



# Destiny Finder

## Small Group Program

### Workbook

By DR. MICHAEL BRODEUR and GLEN REED, MDiv

*An empowering journey of destiny discovery  
to fulfill God's calling on your life.*

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### **About this Document**

This *Workbook* is used with the ***Destiny Finder Small Group Program*** and also with the ***Destiny Finder Workshop*** and the ***Destiny Lab***. There is a *Leader Guide* that is a companion to this *Workbook*. The *Workbook* is meant to be used in conjunction with the *Destiny Profiler* online tool.

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We suggest the *Workbook* be printed single-sided for room for notes, but it can be printed double-sided.

This *Workbook* is an introduction to the powerful subject of personal destiny discovery. For more information, we recommend visiting our website: <https://destinyfinder.com/> and ordering a copy of Michael Brodeur's book *Destiny Finder* which is available through our website Store or Amazon.

### **Getting Help**

- If you need help or more information, go to the Destiny Finder website at <https://destinyfinder.com/> and click the **Help** button to open a ticket.
- You can also email us at [info@destinyfinder.com](mailto:info@destinyfinder.com) or call us at +1 (916) 467-9934.

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## Introduction to the Small Group and Workshop

### Overview

#### Leaders

See the separate *Destiny Finder Small Group Leader Guide*.

#### Printing this document

This document is formatted for one or two sided printing. We recommend one-sided so that blank pages can be used for notes.

#### Printing results from the *Profiler* online tool

Some sections of the online tool have a print button. For others, use the print function of your browser.

#### Format for Small Group, Workshop, and Lab

This material is divided into eight sections or chapters. It can be used in a weekly small group over 8+ weeks, and it can be done as a lab or workshop in 4-10 hours over one or two days. For small groups, it's helpful to stretch some sessions over two weeks because of the amount of material (for example, sections 5 and 6).

#### Purpose

The purpose is to help believers understand what God has called them to accomplish, to develop a plan to do it, and to help them fulfill it.

#### The Destiny Finder Process

The Destiny Finder process has three basic parts:

1. **Discovering who I am and where I'm going:** Identifying one's gifts, passions, dreams, and God's direction. These together help define your destiny.
2. Mapping out a **plan to get there:** Identifying and dealing with roadblocks, and creating a plan for what's needed including steps to develop by serving and leading, and finding coaches and mentors.
3. **Taking action** to fulfill your destiny: Working with a coach to implement the plan, and working with a mentor to serve in an "internship" of some kind to try out your calling.

If you don't know your destiny, then look at your gifts, passions and dreams and they point to it.

#### Pre-Work

**Small Group only:** You need to get, or be provided, the Destiny Profiler. Do the Profiler sections according to the homework assignments in this Workbook, according to your small group schedule.

**Workshop and Lab only:** BEFORE THE Workshop or Lab, do all seven sections of the *Destiny Profiler* tool (five assessments and *God's Direction* and *My Dream*), print the results and bring them with you. The *Profiler* is available for purchase at <https://destinyfinder.com/>. Your group or church may provide coupon codes that will enable you to get the Profiler at a discount or for free ; check with your leader.

#### Homework

**Small Group only:** There will be worksheets to do during the group time and homework each week; do the sections in the online tool as assigned and bring printouts for the appropriate session.

**Workshop and Lab only:** During the lab or workshop you will do the worksheets in the *Workbook*.



## Session 1: Created for Destiny – Original Design

### Introduction to Destiny Discovery

*“For we are His workmanship, created in Christ Jesus for good works, which God prepared beforehand that we should walk in them.” Ephesians 2:10 (NKJV)*

### Welcome to Destiny Discovery!

Destiny Finder is about discovering God’s purpose for you on the earth.

- Every single person has a destiny that is equally important to God
- What matters to Him is your faithfulness in the midst of His call.
- The goal of Destiny Finder is to help you get there. And, we will do that by assisting you in two ways:
  1. To Narrow Your Focus: Reducing a 360-degree horizon of options of what you could do for God to about 20 degrees focused in the direction that is most likely God's call on your life.
  2. To Map Out a Plan to Get There: Identifying a point of aim on the horizon so that as you move toward that target you can be guided step-by-step by the Lord into that which God has ordained for you.

### Your New Spiritual Identity and your Original Design

As a Christian, you have a new nature and a new identity. “Therefore, if anyone is in Christ, he is a new creation; old things have passed away; behold, all things have become new.” 2 Cor. 5:17. This has many implications; you are righteous in Christ, you are part of a new family, you are under grace, and much more. Your ultimate destiny is in heaven.

But your earthly destiny is based not only on your new identity but also on your original design. God made you in a unique and specific way. That is the focus of this series.

### What is the meaning of the word destiny?

Your destiny consists of the things that God has planned for you to accomplish on earth before you go to heaven.

When we talk about “**destiny**” we are focusing on one’s personal destiny. Every believer’s ultimate destiny is to be with the Lord in heaven, but while on the Earth, each person has a unique personal destiny: the unique things that God has planned for you to accomplish. It’s your ministry – what are you going to do to impact people for the Lord? It may be accomplished primarily in your job, in the church, in non-profit orgs, or a combination. We also use the term **calling, ministry, and dream** to refer to one’s destiny.

### Destiny Discovery Comes from the Bible

Ephesians 2:10 says that *“we are His workmanship created in Christ Jesus unto good works which God has before ordained that we should walk in them.”*

- God has fashioned each one of us for His purposes.
- God designed us, and even before we knew Him, He knew us.
- God has always been working in our lives, even taking the difficulties and the problems and turning them into instruments to transform us and shape us into the people that He’s called us to be.

## **Your destiny takes shape in prayer, community, service and mentoring.**

- Your destiny is foreshadowed by your God-given passions and dreams, and emerges over a lifetime of prayer, fellowship and service to others.
- The pursuit of your destiny is perhaps the most important thing you will ever do in life. The intentional pursuit of your destiny empowers you to be the best spouse, parent, friend, minister and example of Jesus that you can possibly be. It helps to order your life and your lifestyle. It focuses your values and priorities. It governs your character and integrity.
- The pursuit and fulfillment of your destiny is the source of your legacy in life. It is the basis on which you will someday hear the words of the Master, “Well done, good and faithful servant. Enter into the joy of your Lord” (Matt. 25:21).
- You will only be able to completely fulfill your destiny in right relationship to others. Having people that serve as mentors is crucial because God didn’t design us to function alone.

## **How do I begin to discover my God-given Destiny?**

Your destiny is rooted in your identity which is a combination of your:

- History – Your heritage, family of origin, childhood, formational experiences.
- Relationship with God – Your salvation experience, discipleship, spiritual journey.
- Ministry Gifts – Your primary gifts based on the five gifts found in Ephesians 4:11.
- Motivational Gifts – Your primary gifts based on the seven gifts found in Romans 12:6-8.
- Manifestation Gifts – Your primary gifts based on the nine gifts found in 1 Cor. 12: 8-10.
- God-given Passions – The things you care about most in this life.
- Destiny Dreams – If you had no limitations, what would you do for God?
- Ministry Development – Creating a plan to accomplish your dreams.
- Personal Development – Growing in character and godliness.
- Team Development – Building a team of friends, family, partners and mentors for support and relationship.

## **Before We Begin – Presenting Your Destiny as an Offering to the Lord**

We're going to take all of our dreams, even the ones that we haven't dreamed yet, and place them before the Lord as an offering as a sacrifice as true worship unto Him. Knowing that He will give it back, we want to begin by giving it all to Him.

## **Discussion**

1. Talk about what it’s like for you to plan for the future. Is that something you do easily?
2. What are your fears?
3. Do you feel that God has a great future for you?

## **You Have a Destiny**

*“For we are His workmanship, created in Christ Jesus for good works, which God prepared beforehand that we should walk in them.” Ephesians 2:10 (NKJV)*

### **We were created with purpose – with a destiny.**

- Our destiny is what God intends you to accomplish in this life.
- Our purpose was determined from the foundations of time. (Eph. 1:3-22)
- This was first demonstrated in God’s directive to Adam and Eve to “be fruitful, multiply, fill the Earth and subdue it.” (Gen.1:28)

### **God created us to partner with Him in His eternal purposes.**

- Our destiny was damaged through disobedience and sin. (Gen. 3:1-24)
- God responded by creating a restoration plan the culminated in Jesus.
- As new creations in Christ, God gives us grace to partner with Him and fulfill His purpose in our lives.

### **Christ created a new creation that is now to fulfill the mandate of the original creation.**

- What was broken by Adam and Eve’s sin can now be fulfilled through Christ’s imputed righteousness and imparted obedience and faithfulness to us.
- God gives us grace to partner with Him and fulfill His purpose in our lives.
- Destiny is about that one thing – fulfilling that which God created us to do.

### **God uniquely designed each of us to do our part.**

- There are 7-1/2 billion people on the earth and no two are exactly alike.
- God is intimately involved in the formation of each of us. (Ps. 139:13-18)
- All of our days were written in God’s book before any of them occurred.

### **We must be clear about pre-destination and how it works.**

- Time is a construct that God created for us to live and track our movement.
- God is an eternal being who exists outside of time.
- God interacts with all time at the same time in His time.

### **God redeems and reshapes us to discover our design and destiny.**

- God plays over the mistaken notes of our lives and shapes them back into the composition of His perfect will.
- God works all things according to the counsel of His will (Eph. 1:11)
- God works all things together for our good without violating our free will.

