



A
W
C

– 4D'S
**DEFINE
CLASS**

MEET GOD
GROW IN FAITH
MAKE A DIFFERENCE



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HOW HAS GOD SHAPED ME?

"YOUR HANDS FORMED AND SHAPED ME." JOB 10:8



God has been molding and shaping you for ministry since you were born. In fact, God started uniquely shaping you even before you were born.

"Thank you for making me so wonderfully complex! It is amazing to think about. Your workmanship is marvelous... You were there while I was being formed... You saw me before I was born and scheduled each day of my life before I began to breathe."

Psalms 139:14-16 (LB)



1. I WAS SHAPED FOR A PURPOSE.
2. I AM UNIQUE!
3. I AM WONDERFULLY COMPLEX.



MY S.H.A.P.E. WILL DETERMINE MY MINISTRY



"You made all the delicate, inner parts of my body and knit me together in my mother's womb. Thank You for making me so wonderfully complex! Your workmanship is marvelous--how well I know it."

Psalm 139:13-14 (NLT)



SPIRITUAL GIFTS

"We have different gifts, according to the grace given to each of us. If your gift is prophesying, then prophesy in accordance with your faith; if it is serving, then serve; if it is teaching, then teach; if it is to encourage, then give encouragement; if it is giving, then give generously; if it is to lead, do it diligently; if it is to show mercy, do it cheerfully."

ROMANS 12:6-8 (NIV)

"... Each of you has your own gift from God; one has this gift, another has that."

1 CORINTHIANS 7:7B (NIV)

"WHAT AM I GIFTED TO DO?"

"There are different kinds of gifts, but the same Spirit distributes them. There are different kinds of service, but the same Lord. There are different kinds of working, but in all of them and in everyone it is the same God at work.

Now to each one the manifestation of the Spirit is given for the common good. To one there is given through the Spirit a message of wisdom, to another a message of knowledge by means of the same Spirit, to another faith by the same Spirit, to another gifts of healing by that one Spirit, to another miraculous powers, to another prophecy, to another distinguishing between spirits, to another speaking in different kinds of tongues. All these are the work of one and the same Spirit, and he distributes them to each one, just as he determines."

1 CORINTHIANS 12:4-11

HEART

WHAT DO I LOVE TO DO?

PEOPLE RARELY SUCCEED IN A ROLE UNLESS THEY ARE HAVING FUN DOING IT."

GOD HAS PUT IT INTO THEIR HEARTS TO ACCOMPLISH HIS PURPOSE..."

REVELATION 17:17

S.

H.

A.

P.

E.

"FOR IT IS GOD WHO WORKS IN YOU, INSPIRING BOTH THE WILL AND THE DEED, FOR HIS OWN CHOSEN PURPOSE!"
PHILIPPIANS 2:13 (NEB)

MY HEART DETERMINES...

WHAT I SAY

"THE MOUTH SPEAKS WHAT THE HEART IS FULL OF"
MATTHEW 12:34 (GNT)

THE WAY I FEEL

THE WAY I ACT

"ABOVE ALL ELSE, GUARD YOUR HEART, FOR EVERYTHING YOU DO FLOWS FROM IT."
PROVERBS 4:23

ABILITIES

WHAT NATURAL TALENTS AND SKILLS DO I HAVE?"

THERE ARE DIFFERENT ABILITIES TO PERFORM SERVICE..."
1 CORINTHIANS 12:6 (GNT)

"I HAVE FILLED HIM WITH THE SPIRIT OF GOD, WITH SKILL, ABILITY, AND KNOWLEDGE IN ALL KINDS OF CRAFTSMANSHIP,"
EXODUS 31:3 (BSB)

"... OUR COMPETENCE COMES FROM GOD."
2 CORINTHIANS 3:5B

PERSONALITY

INTROVERT OR EXTRAVERT?

WHERE DOES MY PERSONALITY BEST SUIT ME TO SERVE?

NO ONE CAN REALLY KNOW WHAT ANYONE ELSE IS THINKING OR WHAT HE IS REALLY LIKE EXCEPT THAT PERSON HIMSELF."
1 CORINTHIANS 2:11 (LB)

S.

H.

A.

P.

E.





E XPERIENCE

WHAT SPIRITUAL EXPERIENCES HAVE I HAD?

"THERE HAS BEEN ENOUGH TIME FOR YOU TO BE TEACHERS, YET YOU STILL NEED SOMEONE TO TEACH YOU...(YOU ARE) WITHOUT ANY EXPERIENCE IN THE MATTER OF RIGHT AND WRONG."

HEBREWS 5:12-13 (GNT)

WHAT PAINFUL EXPERIENCES HAVE I HAD?

"SOMETIMES IT TAKES A PAINFUL EXPERIENCE TO MAKE US CHANGE OUR WAYS."

PROVERBS 20:50 (GNT)

"HE HELPS US IN ALL OUR TROUBLES, SO THAT WE ARE ABLE TO HELP OTHERS WHO HAVE ALL KINDS OF TROUBLES, USING THE SAME HELP THAT WE OURSELVES HAVE RECEIVED FROM GOD."

