

*step*TWO

DISCOVER YOUR DESIGN

JOYCHURCH

GROWTH TRACK

INTRO

The Joy Church Growth Track is a journey of clear steps to discover your redemptive purpose and to live the life God created for you. The Growth Track is made up of four steps that equip you to become a member, discover your design, develop your leadership and join the dream team.

stepONE – Become a Member

Explore the ministry of Joy Church Medford and find out how to get connected with our church.

Step One happens the first Sunday of every month.

stepTWO – Discover Your Design

Dive into the details of your personality, discover your God given gifts, and see how your design reveals your purpose in life and your best fit in ministry.

Step Two happens the second Sunday of every month.

stepTHREE – Develop Your Leadership

Find out what it means to be a servant leader at Joy Church and learn how you can strengthen your character and gifting to fulfill your leadership potential.

Step Three happens the third Sunday of every month.

stepFOUR – Join the Dream Team

Connect to the opportunities available at Joy to live out your purpose and serve others by using your God-given gifts.

Step Four happens on the fourth Sunday of every month.

OUR HOPE FOR YOU

God created you for a specific purpose. Today, we will help you discover how your design helps reveal a path to fulfilling the purpose for which God created you.

THREE REFERENCES OF GOD'S PLAN FOR YOUR LIFE

1. He made you - _____(Personality)

“For you created my inmost being; you knit me together in my mother’s womb. I praise you because I am fearfully and wonderfully made; your works are wonderful. I know that full well.”

Psalms 139:13-14

2. He gifts you - _____(Spiritual Gifts)

“However, he has given each one of us a special gift through the generosity of Christ.”

Ephesians 4:7 NLT

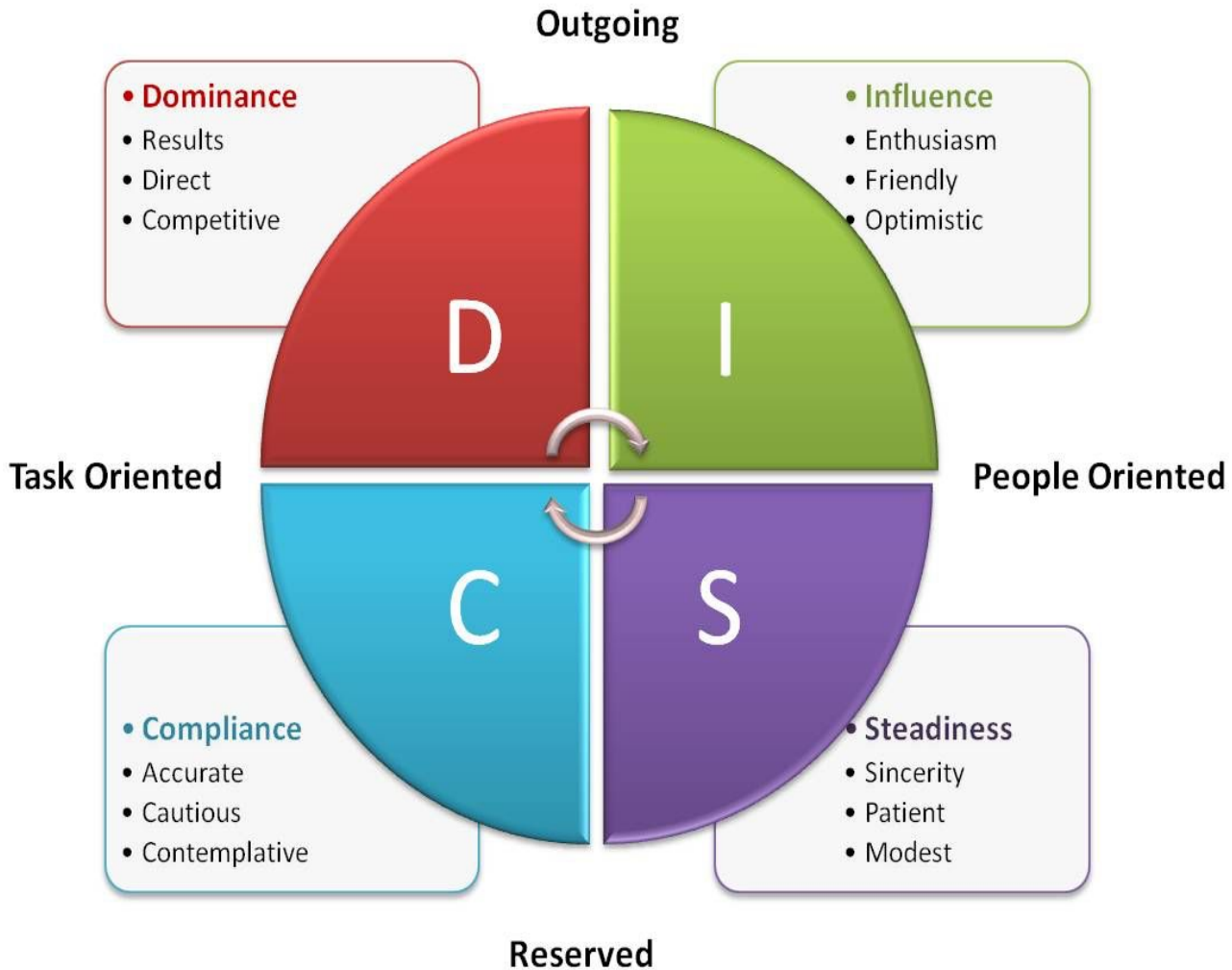
3. He places you - _____(Opportunities)