### **We are God’s workmanship created in Christ Jesus for good works.**

- We weren’t saved by works, but we were saved for works.
- God fashioned you for certain things that no one else can do quite like you.
- Our faith must give way to demonstration of ever-increasing faithfulness.



## **Biblical Foundation for Destiny**

*“17 that the God of our Lord Jesus Christ, the Father of glory, may give to you the spirit of wisdom and revelation in the knowledge of Him, 18 the eyes of your understanding being enlightened; that you may know what is the hope of His calling, what are the riches of the glory of His inheritance in the saints, 19 and what is the exceeding greatness of His power toward us who believe, according to the working of His mighty power 20 which He worked in Christ when He raised Him from the dead and seated Him at His right hand in the heavenly places,”*

Ephesians 1:17-20 (NKJV)

### **The Spirit of Wisdom and Revelation – Pursuing God and His Word.**

- It is important for us to have both wisdom and revelation. (Eph. 1:17)
- Wisdom is applied or experiential knowledge – we must know God’s word and apply it.
- Revelation is a disclosure of truth given by God through the operation of the Holy Spirit.

### **What it means to have a relationship with the Lord.**

- It must be in its essence be supernatural.
- It must in its essence be a reality that we step into.
- It is spirit and word – both are needed to perceive, understand and know.

### **. . . the hope of His calling.**

- God has called/summoned each one of us.
- God’s calling on your life is the most important thing that we possess.
- God’s calling is your pathway into becoming what He wants you to be.

### **. . . the riches of the glory of His inheritance in the saints.**

- God has laid in store for us an inheritance.
- The Holy Spirit was given us as a down payment for our inheritance.
- Our inheritance is found in each other – we are connected to one another and need each other to come into fullness individually and corporately.

### **. . . the exceeding greatness of His power towards us who believe.**

- Our destinies depend on God’s power working in us.
- This power guarantees our success in life.
- Synergy – together God’s power greater than our individual contributions.

### **We were created for destiny – it’s our original design.**

- We have an individual destiny.
- We have a corporate destiny.
- Our destiny linked to God raises us above every obstacle and hindrance

Nothing can stop the Spirit of God within you from making you the person that He wants you to be unless you choose to walk a different way.



## Destiny Discovery Tool #1 – Formative Influences

The foundations of destiny are laid in our family of origin and childhood experiences. God knows each of us long before we ever know Him. He was aware of our conception and has a role in our formation. Even the difficult factors of our lives are not outside of God's sovereign oversight. Understanding our formative influences can help us understand God's greater plan for our lives.

### 1. Write five words or phrases that describe your pre-teen childhood years.

- a. \_\_\_\_\_
- b. \_\_\_\_\_
- c. \_\_\_\_\_
- d. \_\_\_\_\_
- e. \_\_\_\_\_

### 2. Write your top three childhood dreams: "When I grow up I want to be a..."

- a. \_\_\_\_\_
- b. \_\_\_\_\_
- c. \_\_\_\_\_

### 3. Name the top three positive experiences that shaped your childhood and teen years.

- a. \_\_\_\_\_
- b. \_\_\_\_\_
- c. \_\_\_\_\_

### 4. Name the top three negative experiences that have shaped you in life.

- a. \_\_\_\_\_
- b. \_\_\_\_\_
- c. \_\_\_\_\_

### 5. Name the three most influential people in your childhood and teens.

- a. \_\_\_\_\_
- b. \_\_\_\_\_
- c. \_\_\_\_\_

### 6. How have these factors influenced your formation as a person and how do they affect your sense of destiny?

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## Discussion

1. If you feel comfortable, share one of the above items, and also discuss #6.

## Homework

**Small Group only:** Do the first online *Profiler* assessment - the *Ministry Gift Assessment*, print the results or have them available on your mobile device, and bring them to the group next week.





## **Session 2: Equipped for Destiny – Ministry Gifts**

**Your Ministry Gifts or Destiny Orientation describe how you interact with your world.**

*“And He Himself gave some to be apostles, some prophets, some evangelists, and some pastors and teachers.” Ephesians 4:11 (NKJV)*

**Our destiny is to fulfill our personal part of the ministry of Jesus.**

**God has a unique purpose and plan for each of our lives.**

- God leads us through a process of destiny development and discovery.
- There may be various ‘stages’ or seasons versus one life-long assignment.
- Sometimes it includes “non-destiny” assignments to train us.

**God has given ministry gifts to each person in order to manifest the fullness of Christ in the earth through His people.**

- Christ ascended and then filled all things.
- Although there are ‘offices’ of the five gifts, that’s not the primary intent.
- The gifts are about function and essence, not position and title.

**The gifts were given at . . . for the purpose of . . . until . . .**

- These “Ministry” Gifts were given at the ascension of Jesus. (Eph. 4:7-10)
- These gifts have the same purpose: Equipping the saints. (Eph. 4:11-12)
- These gifts will be in operation until the goal is achieved. (Eph. 4:13-16)

**The gifts were given according to the “measure” of Christ’s gift.**

- Each person is oriented most toward one or two of these gifts.
- All of us have a different scope and sphere of ministry.
- Grace was given to us so that we can represent Jesus in every sphere and in every scope of leadership.

### **Orientations**

- Not everyone is called to be a pastor, apostle, evangelist, prophet or teacher—but all of us are called to be influenced and empowered by these gifts so we can fulfill God’s purposes on the earth. You will tend to be influenced by one of these gifts more than another on the basis of your unique wiring. At Destiny Finder, we call this influence your destiny orientation. A destiny orientation, or DO, is what the acronym suggests: It is what you do. It’s how you function and relate to the world around you.
- We choose the word orientation because we don’t want to focus on the position or title – so we say someone has an apostolic orientation rather than saying that person is an apostle. We also believe that modern apostles and apostolic oriented people are not the same as the original apostles that followed Jesus and do not have the same authority.

**God gifted the few to equip the many according to our unique design.**

- Our Destiny Orientation determines how we operate in most situations.
- Each of us will have a different expression based on our unique makeup.
- Every believer can receive impartation from every one of the gifts.

## The purpose of God is to make EVERYONE apostolic, prophetic, pastoral, teaching, and evangelistic.

- It's not about elevating particular individuals to high places of prestige.
- We all have dimensions of each of the ministry gifts.
- It's not about identifying one gift in you, but seeing the gifts in relationship.

## We must have a biblical understanding of these gifts.

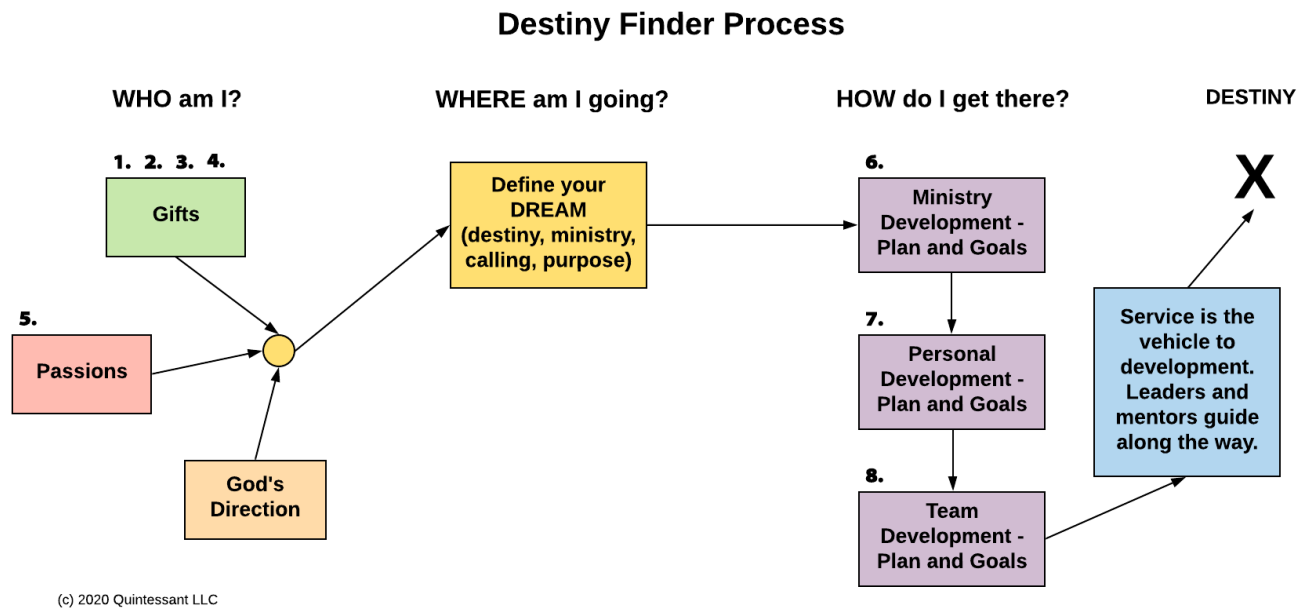
- They are still in operation today.
- They represent one dimension of our destinies in Christ.
- It is to our detriment to not honor and allow them to function.

## God gifted the few to equip the many according to our unique design.

- Every believer can receive impartation from the Holy Spirit to function in every one of the gifts as needed.
- Each person is oriented most toward one or two of these gifts.
- Our Destiny Orientation determines how we operate in most situations.

## Complete Destiny Finder Process

The numbers correspond to the chapters in this *Workbook* and the *Videos*. The Profiler currently ends at My Dream (we're working on programming the rest; coming in Q3 2020).



