

DISCIPLESHIP TRACKS



DOVE TRACK

A Journey of Spiritual Discovery
Student Guide

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Resurrection Christian Outreach
Kirk L. Zehnder

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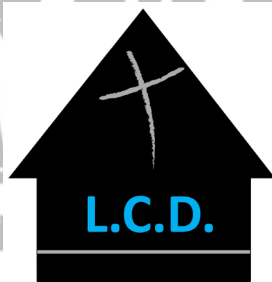
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DOVE TRACK

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My Personal Inquiry Dove Track Pre-Work



Complete the following and bring it with you to the Dove Track Session 1

- **Spiritual Gifts Test**
- **Temperament Assessment**

THE MODIFIED HOUTS QUESTIONNAIRE: INSTRUCTIONS

The **Modified Houts Questionnaire** is an exercise to help give you a handle on what your spiritual gift(s) might be. It was originally designed by Richard F. Houts, a Professor of Christian Education at Ontario Bible College (Eternity, May 1976, pp. 18-21), and later revised by C. Peter Wagner of the Charles E. Fuller Institute of Evangelism and Church Growth.

Here is how to do it:

- STEP 1:** Go through the list of 125 statements in the questionnaire on pages 2-7. For each one, mark to what extent the statement is true to your life: MUCH, SOME, LITTLE, or NOT AT ALL.
- STEP 2:** When you are finished, score the questionnaire by means of the Houts Chart (page 8).
- STEP 3:** After filling in all your scores on the Houts Chart, refer to pages 9-14 and transfer the names of the spiritual gifts to their corresponding rows on the chart. The order in which the gifts appear is identical to their order on the Houts Chart. You will want to study the gift definitions and Scripture references.

Note: This questionnaire is just a starting place in helping you to discover the spiritual gift(s) that God has given you. Do not make the mistake of considering the results to be final and irrefutable. It may even be that a gift you actually have does not show strongly here. Use this tool as a helpful source of insight, but do not let its results control you.

MODIFIED HOUTS QUESTIONNAIRE

For each statement, mark to what extent it is true to your life:
MUCH, SOME, LITTLE, or NOT AT ALL.

		(3) MUCH	(2) SOME	(1) LITTLE	(0) NOT AT ALL
1	I have proclaimed God's truth in a way that at times irritated the "establishment."				
2	I have enjoyed the responsibility for the spiritual well-being of a group of Christians.				
3	I feel I could enable persons to learn Biblical truths in detail.				
4	I have applied truth effectively in my own life.				
5	I have the ability to discover new truths for myself.				
6	I have verbally encouraged the wavering, the troubled or the discouraged.				
7	I have clearly perceived the difference between truth and error.				
8	I desire to manage money well in order to give liberally to the Lord's work.				
9	I have assisted leaders to relieve them for their essential job.				
10	I have a desire to work with those who have physical or mental problems, to alleviate their suffering.				
11	I have adapted easily in a culture different from mine.				
12	I have led others to a decision for salvation through faith in Christ.				
13	I feel I could provide food and/or lodging graciously to those in need.				
14	I have had confidence that God would keep His promises in spite of circumstantial evidence.				
15	I have a desire to persuade others to move toward achieving Biblical objectives.				
16	I have been able to discern when to delegate important responsibility, and to whom to delegate it.				
17	In the Name of the Lord, I have been used to miraculously change circumstances, and He was glorified.				
18	In the Name of the Lord, I have been used in curing diseases.				
19	I have spoken in tongues.				
20	I have interpreted messages given in tongues.				

MODIFIED HOUTS QUESTIONNAIRE

For each statement, mark to what extent it is true to your life:
MUCH, SOME, LITTLE, or NOT AT ALL.

		(3) MUCH	(2) SOME	(1) LITTLE	(0) NOT AT ALL
21	I have felt a sense of authority in relating to other Christians.				
22	I am single and enjoy it.				
23	I have had a sense of recognizing prayer needs before others.				
24	I feel I could face imprisonment, or even death, for my faith with confidence.				
25	I would enjoy being called upon to do special jobs around the church.				
26	Through God, I can reveal what will happen in the future.				
27	I have enjoyed relating to the same group of people over a long period of time, in their successes and their failures.				
28	I feel I could explain clearly the New Testament teaching about the health and ministry of the Body of Christ.				
29	I can intuitively arrive at solutions to complicated problems.				
30	I have had insights of truth that brought conviction to other Christians.				
31	I feel I could be an instrument for dislodging the complacent and redirecting the wayward to face spiritual reality.				
32	I have judged well between good and evil.				
33	I have given things or money cheerfully for the Lord's work.				
34	I have sensed the need to help others become more effective in their ministries.				
35	I have felt unusual compassion for those with physical or spiritual needs.				
36	I feel I could learn another language well in order to minister to those in a different culture.				
37	I have shared joyfully how Christ has brought me to Himself in a way that is meaningful to non-believers.				
38	I have provided a gracious haven for guests without the feeling of family interruption.				
39	I have received from God an unusual assurance that He will do the impossible to fulfill a special work.				

MODIFIED HOUTS QUESTIONNAIRE

For each statement, mark to what extent it is true to your life:
MUCH, SOME, LITTLE, or NOT AT ALL.

		(3) MUCH	(2) SOME	(1) LITTLE	(0) NOT AT ALL
40	I know where I am going, and I have seen other Christians follow me.				
41	I can organize ideas, people, resources and time for more effective ministry.				
42	In the Name of the Lord, I have cast out demons.				
43	In the Name of the Lord, I have healed the emotionally disturbed.				
44	I have spoken an immediate message from God to His people in a language I have never learned.				
45	I have interpreted tongues with the result that the body of Christ was edified, exhorted or comforted.				
46	I feel I could proclaim the gospel in a new area and see new groups of Christians formed.				
47	I am single and feel indifferent toward being married.				
48	I take prayer requests more seriously than other Christians seem to.				
49	I do not feel fear about suffering physical persecution for my faith.				
50	I have been able to effectively take care of odd jobs around the church.				
51	I have communicated to others timely and urgent messages that I believe came directly from God.				
52	I tend to know intimately those I serve and guide, and to be known intimately by them.				
53	I can devote a great amount of time to learning new Biblical truths to communicate to others.				
54	I have chosen from several Biblical alternatives an option that usually worked.				
55	I feel I can acquire and master new facts and principles of Bible truth.				
56	I have urged others to seek a Biblical solution to their affliction or suffering.				
57	I tend to look beneath the surface and examine people's motives.				
58	I feel deeply moved when confronted with urgent financial needs in God's work.				
59	I have enjoyed doing routine tasks that led to more effective ministry by others.				
60	I would enjoy visiting in hospitals and/or retirement homes and would do fine in such a ministry.				

MODIFIED HOUTS QUESTIONNAIRE

For each statement, mark to what extent it is true to your life:
MUCH, SOME, LITTLE, or NOT AT ALL.

		(3) MUCH	(2) SOME	(1) LITTLE	(0) NOT AT ALL
61	I have been able to relate well to Christians in a different race, language or culture.				
62	I have explained clearly that Jesus is the Savior and have seen positive effects on the listeners.				
63	I have a knack for making strangers feel at home.				
64	I can trust in the power and presence of God for the impossible.				
65	I would enjoy leading, inspiring and motivating others to involve themselves in the lord's work.				
66	I have been able to make effective and efficient plans for accomplishing the goals of a group.				
67	God has intervened many times to do impossible things through my life.				
68	In the Name of the Lord, I have successfully treated those who were spiritually sick.				
69	I can speak to God in a language I have never learned.				
70	I have prayed that I might interpret if someone begins speaking in tongues.				
71	Other Christians have been willing to do what I say, without asking many questions.				
72	I am glad I have more time to serve the Lord because I am single.				
73	Prayer has been one of my favorite spiritual exercises.				
74	I feel confident that dying for my faith would not be the worst thing that could happen to me.				
75	I feel satisfaction in performing routine tasks for God's glory.				
76	I have a desire to speak direct messages from God that edify, exhort or comfort others.				
77	I have helped needy Christians by guiding them to relevant portions of the Bible and praying with them.				
78	I feel I could communicate Biblical truths to others and see resulting changes in knowledge, attitudes, values or conduct.				
79	I have been able to perceive and apply Biblical truth to the specific needs of the Body of Christ.				
80	I have studied and read a great deal to learn Biblical truths.				

MODIFIED HOUTS QUESTIONNAIRE

For each statement, mark to what extent it is true to your life:
MUCH, SOME, LITTLE, or NOT AT ALL.

		(3) MUCH	(2) SOME	(1) LITTLE	(0) NOT AT ALL
81	I have a desire to effectively counsel the perplexed, the guilty or the addicted.				
82	I have accurately recognized whether a teaching is from God, from Satan or from human origin.				
83	I am so confident that God will meet my needs that I give to Him sacrificially and consistently.				
84	I am happy when others get credit for what I do.				
85	I would enjoy taking shut-ins out for a drive or assisting them in other practical ways.				
86	I feel I could enjoy living in a foreign country.				
87	I have a desire to speak messages that are primarily the gospel of salvation.				
88	I have a genuine graciousness toward and appreciation for the guests who come to my home.				
89	I have felt sure I knew God's specific will for the future growth of His work, even when others have not been so sure.				
90	I have influenced others to accomplish a particular task or Biblical purpose.				
91	I am able to give directions to others and make decisions for them, rather than trying to persuade them to my way of thinking.				
92	I have been an instrument for God's supernatural change in lives and events.				
93	I have prayed for others so that healing occurred.				
94	When I give a public message in tongues, I expect it to be interpreted.				
95	I have interpreted tongues in a way that seemed to bless others.				
96	I have a desire to be sent out by a church to start new churches.				
97	I am single, but have little difficulty controlling my sexual desires.				
98	God has consistently answered my prayers in tangible ways.				
99	I feel that terrorist threats of death would not shake my faith.				
100	I have been able to identify what needs to be done around the church and volunteer to help.				

MODIFIED HOUTS QUESTIONNAIRE

For each statement, mark to what extent it is true to your life:
MUCH, SOME, LITTLE, or NOT AT ALL.

		(3) MUCH	(2) SOME	(1) LITTLE	(0) NOT AT ALL
101	I have given messages of warning, judgement or direction from the Lord.				
102	I feel I can restore persons who have wandered away from their Christian community.				
103	I have trained Christians to be more obedient disciples of Christ.				
104	I have felt an unusual presence of God and personal confidence when important decisions needed to be made.				
105	I have been able to distinguish important and key facts of Scripture.				
106	I have comforted Christians in their afflictions or sufferings in such a way that they felt helped or healed.				
107	I can see through a phony before his phoniness is clearly evident to other people.				
108	I have been willing to maintain a lower standard of living in order to benefit God's work.				
109	I would be happy to be a teacher's aide in a Bible class.				
110	I would enjoy offering cheerful conversation to a lonely, shut- in person or someone in prison.				
111	More that most, I have had a strong desire to see people in other countries won to the Lord.				
112	I have a burden to seek out unbelievers in order to win them to Christ.				
113	I have desired to make my home available to those in the Lord's service.				
114	I can trust in the reliability of God when all else looks dim.				
115	Others have followed me because I have had some expert knowledge that contributed to the edification of the church.				
116	I have enjoyed bearing the responsibility for the success of a group or organization.				
117	In the Name of the lord, I have been able to recover sight to the blind.				
118	I have prayed successfully for others for restoration of health apart from natural means.				
119	When I speak in tongues, I believe it is edifying to the Lord's Body.				

MODIFIED HOUTS QUESTIONNAIRE

For each statement, mark to what extent it is true to your life:
MUCH, SOME, LITTLE, or NOT AT ALL.

