

Spiritual Gifts:

(1 Corinthians 12, Romans 12, 1 Peter 4, Ephesians 4)

1. **Wisdom** (You love giving timely, Godly, helpful counsel)
2. **Knowledge** (You love to study, research, books, footnotes)
3. **Faith** (You love tough or impossible situations)
4. **Healing** (You love to pray for those that are sick; You love sick people)
5. **Miracles** (You love to pray and see God show up in power)
6. **Discernment**(You get weird gut feelings with teachers, situations, and people)
7. **Apostles** (You love leading a movement) ex: church planters, missionaries
8. **Teaching** (You love to impart biblical truth; love to see people “Get it”)
9. **Help & Service** (You love coming along side people. You just want to help.)
10. **Administration** (You love stewarding resources. You love organization.)
11. **Evangelism** (You love non-Christians. Love talking to them and seeing them meet Jesus)
12. **Shepherding/Pastor/Counselor** (You love to help, care, and invest in ppl. You love ppl)
13. **Encouragement** (You love motivating people. You are always happy, give lots of compliments, & have lots of friends)
14. **Giving** (You love meeting needs; When ppl talk you notice things they say that they need)
15. **Leadership** (You love mobilizing ppl for a cause. Naturally gravitate towards leader roles)
16. **Mercy** (You love people that are hurting) (You love visiting people in hospital, crisis, etc)
17. **Hospitality** (You love welcoming and entertaining strangers. Greeting people and seeing them connect to others makes you happy)
18. **Tongues** (You have a private personal prayer language or a public ability to communicate gospel in language that you don't know)
19. **Prophets/Prophecy** (You love boldly & forcefully speaking the Word, eliciting a response.)

Equipping the Saints

Discovering Your Divine Design Statement

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Equipping the Saints Table of Contents

Introduction and Instructions	1
I. Spiritual Gift Inventory	2
A. Spiritual Gift Assessment Test	2
B. Grid of Spiritual Gift Assessment Responses	8
C. Spiritual Gift Assessment Key	9
II. Personality Inventory	10
A. Myers-Briggs	11
B. DEAA	11
III. Evangelism Inventory	14
A. Evangelism Style Assessment	14
B. Evangelism Style Grid and Key	17
IV. Talents Inventory	18
A. Communications	18
B. Relationships	19
C. Functional Capacities	20
V. Value Inventory	23
VI. Skills Inventory	26
VII. Formulating a Divine Design Statement	31

Equipping the Saints

Assessments to Assist Christians in Developing their Divine Design Statement.

Instruction Guide for "Equipping the Saints"

- A. Answer the questions for the Gift Inventory. Record your 5-6 gifts and 5-6 weaknesses.
- B. Fill in the personality assessment from: <http://www.humanmetrics.com/cgi-win/JTypes2.asp>
- C. Fill in the "DEAA Personality Assessment."
- D. Complete the Assessment "Six Evangelistic Styles."
- E. Complete the Inventory "Talents." Include only those phrases and words that apply to you.
- F. Complete the Assessment entitled "Values." Choose your Top 8-10 ministry values and rank them in order of priority.
- G. Complete the Assessment on Knowledge, Attitudes, Character and Skills.



A Spiritual Gift Inventory

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

GIFT ASSESSMENT TEST

(Place responses on The Response Grid page 8)