## **Destiny Discovery Tool #2 – Ministry Gifts /Orientations**

**Optional** worksheet. If you were **NOT** able to do the *Ministry Gift Assessment* in the online *Destiny Profiler* you can do the paper version on the next page. But we ***strongly recommend*** you do the online version because it's much more comprehensive and you'll get a multi-page report packed with insights. **Do online and bring printed results or have them available on your mobile device.**

Circle the answer most like you or that you identify most with.

### **1. In a working environment, I am most effective at. . .**

1. developing new workers, leaders, services or programs.
2. improving the quality and impact of our products.
3. increasing impact through creative marketing and/or sales.
4. improving relationships between my coworkers.
5. helping the team focus on the details of a project.

### **2. I am most frustrated when I feel . . .**

1. powerless to accomplish God's purposes.
2. distracted and distant from God.
3. unmotivated or unable to share my faith with others.
4. irritable and hindered in my ability to love others.
5. unable to communicate concepts clearly.

### **3. My life message is most focused on . . .**

1. bringing the kingdom of heaven to Earth.
2. hosting the presence of the Holy Spirit.
3. reaching unbelievers with the gospel.
4. unifying individual believers together in Christ.
5. helping every believer become a true disciple of Jesus.

### **4. I like to help or train others to . . .**

1. launch new activities, groups, organizations or causes.
2. develop their sensitivity, creativity and spirituality.
3. interact with those outside their group or organization.
4. build friendships and care for those in their community.
5. present vital and helpful information most effectively.

### **5. In challenging situations, I usually find myself . . .**

1. leading and directing people.
2. encouraging and praying for and with people.
3. involving and challenging people.
4. comforting and connecting people.
5. informing and instructing people.

### **6. I am most passionate about . . .**

1. bringing different people together to accomplish something great.
2. standing against what is wrong and standing up for what is right.
3. influencing people to live their lives for what matters most.
4. helping people build strong families and communities.
5. helping people become life-long learners and apply their learning well.

**7. I am most bothered by those who . . .**

1. are complacent and careless about fulfilling their destinies and don't care about where their lives are going.
2. trust in their own strengths and not in the power of God.
3. care more about their own comfort than about the souls of others.
4. are more concerned about accomplishing tasks than loving people.
5. value spiritual experience over the truth of Scripture.

**8. In a ministry environment, I am most focused on . . .**

1. presenting our vision, training leaders and developing new ministries.
2. encouraging worship, prayer and prophetic gifts/revelation.
3. equipping others to share the gospel and serve the poor.
4. helping believers to love one another and build a caring community.
5. teaching truths that bring growth and transformation.

**9. I would describe myself as . . .**

1. strategic.
2. spiritual.
3. persuasive.
4. supportive.
5. knowledgeable.

**10. I am most effective in equipping others to . . .**

1. motivate and lead others to fulfill their mission in life.
2. help others experience God's presence and operate in His power.
3. know what they believe and know how to lead others to Jesus.
4. become effective caregivers for the spiritually wounded.
5. know the Bible and communicate it effectively with others.

**Score: Total the number 1 answers, number 2 answers etc.:**

1) \_\_\_\_\_ 2) \_\_\_\_\_ 3) \_\_\_\_\_ 4) \_\_\_\_\_ 5) \_\_\_\_\_

1) Builder (Apostolic) 2) Revealer (Prophetic) 3) Recruiter (Evangelistic)  
4) Connector (Pastoral) 5) Trainer (Teaching)

## The Ministry Gifts - Overview

*“And He Himself gave some to be apostles, some prophets, some evangelists, and some pastors and teachers.” Ephesians 4:11 (NKJV)*

**God gave us the “Ministry Gifts” to equip us for service. (The ministry gifts are sometimes called Destiny Orientations.)**

**1. Builder** – The Apostolic gift: God’s “sent one” or delegated representative

- Focus: Mentoring and mobilizing for ministry, mission and multiplication
- Function: Church and ministry pioneering, oversight and renewal
- Impartation: Leadership development and multiplication

**2. Revealer** – The Prophetic gift: God’s confidant and spokesperson

- Focus: Discerning and declaring God’s power, presence and perspective
- Function: Intercession, worship, public and private prophecy
- Impartation: Spiritual passion and pursuit of God’s presence and power

**3. Recruiter** – The Evangelistic gift: God’s herald of good news of the kingdom

- Focus: Declaring and demonstrating the gospel for conviction and conversion
- Function: Equipping the church to reach the world
- Impartation: God’s heart for the lost and tools for reaching them

**4. Connector** – The Pastoral gift – God’s shepherd and caretaker of people

- Focus: Catalyzing and cultivating a Christ-centered, caring community
- This gift is expressed in two primary ways: elder and deacon.
- The Elder Gift Focus: Serving community by leading people and groups
- The Deacon Gift Focus: Serving community through projects and programs

**5. Trainer** – The Teaching Gift – God’s instructor and guardian of the truth

- Focus: Communicating and conveying truth for training and transformation
- Function: Bible study leader, disciple maker, teacher
- Impartation: Value and hunger for the Word of God and truth.

## Notes

The focus of this tool is the gifts that are found in Ephesians 4:11. These gifts represent the five different ministries of Jesus. When He ascended, He supernaturally distributed these gifts to His followers. These five ministries were given at the same time (at Jesus’ ascension), for the same purpose (to equip the saints for ministry), and until the same time (until we all are unified and perfected in Christ). Each of us needs to be equipped in all of these ministries and to be mentored in the ministry that specifically corresponds to our personal destiny. This is the first step in your development: recognizing which of these ministries reflect your personal calling. Later you will begin to take developmental steps in pursuit of the fulfillment of your call.

We focus on these as orientations, not offices or positions; emphasis is on function and fruit. We believe every person has the potential to function in each of the gifts to some degree, but each person will tend to be stronger in one or two.

The ministry gift reflects the way we interact with the world around us. It is very central to how we operate and see things. There are positive and negative aspects. For example, people with a teaching



gift can be annoying because they are always pointing out how things are not exactly right – that's one aspect of the gift in operation... but it must be tempered and used wisely. The online assessment results cover strengths and weaknesses of each gift.

Don't get hung up on the results; if you answered a couple of questions differently the results might differ. Look at the gift mix of all five and try to find basic trends.

### **How to discover and develop your ministry orientation.**

- Pray for God's guidance in the discovery process.
- Take the Destiny Finder Profiler assessments and read the reports.
- Recruit peers, mentors and coaches to help guide your journey.

### **Discussion**

1. Share your *Ministry Gift Assessment* results: primary orientation and secondary orientation. How do you feel about the results?
2. Do they match with your perception of yourself or with others' perceptions of you?
3. Do you see evidence of the gifting in your past and in how you are wired?
4. Can you see the orientation/gift at work in you presently? Are you using the gift in ministry or service or work or just interactions with people now?
5. How would you like to develop your ministry gifts in the future?

### **Homework**

**Small Group only:** Do the online *Motivational Gift Assessment*, print the results and bring them to the group next week. Or have the results available on your iPad, or other device.



## Session 3: Energized for Destiny – Motivational Gifts

**Your Motivational Gifts or Motivational Orientation (MO) describe the way you do life.**

*4 “For as we have many members in one body, but all the members do not have the same function, 5 so we, being many, are one body in Christ, and individually members of one another. 6 Having then gifts differing according to the grace that is given to us, let us use them: if prophecy, let us prophesy in proportion to our faith; 7 or ministry, let us use it in our ministering; he who teaches, in teaching; 8 he who exhorts, in exhortation; he who gives, with liberality; he who leads, with diligence; he who shows mercy, with cheerfulness.” Romans 12:4-8 (NKJV)*

### **Spiritual Gifts: Heart Styles**

- In the Bible there are different categories and classifications of gifts.
- God has given us distinct motivations or heart styles that affect destiny.
- Destiny motivation is based upon what many call the motivational gifts in Romans 12.

### **The Romans 12 Motivational Gifts.**

- These gifts describe the way or the style in which we minister to others.
- These gifts differ according to the grace that God has given us. (Rom. 12:6)
- Understanding these helps us to be more effective and less abrasive.

### **The Romans 12 gifts refer to our M.O. – modus operandi.**

- These gifts have to do with why and the way we do what we do.
- The wording of the scripture clearly addresses the style with which we exercise the gifts that God has given us.
- These gifts speak to the inspiration of heart with which they are expressed.

### **The Romans 12 gifts represent another dimension of who we are.**

- We are not characterized as being one gift or another.
- There are multiple dimensions of how the seven gifts fit together in our lives.
- It's more like a house that we are building.

### **When thinking about these gifts, consider . . .**

- What drives you?
- What's in your heart?
- What causes you to reach out or do what you want to do?

### **These gifts are not exclusive categories but are life colors or flavors.**

- Disclaimer: Be cautious of imposing exclusive categories upon scripture.
- All Gifts of the Spirit work in tandem with the Fruit of the Spirit. vs. 9-21
- Your Motivational Orientation must always flow out of love.

## Destiny Discovery Tool #3 – Motivational Gifts / Orientations

Optional worksheet – **ONLY do this** you can't do the online *Profiler - Motivational Gift Assessment*.  
**Do online and bring printed results or have them available on your mobile device.**

On a scale of 1-10, note the degree to which you identify, with 1 being the least and 10 being the most.

