



Divine Design

Equipping the Saints for the Work of Service

Overview

Instructions

1. Complete the **'Spiritual Gift Assessment'**

- Answer the questions on p. 3-7 and then transfer the scores to the chart on p. 8.
- Transfer the gifts that received the five highest scores to your "Divine Design Statement". See p. 37 for an example of a completed Statement.
- Write out statements in your "My Divine Design Statement" from "Spiritual Gifts in Brief" and the answers to the inventory questions you marked on p. 3-7.

2. Complete the **'Myers-Briggs Temperament Inventory'**

- Answer the questions on p. 12-15 and then transfer the scores to the chart on p. 16.
- Write in your "Divine Design Statement" your results and include descriptions that especially apply to you from the descriptions of the Myers-Briggs Types on p.17-27.

3. Complete the **'Six Evangelistic Styles'**

- Answer the questions on p. 28-29 and then transfer the results to the chart on p. 30.
- Add the results to your "My Divine Design Statement" using the statements that apply from p. 31-35.

4. Complete the **'Ministry Passion Assessment'**

- Answer the questions on p. 36.

5. Complete your personal **'My Divine Design Statement'**

- Compile information from the four completed assessments along the way.
- Attempt to write your fifty-word **"My Personal Mission Statement"**; see p. 37 for an example. Use statements from your gift and personality assessments for the wording.
- As well, you may want to write out an **"Implementation Strategy."** See p. 37 for an example.

Spiritual Gift Assessment

For this inventory to be valid, don't respond based on what you think you ought to say, but rather on the basis of your interest and experience. Also, 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

Section 1 (first five columns on the answer chart)

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 him or her 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 affect 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 my faith or me.
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 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.

Section 2 (sixth column on answer chart)

These questions are 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 - 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 working with other leaders 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.

Section 3 (seventh column on answer chart)

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 pray 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.

Answer Chart for Spiritual Gifts Assessment

Section 1					Section 2	Section 3	Spiritual Gift	Total
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 write in 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.

Key for Spiritual Gifts Assessment

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.

Spiritual Gifts in Brief

Administration is a gift that provides insight into other people's spiritual gifting as well as natural talent, which allows for placing people who *want* to minister in a particular way together with those who *need* just this ministry. These are "well connected" *advisors* in the body. (The Septuagint uses this same word in Proverbs 24:6 & 11:14.)

Apostleship or the Missionary gift is the ability to communicate across cultural barriers and plant churches where there is no knowledge of the gospel. In Greek (apostolos) "a sent one", or "a messenger", a *Missionary*.

Compassion or Mercy transcends both natural human sympathy and normal Christian concern, enabling one to sense in others a wide range of emotions and then provide a supportive ministry of caring and intercessory prayer.

Craftsmanship

It is the special gift whereby the Spirit endows certain Christians to use hands and minds to build up the Kingdom through artistic, creative means. See Exodus 28:3-4.

Discernment is the heightened ability to read or hear a teaching, to encounter a problem, or to consider a proposed course of action, and then determine whether the source behind the teaching, problem, or action is divine, merely human, or satanic.

Evangelism is a special ability to lead unconverted persons to a saving knowledge of the Gospel of Jesus Christ. The person with this gift has the wisdom to know when, who, and how to call the rebellious into the Kingdom of God. Evangelists are the spiritual "obstetricians" in the church.

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*.

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.

Giving empowers one in a sensitive way to detect material or financial needs and meet those needs with Spirit inspired generosity. Recipients of help from Christians with this gift have a clear sense that God has provided, not man.

Helps enables one to assist people in skilled ways that are supernaturally enhanced by the anointing of the Holy Spirit. The helped person has the impression that they have been touched by God. Those with this gift should be highly esteemed in the Body.

Hospitality is the special gift whereby the Spirit enables certain Christians to open their homes willingly and offer lodging, food, and fellowship cheerfully to other people. See Genesis 18:1-15.

Intercession is the special gift whereby the Spirit enables certain Christians to pray for extended periods of time with great positive effect for the building of the Kingdom. See 1 Thessalonians 3:10-13, 1 Timothy 2:1-2.

Knowledge is the special ability to discover, organize, relate and clarify information and ideas from Scripture.

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

Music is the special gift whereby the Spirit enables certain Christians to praise God through various forms of music and enhance the worship experience of the local congregation. See 1 Corinthians 14:26, Mark 14:26.

Prophecy or Preaching is speaking what God wants said with clarity, creativity, and power. The primary ministry in this gift is not prediction, but in confronting people with the truth about God and man—with conviction and empowering as the result.

Serving is a gift, which expresses the love of Christ by taking care of lowly or time-consuming tasks to allow others to be more effective ministers. Similar to the gift of Helps, but here the work performed is menial rather than skilled. Those with this gift are the truest and highest leaders in the church, and ought to be recognized as such.

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.

Teaching is the ability to *understand* and communicate the Christian faith so as to make the truth clear to others. The result of this gift is the equipping and maturing of others in the body of Christ so that they will grow in grace and be more effective disciples.

