

# DESIGN



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# DESIRE

Desires are feelings that compel you to serve and glorify God in a particular way. They could include a passion for something good and creative or relate to something wrong with the world that breaks your heart. Here are a few things to keep in mind as you think about desire.

## Not all desire is good.

*"The heart is more deceitful than all else And is desperately sick; Who can understand it?"*

*Jeremiah 17:9*

We have many God-given desires but not every desire comes from God. This is because our heart has been corrupted by sin. Sometimes we follow God and other times we follow our sinful desires. We can't assume that because we have a desire for something it is necessarily from God. We need to check our desires against God's Word. If you are unsure if a particular desire aligns with God's will, seek out wise counsel from a mature Christian.

Desire is often birthed by a "Holy Discontent" to right a wrong, meet a need, or serve a cause.

*Then I heard the voice of the Lord saying, "Whom shall I send? And who will go for us?" And I said, "Here am I. Send me!"*

*Isaiah 6:8*

Our world is broken. Aspects of that brokenness should break your heart as they do God's. While recognizing that there are many types of brokenness in the world that we would want to see remedied, there are some that really tug at our hearts more than others. It could be something like hunger, human trafficking, or orphans. Sometimes there is a burning desire around a particular issue that we feel drawn to do something about.

Desire makes you come alive.

*But if I say, "I will not mention his word or speak anymore in his name," his word is in my heart like a fire, a fire shut up in my bones. I am weary of holding it in; indeed, I cannot.*

*Jeremiah 20:9*

There may be a cause you are involved in that demands a lot time and energy from you, yet even though you are physically and/or mentally worn out after serving, you are energized by having made a difference.

Desire varies and is part of the unique way you express your love for God.

*Delight yourself in the LORD and he will give you the desires of your heart.*

*Psalms 37:4*

God created us with a free will. What He wants above all else is for us to love Him back with our heart, mind, soul, and strength. One of the ways we love God is through obedience. Another is through a life lived in such a way that it becomes a "thank you" or even "love note" to God. God does not prescribe every aspect of your life. You can use your desires to create a unique masterpiece with your life, that reflects your unique DESIGN as you express your love in honor and service to Him.

Desire is meant to be used in service to the King.

*Whatever you do, work at it with all your heart, as working for the Lord, not for men.*

*Colossians 3:23*

We were created to serve our King. Our greatest fulfillment and greatest lasting accomplishments will come from doing things that build His Kingdom and give glory to God. While the temptation will be often be to use our desires to serve ourselves, we don't live out our calling until we've put them in service to glorify God.

Questions that help you uncover your desire include:

What brokenness do you see (in those closest to you, in your community, or in the larger world) that creates a burning desire to do something about?

At the end of your life, what would you love to be able to look back at and know you had done something about?

What are the key desires or passions God has given me?

Do you have a clear sense of how your desire fits into your calling from God? If so, keep pursuing it wholeheartedly and developing your capacity to bless others. If not, keep praying about this as you continue to walk through the DESIGN process.

# EXPERIENCES

Experiences refer to life-shaping, character-building, and faith-testing experiences God uses to grow us for current roles and develop us for current and future roles.

God molds us through our experiences.

*Not only so, but we also rejoice in our sufferings, because we know that suffering produces perseverance; perseverance, character; and character, hope. And hope does not disappoint us, because God has poured out his love into our hearts by the Holy Spirit, whom he has given us.*

*Romans 5:3-5*

God is powerful enough and wise enough to use all of our experiences (good or bad) to transform us. There are some lessons we could never learn from a book or in a classroom but need to experience in order to be transformed by them.

God can redeem our experiences.

*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*

God doesn't call every experience good. Sin and darkness are never His will and never called good. Yet in His infinite love, wisdom, and power, He can even take things we could never imagine could be used for good and do just that. That means that God can even take the hurts in our life and use them for His glory and ultimately be a blessing to others

God is in control and has a plan.

*You intended to harm me, but God intended it for good to accomplish what is now being done, the saving of many lives.*

*Genesis 50:20*

God has a much larger perspective than we do. There are circumstances we would never choose for ourselves and experiences that seem like random events to us. However, with some distance, we realize those past experiences were just what we needed to prepare us for the present circumstances.