2 CORINTHIANS 1:4 (GNT)

WHAT EDUCATIONAL EXPERIENCES HAVE I HAD?

"ALWAYS REMEMBER WHAT YOU HAVE LEARNED. YOUR EDUCATION IS YOUR LIFE—GUARD IT WELL!"

PROVERBS 4:13 (GNT)

WHAT MINISTRY EXPERIENCES HAVE I HAD?

"BECAUSE OF THE SERVICE BY WHICH YOU HAVE PROVED YOURSELVES, OTHERS WILL PRAISE GOD FOR THE OBEDIENCE THAT ACCOMPANIES YOUR CONFESSION OF THE GOSPEL..."

2 CORINTHIANS 9:13

YOUR MINISTRY WILL BE MOST EFFECTIVE AND FULFILLING WHEN YOU ARE USING YOUR GIFTS AND ABILITIES IN THE AREA OF YOUR HEART'S DESIRE IN A WAY THAT BEST EXPRESSES YOUR PERSONALITY AND EXPERIENCE!

"GOD SPEAKS PRIMARILY THROUGH SCRIPTURE. BUT, HE ALSO SPEAKS THROUGH DESIRES, DOORS, DREAMS, PEOPLE, PROMPTING, AND PAIN."

MARK BATTERSON

S.

H.

A.

P.

E.





**SUCCESS IS DOING WHAT
GOD MADE ME TO DO!**

S.H.A.P.E.

HOW TO TAKE THE SPIRITUAL GIFTS ASSESMENT



STEP 1: Respond to the spiritual gifts statements on pages 12-13 by writing the number that indicates how each statement describes you in the blanks on page 14:

1- Almost never 2 - Sometimes 3 - Almost always

Allow yourself six minutes to answer all questions before moving on to other steps.

STEP 2: Add each line on page 14 left to right and place the totaled number in the total column.

STEP 3: Identify your three highest totaled numbers with the corresponding letter and the spiritual gift it represents (listed on the pages following the assessment).

STEP 4: Read about your gifts.

NEXT STEPS:

Connect with a team that complements your personality, highest rated spiritual gifts, and availability to serve.

Scan the QR code to access the D.I.S.C. and Spiritual Gifts Assessment online or visit churchofthehighlands.com/growth-track/resources



1. I like organizing services and events.
2. I am interested in starting new churches.
3. I enjoy working with my hands.
4. I can tell when someone is insincere.
5. I pray for the lost daily.
6. Encouraging others is a high priority in my life.
7. Believing God for our daily needs is important to me.
8. Influencing others for the Kingdom of God through finances is extremely important to me.
9. I look for opportunities to pray for the sick.
10. I enjoy doing little things that others typically do not enjoy.
11. I often have people over to my house.
12. I enjoy spending hours in prayer for other people.
13. Education is very important to me.
14. I tend to motivate others to get involved.
15. I hurt when I see others hurting.
16. I believe God will use me to enact His miracles.
17. I enjoy sharing the Gospel with other people groups and nationalities.
18. I've devoted considerable time to mastering my voice and/or musical instrument.
19. Caring for the hurting is one of my highest priorities.
20. I get frustrated when people knowingly sin.
21. I enjoy serving behind the scenes.
22. I like creating outlines of the Bible.
23. God has used me to interpret what someone speaking in tongues is saying.
24. I enjoy the book of Proverbs more than any other book in the Bible.
25. I am passionate about managing details.
26. I like to help start new ministry projects.
27. I consider myself a craftsman or craftswoman.
28. I sense when situations are spiritually unhealthy.
29. I am greatly motivated by seeing people who don't know God be saved.
30. I come across as loving and caring.
31. Asking God for a list of seemingly impossible things is exciting to me.
32. I find ways to give offerings above my tithe.
33. I believe miraculous healing is possible and still happens.
34. Helping others is one of my greatest motivations.
35. Creating a warm and welcoming environment is important to me.
36. I am burdened to pray for situations affecting the world.
37. People come to me to learn more about God and the Bible.
38. I prefer to take the lead whenever possible.