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

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

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

20. I can serve others by organizing and harnessing their gifts to solve a particular problem.
21. I often think that God is calling me to be a missionary.
22. My words often bring conviction to others, leading to repentance.
23. I find it easy to ask people to believe in and commit to Christ
24. I tend to be patient with Christians who are making slow spiritual progress.
25. I think it is very important to use words accurately and in context.
26. I believe my ministry in life is to be humbled before men by being obedient in service.
27. I have a special gift of helping others get "reset" emotionally, mentally, and spiritually.
28. I believe God has given me the ability to make and share money.
29. I am willing to "go first" when it comes to meeting the needs of others.
30. I believe that God wants to reach out to people by using me to share in their suffering.
31. God has given me the ability to play a musical instrument and I enjoy it.
32. I do not feel uncomfortable when people drop in unexpectedly.
33. I have enjoyed creating various kinds of arts and/or crafts.
34. Prayer is one of my favorite spiritual exercises.
35. Other Christians seek my advice when they are uncertain of their direction.
36. I can take in, retain and recall large amounts of information.
37. I am not moved from my personal belief in the truth by ridicule, apparent failure, or pain.
38. God has often used me to encourage others to accept difficult, but biblical teaching.
39. People often try to give me glory for helping them, which I am able to direct to God.
40. I can recognize talents and gifts in others, and find ways of using these for God.
41. I desire to learn another language, culture, or religion so that I could be a better witness.
42. Ridicule or rejection for speaking forth the truth, by family or friends, does not effect me.
43. I tend to conclude my vocal witness with an appeal for others to become Christians.
44. I want to be in unity with other mature believers to earnestly seek God's will for the body.
45. I get troubled by "testimonies" which contain false teaching or unsound advice.
46. I often recognize ways that I can minister to others indirectly without speaking or teaching.
47. I can challenge others without making them feel condemned.
48. I have strongly sensed the Spirit leading me to give money to a specific person or cause.
49. Obeying Christ *now* is my passion in life. It is not about mere words, but deeds.
50. Sometimes God gives me a taste of other people's pain.

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

79. God often supernaturally enhances my service to others.
80. I have a knack for getting people together in the body of Christ, and enjoy doing this.
81. I have a deep understanding of the Gospel, and I want to tell others about the good news.
82. I am more interested in saying the right thing than making people feel good.
83. I'm troubled when salvation is not emphasized.
84. I feel that I am responsible to help protect weak Christians from dangerous influences.
85. I reflect on my own life so that I can learn to help others to grow and know what to expect.
86. I would rather work in secret than have my work recognized publicly.
87. The Spirit gives me the ability to call forth the best that is in others.
88. Everything I own is Christ's, and this is no secret among the brethren.
89. I can motivate others to obey Christ by the living testimony of my life.
90. I have a desire to visit prisons and rest-homes in order to minister comfort and hope.
91. I feel secure in the fact that my musical ability will benefit other people who I meet.
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 & I know who can help.

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

101. I dream of being a missionary to some group of people who have never heard the gospel.
102. I dream of God speaking through me in a powerful way.
103. I dream of winning many souls to Christ.
104. I dream of myself and other leaders working together in unity, love, sound doctrine, and mutual submission.
105. I dream of teaching God's Word so as to help others in the way of faith.

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

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

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

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

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

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

1. *After* responding to all of the statements, look at the grid on the next page.
2. Now Type into the specific spiritual gift next to the appropriate letter.
3. Next, add the scores in each horizontal line and place total in the far right column.
4. Since some people tend to respond more conservatively than others, the important thing is the relative scores.
5. Highlight or check the *five highest gifts*, taking note of the highest value.

Spiritual Gift Assessment Test Response Grid

					I Dream Of	<i>We Need</i>	<i>Spiritual Gift</i>	<i>Totals</i>
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	

A Personality Inventory

Myers-Briggs Temperament Indicator

“Always be yourself, express yourself, have faith in yourself, do not go out and look for a successful personality and duplicate it.” -Bruce Lee

“Personality is only ripe when a man has made the truth his own.”
-Soren Kierkegaard

“I knit you together in your mother’s womb.” -God

You can take the basic online MBTI for free at:
<http://www.humanmetrics.com/cgi-win/JTypes2.asp>

There are a few important things to remember before/while taking the MBTI:

1. Answer how you want to answer, not how someone else wants you to answer.
2. Answer the questions based upon what really is true for you, not based upon what you want to be true for you.
3. Remember there are no right or wrong answers. Answer freely.
4. There are no good temperaments or bad temperaments. Do not be afraid of the results.
5. This test is not designed to put you or others in a box. It is designed to set you free to understand yourself, your natural tendencies, and those of other people around you.
6. God had uniquely wired you. Even if you share your temperament type with 14% of the population, the rest of those 14% don’t have your exact same gifts and life experiences.
7. Take this test by yourself. You may want to take it three different times at three different times of day over the course of several weeks to get the best reading.