### The Prophetic MO: Perceiver – According to the measure of your faith. Vs. 9

- Motivated by: Right and Wrong. Righteousness and Worldliness. \_\_\_\_\_
- Misperceived as: Self-righteous, critical, and judgmental. \_\_\_\_\_
- Affirmed as: One who perceives and proclaims God's perspective. \_\_\_\_\_

### The Ministry MO - Server – According to a heart to serve others. Vs. 10

- Motivated By: Practical problems, tasks and needs. \_\_\_\_\_
- Misperceived As: workaholic, too busy, performance oriented. \_\_\_\_\_
- Affirmed As: One who sees a task and takes responsibility to do it. \_\_\_\_\_

### The Teacher MO: Teacher – According to a heart to instruct others. Vs. 11

- Motivated By Fact and Falsehood. Ignorance and Accuracy. \_\_\_\_\_
- Misperceived As: a know-it-all, legalistic, and perfectionistic. \_\_\_\_\_
- Affirmed As: one who uses the truth to remove ignorance. \_\_\_\_\_

### The Exhorter MO: Encourager – A heart to stir and spur others. vs. 12

- Motivated By: Unrealized Potential and Possibility. Hope and Hopelessness. \_\_\_\_\_
- Misperceived As: Simplistic, poor listener, People as projects. \_\_\_\_\_
- Affirmed As: One who sees unrealized potential and calls it forth. \_\_\_\_\_

### The Giver MO: Giver – A heart to supply resource without pretense. vs. 13

- Motivated by: Supply and Demand. Need and Resource. \_\_\_\_\_
- Misperceived as: Doormat, naïve, a lobbyist using gifts to affect change. \_\_\_\_\_
- Affirmed as: A generous person who seeks to supply need resources. \_\_\_\_\_

### The Leader MO: Leader – A heart to organize others for outcome. vs. 14

- Motivated by: Unachieved Corporate Outcomes. Chaos and Community. \_\_\_\_\_
- Misperceived as: Manipulative, exploitive. Seeing people as utilities. \_\_\_\_\_
- Affirmed as: One who organizes others to achieve unfulfilled outcomes. \_\_\_\_\_

### The Mercy MO: Comforter – A cheerful heart to comfort others. vs. 15

- Motivated by: Pain and suffering due to affliction, guilt and shame. \_\_\_\_\_
- Misperceived as: Wimpy, non-confrontational, undiscerning, co-dependent. \_\_\_\_\_
- Affirmed as: One who seeks to remove pain and guilt. \_\_\_\_\_

## Score

Total each section: the higher the score, the more you are oriented toward that gifting.

Three highest scores:

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

### **Example of the Motivational Gifts in operation: Thanksgiving dinner**

While bringing the turkey to the table, Aunt May trips on a light cord and drops the turkey on the floor.

- The Server jumps up to help clean up.
- The Leader starts organizing everyone to assist.
- The Comforter rushes to the person who dropped the food and says, “It’s alright... don’t feel bad, we all have accidents.”
- The Giver says, “I’ll run down to Safeway and buy another turkey.”
- The Teacher says, “Let me explain how to arrange the room so that doesn’t happen.”
- The Encourager says to the person, “You are such a blessing Aunt May, don’t worry, we have plenty.”
- The Perceiver says, “I had a feeling something was going to happen and was about to warn her.”

### **Discussion**

1. Which of these motivational gifts do you most identify with?
2. How do your motivational gifts complement or contrast with your ministry gifts?
3. How does your M.O. potentially enhance or hinder your future calling?
4. How does your gift mix operate in the workplace and family life?

### **Homework**

**Small Group only:** Do the online *Profiler - Manifestation Gift Assessment*, print the results or have them available on your mobile device, and bring them to the group next week.





## Session 4: Empowered for Destiny – Manifestation Gifts

### **Your Manifestation Gifts or Supernatural Orientation (S.O.) describe your destiny “power tools.”**

*“4 There are diversities of gifts, but the same Spirit. 5 There are differences of ministries, but the same Lord. 6 And there are diversities of activities, but it is the same God who works all in all. 7 But the manifestation of the Spirit is given to each one for the profit of all: 8 for to one is given the word of wisdom through the Spirit, to another the word of knowledge through the same Spirit, 9 to another faith by the same Spirit, to another gifts of healings by the same Spirit, 10 to another the working of miracles, to another prophecy, to another discerning of spirits, to another different kinds of tongues, to another the interpretation of tongues.*

*11 But one and the same Spirit works all these things, distributing to each one individually as He wills.”*  
1 Corinthians 12:4-11 (NKJV)

### **This topic can be controversial**

- We realize there are various views on these gifts. We plead for open-mindedness and grace. We believe the Church needs both the Word and the Spirit and all that Spirit provides.
- These “power tools” are not more important than the other gifts, but they have different functions. They are more visible and manifest.

### **Jesus never intended for us to fulfill His will in our human strength.**

- Manifestation Gifts / Supernatural Orientation (S.O.)
- These are the ways God has gifted you to function supernaturally.
- Based on the list of spiritual gifts/“graces” (charisma) listed in 1 Cor. 12:8-10.

### **Different members of the Body have different positions on the gifts.**

- Some are reluctant to say they are supernatural deposits of the Holy Spirit.
- Some believe that the gifts passed away at the time of the first apostles.
- A reasonable approach allows full expression of God’s gifts with as little as possible offense to brothers and sisters who do not believe.

### **God has equipped us in many and various ways for our destinies.**

- There are three distinctions made regarding the manifestation gifts.
- Each gift set is distinct in context and function. (1 Cor. 12:4-6)
- The manifestations of the Spirit were given to every believer. (1 Cor. 12:7)

### **It’s important to understand how the gifts work together in destiny.**

- Spiritual gifts inform your profile.
- Spiritual gifts inform your sense of identity.
- Spiritual gifts inform your sense of purpose in the Lord.

### **The manifestations of the Spirit are given to benefit all. 1 Cor. 12:8-11**

- The context of this passage begins in 11:17 and goes through 14:40.
- During the gathering the Spirit distributes gifts to bless the saints.
- Everyone can receive any gift. But we have a propensity for one.

## Destiny Discovery Tool #4 – The Manifestation Gifts

Optional worksheet – **ONLY do this** you can't do the online *Profiler Manifestation Gift Assessment*.  
Do online and bring printed results or have them available on your mobile device.

*Note approximately how many times you have operated in each gift in the last year.*

**Word of Wisdom:** Logos Sophia – Wisdom is applied knowledge. \_\_\_\_\_

- Word of wisdom normally appears as divine problem solving. This is when God gives wisdom that is beyond the normal wisdom of men. Wisdom is the application of knowledge in just the right way to solve a problem.
- Examples: Solomon, Peter at Joppa-Acts 10, James-Acts 15

**Word of Knowledge:** Logos Gnosis – Knowledge is information. \_\_\_\_\_

- Knowing things that could not be known naturally.
- Examples: Zachaeus, Sapphira-Acts 5, Man in Lystra-Acts 8

**Gift of Faith** – Pistis – Faith is the conduit for the God's supernatural work. \_\_\_\_\_

- Faith is a gift of certainty that God will fulfill His promise NOW.
- Examples: Man in Lystra-Acts 14

**Gifts of Healings** – Charisma Iama – Dispensing God's Healings. \_\_\_\_\_

- Specific, God-given restoration from disease and injury.
- Examples: At the gate-Acts 3,

**Working of Miracles** – Energema Dunamis- Works of Power. \_\_\_\_\_

- Miracles are the result of supernatural power over the natural
- Examples: Place shaken-Acts.4, Dead raised-Acts 9 & 19:11

**Gift of Prophecy** – Propheteia – Speaking the anointed words of God. \_\_\_\_\_

- Congregational Prophecy: Edification, exhortation, comfort.
- Mature Prophecy: Correction, Direction and Foretelling future.
- Examples: Sending-Acts13, Agabus-Acts 11 & 21

**Discerning of Spirits** – Diakrisis Pneuma – demonic or divine. \_\_\_\_\_

- The ability to determine spiritual sources and motives.
- Examples: Elymas the sorcerer- Acts 13, Acts 16.

**Kinds of Tongues** – Genos Glossa – Of men and of angels. \_\_\_\_\_

- For communicating the Gospel, prophecy and praise.
- Examples: Acts 2:4, Cornelius Acts 10, Ephesus Acts.19.

**Interpretation of Tongues** – Hermeneia Glossa. \_\_\_\_\_

- Supernatural ability to interpret a message in tongues or an unknown language
- Examples: Acts 2:8, 1 Cor. 14:13-19

### Score

Total each section: the higher the score, the more you are oriented toward that gifting.

Highest three scores: \_\_\_\_\_



## **How to Receive and Minister in the Power of the Gifts of the Spirit**

- Seek the Giver and the Gifts: Pray, study, conferences.
- Minister in the Gifts - Sundays, Life Groups, Marketplace
- Take risks and don't be afraid of making mistakes. Try again.

## **Prayer and Ministry Time**

- The group will have a directed prayer and ministry time, focusing on receiving, experiencing and exercising the manifestation gifts.

## **Discussion optional since we suggest you do this as a large group.**

1. Which of these manifestation gifts do you most identify with or tend to experience?
2. How do your manifestation gifts complement or contrast with your other gifts?
3. How do your manifestation gifts potentially enhance or hinder your future calling?
4. How does your manifestation gift mix operate in the workplace and family life?

## **Homework**

**Small Group only:** Do the online *Profiler - Passion and Delight Assessments*, *God's Direction* and *My Dream* sections, print the results AND print the *Profiler Summary*, or have them available on your mobile device, and bring them to the group next week.





## Session 5: Passions and Dreams –Your Calling

### **Our God-given passions and dreams are aligned with our Destinies.**

Small Groups Note: You may decide to stretch this session for two weeks to allow more processing time.