39. I'm very sensitive to sad stories.
40. Miracles often happen when I'm nearby.
41. The idea of living in another country to benefit the Gospel is exciting to me.
42. I desire to serve the church through worship.
43. I enjoy connecting, caring for, and coaching others.
44. Confronting someone about a sin in their life is important to me.
45. It bothers me when people sit around and do nothing.
46. I share biblical truth with others to help them grow.
47. I pray in tongues daily.
48. When I study Scripture, I receive unique insights from God.
49. Creating a task list is easy and enjoyable for me.
50. I am attracted to ministries that start new churches.
51. Building something with my hands is very satisfying to me.
52. I can pinpoint issues or problems quickly.
53. Sharing the Gospel with someone I do not know is exciting and natural for me.
54. I look for ways to encourage other people.
55. I trust that God has my back in every situation.
56. I want to make more money so that I can give more.
57. God has used me to bring healing to those who are sick.
58. Being a part of the process is fulfilling to me.
59. I tend to make total strangers feel at home.
60. People often ask me to pray for them.
61. I enjoy knowing biblical details and helping others understand them too.
62. I delegate responsibilities to accomplish tasks.
63. I am motivated to help people in need.
64. I have a constant hunger to see God's miraculous power.
65. I focus a lot on reaching the world for Christ.
66. I gain my deepest satisfaction through leading others in vocal or instrumental worship.
67. I enjoy helping people who are going through a difficult time.
68. I enjoy hearing passionate and clear preaching of God's Word.
69. I like to do small things that others overlook.
70. I prefer to teach and study the Bible topically rather than verse by verse.
71. Praying in tongues is encouraging and important to me.
72. When faced with difficulty, I tend to make wise decisions.

1 Almost Never

2 Sometimes

3 Almost Always

Gift

- | | | | |
|-----------|-----------|-----------|-------|
| 1. _____ | 25. _____ | 49. _____ | _____ |
| 2. _____ | 26. _____ | 50. _____ | _____ |
| 3. _____ | 27. _____ | 51. _____ | _____ |
| 4. _____ | 28. _____ | 52. _____ | _____ |
| 5. _____ | 29. _____ | 53. _____ | _____ |
| 6. _____ | 30. _____ | 54. _____ | _____ |
| 7. _____ | 31. _____ | 55. _____ | _____ |
| 8. _____ | 32. _____ | 56. _____ | _____ |
| 9. _____ | 33. _____ | 57. _____ | _____ |
| 10. _____ | 34. _____ | 58. _____ | _____ |
| 11. _____ | 35. _____ | 59. _____ | _____ |
| 12. _____ | 36. _____ | 60. _____ | _____ |
| 13. _____ | 37. _____ | 61. _____ | _____ |
| 14. _____ | 38. _____ | 62. _____ | _____ |
| 15. _____ | 39. _____ | 63. _____ | _____ |
| 16. _____ | 40. _____ | 64. _____ | _____ |
| 17. _____ | 41. _____ | 65. _____ | _____ |
| 18. _____ | 42. _____ | 66. _____ | _____ |
| 19. _____ | 43. _____ | 67. _____ | _____ |
| 20. _____ | 44. _____ | 68. _____ | _____ |
| 21. _____ | 45. _____ | 69. _____ | _____ |
| 22. _____ | 46. _____ | 70. _____ | _____ |
| 23. _____ | 47. _____ | 71. _____ | _____ |
| 24. _____ | 48. _____ | 72. _____ | _____ |

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



USING YOUR SPIRITUAL GIFTS

Congratulations on discovering your spiritual gifts!

God uniquely created you and gave you these gifts for a reason. Your next step is to define how you'll use them for His glory. This next section tells more about each gift and how it can be used for ministry.

Beginning below through the next few pages, you can learn about your spiritual gifts and find out more about how you can use your gifts to serve God and others as part of a team.

LIST OF GIFTS:

A. ADMINISTRATION

The gift of administration is the divine strength or ability to organize multiple tasks and groups of people to accomplish these tasks.

LUKE 14:28-30; ACTS 6:1-7; 1 CORINTHIANS 12:28

B. APOSTLESHIP

The gift of apostleship is the divine strength or ability to pioneer new churches and ministries through planting, overseeing, and training.

ACTS 15:22-35; 1 CORINTHIANS 12:28; 2 CORINTHIANS 12:12; GALATIANS 2:7-10; EPHESIANS 4:11-14

C. CRAFTSMANSHIP

The gift of craftsmanship is the divine strength or ability to plan, build, and work with your hands in construction or other creative environments to accomplish ministry applications.

EXODUS 31:3-11; 2 CHRONICLES 34:9-13; ACTS 18:2-3

D. DISCERNMENT

The gift of discernment is the divine strength or ability to spiritually identify falsehood and to distinguish between right and wrong motives and situations.

MATTHEW 16:21-23; ACTS 5:1-11, 16:16-18; 1 CORINTHIANS 12:10; 1 JOHN 4:1-6

E. EVANGELISM

The gift of evangelism is the divine strength or ability to help non-Christians take the necessary steps to becoming Christ followers.

ACTS 8:5-6, 26-40, 14:21; 21:8; EPHESIANS 4:11-14

F. EXHORTATION

The gift of exhortation is the divine strength or ability to encourage others through the written or spoken word and biblical truth.

ACTS 14:22; ROMANS 12:8; 1 TIMOTHY 4:13; HEBREWS 10:24-25

G. FAITH

The gift of faith is the divine strength or ability to believe in God for unseen supernatural results in every arena of life.

ACTS 11:22-24; ROMANS 4:18-21; 1 CORINTHIANS 12:9; HEBREWS 1

H. GIVING

The gift of giving is the divine strength or ability to produce wealth and to give by tithes and offerings for the purpose of advancing the Kingdom of God on earth.

