

#winfmc

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# Community Growth Track

win**301**

passion & purpose

Discover your personality and gifts and reveal your passion and purpose to be engaged to live, love, and serve.

## THREE REFERENCE POINTS OF GOD'S PLAN FOR YOUR LIFE

1. He made you – personality

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

Psalm 139:13-14

2. He gifts you – spiritual gifts

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

Ephesians 4:7 NLT

3. He places you – opportunities

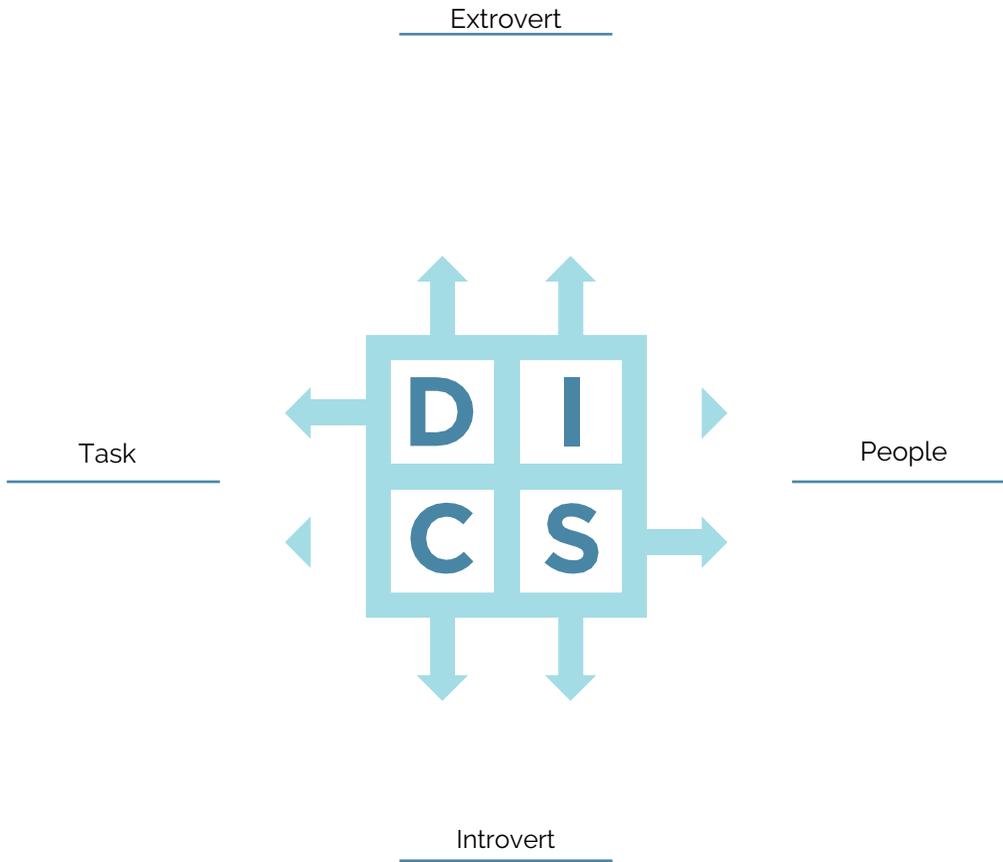
*"And we know that in all things God works for the good of those who love him, who have been called according to his purpose."*

Romans 8:28

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

Colossians 1:9-12

# DISCOVERING YOUR PERSONALITY



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

Psalm 139:14

My Personality/Leadership Style \_\_\_\_\_

1. Total \_\_\_\_\_

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

2. Total \_\_\_\_\_

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

3. Total \_\_\_\_\_

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

4. Total \_\_\_\_\_

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

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

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

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

**D/S** Achievers with an ability to persevere. They are more active than passive, but they possess a kind of calm sensitivity and steadiness that makes them good leaders. They seem to be people-oriented but can easily be dominant and decisive when it comes to tasks and project planning. They strive to accomplish goals with fierce determination that comes from strong internal drive, but they could benefit from contemplative and conservative thinking as well as spending more time focusing on relationships. *Daniel (Daniel 1-6), Job (Job 1:5, James 5:11), Martha (Luke 10:38-42)*

**D/C** Challengers that can either be determined students or defiant critics. Being in charge is important to them, yet they care little about what others think as long as they get the job done. They have a great deal of foresight and examine every avenue to find the best solution. They prefer to work alone. Though they fear failure and the lack of influence, they are motivated by challenges and can often be excellent administrators. They can benefit from learning to relax and paying more attention to people. *Malachi (Malachi 4), Nathan (2 Samuel 12:1-13), Nahum (Nahum 1-3)*

**I** Inspiring and impressive. Enthusiastic, optimistic, impulsive, and emotional—they tend to be creative problem solvers and excellent encouragers. They often have a large number of friends, but they can become more concerned with approval and popularity than with getting results. An "I's greatest fear is rejection, but they thrive when it comes to motivating others. Their positive sense of humor helps them negotiate conflicts. Though they can be inattentive to details and poor listeners, they can be great peacemakers and effective teammates when they control their feelings and minimize their urge to entertain and be the center of attention. They value lots of human touch and connection.

