

Equipping the Saints

Assessments to Assist Christians
in Developing their
Divine Design Statement

Instruction Guide for "Equipping the Saints"

Overview: Examine the “Divine Design Statement” on p. 81 - 89 developed by Dr. Douglass for himself as an example of the final result of this process. Even though the content for your Statement will be different, the categories and formatting should be approximately the same.

Please copy to your 8-9 pages of final results only statements (and parts of statements) that are very true or relatively true about you. On the contrary, there should not be any material in your statement that does not describe you.

1. Answer the questions for the inventory on pp. 15 - 20 and then transfer each response to the chart on p. 21.
2. Answer the questions for the "Ministry Passion Assessment" on p. 22-23. You are encouraged to draw on the ministry roles listed on pp. 23 - 30 to answer questions 3 - 7.
3. On p. 31 you will find website addresses on the Internet that provide additional spiritual gift assessments (although you should be discerning about the theological presuppositions represented here) to augment your gift discovery process, if you so desire. Some of the URLs may be outdated.
4. The gifts that received the four highest scores can now be transferred to your "Divine Design Statement". See pp. 81 - 89 for an example of a completed Statement. Go to pp. 4-15 to find the material that describes your top four gifts. Cut and paste statements into your "Divine Design Statement" from p. 4-15 and the answers to the inventory questions you marked on p. 15-20 and Assessments from any websites such as <http://www.elca.org/evangelism/assessments/spiritgifts.html> that especially apply to your gifts. Do not include any phrases that do not apply to you.
5. Type into your "Divine Design Statement" your "Ministry Passion Assessment" from pp. 22-23. See pp. 82-83 for an example.
6. Please fill in the personality assessment from <http://www.humanmetrics.com/cgi-win/JTypes2.asp> (advertisement driven-- *caveat emptor*) and click on the “Score It” tab. Please send me your results including your scores. For instance, if your temperament were ISTJ, your scores will look something like this:

ISTJ

Introverted Sensing Thinking Judging

Strength of the preferences %

11 25 12 1

Please include descriptions that especially apply to you from the website links provided at www.humanmetrics.com. Much of the material on the humanmetrics site is "pop psychology" and is virtually worthless but this is the best free Myers-Briggs site.

7. *Optional Step:* Since, people misdiagnose themselves about 25% of the time, here is an option for what to do next. Go to www.personalitypage.com to find the four letter descriptions there that the humanmetrics diagnostic says fits you. Each of the 16 types has a total of 13-15 pages of descriptions. Here is the procedure for how to download the material for any temperament types in which you are interested.



You begin by clicking on the Shakespeare icon, as shown in the graphic a few lines below, which brings up the 16 temperaments. Click on the temperament you think fits and then copy/paste the material into a Word document. Then click on the next icon which designates "career" or work style



and cut/paste that material into your document. Then click on the "heart" which designates "relational style". In this case, you have to scroll to the bottom of the page to access the material unique to a specific personality. The same scrolling to the bottom of the page is necessary for the last icon



that designates "personal growth". You will end up cutting and pasting about 15 pages of descriptors into your document for any single temperament.

The Personality Type Portraits

There are sixteen distinct personality types in the currently most widely-accepted Personality Type model. Each type has its own characteristics which can be identified in individual personalities. We have created a profile of each personality type, which provides a guideline for understanding the similarities and differences amongst the types.

The Sixteen Type Portraits

To read the profile for a particular personality type, click on the name of the type you're interested in learning about.

- [ISTJ](#) - The Duty Fulfillers
- [ESTJ](#) - The Guardians
- [ISFJ](#) - The Nurturers
- [ESFJ](#) - The Caregivers
- [ISTP](#) - The Mechanics
- [ESTP](#) - The Doers
- [ESFP](#) - The Performers
- [ISFP](#) - The Artists
- [ENTJ](#) - The Executives
- [INTJ](#) - The Scientists
- [ENTP](#) - The Visionaries
- [INTP](#) - The Thinkers
- [ENFJ](#) - The Givers
- [INFJ](#) - The Protectors
- [ENFP](#) - The Inspirers
- [INFP](#) - The Idealists

The next step is to underline the statements that are "especially true" of you, strike through the statements that are "not true" and leave "as is" the statements that are "relatively true". The "strike through" function on Word documents is activated by highlighting the appropriate phrase or sentence in the Word document and then holding down the Alt function while you press on "O" then "F" then "K" then hit Return. If you find you cross out more than 20% of the statements then that is not the best description of your temperament and you should try another one.

This methodology should give you good insight into your temperament/ministry/communication style and good descriptions of how you interact with other people.

7. Fill in the “DEAA Personality Assessment” on p. 51 ff. and score the results on p. 53 as instructed. Type into your “Divine Design Statement” your results and choose descriptions from the material on pp. 53-56 to describe each of your personality elements. See p. 85 for an example.
8. Complete the Assessment beginning on p. 56 entitled “Six Evangelistic Styles” and add the results to your “Divine Design Statement” using the statements that apply from p. 59-63.
9. Complete the Inventory beginning on p. 64 entitled “Talents” and add the results to your “Divine Design Statement”. Include only those phrases and words that apply to you.
10. Complete the Assessment beginning on p.69 entitled “Values” and add the results to your “Divine Design Statement”. Choose your top 8 ministry values and rank them in order of priority.
11. Complete the Assessment beginning on p. 71 on Knowledge, Attitudes, Character and Skills for Vocational Ministry. See p. 88 for an example.
12. Attempt to write your fifty-word "Personal Mission Statement"; see p. 89 for an example. Use excerpts from your assessment results for the wording. About one half of the participants in this process are able to develop such a statement without direct assistance.
13. As well, you may want to write out an "Implementation Strategy". See p. 89 for an example.

Spiritual Gift Assessment

For an additional online assessment that provides good descriptions of your spiritual gifts, go to: <http://archive.elca.org/evangelizingchurch/assessments/spiritgifts.html>

1 Cor. 12:1 (RSV) Now concerning spiritual gifts, brethren, I do not want you to be uninformed.

Spiritual Gifts Definitions:

Administration

Administration (Serving Gift) - The special ability God gives to some to steer the body toward the accomplishment of God-given goals and directives by planning, organizing, and supervising others.

The divine enablement to understand what makes an organization function and the special ability to plan and execute procedures that accomplish the goals of the ministry.

People with this gift:

- develop strategies or plans to reach identified goals
- assist ministries to become more effective and efficient
- create order out of organizational chaos
- manage or coordinate a variety of responsibilities to accomplish a task
- organize people, tasks, or events.

(See also Leadership)

1 Corinthians 12:28-31

Luke 14:28-30

Apostle

Apostle (Leadership Gift) - The special ability God gives to some to exercise general leadership or oversight over a number of churches with an authority in spiritual matters, which is readily recognized. In the strict sense this gift was confined to the twelve apostles. The New Testament does, however, give this title to a number of others, e.g. Romans 16:7 and Acts 14:14. It is the gift whereby the Spirit appoints certain Christians to lead, inspire, and develop the churches of God by the proclamation and the teaching of true doctrine.

The divine ability to start and oversee the development of new churches or ministry structures.

People with this gift:

- pioneer and establish new ministries or churches
- adapt to different surroundings by being culturally sensitive and aware
- desire to minister to unreached people in other communities or countries
- have responsibilities to oversee ministries or groups of churches
- demonstrate authority and vision for the mission of the church.

1 Corinthians 12:28-31

Ephesians 4:11-16
 2 Corinthians 12:12
 Matthew 10:1-8
 Acts 2:42-44

Craftsmanship / Artist

Craftsmanship / Artist - The gift that gives the believer the skill to create artistic expressions that produce a spiritual response of strength and inspiration. Skilled Craft - the gift that enables a believer to create, build, maintain, or repair items used within the church.

The divine enablement to creatively design and/or construct items to be used for ministry or the divine enablement to communicate God's truth through a variety of art forms.

People with this gift:

- work with wood, cloth, paint, metal, glass, and other raw materials
- make things which increase the effectiveness of other's ministries
- design and build tangible items and resources for ministry use
- work with different kinds of tools and are skilled with their hands
- use the arts to communicate God's truth
- develop and use artistic skills such as drama, writing, art, music, dance, etc.
- use variety and creativity to captivate people and cause them to consider Christ's message
- challenge people's perspective of God through various forms of the arts
- demonstrate fresh ways to express the Lord's ministry and message.

Exodus 28:3-4
 Exodus 31:1-11
 Exodus 35:30-35

Encouragement

Encouragement (Speaking Gift) - The special ability God gives some to offer comfort, words of encouragement, hope, and reassurance to discouraged, weak, or troubled Christians in such a way that they are consoled.

People with this gift:

- come to the side of those who are discouraged to reassure them and give them hope
- emphasize God's promises and confidence in his will.

(See also Exhortation)

Romans 12:6-8
 Titus 1:9
 Acts 11:23-24
 Acts 14:21-22
 1 Thessalonians 2:11-12
 1 Thessalonians 5:9-11

Evangelism / Evangelist

Evangelism / Evangelist - The special ability God gives to some to proclaim the Gospel of salvation effectively so that people respond to the promises of Christ through conversion to Christianity.

The divine enablement to effectively communicate the gospel to unbelievers so they respond in faith and move toward discipleship.

People with this gift:

- communicate the message of Christ with clarity and conviction
- seek out opportunities to talk to unbelievers about spiritual matters
- challenge unbelievers to faith and to become fully devoted followers of Christ
- adapt their presentation of the gospel to connect with the individual's needs
- seek opportunities to build relationships with unbelievers.

Ephesians 4:11-16

Matthew 28:16-20

Acts 2:36-40

Acts 8:5-6

Acts 14:21

Acts 8:26-40

2 Timothy 4:5

Discernment

In I Corinthians 12:10 it says, “and to another distinguishing between spirits” (NIV)

Discernment means to be able to distinguish between right and wrong, good and evil. It is having a logical, judicial ability to think through issues. It is the ability to “discern” whether a saying, teaching, doctrine, written word, or event is good or evil; true or false; and if the source, meaning or intentions are of God, the person or Satanic deception. There is an ability to “read between the lines” and get to the truth of an issue. The “gut” tells them when something doesn’t seem to be right. There is an urgency to pray and ask for wisdom.

Benefits: Spiritual battle, whether in a small group or the church, is a serious concern and discernment is a valuable asset to have. This gift can help guide the church both in more ordinary decisions or deeper spiritual issues.

Pitfalls: There is a temptation to always be “right”; not admit when there has been a mistake. Pride could prevent a humble spirit in the use of the gift. It could be tempting to misuse the trust that someone places in your judgment and use the gift for personal gain or to hurt someone. Finally, it is easy to trust in personal judgment and not consult God, thus being deceived yourself.

Ministry Opportunities: This gift could be used in helping; settle disputes; counseling; spiritual warfare; or assisting church leadership with decisions. This gift can be used in counseling with addictions and low self esteem where deception is sometimes used as a coping mechanism.

Exhortation

Exhortation (Speaking Gift) - The special ability God gives some to help strengthen weak, faltering, and fainthearted Christians in such a way that they are motivated to be all God wants them to be.

The ability to help others reach their full potential by means of encouraging, challenging, comforting, and guiding.

The divine enablement to present truth so as to strengthen or urge to action those who are discouraged or wavering in their faith.

People with this gift:

- come to the side of those who are weak in spirit to strengthen them
- challenge or confront others to trust and hope in the promises of God
- urge others to action by applying Biblical truth
- offers advise, an outline for a solution, or a program for progress
- motivates others to grow.

(see also Encouragement)

1 Timothy 5:1-2

Hebrews 3:13 (King James Version)

Hebrews 13:22

1 Thessalonians 5:14 (King James version)

Faith

Faith - The special conviction God gives to some to be firmly persuaded of God's power and promises to accomplish His will and purpose and to display such a confidence in Him and His Word that circumstances and obstacles do not shake that conviction.

The divine enablement to act on God's promises with confidence and unwavering belief in God's ability to fulfill his purposes.

People with this gift:

- believe the promises of God and inspire others to do the same
- act in complete confidence of God's ability to overcome obstacles
- demonstrate an attitude of trust in God's will and his promises
- advance the cause of Christ because they go forward when others will not
- ask God for what is needed and trust him for his provision.