“And we know that in all things God works for the good of those who love him, who have been called according to his purpose.”

Romans 8:28

“We continually ask God to fill you with the knowledge of his will, so that you may live a life worthy of the Lord and please him in every way; bearing fruit in every good work, growing in the knowledge of God, and giving joyful thanks to the Father.”

Colossians 1:9-12



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

PSALMS 139:14

- **D** – Direct and decisive; they are risk takers and problem solvers. They are more concerned with completing tasks and winning than they are with gaining approval from people. Though the internal drive tends to make them insensitive to those around them, “D”s are not afraid to challenge the status quo, and they thrive when it comes to developing new things. They need discipline to excel, and they respond to direct confrontation. The greatest fear of a “D” is to be taken advantage of, and even despite their possible weaknesses—which include an aversion to routine, a tendency to overstep authority, an argumentative nature, and a habit of taking on too much—they place a high value on time and use their innovative thinking to accomplish difficult tasks and conquer challenges.
- **D/I** – Curious conclusers who place emphasis on the bottom-line and work hard to reach their goals. They are more determined than they are inspirational, yet their high expectations and standards for themselves and those around them typically cause them to make quite an impact, motivating others to follow them. They have an array of interests and can become distracted by taking on too many projects. They often need to focus, prioritize, and simply slow down. Because “D/I”s thrive on activity and forward motion, they 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** – Achievers with an ability to persevere. They are more active than passive, but they possess a kind of calm sensitivity and steadiness that makes them good leaders. They seem to be people-oriented but can easily be dominant and decisive when it comes to tasks and project planning. They strive to accomplish goals with fierce determination that comes from strong internal drive, but they 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** – Challengers that can either be determined students or defiant critics. Being in charge is important to them, yet they care little about what others think as long as they get the job done. They have a great deal of foresight and examine every avenue to find the best solution. They prefer to work alone. Though they fear failure and the lack of influence, they are motivated by challenges and can often be excellent administrators. They can 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** – Inspiring and impressive. Enthusiastic, optimistic, impulsive, and emotional—they tend to be creative problem solvers and excellent encouragers. They often have a large number of friends, but they can become more concerned with approval and popularity than with getting results. An “I”’s greatest fear is rejection, but they thrive when it comes to motivating others. Their positive sense of humor helps them negotiate conflicts. Though they can be inattentive to details and poor listeners, they can be great peacemakers and effective teammates when they control their feelings and minimize their urge to entertain and be the center of attention. They value lots of human touch and connection.
- **I/D** – Persuaders who are outgoing and energetic. They enjoy large groups and use their power of influence to attain respect and convince people to follow their lead. Sometimes they can be viewed as fidgety and nervous, but it comes from their need to be a part of challenges that have variety, freedom, and mobility. “I/D”’s could benefit from learning to look before they leap and spending more time being studious and still. They make inspiring leaders and know how to get results from and through people. **John the Baptist (Luke 3), Peter (Matthew 16 and 26, Acts 3), Rebekah (Genesis 24)**