**I/D** Persuaders who are outgoing and energetic. They enjoy large groups and use their power of influence to attain respect and convince people to follow their lead. Sometimes they can be viewed as fidgety and nervous, but it comes from their need to be a part of challenges that have variety, freedom, and mobility. "I/D's could benefit from learning to look before they leap and spending more time being studious and still. They make inspiring leaders and know how to get results from and through people. *John the Baptist (Luke 3), Peter (Matthew 16 and 26, Acts 3), Rebekah (Genesis 24)*

**I/S** Influential counselors who love people, and it's no surprise that people love them. They live to please and serve, and they tend to be good listeners. Looking good and encouraging others is important to them, as is following through and being obedient. They often lack in the area of organization and can be more concerned with the people involved than they are with the task at hand. However, they can be center stage or behind the scenes with equal effectiveness, and they shine when it comes to influencing and helping others. *Barnabas (Acts 4, 9, 11-15), Elisha (1 Kings 19, 2 Kings 2-3), Nicodemus (John 3, 7, 19)*

**I/C** Inspiring yet cautious assessors who are excellent communicators through the combination of concerned awareness and appreciation of people. They excel in determining ways to improve production. They tend to be impatient and critical, and they can also be overly persuasive and too consumed by the desire to win. "I/C's like to work inside the box, and they could benefit from trying new things and caring less about what others think. This personality type often possesses a gift for teaching; they are generally dependable when it comes to paying attention to details and getting the job done. *Miriam (Exodus 15-21), Ezra (Ezra 7-8), Shunammite Woman (2 Kings 4:8-37)*

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

**S/D** Quiet leaders who can be counted on to get the job done. They perform better in small groups and do not enjoy speaking in front of crowds. Though they can be soft- and hard-hearted at the same time, they enjoy close relationships with people, being careful not to dominate them. Challenges motivate them, especially ones that allow them to take a systematic approach. "S/D"s tend to be determined, persevering through time and struggles. They benefit from encouragement and positive relationships. *Martha (Luke 10:38-42), Job (Job 1:5, James 5:11)*

**S/I** Inspirational counselors who exhibit warmth and sensitivity. Tolerant and forgiving, they have many friends because they accept and represent others well. Their social nature and desire to be likable and flexible make them inclined to be overly tolerant and non-confrontational. "S/I"s will benefit from being more task-oriented and paying more attention to detail. Kind and considerate, they include others and inspire people to follow them. Words of affirmation go a long way with this personality type, and with the right motivation, they can be excellent team players.  
*Mary Magdalene (Luke 7:36-47), Barnabas (Acts 4, 9, 11-15), Elisha (1 Kings 19, 2 Kings 2-13)*

**S/C** Diplomatic and steady, as well as detail-oriented. Stable and contemplative, they like to weigh the evidence and discover the facts to come to a logical conclusion. More deliberate, they prefer to take their time, especially when the decision involves others. Possible weaknesses include being highly sensitive and unable to handle criticism, and they also need to be aware of the way they treat others. Operating best in precise and cause-worthy projects, the "S/C" can be a peacemaker; this makes them a loyal team member and friend. *Moses (Exodus 3, 4, 20, 32), John (John 19:26-27), Eliezer (Genesis 24)*

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

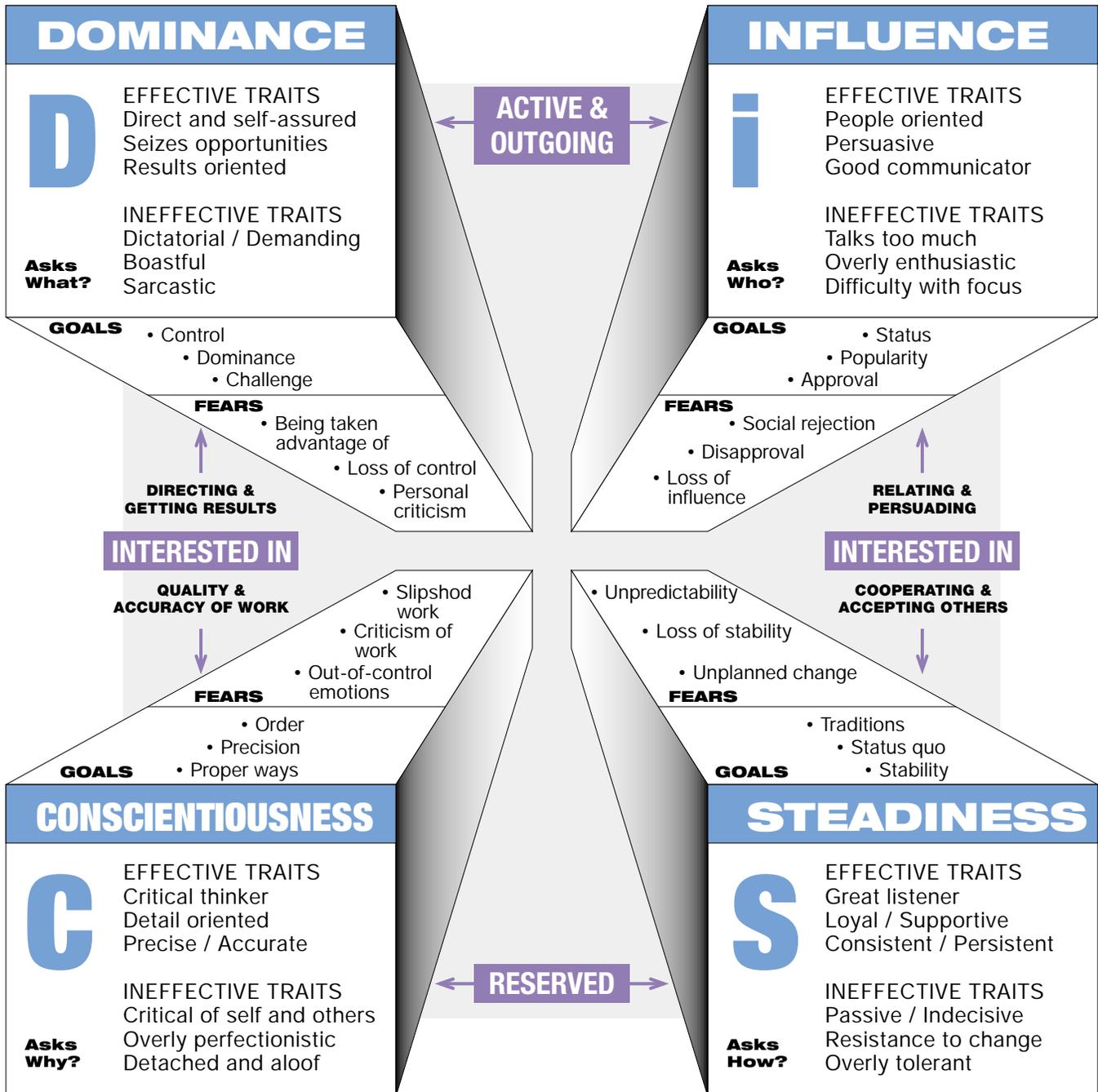
**C/I** Attentive to the details. They tend to impress others by doing things right and stabilizing situations. Not considered aggressive or pushy, they enjoy both large and small crowds. Though they work well with people, they are sometimes too sensitive to what others think about them and their work. They could benefit from being more assertive and self-motivated. Often excellent judges of character, they easily trust those who meet their standards. They are moved by genuine and enthusiastic approval as well as concise and logical explanations. *Miriam (Exodus 15-21, Numbers 12:1-15), Ezra (Ezra 7, 8)*