.....

Write the date and your results in this section every time you take the test. Include the %s!

A Personality Inventory

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

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

- | | |
|--|--|
| <input type="checkbox"/> want to understand life before they live it
<input type="checkbox"/> like to discuss relevant facts
<input type="checkbox"/> like to apply experience to problems
<input type="checkbox"/> mind is inwardly directed to methods and process
<input type="checkbox"/> like to read the fine print
<input type="checkbox"/> like to work steadily
<input type="checkbox"/> usually notice what needs attention now
<input type="checkbox"/> want to reach conclusions step by step
<input type="checkbox"/> are those who consider, then do, then return to considering
<input type="checkbox"/> have more patience; but lower on enthusiasm
<input type="checkbox"/> not as often inspired by flashes of insight

<input type="checkbox"/> more governed by objective conditions
<input type="checkbox"/> focus on step by step process in the present
<input type="checkbox"/> usually accept difficulties unenthusiastically
<input type="checkbox"/> tend to be good at precise work
<input type="checkbox"/> dislike sweeping statements
<input type="checkbox"/> more intense and focused
<input type="checkbox"/> do not mind working on one project for a long time
<input type="checkbox"/> usually think before acting
<input type="checkbox"/> comfortable with little change
<input type="checkbox"/> Total for Deliberate Paced (place total # on Deliberate Paced lines on p. 13) | <input type="checkbox"/> want to live life in order to understand it
<input type="checkbox"/> like to discuss new possibilities
<input type="checkbox"/> like to apply creativity to problems
<input type="checkbox"/> mind is outwardly directed to world of people

<input type="checkbox"/> like to focus on the big picture
<input type="checkbox"/> like to work with bursts of energy
<input type="checkbox"/> usually prefer to prepare for the future
<input type="checkbox"/> want to reach conclusions quickly
<input type="checkbox"/> are those who do, then consider, then return to doing
<input type="checkbox"/> have more enthusiasm; but lower on patience
<input type="checkbox"/> inspired to follow their insights wherever they lead
<input type="checkbox"/> more governed by relational values
<input type="checkbox"/> focus on insights into the future
<input type="checkbox"/> usually tackle difficulties with zest

<input type="checkbox"/> dislike taking time to be meticulous
<input type="checkbox"/> dislike complicated procedures
<input type="checkbox"/> more expansive and unreserved
<input type="checkbox"/> more often impatient and restless with routine jobs
<input type="checkbox"/> sometimes act before thinking
<input type="checkbox"/> uncomfortable with lack of variety
<input type="checkbox"/> Total for Rapid Paced (place total # on Rapid Paced lines on p. 13) |
|--|--|

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

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

- value logic above passion
- more straightforward than tactful
- like to organize the task
- strong administrative abilities
- brief and businesslike
- can hurt people's feelings without knowing it
- prefer analysis and can live without harmony
- tend to decide impersonally

- discount how people feel about it; emphasize facts
- able to reprimand people when necessary

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

Total for Task Oriented (place total # on Deliberate Paced lines on p. 13)

- value passion above logic
- more tactful than straightforward
- like to focus on people
- strong social abilities
- sociable and friendly
- sensitive about people's reactions

- prefer harmony; disturbed by discord

- tend to be influenced by people's opinions
- discount facts; emphasize feelings of people
- dislike telling people unpleasant things

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

Total for Relationally Oriented (place total # on Fast Paced lines on p. 13)