- **I/S** – Influential counselors who love people, and it’s no surprise that people love them. They live to please and serve, and they tend to be good listeners. Looking good and encouraging others are important to them, as is following through and being obedient. They often lack in the area of organization and can be more concerned with the people involved than they are with the task at hand. However, they can be center stage or behind the scenes with equal effectiveness, and they 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** – Inspiring yet cautious assessors who are excellent communicators through the combination of concerned awareness and appreciation of people. They excel in determining ways to improve production. They tend to be impatient and critical, and they can also be overly persuasive and too consumed by the desire to win. “I/C”’s like to work inside the box, and they could benefit from trying new things and caring less about what others think. This personality type often possesses a gift for teaching; they 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** – Steady and more reserved. They do not like change, and they thrive in secure, non-threatening environments. They 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. Their greatest fear, however, is loss of security, and their possible weaknesses naturally include not only resistance to change, but also difficulty adjusting to it. They can also be too sensitive to criticism and unable to establish priorities. In order to avoid being taken advantage of, “S”s need to be stronger and learn how to say “no.” They also like to avoid the limelight, but when given an opportunity to genuinely help others, they will gladly rise to the occasion. They feel most valued when they have truly helped someone.
- **S/D** – Quiet leaders who can be counted on to get the job done. They perform better in small groups and do not enjoy speaking in front of crowds. Though they can be soft and hard-hearted at the same time, they enjoy close relationships with people, being careful not to dominate them. Challenges motivate them, especially ones that allow them to take a systematic approach. “S/D”s tend to be determined, persevering through time and struggles. They benefit from encouragement and positive relationships.

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

- **S/I** – Inspirational counselors who exhibit warmth and sensitivity. Tolerant and forgiving, they have many friends because they accept and represent others well. Their social nature and desire to be likable and flexible make them inclined to be overly tolerant and non-confrontational. “S/I”s will benefit from being more task-oriented and paying more attention to detail. Kind and considerate, they include others and inspire people to follow them. Words of affirmation go a long way with this personality type, and with the right motivation, they 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** Diplomatic and steady, as well as detail-oriented. Stable and contemplative, they like to weigh the evidence and discover the facts to come to a logical conclusion. More deliberate, they prefer to take their time, especially when the decision involves others. Possible weaknesses include being highly sensitive and unable to handle criticism, and they also need to be aware of the way they treat others. Operating best in precise and cause-worthy projects, the “S/C” can be a peacemaker; this makes them a loyal team member and friend. **Moses (Exodus 3, 4, 20, 32), John (John 19:26-27), Eliezer (Genesis 24)**