**C/S** Systematic and stable. They tend to do one thing at a time—and do it right. Reserved and cautious, they would rather work behind the scenes to stay on track; however, they seldom take risks or try new things and naturally dislike sudden changes in their environments. Precisionists to the letter, they painstakingly require accuracy and fear criticism, which they equate to failure. Diligent workers, their motivation comes from serving others. *Esther (Esther 4), Zechariah (Luke 1), Joseph (Matthew 1:1-23)*

**C/D** Cautious and determined designers who are consistently task-oriented and very aware of problems. Sometimes viewed as insensitive, they do care about individual people but have a difficult time showing it. They often feel they are the only ones who can do the job the way it needs to be done, but because of their administrative skills, they are able to bring plans for change and improvements to fruition. "C/D's have a tendency to be serious and could benefit from being more optimistic and enthusiastic. Despite their natural drive to achieve, they should concentrate on developing healthy relationships and simply loving people. *Bezalel (Exodus 35:30-36, 8, 37:1-9), Jochebed (Exodus 1:22-2:4), Jethro (Exodus 2:18)*

# DiSC Behavioral Styles

## for understanding self and others



*“A person’s strength, when used inappropriately, becomes a weakness.” —Dr. John Geier*



# Style Matrix for the DiSC Profile

**As you review the behavioral matrix, determine where you fit in?**

	<b>D – Dominant</b>	<b>i - influence</b>	<b>S- Steadiness</b>	<b>C-Conscientiousness</b>
<b>Behavior Pattern</b>	Self Contained / Direct	Open / Direct	Open / Indirect	Self contained / Indirect
<b>Appearance</b>	Formal / Functional	Fashionable / Stylish	Casual / Conforming	Formal / Conservative
<b>Work Space</b>	Busy / Formal / Efficient/Structured	Stimulating/Friendly Personal / Cluttered	Personal / Relaxed Friendly / Informal	Organized / Structured Functional / Formal
<b>Pace</b>	Fast/Decisive	Fast/Spontaneous	Slow / Easy	Slow / Systematic
<b>Priority</b>	The Task and Results	Relationships and Interacting	Maintaining relationships	The task and the process
<b>Fears</b>	Loss of Control	Loss of Prestige	Confrontation	Embarrassment
<b>Under Tension They Will:</b>	Dictate / Assert	Attack / Sarcastic	Submit / Acquiesce	Withdraw / Avoid
<b>Seeks</b>	Productivity	Recognition	Attention	Accuracy
<b>Needs to Know:</b>	WHAT it does, by when, what it costs	WHO else uses it - how it enhances their status	HOW it will affect their personal circumstances	Logically WHY would they justify the purchase
<b>Gains Security By:</b>	Control	Flexibility	Close Relationships	Preparation
<b>Wants to Maintain</b>	Success	Status	Relationships	Credibility
<b>Support Their:</b>	Goals	Ideas	Feelings	Thoughts
<b>Achieves Acceptance by:</b>	Leadership / Competition	Playfulness / Stimulating Environ Environment	Conformity and Loyalty	Correctness and Thoroughness
<b>Likes you to be:</b>	To the point	Stimulating	Pleasant	Precise
<b>Wants to Be:</b>	In charge	Admired	Liked	Correct
<b>Is Irritated By:</b>	Inefficiency and Indecision	Boredom and Routine	Insensitivity and Impatience	Surprises and Unpredictability
<b>Measures Personal Worth By:</b>	Results, Track Record	Acknowledgement, Recognition, and Compliments	Compatibility with others, Depth of Relationships	Precision, Accuracy, Activity
<b>Decisions Are:</b>	Decisive	Spontaneous	Considered	Deliberate