MARK 12:41-44; ROMANS 12:8; 2 CORINTHIANS 8:1-7, 9:2-7

I. HEALING

The gift of healing is the divine strength or ability to act as an intermediary in faith, prayer, and by the laying-on of hands for the healing of physical and mental illnesses.

ACTS 3:1-10, 9:32-35, 28:7-10; 1 CORINTHIANS 12:9, 28

J. HELPS

The gift of helps is the divine strength or ability to work in a supportive role for the accomplishment of tasks in Christian ministry.

MARK 15:40-41; ACTS 9:36; ROMANS 16:1-2; 1 CORINTHIANS 12:28

K. HOSPITALITY

The gift of hospitality is the divine strength or ability to create warm, welcoming environments for others in places such as your home, office, or church.

ACTS 16:14-15; ROMANS 12:13, 16:23; HEBREWS 13:1-2; 1 PETER 4:9

L. INTERCESSION

The gift of intercession is the divine strength or ability to stand in the gap in prayer for someone, something, or somewhere believing for profound results.

HEBREWS 7:25; COLOSSIANS 1:9-12, 4:12; JAMES 5:14-16

M. KNOWLEDGE

The gift of knowledge is the divine strength or ability to understand and bring clarity to situations and circumstances, often accompanied by a word from God.

ACTS 5:1-11; 1 CORINTHIANS 12:8; COLOSSIANS 2:2-3

N. LEADERSHIP

The gift of leadership is the divine strength or ability to influence people at their level while directing and focusing them on the big picture, vision, or idea.

ROMANS 12:8; 1 TIMOTHY 3:7-13, 5:17; HEBREWS 13:17

O. MERCY

The gift of mercy is the divine strength or ability to feel empathy and to care for those who are hurting in any way.

MATTHEW 9:35-36; MARK 9:41; ROMANS 12:8; 1 THESSALONIANS 5:14

P. MIRACLES

The gift of miracles is the divine strength or ability to alter the natural outcomes of life in a supernatural way through prayer, faith, and divine direction.

ACTS 9:36-42, 19:11-12, 20:7-12; ROMANS 15:18-19; 1 CORINTHIANS 12:10 & 28

Q. MISSIONARY

The missionary gift is the divine strength or ability to reach others outside of your culture and nationality, while in most cases living in that culture or nation.

ACTS 8:4, 13:2-3, 22:21; ROMANS 10:15

R. MUSIC/WORSHIP

The gift of music/worship is the divine strength or ability to sing, dance, or play an instrument primarily for the purpose of helping others worship God.

DEUTERONOMY 31:22; 1 SAMUEL 16:16; 1 CHRONICLES 16:41-42;

2 CHRONICLES 5:12-13, 34:12; PSALM 150

S. PASTOR/SHEPHERD

The gift of pastor/shepherd is the divine strength or ability to care for the personal needs of others by nurturing and mending life issues.

JOHN 10:1-18; EPHESIANS 4:11-14; 1 TIMOTHY 3:1-7; 1 PETER 5:1-3

T. PROPHECY

The gift of prophecy is the divine strength or ability to boldly speak and bring clarity to scriptural and doctrinal truth, in some cases foretelling God's plan.

ACTS 2:37-40, 7:51-53, 26:24-29; 1 CORINTHIANS 14:1-4; 1 THESSALONIANS 1:5

U. SERVICE

The gift of serving is the divine strength or ability to do small or great tasks in working for the overall good of the body of Christ.

ACTS 6:1 -7; ROMANS 12:7; GALATIANS 6:10; 1 TIMOTHY 1:16-18; TITUS 3:14

V. TEACHING

The gift of teaching is the divine strength or ability to study and learn from the Scriptures primarily to bring understanding and growth to other Christians.

ACTS 18:24-28, 20:20-21; 1 CORINTHIANS 12:28; EPHESIANS 4:11-14

W. TONGUES & INTERPRETATION

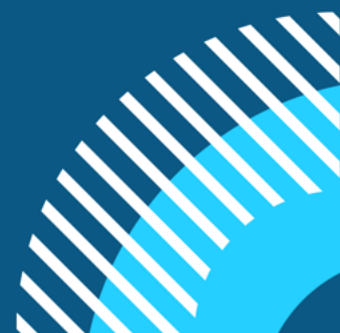
The gift of tongues is the divine strength or ability to pray in a heavenly language to encourage your spirit and to commune with God. The gift of tongues is often accompanied by interpretation and should be used appropriately.

ACTS 2:1-13; 1 CORINTHIANS 12:10, 14:1-14

X. WISDOM

The gift of wisdom is the divine strength or ability to apply the truths of Scripture in a practical way, producing a fruitful outcome and the character of Jesus Christ.