1 Corinthians 12:7-11

Mark 5:25-34

Acts 27:21-25

Hebrews 11

Romans 4:18-21

Giving

Giving (Serving Gift) - The gift that enables a believer to recognize God's blessings and to respond to those blessings by generously, sacrificially, and cheerfully giving of one's resources (time, talent, and treasure) without thought of return.

The divine enablement to contribute money and resources to the work of the Lord with cheerfulness and liberality. People with this gift do not ask, "How much money do I need to give to God?" but "How much money do I need to live on?"

People with this gift:

- manage their finances and limit their lifestyle in order to give as much of their resources as possible
- support the work of ministry with sacrificial gifts to advance the Kingdom
- meet tangible needs that enable spiritual growth to occur
- provide resources, generously and cheerfully, trusting God for His provision
- may have a special ability to make money so that they may use it to further God's work.

Romans 12:6-8

2 Corinthians 9:6-15

2 Corinthians 8:2-5

Mark 12:41-44

Matthew 6:3-4

Helps / Serving

Helps / Serving (Serving Gift) - The gift that enables a believer to work gladly behind the scenes in order that God's work is fulfilled. The special ability God gives to some to serve the church in a supporting role or to invest their talents in the life and ministry of other members of the body enabling them to increase their effectiveness.

The divine enablement to accomplish practical and necessary tasks which free-up, support, and meet the needs of others.

People with this gift:

- serve behind the scenes whenever needed to support the gifts and ministries of others (without having to be asked)
- see the tangible and practical things to be done and enjoy doing them
- sense God's purpose and pleasure in meeting every day responsibilities
- attach spiritual value to practical service

- enjoy knowing that they are freeing up others to do what God has called them to do.
- would rather do a job than find someone else to do it.

1 Corinthians 12:28-31

Romans 16:1-2

Acts 9:36

Mark 15:40-41

Galatians 6:2

Romans 12:6-8

1 Peter 4:11

Philippians 2:19-23

Luke 22:24-27

John 13:14

Hospitality

Hospitality (Serving Gift) - The special ability God gives to some to provide an open home and warm welcome to those in need of food, lodging, and fellowship. It involves a readiness to invite strangers to your home (or church) for the sake of the Gospel.

The divine enablement to care for people by providing fellowship, food, and shelter.

People with this gift:

- provide an environment where people feel valued and cared for
- meet new people and help them to feel welcomed
- create a safe and comfortable setting where relationships can develop
- seek ways to connect people together into meaningful relationships
- set people at ease in unfamiliar surroundings.

1 Peter 4:9-10

Romans 12:9-13

Acts 16:14-15

Luke 10:38

Hebrews 13:1-2

Intercession / Prayer

Intercession / Prayer (Serving Gift) - The special ability God gives to some to pray for extended periods of time on a regular basis and see frequent and specific answers to their prayers to a degree much greater than that which is expected of the average Christian.

The divine enablement to consistently pray on behalf of and for others, seeing frequent and specific results.

People with this gift:

- feel compelled to earnestly pray on behalf of someone or some cause

- have a daily awareness of the spiritual battles being waged and pray
- are convinced God moves in direct response to prayer
- pray in response to the leading of the spirit, whether they understand it or not
- exercise authority and power for the protection of others and the equipping of them to serve.

Ephesians 6:18
 1 Timothy 2:1-2
 1 Kings 13:6
 Luke 11:1-10
 Matthew 6:6-15
 Mark 11:22-25
 James 5:14-16
 Colossians 4:12-13
 1 Thessalonians 3:10

Knowledge

Knowledge (Speaking Gift) - The special gift whereby the Spirit enables certain Christians to understand in an exceptional way the great truths of God's Word and to make them relevant to specific situations in the church. Also, the desire to seek out and learn as much about the Bible as possible through gathering much information and the analysis of that data.

The divine enablement to bring truth to the body through a revelation or Biblical insight.

People with this gift:

- receive truth which enables them to better serve the body
- search the scriptures for insight, understanding, and truth
- gain knowledge which at times was not attained by natural means
- have an unusual insight or understanding that serves the church
- organize information for teaching and practical use.

(See also Wisdom)

1 Corinthians 12:7-11
 2 Chronicles 1:7-12
 Colossians 2:2-3
 2 Corinthians 11:6
 Daniel 2:20-21
 Proverbs 2:6
 Proverbs 9:10
 Psalms 119:66
 Jeremiah 3:15

Leadership

Leadership (Serving Gift) - The special ability God gives to some to set goals in accordance with God's purpose and to communicate these goals to others in such a way that they voluntarily and harmoniously work together to accomplish these goals for the glory of God.

The divine enablement to cast vision, motivate, and direct people to harmoniously accomplish the purposes of God.

People with this gift:

- provide direction for God's people or ministry
- motivate others to perform to the best of their abilities
- present the "big picture" for others to see
- model the values of the ministry
- take responsibility and establish goals.

(See also Administration)

Romans 12:6-8

Hebrews 13:7

Hebrews 13:17

Mercy / Compassion

Mercy / Compassion (Serving Gift) - The special gift whereby the Spirit enables certain Christians to feel exceptional empathy and compassion for those who are suffering (physically, mentally, or emotionally) so as to feel genuine sympathy for their misery, speaking words of compassion, but more so caring for them with acts of love that help alleviate their distress.

The divine enablement to cheerfully and practically help those who are suffering or are in need by putting compassion into action.

People with this gift:

- focus upon alleviating the sources of pain or discomfort in suffering people
- address the needs of the lonely and forgotten
- express love, grace, and dignity to those facing hardships and crisis
- serve in difficult or unsightly circumstances and do so cheerfully
- concern themselves with individual or social issues that oppress people.

Romans 12:6-8

Luke 7:12-15

Luke 10:30-37

Matthew 20:29-34

Matthew 25:34-40

Mark 9:41

Matthew 5:7

Music

Music - The gift that gives a believer the capability to present personal witness and inspiration to others through instrumental music, singing, or dancing.

The special gift whereby the Spirit enables certain Christians to praise God through music in such a way as to enhance the worship experience of other believers. It gives the believer the desire and capability to express personal faith and provide inspiration and comfort through the playing of a musical instrument, singing, or dancing. The spiritual aspect of the gift is revealed as the gift bearer gives witness to love and praise for the Lord, and thus glorifies God. Those listening or watching become inspired to feel the presence and majesty of God when music, song, or dance uplifts their soul in a manner that brings them closer to their Lord.

People with this gift:

- sing or play a musical instrument quite well, and enjoy it
- have special joy singing praises to God, either alone or with other people
- feel secure in the fact that their musical ability will be of benefit to other people with whom they come in contact
- can use their musical ability to help and inspire others to worship God
- see that their singing or instrument playing is a spiritual encouragement for others.

1 Samuel 16:14-23

1 Corinthians 14:26

Psalm 33:1-3

Psalm 96:1-2

Psalm 100:1-2

Psalm 149:3

Psalm 150:1-6

Colossians 3:16

2 Chronicles 5:12-13

2 Samuel 6:14-15

Pastor / Shepherd

Pastor / Shepherd - The special ability God gives to some to assume a long-term personal responsibility for leadership and the spiritual care, protection, guidance, and feeding (teaching) of a group of believers.

The divine enablement to nurture, care for, and guide people toward on-going spiritual maturity and becoming like Christ.

People with this gift:

- take responsibility to nurture the whole person in their walk with God
- provide guidance and oversight to a group of God's people
- model with their life what it means to be a fully devoted follower of Jesus
- establish trust and confidence through long-term relationships
- lead and protect those within their span of care.

John 10:1-16

Acts 20:28

Ephesians 4:11-15

1 Timothy 3:1-7

2 Timothy 4:1-2
 1 Timothy 4:11-16
 1 Peter 5:1-4

Prophet / Prophecy

The special ability God gives to some to proclaim the Word of God with clarity and to apply it fearlessly with a view to the strengthening, encouragement, and comfort of believers and the convincing of unbelievers. The special gift whereby the Spirit empowers certain Christians to interpret and apply God's revelation in a given situation.

The divine enablement to reveal truth and proclaim it in a timely and relevant manner for understanding, correction, repentance, or edification. There may be immediate or future implications.

People with this gift:

- expose sin or deception in others for the purpose of reconciliation
- speak a timely word from God causing conviction, repentance, and edification
- see truth that others often fail to see and challenge them to respond
- warn of God's immediate or future judgment if there is no repentance
- understand God's heart and mind through experiences He takes them through.

1 Corinthians 12:7-11
 Romans 12:6-8
 Ephesians 4:11-13
 1 Corinthians 12:28-31
 Deuteronomy 18:18-22
 1 Corinthians 14:1-5
 1 Corinthians 14:24-25
 1 Corinthians 14:30-33
 1 Corinthians 14:37-40

Teaching / Teacher

Teaching / Teacher - The special ability God gives to some to explain the truths of the Word of God clearly and to apply them effectively so that those taught understand and learn. To instruct others in the Bible in a logical and systematic way so as to communicate pertinent information for true understanding and growth.

The divine enablement to understand, clearly explain, and apply the word of God causing greater Christ-likeness in the lives of listeners.

People with this gift:

- communicate Biblical truth that inspires greater obedience to the word
- challenge listeners simply and practically with the truths of scripture
- focus on changing lives by helping others understand the Bible better

- give attention to detail and accuracy
- prepare through extended times of study and reflection.

Ephesians 4:11-16

Romans 12:6-8

1 Corinthians 12:28-31

Hebrews 5:12-14

Acts 18:24-28

Wisdom

Wisdom (Speaking Gift) - The gift that allows the believer to sort through opinions, facts, and thoughts in order to determine what solution would be best for the individual believer or the community of believers. The ability to apply knowledge to life in such a way as to make spiritual truths quite relevant and practical in proper decision making and daily life situations.

The special ability that God gives to certain members of the body of Christ to know the mind of the Holy Spirit in such a way as to receive insight into how knowledge may best be applied to specific needs arising in the body of Christ.

People with this gift:

- focus on the unseen consequences in determining the next steps to take
- receive an understanding of what is necessary to meet the needs of the body
- provide divinely given solutions in the midst of conflict and confusion
- hear the Spirit provide direction for God's best in a given situation
- apply spiritual truth in specific and practical ways.

(See also Knowledge)

1 Cor. 1:4-9 (NIV) I always thank God for you because of his grace [Greek: *charis*] given you in Christ Jesus. For in him you have been enriched in every way... Therefore you do not lack any spiritual gift [*charisma*] as you eagerly wait for our Lord Jesus Christ to be revealed. He will keep you strong to the end, so that you will be blameless on the day of our Lord Jesus Christ. God, who has called you into fellowship with his Son Jesus Christ our Lord, is faithful.

1 Cor 14:12 (RSV) ...Since you are eager for manifestations of the Spirit, strive to excel in building up the church.

1 Tim. 4:14 (NIV) Do not neglect your gift...

Desire the Gifts of the Spirit!

1 Cor 12:29-31 (Phillips) As we look at the body of Christ do we find all are his messengers, all are preachers, or all teachers? Do we find all wielders of spiritual power, all able to heal, all able to speak with tongues, or all able to interpret the tongues, you should *set your hearts on the best spiritual gifts*.

1 Cor 14:12 (Jerusalem) ...Since you aspire to spiritual gifts, concentrate on those which will grow to benefit the community.

1 Cor 12:31 (NIV) ...Eagerly desire the greater gifts.

GIFT INVENTORY TEST (*see instructions on p. 2 and place responses on page 21*)

1. I feel empowered to stand alone for Christ in a hostile, unbelieving environment.
2. Often I have a burning desire to speak God's word when I know it will not be well received.
3. I seem to have insight on when people are ready to give their lives to Christ.
4. God has shown me sources of sound teaching and rich fellowship, and I guide people to such.
5. I love to meditate on the patterns of God and His ways, and speak to others of such things.
6. I enjoy serving others so that they, in turn, may perform their ministries.
7. I can identify with weakness and temptation so as to encourage people to repent and believe.
8. When I give to others, they do not feel as if they owe me anything.
9. Other Christians have imitated me when I have led the way in serving the needs of others.
10. I often am overcome with emotion for the person I am praying for.
11. I have special joy singing praises to God either alone or with other people.
12. There is great joy in having people in my home.
13. I find that the repair and maintenance of things in my environment come easily to me.
14. I seem to recognize prayer needs before others.
15. Sometimes God gives me an insight into the proper course of action others should take.
16. I easily get "the big picture" when studying an area of knowledge.
17. I have an extraordinary confidence in God and an ability to embolden others.
18. I usually detect spiritual truth from spiritual error before fellow-believers.
19. The Spirit often leads me to do a favor for someone that touches them deeply.
20. I can serve others by organizing and harnessing their gifts to solve a particular problem.
21. I often think that God is calling me to be a missionary.
22. My words often bring conviction to others, leading to repentance.
23. I find it easy to ask people to believe in and commit to Christ
24. I tend to be patient with Christians who are making slow spiritual progress.
25. I think it is very important to use words accurately and in context.