## The Kiersy Temperament Sorter II Test

Decide on answer A or B and write the letter on your numbered answer sheet. There is no right or wrong, good or bad answers since about half of the population agrees with whatever answers you choose. Try to identify your “base tendency” or your “natural inclination”. If you do not understand a question or the meaning of a particular word, please look it up or ask the test facilitator for greater clarity, as this can affect the outcome of the examination.

**1. When the phone rings do you:**

\_\_\_(a) hurry to get it first

\_\_\_(b) hope someone else will answer

**2. Are you more:**

\_\_\_(a) observant than introspective

\_\_\_(b) introspective than observant

**3. Is it worse to:**

\_\_\_(a) have your head in the clouds

\_\_\_(b) be in a rut

**4. With people, are you usually more:**

\_\_\_(a) firm than gentle

\_\_\_(b) gentle than firm

**5. Are you more comfortable in making:**

\_\_\_(a) critical judgments

\_\_\_(b) value judgments

**6. Is clutter in the workplace something you:**

\_\_\_(a) take time to straighten up

\_\_\_(b) tolerate pretty well

**7. Is it your way to:**

\_\_\_(a) make up your mind quickly

\_\_\_(b) pick and choose at some length

**8. Waiting in line, do you often:**

\_\_\_(a) chat with others

\_\_\_(b) stick to business

**9. Are you more:**

\_\_\_(a) sensible than idealistic

\_\_\_(b) idealistic than sensible

**10. Are you more interested in:**

\_\_\_(a) what is actual

\_\_\_(b) what is possible

**11. In making up your mind, are you more likely to go by:**

\_\_\_(a) data

\_\_\_(b) desires

**12. In sizing up others, do you tend to be:**

\_\_\_(a) objective and impersonal

\_\_\_(b) friendly and personal

**13. Do you prefer contracts to be:**

\_\_\_(a) signed, sealed and delivered

\_\_\_(b) settled on a handshake



**31. Children often do not:**

\_\_\_(a) make themselves useful enough

\_\_\_(b) exercise their fantasy enough

**32. When in charge of others, do you tend to be:**

\_\_\_(a) firm and unbending

\_\_\_(b) forgiving and lenient

**33. Are you more often:**

\_\_\_(a) a cool-headed person

\_\_\_(b) a warm-hearted person

**34. Are you more prone to:**

\_\_\_(a) nailing things down

\_\_\_(b) exploring the possibilities

**35. In most situations, are you more:**

\_\_\_(a) deliberate than spontaneous

\_\_\_(b) spontaneous than deliberate

**36. Do you think of yourself as:**

\_\_\_(a) an outgoing person

\_\_\_(b) a private person

**37. Are you more frequently:**

\_\_\_(a) a practical sort of person

\_\_\_(b) a fanciful sort of person

**38. Do you speak more in:**

\_\_\_(a) particulars than generalities

\_\_\_(b) generalities than particulars

**39. Which is more of a compliment:**

\_\_\_(a) "There's a logical person"

\_\_\_(b) "There's a sentimental person"