“Driver”

___ Rapid Paced
___ Task Oriented

___ **Total “Driver”**

“Analytical”

Deliberate Paced ___
Task Oriented ___

Total “Analytical” ___

“Expressive”

___ Rapid Paced
___ Relationally Oriented

___ **Total “Expressive”**

“Amiable”

Deliberate Paced ___
Relationally Oriented ___

Total “Amiable” ___

.....
I am a(n):

An Evangelism Style Inventory

“I like your style.” -Hutch
“I like your moves.” –Starsky

“Man, the living creature, the creat[ed] individual, is always more important than any established style or system.” –Bruce Lee

“Style is the substance of the subject called unceasingly to the surface.”
-Victor Hugo

The Six Evangelistic Styles

Confrontive Intellectual Testimonial Interpersonal Invitational Serving

THE EVANGELISTIC STYLE SURVEY

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

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

Place a number 0-3 in the blank next to each question:

1. In conversations, I like to approach topics directly, without much small talk or beating around the bush. ____
2. I have a hard time getting out of bookstores or libraries without getting a bunch of books that will help me better understand issues being debated in society. ____
3. I often tell stories about my personal experiences in order to illustrate a point I am trying to make. ____
4. I am a "people person" who places a high value on friendship. ____
5. I enjoy including or adding new people to activities I am involved in. ____
6. I see needs in people's lives that others often overlook. ____
7. I do not shy away from putting a person on the spot when it seems necessary. ____

8. I tend to be analytical. _____
9. I often identify with others by using phrases like "I used to think that too" or "I once felt the way you do." _____
10. Other people have commented about my ability for developing new friendships. _____
11. To be honest, even if I knew the answers, I am more comfortable having someone "better qualified" explain Christianity to my friends. _____
12. I find fulfillment in helping others, often in behind the-scenes ways. _____
13. I do not have a problem confronting my friends with the truth even if it risks hurting the relationship. _____
14. In conversations, I naturally focus on the questions that are holding up a person's spiritual progress. _____
15. When I tell people of how I came to Christ, I have found that they have been interested in hearing it. _____
16. I would rather delve into personal life issues than abstract theological ideas. _____
17. If I knew of a high quality outreach event that my friends would enjoy, I would make a big effort to bring them. _____
18. I prefer to show love through my actions more than my words. _____
19. I believe that real love often means telling someone the truth, even when it hurts. _____
20. I enjoy discussions and debates on difficult questions. _____
21. I intentionally share my mistakes with others when it will help them relate to the solutions I have found. _____
22. I prefer getting involved in discussions concerning a person's life before dealing with the details of their beliefs. _____
23. I tend to watch for spiritually strategic events to bring people to (such as Christian concerts, outreach events, seeker services). _____
24. When people are spiritually closed, I have found that my quiet demonstrations of Christian love sometimes make them more receptive. _____
25. A motto that would fit me is: "Make a difference or a mess, but do something." _____

26. I often get frustrated with people when they use weak arguments or poor logic. ____
27. People seem interested in hearing stories about things that have happened in my life. ____
28. I enjoy long talks with friends. ____
29. I am always looking for a match between the needs and interests of my friends and the various events, books, etc., that they would enjoy or benefit from. ____
30. I feel more comfortable physically assisting a person in the name of Christ than getting involved in religious discussions. ____
31. I sometimes get in trouble for lacking gentleness and sensitivity in the way I interact with others. ____
32. I like to get at the underlying reasons for opinions that people hold. ____
33. I am still amazed at how God brought me to faith in Him and I am motivated to tell people about it. ____
34. People generally consider me to be an interactive, sensitive, and caring kind of person. ____
35. A highlight of my week would be to take a guest with me to an appropriate church event. ____
36. I tend to be more practical and action-oriented than philosophical and idea-oriented. ____