		(3) MUCH	(2) SOME	(1) LITTLE	(0) NOT AT ALL
120	I have interpreted tongues in such a way that the message appeared to be directly from God.				
121	I have received a commission from Christians to exercise God-given authority among believers and non-believers.				
122	I can really identify with Paul's desire for others to be single as he was.				
123	I desire to faithfully pray for others in ministry, since I realize that their effectiveness relies upon it.				
124	I can identify with persecuted Christians who will not recant to avoid imprisonment or death.				
125	I respond cheerfully when asked to do tasks, even if they seem menial.				

SAMPLE

STEP 2: HOUTS QUESTIONNAIRE SCORING

In the grid below, enter the numerical value of each of your responses next to the number of the corresponding statements on pages 6-12:

MUCH = 3 SOME = 2 LITTLE = 1 NOT AT ALL = 0

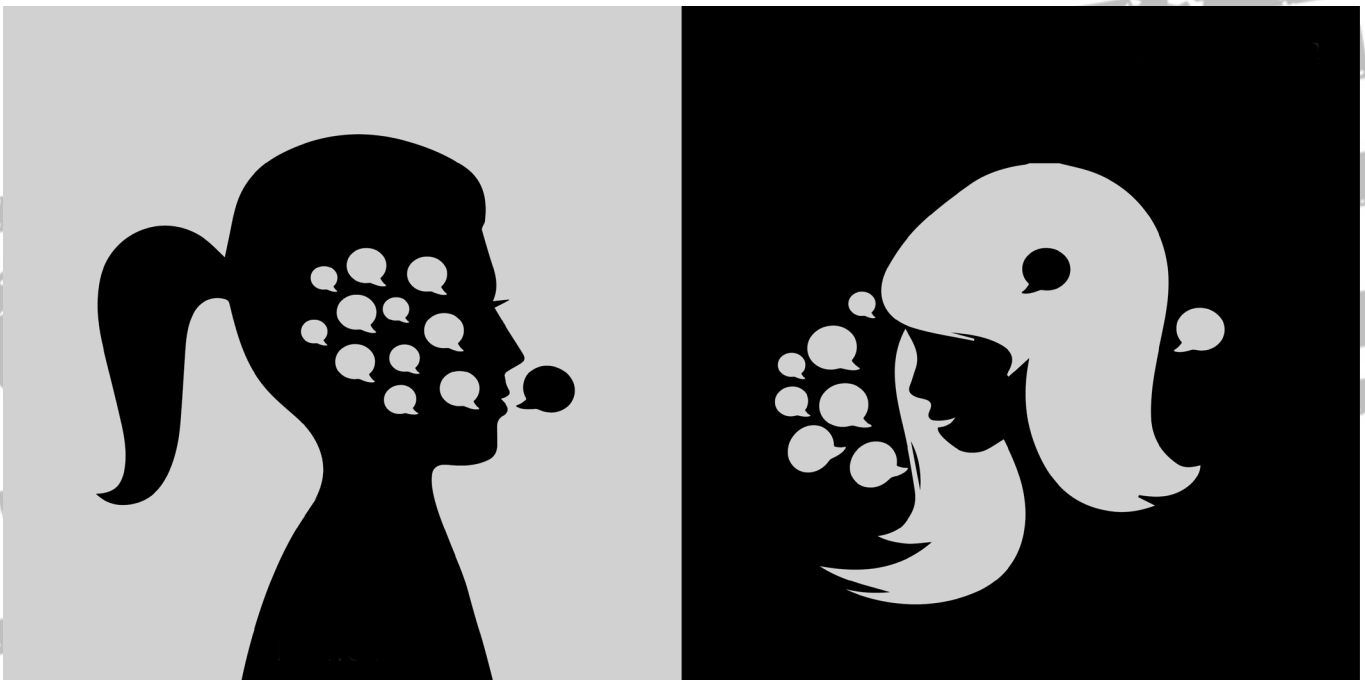
Then, add up the five numbers that you have recorded in each row and place the sum in the "**TOTAL**" column.

ROWS FROM TEST					TOTAL	GIFTS
1	26	51	76	101		PROPHECY
2	27	52	77	102		PASTOR
3	28	53	78	103		TEACHING
4	29	54	79	104		WISDOM
5	30	55	80	105		KNOWLEDGE
6	31	56	81	106		EXHORTATION
7	32	57	82	107		DISCERNING OF SPIRITS
8	33	58	83	108		GIVING
9	34	59	84	109		HELPS
10	35	60	85	110		MERCY
11	36	61	86	111		MISSIONARY
12	37	62	87	112		EVANGELIST
13	38	63	88	113		HOSPITALITY
14	39	64	89	114		FAITH
15	40	65	90	115		LEADERSHIP
16	41	66	91	116		ADMINISTRATION
17	42	67	92	117		MIRACLES
18	43	68	93	118		HEALING
19	44	69	94	119		TONGUES
20	45	70	95	120		INTERPRETATION
21	46	71	96	121		APOSTLE
22	47	72	97	122		CELIBACY
23	48	73	98	123		INTERCESSION
24	49	74	99	124		MARTYRDOM
25	50	75	100	125		SERVICE

ASSESSMENTS

Introvert

Extrovert



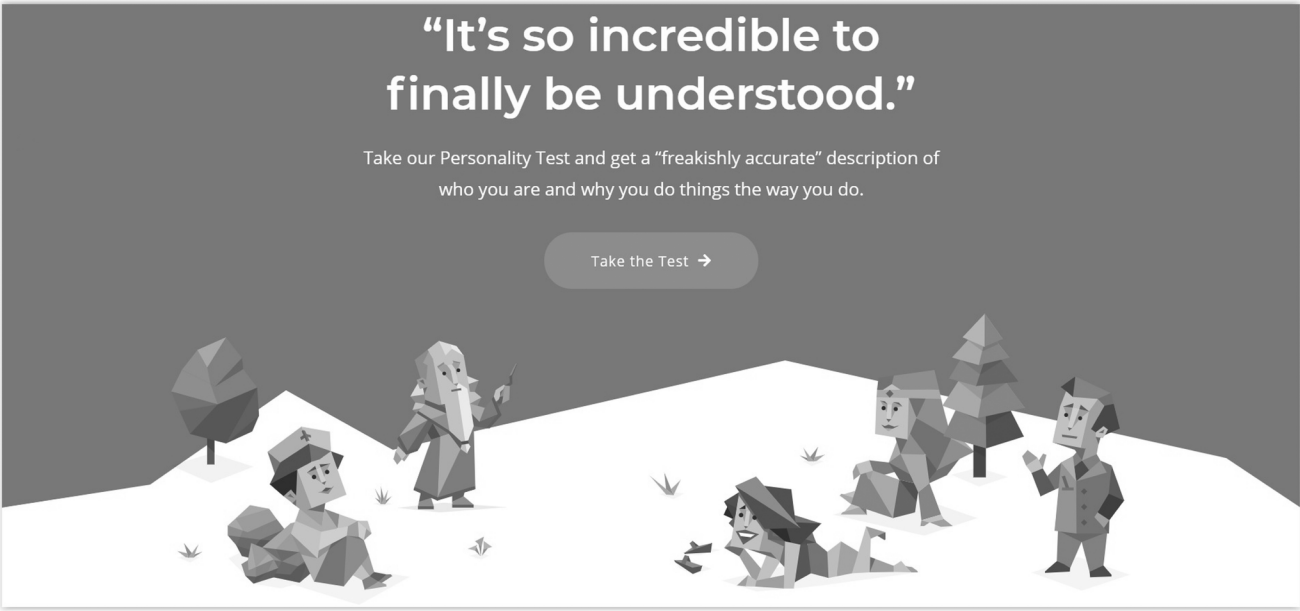
**Temperament
Assessment**

ASSESSMENTS

“It’s so incredible to
finally be understood.”

Take our Personality Test and get a “freakishly accurate” description of
who you are and why you do things the way you do.

Take the Test →

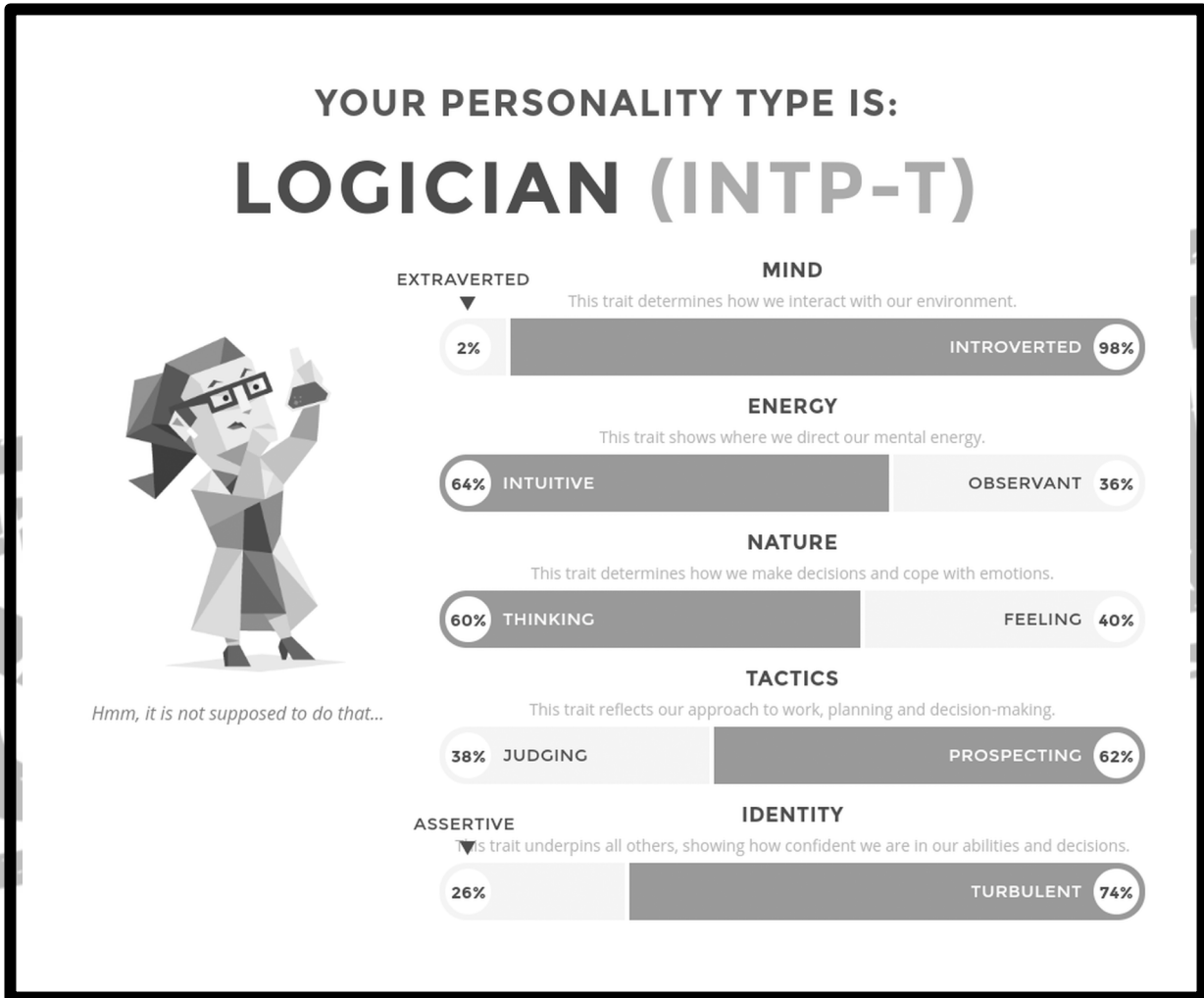


WHO
ARE
YOU?