**40. Which rules you more:**

\_\_\_(a) your thoughts

\_\_\_(b) your feelings

**41. When finishing a job, do you like to:**

\_\_\_(a) tie up all the loose ends

\_\_\_(b) move on to something else

**42. Do you prefer to work:**

\_\_\_(a) to deadlines

\_\_\_(b) just whenever

**43. Are you the kind of person who:**

\_\_\_(a) is rather talkative

\_\_\_(b) doesn't miss much

**44. Are you inclined to take what is said:**

\_\_\_(a) more literally

\_\_\_(b) more figuratively

**45. Do you more often see:**

\_\_\_(a) what is right in front of you

\_\_\_(b) what can only be imagined

**46. Is it worse to be:**

\_\_\_(a) a softy

\_\_\_(b) hard-nosed

**47. In trying circumstances are you sometimes:**

\_\_\_(a) too unsympathetic

\_\_\_(b) too sympathetic

**48. Do you tend to choose:**

\_\_\_(a) rather carefully

\_\_\_(b) somewhat impulsively

**49. Are you inclined to be more:**

\_\_\_(a) hurried than leisurely

\_\_\_(b) leisurely than hurried

**50. At work, do you tend to:**

\_\_\_(a) be sociable with your colleagues

\_\_\_(b) keep more to yourself

**51. Are you more likely to trust:**

\_\_\_(a) your experiences

\_\_\_(b) your conceptions

**52. Are you more inclined to feel:**

\_\_\_(a) down to earth

\_\_\_(b) somewhat removed

**53. Do you think of yourself as a:**

\_\_\_(a) tough-minded person

\_\_\_(b) tender-hearted person

**54. Do you value in yourself more that you are:**

\_\_\_(a) reasonable

\_\_\_(b) devoted

**55. Do you usually want things:**

\_\_\_(a) settled and decided

\_\_\_(b) just penciled in

**56. Would you say you are more:**

\_\_\_(a) serious and determined

\_\_\_(b) easy going

**57. Do you consider yourself:**

\_\_\_(a) a good conversationalist

\_\_\_(b) a good listener

**58. Do you prize in yourself:**

\_\_\_(a) a strong hold on reality

\_\_\_(b) a vivid imagination

**59. Are you drawn more to:**

\_\_\_(a) fundamentals

\_\_\_(b) overtones

**60. Which seems the greater fault:**

\_\_\_(a) to be too compassionate

\_\_\_(b) to be too dispassionate

**61. Are you swayed more by:**

\_\_\_(a) convincing evidence

\_\_\_(b) a touching appeal

**62. Do you feel better about:**

\_\_\_(a) coming to closure

\_\_\_(b) keeping your options open

**63. Is it preferable mostly to:**

\_\_\_(a) make sure things are arranged

\_\_\_(b) just let things happen naturally

**64. Are you inclined to be:**

\_\_\_(a) easy to approach

\_\_\_(b) somewhat reserved

**65. In stories, do you prefer:**

\_\_\_(a) action and adventure

\_\_\_(b) fantasy and heroism

**66. Is it easier for you to:**

\_\_\_(a) put others to good use

\_\_\_(b) identify with others

**67. Which do you wish more for yourself:**

\_\_\_(a) strength of will

\_\_\_(b) strength of emotion

**68. Do you see yourself as basically:**

\_\_\_(a) thick-skinned

\_\_\_(b) thin-skinned

**69. Do you tend to notice:**

\_\_\_(a) disorderliness

\_\_\_(b) opportunities for change

**70. Are you more:**

\_\_\_(a) routinized than whimsical

\_\_\_(b) whimsical than routinized

## Answer Sheet

Enter a check for each answer in the column for A or B

		A	B			A	B			A	B			A	B			A	B				
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				37				38				39			40			41			42		
43				44				45				46			47			48			49		
50				51				52				53			54			55			56		
57				58				59				60			61			62			63		
64				65				66				67			68			69			70		

1		2 3		4 3		4 5		6 5		6 7		8 7		8	
1		2		3		4		5		6		7		8	
	E		I		S		N		T		F		J		P

**Directions for scoring:**

1. Add down so that the total number of "A" answers is written in the box at the bottom of each column. Do the same for the "B" answers that you have checked. Each of the 14 boxes should have a number in it.
  
2. Transfer the number in box #1 to the answer sheet box #1 below the answer sheet. Do this for box #2 as well. Note, however, that you have two numbers for boxes 3 through 8. Bring down the first number for each box beneath the second, as indicated by the arrows. Now add all the pairs of numbers and enter the total in the boxes below the answer sheet, so each box has only one number.

## ISTJ

Quiet, serious, earn success by thoroughness and dependability. Practical, matter-of-fact, realistic, and responsible. Decide logically what should be done and work toward it steadily, regardless of distractions. Take pleasure in making everything orderly and organized - their work, their home, their life. Value traditions and loyalty.

## ISFJ

Quiet, friendly, responsible, and conscientious. Committed and steady in meeting their obligations. Thorough, painstaking, and accurate. Loyal, considerate, notice and remember specifics about people who are important to them, concerned with how others feel. Strive to create an orderly and harmonious environment at work and at home.

## INFJ

Seek meaning and connection in ideas, relationships, and material possessions. Want to understand what motivates people and are insightful about others. Conscientious and committed to their firm values. Develop a clear vision about how best to serve the common good. Organized and decisive in implementing their vision.

## INTJ

Have original minds and great drive for implementing their ideas and achieving their goals. Quickly see patterns in external events and develop long-range explanatory perspectives. When committed, organize a job and carry it through. Skeptical and independent, have high standards of competence and performance - for themselves and others.

## ISTP

Tolerant and flexible, quiet observers until a problem appears, then act quickly to find workable solutions. Analyze what makes things work and readily get through large amounts of data to isolate the core of practical problems. Interested in cause and effect, organize facts using logical principles, value efficiency.

## ISFP

Quiet, friendly, sensitive, and kind. Enjoy the present moment, what's going on around them. Like to have their own space and to work within their own time frame. Loyal and committed to their values and to people who are important to them. Dislike disagreements and conflicts, do not force their opinions or values on others.

## INFP

Idealistic, loyal to their values and to people who are important to them. Want an external life that is congruent with their values. Curious, quick to see possibilities, can be catalysts for implementing ideas. Seek to understand people and to help them fulfill their potential. Adaptable, flexible, and accepting unless a value is threatened.

## INTP

Seek to develop logical explanations for everything that interests them. Theoretical and abstract, interested more in ideas than in social interaction. Quiet, contained, flexible, and adaptable. Have unusual ability to focus in depth to solve problems in their area of interest. Skeptical, sometimes critical, always analytical.

## ESTP

Flexible and tolerant, they take a pragmatic approach focused on immediate results. Theories and conceptual explanations bore them - they want to act energetically to solve the problem. Focus on the here-and-now, spontaneous, enjoy each moment that they can be active with others. Enjoy material comforts and style. Learn best through doing.