***Now that you're done, transfer your responses (the numbers in the blanks by the questions) to the grid and key on the next page and then total each column.**

Evangelism Style Grid and Key

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

Confrontive Intellectual Testimonial Interpersonal Invitational Serving



Reflection Questions

1. What’s my style(s)? What evangelistic style do I can in my bag? (Pick your top two)

-
-

2. What style(s) cramps my style? (Which styles are your “weak” areas?)

-
-

3. How do I use the style(s) in my arsenal?

4. How can I avoid cramping my style?

5. Is it always good to avoid cramping my style?

A Talent Inventory

“When I stand before God at the end of my life, I would hope that I would not have a single bit of talent left, and could say, 'I used everything you gave me.'”

-Erma Bombeck

“Talent is God given. Be humble.

Fame is man-given. Be grateful. Conceit is self-given. Be careful.”

-Coach John Wooden

I. CONCERNING COMMUNICATION (Choose 3 to 5 best preferences in Section I)

A. USING WORDS

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

B. BEING ARTISTIC

6. Designing: Sketches, illustrations, graphic arts, theater set designs, murals, or other design projects.
7. Painting: With oils, pastels, watercolors, and chalk
8. Using Colors and Patterns: Expressing my thoughts or feelings through colors or patterns as in interior decor, clothing, makeup, jewelry, house-painting, and the like.
9. Using Shapes and Forms: Expressing my thoughts or feelings through shaping forms as in sculpturing, architectural designing, landscaping, furniture arranging, or the like.
10. Using Handicrafts: Projecting my thoughts or feelings through handcrafted items made of wood, leather, cloth, plastic, and the like.

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

C. PERFORMING

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

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

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

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

Record Section I Talents Below

1.

2.

3.

4.

5.

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

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

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

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

Record Section II Talent Below

→

III. CONCERNING FUNCTIONAL CAPACITIES (5 to 7 best preferences in Section III)

A. ORGANIZING TIME AND PERSONAL SPACE

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

20. Ordering My Space: Keeping my surroundings well-organized and my household items in their place without much effort. Routinely putting things where they belong.

B. BEING CREATIVE

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

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

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

C. SUPERVISING OTHERS

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

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

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

D. USING BODY, HANDS, FINGERS

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

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

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

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

E. HELPING OTHERS

31. Tutoring: Helping another person to cope with disabilities or learning problems, as in specialized training, coaching, tutoring, therapy, or rehabilitation over an extended period of time.
32. Being of Service: Being most usually available to others when they need my help with their projects and programs to the neglect of my projects.
33. Counseling: Patiently helping people over a period of time to resolve personal or emotional problems: dating, marriage, self-image conflicts; spiritual concerns; abnormal behavior.
34. Reassuring and Supporting Others: Identifying with another's hurts and frustrations, giving encouragement, comfort, and support without necessarily trying to help them solve their problems.

F. USING INTUITION

35. Evaluating People's Character: Accurately assessing others' integrity or sincerity, including motives, underlying thoughts, or attitudes, during initial encounters.
36. Making Future Projections: Accurately predicting the general public's response to future events, as in politics, clothing fads, business trends, or other future concerns.

G. BEING PERSUASIVE

37. Negotiating: Successfully settling disputes between two or more people, acting as a go-between, arbitrating, negotiating contracts, being a peacemaker, or the like.
38. Selling: Successfully convincing others to buy and pay for a product or service, recruiting volunteers, fundraising.
39. Promoting: Successfully convincing others to accept a new idea or different viewpoint, changing people's minds about a particular product or service.

H. OBSERVING DETAILS

40. Observing Physical Environment Details: Seeing details others often miss indoors or outdoors: street signs, rare plants, rock formations, animal tracks, and the like.
41. Observing Printed Details: Seeing details others often miss in written manuscripts, books, blueprints, and maps, including misspellings, "typos," or grammatical errors.
42. Observing in Three Dimensions: Visualizing a three-dimensional object from a two-dimensional drawing, such as a building from a blueprint, a cabinet from a sketch, dress from a pattern.