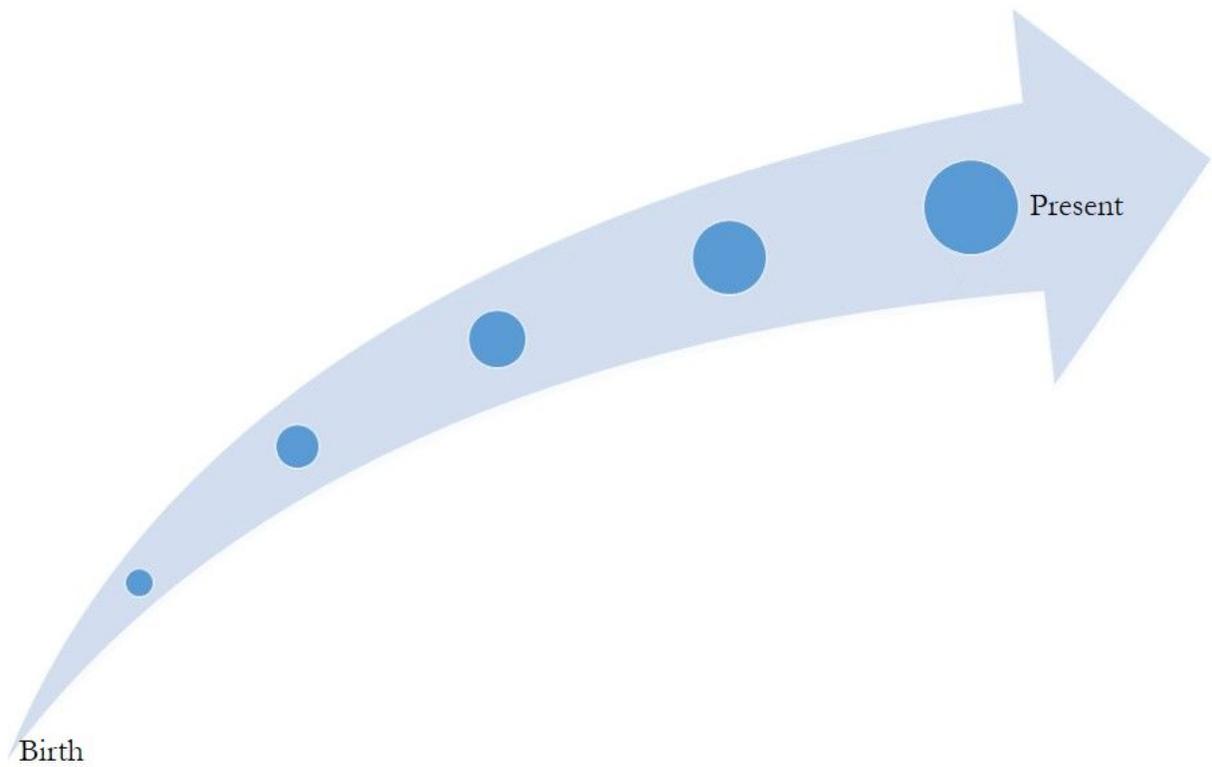
Our response to our experiences is key in how they shape us.

While we don't always get to choose our experiences, we always have a choice in how we respond to them. In both pleasure and pain, there are responses that can glorify God and draw us closer to Him or our response could break His heart and create distance between us.

Key events that have significantly shaped my life and my relationship with God:

Experiences:

List key events that have shaped your life and relationship with God.



How might God use these experiences to serve Him and other people?

# SPIRITUAL GIFTS

A Spiritual Gift is: A special ability distributed by the Holy Spirit to every follower of Jesus according to God's Design for the common good of the Body of Christ. Here are a few things to keep in mind as you think about your spiritual gifts.

A spiritual gift is an ability that comes to you freely for the purpose of ministering to needs so as to build up Christian community in size and depth.

-Tim Keller

## Spiritual Gifts are given by God

*All these are the work of one and the same Spirit, and he gives them to each one, just as he determines.*

*1 Corinthians 12:11*

Spiritual Gifts are given by God to accomplish His purposes. This means we don't get to pick our gifts. They are God's special enabling for you to fulfill your part in His plan.

## Every follower of Jesus has a Spiritual Gift.

*Now to each one the manifestation of the Spirit is given...*

*1 Corinthians 12:7a*

We all have a part to play in God's mission to make disciples and call all people to Himself. Your Spiritual Gifts align with that part.

## Your Spiritual Gifts aren't for you.

*...for the common good*

*1 Corinthians 12:7b*

Even though you are in possession of your Spiritual Gifts, they aren't primarily for you. They belong to the Body of Christ. They are one of the ways God blesses and provides for His Church, through you. This means when we don't use our gifts, we are hindering the Body of Christ from being what it could be.

## We need each other's Spiritual Gifts to function like parts of a body.

*Now you are the body of Christ, and each one of you is a part of it.*

*1 Corinthians 12:27*

None of us possess all the Gifts. We need the Spiritual Gifts of others for our own nurture and growth. We rob ourselves of some of the blessings of God if we are not actively participating in the Body of Christ.

**Action steps:**

1. Know and use your gifts.

*For as in one body we have many members, and the members do not all have the same function, so we, though many, are one body in Christ, and individually members one of another. Having gifts that differ according to the grace given to us, let us use them: if prophecy, in proportion to our faith; if service, in our serving; the one who teaches, in his teaching; the one who exhorts, in his exhortation; the one who contributes, in generosity; the one who leads, with zeal; the one who does acts of mercy, with cheerfulness.*

*Romans 12:4-8*

The main purpose of discovering your spiritual gifts is to exercise and enjoy your giftedness for God’s glory and to grow as a Christian.

2. Affirm and appreciate the gifts of others.

*Therefore encourage one another and build one another up, just as you are doing.*

*1 Thessalonians 5:11*

Everyone doesn’t receive the same gifts. Just as many parts of the human body work together as one, so Spiritual Gifts are given to the Body of Christ to serve as one. Their purpose is to encourage and mature Christians for more effective ministry

My top three Spiritual Gifts are:

- 1. \_\_\_\_\_
- 2. \_\_\_\_\_
- 3. \_\_\_\_\_

What are some traits common to these gifts?

- 1. \_\_\_\_\_
- 2. \_\_\_\_\_
- 3. \_\_\_\_\_

What are some cautions common to these gifts?

- 1. \_\_\_\_\_
- 2. \_\_\_\_\_
- 3. \_\_\_\_\_

How might these gifts be used in a way that glorifies God and edifies others?

## SPIRITUAL GIFTS DESCRIPTIONS

Spiritual gifts are supernatural motivations, divine endowments given to every believer for the purpose of serving and encouraging the Body of Christ. The twenty-three spiritual gifts listed below are featured based upon their functional and practical use. These descriptions are simple overviews of the Spiritual Gifts listed in Romans 12: 3-8; Ephesians 4:11-12; 1 Corinthians 12: 8-28, and 1 Corinthians 14: 1-3.