## ESFP

Outgoing, friendly, and accepting. Exuberant lovers of life, people, and material comforts. Enjoy working with others to make things happen. Bring common sense and a realistic approach to their work, and make work fun. Flexible and spontaneous, adapt readily to new people and environments. Learn best by trying a new skill with other people.

## ENFP

Warmly enthusiastic and imaginative. See life as full of possibilities. Make connections between events and information very quickly, and confidently proceed based on the patterns they see. Want a lot of affirmation from others, and readily give appreciation and support. Spontaneous and flexible, often rely on their ability to improvise and their verbal fluency.

## ENTP

Quick, ingenious, stimulating, alert, and outspoken. Resourceful in solving new and challenging problems. Adept at generating conceptual possibilities and then analyzing them strategically. Good at reading other people. Bored by routine, will seldom do the same thing the same way, apt to turn to one new interest after another.

## ESTJ

Practical, realistic, matter-of-fact. Decisive, quickly move to implement decisions. Organize projects and people to get things done, focus on getting results in the most efficient way possible. Take care of routine details. Have a clear set of logical standards, systematically follow them and want others to also. Forceful in implementing their plans.

## ESFJ

Warmhearted, conscientious, and cooperative. Want harmony in their environment, work with determination to establish it. Like to work with others to complete tasks accurately and on time. Loyal, follow through even in small matters. Notice what others need in their day-by-day lives and try to provide it. Want to be appreciated for who they are and for what they contribute.

## ENFJ

Warm, empathetic, responsive, and responsible. Highly attuned to the emotions, needs, and motivations of others. Find potential in everyone, want to help others fulfill their potential. May act as catalysts for individual and group growth. Loyal, responsive to praise and criticism. Sociable, facilitate others in a group, and provide inspiring leadership.

## ENTJ

Frank, decisive, assume leadership readily. Quickly see illogical and inefficient procedures and policies, develop and implement comprehensive systems to solve organizational problems. Enjoy long-term planning and goal setting. Usually well informed, well read, enjoy expanding their knowledge and passing it on to others. Forceful in presenting their ideas.

## DEVELOPING YOUR PERSONALITY

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

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

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

"I" personalities are influential, witty, easygoing, outgoing, people-oriented

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

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

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

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

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

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

EPHESIANS 2:10 NASB

## DISCOVERING YOUR SPIRITUAL GIFTS

1. The Holy Spirit is God's primary gift.

*"I will ask the Father, and He will give you another Helper, that He may be with you...and will be in you."*

John 14:16-17

*"I tell you the truth, it is to your advantage that I go away; for if I do not go away, the Helper will not come to you; but if I go, I will send Him to you."*

John 16:7

2. God's Spirit works in us to produce fruit and steward gifts.

*"But the Holy Spirit produces this kind of fruit in our lives: love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, and self-control."*

Galatians 5:22-23 NLT

*"Each of you should use whatever gift you have received to serve others, as faithful stewards of God's grace in its various forms."*

1 Peter 4:10

*"Follow the way of love and eagerly desire gifts of the Spirit...try to excel in those that build up the church."*

1 Corinthians 14:1,12

3. Displaying his fruit and using His gifts result in greater works through us to reach others.

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

Acts 1:8

*"I pray that out of his glorious riches he may strengthen you with power through his Spirit in your inner being, so that Christ may dwell in your hearts through faith. And I pray that you, being rooted and established in love, may have power, together with all the Lord's holy people, to grasp how wide and long and high and deep is the love of Christ, and to know this love that surpasses knowledge—that you may be filled to the measure of all the fullness of God. Now to him who is able to do immeasurably more than all we ask or imagine, according to his power that is at work within us, to him be glory in the church and in Christ Jesus throughout all generations, for ever and ever! Amen."*

Ephesians 3:16-20

## Spiritual Gifts Statements

1. I like organizing services and events.
2. I enjoy starting new churches.
3. Working with my hands is fun for me.
4. I can tell when someone is insincere.
5. I pray for the lost daily.
6. Encouraging others is a high priority in my life.
7. Believing God for my daily needs is important to me.
8. Influencing others for the kingdom of God through finances is extremely important to me.
9. I look for opportunities to pray for the sick.
10. I enjoy doing the little things that others do not.
11. Having people over to my house is something I do often.
12. Spending hours in prayer for other people is very enjoyable to me.
13. Education is very important to me.
14. I tend to motivate others to get involved.
15. My heart hurts when I see others hurting.
16. I believe God will use me to enact His miracles.
17. I enjoy sharing the gospel with other people-groups and nationalities.
18. I've devoted considerable time to mastering my voice and/or instrument.
19. Caring for the hurting is one of my highest priorities.
20. The willful sin of others really aggravates me.
21. I enjoy serving behind the scenes.
22. I like creating outlines of the Bible.
23. God has used me to interpret a heavenly language.
24. I enjoy the book of Proverbs more than any other book in the Bible.
25. I am passionate about managing details.
26. I prefer to pioneer new ministry projects.
27. I consider myself a craftsman or craftswoman.
28. I sense when situations are spiritually unhealthy.
29. I am greatly concerned about seeing the lost saved.
30. I try to come across as loving and caring.
31. Asking God for a list of big things is exciting to me.
32. I find ways to give offerings above my tithe.
33. I believe miraculous healing is for this day and age.
34. Helping others is one of my highest achievements.
35. Creating a warm and welcoming home is important to me.
36. I am burdened to pray for situations in the world.
37. People seek me out to learn more about the Kingdom of God.
38. I prefer to take the lead whenever necessary.