- **C** – Compliant and analytical. Careful and logical lines of thinking drive them forward, and accuracy is a top priority. They hold high standards and value systematic approaches to problem solving. Though they thrive when given opportunities to find solutions, they tend to ignore the feelings of others and can often be critical and downright crabby. Verbalizing feelings is difficult for them, but when they are not bogged down in details and have clear-cut boundaries, they can be big assets to the team by providing calculated “reality checks.” The “C”’s biggest fear is criticism, and their need for perfection is often a weakness, as is their tendency to give in when in the midst of an argument. However, they are thorough in all activities and can bring a conscientious, even-tempered element to the team that will provide solid grounding. They value being correct.
- **C/I** – Attentive to the details. They tend to impress others by doing things right and stabilizing situations. Not considered aggressive or pushy, they enjoy both large and small crowds. Though they work well with people, they are sometimes too sensitive to what others think about them and their work. They could benefit from being more assertive and self-motivated. Often excellent judges of character, they easily trust those who meet their standards. They are moved 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** – Systematic and stable. They tend to do one thing at a time—and do it right. Reserved and cautious, they would rather work behind the scenes to stay on track; however, they seldom take risks or try new things and naturally dislike sudden changes in their environments. Precisionists to the letter, they painstakingly require accuracy and fear criticism, which they equate to failure. Diligent workers, their motivation comes from serving others. **Esther (Esther 4), Zechariah (Luke 1), Joseph (Matthew 1:1-23)**
- **C/D** – Cautious and determined designers who are consistently task-oriented and very aware of problems. Sometimes viewed as insensitive, they do care about individual people but have a difficult time showing it. They often feel they are the only ones who can do the job the way it needs to be done, but because of their administrative skills, they are able to bring plans for change and improvements to fruition. “C/D”’s have a tendency to be serious and could benefit from being more optimistic and enthusiastic. Despite their natural drive to achieve, they should concentrate on developing healthy relationships and simply loving people. **Bezalel (Ex. 35:30-36, 8, 37:1-9), Jochebed (Ex. 1:22-2:4), Jethro (Ex. 2,18)**

DEVELOPING YOUR PERSONALITY

Each personality has strengths, and it is important to understand how to balance your natural abilities with the natural abilities of other people. The following information will give you specific areas to focus on as you work with others.

“D” personalities are dominant, direct, task-oriented, decisive, organized, outgoing, outspoken

- 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, people-oriented

- 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 decision-making over impulsive decision-making

“S” personalities are steady, stable, analytical, introverted,
people-oriented

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

“C” personalities are compliant, competent, task-oriented, goal-oriented,
and introverted

- 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
- Respond to helping others accomplish their goals.

*“For we are his workmanship,
created in Christ Jesus for
good works”*

EPHESIANS 2:10 NASB

DISCOVERING YOUR SPIRITUAL GIFTS

“Very truly I tell you, whoever believes in me will do the works I have been doing, and they will do even greater things than these, because I am going to the Father.”

John 14:12

Discovering Your Spiritual Gifts

1. The _____ (Holy Spirit) is God’s primary gift.

“I will ask the Father and He will give you another Helper; that He may be with you..and will be in you.”

John 14:16,17

“I tell you the truth, it is to your advantage that I go away, for if I do not go away, the Helper will not come to you, but if I go , I will send Him to you.” **John 16:7**

2. God’s Spirit works in us to _____ (produce fruit) and _____ (steward gifts)

“But the Holy Spirit produces this kind of fruit in our lives: love, joy, peace, patience, kindness, goodness, faithfulness, gentleness and self control.” **Galatians 5:22,23**

“Each of you should use whatever gift you have received to serve others, as faithful stewards of God’s grace in its various forms.” **1 Peter 4:10**

“Follow the way of love and eagerly desire gifts of the Spirit, try to excel in those that build up the church.” **1 Corinthians 14:1,12**

3. Displaying the fruit and using his gifts result in greater works through us to _____ (Reach others).

“But you will receive power when the Holy Spirit comes on you, and you will be my witnesses in Jerusalem and in all Judea, and in Samaria and to the ends of the earth.”

Acts 1:8

“I pray that from his glorious, unlimited resources he will empower you with inner strength through his Spirit. Then Christ will make his home in your hearts as you trust in him. Your roots will grow down into God’s love and keep you strong. And may you have the power to understand, as all God’s people should, how wide, how long, how high, and how deep his love

is. May you experience the love of Christ, though it is too great to understand fully. Then you will be made complete with all the fullness of life and power that comes from God. Now all glory to God, who is able, through his mighty power at work within us, to accomplish infinitely more than we might ask or think.”