### ADMINISTRATION / RULING

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

In a word: Initiator

Overuse: Expects too much

Goal: Lead by example, not manipulation

Scripture: Rom. 12:8; 1 Cor. 12:28; Acts 6: 1-7

Ministry opportunities: \_\_\_\_\_

### APOSTLESHIP / PIONEERING

Unlike Apostles of old, who actually saw the Lord and spread the Word from place to place, Apostles today have a clear vision to ministries where others may not. They make great church planters and strong leaders. Apostles / Pioneers today have a self / spirit appointed calling to reach out where others may never dare. They demonstrate tremendous abilities in influencing others to follow. They also have contagious and industrious enthusiasm to cross cultural, geographical, and economic boundaries for Christ. Apostles / Pioneers today are often used by God as anointed authorities in their region and ministry.

In a word: Pioneer / Visionary

Overuse: Pushes too hard / Too much authority

Goal: Build deeper and stronger

Scripture: Eph. 4: 7-11; 1 Cor.9: 1-2; Gal. 2: 8-10; 1 Cor. 12: 28-29

Ministry opportunities: \_\_\_\_\_

## CRAFTSMANSHIP

The gift of Craftsmanship is evident in those who are very handy at making things. They have the unusual ability to design and

assemble things. They tend to be more task oriented. They love to create things that are helpful to others and / or appreciated for their quality. Those with the gift of Craftsmanship can be tremendous blessings to those who need special help in putting things together or making things from scratch. They can get too involved in the project and often overlook the people around them. They tend to be perfectionists and specialists in whatever craft.

In a word: Handy

Overuse: Too focused on work and not on others

Goal: Create things to bless others, not glorify self

Scripture: Ex. 31:3; 35: 31-35; Acts 9: 36-39; 2 Kings 22: 5-6

Ministry opportunities: \_\_\_\_\_

## CREATIVE COMMUNICATION

The gift of Creative Communication is obvious in those who enjoy performing or directing drama presentations. They love to express themselves and teach lessons through role playing and skits. They tend to be very creative and able to act out specific feelings to communicate biblical truths. Those with the gift of Creative Communication must guard against seeking the spotlight. They make great reflections of THE Light of the World. They can add so much to worship and preaching by creating dramas that illustrate the lessons of the sermons.

In a word: Actors or Actresses

Overuse: Dramatic expression that leads to self glory

Goal: Teach lessons, rather than focus on talent

Scripture: Psalms.150:3-5; 2 Sam. 6: 14-15; Mark 4:2, 23

Ministry opportunities: \_\_\_\_\_

## DISCERNMENT

The gift of Discernment is evident in those who have unusual ability to see through a lot of confusion and pinpoint problems and solutions. They are concerned about right and wrong. They tend to listen well and hear the little and seemingly insignificant things that shed light on a specific need. Those with the gift of Discernment are often more serious. They distinguish between good and evil, truth and error. They like to ask questions and then give advice. They often relate problems to the violation of biblical principles. They feel strongly about obeying truth and living by the Word of God.

In a word: Listener / Perceiver

Overuse: Too critical or too quick to share

Goal: Get more information before responding

Scripture: 1 Cor. 12:7, 10b; 1 Cor. 2:14

Ministry opportunities: \_\_\_\_\_

## ENCOURAGING / EXHORTING

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

In a word: Encourager

Overuse: Talks too much

Goal: Apply truth, don't create expectations

Scripture: Rom. 12:6, 8; Acts 11: 23-24; Heb. 10: 24-25

Ministry opportunities: \_\_\_\_\_

## EVANGELISM

Christians with the gift of Evangelism feel compelled to win souls. They seem to have

the ability to communicate the gospel very effectively. Their concern for witnessing to a lost and dying world is evident. They desire to be involved in ministries to reach people for Christ. The gift of Evangelism motivates them to want nearly every message they hear to include the gospel and an invitation to trust Christ. Missions and outreach are important to them. Always being ready to give an answer to every person is their goal. Conversations seem to often turn toward eternal values. The worth of souls and the task of evangelism are most important to the Evangelist's motivation.

In a word: Dynamic

Overuse: Zeal

Goal: Build disciples, not statistics

Scripture: Eph. 4:7, 11; Acts 8: 26-40; Luke 19: 1-10

Ministry opportunities: \_\_\_\_\_

## FAITH

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

In a word: Optimist

Overuse: Overly trusting and often proud of their faith

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

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

Ministry opportunities: \_\_\_\_\_

## GIVING

Givers tend to be seriously concerned about financial matters. The gift of Giving also involves the "gift of getting." Givers are sensitive to how money is spent and saved. Those with the gift of Giving don't always give to the wheel that squeaks the loudest, but to the wheel that truly needs the most grease. Givers have unique financial

insights. They serve especially well on boards responsible for maintaining budgets. They tend to be conscientious and conservative. The gift of Giving may not be always evident, but a genuine interest in wise stewardship will be.

In a word: Steward

Overuse: The power of money

Goal: Sincere stewardship, not financial harassment

Scripture: Rom. 12:6, 18b; Acts 4: 32-25; 2 Cor. 9:7-8

Ministry opportunities: \_\_\_\_\_

## HEALING

The gift of Healing is evident in those with the divine power to pray and see people healed. They have unusual faith that God can heal anyone. They prefer worship that emphasizes the healing power of God. Those with the gift of Healing are used by God to restore people to wellness. They should focus more on the faith of those needing healings, rather than their own faith to heal. They authenticate messages from God's Word through healings. They should remember, God doesn't promise to heal everyone and the faith to carry on is more important than the healing.

In a word: Restorer

Overuse: Teaching everyone should be healed

Goal: Focus on God's power and not their gift to heal.