ACTS 6:3 & 10; 1 CORINTHIANS 2:6-13, 12:8



CAUTIONS OF SPIRITUAL GIFTS

1. Don't confuse gifts with natural talents.
2. Don't confuse gifts with the Fruit of the Spirit.
Galatians 5:22-23
*"Fruit" shows my Maturity.
*"Gifts" show my Ministry.
3. Don't confuse gifts with Christian roles.
4. Be aware of the "gift projection" tendency.
(Expecting others to serve the way you do and have similar results)
5. Don't feel my gift makes me superior to others.
1 Corinthians 12:21
6. Realize that using my gifts without love is worthless!
"I may be able to speak the languages of men and even of angels... I may have the gift of inspired preaching... I may have all knowledge... and all the faith to move mountains- but if I have not love, I am nothing... it does no good."
1 Corinthians 13:1-3 (GN)
7. Recognize that I have both a Primary and a Secondary ministry in my church:
My primary ministry commitment should be in the area where I am gifted.
My secondary ministry includes serving in any other area of the body when I am needed.

WAYS TO DISCOVER YOUR GIFTS:

TO LEARN MORE ABOUT YOUR GIFTS

- STUDY ABOUT THE SPIRITUAL GIFTS
- USE TRIAL AND ERROR—WHAT WORKS/WHAT DOESN'T
- ASK FOR FEEDBACK FROM OTHER PEOPLE
- GO THROUGH TRAINING RELATED TO YOUR GIFT

THREE WAYS GOD WANTS YOU TO USE YOUR GIFTS

- THROUGH AN ONGOING MINISTRY
- THROUGH SHORT-TERM PROJECTS
- THROUGH SPONTANEOUS SITUATIONS

IT'S EASIER TO DISCOVER YOUR GIFT THROUGH MINISTRY THAN TO DISCOVER YOUR MINISTRY THROUGH YOUR GIFT.

HOW TO TAKE THE PERSONALITY ASSESMENT



STEP 1: Answer each question under sections 1-4 by circling the number that best describes you. Allow yourself two to three minutes to complete this step before moving on to other steps.

STEP 2: Add the total of circled numbers for the five statements under each section. Write each total on the indicated total line for each section.

STEP 3: Identify the group with the highest totaled number and the second highest totaled number to discover your dominant personality traits.

Box 1= "D" personality

Box 2= "I" personality

Box 3= "S" personality

Box 4= "C" personality

Write your predominant personality traits sequence in the top right-hand corner (DI, ID, SC, CD, etc.).

STEP 4: Read the description of your most predominant personality trait (D, I, S, C) and the description of your two highest personality traits together (DI, ID, SC, CD, etc.).

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My Personality/Leadership Style _____

1. Total _____

	Never	Rarely	Sometimes	Often	Always
I am assertive, demanding, and decisive.	1	2	3	4	5
I enjoy doing multiple tasks at once.	1	2	3	4	5
I thrive in a challenge-based environment.	1	2	3	4	5
I think about tasks more than others or myself.	1	2	3	4	5
I am motivated by accomplishment and authority.	1	2	3	4	5

2. Total _____

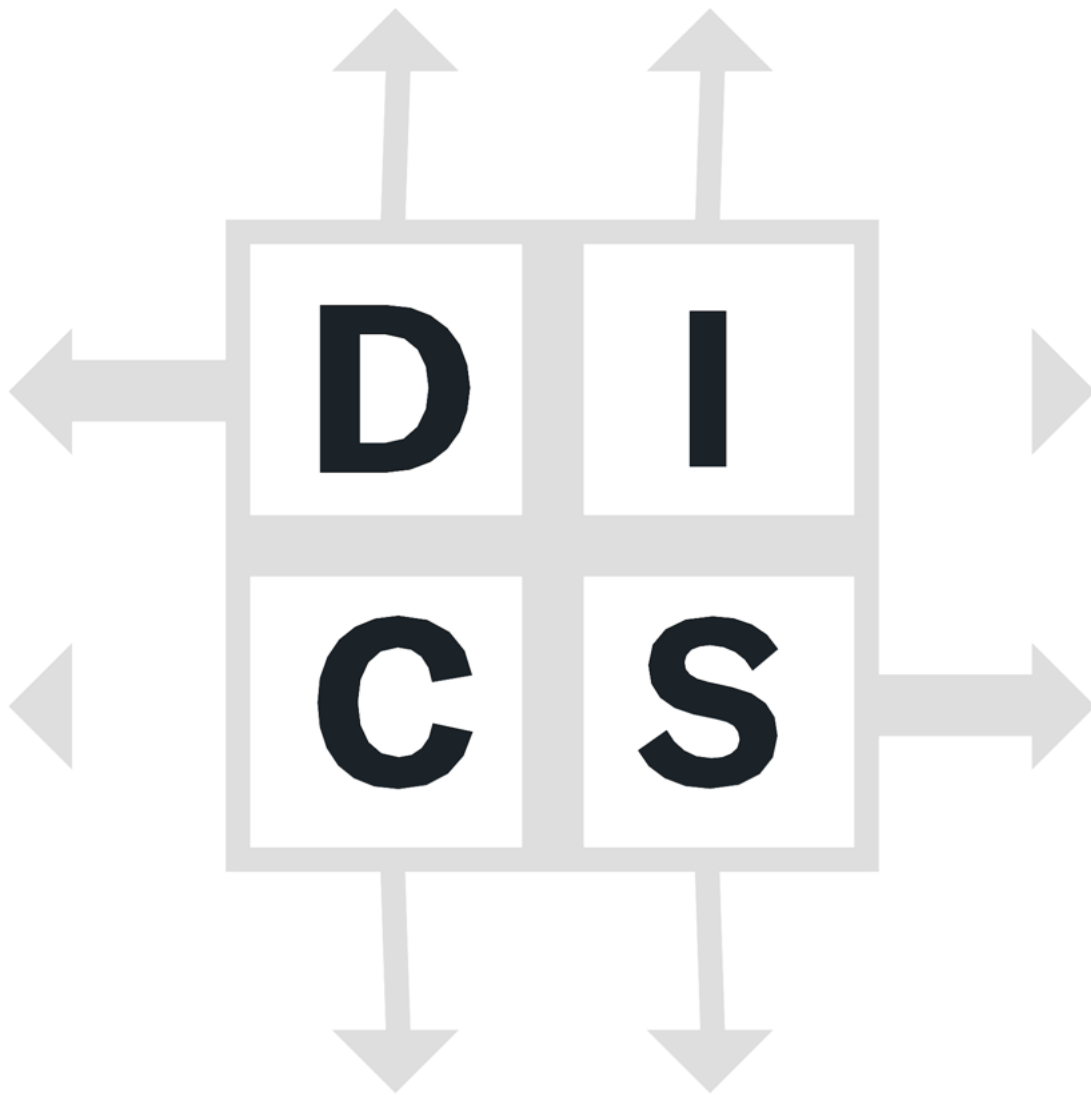
	Never	Rarely	Sometimes	Often	Always
I enjoy influencing and inspiring other people.	1	2	3	4	5
I am optimistic about others.	1	2	3	4	5
I tend to be the life of the party.	1	2	3	4	5
I think about motivating people.	1	2	3	4	5
I am motivated by recognition and approval.	1	2	3	4	5