I. USING NUMBERS

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

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

J. PROBLEM SOLVING PROCEDURES

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

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

K. RESEARCHING FOR INFORMATION

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

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

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

L. REASONING/CONTEMPLATING

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

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

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

M. MAKING DECISIONS

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

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

A Value Inventory

Fifty Life Values: Chords that Touch Our Souls

“Seriously...I literally determine the value of things based upon how well they will help me survive the Zombie Apocalypse. Is that wrong?”

-An Anonymous High School Girl

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

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

___ Accuracy: Being true or correct in attention to detail

___ Achievement: Enjoying a sense of accomplishment

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

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

___ Aesthetics: Appreciating what is beautiful

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

___ Authenticity: Ongoing desire to honestly express who one is

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

___ Challenge: Attracted to new problems, difficult tasks

___ Competency: Wanting to meet or exceed standards or expectations

___ Competition: Matching efforts or abilities with self or others

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

___ Contribution: Giving or making a difference for others

___ Control: Being in charge or wanting to have influence over outcomes

___ Cooperation: Striving for congenial relationships and teamwork

___ Creativity: Being imaginative and innovative, going outside the norm

___ Efficiency: Working to accomplish tasks in comparatively little time

___ Fairness: Giving everyone an equal chance

___ Family: Placing importance on maintaining familial relationships

___ Financial Security: Being free from financial worries

- ___ Flexibility: Coping easily with change and surprise
- ___ Friendship: Placing importance on close, personal relationships
- ___ Generosity: Giving readily or liberally
- ___ Happiness: Finding satisfaction, joy, or pleasure
- ___ Humor: Enjoying the witty or amusing
- ___ Independence: Wanting control of own time, behavior, tasks
- ___ Influence: Capacity to affect or shape people, processes, or ideas
- ___ Integrity: Maintaining congruity between what one claims to be and how one acts
- ___ Learning: Lifelong commitment to growing in understanding
- ___ Leisure: Appreciating unstructured or unscheduled time
- ___ Location: Preferring a specific place or area of country that matches lifestyle
- ___ Love: Cherishing others
- ___ Loyalty: Seeking to be faithful, constant, and steadfast
- ___ Nature: Finding joy and renewal in the out-of-doors
- ___ Organization: Being in control of time, priorities, possessions, and processes
- ___ Peace: Desiring tranquility, serenity, lack of discord
- ___ Perseverance: Sustaining momentum, having fortitude
- ___ Personal Development: Wanting to use one's potential and grow to the fullest and help others discover their potential and grow to their fullest
- ___ Physical Fitness & Health: Healthy regard for one's body, enjoying sports involvement
- ___ Power: Seeking to sell, persuade, lead, or influence others
- ___ Prestige: Having or showing success, rank, wealth, or status
- ___ Recognition: Desiring the respect of others or credit for achievements
- ___ Responsibility: Being accountable for outcomes
- ___ Security: Feeling safe and confident about the future
- ___ Self Respect: Having pride or a sense of personal identity
- ___ Service: Helping others or contributing to society
- ___ Stability: Maintaining continuity, consistency, and predictability over a period of time
- ___ Tolerance: Accepting or remaining open to the viewpoints and values of others
- ___ Tradition: Treasuring customs and links with the past
- ___ Variety: Desiring new and different activities, frequent change

Record and Reflect

What are your 8 things right now?

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.

Why are these valuable to you?

Are they likely to change? Why or why not?