Scripture: 1 Cor. 12:9, 28, 30; Acts 3:1-16; Mark 2: 1-12

Ministry opportunities: \_\_\_\_\_

## HOSPITALITY

The gift of Hospitality is that special interest in opening one's home for food and fellowship, or to just provide a place to stay for someone in need. Those with the gift of Hospitality seem to always be always ready to invite guests over or offer their home for a place to meet for any occasion. They love to provide refreshments or prepare meals for individuals or groups. They seldom show irritation over last minute requests to have someone over or to host a group. They tirelessly serve to make people comfortable and encouraged.

In a word: Sociable

Overuse: Take on too much / Get worn out

Goal: Provide fellowship without sacrificing family time

Scripture: 1 Pet. 4:9-10; Acts 16: 13-15; Luke 14: 12-14

Ministry opportunities: \_\_\_\_\_

## INTERCESSION

The gift of Intercession is found in those with a passion to pray. They feel compelled to intercede on behalf of those in distress. They faithfully petition God on a daily basis for specific needs. They recognize spiritual battles are often won on one's knees. Those with the gift of Intercession believe God moves in response to prayer. "Much prayer, much power" is their motto. They should guard against being pushy and feeling superior. They are tremendous blessings to those needing someone to consistently intercede on their behalf. They are the spiritual glue of every church.

In a word: Prayer Warrior

Overuse: Neglect other practical needs and responsibilities

Goal: Put "feet on their prayers" and also do what needs to be done

Scripture: Rom. 8:26-27; John 17: 9 -26; 1 Tim. 2: 1-2; col. 1: 9-12, 4:12

Ministry opportunities: \_\_\_\_\_

## INTERPRETATION

The gift of Interpretation is found in those who can translate what others speak in tongues. They have the unusual ability to glorify God through their miraculous interpretation of what would be otherwise unknown. Those with the gift of Interpretation often edify and encourage others through their explanation of what is spoken in other languages. They should guard against adding their thoughts or concerns to what is actually being spoken. They are sometimes very strong with their interpretation, but should always seek to clarify and unify, rather than always prophecy.

In a word: Translator

Overuse: Use translations to push own agenda

Goal: Clarify what is spoken in tongues and build believers

Scripture: 1 Cor. 12:10; 14:5; 14:26-28

Ministry opportunities: \_\_\_\_\_

## KNOWLEDGE

The gift of the Word Knowledge is a supernatural revelation of certain facts in the mind of God, which gives instant and specific information that one would have not other way of knowing, except from God. This is not an amplification of human knowledge, nor is it a gift of just knowing a lot of things. It is the ability to receive specific truth from the word of God. Sometimes they may overwhelm others and bring more attention to their Word of Knowledge, rather than the purpose of sharing what God has revealed to them

In a word: Divine insights

Overuse: Make others feel inferior or ignorant

Goal: Change lives, rather than impress others

Scripture 1 Cor. 12: 7-8; 8: 1b-2; Mark 2: 6-8; John 1: 45-50

Ministry opportunities: \_\_\_\_\_

## LEADERSHIP

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

In a word: Dreamer

Overuse: Too demanding or impatient

Goal: Lead by example and willingness to be a servant.

Scripture: Rom. 12: 6, 8c; John 13:13-17; Heb. 13:17

Ministry opportunities: \_\_\_\_\_

## MERCY

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

In a word: Caring

Overuse: Too sensitive

Goal: Wise insights, not foolish responses

Scripture: Rom. 12:6; 8d, Matt. 5:7

Ministry opportunities: \_\_\_\_\_

## MIRACLES

The gift of Miracles is obvious in those who do powerful deeds. They have the unusual enablement to authenticate through miracles a specific ministry of message of God. God’s supernatural intervention through those with this gift will always glorify God, rather than themselves. They express and demonstrate tremendous faith in God’s power. They should always explain and teach that God is the source of every good supernatural event. They are only the

messenger and means by which God has chosen to act. Miracles are to point people to Christ and not to a “miracle worker.”

In a word: Powerful

Overuse: Expecting God always to perform miracles

Goal: Trust God, with or without the miracle

Scripture: 1 Cor. 12:10; 28-29; John 2:1-11; Luke 5: 1-11

Ministry opportunities: \_\_\_\_\_

## PASTOR / SHEPHERD

The gift of Pastor / Shepherd is obvious in those who really enjoy leading others in serving the Lord. Unlike the gift of Serving / Ministry / Helps, this gift involves the

motivation to lead. Pastor / Shepherds are compelled to encourage others to work together for the body's sake. Influencing others to work together is important. Stressing a need for team participation, they emphasize harmony. Untrained lay people can also have the gift of Pastor / Shepherd. They see their service as one of maturing others. With a motivation to unite the ministry, they feel strong about spiritual health.

In a word: Discipler

Overuse: Takes advantage of others' trust

Goal: Strong leadership, not manipulating the flock

Scripture: Eph. 4:11; 1 Pet. 5: 2-4

Ministry opportunities: \_\_\_\_\_

## PROPHECY

Prophets today are not exactly like prophets of old. Old Testament Prophets spoke the literal Word of God. Today people with the gift of Prophecy seem to have the same seriousness and straight forward attitude toward truth. They like to share truth, regardless of what anyone thinks. Prophets today are motivated to confront anyone with what they believe is right. When controlled by the Holy Spirit, the gift of Prophecy is a powerful tool to reprove, rebuke and exhort others. Prophets often find themselves pointing the way, declaring specific truth or standing up for something significant.