Wisdom is special illumination that enables one in a specific instance to grasp divine insight regarding a fact, situation, or context. This gift is useful in directing the Body in *what to do next*; in making God's will known.

Myers-Briggs Personality Inventory

Instructions

1. Each number contains two questions that relate to opposite kinds of behaviours or traits. Using the scale underneath each set of descriptions, circle the number which best indicates your preferred ways of living. You 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 live, not how you think you should live. Try to express your own preference and not mirror what you think others expect of you, or even what your home, ministry or job situation demands from you. Think especially of how you relate to the Lord and other Christians 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?

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

E-5 4 3 2 1

1 2 3 4 5-I

2. Would you characterize yourself as outgoing?

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

E-5 4 3 2 1

1 2 3 4 5-I

3. Is your energy renewed by being with others?

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

E-5 4 3 2 1

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

1 2 3 4 5-I

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

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

1 2 3 4 5-I

6. Are you rather expressive of your feelings?

Or, do you mostly keep your feelings to yourself?

E-5 4 3 2 1

1 2 3 4 5-I

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

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

E-5 4 3 2 1

1 2 3 4 5-I

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

Or, do you tend to reflect and reflect and (perhaps) 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 whenever 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 thoughts?

S-5 4 3 2 1 1 2 3 4 5-N

5. Do you usually see the trees before the forest?

Or, are you a person who often sees the forest before you see the trees?

S-5 4 3 2 1 1 2 3 4 5-N

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

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

S-5 4 3 2 1 1 2 3 4 5-N

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

Or, are you often rather unobservant of your surroundings?

S-5 4 3 2 1 1 2 3 4 5-N

8. Are you a steady, dependable kind of person who can be counted on for the long haul?

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

S-5 4 3 2 1 1 2 3 4 5-N

Decision-Making

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

Or, regardless of the pros and cons score, are you more secure when you feel that your decision is being based on what is valuable to you & others?

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

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

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

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

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

Or, do you desire 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 face a crunch, 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 the wrong move if they go with their heart rather than their head?

Or, that people are more likely to make the 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 impersonal, with more interest in things than people?

Or, are you more personal, with more interest in people than things?

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 scattered and disorganized 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 systematic, orderly, and decisive? Or, are the attributes that 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? Or, do you like the feeling of getting new things started and having lots going at the same time?

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

4. Do you like to get the information you need and bring things to a decisive conclusion? Or, is it hard for you to come to closure because you are unsure when you've ever gathered sufficient information?

J-5 4 3 2 1 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? Or, do you prefer trying out new and fresh ways of doing recurring tasks so that you won't get into a rut?

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

6. Would the phrase "A place for everything and everything in its place" be descriptive of your lifestyle? Or, do you like to leave your schedule open so that you can respond to changing events?

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

7. Is it unsettling for you to keep matters up in the air and undecided? Or, do you prefer to keep your options open for as long as possible, so you won't miss something?

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

8. Is it a greater weakness for one to be laid-back than for one to be too task oriented? Or, do you think that it may be a greater weakness for one to be too task-oriented than for one to be too laid-back.

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

Scoring the Myers-Briggs Personality Inventory

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 highest score. The circled cluster of letters suggests your 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

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 weaknesses

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

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*

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*

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 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 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 conflict 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 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*

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

Six Evangelistic Styles

Instructions

1. 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

2. Transfer your responses to the grid on page 30 and total each column:

Evangelistic Survey

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. ____
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 hurts the relationship. ____
14. In conversations, I focus on the questions that are holding up a person's spiritual progress. ____
15. When I tell people how I came to Christ, I find that they are 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 lack 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 love telling 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. ____

Answer Chart for Evangelistic Survey

_____ #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
_____	_____	_____	_____	_____	_____
Confrontational	Intellectual	Testimonial	Interpersonal	Invitational	Serving

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 nonconfrontational 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 1: 3: *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: *1 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.

Cautions:

- 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
- Otherscentered
- 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, nonimposing 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.

Ministry Passion Assessment

My Desires

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

2. As I have observed the needs and ministry opportunities at The Compass Church, I am drawn to serve in:

My Experiences

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

My Talents

4. I have a gift or talent that I would like to use to serve others at The Compass Church. It is:

My Divine Design Statement

My Personal Mission Statement

My Implementations Strategy

Example:

Personal Mission Statement

Justin Curtis is a teacher-leader-shepherd called of God to help lead people through the process of spiritual formation, teaching them to live as disciples of Jesus, and equipping them to be on mission launching more churches that are biblically centered and culturally relevant for the building up of the body of Christ.

Implementations Strategy

Justin Curtis will continue in his position as a 'Church Planting Resident' with the Coram Deo Church Community. This position will prepare him for spiritual leadership through "on-the-job training," immersing him in the work of pastoral ministry and church planting. Justin will also pursue a Masters of Arts in Theological Studies through Covenant Theological Seminary. Justin will continue to seek ways to develop his leadership and teaching skills through small group opportunities while continuing to live as a missionary in his culture. Justin will continue to also serve Christ faithfully in his home as a committed husband and father.