A Skills Inventory

“You know, like nun-chuk skills, bow hunting skills, computer hacking skills...”
-Napoleon Dynamite

Knowledge, Attitudes, Character and Skills for Ministry

Instructions: Choose from the following 66 characteristics your top 5 strengths and top 5 areas of challenge and rate yourself on the 1 to 10 scale accordingly (1 is designation of greatest challenge; 10 is designation of greatest strength):

1. Intrinsicly motivated: having a desire to do well for the Lord through a commitment to excellence.
2. Relates to the unchurched: communicating in a style that is understood by the unchurched; understanding the "psychology" or mentality of the unchurched; moving and functioning in the "personal space" of the unchurched without fear; quickly getting to know the unchurched on a personal level; breaking through the barriers erected by the unchurched
3. Spousal cooperation: having an explicit agreement regarding each partner's respective role and involvement in ministry
4. Effectively builds relationships: responding with urgency to expressed needs and concerns of people
5. Committed to spiritual health for the church: appreciating steady and consistent growth without preoccupation with the quick success factor
6. Responsive to the community: understanding the culture of the community
7. Flexible and adaptable: coping effectively with ambiguity
8. Builds group cohesiveness: developing a nucleus group or groups as a foundation
9. Resilience: experiencing setbacks without defeat
10. Prayer Life Understanding: understands the nature of prayer, places priority on prayer through scheduled, individual and corporate prayer.
11. Servanthood Understanding: knows the elements of servant leadership and is cultivating a sacrificial spirit in a God-focused lifestyle.
12. Ethical Behavior Understanding: knows the Biblical standards of morality and is adhering their personal behavior to Biblical norms.

13. Faithwalk Understanding: possesses a conviction regarding their call to ministry and is relying on God's action and power.
14. Godly Character Understanding: understands N.T. leadership qualities and knows how to grow in Christ-likeness.
15. Motivating skill: knows how to encourage people through personal enthusiasm, expectancy, openness and modeling of their life before people.
16. Leading skill: is able to demonstrate security and assertiveness in their philosophy and style of ministry without abusing or exploiting their authority. Knows how to draw lines once issues are adequately exposed and discussed and is able to delegate appropriate decision making to responsible persons and groups.
17. Bonding skill: able to develop a nucleus group or groups which invites newcomers into the network of relationships. Is also able to monitor the morale of people.
18. Doing Theology Skill: Given an issue, is able to develop a Biblical perspective on it and apply that perspective.
19. Worship Understanding: Is able to articulate a biblically-based understanding of worship.
20. Evangelistic Outreach Skill: Is able to model evangelism practices and ways to lead others to Christ.
21. Assimilation Skill: knows how to orient and enfold new members into meaningful relationships and ministry. Is able to facilitate small group process.
22. Gift Identification Skill: Is able to articulate a biblically based understanding of spiritual gifts. Can identify leadership capabilities and spiritual gifts in others through observation/discernment and appropriate inventories. Is able to identify the knowledge and skill requirements of jobs, tasks, and roles. Can match gifts of people with ministry needs and opportunities.
23. Equipping Skill: Is able to train leaders in Biblical understanding and ministry skills and release them into ministry. Motivates leaders and creates systems of accountability that are helpful to their development.
24. Coaching Skill: Knows how to help leaders (small group leaders, elders, evangelists) recognize and understand their personal needs, values, problems, alternatives and goals.
25. Philosophy of Ministry Understanding: able to verbalize their "style of ministry" as a result of the interaction of their theological commitments/doctrine, the needs/opportunities of the culture, and their gifts and abilities.
26. Relationship Building Skill: able to establish relationships and networks across a broad range of people and groups. Makes others feel secure and comfortable in their presence and appreciates and accepts a variety of persons.

27. Feedback Skill: communicates information, opinions, observations, and conclusions so that they are understood and can be acted upon.
28. Questioning Skill: able to gather information from stimulating insight in individuals and groups through use of interviews, questionnaires, and other probing methods.
29. Conflict Management Skill: able to manage conflict openly, tactfully and biblically. Is not a source of conflict through either abrasiveness or poor judgment. Does not avoid unwarranted conflict either through denial or unrealistic appraisal of situations.
30. Planning Skill: able to isolate key result areas in order to establish long-range and short-range goals. Knows how to develop action plans, monitor and update plans and develop visual schematic representations of plans.
31. Time Management Skill: knows how to set limits to availability and prioritize responsibilities. Able to schedule time for direct and indirect people involvement.
32. Problem-Solving Skill: able to distinguish between principles and procedures in a given issue. Can appreciate tradition without being bound. Is able to use creativity and imagination to address issues.