Ephesians 3:16-20

Understanding Your Spiritual Gifts

Now that you’ve identified your primary spiritual gifts, we want to help you use those gifts to live out God’s purpose for your life. On the following pages, you will find definitions of each spiritual gift and supporting Scriptures that will help you understand more about your gifts.

We believe God has a place for every person in ministry, so you will also find a list of serve teams on the Joy Church Dream Team that are a recommended fit for your spiritual gift.

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

(A-Team, Communion Team, Kids Check-in, Production/Media Team, Joy Worship Team)

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

(Growth Track Team, Connect Group Leadership)

C. CRAFTSMANSHIP

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

Exodus 30:22, 31:3-11; 2 Chronicles 34:9-13; Acts 18:2-3

(Facilities, Joy Kids, Circle Youth Ministries, Production/Media Team)

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

(Growth Track Team, Kids Check-in, Prayer Team, Connect Group Leadership, Ushers)

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, 8:26-40, 14:21, 21:8; Ephesians 4:11-14

(Outreach, Circle Youth Ministries, Prayer Team, Connect Group Leadership)

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

(Dream Team Serve, Events, Greeters, Growth Track Team, Joy Kids, Circle Youth Ministries, Hospitality Team, Information/Resource Team, Kids Check-in, Parking Team, Connect Group Leadership, Ushers)

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 11

(All Teams)

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

(Legacy Team, Outreach)

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

(Prayer Team, First Responders Team)

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

(A-Team, Communion Team, Dream Team Serve, Events, Facilities, Information/Resource Team, First Responders Team, Outreach)

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

(Dream Team Serve, Events, Greeters, Growth Track Team, Circle Youth Ministries, Hospitality Team, Information/Resource Team, Kids Check-in, Parking Team, Ushers, Outreach)

L. INTERCESSION

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

Hebrews 7:25; Colossians 1:9-12, 4:12-13; James 5:14-16

(Prayer Team, Connect Group Leadership)

M. KNOWLEDGE

The gift of knowledge is the divine strength or ability to understand and to 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

(Outreach, Online Campus, Prayer Team, Connect Group Leadership, Ushers)

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 3:1-13, 5:17; Hebrews 13:17

(Connect Group Leadership, All Teams)

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

(Outreach, Connect Group Leadership)

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

(Outreach, Prayer Team)

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

(Outreach, Connect Group Leadership)

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;

Psalms 150

(Joy Kids, Circle Youth Ministries, Joy Worship, Connect Group Leadership)

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

(Growth Track Team, Joy Kids, Circle Youth Ministries, Online Campus, Connect

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

(Prayer Team, Connect Group Leadership)

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

(A-Team, Communion Team, Dream Team Serve, Events, Joy Kids)

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

(Connect Group Leadership)

W. TONGUES (and 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

(Prayer Team)

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.

DREAM TEAM

DESCRIPTIONS

A-Team (Administration): This team utilizes their gifts of administration and organization to serve the church in administrative areas like data entry, mailer preparation and more.

Circle Youth Ministries: This team builds the next generation, one dynamic worship experience at a time, relevant Connect Groups, impactful Youth Camp and life-changing weekly services!

Communion Team: This team serves behind the scenes to prepare both the Communion elements and the environment for Communion during our First Wednesday and Sunday Communion services.

Connect Group Leaders: This team can lead, assist or host small groups, offering a place for people to find meaningful community. Connect Group are based on age and gender.

Dream Team Serve Team: This team hosts other Dream Team members by providing refreshments, prayer and encouragement during services and special events.

Events Team: This team helps host conferences and special events by serving guests with food and creating an environment of excellence.

Facilities Team: This team works behind the scenes to maintain a spirit of excellence in our facilities. Serving opportunities include preparing facilities for baptism, conferences and special events.