26. I believe my ministry in life is to be humbled before men by being obedient in service.
27. I have a special gift of helping others get "reset" emotionally, mentally, and spiritually.
28. I believe God has given me the ability to make and share money.
29. I am willing to "go first" when it comes to meeting the needs of others.
30. I believe that God wants to reach out to people by using me to share in their suffering.
31. God has given me the ability to play a musical instrument and I enjoy it.
32. I do not feel uncomfortable when people drop in unexpectedly.
33. I have enjoyed creating various kinds of arts and/or crafts.
34. Prayer is one of my favorite spiritual exercises.
35. Other Christians seek my advice when they are uncertain of their direction.
36. I can take in, retain and recall large amounts of information.
37. I am not moved from my personal belief in the truth by ridicule, apparent failure, or pain.
38. God has often used me to encourage others to accept difficult, but biblical teaching.
39. People often try to give me glory for helping them, which I am able to direct to God.
40. I can recognize talents and gifts in others, and find ways of using these for God.
41. I desire to learn another language, culture, or religion so that I could be a better witness.
42. Ridicule or rejection for speaking forth the truth, by family or friends, does not effect me.
43. I tend to conclude my vocal witness with an appeal for others to become Christians.
44. I want to be in unity with other mature believers to earnestly seek God's will for the body.
45. I get troubled by "testimonies" which contain false teaching or unsound advice.
46. I often recognize ways that I can minister to others indirectly without speaking or teaching.
47. I can challenge others without making them feel condemned.
48. I have strongly sensed the Spirit leading me to give money to a specific person or cause.
49. Obeying Christ *now* is my passion in life. It is not about mere words, but deeds.
50. Sometimes God gives me a taste of other people's pain.
51. Leading others in singing songs of praise to God or for pure enjoyment is personally satisfying.
52. People seem to feel very comfortable in my home.
53. I like to create things with my hands.
54. God consistently answers my prayers in tangible ways.
55. God uses me to dispel confusion about God's will with supernatural insight.

56. I am an eager learner, love to discuss and think about ideas, and enjoy the academic world.
57. I am totally convinced God will fulfill his word even if He is not doing so yet.
58. I often sense when people are moved by the Holy Spirit, evil spirits, or by their own flesh.
59. In the church, I gravitate to undone work, even if unpopular.
60. People often look to me for guidance in coordination, organization, and ministry opportunities.
61. Strange customs, cultures, and unusual behavior don't offend me or my faith.
62. I love to find creative ways to confront people with the truth of God.
63. I minister better to the spiritually "unborn" than baby, adolescent, or mature believers.
64. God has shown fruit in my life in the effective discipling of other believers.
65. I love to learn Biblical principles from my studies and then share them with others.
66. I don't mind helping others even if they are not deserving or if they take advantage of me.
67. People will take correction from me because they know I am on their side.
68. I strive to seek ways to give to others without calling attention to myself.
69. God has given me an ability to "rally the troops" in giving aid to others.
70. Sometimes I feel so much love for others that I am at a loss for words.
71. I have enjoyed being involved with Church, school and/or local musical productions.
72. When missionaries come to our church I (would) like to have them come to my home.
73. I see that the results of my working with various objects in God's creation help to improve and beautify that which other people have not seen nor developed.
74. I faithfully pray for others recognizing that their effectiveness and total well-being depends on God's answer to prayers.
75. My advice to others has led them into mature Christian living.
76. I am often more idea-oriented than people-oriented.
77. I seem to be less "shakable" than most Christians.
78. I sometimes get the sense that what I am reading or hearing is divinely inspired.
79. God often supernaturally enhances my service to others.
80. I have a knack for getting people together in the body of Christ, and enjoy doing this.
81. I have a deep understanding of the Gospel, and I want to tell others about the good news.
82. I am more interested in saying the right thing than making people feel good.
83. I'm troubled when salvation is not emphasized.

84. I feel that I am responsible to help protect weak Christians from dangerous influences.
85. I reflect on my own life so that I can learn to help others to grow and know what to expect.
86. I would rather work in secret than have my work recognized publicly.
87. The Spirit gives me the ability to call forth the best that is in others.
88. Everything I own is Christ's, and this is no secret among the brethren.
89. I can motivate others to obey Christ by the living testimony of my life.
90. I have a desire to visit prisons and rest-homes in order to minister comfort and hope.
91. I feel secure in the fact that my musical ability will be of benefit to other people with whom I come in contact.
92. People seem to enjoy coming to my house.
93. There is pleasure in drawing, designing and/or painting various objects.
94. I find myself praying when I possibly should be doing other things
95. God uses me to bring clarity to other believers when they are uncertain what to do.
96. I am bored with small talk and gossip.
97. My hope in God, against all odds, is inspiring to others.
98. God has used me to warn others of the danger of a certain teaching.
99. I cannot stand idly by while things go undone.
100. People come to me when they need help in desperate situations and I know people who can help.

The next column of questions is a self-rating of God-placed desires to exercise a particular gift. Dreams and desires can be useful clues to the reality of a latent gift. Rate your relative agreement from 0 to 5.

101. I dream of being a missionary to some group of people who have never heard the gospel.
102. I dream of God speaking through me in a powerful way.
103. I dream of winning many souls to Christ.
104. I dream of myself and other leaders working together in unity, love, sound doctrine, and mutual submission.
105. I dream of teaching God's Word so as to help others in the way of faith.
106. I dream that I will experience the presence of God by serving others.
107. I dream of speaking words of hope that God will confirm in others by the Holy Spirit.
108. I dream of being used of God to meet someone's financial or material need.

109. I dream of being first to lead the way in finding new ways to minister to others.
110. I dream that God will use my emotions to feel His feelings for others.
111. I dream of being used by God to lead others in worship of Him.
112. I dream that God will use me increasingly to open my home for ministry.
113. I dream of praising God by improving the attractiveness of our church building.
114. I dream of seeing God provide supernatural answers to intercessory prayer.
115. I dream of being used of God to help people know what God's will is.
116. I dream that God will give me the Biblical insight needed to provide perspective in time of need.
117. I dream that I will be stronger than others when persecution comes.
118. I dream that I could help those who are confused about teachings, spirits, and events.
119. I dream that God would anoint my every move as I give help to others.
120. I dream of coordinating the gifts of others so that they will be at their best in Christ.

What gifts are lacking among the believers you know? You may be surprised at how differently people perceive these needs. This can be a useful clue as to what problems God wants to solve by the Holy Spirit giving you grace. What need has God put on your heart to meet? Rate from 0 to 5 the relative intensity of need in the Body of Christ from your perspective.

121. We need more people to take what we have and go out as missionaries.
122. We need more prophets in the Church to preach against sin and of the coming judgment.
123. We aren't spending enough time trying to win souls to Christ.
124. We need more people who are willing to take care of the spiritually newborn and young.
125. We need more and better teaching.
126. We lack people willing to be humble and serve the brethren and outsiders.
127. We need more exhortation and encouragement to do the right things.
128. We have un-met, real financial or material needs among us.
129. We need someone to take the first step in starting a new initiative to help others.
130. We lack compassion for the hurts, pains, and struggles of people.
131. We need more believers with the true gift of music in the Church.
132. We need more people who are willing to have people in their home for ministry on short notice.
133. We need more people who are willing to help make the church building beautiful.

134. We need more people who are willing to spend much time in prayer about the Lord's purposes for our church.
135. We need wisdom from above to know what God would have us do next.
136. We need the gift of knowledge to make up for our deficiencies in understanding God's purposes.
137. We need more examples of faith that have stood the test of adversity.
138. We lack discernment in identifying unclean spirits, the flesh, and false teaching.
139. We need to stop talking and start really helping people in practical ways.
140. We need someone to direct the spiritual gifts of our group more effectively.

For this inventory to be valid, do not respond on the basis of what you think you ought to say, but rather on the basis of your interest and experience. Do not let modesty hinder you from answering honestly.

- 0 - The statement is not relevant to my experience, or not true of me
- 1 - Not quite zero, but close
- 2 - Only a slight response
- 3 - Medium or moderate response
- 4 - Greater than average response
- 5 - Strong agreement with statement

					I Dream Of	We Need	Spiritual Gift	Totals
1	21	41	61	81	101	121	A	
2	22	42	62	82	102	122	B	
3	23	43	63	83	103	123	C	
4	24	44	64	84	104	124	D	
5	25	45	65	85	105	125	E	
6	26	46	66	86	106	126	F	
7	27	47	67	87	107	127	G	
8	28	48	68	88	108	128	H	
9	29	49	69	89	109	129	I	
10	30	50	70	90	110	130	J	
11	31	51	71	91	111	131	K	
12	32	52	72	92	112	132	L	
13	33	53	73	93	113	133	M	
14	34	54	74	94	114	134	N	
15	35	55	75	95	115	135	O	
16	36	56	76	96	116	136	P	

17	37	57	77	97	117	137	Q	
18	38	58	78	98	118	138	R	
19	39	59	79	99	119	139	S	
20	40	60	80	100	120	140	T	

After responding to all of the statements, look at the Key on the next page. Now Type into the specific spiritual gift next to the appropriate letter.

Next, add the scores in each horizontal line and place total in the far right column. Since some people tend to respond more conservatively than others, the important thing is the relative scores. Highlight or check the *five highest gifts*, taking note of the highest value.

Rom. 12:6 (NEB) The gifts [*charisma*] we possess differ as they are allotted to us by God's grace [*charis*], and must be exercised accordingly.

1 Peter 4:10 (TEB) Each one, as a good manager of God's different gifts, must use for the good of others *the special gift* he has received from God.

2 Tim. 1:6 (NIV) For this reason I remind you to fan into flame the gift of God...

Luke 19:12-27 (Read from the NIV the parable of the talents)

The gift definitions and questions in the Spiritual Gifts Inventory are based in part on K. C. Kinghorn's *Discovering your Spiritual Gifts*, A. Jordan's *Spiritual Gift's Outline*. The gift table and test format are derived from Kinghorn's *Gifts of the Spirit*.

A = Apostleship, **B** = Prophecy, **C** = Evangelism, **D** = Shepherding, **E** = Teaching, **F** = Serving, **G**= Exhortation, **H** = Giving, **I** = Leadership, **J** = Compassion/Mercy, **K** = Music, **L** = Hospitality, **M** = Craftsmanship, **N** = Intercession, **O** = Wisdom, **P** = Knowledge, **Q** = Faith, **R** = Discernment, **S** = Helps, **T** = Administration.

Ministry Passion Assessment

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

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

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

Name	Gift(s) Admired
_____	_____
_____	_____
_____	_____

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

Name	Gift(s) and Ministry(s)
_____	_____
_____	_____
_____	_____

My Desires: (Principle: a restless, growing desire or burden may indicate a gift).