3. Total _____

	Never	Rarely	Sometimes	Often	Always
I thrive in consistent environments.	1	2	3	4	5
I prefer specifics over generalizations.	1	2	3	4	5
I enjoy small groups of people.	1	2	3	4	5
I prefer being a member of a team.	1	2	3	4	5
I am motivated by stability and support.	1	2	3	4	5

4. Total _____

	Never	Rarely	Sometimes	Often	Always
I typically avoid big risks.	1	2	3	4	5
I love tasks, order, and details.	1	2	3	4	5
I am right most of the time.	1	2	3	4	5
I comply with clearly defined rules.	1	2	3	4	5
I am motivated by quality and correctness.	1	2	3	4	5



“I praise You because I am fearfully and wonderfully made; Your works are wonderful, I know that full well.”

– Psalm 139:14 –

D - We are direct and decisive. We are risk takers and problem solvers. We are more concerned with completing tasks and winning than we are with gaining approval from people. Though the internal drive tends to make us insensitive to those around us, “D’s” are not afraid to challenge the status quo, and we thrive when it comes to developing new things. We need discipline to excel and respond to direct confrontation. Our greatest fear is to be taken advantage of, and even despite our possible weaknesses—which include an aversion to routine, a tendency to overstep authority, an argumentative nature, and a habit of taking on too much—we place a high value on time and use our innovative thinking to accomplish difficult tasks and conquer challenges.

D/I - We are curious conclusers who place emphasis on the bottom line and work hard to reach our goals. We are more determined than we are inspirational, yet our high expectations and standards for ourselves and those around us typically cause us to make quite an impact, motivating others to follow us. We have an array of interests and can become distracted by taking on too many projects. We often need to focus, prioritize, and simply slow down. Because we thrive on activity and forward motion, we like to accomplish tasks through a large number of people.

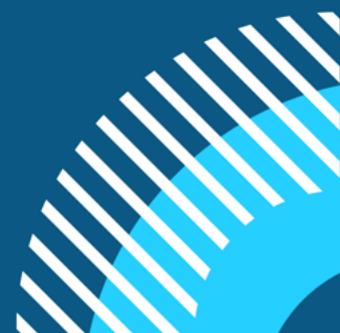
Joshua (Joshua 1), Noah (Genesis 6-9), Sarah (Genesis 16, 1 Peter 3:6)

D/S - We are achievers with an ability to persevere. We are more active than passive, but possess a kind of calm sensitivity and steadiness that makes us good leaders. We seem to be people-oriented but can easily be dominant and decisive when it comes to tasks and project planning. We strive to accomplish goals with fierce determination that comes from a strong internal drive, but we could benefit from contemplative and conservative thinking as well as spending more time focusing on relationships.

Daniel (Daniel 1-6), Job (Job 1:5, James 5:11), Martha (Luke 10:38-42)

D/C - We are challengers that can either be determined students or defiant critics. Being in charge is important to us, yet we care little about what others think as long as we get the job done. We have a great deal of foresight and examine every avenue to find the best solution. We prefer to work alone. Though we fear failure and the lack of influence, we are motivated by challenges and can often be excellent administrators. We could benefit from learning to relax and paying more attention to people.