[The Next Two Questions Apply Only to the Those Who are Married]

33. Husband Role Understanding: takes full responsibility for family obligations. Opens himself to counsel and critique from his wife and emotionally supports and encourages her and their children.
34. Wife Role Understanding: His wife understands the need to emotionally support him and their children. She is able to represent herself authentically to others and is able to demonstrate a gift of hospitality. His wife can respond effectively to many types of people.
35. Self-Assessment Skill: knows how to evaluate the impact of personal history, cultural/social background in their ministry in the target area/group. Is able to evaluate their personal strengths, weaknesses, gifts and direction of personal growth. Is able to evaluate their personal growth in spiritual disciplines and in managing personal priorities, time and money.
36. Stress Management Skill: Is able to perform multiple tasks without being overly frustrated. Knows how to maintain good physical health and handle adversity in a tough-minded manner.
37. Knows their own strengths and weaknesses, as well as their leadership and evangelistic style.
38. Knows how to set limits, prioritize responsibilities and schedule time for important people involvement.
39. Is able to isolate critical areas in order to establish long-range/short-range goals.
40. Is able to communicate Biblical truth in an effective manner in accordance with their particular leadership style.

41. Knows how to gather and interpret data to understand social, cultural profile of the people he/she is called to serve.
42. Understands and is able to apply the concepts of strategic planning to their ministry.
43. Knows how to evaluate barriers and potentials of a group for ministry.
44. Knows principles of developing good communication.
45. Understands the nature of the kingdom of God and implications for ministry.
46. Able to articulate a biblically-based understanding of divine design and help others identify their gifts, abilities, passions, temperament and ministry style.
47. Able to equip persons in Biblical understanding and ministry skills and encourage them in doing ministry appropriate to their abilities.
48. Able to inspire and release workers according to their divine design.
49. Is able to establish relationships and make others feel at ease in a small group setting and equip others in making face-to-face friendships.
50. Understands ways of structuring meaningful small groups and keep them multiplying.
51. Is able to implement a program of edification and learning applicable to adult needs.
52. Understands the New Testament process of growth in the Christian life.
53. Understands the nature and purpose of church discipline and the Biblical approach to church discipline.
54. Able to evaluate potential members of their ministry team in accordance with their divine design to pull together, and to share the vision.
55. Knows how to build team spirit, impart vision and direction.
56. Knows how to train members in their specialized ministries including pointing to resources and providing supervision.
57. Able to assess strengths and weaknesses using a competency-based model of interviewing.
58. Knows how to give each person challenges that will draw him or her to next stage of growth.
59. Able to move toward a goal through task analysis, system design with milestones, ministry description and assignment, supervision, evaluation and conflict management.
60. Knows peculiarities of managing projects and programs in the church.
61. Knows how to run a ministry meeting effectively.

62. Sensitivity to others: Is other-centered; Is aware of others and their needs

63. Self Image in Christ: Maintains emotional stability; Uses abilities confidently, without being overly self-conscious

64. Likable: Friendly and pleasant; Communicates warmth and personal interest in others

65. Performance Orientation: Persistent in the task; Highly dependable in carrying out plans

66. Family Life: Displays mutual family commitment; Develops wholesome family relationships by spending time together

Record and Reflect

What are my 5-6 Strengths?

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.

What are my 5-6 Challenge Areas/Weaknesses?

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.

Formulating a Divine Design Statement

Answering the question the question “Who Am I?” in 50 words or less.

NOTES