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

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

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

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

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

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

Ministry

Gifts Required

Ministries of the Normal Evangelical Presbyterian Church

- Call on the sick -
- Call on the elderly once every _____
- Administration/Planning -
- Teach the Wednesday night program-
- Teach catechism - High school
- Teach catechism - Junior high -
- Teach catechism - Elementary -
- Call on new families in the community -
- Equip God's people for works of service -
- Seek out/train people with potential for spiritual leadership -

- Give leadership to the prayer ministry of the church -
- Visit membership of the congregation once a _____.
- Regularly attend Presbytery and serve on committees -
- Serve on committees of the denomination -
- Counsel members of the congregation -
- Counsel members of the community- -
- Participate in conducting inquirers/new members classes -
- Attend church's task force groups -
- Work with the church's youth groups -
- Teach in Sunday school -
- Participate in community social concern programs.
- Be active in community organization(s) -
- Visit the unchurched and unconverted in the community.
- Coordinate follow-up calling on church visitors-
- Prepare the weekly bulletins and announcements -
- Meet with the elders and deacons at the regular meetings-
- Be responsible for the details involved in the administration of the sacraments.
- Maintain weekly worship service and S.S. attendance records -
- Maintain church membership records -
- Prepare a yearly membership & "friends of the church" directory
- Be involved in the promotion of church programs to members and outside community.
- Provide leadership and modeling to members in witness and outreach.
- Supervise the use of the church's property and equipment.
- Watch for and act on needs for discipline -
- Administer the finances of the church
- Assist in the preparation of the yearly church budget.
- Encourage members in good stewardship (time, possessions, talents)
- Assist in greeting before Sunday services-
- Assist in ushering -
- Equip God's people for works of service in ministry and mission

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

A Representative List of Ministries within Evangelical Churches

MINISTRIES

CORRESPONDING SPIRITUAL GIFTS

WORSHIP SERVICES

Audio Video Technician	helps, service
Bell Choir Director	teaching, leadership, administration, exhortation
Bell Choir Member	service, helps
Choir Director	teaching, leadership, administration, exhortation
Choir Member	service, helps
Communion Preparer	helps, administration, service
Graded Choirs Coordinator	leadership, administration, service
Greeter	hospitality, service, helps, exhortation, evangelism
Head Usher exhortation	leadership, administration, service, helps, hospitality,
Instrumentalist	service, helps
Music Librarian	administration, service, helps

Orchestra/Band Director	teaching, leadership, administration, exhortation
Overhead Projectionist	helps, service
Parking Attendant	service, helps, hospitality
Worship/Ensemble Singer	service, exhortation, helps
Worship Leader	leadership, exhortation, faith, teaching, administration, discernment
Usher	service, helps, hospitality, exhortation

CHILDREN'S/YOUTH MINISTRY:

Bible Club Assistant	service, exhortation, helps, teaching, pastoring
Bible Club Coordinator	leadership, administration, exhortation, teaching, faith
Bible Club Guide	teaching, pastoring, exhortation, leadership, evangelism, service
Children's Church Leader	teaching, leadership, pastoring, exhortation, service
Nursery Worker	helps, service, mercy
Summer Camp Counselor	teaching, exhortation, evangelism, service, leadership
Summer Camp Director	leadership, administration, teaching, exhortation, evangelism, service
Sunday School Coordinator	administration, leadership, exhortation, wisdom, teaching, knowledge
Sunday School Teacher	teaching, pastoring, exhortation
Sunday School Substitute Teacher	teaching, service, exhortation
VBS Coordinator	exhortation, leadership, administration, wisdom, knowledge, teaching
VBS Teacher	teaching, exhortation, evangelism
VBS Arts & Crafts Coordinator	teaching, leadership, administration, helps, exhortation
VBS Snack Coordinator	administration, hospitality, helps

Youth Leader	pastoring, teaching, exhortation, leadership, administration, evangelism, service
Youth Sponsor	helps, service, administration, exhortation, hospitality
Youth Worker	exhortation, service, leadership, evangelism, pastoring, teaching
ADULT MINISTRIES:	
Adopt a Grandparent Program Coordinator	leadership, administration, exhortation, mercy, pastoring, helps
Adult Education Committee Member	administration, discernment, wisdom, knowledge, teaching
Adult Education Teacher	teaching, knowledge, exhortation, wisdom
Men's Ministry Coordinator	leadership, exhortation, administration
Singles Ministry Coordinator	leadership, administration, exhortation, pastoring, faith
Small Group Coordinator	leadership, administration, exhortation, pastoring
Small Group Leader	pastoring, leadership, exhortation, teaching, hospitality
Spiritual Gifts Advisor	exhortation, wisdom, administration, knowledge
Spiritual Gifts Coordinator	leadership, wisdom, administration, exhortation
Spiritual Gifts Administrative Assistant	administration, helps, wisdom, service
Spiritual Gifts Data Entry Administration	administration, helps, service
Women's Ministry Coordinator	administration, exhortation, intercession, teaching, pastoring, wisdom
Young Couples Coordinator	leadership, administration, exhortation, evangelism, pastoring

PASTORAL CARE:

Elder	pastor-teacher, service, wisdom, knowledge, faith, exhortation, discernment, helps, mercy, leadership, administration
Deacon	service, wisdom, knowledge, faith, exhortation, discernment, helps, mercy, leadership, administration
Friends Feeding Friends Coordinator	leadership, administration, exhortation, hospitality, service
Friends Feeding Friends Meal Preparer	helps, mercy, service
Friends Feeding Friends Server	hospitality, mercy, service
Hospital Visitation	mercy, exhortation, helps, service, pastoring, evangelism
Hospital Visitation Coordinator	administration, exhortation, leadership, mercy, service, pastoring, evangelism
Intercessory Prayer Group Coordinator	pastoring, faith, wisdom, exhortation, leadership, intercession, administration
Intercessory Prayer Group Member	faith, intercession
Prayer Force Phone Coordinator	administration, service, mercy, faith, intercession, exhortation
Prayer Force Phone Member	faith, discernment, intercession, service, mercy, administration
Pre-Marital Counselor	exhortation, wisdom, mercy, evangelism, discernment, hospitality, pastoring
Prison/Jail Visitation	mercy, exhortation, helps, service, pastoring, evangelism, discernment
Shut-in Visitation	mercy, exhortation, helps, service, pastoring
Shut-in Visitation Coordinator	administration, pastoring, exhortation, leadership, mercy, helps, service
Stephen Minister	pastoring, evangelism, wisdom, mercy, exhortation, discernment, knowledge
Telecare Coordinator	administration, leadership, pastoring, exhortation,

mercy, helps, service

Telecare Member mercy, exhortation, helps, service, pastoring

OUTREACH:

Correspondent to Missionaries helps, missionary, exhortation

Evangelism Committee Chair evangelism, leadership, administration, faith, exhortation

Evangelism Committee Member evangelism, helps, administration, wisdom

Evangelism Team Leader leadership, evangelism, exhortation, discernment, faith

Evangelism Team Member evangelism, exhortation, missionary

Evangelistic Bible Study Leader evangelism, teaching, exhortation, knowledge, discernment

Evangelistic Bible Study Host hospitality, pastoring, helps

Foreign Exchange Student Host hospitality, missionary, evangelism, exhortation

Friend to International Student evangelism, missionary, service, hospitality, exhortation

Information Booth Coordinator helps, administration, leadership, hospitality, exhortation

Information Booth Worker helps, hospitality, exhortation, evangelism

Media Ministry Coordinator leadership, administration, service, evangelism

Media Ministry Member service, helps, administration

Missions Committee Chairperson leadership, administration, faith, knowledge, missionary

Missions Committee Member service, missionary, wisdom

Project Share Coordinator administration, service, leadership, mercy

Project Share Cook helps, service

Project Share Server hospitality, service, mercy

Servant Outreach Services service, helps, mercy

ADMINISTRATIVE/SUPPORT:

Activities Coordinator	administration, leadership, exhortation, service, helps
Coffeetime Host/Hostess	hospitality, helps, service
Cook	helps, service
Finance/Management Com. Chair	leadership, administration, wisdom, giving
Finance/Management Committee Member	wisdom, giving, service, administration
Kitchen Coordinator	administration, leadership, service, helps, exhortation
Landscaping Supervisor	leadership, service, exhortation
Landscaping Worker	service, helps
Office Assistant	service, helps, administration
Publicity Facilitator	administration, service, helps
Refreshment Coordinator	administration, service, helps, exhortation
Secretary/Treasurer	administration, service, helps
Sports Director/Coordinator	administration, leadership, service, exhortation, wisdom
Sports Ministry Coach	exhortation, leadership, evangelism
Staff Relations Committee Chairman	leadership, administration, wisdom, exhortation, discernment

Websites to Aid in Developing Your Divine Design Statement

If any of these website URL's take you to a non-functioning page, use the base address and then look on that main page for links to the material I've described.

Spiritual Gift Analysis

http://elmertowns.com/spiritual_gifts_test

Elmer Towns Gift Inventory

Websites for Temperament Analysis

http://www.kolbe.com/	Kolbe Personality System
http://www.cpp-db.com/	Myers-Briggs materials
http://www.personalitytype.com	Personality and vocational direction

Secular Career Testing Sites

Be discerning about the underlying world and life philosophies of these sites

The World-of-Work map helps you to pinpoint a career category based on whether you prefer people or things, data or ideas: <http://www.act.org/wwm/index.html>

They also offer a Career Planning Survey <http://www.act.org/cps/index.html>

The test called CareerXact takes 30 minutes: <http://www.careerxact.com/>

Another free online test that is much shorter can be found here:
<http://www.myfuture.com/career/interest.html>

Google Directory lists dozens of web sites that provide similar reports for a fee:
http://directory.google.com/Top/Business/Employment/Careers/Skill_and_Personality_Assessment/

Here are some which have a sample report to view:
JVIS: <http://jvis.com/report/default.htm>

JobShark: <http://www.jobshark-profile.com/>

CareerStep: <http://www.hresolutions.com/careerstep/Sample.htm>

SDS: <http://www.self-directed-search.com/sdsreprt.html>

Myers-Briggs Personality Inventory

You can take the inventory that follows or the online inventory at:

<http://www.humanmetrics.com/cgi-win/JTypes2.asp>

1. Each number contains two questions that relate to opposite kinds of behaviors or ministry style traits. Using the scale underneath each set of descriptions, circle the number which best indicates your preferred ways of serving. You may want to circle a number under each

statement if you believe that both descriptions apply to you, but you might want to circle a number under only one side.

2. The numbers on the scale below each set of questions are your shorthand answers and have the following means:

- 1 - Only occasionally true
- 2 - Sometimes true
- 3 - True about half of the time
- 4 - True most of the time
- 5 - Always true for me

3. Always go with your initial response.

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

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

Source of Energy

1. Do you find that your attention flows naturally to the people and things around you?

E-5 4 3 2 1

Or, do you find that whenever possible, you prefer to occupy yourself with your own inner world of thoughts and ideas?

1 2 3 4 5-I

2. Would you characterize yourself as outgoing?

E-5 4 3 2 1

Or, would you describe yourself as basically a reserved person?

1 2 3 4 5-I

3. Is your energy renewed by being with others?

E-5 4 3 2 1

Or, even though you enjoy others' presence, do you find that you need solitude to recharge your batteries?

1 2 3 4 5-I

4. Are you rather easy to get to know?

Or are you reluctant to allow others into your private world?

E-5 4 3 2 1

5. Do you find it easy to think out loud?

1 2 3 4 5-I

Or, do you feel that you need to turn inward in order to collect and organize your thoughts before you speak?

E-5 4 3 2 1

6. Are you rather expressive of your feelings?

1 2 3 4 5-I

Or, do you mostly keep your feelings to yourself?

E-5 4 3 2 1

7. When you are under stress, do you seek the company of others in order to sort things out?

1 2 3 4 5-I

Or, when under stress, do you require a measure of seclusion so that you can pull things together?

E-5 4 3 2 1

8. Do you tend to act first and then think later?

1 2 3 4 5-I

Or, do you tend to reflect and reflect and then eventually get around to action?

E-5 4 3 2 1

1 2 3 4 5-I

Perception

1. Do you depend on your five senses in order to gather data about what's happening?

Or, do you rely more on your intuitions and hunches in order to form impressions about what's going on?

S-5 4 3 2 1

1 2 3 4 5-N

2. Do you prefer straightforward ways of speaking and writing—the more specific and concrete the better?

Or, do you like a speaker or writer to use images and symbols that allow you to engage your own imagination.

S-5 4 3 2 1

1 2 3 4 5-N

3. Are you an observer of tradition, one who does not easily break with custom?

Or, are you able to break with tradition if it seems restrictive and to lay aside customs that seem too cumbersome for a new situation?