In a word: Bold

Overuse: Fighter

Goal: Declare truth, don't divide Christians

Scripture: Eph. 4: 7-11; 1 Cor. 14: 1, 3; 2 Pet 1: 19-21

Ministry opportunities: \_\_\_\_\_

## SERVING / MINISTRY / HELPS

When you think of Christians who serve faithfully behind the scenes, you think of those with the gift of Service. They are interested in blessing others to serve the Lord. They love to help others. Motivated by a strong sense of need, they feel like "someone has to do it." Caring and concerned for others, they find themselves doing what no one else likes to do. They tend to do whatever is called for. Flexible, they adapt to many challenges. They simply enjoy helping others and meeting needs. Often truly selfless,

those with this gift like to be involved.

In a word: Selfless

Overuse: Takes on too much

Goal: Be a servant, not a martyr

Scripture: 1 Cor. 12:28; Acts 6: 1-3; Rom. 16: 1-2

Ministry opportunities: \_\_\_\_\_

## TEACHING

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

In a word: In-depth

Overuse: Digs too deep

Goal: Reveal truth, don't exhaust it

Scripture: Rom. 12: 6, 7b; Col 3:16; Jam 3:1, 2; 2 Tim. 2:2

Ministry opportunities: \_\_\_\_\_

## TONGUES

The gift of Tongues is found in those with the divine ability to speak other languages. They have the unusual endowment to speak in a language that is not understood by most everyone present. They often express spontaneously or in response to what is being preached, sung or worshipped. They

edify others through their supernatural message often with words too deep for the mind to comprehend. Those with the gift of Tongues should be careful to not overwhelm others with their gift, but instead speak words "easy to understand" so that the lesson is clear.

In a word: Conduit

Overuse: Disruptive, overbearing, and confusing

Goal: Edify and encourage believers through positive messages

Scripture: 1 Cor. 12:10, 28-30, 13:1, 14:1-33; Acts 2:1-11

Ministry opportunities: \_\_\_\_\_

## WISDOM

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

In a word: Perceptive

Overuse: Speak down to people

Goal: Consistently trust and ask God for wisdom

Scripture: 1 Cor. 12: 7-8; Jam. 3: 13-18

Ministry opportunities: \_\_\_\_\_

\*Spiritual Gifts descriptions taken from Uniquely You profile

# INDIVIDUAL STYLE

Individual Style refers to our personality and how we use it. Our personality reflects how we think, feel and behave. Here are a few things to keep in mind as you think about your personality and the individual style in which you use it.

**Your individual style is given by God.**

*For you created my inmost being; you knit me together in my mother's womb.*

*Psalm 139:13*

God wired you with an individual style or personality that inclines you to think, behave, and view the world in distinct ways. There isn't a right or wrong individual style.

**Your individual style works best when directed by the Holy Spirit.**

*Then Peter, filled with the Holy Spirit, said to them: "Rulers and elders of the people!"...*

*When they saw the boldness of Peter and John, and perceived that they were unschooled, ordinary men, they were astonished and they took note that these men had been with Jesus."*

*Acts 4:8, 13*

Sin impacts every aspect of our being including our personality. This means certain individual styles are more inclined to particular outward expressions of sin. We want every aspect of our lives, including our personality under the direction of the Holy Spirit. The more He leads us, the more our personality is likely to be a blessing to others and ourselves.

**It is important to understand your own individual style.**

*"Before I formed you in the womb I knew you, before you were born I set you apart; I appointed you as a prophet to the nations."*

*Jeremiah 1:5*

Since you are wired to think, act, and view the world in a unique way, it would be beneficial to understand the natural strengths and potential weaknesses of your individual style. Understanding your own individual style and how it interacts with other individual styles will make you more effective in your interactions with others.

It is important to appreciate and affirm the individual style of others.

*For by the grace given me I say to every one of you: Do not think of yourself more highly than you ought, but rather think of yourself with sober judgment, in accordance with the measure of faith God has given you. Just as each of us has one body with many members, and these members do not all have the same function.*

*Romans 12:3-4*

Even though we are naturally inclined to think, act, and view the world in a particular way, it's helpful to understand the typical patterns of others who do the same. Understanding how different personality types helps us understand why people view things differently than us and why they might react differently than we would in various situations. Knowing our personality type as well as those with whom we interact with, will enhance our ability to communicate well.

My DISC Graph 1 (Expected of me) is:

My DISC Graph 2 (This is me) is:

Characteristics of my personality type are:

My personality type makes me good at are:

What are things my personality type could cause me to struggle with?

What does it look like to have your “characteristic patterns of thinking, feeling and behaving” directed by the Holy Spirit?

For what purpose might God use me with my personality type?

## DiSC Profile Descriptions



**Dominance:** Dominant, Direct, Decisive, Demanding

“D” styles place an emphasis on shaping the environment by overcoming opposition to accomplish results. They focus on the bottom line while projecting confidence. They need challenges and choices. They prefer to be in charge and tend to test or challenge authority.

**Behaviors:** ACTIVE/TASK ORIENTED- Sees the big picture, can be blunt, accepts challenges, gets straight to the point

**Leadership Styles:** Commanding, Resolute, Pioneering

**Under Pressure:** Becomes dictatorial, domineering, demanding, angry, intense, forceful, direct, bossy.

**Sources of Irritation:** Weakness, indecisiveness, laziness Lack of discipline, plan, purpose, direction, authority, control, challenge.

**Needs To:** Back off, seek peace, relax, think before reacting, control self, be patient, loving friendly, loyal, kind, sensitive

**When communicating with “D” style individuals:** Give them the bottom line. Be brief. Keep the focus your discussion narrow. Avoid repeating yourself. Focus on solutions rather than problems.



**Influence:** Inspiring, Influencing, Inducing, Impressive

"I" styles place an emphasis on shaping the environment by influencing or persuading others. They value openness and relationships. They enjoy recognition and approval. They like to talk and get attention. Being quiet is difficult for them. Give them opportunities to express themselves. One may need to encourage them to control their excitement and share the limelight with others.