- Go to www.16personalities.com
- Click on “Take The Test”
- Follow the instructions and answer questions.

(Used with permission from www.16personalities.com)

ASSESSMENTS



- You will be taken to the “result summary”
- Write down your “TYPE” _____ - _____
- Click on “Send Results By Email”

ASSESSMENTS

16Personalities

LOG IN ENGLISH

YOUR PERSONALITY TYPE IS:
LOGISTICIAN (ISTJ-T)

MIND
This trait determines how we interact with our environment.

47% EXTRAVERTED 53% INTROVERTED

ENERGY
This trait shows where we direct our mental energy.

34% INTUITIVE 66% OBSERVANT

NATURE
This trait determines how we make decisions and cope with emotions.

60% THINKING 40% FEELING

TACTICS
This trait reflects our approach to work, planning and decision-making.

89% JUDGING 11% PROSPECTING

IDENTITY
This trait underpins all others, showing how confident we are in our abilities and decisions.

44% ASSERTIVE 56% TURBULENT

[GET RESULTS BY E-MAIL](#)

This is all very interesting. Now give me the facts.

Links in the email you receive from
16personalities.com
will take you to a more detailed summary
of your personality characteristics.



My Personal Discovery

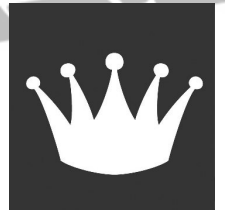


**Dove
Track**

“What is my task?
First of all, my
task is to be
pleasing to Christ.



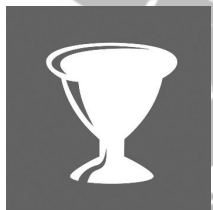
To be **empty of
self** and be **filled
with Himself**. To
be filled with the
Holy Spirit; to be
**led by the Holy
Spirit.**”



Aimee Semple McPherson

“What I want to talk about now is **the various ways God's Spirit gets worked into our lives.** This is complex and often misunderstood, but I want you to be informed and knowledgeable.”

1 Corinthians 12:1
(The Message)



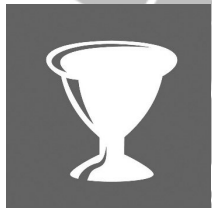
Three Types Of Spiritual Gifts

How does the Holy
Spirit get "...worked
into our lives...?"



Romans 12:

Resident Gifts



I Corinthians 12-14:

Non-Resident Gifts

Ephesians 4:

Functional Gifts

INTRODUCTION



Discovering My God-Given Uniqueness

Why Are We So Different?

"For as we have many members in one body, *but all the members do not have the same function*, so we being many, are one body in Christ, and individually members of one another. "Having then gifts differing *according to the grace that is given to us*, let us use them...." Romans 12:6-8 (NKJV)

I. OUR GOD-GIVEN UNIQUENESS - A RESULT OF GOD'S GRACE!

A. A Definition of the Grace of God:

1. Common Grace: God's _____ toward man.

a. Matthew 5:45

b. James 1:17

2. Special Grace: (I John 1:16) God's _____ for believers.

a. _____ Grace: John 3:16; Ephesians 2:8-9, Acts 15:11

(Capacity)

b. _____ Grace: Romans 12:6a; Ephesians 3:7

(Ability)

c. _____ Grace I Cor 15:10; II Cor 12:10; Titus 2:11-12

(Vitality)

B. By and through God's Grace we are given unique:

1. _____

2. _____

3. _____

Why Are We So Different?

II. OUR CALL: To Discover Our God-Given Uniqueness, And By The Grace Of God, To Use All That He Has Given Us As Good Stewards In The "**.... work of ministry**".... "**...the building up of the Body of Christ!**"

A. "Now concerning spiritual gifts, brethren, ***I would not have you ignorantFollow after love, and (earnestly) desire spiritual gifts...***"

I Corinthians 12:1; 14:1

B. "As each one has received a special gift, ***employ it in serving one another, as good stewards of the manifold grace of God...***"

I Peter 4:10 (NASV)

C. "Why is it that he gives us these special abilities to do certain things best? ***It is that God's people will be equipped to do better work for Him, building up the Church, the body of Christ, to a position of strength and maturity....***"Under His (Christ's) direction the whole body is fitted together perfectly, ***and each part in its' own special way helps the other parts***, so that the whole body is healthy and growing full of love."

Ephesians 4:12, 16 (TLB)

INVITATION



The Pathway To Personal Discovery

The Individual -vs- The Institutional Approach To Ministry

I. The INSTITUTIONAL Approach To Personal Discovery And Ministry:

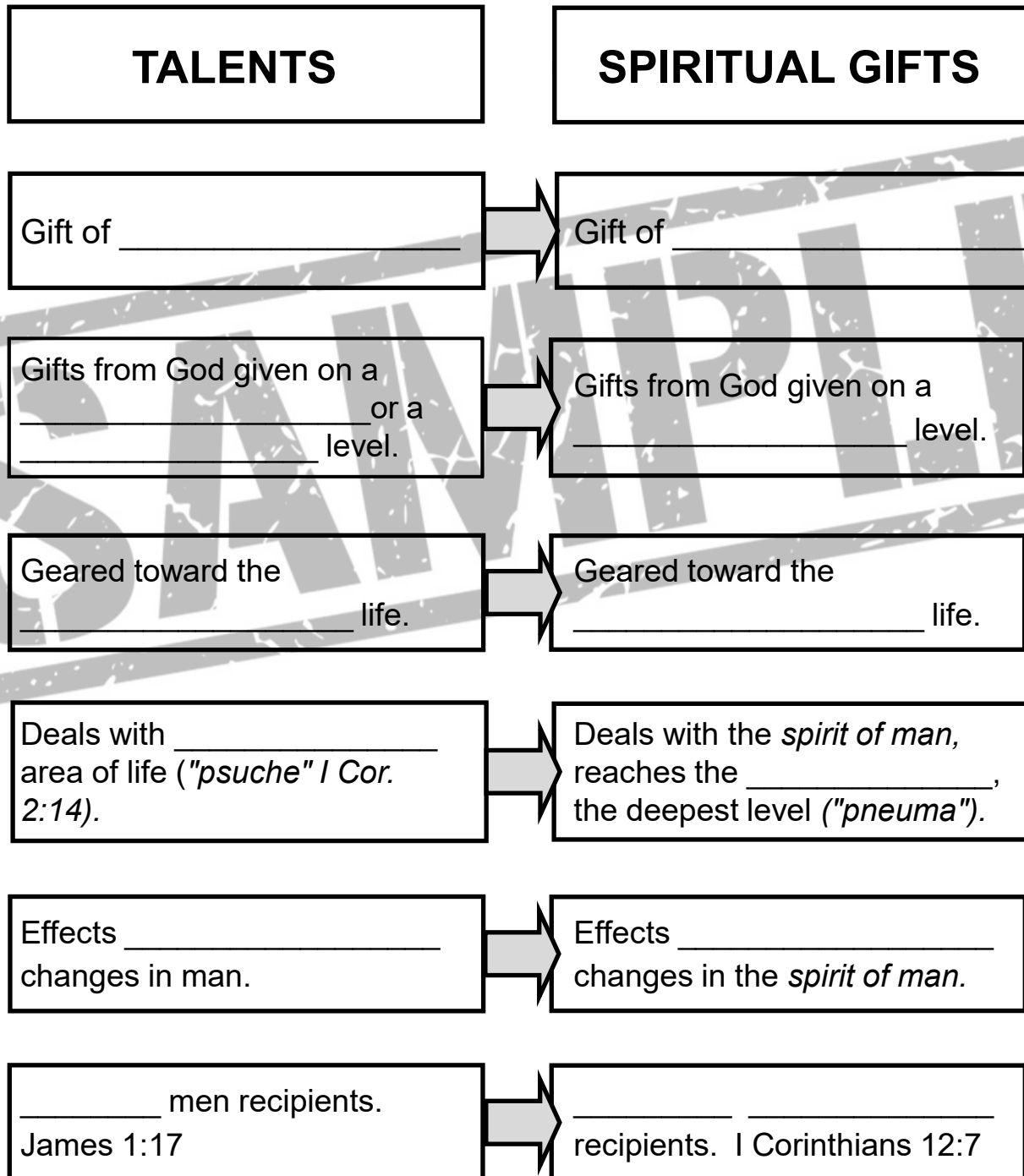
- A. Ministries and positions are _____.
- B. Pulpit announcements are used to _____ workers.
- C. Someone _____ signs up.
- D. Feels _____ in this position; therefore does a "____ - ____" job, because their _____ is not in it!
- E. Ends term of service _____, _____, and _____ concerning Christian service.
- F. Limits the totality of their devotion and Christian service to that of _____ only!

II. The INDIVIDUAL Approach To Personal Discovery And Ministry:

- A. Focus on the _____, not the position!
- B. Help the individual in their personal spiritual growth before getting involved in ministry. Assisting them in identifying their individual:
 - a. _____ - _____
 - b. _____ - _____
 - c. _____ - _____
- C. Assist the individual in matching these three areas with a personally _____ and _____ ministry which helps to build up the Body of Christ and Glorify God! **I Peter 4:10-11 !!**

The Difference Between Spiritual Gifts *and* Talents

I. AN ANALYSIS BETWEEN SPIRITUAL GIFTS AND TALENTS:



The Difference Between Spiritual Gifts *and* Talents

I. An Analysis Between *Spiritual Gifts* and *Talents*: Cont'd.

Important Implications:

- A. It is possible for a Christian to have a talent in a certain area, but not have a spiritual gift in this area.
- B. Also, it is possible to exercise a spiritual gift(s) through the channel of a natural talent(s) !

II. Concluding Thoughts:

- A. Don't try to accomplish **God's Work of Ministry** through natural talents **alone**. **Alone** they cannot affect change in the spiritual realm of man.
- B. **However** - Allow the Holy Spirit to unite your talents, passion, and temperament **with your spiritual gifts** and employ them in the "*...work of ministry...*", under the Anointing of the Holy Spirit!