S-5 4 3 2 1

1 2 3 4 5-N

4. Does the here and now keep your attention?

Or, are you fascinated by what could be, and find that those possibilities occupy your

S-5 4 3 2 1

5. Do you usually see the “trees” before the “forest”; i.e., details before the big picture?

S-5 4 3 2 1

6. Are you a practical sort of person with a common sense approach to things?

S-5 4 3 2 1

7. If someone hangs a new picture or puts a new plant on the table, will you usually notice it?

S-5 4 3 2 1

8. Are you a steady, dependable kind of person who continues on with a project over the long term?

S-5 4 3 2 1

Decision-Making

1. Are you generally satisfied in basing your decisions on an objective analysis—weighing the pros and cons of a situation logically?

T-5 4 3 2 1

2. Can you usually get on with your job, regardless of relational harmony?

T-5 4 3 2 1

3. Does making a critical evaluation come more naturally for you than speaking a word of praise?

thoughts?

1 2 3 4 5-N

Or, are you a person who often sees the forest before you see the trees; i.e., the big picture before the details?

1 2 3 4 5-N

Or, are you an inventive sort of person with a creative approach to things?

1 2 3 4 5-N

Or, are you often more unobservant of your such things in your surroundings?

1 2 3 4 5-N

Or, do you tend to work by inspiration and find that when your vision for a task fades, so does your energy?

1 2 3 4 5-N

Or, regardless of the pros and cons, your decision will be based on what you feel is valuable to you and to others?

1 2 3 4 5-F

Or, do you find that harmonious relationships are essential for you to function effectively in a situation?

1 2 3 4 5-F

Or, do you prefer to offer a compliment more often than a word of critique.

T-5 4 3 2 1 1 2 3 4 5-F

4. When forced to choose, do you place straightforwardness above tactfulness?

Or, when you are under pressure, do you place tactfulness above straightforwardness?

T-5 4 3 2 1 1 2 3 4 5-F

5. Do you find that your contribution to a group often lies in your ability to help people see objectively?

Or, do you find your contribution to others usually flows from your ability to empathize and to help people stay mindful of other's feelings?

T-5 4 3 2 1 1 2 3 4 5-F

6. In conversation, are you more concise than expressive?

Or, in conversations, are you more expressive than concise?

T-5 4 3 2 1 1 2 3 4 5-F

7. Do you believe that people are more likely to make a wrong move if they go with their heart rather than their head?

Or, that people are more likely to make a wrong move if they go with their head rather than their heart?

T-5 4 3 2 1 1 2 3 4 5-F

8. Are you more fact based, with greater interest in tasks being accomplished than people's feelings?

Or, are you more personal, with greater interest in harmony with people than the task being accomplished?

T-5 4 3 2 1 1 2 3 4 5-F

Lifestyle

1. Do you prefer to plan your work and work your plan?

Or, do you tend to be more unsystematic in your ways.

J-5 4 3 2 1 1 2 3 4 5-P

2. Do your basic contributions to a group often stem from being orderly, planned, and decisive?

Or, are the attributes you bring to a group such things as spontaneity, open mindedness, tolerance and adaptability?

J-5 4 3 2 1 1 2 3 4 5-P

3. Do you enjoy bringing things to completion—
finishing the task?

J-5 4 3 2 1

Or, do you like the feeling of getting new
things started and having many projects going
at the same time?

1 2 3 4 5-P

4. Do you like to get the information you need
and bring things to a conclusion quickly?

J-5 4 3 2 1

Or, do you prefer to wait until you are sure
you've gathered all the information?

1 2 3 4 5-P

5. Are you the sort of person who likes having
standard operating procedures and set routines
for doing things?

J-5 4 3 2 1

Or, do you prefer trying out new and fresh
ways of doing recurring tasks so that you
won't get into a rut?

1 2 3 4 5-P

6. Would the phrase "A place for everything and
everything in its place" be descriptive of your
ministry style?

J-5 4 3 2 1

Or, do you like to leave your schedule open so
that you can respond to new and changing
events?

1 2 3 4 5-P

7. Is it unsettling for you to keep matters up in
the air and undecided?

J-5 4 3 2 1

Or, do you prefer to keep your options open
for as long as possible, so you won't miss
something?

1 2 3 4 5-P

8. Do you prefer to be more task-oriented than
relaxed?

J-5 4 3 2 1

Or, do you prefer to be more relaxed than
task-oriented?

1 2 3 4 5-P

Scoring the Exercise

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

A. Orientation E ___ I ___

B. Perception S ___ N ___

C. Decision-making T ___ F ___

D. Lifestyle J ___ P ___

4. Go back to #3 above and circle the letter in each set that has the higher score. The circled letters suggests your ministry style type.

5. Whenever your scores in a given set are as much as 10 points (or more) apart, your preference is clearer. Less than a 10-point difference means that a strong inclination in one direction contrasted to the other is not indicated by this exercise.

6. Go to the Descriptions of the Myers-Briggs 16 Types beginning on the next page to find a description of your Temperament Type and include in your Divine Design Statement the descriptors that apply to you.

Myers-Briggs Personality Descriptions
(adapted from *LifeKeys* by Kise, Stark, Hirsch)

ISTJ

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

Contribution to the Spiritual Community

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

Leadership Style

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

Common "Confessions

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

Preferred Environment for Service

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

Possible Spiritual Helps

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

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

ISTP

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

Contribution to the Spiritual Community

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

Leadership Style

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

Common "Confessions"

- Allowing spiritual life to be more incidental or accidental
- Finding worship or emotional expression of others awkward or even intimidating

- Not factoring the needs of others into daily living
- Trying to reduce everything to a logical formula

Preferred Environment for Service

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

Possible Spiritual Helps

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

Trap: Isolating self from spiritual community

ESTJ

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

Contribution to the Spiritual Community

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

Leadership Style

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

Preferred Environment for Service

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

Common "Confessions"

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

Possible Spiritual Helps

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

Trap: Doubting the relevance of even having a faith

ESFJ

“For I am not seeking my own good but the good of many, so that they may be saved.”

1 Corinthians 10:33

Contribution to the Spiritual Community

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

Leadership Style

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

Preferred Environment for Service

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

Common "Confessions"

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

Possible Spiritual Helps

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

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

ESTP

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

Contribution to the Spiritual Community

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

Leadership Style

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

Preferred Environment for Service

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

Common "Confessions"

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

Possible Spiritual Helps

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

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

ISFJ

“Pursue righteousness, godliness, faith, love, endurance, gentleness.” 1 Timothy 6:1, NRSV

Contribution to the Spiritual Community

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

Leadership Style

- Encouraging the best from others

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

Preferred Environment for Service

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

Common "Confessions"

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

Possible Spiritual Helps

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

Trap: Deferring too much to the wants of others

ISFP

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

Contribution to the Spiritual Community

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

Leadership Style

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

Preferred Environment for Service

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

Common "Confessions"

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

Possible Spiritual Helps

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

Trap: Not valuing self highly enough

ESFP

“A cheerful heart is good medicine.” Proverbs 17:22

Contribution to the Spiritual Community

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

Leadership Style

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

Preferred Environment for Service

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

Common "Confessions"

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

Possible Spiritual Helps

- Group devotions or study time
- Looking for concrete experiences of God in daily life

- Biblical study for applications to one's own life
- Considering both the positive and negative sides of spiritual offerings

Trap: Trying to please everyone at the same time

INFJ

“Therefore encourage one another and build each other up, just as in fact you are doing.”

1 Thessalonians 5:11

Contribution to the Spiritual Community

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

Leadership Style

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

Preferred Environment for Service

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

Common "Confessions"

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

Possible Spiritual Helps

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

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

INFP

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

Contribution to the Spiritual Community

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

Leadership Style

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

Preferred Environment for Service

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

Common "Confessions"

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

Possible Spiritual Helps

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

Trap: Being entrenched in one's ideals

ENFP

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

Contribution to the Spiritual Community

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

Leadership Style

- Using personal charm and charisma to get others started

- Motivating and encouraging people to do their best
- Advocating for the less fortunate
- Providing ingenious ideas

Preferred Environment for Service

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

Common "Confessions"

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

Possible Spiritual Helps

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

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

ENFJ

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

Contribution to the Spiritual Community

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

Leadership Style

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

Preferred Environment for Service

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

Common "Confessions"

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

Possible Spiritual Helps

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

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

INTJ

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

Contribution to the Spiritual Community

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

Leadership Style

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

Preferred Environment for Service

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

Common "Confessions"

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

Possible Spiritual Helps

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

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

INTP

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

Contribution to the Spiritual Community

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

Leadership Style

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

Preferred Environment for Service

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

Common "Confessions"

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

Possible Spiritual Helps

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

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

ENTP

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

Contribution to the Spiritual Community

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

Leadership Style

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

Preferred Environment for Service

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

Common "Confessions"

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

Possible Spiritual Helps

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

Trap: Competitiveness

ENTJ

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

Contribution to the Spiritual Community

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

Leadership Style

- Taking charge when a strong leader is needed
- Using conceptual models to guide action

- Exhibiting dedication, concentration, confidence
- Standing firm on principles against opposition

Preferred Environment for Service

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

Common "Confessions"

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

Possible Spiritual Helps

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

Trap: Not being open to the influence of others

DEAA Personality Assessment (Driver, Expressive, Amiable, Analytical)

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

- | | |
|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------|
| <input type="checkbox"/> want to understand life before they live it | <input type="checkbox"/> want to live life in order to understand it |
| <input type="checkbox"/> like to discuss relevant facts | <input type="checkbox"/> like to discuss new possibilities |
| <input type="checkbox"/> like to apply experience to problems | <input type="checkbox"/> like to apply creativity to problems |
| <input type="checkbox"/> mind is inwardly directed to methods and process | <input type="checkbox"/> mind is outwardly directed to world of people |
| <input type="checkbox"/> like to read the fine print | <input type="checkbox"/> like to focus on the big picture |
| <input type="checkbox"/> like to work steadily | <input type="checkbox"/> like to work with bursts of energy |
| <input type="checkbox"/> usually notice what needs attention now | <input type="checkbox"/> usually prefer to prepare for the future |
| <input type="checkbox"/> want to reach conclusions step by step | <input type="checkbox"/> want to reach conclusions quickly |
| <input type="checkbox"/> are those who consider, then do, then return to considering | <input type="checkbox"/> are those who do, then consider, then return to doing |
| <input type="checkbox"/> have more patience; but lower on enthusiasm | <input type="checkbox"/> have more enthusiasm; but lower on patience |
| <input type="checkbox"/> not as often inspired by flashes of insight | <input type="checkbox"/> inspired to follow their insights wherever they lead |
| <input type="checkbox"/> more governed by objective conditions | <input type="checkbox"/> more governed by relational values |
| <input type="checkbox"/> focus on step by step process in the | <input type="checkbox"/> focus on insights into the future |

- | | |
|---------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------|
| present | |
| <input type="checkbox"/> usually accept difficulties unenthusiastically | <input type="checkbox"/> usually tackle difficulties with zest |
| <input type="checkbox"/> tend to be good at precise work | <input type="checkbox"/> dislike taking time to be meticulous |
| <input type="checkbox"/> dislike sweeping statements | <input type="checkbox"/> dislike complicated procedures |
| <input type="checkbox"/> more intense and focused | <input type="checkbox"/> more expansive and unreserved |
| <input type="checkbox"/> do not mind working on one project for a long time | <input type="checkbox"/> more often impatient and restless with routine jobs |
| <input type="checkbox"/> usually think before acting | <input type="checkbox"/> sometimes act before thinking |
| <input type="checkbox"/> comfortable with little change | <input type="checkbox"/> uncomfortable with lack of variety |
| <input type="checkbox"/> total for deliberate paced (place total # on deliberate paced lines on p. 53) | <input type="checkbox"/> total for rapid paced (place total # on rapid paced lines on p. 53) |

DEAA Personality Assessment (Driver, Expressive, Amiable, Analytical)

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

- | | |
|-----------------------------------------------------------------------------|-----------------------------------------------------------------------|
| <input type="checkbox"/> value logic above passion | <input type="checkbox"/> value passion above logic |
| <input type="checkbox"/> more straightforward than tactful | <input type="checkbox"/> more tactful than straightforward |
| <input type="checkbox"/> like to organize the task | <input type="checkbox"/> like to focus on people |
| <input type="checkbox"/> strong administrative abilities | <input type="checkbox"/> strong social abilities |
| <input type="checkbox"/> brief and businesslike | <input type="checkbox"/> sociable and friendly |
| <input type="checkbox"/> can hurt people's feelings without knowing it | <input type="checkbox"/> sensitive about people's reactions |
| <input type="checkbox"/> prefer analysis and can live without harmony | <input type="checkbox"/> prefer harmony; disturbed by discord |
| <input type="checkbox"/> tend to decide impersonally | <input type="checkbox"/> tend to be influenced by people's opinions |
| <input type="checkbox"/> discount how people feel about it; emphasize facts | <input type="checkbox"/> discount facts; emphasize feelings of people |
| <input type="checkbox"/> able to reprimand people when necessary | <input type="checkbox"/> dislike telling people unpleasant things |
| <input type="checkbox"/> tend to be firm minded | <input type="checkbox"/> tend to be sympathetic |
| <input type="checkbox"/> more comfortable with duties | <input type="checkbox"/> more comfortable with people |

- ___ tend to guard emotions
- ___ live more according to plans
- ___ like to have matters decided
- ___ aim to be right every time
- ___ more pleasure in finishing projects
- ___ prefer the joy of achievement
- ___ self-regulated, purposeful, exacting
- ___ prefer to be treated fairly

___ **total for task oriented (place total # on deliberate paced lines below)**

- ___ can unload emotions at times
- ___ live more according to people's needs
- ___ like to leave decisions open
- ___ perfection is not valued
- ___ more pleasure in starting projects
- ___ prefer the art of living in the present
- ___ flexible, adaptable, tolerant
- ___ prefer appreciation and praise

___ **total for relationally oriented (place total # on fast paced lines below)**

See p. 84 for an example of how to score the exercise.