39. I'm very sensitive to sad stories.
40. Miracles often happen when I'm nearby.
41. Living in another country to benefit the gospel is exciting to me.
42. I desire to serve the church through worship.
43. I enjoy connecting, caring for and coaching others.
44. Confronting someone with sin in their life is not hard for me.
45. It bothers me when people sit around and do nothing.
46. I share Biblical truth with others in hopes of their personal growth.
47. I pray in tongues daily.
48. When I study scripture God gives me unique insights.
49. Creating a task list is easy and enjoyable for me.
50. I am attracted to ministries that start new churches.
51. Building something with my hands is very rewarding to me.
52. I can pinpoint issues or problems before others.
53. I enjoy sharing the gospel with a total stranger.
54. I look for ways to be an encouragement to other people.
55. I trust that God has my back in every situation.
56. Making more money means that I can give more.
57. God has used me to bring healing to those who are sick.
58. Being a part of the process is fulfilling to me.
59. I tend to make total strangers feel at home.
60. People often describe me as a prayer warrior.
61. I enjoy knowing biblical details and helping others to understand.
62. I delegate responsibilities to accomplish tasks.
63. I am motivated to help those who are less fortunate.
64. I have a constant hunger to see God's miraculous power.
65. I focus a lot on reaching the world for Christ.
66. I gain my deepest satisfaction through leading others in vocal or instrumental worship.
67. I enjoy walking with someone in times of difficulty.
68. I enjoy hearing passionate and clear preaching of the truth.
69. I like to do small things that others pass over.
70. I prefer to teach the Bible topically rather than verse by verse.
71. Praying in the Spirit is encouraging and important to me.
72. When faced with difficulty I tend to make wise decisions and choices.

1 Almost Never

2 Sometimes

3 Almost Always

TOTAL

GIFT

1.	___	25.	___	49.	___	_____	A.	_____
2.	___	26.	___	50.	___	_____	B.	_____
3.	___	27.	___	51.	___	_____	C.	_____
4.	___	28.	___	52.	___	_____	D.	_____
5.	___	29.	___	53.	___	_____	E.	_____
6.	___	30.	___	54.	___	_____	F.	_____
7.	___	31.	___	55.	___	_____	G.	_____
8.	___	32.	___	56.	___	_____	H.	_____
9.	___	33.	___	57.	___	_____	I.	_____
10.	___	34.	___	58.	___	_____	J.	_____
11.	___	35.	___	59.	___	_____	K.	_____
12.	___	36.	___	60.	___	_____	L.	_____
13.	___	37.	___	61.	___	_____	M.	_____
14.	___	38.	___	62.	___	_____	N.	_____
15.	___	39.	___	63.	___	_____	O.	_____
16.	___	40.	___	64.	___	_____	P.	_____
17.	___	41.	___	65.	___	_____	Q.	_____
18.	___	42.	___	66.	___	_____	R.	_____
19.	___	43.	___	67.	___	_____	S.	_____
20.	___	44.	___	68.	___	_____	T.	_____
21.	___	45.	___	69.	___	_____	U.	_____
22.	___	46.	___	70.	___	_____	V.	_____
23.	___	47.	___	71.	___	_____	W.	_____
24.	___	48.	___	72.	___	_____	X.	_____

# UNDERSTANDING YOUR SPIRITUAL GIFTS

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

## A. ADMINISTRATION

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

Luke 14:28-30; Acts 6:1-7; 1 Corinthians 12:28

## B. APOSTLESHIP

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

Acts 15:22-35; 1 Corinthians 12:28; 2 Corinthians 12:12; Galatians 2:7-10; Ephesians 4:11-14

## C. CRAFTSMANSHIP

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

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

## D. DISCERNMENT

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

Matthew 16:21-23; Acts 5:1-11, 16:16-18; 1 Corinthians 12:10; 1 John 4:1-6

## E. EVANGELISM

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

Acts 8:5-6, 8:26-40, 14:21, 21:8; Ephesians 4:11-14

## F. EXHORTATION

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

Acts 14:22; Romans 12:8; 1 Timothy 4:13; Hebrews 10:24-25

## G. FAITH

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

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

#### H. GIVING

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

Mark 12:41-44; Romans 12:8; 2 Corinthians 8:1-7, 9:2-7

#### I. HEALING

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

Acts 3:1-10, 9:32-35, 28:7-10; 1 Corinthians 12:9, 28

#### J. HELPS

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

Mark 15:40-41; Acts 9:36; Romans 16:1-2; 1 Corinthians 12:28

#### K. HOSPITALITY

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

Acts 16:14-15; Romans 12:13, 16:23; Hebrews 13:1-2; 1 Peter 4:9

#### L. INTERCESSION

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

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

#### M. KNOWLEDGE

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

Acts 5:1-11; 1 Corinthians 12:8; Colossians 2:2-3

#### N. LEADERSHIP

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

Romans 12:8; 1 Timothy 3:1-13, 5:17; Hebrews 13:17

#### O. MERCY

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

Matthew 9:35-36; Mark 9:41; Romans 12:8; 1 Thessalonians 5:14

#### P. MIRACLES

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

Acts 9:36-42, 19:11-12, 20:7-12; Romans 15:18-19; 1 Corinthians 12:10, 28

**Q. MISSIONARY**

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

Acts 8:4, 13:2-3, 22:21; Romans 10:15

**R. MUSIC / WORSHIP**

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

Deuteronomy 31:22; 1 Samuel 16:16; 1 Chronicles 16:41-42; 2 Chronicles 5:12-13, 34:12; Psalm 150