First Impressions: This team loves people and makes them feel at home at Joy Church. They welcome guests at the door with a smile and hand out upcoming event information for Sunday services.

Growth Track Team: This team hosts the Growth Track by greeting guests and providing materials and

assistance throughout the four steps of the Growth Track.

Hospitality Team: This team connects with guests by offering a hot cup of coffee and a warm welcome while also keeping our coffee stations clean and stocked.

Information/Resource Team: This team serves guests by answering questions and providing information on all of our current events, ministry opportunities and services at Joy Church.

Joy Kids Team: This team creates an environment in our kid's services where children are consistently exposed to the real love of Jesus. They intentionally invest in the lives of our children through worship, videos, skits, small groups, greeting, games and more.

Online Campus Team: This team connects with guests of Joy Church from around the world, encouraging, praying for and building relationships with those who attend church online.

Outreach Team: These groups are involved in countless outreach ministries with a focus on being the hands and feet of Jesus to bring God's love to our community and world by meeting both physical and spiritual needs.

Parking Team: This team is a guest's first impression of Joy Church. They manage the flow of the parking lot for services and events, making parking easy and efficient.

Prayer Team: This team of trained intercessors covers the weekend and midweek services in prayer, preparing the way for the Lord.

Production/Media Team: This team uses creativity and technology to reach thousands by delivering the Word and worship through cameras, lighting and other visual elements.

Ushers Team: These men prepare people for a positive worship experience by welcoming and assisting them to a seat, facilitating the offering, and maintaining a distraction-free environment.

Worship Team: This dynamic team prepares the way for our guests to encounter the presence of God through vocals, instruments and audio engineering.

NextSteps

DISCOVER YOUR DESIGN



1. *Use your gifts to make a difference*

Now that you know more about how God designed you, you can use and grow in those gifts to start making a positive impact in your everyday life and through Joy Church. To find out more about serving opportunities at Joy come to Growth Track Step Four.

2. *Complete all four steps of the Growth Track*

- *StepONE – Become a Member*
- *StepTWO – Discover Your Design*
- *Step THREE – Develop Your Leadership*
- *Step FOUR – Join the Dream Team*

HOW TO TAKE THE PERSONALITY TEST

STEPS FOR DISCOVERY

How to take the Personality Assessment:

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 dominant personality traits sequence in the top right hand corner (DI, ID, SC, CD, etc.).

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

Name: _____ Date: _____

PERSONALITY TEST

My Personality/Leadership Style _____

D

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 above others or myself. | 1 | 2 | 3 | 4 | 5 |
| I am motivated by accomplishment and authority. | 1 | 2 | 3 | 4 | 5 |

I

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 |

S

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 |

C

4. Total _____

| | Never | Rarely | Sometimes | Often | Always |
|--|-------|--------|-----------|-------|--------|
| I typically avoid taking 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 |

HOW TO TAKE THE SPIRITUAL GIFTS ASSESSMENT:

STEPS FOR DISCOVERY

Step 1: Respond to the spiritual gifts statements on by writing the number that indicates how each statement describes you in the blanks on the last page of the insert:

- 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 73 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.

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

SPIRITUAL GIFTS TEST

Spiritual Gifts Statements: fill out your answers on the last page

1. I like organizing services and events.
2. I enjoy starting new churches.
3. Working with my hands is fun for me.
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 my 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 the little things that others do not.
11. Having people over to my house is something I do often.
12. Spending hours in prayer for other people is very enjoyable to me.
13. Education is very important to me.
14. I tend to motivate others to get involved.
15. My heart hurts 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 instrument.
19. Caring for the hurting is one of my highest priorities.
20. The willful sin of others really aggravates me.
21. I enjoy serving behind the scenes.
22. I like creating outlines of the Bible.
23. God has used me to interpret a heavenly language.
24. I enjoy the book of Proverbs more than any other book in the Bible.