“Driver”

“Analytical”

___ **Rapid Paced**
___ **Task Oriented**

Deliberate Paced ___
Task Oriented ___

___ **Total “Driver”**

Total “Analytical” ___

“Expressive”

“Amiable”

___ **Rapid Paced**
___ **Relationally Oriented**

Deliberate Paced ___
Relationally Oriented ___

___ **Total “Expressive”**

Total “Amiable” ___

DEAA Personality Assessment (Driver, Expressive, Amiable, Analytical)

This personality analysis divides behavioral preferences into four basic styles: the Driver, the Expressive, the Amiable, and the Analytical. Everyone possesses the qualities of each style to various degrees and everyone has a dominant style. For the sake of simplicity, these descriptions will focus only on dominant styles. Take your top score from among the four scores on the page above and read about it below.

Drivers

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

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

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

UNDERSTANDING "Drivers"

- Basic Motivation: Results and challenge
- Best Environment: Continual challenges, Freedom to act, Variety
- Accepts the difficult: Rejects inaction
- Major Strengths: Getting things done, Decisive, Persistent
- Weaknesses: Insensitive to others; Impatient, overlooks risks, facts
 - Inflexible, unyielding
- Behavior Under Tension: Autocratic
- Would Benefit from: Listening more

Expressives

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

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

Expressives do have their weaknesses: impatience, an aversion to being alone, and a short attention span. Expressives are risk-takers who base many of their decisions on intuition, which is not inherently bad. When given only a little data, however, Expressives often exaggerate or make sweeping generalizations. Expressives are not inclined to verify information; they are more likely to assume someone else will do it.

UNDERSTANDING “Expressives”

- Basic Motivation: Recognition and approval
- Best Environment: Friendly atmosphere
 - Freedom from control and detail
 - Opportunity to influence others
- Accepts involvement with others
- Rejects isolation
- Major Strengths: Optimistic; Personable; Enthusiastic
- Weaknesses: Over-selling; Manipulative; Lack of follow-through
- Behavior Under Tension: Attacks
- Would Benefit From: Pausing

Amiables

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

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

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

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

UNDERSTANDING HIGH "Amiables"

- Basic Motivation: Relationships and appreciation
- Best Environment: Specialization
 - Working with a group
 - Consistency
- Accepts friendships
- Rejects conflict
- Major Strengths: Supportive; Agreeable; Loyal
- Weaknesses: Conforming; Retiring; Missed opportunity
- Behavior Under Tension: Acquiesces
- Would Benefit from: Initiating

Analyticals

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

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

UNDERSTANDING "Analyticals"

- Basic Motivation: To be right, quality
- Best Environment: Supportive and predictable
 - Clearly defined
 - Requiring precision
- Accepts methods
- Rejects lack of quality
- Major Strengths: Orderly; Thorough; Analytical
- Weaknesses: Picky; Too detailed; Too cautious
- Behavior Under Tension: Avoids
- Would Benefit From: Declaring their thinking

Six Evangelistic Styles

Confrontive	Intellectual	Testimonial	Interpersona	Invitational	Serving
I					

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

THE EVANGELISTIC STYLE SURVEY

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

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

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

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

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

_____ #1	_____ #2	_____ #3	_____ #4	_____ #5	_____ #6
_____ #7	_____ #8	_____ #9	_____ #10	_____ #11	_____ #12
_____ #13	_____ #14	_____ #15	_____ #16	_____ #17	_____ #18
_____ #19	_____ #20	_____ #21	_____ #22	_____ #23	_____ #24
_____ #25	_____ #26	_____ #27	_____ #28	_____ #29	_____ #30
_____ #31	_____ #32	_____ #33	_____ #34	_____ #35	_____ #36
_____	_____	_____	_____	_____	_____
Confrontive	Intellectual	Testimonial	Interpersona	Invitational	Serving

1

Descriptions of the Six Evangelistic Styles

CONFRONTATIONAL STYLE

Biblical Example: Peter in Acts 2

Theme Verse: 2 Timothy 4:2

Preach the Word, be prepared in season and out of season; correct, rebuke and encourage—with great patience and careful instruction.

Contemporary Examples: Chuck Colson, Billy Graham

Traits:

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

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

Suggestions for Using and Developing this Style: Ask friends for feedback on whether or not you have the right balance of boldness and gentleness. Keep in mind Paul's phrase in Ephesians 4, "speaking the truth in love." Both truth and love are essential. Prepare yourself for situations where you will stand alone (read about Peter in Acts 2 and other scripture). The nonbeliever you

confront with the truth will sometimes feel uncomfortable. Even non-confrontational Christians who are with you will sometimes feel that discomfort. That's okay. Under God's guidance challenge people to trust and follow Christ, and He will use it. Practice the principle of "Putting Others First." It is critical that you listen and value what others say before telling them what you think they need to hear. Team up with friends who have other styles that may be better matched to the personality of the person you hope to reach.

INTELLECTUAL STYLE

Biblical Example: Paul in Acts 17

Theme Verse: 2 Corinthians 10:5

We demolish arguments and every pretension that sets itself up against the knowledge of God, and we take captive every thought to make it obedient to Christ.

Contemporary Examples: Josh McDowell, D. James Kennedy

Traits:

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

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

Suggestions for Using and Developing this Style:

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

TESTIMONIAL STYLE

Biblical Example: The Blind Man in John 9

Theme Verse: 1 John 13a *We proclaim to you what we have seen and heard, so that you also may have fellowship with us..*

Contemporary Examples: Corrie ten Boom, Joni Erickson Tada

Traits:

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

Cautions:

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

Suggestions for Using and Developing this Style:

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

INTERPERSONAL STYLE

Biblical Example: Matthew in Luke 5

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

Contemporary Examples: Becky Pippert, Joe Aldrich.

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

- Beware of valuing friendship over truth. Telling them they are sinners in need of a savior will test the relationship.
- Do not get so involved in the process of building friendships that you forget the ultimate goal: bringing people to know Christ as forgiver and leader.

- Do not get overwhelmed with the amount of needs your friends might have-do what you can and leave the rest to God.

Suggestions for Using and Developing this Style:

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

INVITATIONAL STYLE

Biblical Example: The woman at the well in John 4.

Theme Verse: Luke 14:23

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

Contemporary Example: Ruth Graham

Traits:

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

Cautions:

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

Suggestions for Using and Developing this Style:

When inviting people, try to get written details about the event into their hands (either preprinted or handwritten out). Whenever appropriate, offer to pick them up and do something together before or after the event. At events, put yourself in the place of the other person. Ask yourself if you were that person, whether the event would relate to your concerns and mindset. Reinforce those things to the person you invited. Offer positive and constructive feedback to the event

sponsors consisting of specific and realistic ideas on ways you think they could improve the event and make it more compelling to the people you bring. Team up with friends who have other styles that may be better matched to the personality of the person you hope to reach.

SERVING STYLE

Biblical Example: Dorcas in Acts 9

Theme Verse: Matthew 5:16

In the same way, let your light shine before men, that they may see your good deeds and praise your Father in heaven.

Contemporary Examples: Mother Teresa, Jimmy Carter

Traits:

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

Cautions:

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

Suggestions for Using and Developing this Style:

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

A Talent Inventory

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

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

A. USING WORDS

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

B. BEING ARTISTIC

6. **Designing:** Sketches, illustrations, graphic arts, theater set designs, murals, or other design projects.
7. **Painting:** With oils, pastels, watercolors, and chalk

8. Using Colors and Patterns: Expressing my thoughts or feelings through colors or patterns as in interior decor, clothing, makeup, jewelry, house-painting, and the like.

9. Using Shapes and Forms: Expressing my thoughts or feelings through shaping forms as in sculpturing, architectural designing, landscaping, furniture arranging, or the like.

10. Using Handicrafts: Projecting my thoughts or feelings through handcrafted items made of wood, leather, cloth, plastic, and the like.

11. Composing Music: Expressing my thoughts or feelings by writing, composing, or arranging works of music.

C. PERFORMING

12. Acting: Expressing a mood or feeling through role playing, acting, telling jokes, doing character impersonations or mime in either informal conversation or theatrical settings.

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

14. Singing or Instrument Performing: Singing or playing an instrument in front of others as part of an orchestra, choir, ensemble, duet, band, or as a soloist.

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

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

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

17. Familiar Group Relational: Preferring to be with people I already know. Also willing to meet new people or work on a task by myself.

18. Singular Relational: Preferring to be by myself, working on a project. Also willing to be with people I know well.

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

A. ORGANIZING TIME AND PERSONAL SPACE

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

20. Ordering My Space: Keeping my surroundings well-organized and my household items

in their place without much effort. Routinely putting things where they belong.

B. BEING CREATIVE

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

22. **Imagining:** Spending time imagining new stories, theories, and science fiction ideas, philosophical concepts, and the like (also referred to as daydreaming).

23. **Inventing:** Originating new mechanical/technical gadgets, electronic devices, machines, chemical formulas, plant hybrids, and the like.

C. SUPERVISING OTHERS

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

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

26. **Managing:** Supervising others in an "established" department, club, group, or organization over an extended period.

D. USING BODY, HANDS, FINGERS

27. **Being Physically Coordinated or Physically Active:** Using my body, arms, and legs together, as in athletics, physical labor, construction work, and the like.

28. **Using My Hands and Arms:** Using my hands and arms and/or hand tools in activities, such as repairing or maintaining (car, furniture, clothes, equipment); building or assembling (cabinets, machines); using power tools.

29. **Operating/Driving:** Operating or driving moving vehicles, such as a car, truck, farm/construction equipment, boat, aircraft, stationary equipment, machines, and the like.

30. **Using My Hands and Fingers:** Using my hands and fingers for precision detail projects, such as building small scale model kits, soldering, jewelry casting, graphics paste-up, or drafting.

E. HELPING OTHERS

31. Tutoring: Helping another person to cope with disabilities or learning problems, as in specialized training, coaching, tutoring, therapy, or rehabilitation over an extended period of time.

32. Being of Service: Being most usually available to others when they need my help with their projects and programs to the neglect of my projects.

33. Counseling: Patiently helping people over a period of time to resolve personal or emotional problems: dating, marriage, self-image conflicts; spiritual concerns; abnormal behavior.

34. Reassuring and Supporting Others: Identifying with another's hurts and frustrations, giving encouragement, comfort, and support without necessarily trying to help them solve their problems.

F. USING INTUITION

35. Evaluating People's Character: Accurately assessing others' integrity or sincerity, including motives, underlying thoughts, or attitudes, during initial encounters.

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

G. BEING PERSUASIVE

37. Negotiating: Successfully settling disputes between two or more people, acting as a go-between, arbitrating, negotiating contracts, being a peacemaker, or the like.