*“7 Of the increase of His government and peace there will be no end, upon the throne of David and over His kingdom, to order it and establish it with judgment and justice from that time forward, even forever. The zeal of the Lord of hosts will perform this.” Isaiah 9:6-7 (NKJV)*

### **Jesus said, “The zeal for the Lord’s house has consumed me.”**

- Zeal is a place of passion for God is a passionate God.
- Passions are essential to what we do.
- Passion is to a dream what wood is to fire.

### **Human beings were made to dream.**

- We are dreamers because God is a dreamer.
- Aspiration is the very highest function of the human spirit.
- If we can aspire, that aspiration is what draws our hearts forward.

### **God envisions great outcomes and invites us to dream with Him.**

- God has an agenda, a dream, and a purpose that He’s moving toward.
- We are a part of God’s agenda, dream and purpose.
- Our God-given passions and dreams are aligned with our destinies.

### **God works inside of us to cultivate aspirations according to our design.**

- Throughout history, God has given Dreams leading to Destiny.
- Almost every hero of scripture was called to a dream and destiny.
- God wants to place his dream within you for destiny.

### **Paul had a destiny before he had a relationship with God (Acts 8:1).**

- History: He had a great spiritual lineage (Philippians 3:4-7).
- Teacher M.O. He was zealous for the truth as he understood it.
- Apostolic: He was sent to bring down this new cult (Acts 9:1-2).

### **Paul received a clear call and a clear destiny from Jesus (Acts 9:3-19).**

- Paul is confronted by Jesus and healed by Ananias.
- Later, Paul shares more detail with Agrippa (Acts 26:12-19).
- He was not disobedient to the heavenly Vision (Acts 26:19).

### **Paul’s heavenly vision ultimately became his Destiny.**

- A Season of Preparation: Acts 9:20-30, Gal. 1:11-2:10
- A Season of Pioneering: Sent with Barnabas (Acts 13-14).
- A Season of Fathering: The Apostolic Letters to Churches.

### **How to Discern and Develop Your Dream and Destiny In Christ**

- Lordship: We must submit our life and aspirations to Jesus (Ps.37:4).
- Discipleship: We must submit to a training process in Jesus (Jn. 15:7).
- Leadership: We must serve others in the name of Jesus.

## Destiny Discovery Tool #5 – Passions and Dreams

Optional worksheet – **ONLY** do this if you were **NOT** able to do the online *Profiler - Passion Assessment, Delight Assessment, God's Direction* and *My Dream* sections.

**Do online and bring printed results, or have them available in your mobile device** in the *Profiler Summary, God's Direction* and *My Dream* sections.

### Primary and secondary Ministry Gift (DO)

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### Primary and secondary Motivational Gift (MO)

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### Primary and secondary Manifestation Gift (SO)

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### Passions

***What sphere of influence (Church, Family, Business, Government, Education) do you feel called to?***

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***What issues or problems bother you the most?***

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***What type of organization are you most comfortable with?***

Example: large, small, your own business, non-profit, start up, corporation

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***What type of role are you most comfortable with?***

Example: team manager, assistant, division manager, primary caregiver, content creator, tradesman, director

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***What region or part of the world do you feel called to?***

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***What people group are you most attracted to?***

Example: youth, single moms, skaters, high-tech, artists, millennials, outcasts, etc.

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***What religious affiliation are you most attracted to minister to?***

Example: Christian, Eastern religions, cults, atheist, pagan, new age, agnostic, church drop outs, etc.

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## Delights: Match Loves with Talents

Optional worksheet – **ONLY do this** you can't do the online *Delight Assessment*.  
**Do online and bring printed results or have them available on your mobile device.**

Your destiny will be where what you love matches up with what you're good at. We call that your Delights.

### **List your Loves (the things you love to do)**

1. \_\_\_\_\_.
2. \_\_\_\_\_.
3. \_\_\_\_\_.
4. \_\_\_\_\_.
5. \_\_\_\_\_.

### **List your Talents (the things you are good at doing)**

1. \_\_\_\_\_.
2. \_\_\_\_\_.
3. \_\_\_\_\_.
4. \_\_\_\_\_.
5. \_\_\_\_\_.

### **List your matches = Delights (the same thing appears in Loves and Talents)**

1. \_\_\_\_\_.
2. \_\_\_\_\_.
3. \_\_\_\_\_.

## God's Direction

Optional worksheet – **ONLY do this** you can't do the online *Profiler - Gods Direction* section.  
**Do online and bring printed results or have them available on your mobile device.**

### ***Who are the people you admire and why?***

Consider relatives, teachers, friends' parents, heroes, pastors, authors, etc.

1. \_\_\_\_\_.
2. \_\_\_\_\_.
3. \_\_\_\_\_.

### ***Which Bible characters are your favorites and why?***

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

### ***Which Bible verses are your favorites and why?***

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

### ***What significant spiritual experiences have you had, including prophetic words?***

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

### ***What counsel have you received from your family and friends about your calling?***

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

***What counsel have you received from leaders in your life about your calling?***

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

***Childhood – what did you want to be when you grew up and why is that important now?***

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

***What direction or leading from the Lord have you received in prayer?***

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

***Is there anything else that is significant and why (book, movie, song, etc.)?***

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_



## My Dream

Optional worksheet – **ONLY do this** you can't do the online *Profiler - My Dream* section.

**Do online and bring printed results or have them available on your mobile device.**

Your dream is another term for your destiny or calling. Consider all that you've discovered so far: your *Profiler Assessment Summary*, *God's Direction*, and what is being activated in your heart, and now bring it together to state your dream.

### ***Dream Rough Drafts***

***If you had no limitations of time, energy, money or opportunity and knew for certain that you could not possibly fail, what would you do for God?*** (Twitter-sized response) – do three, even if they are not clear or well-defined at this point. It may be hard to do this but write something, even if it sounds crazy.

1. \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_
2. \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_
3. \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

### ***Finalize your Dream***

- Select the dream that seems most on your heart or that you are most passionate about by circling it or entering the number here: \_\_\_\_\_.

### **Discussion**

1. Share your dream.
2. Pray for each other's dream fulfillment in pairs.

### **Homework**

**Workshop, Lab, and Small Group:** Finish writing out your dream rough drafts and finalized dream if you didn't complete the assignment yet and bring the results to the next session. This finishes the *Profiler* online tool (we are working on finishing the online tool to include the rest Destiny Finder process).

**Small Group:** Complete a first draft of *Discovery Tool 6* in the next section. There is a lot to cover, so keep it short the first time through. This will be a work in progress, perhaps over a lifetime, so we don't expect you to get it all done the first time.



## Session 6: Ministry Development

### **Destiny fulfillment depends upon a blend of discipline and delight.**

*“24 Do you not know that those who run in a race all run, but one receives the prize? Run in such a way that you may obtain it. 25 And everyone who competes for the prize is temperate in all things. Now they do it to obtain a perishable crown, but we for an imperishable crown. 26 Therefore I run thus: not with uncertainty. Thus I fight: not as one who beats the air. 27 But I discipline my body and bring it into subjection, lest, when I have preached to others, I myself should become disqualified.” (1 Corinthians 9:24-27)*

### **We are each running an individual race for a prize.**

- Our race is not against one another.
- We race against the enemy and his schemes.
- We race against negative factors in our own lives (inertia, lack of discipline, apathy, lethargy, brokenness, limitations, unresolved issues, etc.)

### **We must “run in such a way that we might obtain it.” (1 Cor. 9:24)**

- The process requires focus.
- The process requires intentionality.
- The process requires planning (including what to do and what not to do).

### **We must build a balanced lifestyle around what the Lord has ordained for us.**

- Get our ‘big rocks’ straight – What are our priorities in life?
- Make the ‘main thing’ the main thing.
- Recognize and avoid the tyranny of the urgent.

### **Having the life of one fit to win the prize (1 Cor. 9:26-27):**

- Therefore, I run thus . . . not with uncertainty.
- Therefore, I fight thus . . . not as one who beats the air.
- I discipline my body.

### **We must engage the stewardship of our destinies.**

- There are forces that want to drive us in directions that will ultimately sabotage our destinies.
- Delight-directed vs Duty-driven discipline (Hebrews 12:2)
- Duty is a safety net: In the absence of delight, we do what’s right because it’s right.

### **Paul blended discipline and delight in pursuit of his destiny.**

- He kept his passion for Jesus at the center of everything (Phil. 3:7-11).
- He was able to forget the past and move toward the future (Phil. 3:12-14).
- He continued to press toward the mark and lay hold of the prize.

## Destiny Discovery Tool #6 – The Destiny Mapper

Do and bring printed results or have them available on your mobile device.

Now get specific about how you will fulfill your dream – map it out.

### Vision: What do you want to see?

#### *Define your vision*

A vision is a picture of what things will look like when your dream has been accomplished. Visions are descriptive, not active. They provide a direction to move towards, and focus along the way.

What are the **core values** that are most important for your dream? (authenticity, excellence, creative, hard-core committed, inclusive and casual, honor, biblical, alternative)

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What are the most important **priorities** that will shape how you spend your time, energy, ability and money? (reach people, keep people, train people, feed and clothe people, etc.)

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The best vision statements are clear, inspirational, memorable and concise. Start to think about how to describe your vision along those lines. To help you, here are a few examples of individual or company vision statements.

- In the Church Sphere: A church family in Seattle that births greatness
- In the Justice Sphere: Cambodia free from sex trafficking
- In the Family Sphere: Every teen mentored with love
- In the Business Sphere: Food as good as your mom's
- University of Denver: A great private university dedicated to the public good
- World Vision: For every child, life in all its fullness; Our prayer for every heart, the will to make it so
- Every Home for Christ: Every home on earth with the Gospel
- Ikea: To create a better every-day life for many people

#### *Summarize your Destiny Dream from Session 5...*

If I had no limitations and I knew I couldn't fail, I would do the following for God:

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#### *My Vision – further refine it*

Now take your dream and refine it as needed to state your vision.