1. "Then he answered and spoke unto me, saying, This is the word of the Lord unto Zerubbabel, saying, ***Not by might, nor by power, but by my Spirit, saith the Lord of Hosts!*** Zechariah 4:6
2. "And it shall come to pass in that day, that his burden shall be taken away from off thy shoulder, and his yoke from off thy neck, ***and the yoke shall be destroyed because of the anointing.***" Isaiah 10:27



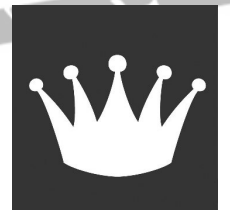
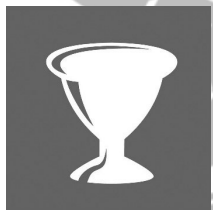
My Personal Discernment *Who Am I?*

- **Spiritual Gifts Tests**
- **Temperament Assessment**
- **Personal Passion Worksheet**



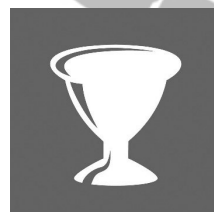
**Dove
Track**

“Understanding
our God given
“Design” is the
first step to
entering into our
God given
“Destiny””



Kirk L. Zehnder

“Because of the
privilege and authority
God has given me, I
give each of you this
warning: Don't think
you are better than you
really are. **Be honest
in your evaluation of
yourselves,
measuring yourselves
by the faith God has
given us.”**



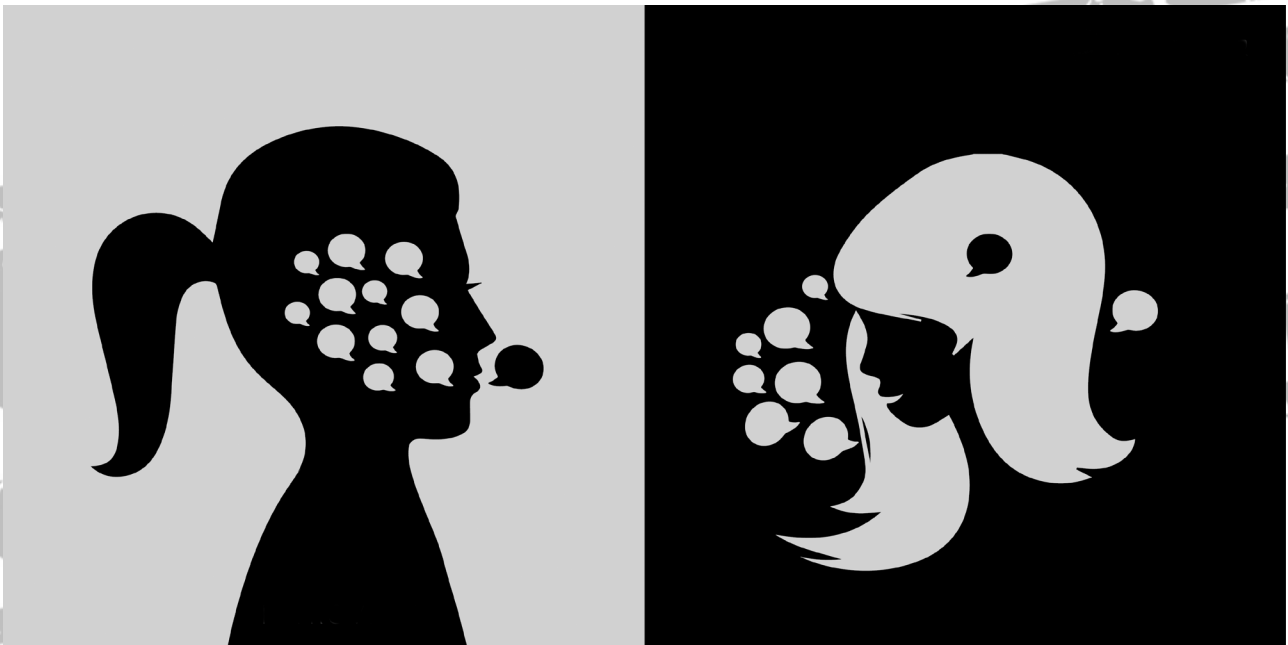
Romans 12:3

(NLT)

PERSONAL TEMPERAMENT

Introvert

Extrovert



**Discovering My God
Given Uniqueness**

MY TEMPERAMENT

From 16Personalities.com



- **Mind:** _____
- **Energy:** _____
- **Nature:** _____
- **Tactics:** _____
- **Identity:** _____

Role: _____

Strategy: _____

The Keirsey Temperament Sorter

Temperament Characteristics Associated With Each Type

E - 75%

Sociability
Interaction
Externals
Breadth
Extensive
Multiplicity of relationships
Expenditure of energies
Interest in external events

I - 25%

Territoriality
Concentration
Internal
Depth
Intensive
Limited relationships
Conservation of energies
Interest in internal reaction

S - 75%

Experience	Past
Realistic	Perspiration
Actual	Down-to-earth
Utility	Fact
Practicability	Sensible

N - 25%

Hunches	Future
Speculative	Inspiration
Possible	Head-in-clouds
Fantasy	Fiction
Ingenuity	Imaginative

T - 50%

Objective	Principles
Policy	Laws
Criterion	Firmness
Impersonal	Justice
Categories	Standards
Critique	Analysis
Allocation	

F - 50%

Subjective	Values
Social Values	Intimacy
Persuasion	Humane
Harmony	Good or Bad
Appreciate	Sympathy
Devotion	Personal
Extenuating Circumstances	

J - 50%

Settled	Decided
Fixed	Plan Ahead
Run one's life	Closure
Decision making	Planned
Completed	Decisive
Wrap it up	Urgency
Deadline!	
Get the show on the road	

P - 50%

Pending	Gather more data
Flexible	Adapt as you go
Let life happen	Open options
Treasure hunting	Open ended
Emergent	Tentative
Something will turn up	What deadline?
There's plenty of time	Let's wait and see

The Keirsey Temperament Sorter

Temperament Characteristics Associated With Each Type

Sensing Types

Intuitive Types

ISTJ Serious, quiet, earn success by concentration and thoroughness. Practical, orderly, matter-of-fact, logical, realistic, and dependable. Sees to it that everything is well organized. Take responsibility. Make up their own mind as to what should be accomplished and work toward it steadily, regardless of protests or distractions.

ISFJ Quiet, friendly, responsible, conscientious. Work devotedly to meet their obligations. Lend stability to any project or group. Thorough, painstaking, accurate. May need time to master technical subjects, as their interests are usually not technical. Patient with detail and routine. Loyal, considerate, concerned with how other people feel.

INFJ Succeed by perseverance, originality and desire to do whatever is needed or wanted. Put their best efforts into their work. Quietly forceful, conscientious, concerned for others. Respected for their firm principles. Likely to be honored for their clear convictions followed as to how best to serve the common good.

INTJ Usually have original minds and great drive for their own purposes. In fields that appeal to them, they have a fine power to organize a job and carry it through with or without help. Skeptical, critical independent, determined, often stubborn. Must learn to yield less important points in order to win the most important.

ISTP Cool onlookers, quiet, reserved, observing and analyzing life with detached curiosity and unexpected flashes of original humor. Usually interested in impersonal principles, cause and effect, how and why mechanical things work. Exert themselves no more than they think necessary, because any waste of energy would be inefficient.

ISFP Retiring, quietly friendly, sensitive, kind, modest about their abilities. Shun disagreements, do not force their opinions or values on others. Usually do not care to lead but are often loyal followers. Often relaxed about getting things done because they enjoy the present moment and do not want to spoil it by undue haste or exertion.

INFP Full of enthusiasm and loyalties, but seldom talk of these until they know you well. Care about learning, ideas, language, and independent projects of their own. Tend to undertake too much, then somehow get it done. Friendly, but often too absorbed in what they are doing to be sociable. Little concerned with possessions or physical surroundings.

INTP Quiet, reserved, impersonal. Enjoy especially theoretical or scientific subjects. Logical to the point of hair-splitting. Usually interested mainly in ideas, with little liking for parties or small talk. Tend to have sharply defined interests. Need careers where some strong interest can be used and useful.

ESTP Matter-of-fact, do not worry or hurry, enjoy what comes along. Tend to like mechanical things and sports, with friends on the side. May be a bit blunt or insensitive. Adaptable, tolerant, generally conservative in values. Dislike long explanations. Are best with real things that can be worked, handled, taken apart, or put together.

ESFP Outgoing, easy-going, accepting, friendly, enjoy everything and make things more fun for others by their enjoyment. Like sports and making things. Know what's going on and join in eagerly. Find remembering facts easier than mastering theories. Best in situations that need sound common sense and practical ability with people as well as things

ENFP Warmly enthusiastic, high-spirited, ingenious, imaginative. Able to do almost anything that interests them. Quick with a solution for any difficulty and ready to help anyone with a problem. Often rely on their ability to improvise instead of preparing in advance. Can usually find compelling reasons for whatever they want.

ENTP Quick, ingenious, good at many things. Stimulating company, alert, outspoken. May argue for fun on either side of a question. Resourceful in solving new and challenging problems but may neglect routine assignments. Apt to turn to one new interest after another. Skillful in finding logical reason for what they want.

ESTJ Practical, realistic, matter-of-fact, with a natural head for business or mechanics. Not interested in subjects they see no use for but can apply themselves when necessary. Like to organize and run activities. May make good administrators, especially if they remember to consider others' feelings and points of view.

ESFJ Warm-hearted, talkative, popular, conscientious, born cooperators, active committee members. Need harmony and may be good at creating it. Always doing something nice for someone. Work best with encouragement, praise. Little interest in abstract thinking or technical subjects. Main interest is in thing that directly and visibly affect people's lives.

ENFJ Responsive and responsible. Generally feel real concern for what others think or want and try to handle things with due regard for other person's feelings. Can present a proposal or lead a group discussion with ease and tact. Sociable, popular, sympathetic. Responsive to praise and criticism.

ENTJ Hearty, frank, decisive, leaders in activities. Usually good in anything that requires reasoning and intelligent talk, such as public speaking. Are usually well-informed and enjoy adding to their fund of knowledge. May sometimes be more positive and confident than their experience in an area warrants.

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(Meyers-Briggs Type Indicator, Abbreviated Version)

MY SPIRITUAL GIFTS



Discovering My God Given Uniqueness

MY SPIRITUAL GIFTS

PROPHECY
PASTOR
TEACHING
WISDOM
KNOWLEDGE
EXHORTATION
DISCERNING OF SPIRITS
GIVING
HELPS
MERCY
MISSIONARY
EVANGELIST
HOSPITALITY
FAITH
LEADERSHIP
ADMINISTRATION
MIRACLES
HEALING
TONGUES
INTERPRETATION
APOSTLE
CELIBACY
INTERCESSION
MARTYRDOM
SERVICE



My Top 3 Gifts

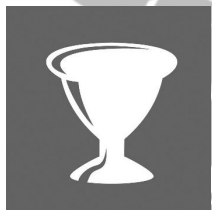
- _____
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- _____

MY PERSONAL PASSION



Personal Passion Worksheet

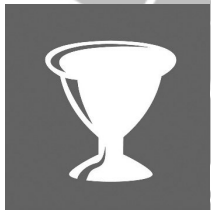
A person's *Passion* often leads them to some compelling action. Your *Passion* for unwed mothers, the poor, unbelievers, youth, discipleship, business, executives, etc., is *part* of God's way of directing you to the place where you can best use your spiritual gifts.





Ask yourself...

What do I **WEEP** about?
(What is my burden)



What do I **DREAM** about?
*(What do I want to
see happen)*



What do I **SING** about?
(What brings me joy)

Personal Passion Questions

Carefully consider the following questions to identify and state your Passion.

Assume that money, time, or abilities are not an issue!