Malachi (Malachi 4), Nathan (2 Samuel 12:1-13), Nahum (Nahum 1-3)



I - We are inspiring and impressive. Enthusiastic, optimistic, impulsive, and emotional—we tend to be creative problem solvers and excellent encouragers. We often have a large number of friends, but we can become more concerned with approval and popularity than with getting results. Our greatest fear is rejection, but we thrive when it comes to motivating others. Our positive sense of humor helps us negotiate conflicts. Though we can be inattentive to details and poor listeners, we can be great peacemakers and effective teammates when we control our feelings and minimize our urge to entertain and be the center of attention. We value lots of human touch and connection.

I/D - We are persuaders who are outgoing and energetic. We enjoy large groups and use our power of influence to attain respect and convince people to follow our lead. Sometimes we can be viewed as fidgety and nervous, but it comes from our need to be a part of challenges that have variety, freedom, and mobility. We could benefit from learning to look before we leap and spending more time being studious and still. We make inspiring leaders and know how to get results from and through people.

John the Baptist (LUKE 3), Peter (MATTHEW 16, 26; ACTS 3), Rebekah (GENESIS 24)

I/S - We are influential counselors who love people, and it's no surprise that people love us. We live to please and serve, and tend to be good listeners. Looking good and encouraging others is important to us, as is following through and being obedient. We often lack in the area of organization and can be more concerned with the people involved than we are with the task at hand. However, we can be center-stage or behind-the-scenes with equal effectiveness, and we shine when it comes to influencing and helping others.

Barnabas (ACTS 4, 9, 11-15), Elisha (1 KINGS 19; 2 KINGS 2-3), Nicodemus (JOHN 3, 7, 19)

I/C - We are inspiring yet cautious assessors who are excellent communicators through the combination of concerned awareness and appreciation of people. We excel in determining ways to improve production. We tend to be impatient, critical, and can also be overly persuasive too, consumed by the desire to win. We like to work inside the box, and we could benefit from trying new things and caring less about what others think. This personality type often possesses a gift for teaching; we are generally dependable when it comes to paying attention to details and getting the job done.

Miriam (EXODUS 15-21), Ezra (EZRA 7-8), Shunammite Woman (2 KINGS 4:8-37)

S - We are steady and more reserved. We do not like change and thrive in secure, non-threatening environments. We are often friendly and understanding as well as good listeners and loyal workers who are happy doing the same job consistently. With an incredible ability to forgive, reliable and dependable “S’s” tend to make the best friends. Our greatest fear, however, is loss of security, and our possible weaknesses naturally include not only resistance to change, but also difficulty adjusting to it. We can also be too sensitive to criticism and unable to establish priorities. In order to avoid being taken advantage of, we need to be stronger and learn how to say “no.” We also like to avoid the limelight, but when given an opportunity to genuinely help others, we will gladly rise to the occasion. We feel most valued when we have truly helped someone.

S/D - We are quiet leaders who can be counted on to get the job done. We perform better in small groups and do not enjoy speaking in front of crowds. Though we can be soft and heard-hearted at the same time, we enjoy close relationships with people, being careful not to dominate them. Challenges motivate us, especially ones that allow us to take a systematic approach. We tend to be determined, persevering through time and struggles. We benefit from encouragement and positive relationships.

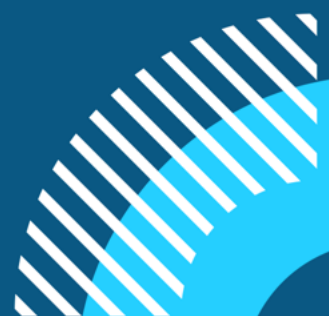
Martha (LUKE 10:38-42), Job, (JOB 1:5, JAMES 5:11)

S/I - We are inspirational counselors who exhibit warmth and sensitivity. Tolerant and forgiving, we have many friends because we accept and represent others well. Our social nature and desire to be likable and flexible make us inclined to be overly tolerant and non-confrontational. We could benefit from being more task-oriented and paying more attention to detail. Kind and considerate, we include others and inspire people to follow us. Words of affirmation go a long way with us, and with the right motivation, we can be excellent team players.

Mary Magdalene (LUKE 7:36-47), Barnabas (ACTS 4, 9, 11-15), Elisha (1 KINGS 19; 2 KINGS 2-13)

S/C - We are diplomatic and steady, as well as detail-oriented. Stable and contemplative, we like to weigh the evidence and discover the facts to come to a logical conclusion. More deliberate, we prefer to take our time, especially when the decision involves others. Possible weaknesses include being highly sensitive and unable to handle criticism, and we also need to be aware of the way we treat others. Operating best in precise and cause-worthy projects, we can be a peacemaker; this makes us a loyal team member and friend.

