for present use or future reference (may include field research).

Remembering: Recalling names, numbers, or other details quickly and accurately without much effort.

Synthesizing: Putting together different parts to make a whole, as in a project or report; selecting ideas, concepts, or objects in order to fit them together in a useful way.

Taking Risks: Committing my time or finances without undue stress, when there is an equal chance of success or failure.

VALUES

(in order of priority from pp. 80-81)

1. **Contribution:** Giving or making a difference for others
2. **Influence:** Capacity to affect or shape people, processes, or ideas
3. **Achievement:** Enjoying a sense of accomplishment
4. **Personal Development:** Wanting to use one's potential and grow to the fullest
5. **Learning:** Lifelong commitment to growing in understanding
6. **Advancement:** Striving to move ahead rapidly, gaining opportunities for growth
7. **Independence:** Wanting control of own time, behavior, tasks
8. **Challenge:** Attracted to new problems, difficult tasks

PERSONAL MISSION STATEMENT

I am a pastor-teacher called of God to assist people to grow spiritually as well as intellectually, socially and emotionally with a special interest in training pastoral and lay leaders for the equipping of the saints for the building up of the body of Christ.

IMPLEMENTATION STRATEGY

Continue teaching 2 core courses and 4 elective courses in the MDiv program and 3 DMin courses at Covenant concerned with various aspects of spiritual growth, leadership development, pastoral theology, as well as church planting, growth and renewal; work with PCA Midwest Region to develop a prototype program for church planting apprenticeships for MDiv church planting graduates; serve on weekends at Emmanuel Presbyterian Church as Stated Supply Pastor—exercising faith to lead the church through the process of renewal while mentoring Covenant Seminary students in ministry. Serve as chairman of the PCA General Assembly-Mission to North America Committee; serve on Midwest Church Planting Task Force; teach in Covenant Seminary's Doctor of Ministry Program to encourage the pastors to consider church planting and provide them training and assistance with placement if they so desire.