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## **Mission: What must you do to accomplish the vision?**

### ***About Mission***

Here are some examples:

#### **Example 1**

- Vision: Cambodia free from sex trafficking.
- Mission: I will use my leadership abilities to work with and eventually lead a ministry that rescues children from sex trafficking and provides a home, healthcare, and education for them

#### **Example 2**

- Vision (same as above): Cambodia free from sex trafficking.
- Mission (different because gifts are different): I will use my artistic and communication abilities to create social media blogs and channels that inspire and recruit people to work with ministries that combat sex trafficking.

#### **Example 3**

- Vision: Have a family with awesome kids who change the world, and influence families around us.
- Mission: As a single mom I will raise my kids to be world changers by discipling them and giving them opportunities to minister.

#### **Example 4**

- Vision: A church family in Seattle that births greatness.
- Mission: My wife and I will plant a church in Seattle focused on Millennials

#### **Example 5**

- Vision: Every teen mentored with love
- Mission: I will use my leadership, teaching and counseling abilities and skills to work with disadvantaged teens at a local community center on weekends; mentoring, coaching and training them.

### ***My Mission***

Now state your mission as specifically as possible.

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## **Research**

What do I need to know first? Talk to your leaders, search on Google, make some phone calls, set up some meetings, go on some trips, and find out everything you can related to your mission.

## **Organizations**

What organizations are actively doing what I want to do?

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## **Ministry Opportunities**

What ministry opportunities are available in this area?

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## **People Groups and Culture**

What people groups will be involved and what is their culture like?

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## **Strategy**

What is your strategy for accomplishing your destiny dream (focus on media, focus on young leaders, etc.)? How will you reach your target people group -- advertise, recruit from church, Craigslist, Facebook? Visit colleges? etc.? How will you capitalize on your strengths? – use music, status, connections with schools, sports. Will it be done in phases over several years,)?

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## **Structures**

What kind of organizational structures will assist you in this vision? (business, non-profit, church ministry, community group, informal gatherings, mission, etc.)

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## **Administrative**

What administrative resources will be needed (computer, accountant, tax break, web tools, etc.)?

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## **Financial**

Estimate how much money you will need and how you will get it; who can you talk to for help?

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**Legal**

What legal help will be required?

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**Internship**

Include in your plan the goal of getting an internship. It may be a formal one, such as college seniors or medical students do, or it may be informal, in which you create the position. The idea is that once you've identified the target arena you want to minister in, the next step is to get some experience in that area. Get your feet wet! Find a mentor in that area and try to arrange to work with that person or their organization. Volunteer for the summer, or on weekends. Or do a short term mission or for a long weekend to work with that person or organization. This is crucial to see if you actually like doing it. If you find that it's not for you, that's ok! You will have gained some experience, you will know how to move forward, and you may make some valuable contacts with people that will help later. Try it out and see how you do, and adjust your plan accordingly. God is with you – go for it!

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**Team and Mentor**

What kind of team will be needed to see this vision realized? What will be your role in this ministry? (worker, leader, boss, salesman, specialist, manager, etc.)

What kind of team will you need to accomplish it?

What kind of overseer or leader will you need to walk with you?

This will be covered more in depth in the last session.

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**Other**

Note other resources that you need to fulfill your dream. (certificate, license, business training, college degree, counseling class, professional degree or training, vehicle, equipment, etc.)

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**Development Stages**

There is a natural developmental process for anyone seeking to do anything significant. Becoming a teacher, starting a club, opening a restaurant, planting a church – with each, if you don't have the skills and experience, you need to go through a process of development with stages.

Here are the general stages: First you need to get **training** and knowledge. Then you **serve** using that training. Then as you progress, you **lead** a team or group or organization. Eventually, if it's appropriate or desired, you can **launch** a new team or group or organization and lead it yourself.

Not everyone will or wants to lead an organization or launch a new one and that's perfectly fine. But it's helpful to understand the developmental path. What developmental stage are you at?

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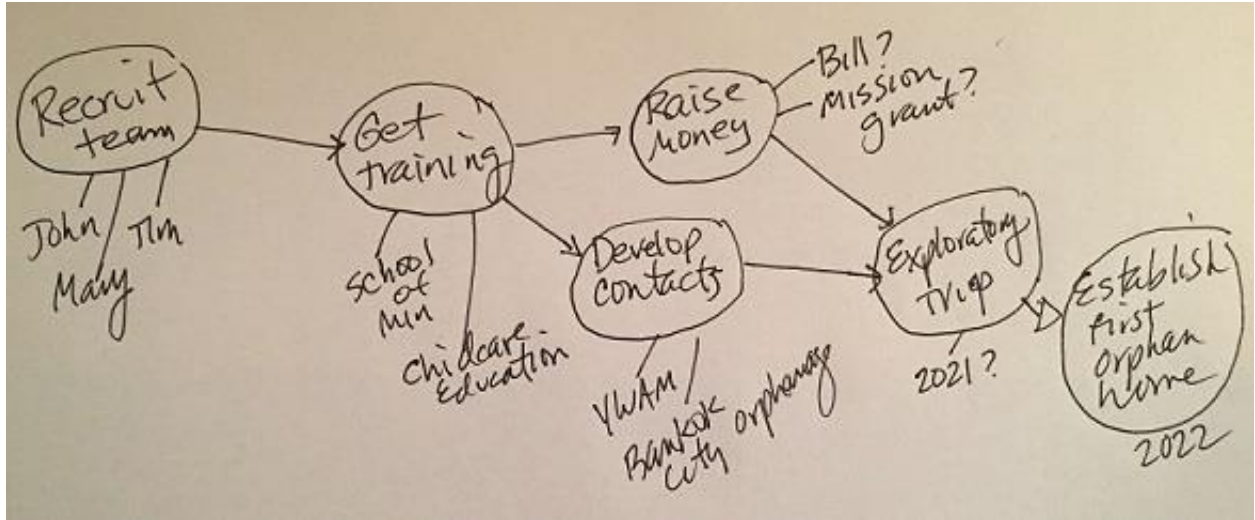
## Ministry Goals

Based on your research, start to develop goals to move forward.

### Mission Steps Mind Map:

Some people work better doing a “visual” and a simple way to do that is with a “**mind map**.” Draw a simple diagram of the major steps in the mission, brainstorming as you do it, showing connections and discovering what’s needed.

Example of mind-mapping steps to starting an orphanage.



**Mission Steps Mind Map – Sketch out the major steps below:**



## Timeline

## Put the major mission steps on a timeline

Now \_\_\_\_\_ 2 yrs \_\_\_\_\_ 5 yrs \_\_\_\_\_ 10 yrs \_\_\_\_\_ Future

## Goals

**SMART Goals:** Specific, Measurable, Achievable, Relevant, Timed.

Now take the major steps or goals from your Mind Map and Timeline and make them SMART goals.

Don't be vague.

Example: Recruit 5 people for the team by Christmas 2019. Raise \$50,000 by GoFundMe by the end of 2020. Etc.

1. Goal title \_\_\_\_\_  
Priority (High, Med, Low) \_\_\_\_\_ Due by \_\_\_\_\_  
Notes \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_
2. Goal title \_\_\_\_\_  
Priority (High, Med, Low) \_\_\_\_\_ Due by \_\_\_\_\_  
Notes \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_
3. Goal title \_\_\_\_\_  
Priority (High, Med, Low) \_\_\_\_\_ Due by \_\_\_\_\_  
Notes \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_
4. Goal title \_\_\_\_\_  
Priority (High, Med, Low) \_\_\_\_\_ Due by \_\_\_\_\_  
Notes \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

## Discussion and Prayer

1. Share your Mind Map and/or main ministry goals.
2. Pray about the number one goal.

## Homework

**Workshop, Lab, AND Small Group:** Continue to work on your plan, especially your goals. This is a long journey, and there will be probably be many phases as you develop and accomplish things. Team up with another person to encourage each other in your destiny fulfillment.

**Small Group:** Complete *Discovery Tool 7* in the next section. This will be an ongoing work-in-progress of becoming more and more like Jesus.





## **Session 7: Personal Development**

### **Character development is more important than gift development.**

*" . . . since we are surrounded by so great a cloud of witnesses, let us lay aside every weight, and the sin which so easily ensnares us, and let us run with endurance the race that is set before us,"*  
Hebrews 12:1

### **We have been saved... and are being sanctified.**

- The 'Penalty of Sin' was laid upon Jesus and I am forgiven.
- The 'Power of Sin' was broken by Jesus and I am empowered.
- We continuously need fresh encounters with the Cross of Jesus Christ.

### **Destiny fulfillment requires that we develop personally by removing the roadblocks and detours of life by . . .**

- Recognizing areas of weakness in our own hearts.
- Realizing areas of our own character that yet need development.
- Giving the Lord permission to work within us.

### **Keys to Avoiding Destiny Detours and Dead Ends (Hebrews 12:1-3)**

- Recognize that we are surrounded by a great cloud of witnesses.
- Lay aside every weight (burden or impediment).
- Lay aside every sin.
- Run with endurance the race set before us.
- Look to Jesus – our example and the author and finisher of faith.