Moses (EXODUS 3, 4, 20, 32), John (JOHN 19:26-27), Eliezer (GENESIS 24)



C - We are compliant and analytical. Careful and logical lines of thinking drive us forward, and accuracy is a top priority. We hold high standards and value systematic approaches to problem-solving. Though we thrive when given opportunities to find solutions, we tend to ignore the feelings of others and can often be critical and downright crabby. Verbalizing feelings is difficult for us, but when we are not bogged down in details and have clear-cut boundaries, we can be big assets to the team by providing calculated "reality checks." Our biggest fear is criticism, and our need for perfection is often a weakness, as is our tendency to give in when in the midst of an argument. However, we are thorough in all activities and can bring a conscientious, even-tempered element to the team that will provide solid grounding. We value being correct.

C/I - We are attentive to the details. We tend to impress others by doing things right and stabilizing situations. Not considered aggressive or pushy, we enjoy both large and small crowds. Though we work well with people, we are sometimes too sensitive to what others think about us and our work. We could benefit from being more assertive and self-motivated. Often excellent judges of character, we easily trust those who meet our standards. We are motivated by genuine and enthusiastic approval as well as concise and logical explanations.

Miriam (EXODUS 15-21; Numbers 12:1-15), Ezra (EZRA 7, 8)

C/S - We are systematic and stable. We tend to do one thing at a time and do it right. Reserved and cautious, we would rather work behind the scenes to stay on track. We seldom take risks or try new things and naturally dislike sudden changes in our environments. Precisionists to the letter, we painstakingly require accuracy and fear criticism, which we equate to failure. Diligent workers, our motivation comes from serving others.

Esther (ESTHER 4), Zechariah (LUKE 1), Joseph (MATTHEW 1:1-23)

C/D - We are cautious and determined designers who are consistently task-oriented and very aware of problems. Sometimes viewed as insensitive, we do care about individual people but have a difficult time showing it. We often feel we are the only ones who can do the job the way it needs to be done, but because of our administrative skills, we are able to bring plans for change and improvements to fruition. We have a tendency to be serious and could benefit from being more optimistic and enthusiastic. Despite our natural drive to achieve, we should concentrate on developing healthy relationships and simply loving people.

Bezalel (EXODUS 35:30-35, 36:8, 37:1-9), Jochebed (EXODUS 1:22-2:4), Jethro (EXODUS 2, 18)

MAKING THE MOST OF YOUR PERSONALITY



"For we are His workmanship, created in Christ Jesus for good works..."

Ephesians 2:10

Every personality has strengths and challenges. The following will give you specific areas to focus on to help you work well with others.

"D" personalities are dominant, direct, task-oriented, decisive, organized, outgoing, and outspoken. As you embrace these strengths, also make sure to:

- Listen attentively to others.
- Support other team members.
- Invest in personal relationships.
- Balance controlling and domineering tendencies.
- Value the opinions, feelings, and desires of others.

"I" personalities are influential, witty, easygoing, outgoing, and people-oriented. As you embrace these strengths, also make sure to:

- Be aware of tasks that need to be accomplished.
- Balance your emotions, words, and actions.
- Remember to consider details and facts.
- Slow down your pace for others when necessary.
- Listen attentively to others instead of only talking.
- Choose thoughtful over impulsive decision-making.

"S" personalities are steady, stable, analytical, introverted, and people-oriented. As you embrace these strengths, also make sure to:

- Take initiative.
- Practice flexibility.
- Approach confrontation constructively.
- Be direct in your interactions when necessary.
- Realize change can be healthy, and be willing to adapt.
- Consider the overall goals of your family or group, not just specific processes or procedures.

"C" personalities are compliant, competent, goal-oriented, focused on tasks, and introverted. As you embrace these strengths, also make sure to:

- Be decisive when necessary.
- Cultivate personal relationships.
- Be open to others' ideas and methods.
- Balance your focus between facts and people.
- Focus on doing the right things, not just doing things right.
- Help others accomplish their goals.

NEXT STEPS

1. PRAY GOD WOULD SHOW YOU WAYS TO SERVE USING YOUR GIFTS AND PERSONALITY.

2. ATTEND THE NEXT 4D CLASS

- DISCOVERY CLASS - BECOME A MEMBER
- DEEPEN CLASS - GROW IN YOUR FAITH
- DEFINE CLASS - DEFINE YOUR GIFTS
- DECIDE CLASS - JOIN THE TEAM

3. SERVE ON A TEAM

YOU'RE INVITED TO BE A PART OF THE A-TEAM!
FIND A SERVICE OPPORTUNITY THAT FITS YOUR GIFTS, AND GET READY TO MAKE A DIFFERENCE IN THE LIVES OF OTHERS.

NO MATTER WHAT YOUR NEXT STEP IS,
WE'RE GLAD TO HAVE YOU HERE AT ALIVE!

NOTES

ALIVE WESLEYAN CHURCH EXISTS

to reach spiritually hungry people and introduce them
to a personal relationship with jesus christ and an
active role in healthy christian community.



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