38. Selling: Successfully convincing others to buy and pay for a product or service, recruiting volunteers, fundraising.

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

H. OBSERVING DETAILS

40. Observing Physical Environment Details: Seeing details others often miss indoors or outdoors: street signs, rare plants, rock formations, animal tracks, and the like.

41. Observing Printed Details: Seeing details others often miss in written manuscripts, books, blueprints, and maps, including misspellings, "typos," or grammatical errors.

42. Observing in Three Dimensions: Visualizing a three-dimensional object from a two-dimensional drawing, such as a building from a blueprint, a cabinet from a sketch, dress from a pattern.

I. USING NUMBERS

43. Calculating: Quickly and accurately working with numbers and figures: adding, subtracting, multiplying, and dividing without much effort.

44. Recording and Auditing: Routinely counting and recording how many items are on a shelf, in a box, in a room, in a warehouse (taking inventory).

J. PROBLEM SOLVING PROCEDURES

45. Troubleshooting: Detecting mechanical, electrical, or technical problems, as in clocks, engines, electrical circuits, door locks—though not necessarily being skilled with tools.

46. Solving Problems: Solving problems that come up at work, at home, in my hobbies, club meetings, activities, and the like (not necessarily mechanical or electrical problems).

K. RESEARCHING FOR INFORMATION

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

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

49. Classifying: Routinely arranging and maintaining information, reports, photographs, or recipes for easy and quick reference (file systems, catalog systems).

L. REASONING/CONTEMPLATING

50. Analyzing: Looking over an object to see how it is put together; studying a subject or opinion to determine its good and bad points and how it compares to other items.

51. Appraising/Evaluating: Accurately estimating the monetary value of a car, house, antique, collectable, or business opportunity and its economic potential.

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

M. MAKING DECISIONS

53. Being Decisive: Spontaneously and skillfully responding to another person's accident or emergency situation, such as a child choking, kitchen fire, stalled car, or person drowning.

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

Fifty Life Values: Chords that Touch Our Souls

(adapted from *LifeKeys* by Kise)

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

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

___ Accuracy: Being true or correct in attention to detail

___ Achievement: Enjoying a sense of accomplishment

___ Advancement: Striving to move ahead rapidly, gaining opportunities for growth

___ Adventure: Seeking new and exciting challenges which may include taking risks

___ Aesthetics: Appreciating what is beautiful

___ Artistic Expression: Expressing self through the arts, painting, drama, literature, etc.

___ Authenticity: Ongoing desire to honestly express who one is

___ Balance: Giving proper weight to each area of a person's life

___ Challenge: Attracted to new problems, difficult tasks

___ Competency: Wanting to meet or exceed standards or expectations

___ Competition: Matching efforts or abilities with self or others

___ Conformity: Preferring to be like others, not standing out

- ___ Contribution: Giving or making a difference for others
- ___ Control: Being in charge or wanting to have influence over outcomes
- ___ Cooperation: Striving for congenial relationships and teamwork
- ___ Creativity: Being imaginative and innovative, going outside the norm
- ___ Efficiency: Working to accomplish tasks in comparatively little time
- ___ Fairness: Giving everyone an equal chance
- ___ Family: Placing importance on maintaining familial relationships
- ___ Financial Security: Being free from financial worries
- ___ Flexibility: Coping easily with change and surprise
- ___ Friendship: Placing importance on close, personal relationships
- ___ Generosity: Giving readily or liberally
- ___ Happiness: Finding satisfaction, joy, or pleasure
- ___ Humor: Enjoying the witty or amusing
- ___ Independence: Wanting control of own time, behavior, tasks
- ___ Influence: Capacity to affect or shape people, processes, or ideas
- ___ Integrity: Maintaining congruity between what one claims to be and how one acts
- ___ Learning: Lifelong commitment to growing in understanding
- ___ Leisure: Appreciating unstructured or unscheduled time
- ___ Location: Preferring a specific place or area of country that matches lifestyle
- ___ Love: Cherishing others
- ___ Loyalty: Seeking to be faithful, constant, and steadfast
- ___ Nature: Finding joy and renewal in the out-of-doors
- ___ Organization: Being in control of time, priorities, possessions, and processes
- ___ Peace: Desiring tranquility, serenity, lack of discord
- ___ Perseverance: Sustaining momentum, having fortitude
- ___ Personal Development: Wanting to use one's potential and grow to the fullest
- ___ Physical Fitness & Health: Healthy regard for one's body, enjoying sports involvement
- ___ Power: Seeking to sell, persuade, lead, or influence others
- ___ Prestige: Having or showing success, rank, wealth, or status
- ___ Recognition: Desiring the respect of others or credit for achievements
- ___ Responsibility: Being accountable for outcomes

1 2 3 4 5 6 7 8 9 10

5. Committed to spiritual health for the church

- appreciating steady and consistent growth without preoccupation with the quick success factor

|_____| |_____| |_____| |_____| |_____| |_____| |_____| |_____| |_____| |_____|
1 2 3 4 5 6 7 8 9 10

6. Responsive to the community

- understanding the culture of the community

|_____| |_____| |_____| |_____| |_____| |_____| |_____| |_____| |_____| |_____|
1 2 3 4 5 6 7 8 9 10

7. Flexible and adaptable

- coping effectively with ambiguity

|_____| |_____| |_____| |_____| |_____| |_____| |_____| |_____| |_____| |_____|
1 2 3 4 5 6 7 8 9 10

8. Builds group cohesiveness

- developing a nucleus group or groups as a foundation

|_____| |_____| |_____| |_____| |_____| |_____| |_____| |_____| |_____| |_____|
1 2 3 4 5 6 7 8 9 10

9. Resilience

- experiencing setbacks without defeat

|_____| |_____| |_____| |_____| |_____| |_____| |_____| |_____| |_____| |_____|
1 2 3 4 5 6 7 8 9 10

10. Prayer Life Understanding: understands the nature of prayer, places priority on prayer through scheduled, individual and corporate prayer.

|_____| |_____| |_____| |_____| |_____| |_____| |_____| |_____| |_____| |_____|
1 2 3 4 5 6 7 8 9 10

11. Servanthood Understanding: knows the elements of servant leadership and is cultivating a sacrificial spirit in a God-focused lifestyle.

1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	----

12. Ethical Behavior Understanding: knows the Biblical standards of morality and is adhering their personal behavior to Biblical norms.

1	2	3	4	5	6	7	8	9	10
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13. Faithwalk Understanding: possesses a conviction regarding their call to ministry and is relying on God's action and power.

1	2	3	4	5	6	7	8	9	10
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14. Godly Character Understanding: understands N.T. leadership qualities and knows how to grow in Christ-likeness.

1	2	3	4	5	6	7	8	9	10
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15. Motivating skill: knows how to encourage people through personal enthusiasm, expectancy, openness and modeling of their life before people.

1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	----

16. Leading skill: is able to demonstrate security and assertiveness in their philosophy and style of ministry without abusing or exploiting their authority. Knows how to draw lines once issues are adequately exposed and discussed and is able to delegate appropriate decision making to responsible persons and groups.

1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	----

17. Bonding skill: able to develop a nucleus group or groups which invites newcomers into the network of relationships. Is also able to monitor the morale of people.

1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	----

18. Doing Theology Skill: Given an issue, is able to develop a Biblical perspective on it and apply that perspective.

1	2	3	4	5	6	7	8	9	10
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19. Worship Understanding: Is able to articulate a biblically-based understanding of worship.

1	2	3	4	5	6	7	8	9	10
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20. Evangelistic Outreach Skill: Is able to model evangelism practices and ways to lead others to Christ.

1	2	3	4	5	6	7	8	9	10
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21. Assimilation Skill: knows how to orient and enfold new members into meaningful relationships and ministry. Is able to facilitate small group process.

1	2	3	4	5	6	7	8	9	10
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22. Gift Identification Skill: Is able to articulate a biblically based understanding of spiritual gifts. Can identify leadership capabilities and spiritual gifts in others through observation/discernment and appropriate inventories. Is able to identify the knowledge and skill requirements of jobs, tasks, and roles. Can match gifts of people with ministry needs and opportunities.

1	2	3	4	5	6	7	8	9	10
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23. Equipping Skill: Is able to train leaders in Biblical understanding and ministry skills and release them into ministry. Motivates leaders and creates systems of accountability that are helpful to their development.

1	2	3	4	5	6	7	8	9	10
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24. Coaching Skill: Knows how to help leaders (small group leaders, elders, evangelists) recognize and understand their personal needs, values, problems, alternatives and goals.

1	2	3	4	5	6	7	8	9	10
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25. Philosophy of Ministry Understanding: able to verbalize their "style of ministry" as a result of the interaction of their theological commitments/doctrine, the needs/opportunities of the culture, and their gifts and abilities.

1	2	3	4	5	6	7	8	9	10
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26. Relationship Building Skill: able to establish relationships and networks across a broad range of people and groups. Makes others feel secure and comfortable in their presence and appreciates and accepts a variety of persons.

1	2	3	4	5	6	7	8	9	10
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27. Feedback Skill: communicates information, opinions, observations, and conclusions so that they are understood and can be acted upon.

1	2	3	4	5	6	7	8	9	10
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28. Questioning Skill: able to gather information from stimulating insight in individuals and groups through use of interviews, questionnaires, and other probing methods.

1	2	3	4	5	6	7	8	9	10
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29. Conflict Management Skill: able to manage conflict openly, tactfully and biblically. Is not a source of conflict through either abrasiveness or poor judgment. Does not avoid unwarranted conflict either through denial or unrealistic appraisal of situations.

1	2	3	4	5	6	7	8	9	10
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30. Planning Skill: able to isolate key result areas in order to establish long-range and short-range goals. Knows how to develop action plans, monitor and update plans and develop visual schematic representations of plans.

1	2	3	4	5	6	7	8	9	10
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31. Time Management Skill: knows how to set limits to availability and prioritize responsibilities. Able to schedule time for direct and indirect people involvement.

1	2	3	4	5	6	7	8	9	10
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32. Problem-Solving Skill: able to distinguish between principles and procedures in a given issue. Can appreciate tradition without being bound. Is able to use creativity and imagination to address issues.

1	2	3	4	5	6	7	8	9	10
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The Next Two Assessments Apply Only to the Those Who are Married:

33. Husband Role Understanding: takes full responsibility for family obligations. Opens himself to counsel and critique from his wife and emotionally supports and encourages her and their children.

1	2	3	4	5	6	7	8	9	10
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34. Wife Role Understanding: His wife understands the need to emotionally support him and their children. She is able to represent herself authentically to others and is able to demonstrate a gift of hospitality. His wife can respond effectively to many types of people.

1	2	3	4	5	6	7	8	9	10
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35. Self-Assessment Skill: knows how to evaluate the impact of personal history, cultural/social background in their ministry in the target area/group. Is able to evaluate their personal strengths, weaknesses, gifts and direction of personal growth. Is able to evaluate their personal growth in spiritual disciplines and in managing personal priorities, time and money.

1	2	3	4	5	6	7	8	9	10
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36. Stress Management Skill: Is able to perform multiple tasks without being overly frustrated. Knows how to maintain good physical health and handle adversity in a tough-minded manner.

1	2	3	4	5	6	7	8	9	10
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37. Knows their own strengths and weaknesses, as well as their leadership and evangelistic style.

1	2	3	4	5	6	7	8	9	10
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38. Knows how to set limits, prioritize responsibilities and schedule time for important people involvement.

1	2	3	4	5	6	7	8	9	10
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39. Is able to isolate critical areas in order to establish long-range/short-range goals.

1	2	3	4	5	6	7	8	9	10
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40. Is able to communicate Biblical truth in an effective manner in accordance with their particular leadership style.

1	2	3	4	5	6	7	8	9	10
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41. Knows how to gather and interpret data to understand social, cultural profile of the people he/she is called to serve.

1	2	3	4	5	6	7	8	9	10
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42. Understands and is able to apply the concepts of strategic planning to their ministry.

1	2	3	4	5	6	7	8	9	10
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43. Knows how to evaluate barriers and potentials of a group for ministry.

1	2	3	4	5	6	7	8	9	10
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44. Knows principles of developing good communication.

1	2	3	4	5	6	7	8	9	10
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45. Understands the nature of the kingdom of God and implications for ministry.