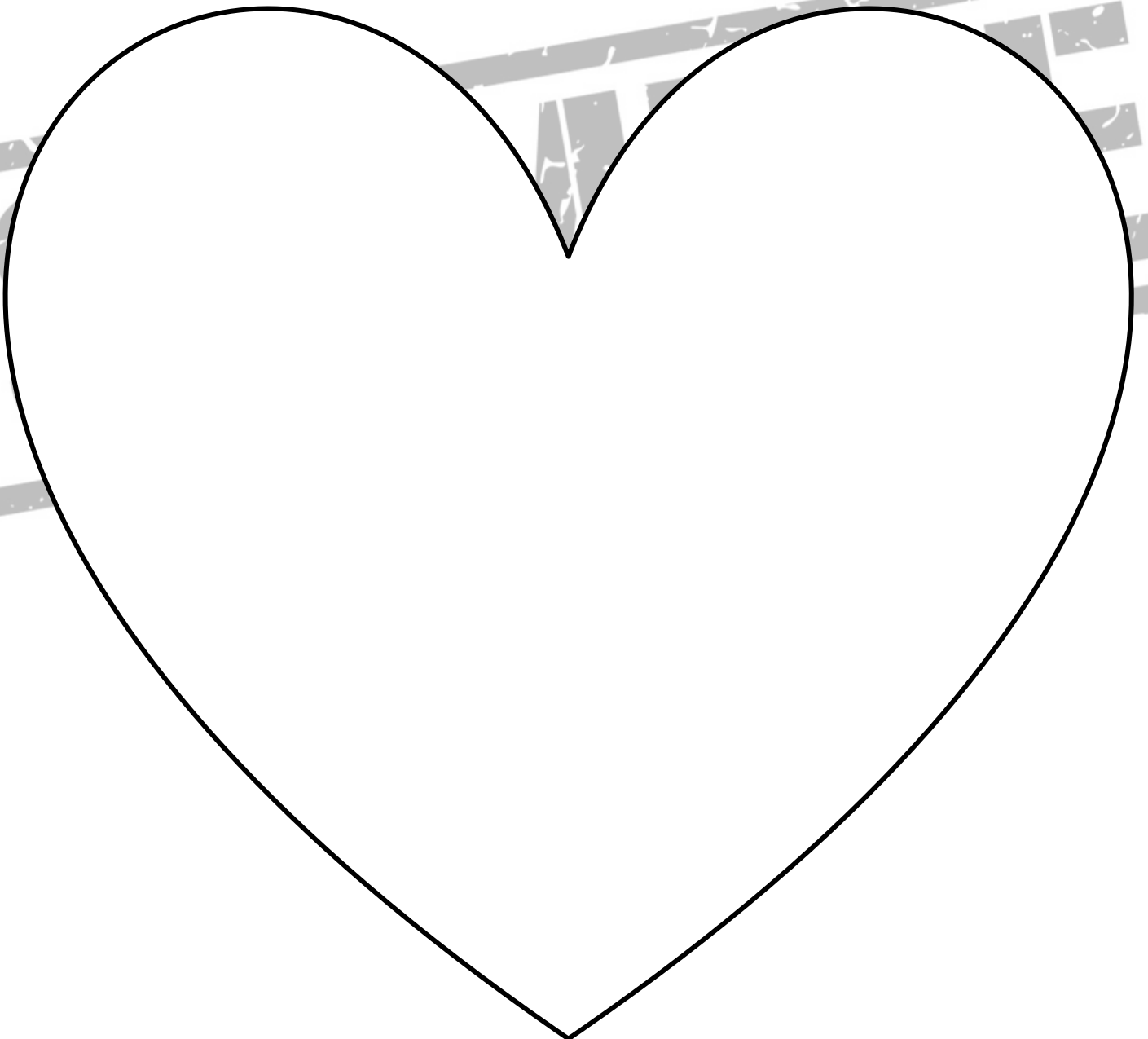
1. What local, global, political, social, or church issue causes a strong emotional stirring in you?
2. What kind of group of people do you feel most attracted to?
3. What is the area of need which is of ultimate importance to you?
4. If you could not fail, what would you do in order to make a difference?
5. In what areas would you like to make an impact with your natural and spiritual gifts?

My Personal Passion Statement

In light of your Personal Passion
Questions...

I have a ***PERSONAL PASSION*** for...

(Write your personal statement below)



UNDERSTANDING MY GOD GIVEN UNIQUENESS



**"As each one has received a SPECIAL GIFT,
employ it in serving one another, as good
stewards of the manifold grace of God."**

1 Peter 4:10 (NASV)



My Personal Motivation

Part 1



**Dove
Track**

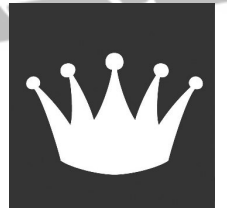
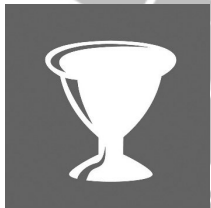
A REVIEW OF THE GIFTS

SUPRA-NATURAL GIFTS

*Non-Resident**

I CORINTHIANS 12-14

- Word of Wisdom
- Word of Knowledge
- Faith
- Gifts of Healings
- Working of Miracles
- Prophecy
- Discerning of Spirits
- Tongues
- Interpretation of Tongues



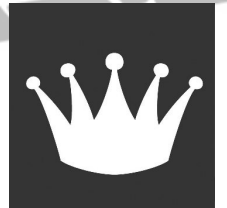
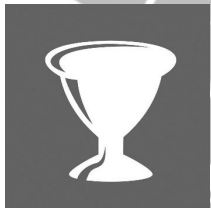
* “Non-Resident” – These gifts do not reside in the individual but are given by the Holy Spirit to the individual for a specific purpose and moment of time.

A REVIEW OF THE GIFTS

FUNCTIONAL* LEADERSHIP GIFTS

EPHESIANS 4:11-16

- Apostles
- Prophets
- Evangelists
- Pastors
- Teachers



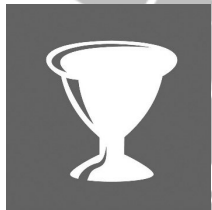
* “Functional” - These gifts are defined by what a person does rather than a title of the office that they hold.

A REVIEW OF THE GIFTS

“MOTIVATIONAL” GIFTS

*Resident**

ROMANS 12:6-8



- Prophecy
- Ministry (Service)
- Teaching
- Exhortation
- Giving
- Administration (“Leads”)
- Mercy

* “Resident” – These gifts are always present and active in the life of the individual. They are the gifts that help define us (“make us tick”).

An Introduction To The Motivational Gifts Of The Spirit

"Having then **gifts differing according to the grace that is given to us**, whether **prophecy**, let us prophesy according to the proportion of faith; Or **ministry (service)**, let us wait on our ministering; or he that **teaches** on his teaching; Or he that **exhorts**, on exhortation; he that **gives**, let him do it with simplicity; he that **rules (administers)**, with diligence; he that shows **mercy**, with cheerfulness." Romans 12:6-8

I. WHAT ARE THE "MOTIVATIONAL GIFTS" OF THE SPIRIT?

A. The Gifts listed in Romans 12:6-8 are "Motivational", or _____
_____ Gifts of the Spirit.

1. These gifts are very closely tied with our personality temperament and make us who we are. They are very closely related to our personal passions, for they are what _____ ("make us tick").

2. We are born with **ONE BASIC** Motivational Gift:

a. Psalms 139:13-17: _____

b. Romans 12:6-8: _____

c. John 1:16: When we are "Born Again" we receive _____
and these Motivational Gifts are given life. They now become applicable to the Body of Christ.

3. These Motivational Gifts are _____ . They are always in operation within the believer's life.

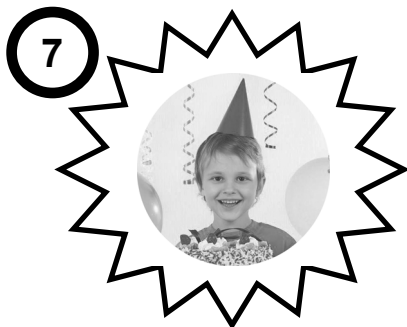
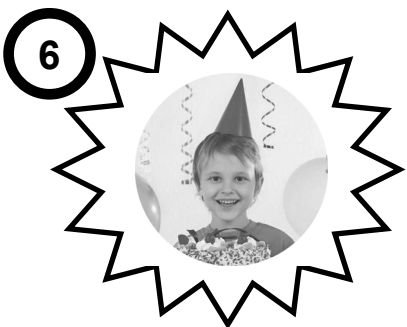
B. Two important points regarding Motivational Gifts:

1. Motivational Gifts can be channeled through many different _____.

2. While we all have one predominant Motivational Gift in our lives that is our "**Basic Motivation**", we are called to _____ !

The Birthday Game

It is little Jimmy Salvation's 2nd birthday! Just like a 2-year-old, Jimmy has just knocked his special cake over, and it has crashed to the floor, completely ruined. Put yourselves at the table as one of Jimmy's Seven (7) Family Members. Listen to the Seven (7) Responses to this crisis and CHECK the ONE (1) that would best illustrate how you would respond.



The Birthday Game

7 Different Responses

7 Different Motivations

1 I would immediately try to find something to clean up the mess.

Motivational Gift:

4 I would correct Jimmy for not being careful at the dinner table, something I had warned him about!

Motivational Gift:

7 I would offer to go to the store and buy little Jimmy a brand-new birthday cake!

Motivational Gift:

2 I would try to analyze the chain of events that led to the accident, and how it could have been avoided.

Motivational Gift:

5 I would try to get everyone involved doing something to help clean up the mess and keep the party going!

Motivational Gift:

3 I would go over to Jimmy and try to comfort him at this time of loss and disappointment.

Motivational Gift:

6 I would try to encourage Jimmy to look at the good things that have happened and the presents he would receive.

Motivational Gift:



Motivational Gifts Of The Spirit

BASIC DEFINITIONS

- **PROPHECY**: A person who basically wants to _____ and _____.
- **SERVICE**: A person who is motivated to _____.
- **TEACHING**: A person who desires to _____, _____, and _____ truth.
- **EXHORTATION**: A person who desires to _____ in and _____ other people.
- **GIVING**: A person who is very _____, _____ contributes in a _____ way.
- **ADMINISTRATION**: A person who is able to _____ (KJV - "ruler") others, a _____.
- **MERCY**: A person who is able to _____ with you, _____.



My Personal Motivation

Part 2

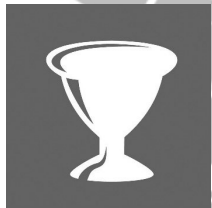


**Dove
Track**

The Romans 12 Gifts

Motivational Gifts of the Spirit

"Having then *gifts differing according to the grace that is given to us*, whether *prophecy*, let us prophesy according to the proportion of faith; Or *ministry* (service), let us wait on our ministering; or he that *teaches*, on his teaching; Or he that *exhorts*, on exhortation; he that *gives*, let him do it with simplicity; he that *rules (administers)*, with diligence; he that shows *mercy*, with cheerfulness."



Romans 12:6-8

Five Foundational Principles Concerning Motivational Gifts

1

We are commanded to do all seven *in a measure*. However, we must recognize our limitations and that we only have **one basic motivational gift**. Romans 12:9-12.

2

Each person should know and concentrate on their personal motivational gift. I Peter 4:10

3

We should learn to know and appreciate the unique gifts of others, and we will understand their unique ways of handling things. ***This is especially true in marriage.***

4

We are **ABSOLUTELY**, dependent upon each other, for we each have only one basic motivational gift. Romans 12:3-6; I Corinthians 12:14-27

5

We must submit ourselves and our gifts to one another in humility to serve one another, and we will see all the gifts in operation. Galatians 5:13; I Peter 5:5; Romans 12:9-21

The Motivational Gift Of PROPHECY

I. The Character Qualities Of A *PROPHET*:

A. Prophet: (Simple sense) One who is called to _____
_____.

Note: The term Prophecy means both forth-telling and foretelling. In this section of Romans 12, we will deal with the simple aspects of forth-telling - and we will cover foretelling in I Corinthians 12.

B. Character Qualities:

1. *DESIRE*: To _____ and _____
truth, usually verbally.

2. _____:

- a. Not given to systematic study.
- b. Gains insight through revelation.

3. Proceeds by _____ and is _____.

- a. Can discern a person's inner motive.
- b. Basically "right" -vs- "wrong".

4. Appeals more to the _____ than to the _____.
(More inspirational than logical).

5. Willing to be outspoken - _____ and
_____. Result: Often comes off as negative,
sees things and warns people.

6. Aware of their own unworthiness, very hard on themselves,
also are very critical on themselves.

The Motivational Gift Of PROPHECY

C. Luke 3:3-20: A Look At A Prophet: John The Baptist

1. Verses 7-9: Prophet can be rough and ready, very blunt and direct.
2. Verse 8: Very concerned about sin and repentance.
3. Verses 8b-9: Very impatient with tradition.
4. Verse 4: Feels called to warn people.
5. Verses 10-14: Direct and to the point.
6. Verse 16: Strong sense of own unworthiness.