**Behaviors:** ACTIVE/PEOPLE ORIENTED-Shows enthusiasm, Is optimistic, likes to collaborate, dislikes being ignored

**Leadership Style:** Energizing, Pioneering, Affirming

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

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

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

**When communicating with "I" style individuals:** Share your experiences. Give them time to ask questions and talk themselves. Focus on the positives. Avoid overloading them with details.



**Steadiness:** Submissive, Steady, Sensitive, Shy

“S” styles place an emphasis on cooperating with others within existing circumstances to carry out the task dependably. They desire steady and stable environments. Change is difficult for them. Don't expect them to accept risks or try new things. They prefer traditional roles. Difficult assignments and enthusiastic challenges do not inspire them. Friendly, sincere and sweet appeals are best for motivating them.

**Behaviors:** PASSIVE/PEOPLE ORIENTED- Doesn't like to be rushed, calm manner, calm approach, supportive actions

**Leadership Styles:** Inclusive, Humble, Affirming

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

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

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

**When communicating with “S” style individuals:** Be personal and amiable. Express your interest in them. Be clear about what you expect from them. Take time to provide clarification. Be polite and avoid being confrontational or aggressive.



**Conscientiousness:** Competent, Compliant, Cautious, Correct

“C” styles place an emphasis on working conscientiously within existing circumstances to ensure quality, accuracy, expertise and competency. They like to do things right. Finishing a project half way or half right is unacceptable to them. Give them time and resources to do their best. Continually pushing them to improve may cause them to get frustrated and give up. Encourage them to look beyond just the task at hand and focus on people as well.

**Behaviors:** PASSIVE/TASK ORIENTED- Enjoys independence, objective reasoning, wants the details, fears being wrong

**Leadership Styles:** Deliberate, Humble, Resolute

**Under Pressure:** Becomes moody, critical, contemplative, negative, worrisome.

**Sources of Irritation:** Incompetence, disorganization, foolishness, dishonesty, inaccuracy, wastefulness, inconsistency, blind faith, false impressions.

**Needs To:** Loosen up, communicate, be joyful, positive, tolerant, compromising, open, trusting, enthusiastic.

**When communicating with “C” style individuals:** Focus on facts and details. Minimize emotional language. Be patient, persistent and diplomatic.

# GROWTH

Growth refers to our level of spiritual maturity. We are all called to grow toward maturity in Christ. Our ability to serve in certain capacities can be limited by our spiritual maturity. A higher level of spiritual maturity is always a blessing to ourselves, our families, and those we lead. Here are a few things to keep in mind as you think about your growth.

## God created you to Grow.

*When I was a child, I talked like a child, I thought like a child, I reasoned like a child. When I became a man, I put childish ways behind me.*

*1 Corinthians 13:11*

God created you to grow into a mature disciple of Jesus. He desires a close and intimate relationship with you. He wants to transform your desire, character, and priorities. He ultimately wants you to become like Jesus and be His representative to the world.

## In spiritual growth there is my part and God's part.

*I planted the seed, Apollos watered it, but God made it grow.*

*1 Corinthians 3:6*

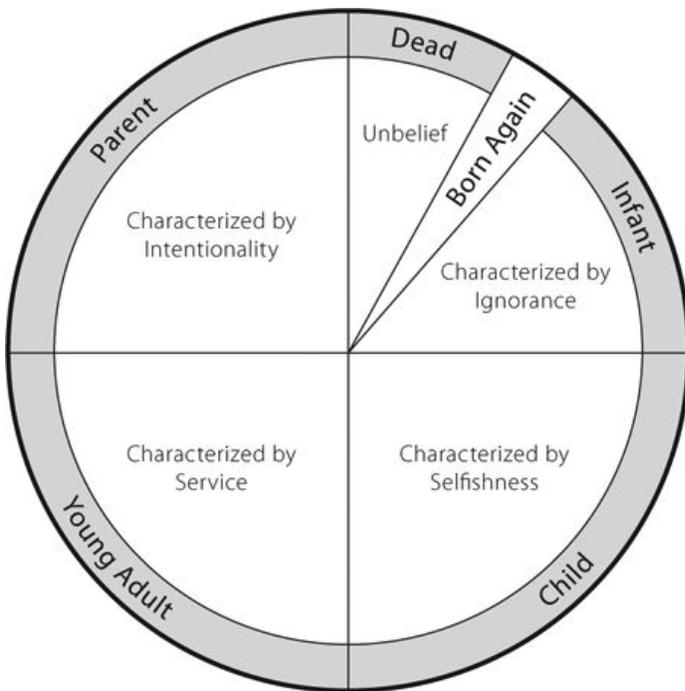
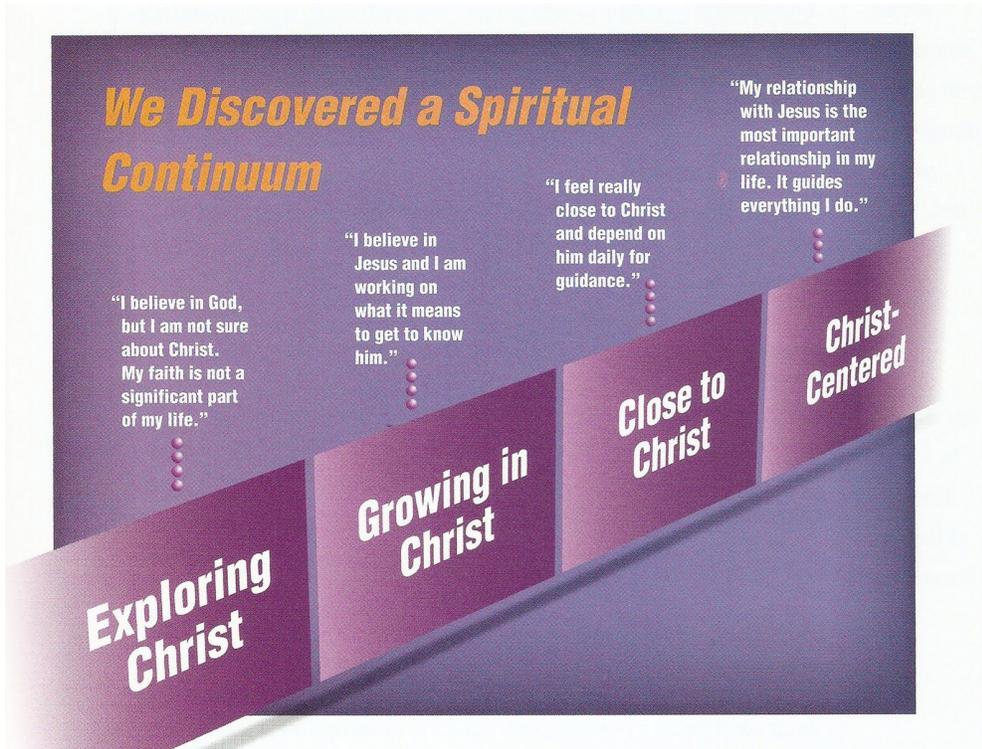
There are certain things only God can do (such as call us to Himself) related to our spiritual growth. There are other things related to our spiritual growth He could do, but chooses not to. Instead these are things He call us to do (such as prayer and scripture reading). God gives us a large part to play in our spiritual growth. How we choose to respond to His invitation to know Him more deeply will play a large part in our spiritual maturity.