### **How to avoid the dangers of destiny detours and dead-ends (Heb.12:1-11).**

- There are demonic forces in the universe opposed to our Destiny Fulfillment.
- The Enemy has no other interest than thwarting God's Purposes.
- The Destiny of Jesus was attacked but Jesus prevailed (John 14:30)
- The Enemy outside is powerless without an enemy within.

### **We are risen with Christ but we still need to remove our grave clothes (Jn.11:44)**

- Deliverance: Reject and renounce demonic influence in all areas of your life
- Healing: Allow Holy Spirit to give you God's perspective on your pain.
- Filling: Continue to receive the work of Holy Spirit in deeper ways.
- Perseverance: Welcome destiny fulfillment as a life-long journey.
- Disciplines: Employ the proven practices of growing in Christ.

## Spiritual Disciplines – How to Grow (1 Cor. 9:24–27)

### Growth Requires Nutrients, Effort and Time

Once you've made a commitment to cultivate character in your heart, and you've clarified your growth goals (see the *Destiny Discovery Tool # 7 Personal Growth* in the next section), it is important to construct a lifestyle that will support you in your journey. Build helpful habits that keep you moving forward.

You train for destiny the same way you train for running a marathon, by hard work over time—becoming the person God has called you to be requires effort, dedication and commitment, while depending on the Holy Spirit to guide you and conform you to the image of Christ.

*v24 "Do you not know that those who run in a race all run, but one receives the prize? Run in such a way that you may obtain it. 25 And everyone who competes for the prize is temperate in all things. Now they do it to obtain a perishable crown, but we for an imperishable crown. 26 Therefore I run thus: not with uncertainty. Thus I fight: not as one who beats the air. 27 But I discipline my body and bring it into subjection, lest, when I have preached to others, I myself should become disqualified."*

1 Cor. 9:24-27

All of us have areas in our lives that need to be trained and brought into alignment with God's heart and purposes. We are responsible for the stewardship of our lives. Jesus is the author and finisher of our faith; he works in us to will and to do of His good pleasure. But we have to do our part. As we apply God's Word and wisdom, we will be able to run with endurance and win the race that is set before us.

### Spiritual Disciplines

There really aren't any shortcuts to growth. There are many spiritual disciplines, but here are some classic Christian disciplines (and there are others) that have been proven over centuries to help you grow in your faith, achieve your life goals and fulfill your destiny.

- Studying God's Word
- Prayer and worship
- Fellowship with other believers
- Financial stewardship
- Service to others
- Sharing Jesus and the gospel with the unreached
- Honoring authority and leadership as part of church life

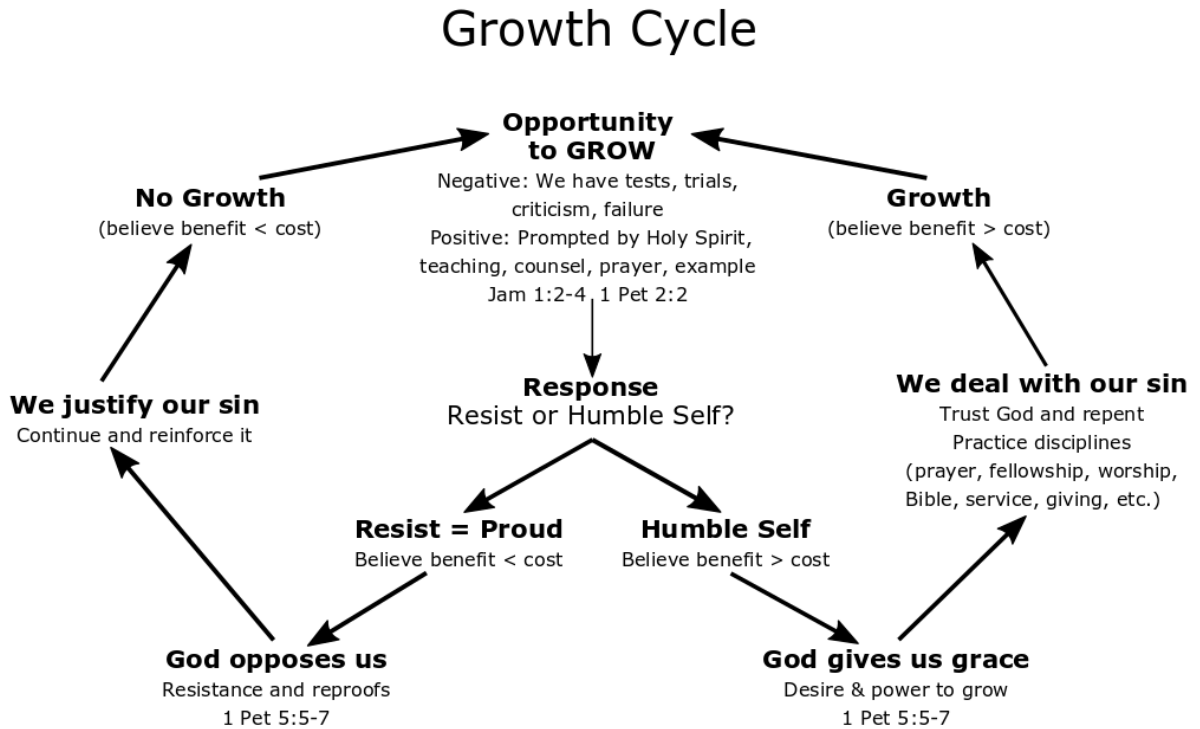
Each of these disciplines will help give you the "muscle tone" necessary to fulfill the destiny God has given you. Be accountable in a small group and with leadership – that's the safety net.

An old song says, "Trust and obey..." That's sums it up: Trusting in God to do His work in you and being obedient to do your part.

*12 So then, my beloved, just as you have always obeyed, not as in my presence only, but now much more in my absence, work out your salvation with fear and trembling; 13 for it is God who is at work in you, both to will and to work for His good pleasure.* Phil 2:12-13

**Becoming the person God has called you to be requires dedication and commitment. Keep your eyes on the prize of God's call on your life!**

## The Growth Cycle



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## The Process for Growth

1. Through a problem, trial, message, assessment, book, friend, Holy Spirit prompting, etc., you become aware of an issue or character trait that you need to work on. The first step, and most important, is to humble yourself because then God will give you grace.  
*"5 Likewise you younger people, submit yourselves to your elders. Yes, all of you be submissive to one another, and be clothed with humility, for "God resists the proud, But gives grace to the humble. 6 Therefore humble yourselves under the mighty hand of God, that He may exalt you in due time, " 1 Peter 5:5-6*
2. Determine what type of problem it is.

### Wiring

Our unique God-given design

- Requires understanding and development
- Gain self-awareness and grow beyond our wiring as appropriate.
- Solution is equipping and personal growth

### Wounding

Negative experiences that cause lasting pain on a deep soul level and the impact, including the resulting fears, false beliefs, personality shifts, and dysfunctional behaviors

- Requires awareness and healing
- Allow God to give us His perspective on our pain.
- Solution is healing and forgiveness

### Will

Our God-given freedom of choice and determination

- Requires yielding and alignment
- Conform our will to God's and prevent points of vulnerability for the enemy to come in.
- Solution is humility and repentance

### Warfare

We must resist the enemy

- Requires identifying strongholds and enemy assignments to achieve breakthrough
- Yield to God and put on the armor of God
- Solution is deliverance prayer and intercession from others.

### Whatever

Whatever else that doesn't fall into the other categories

- Requires identifying and address other problems (including health issues, etc.)
  - Be open to all factors and seek help
  - Solution includes the disciplines and medical treatment if necessary.
3. Trusting Holy Spirit to work in you to will and do of His good pleasure (Phil 2:13) and praying as you go, apply the appropriate action prescribed above or spiritual discipline.
  4. It's best to be accountable to a leader or a strong believer who can help you have perspective and give you feedback.
  5. God will allow you to be tested in the specific area so you can see if you've grown.
  6. If you respond well, you've passed the "test" and that indicates growth! (and you'll be able to handle bigger tests in the future... and grow more.)

## **Destiny Discovery Tool #7 – Personal Growth (Removing Roadblocks)**

We were all created for greatness, but many individuals fail to fulfill their destiny potential due to disappointment, unresolved pain, spiritual strongholds and emotional bondages such as anger or fear. Many also struggle with physical appetites and addictions. God has provided healing and freedom from every hindrance. We need to be open, receive and follow through with disciplines and accountability.

**Rate your level of personal victory and struggle in each of these areas...**

### ***APPETITES – God created our desires but He requires restraint (1 Cor. 9:24-27).***

Physical Detours: Unrestrained desire, addictions, poor health, etc.

We must employ severe discipline to align our bodies with our destiny.

Struggling 1 2 3 4 5 6 7 8 9 10 Victorious

Notes:

### ***AFFECTIONS – Emotions are wonderful servants but terrible masters (Col. 3:1-10).***

Emotional Detours: Past hurts, rejection, fear, anger, frustration, etc.

We must “put off” destructive emotions and put on the love of Christ.

Struggling 1 2 3 4 5 6 7 8 9 10 Victorious

Notes:

### ***ASSUMPTIONS – Thinking biblically is essential to destiny fulfillment (2 Cor. 10:3-5).***

Mental Detours: False assumptions about God, the world, others and ourselves

Must be brought into alignment with the truth of God’s Word. Beliefs matter!

Struggling 1 2 3 4 5 6 7 8 9 10 Victorious

Notes:

### ***ATTITUDES – The Will is empowered by attitudes that form our actions (Phil. 2:1-13).***

Volitional Detours: Rebellion, pride, despondency, discontent, cynicism, etc.