II. The Misuse Of The Prophetic Gift:

- A. Making a premature judgment about words, actions, and motives of other people. (Based on the prophet's keen awareness of right and wrong) Psalms 19:13-14.
- B. The tendency to judge and expose one who is wrong rather than striving to restore the offending brother or sister. Galatians 6:1
- C. Correcting people and situations that are not their responsibility. Proverbs 26:17
- D. Terminating fellowship with a brother or sister once they have failed. II Corinthians 2:5-8
- E. Focusing more on the negative aspect of a problem than the positive aspects of a situation. (Tends to view things in absolutes as either all right or all wrong). Philippians 4:8
- F. A lack of tactfulness in expressing opinions. Proverbs 15:1-4
- G. Demanding an immediate positive response from those they admonish or rebuke. Philippians 3:15
- H. Passing judgment upon and condemning themselves when they fail. (Judging themselves more harshly than they do others). Romans 8:1

The Motivational Gift Of SERVICE

I. Character Qualities Of A **SERVER**:

A. **DESIRE**: To give _____.

B. Says _____ are more important than words.

C. Not prone to _____.

1. Result: Many times they feel guilty because they are not as verbal.
2. Gifted in *Service* rather than public speaking.

D. They are the _____ of the Body.

1. Very creative.
2. Very artistic.

E. They have a lot of stamina to work.

1. Very conscientious.
2. Good memory for details.

F. They need _____.

1. Are not "feelers", not often very sympathetic.
2. Scriptural Example: Martha - Luke 10:38-42

G. Has trouble _____ and _____.

H. Never knows when to say _____.

I. Sees _____ rather than
_____.

The Motivational Gift Of SERVICE

II. The Misuse Of The Gift Of Service:

- A. Putting off home and personal responsibilities in order to give assistance to others. I Timothy 5:8
- B. Taking on too many projects at one time. (Due to the inability to say "no"). Luke 10:38-42
- C. Running themselves down physically. (A result of taking on too many projects at one time. Problems: tension, headaches, ulcers, etc.). Luke 10:40a
- D. Forcing their help on others who did not ask for assistance. Matthew 26:47-54
- E. Trying to do a job "all alone", neglecting others from assisting them. (Ironically a server will become angered at those who don't offer to help). Luke 10:40b
- F. Neglecting to go through proper channels in the course of doing a job. (Sees committees and other necessary channels of people as unnecessary "red tape"). Matthew 8:5-10
- G. Offering premature help to an individual and thereby interfering with God's discipline or deeper purposes for an individual. (God may withhold personal needs to bring one to repentance or perfect one's faith. Luke 15:11-32; I Peter 1:6-7).
- H. Becoming embittered by the lack of appreciation from those who were helped. Luke 17:10; Colossians 3:23

The Motivational Gift Of ADMINISTRATION

I. The Character Qualities Of An **ADMINISTRATOR**:

A. **DESIRE**: To help the **Body of Christ** to _____ and
_____ their goals and tasks.

B. Gets others to do the job - a _____.

C. Facilitates others find their role in the church.

D. The Ideal Administrator: Nehemiah

1. Nehemiah 1:1-4: Zeal for the cause of God's people.

2. 2:12-15: Senses overall problems, grasps needs to be fulfilled and
_____.

3. 2:16-18: Works through other people _____.

4. 2:6: Has a keen sense of _____.

5. #3: Ability to organize human and material resources to get a job done.

6. #4 & 6: Able to take pressure and attacks of the enemy and keep
everyone working, _____.

7. 5:1-13; 7:3-4; 13:11: Tough enough to face disorder and problems
among workers gaining their _____ and
_____.

8. 5:14-19: Makes things easy for others _____.

9. 7:1-2; 8:1-18: Expresses joy and fulfillment in seeing the completed
project _____.

The Motivational Gift Of ADMINISTRATION

II. The Misuse Of The Gift Of Administration:

- A. Seeing people as "resources" to accomplish a job, rather than seeing them as individuals with personal needs. I Thess. 5:14-15; Philippians 2:4-5
- B. Using people who have assisted in larger jobs to accomplish their own personal ambitions. Matthew 20:-28
- C. Showing partiality to those who show loyalty to them and their cause. (A true administrator must be fair, consistent, and impartial). James 2:1
- D. Overlooking severe character faults in those who are most valuable in helping to achieve their goals. I Corinthians 5:6
- E. Neglecting to give adequate instructions for a particular job, and adequate praise for a completed job. Ephesians 4:15-16
- F. Delegating more work to others than they can handle. (Delegation is a key to proper administration. However, the administrator must take into consideration the person's individual abilities and limitations before delegating work). I Corinthians 10:13
- G. Failing to consider suggestions and to hear complaints of those working with them. James 1:19
- H. Taking on projects which God did not lead them to. Psalms 127:1
- I. Neglecting their own families because there is so much to do. I Timothy 5:8

The Motivational Gift Of TEACHING

I. The Character Qualities Of A *TEACHER*:

A. Teacher: One with the ability to effectively impart knowledge and lead others into truth - _____.

B. Character Qualities:

1. **DESIRE:** To _____ and _____ truth in such a way that will enable the hearers to _____ and effectively _____ God's truth in their lives.
2. Able to discern the _____ of the Body of Christ, and develop teachings from God's Word to meet those needs.
3. Puts forth truth in a _____.
4. _____, uses words with accuracy. Looks for precision and deals with details.
5. Needs to _____ the truth. They do this through Scripture.
6. Inclined more toward _____, than subjectivity (May seem cold - having a lack of feelings).
7. They tend to believe their gift is _____ to all other gifts. The teacher may have a hesitation to learn from others.

The Motivational Gift Of TEACHING

C. Example: Apollos - Acts 18:24-28

1. Verse 24a: Loved to study.
2. Verse 24b: Well versed in Scripture.
3. Verse 25a: Taught accurately / systematically.
4. A "watering ministry".

II. The Misuse Of The Gift Of Teaching:

- A. Becoming proud, puffed up by their own knowledge. I Corinthians 8:1
- B. Rejecting "common sense", good practical wisdom from uneducated people. John 7:15; Matthew 13:53-57
- C. Giving out information for the sake of information, lacking any practical application. (The goal of all teaching is conformity to the image of Jesus Christ unto practical expression in love. Romans 8:29; I John 3:16-18).
- D. Boring their listeners with their minute details of research. Acts 20:7-12
- E. Leaning to their own understanding (human reasoning) rather than depending on the Holy Spirit's teaching. Proverbs 3:5-6; Isaiah 55:8; I Corinthians 1:20. (The teacher must remember that God's truth is "Spiritually Discerned". I Corinthians 2:14; John 16:13).
- F. Criticizing (and many times rejecting) sound teaching because of minute grammatical or factual errors. I Samuel 16:7; I Cor. 2:9-15
- G. Being skeptical of their teachers, many times verbally expressing this skepticism as if to say "I am the only source of truth!" John 14:6
- H. Isolating themselves in their own world of books. Acts 1:8; Matthew 28:19-20
- I. Neglecting their own families because there is so much to do. I Timothy 5:8

The Motivational Gift Of EXHORTATION

I. The Character Qualities Of An *EXHORTER*:

A. Exhortation: _____
_____ (John 10:10 - Stimulates people toward abundant living).

B. Character Qualities:

1. **DESIRE:** To see people _____.
2. They have a burning compassion to _____,
_____, _____,
and _____ others to enable them to reach their full potential in Christ!
3. Able to _____ people by God's Word toward positive action.
4. They are _____.
5. They are very _____, even during stress.
6. A person with this gift is able to _____ and is _____.
7. They _____ from people they are talking to, and they are interested in _____ in people's lives.

The Motivational Gift Of EXHORTATION

C. Some Exhortations:

1. I Thessalonians 4:1: How to live and please God.
2. I Thessalonians 2:11-12: How to live worthy of God.
3. I Thessalonians 4:10: How to progress in life.
4. I Thessalonians 4:11-12: How to live so others will respect us.
5. Hebrews 12:5: How to understand chastening.

D. Example in Barnabas:

1. Acts 11:23: Message appealed to the will.
2. Acts 14:22: Exhorted them to grow in the Lord.
3. Acts 9:27-30: Majors on practical and personal.
4. Acts 15:36-39: Positive orientation toward people, willing to give a person a second chance.

II. The Misuse Of The Gift Of Exhortation:

- A. Leading people to premature expectations about long-range projects or goals. (Neglecting to explain the amount of time that will be involved in working them out). Psalms 19:13-14; Mark 4:26-30
- B. Encouraging others to depend on them instead of leading them to depend on God. Acts 14:8-15; II Corinthians 3:5; I Peter 1:21
- C. Neglecting to spend time with their families in order to spend time encouraging or counseling others. I Timothy 5:8
- D. Tending to make people feel like "Counseling Projects" rather than persons. (Exhorters have the tendency to seem more interested in positive steps of action for the individual more than the individual themselves). I Thessalonians 5:14-15; Philippians 2:4--5

The Motivational Gift Of EXHORTATION

II. The Misuse Of The Gift Of Exhortation: Cont'd:

- E. Using other people's "**Real Life Situations**" without their permission. (Exhorters do this to strengthen their position and motivate others to take some course of action). Proverbs 11:12-13
- F. Putting confidence in external results rather than in a true change of heart. Mark 7:6; Romans 6:17; Ezekiel 36:26-29 (**God is interested in heart changes!**)
- G. Prescribing counsel to someone before they have adequately listened and discerned the type of person or problem. Proverbs 18:13; James 1:19
- H. Placing more emphasis on teaching which focuses on practical application than on sound doctrinal teaching. (Exhorters must remember that sound Biblical Doctrine is the foundation of all Bible teaching). Titus 1:9; 2:1

The Motivational Gift Of CONTRIBUTING

I. Character Qualities Of A **CONTRIBUTOR**:

A. Contributor: Gift of _____ sharing; "metadidomi": _____, contributes.

B. Character Qualities:

1. **DESIRE**: To offer _____ .
They are supporting of everyone.
2. They have a God-given ability to discern the practical and spiritual needs of others, and then meet those needs in **tangible** and **practical** ways.
3. Gives support in many ways: (Note: This gift is not restricted to wealthy people - finances are only one expression).
 - a. _____
(food and clothing)
 - b. _____ : Romans 1:11
 - c. _____
 - d. _____
 - e. _____ : I Thessalonians 2:8

C. Example: Abraham

1. Called _____
James 2:23
 - a. Friend: One who stands alongside with.
 - b. Friend: One who **defends, supports, gives**.

The Motivational Gift Of CONTRIBUTING

C. Example: Abraham - Cont'd.:

2. Genesis 13:2: Abraham had many assets.
3. Abraham **enjoyed giving**:
 - a. Genesis 13:8-12: Gives better land to Lot.
 - b. Genesis 14:14-16: Gives his support to Lot.
 - c. Genesis 14:18-24: Gives back all spoils, and an offering to God.
4. Not _____, very insightful to real needs.
5. Had no trouble with _____, will lay down their life and all to God.
 - a. Genesis 22:1-3
 - b. **Why?**: Hebrews 11:17-19
6. Genesis 23:9-16: Knew the value of things. They know how to handle assets and finances.
7. Abraham was asked to give with **Liberality** to test his gift.