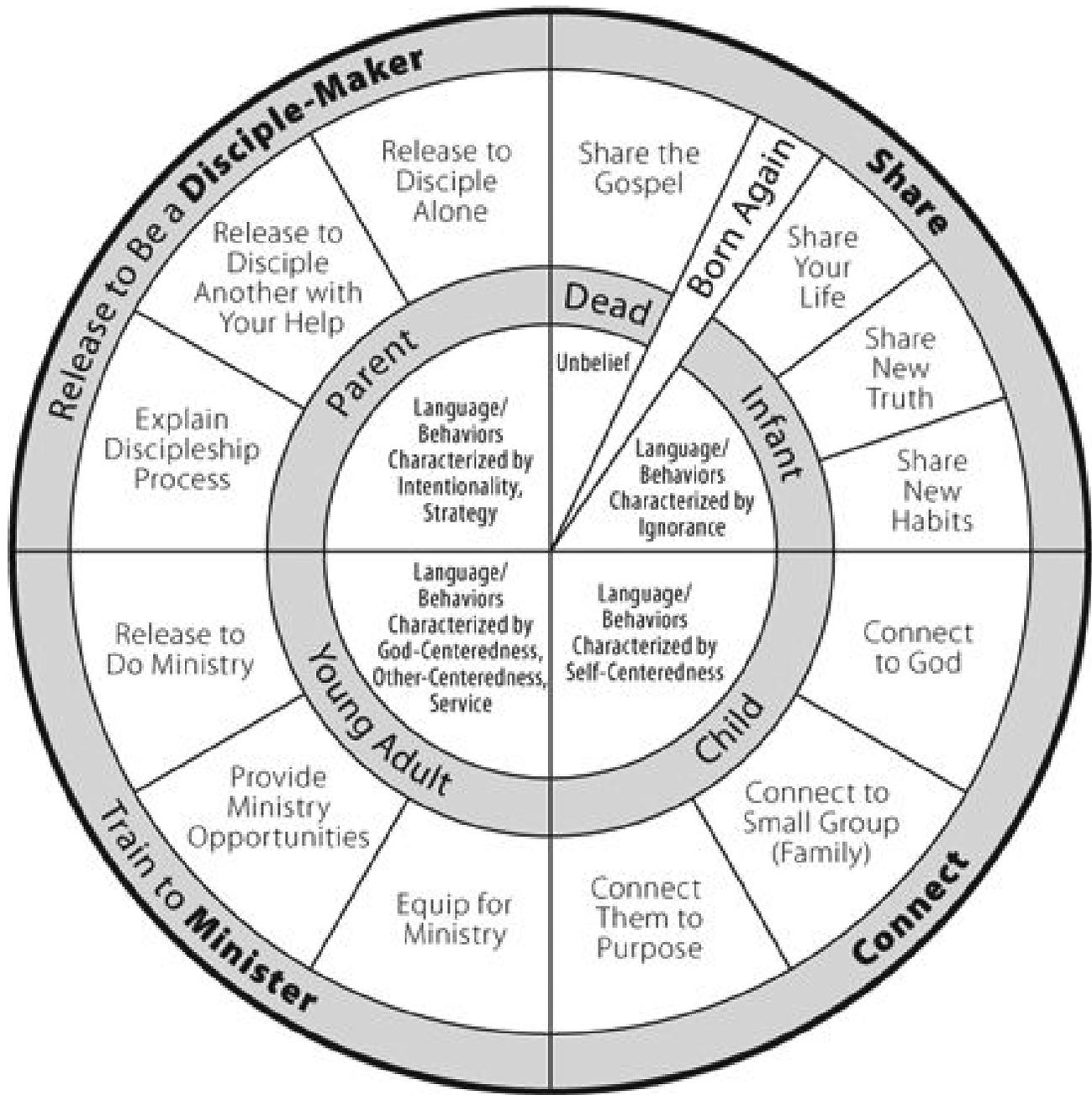
## There is a tension between comfort and growth.