SPIRITUAL GIFTS TEST (Continued)

25. I am passionate about managing details.
26. I prefer to pioneer new ministry projects.
27. I consider myself a craftsman or craftswoman.
28. I sense when situations are spiritually unhealthy.
29. I am greatly concerned about seeing the lost saved.
30. I try to come across as loving and caring.
31. Asking God for a list of big things is exciting to me.
32. I find ways to give offerings above my tithe.
33. I believe miraculous healing is for this day and age.
34. Helping others is one of my highest achievements.
35. Creating a warm and welcoming home is important to me.
36. I am burdened to pray for situations in the world.
37. People seek me out to learn more about the Kingdom of God.
38. I prefer to take the lead whenever necessary.
39. I'm very sensitive to sad stories.
40. Miracles often happen when I'm nearby.
41. 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 with sin in their life is not hard for me.
45. It bothers me when people sit around and do nothing.
46. I share Biblical truth with others in hopes of their personal growth.
47. I pray in tongues daily.
48. When I study scripture God gives me unique insights.

SPIRITUAL GIFTS TEST (Continued)

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 rewarding to me.
52. I can pinpoint issues or problems before others.
53. I enjoy sharing the gospel with a total stranger.
54. I look for ways to be an encouragement to other people.
55. I trust that God has my back in every situation.
56. Making more money means 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 describe me as a prayer warrior.
61. I enjoy knowing biblical details and helping others to understand.
62. I delegate responsibilities to accomplish tasks.
63. I am motivated to help those who are less fortunate.
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 walking with someone in times of difficulty.
68. I enjoy hearing passionate and clear preaching of the truth.
69. I like to do small things that others pass over.
70. I prefer to teach the Bible topically rather than verse by verse.
71. Praying in the Spirit is encouraging and important to me.
72. When faced with difficulty I tend to make wise decisions and choices.

Name: _____ Date: _____

| 1 - ALMOST NEVER | 2 - SOMETIMES | 3 - ALMOST ALWAYS | TOTAL | GIFT |
|------------------|---------------|-------------------|-------|----------|
| 1. _____ | 25. _____ | 49. _____ | _____ | A. _____ |
| 2. _____ | 26. _____ | 50. _____ | _____ | B. _____ |
| 3. _____ | 27. _____ | 51. _____ | _____ | C. _____ |
| 4. _____ | 28. _____ | 52. _____ | _____ | D. _____ |
| 5. _____ | 29. _____ | 53. _____ | _____ | E. _____ |
| 6. _____ | 30. _____ | 54. _____ | _____ | F. _____ |
| 7. _____ | 31. _____ | 55. _____ | _____ | G. _____ |
| 8. _____ | 32. _____ | 56. _____ | _____ | H. _____ |
| 9. _____ | 33. _____ | 57. _____ | _____ | I. _____ |
| 10. _____ | 34. _____ | 58. _____ | _____ | J. _____ |
| 11. _____ | 35. _____ | 59. _____ | _____ | K. _____ |
| 12. _____ | 36. _____ | 60. _____ | _____ | L. _____ |
| 13. _____ | 37. _____ | 61. _____ | _____ | M. _____ |
| 14. _____ | 38. _____ | 62. _____ | _____ | N. _____ |
| 15. _____ | 39. _____ | 63. _____ | _____ | O. _____ |
| 16. _____ | 40. _____ | 64. _____ | _____ | P. _____ |
| 17. _____ | 41. _____ | 65. _____ | _____ | Q. _____ |
| 18. _____ | 42. _____ | 66. _____ | _____ | R. _____ |
| 19. _____ | 43. _____ | 67. _____ | _____ | S. _____ |
| 20. _____ | 44. _____ | 68. _____ | _____ | T. _____ |
| 21. _____ | 45. _____ | 69. _____ | _____ | U. _____ |
| 22. _____ | 46. _____ | 70. _____ | _____ | V. _____ |
| 23. _____ | 47. _____ | 71. _____ | _____ | W. _____ |
| 24. _____ | 48. _____ | 72. _____ | _____ | X. _____ |