II. The Misuse Of The Gift Of Contribution:

- A. Giving liberally to others, but being too frugal with members of their own family. (*Often this is done with the purpose of teaching family members the value of money and the importance of working for it. However, the result is that many times it causes family members to resent gifts to others*).
I Timothy 5:8
- B. Following the counsel on investments or money management that is not scriptural. Proverbs 13:11; Matthew 7:24-27
- C. Placing pressure on others who have less to give. (*In order to try and motivate others to give, the contributor might resort to using carnal money raising programs*). Exodus 35:4-5; 20-22; II Corinthians 8:12; 9:7.

The Motivational Gift Of CONTRIBUTING

II. The Misuse Of The Gift Of Contribution: Cont'd.:

D. Failing to respond to the leading of God's Spirit upon them to give.
Exodus 35:21; Hebrews 3:7-8; II Corinthians 9:6-13

E. Passing judgment upon those who do not manage their funds wisely rather than helping them. Matthew 7:1-5; Galatians 6:1-2

F. Gaining control over people or ministries by gifts and financial support.
Luke 6:31-35; II Corinthians 9:7-8

G. Giving to projects which the Lord has not directed them to and which do not build up people's spiritual lives. Matthew 6:19-21; Psalms 127:1; I Corinthians 3:11-15

H. Through their generous giving, contributors can cause people to look to them as the source of financial help, rather than looking to God.
Philippians 4:19

The Motivational Gift Of MERCY

I. The Character Qualities Of The Gift Of **MERCY**:

A. Character Qualities:

1. **DESIRE:** To _____ with and _____ those that are in distress _____. **Putting yourself in the other person's shoes.**
2. _____ arm of the church.
3. _____ to the deep inner needs of the individual.
4. Channels their compassion through _____ that can afford comfort and communicate God's love.
5. Very _____. May tend to get hurt easily and will struggle with their feelings.
6. Exhorted to minister with _____: Romans 12:8
(*May tend to hold feelings in and become depressed, these suppressed feelings then may tend to explode in one big vent of anger.*)

(NOTE: With men, this is one of the most misunderstood gifts. Men with this gift are many times thought of as being weak, or effeminate. Usually these men cannot "**Get Tough**", they have a quiet strength that operates in truth. The church needs this gift, and we as the Body of Christ must encourage these men to release this gift in their lives!)

The Motivational Gift Of

MERCY

- B. Example: ***The Good Samaritan***: Luke 10:29-37
1. Verse 33: He had compassion (Empathy).
 2. Verse 34: He went **to** him. (Drawn to people with hurt)
 - a. Wants to remove the ache and hurt from them (Romans9:3)
 - b. People-Centered.
 3. Sensitive to read people.
 4. Verse 35: He paid his bill (*True empathy brings action*): Mark 1:40-41

II. The Misuse Of The Gift Of Mercy:

- A. Lacking the quality of being firm and decisive when needed: James 5:12; James 1:6-8
- B. Taking upon themselves the hurt of others who have been offended: (*God does not give us grace for the offenses of others*). Psalms 15:1-3; Prov. 26:7.
- C. Breaking off fellowship with those they feel are not being sensitive to other people's needs. (*Whereas they have an open heart to people truly in need, people with the gift of mercy tend to close their hearts to those who they feel are not sincere or are not concerned about other's needs*).
- D. Reacting adversely to suffering and finding it hard to accept or understand God's deeper purposes in it for themselves or others. (*The main objective of one with the gift of mercy is to remove the cause of suffering*). I Peter 1:6-7; 4:12-14
- E. Extending sympathy and understanding to those who are violating God's principles. (*As a result of a lack of spiritual discernment*). I Corinthians 5:1-5; II Corinthians 2:5-8; Galatians 6:7-8
- F. Tending to be overly possessive of their friends or mates. (*Due to their deep need for commitment and closeness*). Matt 7:12; Prov. 18:24

The Motivational Gift Of MERCY

G. Making decisions based on emotions rather than sound wisdom.
II Cor. 5:7; James 1:5-6; Prov. 3:5-6

H. Encouraging wrong attractions from members of the opposite sex. (*Those with the gift of mercy, because of their deep sensitivity tend to attract members of the opposite sex. During counseling or when helping another person precautions must be taken to avoid wrong emotional attachments*).
Galatians 6:1; Matthew 18:7

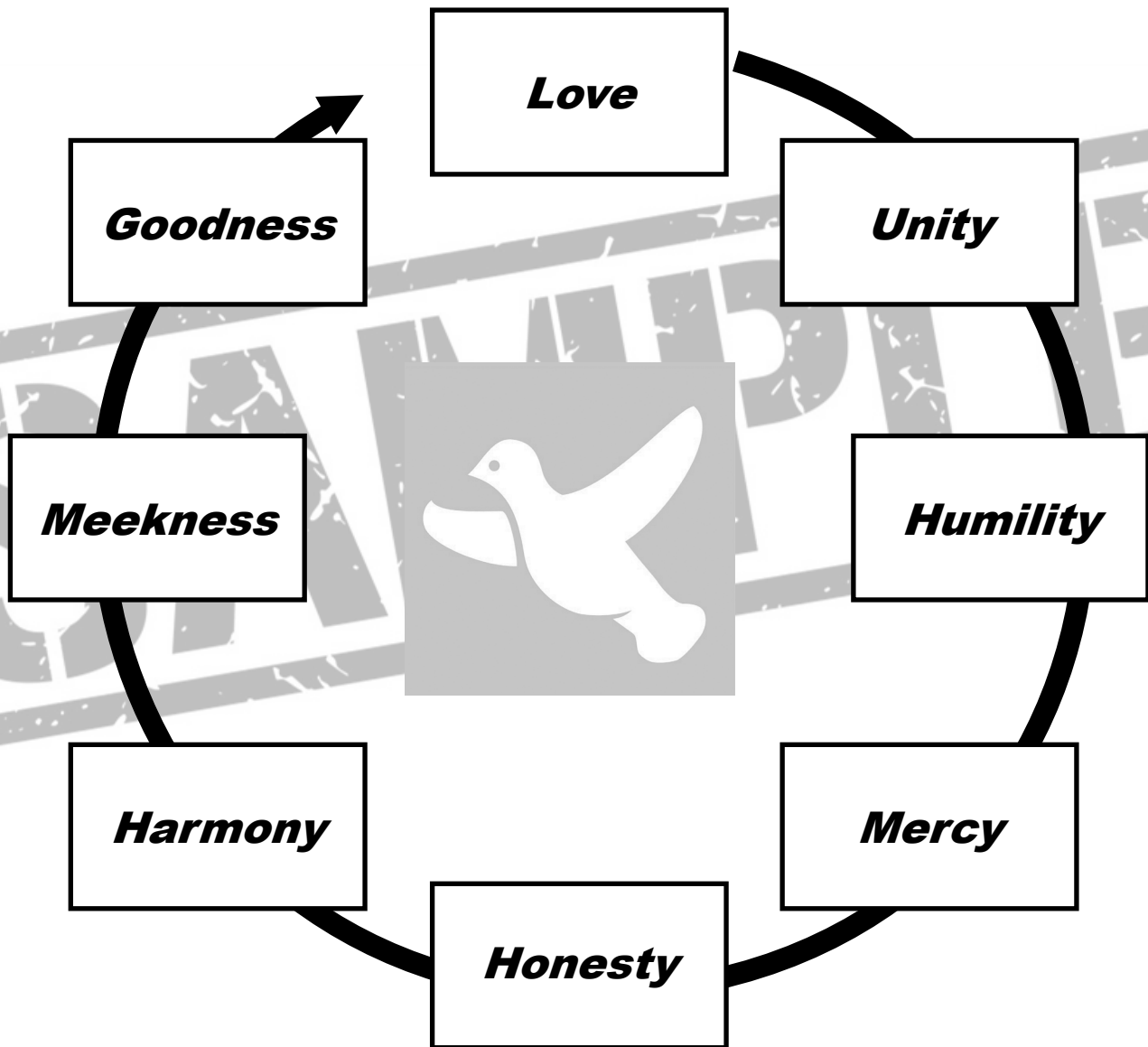
SAMPLE

Character Comparison Chart

MOTIVATIONAL GIFT	ROMANS 12	CHARACTER OF USE
Prophecy	Verse 9	Sincere Love Moral Conviction
Ministry (Service)	Verse 10	Kindness, Humility (<i>"philadelphia"</i> - brotherly love; <i>"philos"</i> - tender affection)
Teaching	Verse 11	Diligence Spiritual Vitality (<i>"zeo"</i> - aglow with the Spirit, Acts 6:3)
Exhortation	Verse 12	Stability Prayer
Giving	Verse 13	Liberality Hospitality (<i>"philoxenia"</i> - love of strangers, needs oriented)
Ruling (Administration)	Verse 14	Diligence Gentleness (Earnest care - c.f., I Peter #5)
Mercy	Verse 15	Cheerfulness Empathy

Combined Character Principles

Romans 12:16-21



Building Up The Body Of Christ!



My Personal Assignment From the Lord



**Dove
Track**

How To Discover My Personal Divine Assignment

INTRODUCTION: GIFTS, MINISTRIES, ACTIVITIES

**“There are diversities of gifts, but the same Spirit.
There are differences of ministries, but the same Lord.**

**And there are diversities of activities,
but it is the same God who works all in all.”**

I CORINTHIANS 12:4-6 (NKJV)

I. DIFFERENT GIFTS: "*Charismata*"

A. Gift of _____.

B. Given by the _____.

II. DIFFERENT MINISTRIES: "*Diakonia*"

A. Different _____ or _____ of
Ministry.

B. Given by the _____.

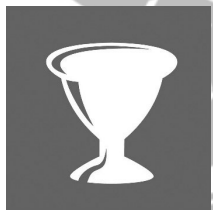
III. DIFFERENT ACTIVITIES: "*Energema*"

A. Different _____, _____, or
_____ of ministry.

B. Determined by _____.

GUIDING PRINCIPLES

You must
discover your
gifts *before* you
discover your
ministry.



The principle for
discovery **is**
basically the
same for both.

Five Steps Toward Discovering Your Personal Divine Assignment

1. _____ THE POSSIBILITIES:

- A. Study and become acquainted with the spiritual gifts listed in the Bible.
- B. Romans 12:6-8; Ephesians 4:1; I Corinthians 12:8-11, 28, 14:1

2. _____ WITH AS MANY AS POSSIBLE:

A. Matthew 7:7: _____ !

B. I Corinthians 14:1: _____ spiritual gifts!

C. Don't be afraid of making a mistake: I Corinthians 13:8-10

1. You are in a family who loves you!

2. " _____ "

3. "May our failure to find and foster our gifts be one way of **quenching the Spirit?**" (KLZ)

D. The Church Body and Leadership will direct you in love if you make a mistake:

1. Ephesians 4:15; I John 4:1

2. Romans 15:14; Colossians 3:16

3. _____ YOUR FEELINGS:

A. There is Peace when we are in the Will of God!

1. John 14:27

2. Philippians 4:7; Colossians 3:15 - "*Rule*"

B. The Holy Spirit will bear witness to our spirit: John 16:12; Romans 8:16

Five Steps Toward Discovering Your Personal Divine Assignment

3. _____ YOUR FEELINGS: Cont'd.

- C. Desire/Passion for a gift, *if we are delighting in the Lord*, is a good indication that this may be a gift God has given us. Psalms 37:3-5; I Timothy 3:1; I Corinthians 14:1.

4. _____ YOUR EFFECTIVENESS:

- A. Be honest with yourself, others, and God.

- B. Search God's Word and see what the results ("*fruits*") of your gift should be.

1. Example: Prophecy - I Corinthians 14:3

2. Remember: Don't compare yourself with other people.

3. **YOU ARE UNIQUE!** (II Cor 10:12). Only use God's Word as your measuring rod!!