Our wills must be submitted to God’s will in an attitude that leads to action.

Struggling 1 2 3 4 5 6 7 8 9 10 Victorious

Notes:

### ***ASPIRATIONS – To fulfill our destinies we submit future hopes to God (Phil. 3:7-15).***

Spiritual Detours: Competitiveness, covetousness, self-disqualification, etc.

We must allow God to sift our dreams so we can pursue with purity.

Struggling 1 2 3 4 5 6 7 8 9 10 Victorious

Notes:

## Personal Growth Goals

**Look back on your Destiny Discovery Tool #7 Personal Growth to help you answer these questions.**

### HEAD

What are the areas of **Bible knowledge and learning** needed to fulfill your Dream?

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

### HEART

What are the areas of **spiritual growth** needed to fulfill your Dream?

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

What **character qualities** do you need to develop?

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

What **lifestyle issues** need to be improved?

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

### HANDS

What other areas of **personal ministry** do you need to address?

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

## Discussion and Prayer (We suggest same gender groups for this session)

1. Share about one of the areas you're struggling with and your goal.
2. Pray for each other in pairs or groups of 3 or 4.

## Homework

**Workshop, Lab, AND Small Group:** Work with a leader or coach to identify growth goals and develop a plan to address them.

**Small Group:** Complete *Discovery Tool 8* in the next section and bring the results to your group.





## Session 8: Team Development

### **Destiny fulfillment occurs best in the context of Family and Team.**

*"For this reason I bow my knees before the Father, 15 from whom [I]every family in heaven and on earth derives its name,..." Eph. 3:14*

*"...just as you know how we were exhorting and encouraging and imploring each one of you as a father would his own children,..." Thess. 2:11*

### **A spiritual family consists of Fathers, Mothers, Siblings and Children.**

- We need fathers and mothers to pour into our lives.
- We need brothers and sisters to walk with us.
- We need sons and daughters that we are leading along the path of destiny.

### **We cannot grow into our own destinies without helping others grow into theirs.**

- This holistic dynamic is the Kingdom of God.
- The Kingdom of God is essentially a family.
- The African proverb is right: It "takes a village" to fulfill a destiny.

### **We are all on a journey of maturity, which is a critical part of destiny fulfillment.**

- Three levels of maturity: "I speak to you fathers...; I speak to you young men...; I speak to you children...." (1 John 2:12-14)
- There is a different level of growth and a different level of victory for each maturity level.
- Immaturity is not a sin. It's a state of being that is remedied by experience, growth, input in family, correction and instruction.

### **True destiny fulfillment is becoming mature sons and daughters filled with the Spirit of God.**

- Maturity is moving beyond our own insecurities, issues, narcissism, self-centeredness, pride, weaknesses, self-obsessions, etc.
- Maturity is caring more about God's heart and purposes than our own.
- Maturity is giving up short-term pleasure for long-term gain.

### **Our lifestyles are ecosystems.**

- Everything in our lifestyles are interdependent, all of it plays on one another.
- Shifting our lifestyle ecosystems takes work and intention.
- We must be willing to shift our lifestyles in pursuit of destiny fulfillment.

### **The intergenerational dynamic to destiny fulfillment: (2 Tim. 2:1-2)**

- PAUL – "The things that you have heard from ME..."
- TIMOTHY – "commit these to FAITHFUL MEN..."
- FAITHFUL MEN – "who will be able to teach OTHERS also."
- OTHERS

Four generations – that's multiplication!

## Destiny Discovery Tool #8 – Team Assessment

Every believer has been entrusted with a God-given destiny, but we were never intended to fulfill this destiny on our own. We were born-again into a family with spiritual fathers, mothers, sisters, brothers and even uncles and aunts. Sadly, many who are still wounded from the past or have chosen the path of pride, find it difficult to connect with other believers and spiritual fathers and mothers.

**Rate your level of personal victory and struggle in each of these areas.**

### ***FAMILY/SPOUSE AND FRIENDSHIP – God desires us to cultivate deep and lasting relationships.***

My family and/or spouse is partnered with me and supportive in the fulfillment of my/our destiny.

No 1 2 3 4 5 6 7 8 9 10 Yes

My network of friends supports me in the fulfillment of my dreams/destiny.

No 1 2 3 4 5 6 7 8 9 10 Yes

### ***FELLOWSHIP – God wants us to be committed to a group of committed believers.***

I am committed to a congregation that provides destiny training and opportunities.

No 1 2 3 4 5 6 7 8 9 10 Yes

I take advantage of every opportunity to learn and serve according to my destiny.

No 1 2 3 4 5 6 7 8 9 10 Yes

### ***LEADERSHIP – God wants us to honor those who are in leadership over us.***

I honor every leader in the workplace and in the Church.

No 1 2 3 4 5 6 7 8 9 10 Yes

My leaders consider me one of the most loyal and faithful people in our church.

No 1 2 3 4 5 6 7 8 9 10 Yes

### ***APPRENTICESHIP – God wants us to posture ourselves as teachable followers.***

I am teachable and receptive to correction and instruction by others.

No 1 2 3 4 5 6 7 8 9 10 Yes

I am a life-long learner who follows the models of my mentors and leaders.

No 1 2 3 4 5 6 7 8 9 10 Yes

### ***MENTORSHIP – God wants us to mature into gracious leaders and trainers of others.***

I am certain that the best way to grow into my destiny is by guiding other into theirs.

No 1 2 3 4 5 6 7 8 9 10 Yes

I am consistently involved in discipling, training and ministering to younger believers.

No 1 2 3 4 5 6 7 8 9 10 Yes

***Who is mentoring you?***

---

***Who are you mentoring?***

---

## Team Goals

Do and bring printed results.

*Define Team Goals based on the discovery/assessment tool results.*

1. Goal title \_\_\_\_\_  
 Priority (High, Med, Low) \_\_\_\_\_ Due by \_\_\_\_\_  
 Notes \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_
  
2. Goal title \_\_\_\_\_  
 Priority (High, Med, Low) \_\_\_\_\_ Due by \_\_\_\_\_  
 Notes \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_
  
3. Goal title \_\_\_\_\_  
 Priority (High, Med, Low) \_\_\_\_\_ Due by \_\_\_\_\_  
 Notes \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_
  
4. Goal title \_\_\_\_\_  
 Priority (High, Med, Low) \_\_\_\_\_ Due by \_\_\_\_\_  
 Notes \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

## Discussion and Prayer

1. Share about one of your team goals.
2. Pray for each other in pairs or groups of 3 or 4.

## Homework

**Workshop, Lab, AND Small Group:** Develop a mentor relationship with a pastor, leader or coach, and with their guidance, begin to identify team goals and a plan, and start taking action to fulfill them as well as your ministry and personal development goals. All of it together will move you forward into your destiny and calling.

**That's the end of the series, but your development and discipleship is going to continue... this is just the beginning of your journey. It's a marathon not a sprint!**

**END**

**PLEASE DO THE EVALUATION RIGHT NOW (the last page of this document)**





## Destiny Finder Small Group Program, Workshop, Lab Evaluation

Please print clearly and give to the group leader after the last session.

Name \_\_\_\_\_ Date \_\_\_\_\_  
Email \_\_\_\_\_  
Church \_\_\_\_\_ Pastor \_\_\_\_\_

At what location did you do the Small Group or Workshop?

\_\_\_\_\_

Which sessions did you attend? 1 \_\_\_\_\_ 2 \_\_\_\_\_ 3 \_\_\_\_\_ 4 \_\_\_\_\_ 5 \_\_\_\_\_ 6 \_\_\_\_\_ 7 \_\_\_\_\_ 8 \_\_\_\_\_ ALL \_\_\_\_\_

Rate your overall satisfaction: Low 1 \_\_\_\_\_ 2 \_\_\_\_\_ 3 \_\_\_\_\_ 4 \_\_\_\_\_ 5 \_\_\_\_\_ 6 \_\_\_\_\_ 7 \_\_\_\_\_ 8 \_\_\_\_\_ 9 \_\_\_\_\_ 10 High

Please give details

\_\_\_\_\_  
\_\_\_\_\_

Rate the quality of the teaching: Low 1 \_\_\_\_\_ 2 \_\_\_\_\_ 3 \_\_\_\_\_ 4 \_\_\_\_\_ 5 \_\_\_\_\_ 6 \_\_\_\_\_ 7 \_\_\_\_\_ 8 \_\_\_\_\_ 9 \_\_\_\_\_ 10 High

Please give details

\_\_\_\_\_  
\_\_\_\_\_

Rate the quality of the coaching: Low 1 \_\_\_\_\_ 2 \_\_\_\_\_ 3 \_\_\_\_\_ 4 \_\_\_\_\_ 5 \_\_\_\_\_ 6 \_\_\_\_\_ 7 \_\_\_\_\_ 8 \_\_\_\_\_ 9 \_\_\_\_\_ 10 High

Please give details

\_\_\_\_\_  
\_\_\_\_\_

Rate the website quality: Low 1 \_\_\_\_\_ 2 \_\_\_\_\_ 3 \_\_\_\_\_ 4 \_\_\_\_\_ 5 \_\_\_\_\_ 6 \_\_\_\_\_ 7 \_\_\_\_\_ 8 \_\_\_\_\_ 9 \_\_\_\_\_ 10 High

Please give details

\_\_\_\_\_  
\_\_\_\_\_

Would you recommend this small group program or workshop to others? \_\_\_\_\_

Would you promote our website, <https://destinyfinder.com/>, to others? Yes \_\_\_\_\_ No \_\_\_\_\_

Other comments

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

End