*Therefore let us leave the elementary teachings about Christ and go on to maturity, not laying again the foundation of repentance from acts that lead to death, and of faith in God.*

*Hebrews 6:1*

Most of sense a genuine struggle between the desire to grow and become the spiritually mature person God is calling us toward and the desire to do what is comfortable, convenient, and secure. This is why it's so hard to change even when we know the change will be good for us. Our spiritual growth takes intentionality and discipline.





(Adapted from Putman, J., Willis, A. T., Jr., Guindon, B., & Krause, B. (2010). *Real-Life Discipleship Training Manual: Equipping Disciples Who Make Disciples* (pp. 111–114). Colorado Springs, CO: NavPress.)

Where would I say I am on the Spiritual Growth Continuum?

What would be different in my life if I had a deeper relationship with God?

What would help me most in moving forward in my relationship with God?

What will I commit to doing to ensure spiritual growth is an intentional and consistent part of my life?

What are my next steps to grow in my capacity to love God, love people, and live like Jesus?

# NATURAL ABILITIES

All people (believers and those who don't share our faith) possess natural abilities or innate talents . Talents are patterns of thought, feeling, or behavior that are natural to us and can be developed. Developing our talents into strengths makes us more productive when applied to our lives. Here are a few things to keep in mind as you think about your natural abilities.

## God gave you your Natural Abilities.

*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.*

*Psalm 139:13-14*

One of the ways God uniquely created us was with different natural talents and abilities. These abilities set us apart from others and point towards the purpose for which we were designed. Discovering and developing these gifts is key to living out our calling.

## We will make our greatest contribution in the area of our strengths.

*Each of you should use whatever gift you have received to serve others, as faithful stewards of God's grace in its various forms. If anyone speaks, they should do so as one who speaks the very words of God. If anyone serves, they should do so with the strength God provides, so that in all things God may be praised through Jesus Christ.*

*1 Peter 4:10-11a*

Almost any talent can be improved. However, our natural talents are where we get the most return for our time, energy, and attention spent developing them. We are most likely to excel, and truly bless others in our areas of natural talent. Being part of a Body of Christ allows us to focus on a few things that we do well, while letting others do the things they naturally excel at.

It is a good thing to seek to excel in the areas God has gifted you.

*Whatever you do, work at it with all your heart, as working for the Lord, not for men.*

*Colossians 3:23*

Sometimes Christians have the idea that it is prideful to desire to excel in our areas of giftedness. That is not necessarily true. It's important to ask why we want to be excellent. When we desire to use our gifts for God's glory and to be a blessing to others, it is a good thing to desire to excel in the areas God has gifted you.

**Your Natural Abilities are meant to be used in service to Him.**

*You may say to yourself, "My power and the strength of my hands have produced this wealth for me." But remember the Lord your God, for it is he who gives you the ability to produce wealth, and so confirms his covenant, which he swore to your ancestors, as it is today.*

*Deuteronomy 8:17-18*

It's easy to fall into the trap of thinking the abilities we possess are ours alone. We might even begin to think the fruit of our labor that comes from using our talents is solely based on our hard work. When that happens, we are in danger of forgetting where our abilities come from and the purpose for which they were given. As we use and excel in our talents and abilities, make sure to guard your heart so that we keep in mind our common focus as servants of the King.

CliftonStrengths Assessment

The CliftonStrengths assessment is based on a general model of Positive Psychology, which is a framework, or paradigm, that encompasses an approach to psychology from the perspective of healthy, successful life functioning.

My top 5 Talents Themes are:

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_
5. \_\_\_\_\_

In your own words how would you define your talents when speaking to others?

What are some potential pitfalls or misconceptions we need to be aware of with our talents?

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_
5. \_\_\_\_\_

How might I use my natural abilities to make a unique contribution to the Body of Christ?

For information on Strengths Finder 2.0 check out [www.strengthsfinder.com](http://www.strengthsfinder.com)

# LIFE MISSION

## What Is a Life Mission Statement?

Everyone should have a life mission statement. It should be a simple one or two sentence statement telling exactly what you were created to do.

A good mission statement includes:

1. Your Gifts and Natural Abilities (your greatest strength)
2. Your Individual Style (how you view and approach the world)
3. Your Desires and Experiences (the passion that fuels you)

## Why a Life Mission Statement Is Useful

People often fail at what they hope to achieve because they lack clear goals and focus. A life mission statement defines who you are as a person and identifies your life purpose. It explains how you aim to pursue that purpose and why it matters to you. It helps you focus on how to meet your long-term goals; providing guideposts related to where you want to go in life. A life mission statement keeps you focused on the right things.

## Example of a Life Mission Statement

Here is an example:

“Passionately pursuing God while developing disciples and leaders on the journey.”

Brian Banke

## How to Write a Life Mission Statement

Once it's written, a life mission statement seems simple. But if it's done well, it requires a lot of effort to create. Taking time to think about and write down how the three areas apply to you. This lays a good foundation for crafting your mission statement.

The following questions will help you think key considerations in crafting a life mission statement. The mission statement should answer these questions in 50 words or less, so try to get to the heart of who you are and exclude unnecessary details.

The mission statement should answer these questions in 50 words or less, so try to get to the heart of who you are and exclude unnecessary details.

What Desires has God placed in your heart?

What may your unique combination of experiences have prepared you for?

How will your Spiritual Gifts be used to bless others?

What role does your spiritual growth play?

How do you harness your natural abilities for impact?

# MY LIFE MISSION STATEMENT