- C. Matthew 25: _____ is a good part of stewardship!

**“...Well done, my good and faithful servant.
You have been faithful in handling this
small amount, so now I will give you
many more responsibilities.
Let's celebrate together!”
Matthew 25:23 NLT**

Five Steps Toward Discovering Your Personal Divine Assignment

5. _____ CONFIRMATION FROM THE BODY OF CHRIST:

A. Remember - these are _____ !!
(Romans 12:4-6a; I Corinthians 12:14, 20, 28; Ephesians 4:12)

B. The Body of Christ will confirm God's gift(s) to us by their _____
and _____ (I Timothy 3:10; Proverbs 25:14).

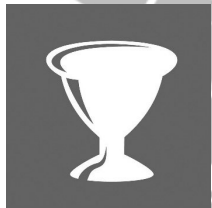
**"Do not neglect the spiritual gift
you received through the prophecy
spoken over you when the elders of
the church laid their hands on you."
I Timothy 4:14 (NLT)**

GUIDING PRINCIPLES

The final assignment of spiritual gifts is the

Holy Spirit's alone!

(I Corinthians 12:1;
Hebrews 2:4).

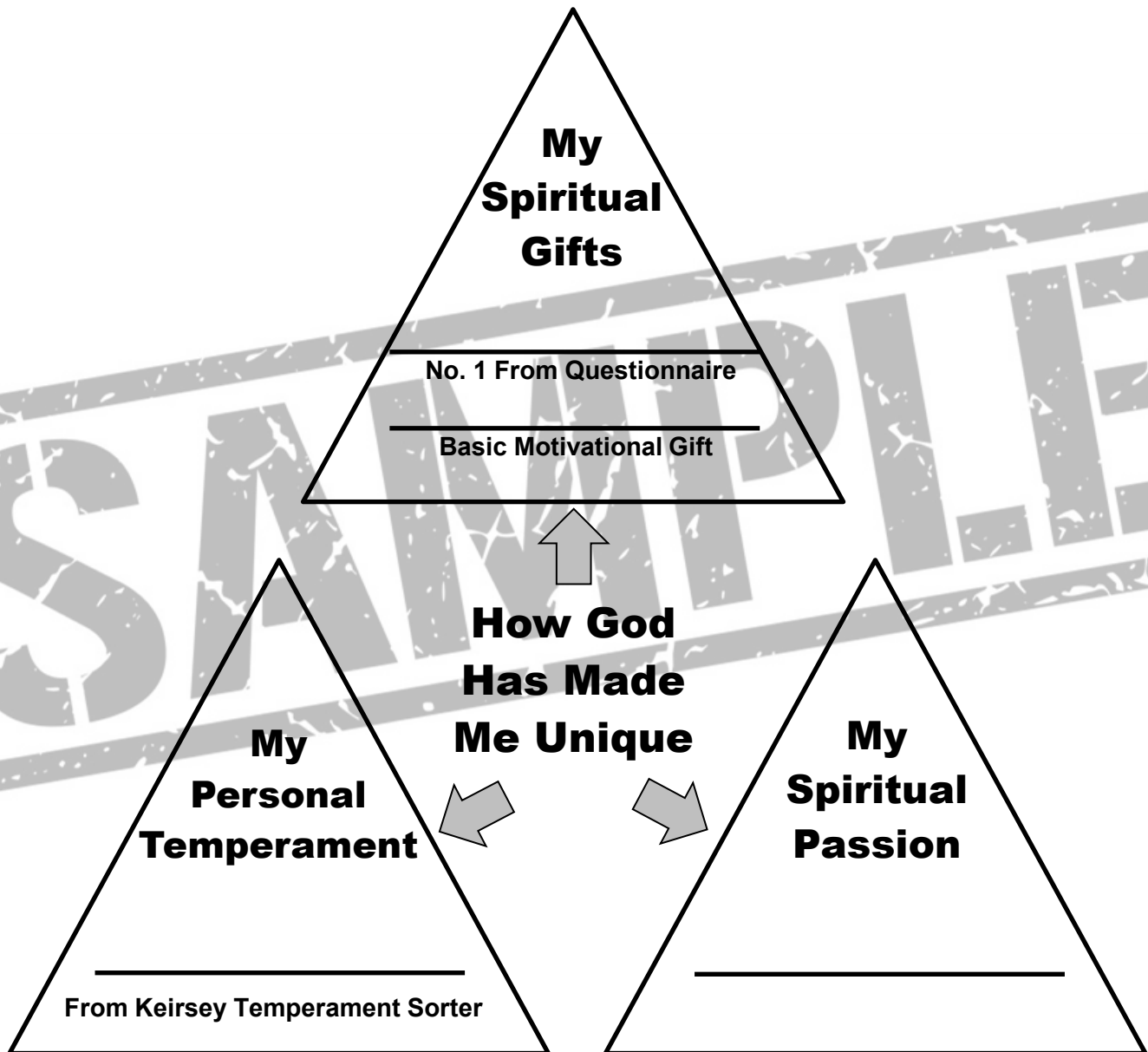


Also, in this area it is important to **check**

our motives!

(Psalms 139:23-24).

UNDERSTANDING MY GOD GIVEN UNIQUENESS



**"As each one has received a SPECIAL GIFT,
employ it in serving one another, as good
stewards of the manifold grace of God."**

1 Peter 4:10 (NASV)

My Personal Profile

Page 1

Name: _____

Email: _____

Phone: _____

Spiritual Gifts: *My Top 3 Spiritual Gifts (from Spiritual Gifts questionnaire):*

- _____
- _____
- _____

Motivational Gifts: *My Predominant Motivational Gift:*

- _____

Personal Temperament: _____

(List 4 leading letters from temperament analysis)

Personal Passion: What main area, group of people (age), or social issue am I passionate about?: _____

"As each one has received a SPECIAL GIFT, employ it in serving one another, as good stewards of the manifold grace of God." I Peter 4:10 (NASV)

My Personal Profile

Page 2

Personal Skills:

- **Current Vocation:** _____

- **Special Talents/Abilities:** _____

- **Ministries I have served in joyfully:** _____

Personal Steps of Action:

In stewardship of my spiritual gifts, temperament, and passions I want to:

- **Continue serving in/as:** _____

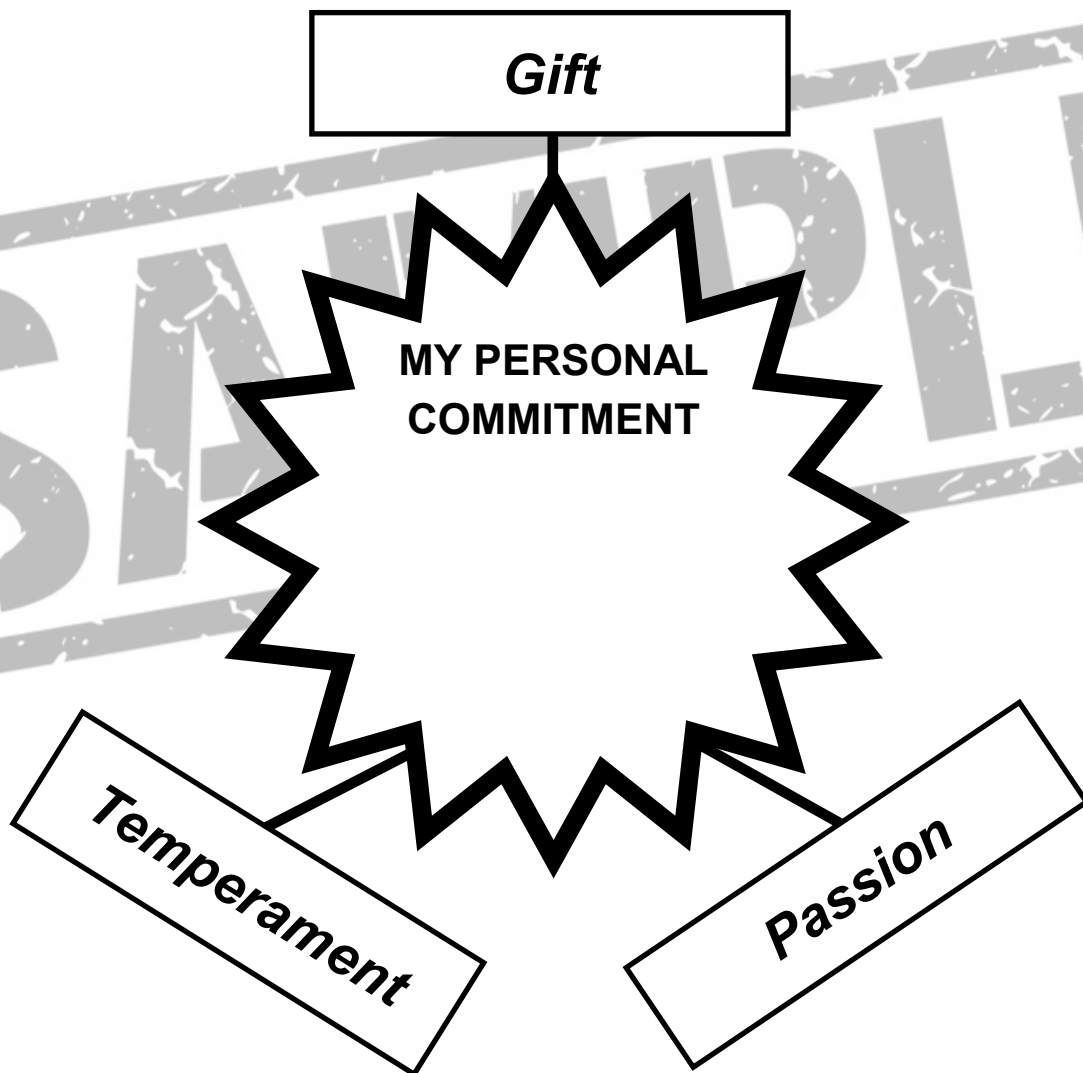
- **Explore possibilities of serving in/as:** _____

- **[] I need assistance in discerning the best way to use my spiritual gifts, temperament, and passion in serving the Lord.**

"As each one has received a SPECIAL GIFT, employ it in serving one another, as good stewards of the manifold grace of God." 1 Peter 4:10 (NASV)

My Personal Ministry Commitment

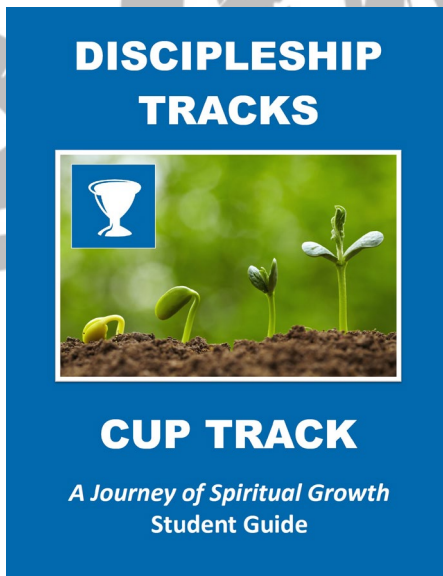
In obedience to I Peter 4:10, and as a committed member of my church, after sincere prayer and counsel with church leadership, I will make a commitment to serve the Lord in the following area for a 6-month period.



"As each one has received a SPECIAL GIFT, employ it in serving one another, as good stewards of the manifold grace of God." I Peter 4:10 (NASV)

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Kirk L. Zehnder is the Founder and Director of Local Church Dynamics and Resurrection Christian Outreach. With over 40 years of pastoral ministry and business experience, Kirk brings relevant and practical teaching to equip and strengthen the ministry of the local church!



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