

**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 an 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 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

**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 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 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** 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 and 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 and critical, and can also be overly persuasive and 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 hard-hearted at the same time, we enjoy close relationships with people, being careful not to dominate them. Challenges motivate us, especially ones that allow them 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 they accept and represent others well. Our social nature and desire to be likable and flexible makes us inclined to be overly tolerant and non-confrontational. We will 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 down-right 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 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** 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; however, 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 35:30-36, 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 NASB

**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 decision-making 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, task-oriented, goal-oriented, 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.

## Spiritual Gift Statements

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 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. What I hear the Lord say to me, I often see happen.
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.
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 today.
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 am 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. I regularly receive dreams and or visions from the Lord.
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.
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 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 receiving encouraging words for the church and for other people.
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.

**1 Never**

**2 Rarely**

**3 Sometimes**

**4 Often**

**5 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. _____



## Team Descriptions

### A Administration

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

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. (Discovery Course, Small Group Leadership)

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 environments to accomplish multiple ministry applications. (City Lights Kids, Student Ministries, Set-up & Tear Down, Parking, Sound & Media)

Exodus 30:22, 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. (Prayer Team, Security & Safety, Ushers)

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. (Outreach, Student Ministries, Prayer Team)

Acts 8:5-6, 8:26-40, 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. (Outreach, Birth-Pre-K, City Lights Kids, Student Ministries, Greeters, Hospitality, Ushers, Parking)

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. (All teams)

Acts 11:22-24; Romans 4:18-21; 1 Corinthians 12:9; Hebrews 11

### 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. (All teams)

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. (Prayer, Security & Safety, Greeters)

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. (Administration, Hospitality, Set-up & Tear Down, Parking)

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. (Greeters, B-Pre-K, City Lights Kids, Student Ministries, Ushers, Parking, Hospitality)

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 someplace believing for profound results. (Prayer)

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

## 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. (Outreach, Prayer, Ushers, Security & Safety)

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. (All teams)

Romans 12:8; 1 Timothy 3:1-13, 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. (Outreach)

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. (Prayer, Outreach, Safety)

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. (Outreach, B-Pre-K, City Lights Kids, Student Ministries)

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. (B-Pre K, City Lights Kids, Student Ministries, Worship, Prayer)

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. (Discovery Course, B-Pre-K, City Lights Kids, Student Ministries, Small Group Leadership, Ushers)

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. (Prayer, Greeters, Ushers, Safety & Security)

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. (Administration, B-Pre-K, City Lights Kids, Security & Safety, Set-up & Tear Down, Parking, Hospitality, Media & Sound)

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. (Small Group Leadership)

Acts 18:24-28, 20:20-21; 1 Corinthians 12:28; Ephesians 4:11-14

### 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. (Prayer)

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. (Worship, Prayer, Small Group Leadership, B-Pre-K, City Lights Kids, Student Ministries)

Acts 6:3,10; 1 Corinthians 2:6-13, 12:8