**S. PASTOR / SHEPHERD**

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

John 10:1-18; Ephesians 4:11-14; 1 Timothy 3:1-7; 1 Peter 5:1-3

**T. PROPHECY**

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

Acts 2:37-40, 7:51-53, 26:24-29; 1 Corinthians 14:1-4; 1 Thessalonians 1:5

**U. SERVICE**

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

Acts 6:1-7; Romans 12:7; Galatians 6:10; 1 Timothy 1:16-18; Titus 3:14

**V. TEACHING**

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

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

**W. TONGUES (and Interpretation)**

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

Acts 2:1-13; 1 Corinthians 12:10, 14:1-14

**X. WISDOM**

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

Acts 6:3,10; 1 Corinthians 2:6-

# Next Steps

## Passion & Purpose

### 1. Commit

Read Through "Serve Team Leadership Commitments" and confirm that you understand and agree with these commitments as a leader.

### 2. Consider

Prayerfully consider which ministry area that you would like to serve with. Considering your personality profile and your spiritual gift assessment, which ministry best fits your passion and purpose.

### 3. Conversation

Have a conversation with one of our Serve Team Leaders to make a personal connection with the team.

### 4. Training

Attend the next training session in the ministry area that you would like to serve with and learn how to get involved in this area.

### 5. Serve

Begin serving as you grow in passion and fulfill your purpose.

# WINFMC LEADERSHIP COMMITMENTS

## 1. Qualifications and Leadership Commitment

*"The same goes for those who want to be servants in the church: serious, not deceitful, not too free with the bottle, not in it for what they can get out of it. They must be reverent before the mystery of the faith, not using their position to try to run things. Let them prove themselves first. If they show they can do it, take them on. No exceptions are to be made for women— same qualifications: serious, dependable, not sharp-tongued, not overfond of wine. Servants in the church are to be committed to their spouses, attentive to their own children, and diligent in looking after their own affairs. Those who do this servant work will come to be highly respected, a real credit to this Jesus-faith."*

1 Timothy 3:8-13 The Message

A WINFMC Leader is:

- Is sincere, worthy of respect and of a good reputation
- Tithes regularly to the Washington Free Methodist Church
- Has a genuine desire to serve and minister to other people
- Leads, motivates, and teaches other people
- Creates positive group dynamics and resolves conflict within the group

## 2. Leadership Honor Code Commitment

As an essential part of the Washington Free Methodist Church leadership family, you have a responsibility to develop and exhibit mature Christian behavior. This should be the basic premise of your desire to participate in a servant-leader position here at Washington Free Methodist Church.

While serving the Body of Christ as a servant-leader at Washington Free Methodist Church, you pledge to present a good appearance at all times. In both attire and behavior, you should strive to demonstrate Biblical standards in all situations.

As Christians, the way we present ourselves to others is of vital importance to the way others perceive Christ. Our conduct should never be an embarrassment to Christ, but should exemplify the best qualities of a mature believer and servant-leader.

Exemplifying the highest moral commitment, Washington Free Methodist Church' leaders are to maintain a disciplined life of Bible reading, prayer and fasting. You must also refrain from such things as:

- Profanity
- Smoking or chewing tobacco
- Gambling
- Indulging in much wine or other alcoholic beverages
- Dishonest gain
- Illegal drugs
- Pornography
- Sexual immorality
- All behaviors which might cause Christ to grieve and others to stumble

By providing an example in speech and action, we encourage others to grow in Christ and become servant-leaders themselves. This is a way of life measured by the heart and commitment of each leader in the Washington Free Methodist Church family. We should regard it as an essential part of our development, not as an imposition or restriction.

### 3. Abuse Policy Acknowledgment

I understand that the Washington Free Methodist Church is a safe place for children and vulnerable adults and that Washington Free Methodist Church complies with all Federal and State laws regarding reporting suspected child abuse. As a member of the WINFMC Leadership Team, I understand that suspected abuse is to be reported to the staff member who oversees the area in which I serve. I also understand the 4 types of abuse defined below:

- Physical: a physical act directed at a child or vulnerable adult that causes injury
- Sexual: contact or interactions between a child and an adult, or another child, when the child is being used for sexual stimulation of the perpetrator or another person. This includes exploitation through photographs, videos or other communication methods
- Emotional: acts or omissions by the parent or other caregivers that have caused, or could cause, serious behavioral, cognitive, emotional or mental disorders
- Neglect: failure to provide for the child or vulnerable adult's basic needs. This includes adequate adult supervision, medical attention, housing, food and clothing. Most cases of physical neglect involve inadequate adult supervision that has caused harm to the child or vulnerable adult or places them in danger of such harm.

I understand it is not my responsibility to investigate and in no instance will I confront a parent or caregiver if abuse is suspected. As a member of the WINFMC Leadership Team, I agree to comply with this policy and report any suspected abuse to the staff person who oversees the area in which I serve.