1	2	3	4	5	6	7	8	9	10
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46. Able to articulate a biblically-based understanding of divine design and help others identify their gifts, abilities, passions, temperament and ministry style.

1	2	3	4	5	6	7	8	9	10
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47. Able to equip persons in Biblical understanding and ministry skills and encourage them in doing ministry appropriate to their abilities.

1	2	3	4	5	6	7	8	9	10
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48. Able to inspire and release workers according to their divine design.

1	2	3	4	5	6	7	8	9	10
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49. Is able to establish relationships and make others feel at ease in a small group setting and equip others in making face-to-face friendships.

1	2	3	4	5	6	7	8	9	10
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50. Understands ways of structuring meaningful small groups and keep them multiplying.

1	2	3	4	5	6	7	8	9	10
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51. Is able to implement a program of edification and learning applicable to adult needs.

1	2	3	4	5	6	7	8	9	10
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52. Understands the New Testament process of growth in the Christian life.

1	2	3	4	5	6	7	8	9	10
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53. Understands the nature and purpose of church discipline and the Biblical approach to church discipline.

1	2	3	4	5	6	7	8	9	10
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54. Able to evaluate potential members of their ministry team in accordance with their divine design to pull together, and to share the vision.

1	2	3	4	5	6	7	8	9	10
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55. Knows how to build team spirit, impart vision and direction.

1	2	3	4	5	6	7	8	9	10
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56. Knows how to train members in their specialized ministries including pointing to resources and providing supervision.

1	2	3	4	5	6	7	8	9	10
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57. Able to assess strengths and weaknesses using a competency-based model of interviewing.

1	2	3	4	5	6	7	8	9	10
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58. Knows how to give each person challenges that will draw him or her to next stage of growth.

1	2	3	4	5	6	7	8	9	10
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59. Able to move toward a goal through task analysis, system design with milestones, ministry description and assignment, supervision, evaluation and conflict management.

1	2	3	4	5	6	7	8	9	10
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60. Knows peculiarities of managing projects and programs in the church.

1	2	3	4	5	6	7	8	9	10
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61. Knows how to run a ministry meeting effectively.

1	2	3	4	5	6	7	8	9	10
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62. Sensitivity to others: Is other-centered

- Is aware of others and their needs

1	2	3	4	5	6	7	8	9	10
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63. Self Image in Christ: Maintains emotional stability

- Uses abilities confidently, without being overly self-conscious

1	2	3	4	5	6	7	8	9	10
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64. Likable: Friendly and pleasant

- Communicates warmth and personal interest in others

1	2	3	4	5	6	7	8	9	10
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65. Performance Orientation: Persistent in the task

- Highly dependable in carrying out plans

1	2	3	4	5	6	7	8	9	10
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66. Family Life: Displays mutual family commitment

- Develops wholesome family relationships by spending time together

1	2	3	4	5	6	7	8	9	10
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Here is the way I have put all of the materials together into an 8 page mission statement:

Divine Design Statement

Philip D. Douglass

Spiritual Gifts

(from pp. 4-15)

1. Exhortation is the gift of being able to encourage others by well timed and wise *counsel*. This gift builds the Body of Christ by helping new, young and adolescent disciples to turn from sin and believe in the power of the Holy Spirit. Also called the gift of *Counseling* or *Encouragement*.

- I can identify with weakness and temptation so as to encourage people to repent and believe.
- I have a special gift of helping others get "reset" emotionally, mentally, and spiritually.
- I can challenge others without making them feel condemned.
- People will take correction from me because they know I am on their side.
- The Spirit gives me the ability to call forth the best that is in others.
- I dream of speaking words of hope that God will confirm in others by the Holy Spirit.

2. Shepherding is ministering to an individual or community of Christian believers. This gift is a special passion and empowering to lead people into green pastures, steer others away from danger, fight off predators, and bind up wounds.

- God has shown me sources of sound teaching and rich fellowship, and I guide people to such.
- God has shown fruit in my life in the effective discipling of other believers.
- I feel that I am responsible to help protect weak Christians from dangerous influences.

3. Leadership Those with this gift *go first* and lead by example, so that others are motivated to follow. (1Cor 11:1) Those with the gift of leadership are quick to identify problems and show *by doing* how to minister to those in need.

- Other Christians have imitated me when I have led the way in serving the needs of others.
- I am willing to "go first" when it comes to meeting the needs of others.
- God has given me an ability to "rally the troops" in giving aid to others.
- I can motivate others to obey Christ by the living testimony of my life.
- I dream of being first to lead the way in finding new ways to minister to others.

4. Faith as a gift is an extraordinary confidence in God that is unshakable by situations, pain, apparent failure, or ridicule. This gift strengthens the individual and other believers (by example) to endure persecution and wait upon the Lord.

- I have an extraordinary confidence in God and an ability to embolden others.
- I am not moved from my personal belief in the truth by ridicule, apparent failure, or pain.

- I am totally convinced God will fulfill his word even if He is not doing so yet.
- We need more examples of faith that have stood the test of adversity.

Ministry Passion Assessment

When I think about people in ministry, I admire:

- Dick Halverson—his deep love for Christ and faithfulness to the Word of God.
- Paul Kooistra—his ability to accomplish the goal through leadership skill and determination while still caring for people at the same time.
- Bryan Chapell—his ability to intuitively know and do the right thing in a wide variety of challenging situations as he provides leadership for a major ministry.
- Dan Doriani—his ability to teach and preach the Scriptures in a clear, warm and winsome manner.

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

- Philip Yancey—training in writing books on spiritual topics.
- Peter Wagner—training in conducting workshops and seminars for pastors.

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

- Covenant Seminary—from which I can write books on spirituality, mentoring, church planting and renewal; continue providing instruction for pastors as well as teach and train pastoral students in spiritual growth, leadership development, church planting, outreach and assimilation.

As I have observed the needs and ministry opportunities in the church, I am drawn to serve in:
(taken from pp. 23-30)

- Preach morning worship
- Disciple elders and leadership (meet with them once a month or more)
- Equip God’s people for works of service
- Teach in Sunday School
- Train Covenant Seminary students in pastoral ministry

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

- Led people to Christ
- Taught classes on the practical applications of the doctrines of grace and spiritual growth
- Taught classes on leadership development
- Taught classes on outreach and assimilation for the local church

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

- Pastored churches
- Conducted research into various areas of ministry that led to greater effectiveness in planting and revitalizing churches.

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

- Teaching at Covenant Seminary; gift involved: pastor-teacher
- Pastoring; gift involved: pastor-teacher, leadership, faith.

Temperament on the Myers-Briggs Scale (From pp. 32 – 37)

I am one point into **introversion** side of the scale which means I am somewhat focused on the outer world of people and relationships but a bit more on the inner world of thoughts and ideas. When I am around people I can be both expressive and quiet; I feel energetic around people and away from people but do need solitude to recharge my emotional batteries; when I am under stress, I require a measure of seclusion so that I can pull things together. **E: 13, I: 14**

I perceive and take in information almost completely through my **intuition** rather than **sensing** which means I see things in my head and tend to be a visionary. I like new problems, work best with ideas, like to think about what could be, like new ways to do things, can be impatient with routine details. **S: 1, N: 22**

I am one point into the **feeling** rather than **thinking** side of the scale: I primarily process information and make decisions based on what I consider to be valuable; I tend to be more apt to praise than criticize, relate better in a harmonious environment, be more personal and exhibit more interest in people than in things. However, I do like presentations to be reasonable and orderly and make intellectual sense. **T: 13, F: 14**

I am primarily on the **judgment** side of the scale rather than the **perception** side. The method I adopt for dealing with the outer world is to take a planned, organized approach to life. I appreciate closure and am a quick decision-maker. Most often I dislike carelessness with details. When my circumstances change, I prefer to follow a good plan. When working on a project, I do not like interruptions. Once I have made a decision, I consider the case closed. **J: 16, P: 10**

INFJ

(from one of the 16 personality descriptions on pp. 38-50)

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

Contribution to the Spiritual Community

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

Leadership Style

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

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

Common "Confessions"

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

Possible Spiritual Helps

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

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

Temperament on the DEAA Scale

(from pp. 51-56)

“Driver”		“Analytical”	
<u> 13 </u> Rapid Paced		Deliberate Paced	<u> 7 </u>
<u> 9 </u> Task Oriented		Task Oriented	<u> 9 </u>
<u> 22 </u> Total “Drive”		Total “Analytical”	<u> 16 </u>
“Expressive”		“Amiable”	
<u> 13 </u> Rapid Paced		Deliberate Paced	<u> 7 </u>
<u> 11 </u> Relationally		Relationally Oriented	<u> 11 </u>
<u> 24 </u> Total “Expressive”		Total “Amiable”	<u> 18 </u>

Basically an **Expressive** (Score: 24)/**Driver** (Score: 22) mix with much less Amiable (Score: 18) and Analytical (Score: 16)

Descriptions from pp. 53-56.

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

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

Evangelistic Style (from pp. 56-63)

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

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

Talent Inventory (beginning on p. 64)

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Values (in order of priority beginning on p. 69)

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

**Knowledge, Attitudes, Character and Skills for Vocational Ministry
Beginning on p. 71**

Top 5 strengths and top 5 areas of challenge and a self-rating on the 1 to 10 scale (1 is designation of greatest challenge; 10 is designation of greatest strength):

Five Areas of Strength:

13. Faithwalk Understanding: possesses a conviction regarding their call to ministry and is relying on God's action and power.

|_____X_____|
1 2 3 4 5 6 7 8 9 10

15. Motivating skill: knows how to encourage people through personal enthusiasm, expectancy, openness and modeling of their life before people.

|_____X_____|
1 2 3 4 5 6 7 8 9 10

16. Leading skill: is able to demonstrate security and assertiveness in their philosophy and style of ministry without abusing or exploiting their authority. Knows how to draw lines once issues are adequately exposed and discussed and is able to delegate appropriate decision making to responsible persons and groups.

|_____X_____|
1 2 3 4 5 6 7 8 9 10

17. Bonding skill: able to develop a nucleus group or groups which invites newcomers into the network of relationships. Is also able to monitor the morale of people.

								X	
1	2	3	4	5	6	7	8	9	10

18. Doing Theology Skill: Given an issue, is able to develop a Biblical perspective on it and apply that perspective.

									X
1	2	3	4	5	6	7	8	9	10

Five Areas of Challenge:

2. Relates to the unchurched: communicating in a style that is understood by the unchurched; understanding the "psychology" or mentality of the unchurched; moving and functioning in the "personal space" of the unchurched without fear; quickly getting to know the unchurched on a personal level; breaking through the barriers erected by the unchurched

			X						
1	2	3	4	5	6	7	8	9	10

19. Worship Understanding: Is able to articulate a biblically-based understanding of worship.

			X						
1	2	3	4	5	6	7	8	9	10

28. Questioning Skill: able to gather information from stimulating insight in individuals and groups through use of interviews, questionnaires, and other probing methods.

				X					
1	2	3	4	5	6	7	8	9	10

31. Time Management Skill: knows how to set limits to availability and prioritize responsibilities. Able to schedule time for direct and indirect people involvement.

					X				
1	2	3	4	5	6	7	8	9	10

36. Stress Management Skill: Is able to perform multiple tasks without being overly frustrated. Knows how to maintain good physical health and handle adversity in a tough-minded manner.

			X						
1	2	3	4	5	6	7	8	9	10

Personal Mission Statement

Philip Douglass is a shepherd-exhorter-leader called of God to assist people to grow spiritually as well as intellectually, socially and emotionally with a special focus on training pastoral and

lay leaders for the equipping of the saints in church planting and the building up of the body of Christ.

Implementation Strategy

Continue teaching core elective courses in the M.Div and D.Min programs at Covenant Seminary concerned with various aspects of spiritual growth, leadership development, pastoral theology, as well as church planting, growth and renewal; work with the PCA Midwest Region to develop church planting apprenticeships for MDiv church planting graduates; serve as a consultant with churches—leading them through the process of renewal while mentoring Covenant Seminary students in ministry. Serve on the PCA General Assembly’s Mission to North America Committee; serve on Midwest Church Planting Task Force; continue writing books and articles on the various aspects of ministry styles of individuals and churches.