

# Destiny Finder Profiler

## Questions & Gift Descriptions



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# Introduction

Welcome to the Destiny Profiler Module. This module includes five assessments and two additional sections:

1. Ministry Gift Assessment
2. Motivational Assessment
3. Manifestation Gift Assessment
4. Passion Assessment
5. Delight Assessment
6. God's Direction
7. My Dream

This document lists all of the assessment questions and results including gift descriptions.

The assessment questions and results and gift descriptions are taken from the Destinyfinder.com Production website as of 5-29-2018

# Ministry Gift Assessment

## Notes

Eph 4:11 ministry gift orientation

10-15 questions, 5 minutes

User ranks preference for each of five words (each word favors one trait)

Results: Top two scores plus Primary Destiny Orientation (D.O.) description and Secondary D.O. descriptions.

D.O.

- Builder (Apostolic)
- Revealer (Prophetic)
- Recruiter (Evangelistic)
- Connector (Pastoral)
- Trainer (Teaching)

NOTE: The questions that are “non-spiritual” or not specific ministry related are noted as such.

## Assessment Questions

### Intro Text

#### Introduction

This assessment is similar to the Free Assessment, but it adds expanded results for your primary ministry gift, including how your gift affects you in the workplace and ministry/church, biblical examples, and more. It also reveals your secondary gift and how it relates to your primary gift. The assessment takes around 10 minutes to complete.

We recognize that there are many different viewpoints on spiritual gifts and we plead for grace in this area. We believe all the gifts are valuable, but as Paul teaches in First Corinthians 13, love is more important than gifts, and is the basis for the exercise of the gifts.

### Instructions

## Questions

### 1. I prefer to focus more on . . . (non spiritual)

- starting new projects rather than maintaining existing ones.
- upholding core values rather than less important details.

- recruiting others to my group rather than supporting existing members
- the people I work with rather than the task I'm doing
- facts and details rather than feelings and opinions.

## **2. I tend to be the kind of person who . . . (non spiritual)**

- rallies people to fulfill a vision or goal
- senses what is going on under the surface of things.
- persuades others to join in what I am doing
- enjoys meeting the practical needs of others.
- helps others learn what they need to know.

## **3. I believe I am most effective when I am . . .**

- mobilizing others to fulfill God's mission.
- connecting people to God's guidance.
- introducing new people to the Gospel of Jesus
- helping people to receive and express God's love.
- equipping people to study and teach God's Word.

## **4. I like to encourage people to . . .**

- identify and pursue their God-given dreams.
- develop their spiritual insight and sensitivity to God.
- find ways to positively impact those outside the church or group.
- volunteer and serve one another in practical ways.
- study and meditate on spiritual truth.

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

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

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

- strategically leading people to extend the kingdom of God.
- helping people experience the presence and work of the Holy Spirit.
- reaching people with the gospel or practical expressions of God's love.
- connecting and unifying believers in Christ.
- helping every believer become a true disciple of Jesus.

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

- leading and directing people.
- praying for and with people.
- motivating and challenging people.

- comforting and connecting people.
- informing and instructing people.

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

- presenting vision, training leaders or developing new ministries.
- encouraging worship, prayer, or spiritual gifts.
- equipping others to share the message of salvation and the love of God.
- helping believers to love one another and build community.
- teaching truths that bring growth and transformation.

### 9. I would describe myself mainly as . . . (non spiritual)

- strategic.
- spiritual.
- persuasive.
- supportive.
- knowledgeable.

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

- motivate and lead others to fulfill their mission in life.
- help others experience God's presence and operate in His power.
- impact non-Christians in ways that draw them in.
- become effective caregivers for the wounded.
- know the Bible and communicate it effectively with others.

## Gift Results

### Ministry Gift/Destiny Orientation: Builder

#### General Orientation Traits

Congrats on taking the first step in discovering your destiny! The Ministry Gift Assessment reveals your Ministry Gift. We also we call it your Destiny Orientation (D.O.). It's your core trait or design, and it influences the basic way you relate to your world.

You are a **Builder** and have an apostolic orientation, based on the gift of apostle named in Ephesians 4:11, and have been “wired” by God to function in apostolic gifting, thinking and action. You have the potential to be a very effective leader, who sees the way things might be, how to make them happen and you lead the effort to do so.

You are a strategic thinker and leader who envisions new expressions—structures, groups, businesses, communities, etc.—and are able to assemble the right people, provisions and

procedures to bring vision into reality. You are able to develop a plan and inspire, instruct and impart this plan to others to get the job done.

Builders tend to be leaders, visionaries, strategists, entrepreneurs, organizers and implementers. Most people with the apostolic orientation are able to function effectively in a wide variety of activities and are often seen as a “Jack-of-all-trades.”

You see the big picture as the most important thing and have the mentality that says, “Think big and don’t sweat the details!”

You are not merely concerned with results but with the way in which results are achieved. You are motivated to promote cultural values and priorities that keep your methods in line with your message. You are always looking for the most effective ways to mobilize and mentor others for meaningful service, maximum impact, and personal and professional multiplication. You are willing to take risks and invest heavily in hopes of establishing new enterprise or work among a new group or market.

You are most fulfilled and productive when you are launching new works such as a new business, project, ministry, community, church or group rather than maintaining an existing work. In fact, maintaining such groups may cause you frustration at times because you feel like you are not being “challenged” when you are not launching something new.

## Issues

Although you pursue and expect excellence, your focus on the big picture may mean you miss important details that can turn into problems later. Builders need to have a variety of people with other gifts on their team in order to fill in the gaps and take care of the details.

Another thing to be aware of as a builder is the tendency for your commitment to your mission and vision to put purpose above people. If you are not careful, you can be utilitarian or a hard task-master in your approach to a job.

You can be vulnerable to feelings of anxiety as it relates to performance, and can be hard on yourself concerning feelings of powerlessness or unfruitfulness. As a result, watch out for the temptation to strive in unhealthy ways. It’s important to maintain a healthy respect for yourself and the process it takes to achieve greatness and to avoid pushing your team or motivating them mainly by anxiety and pressure. Remember that excellence is the goal in a given project, not perfection. It is good to have high expectations for your team and your project’s results in so far as you are able to support your team in their work and achievement of the outcome. It would be helpful for you to build a healthy, diverse, team of people who share your vision, and learn to empower them to add their unique gifts to the mix. Team plus task will produce fruitfulness.

## The Builder in the Workplace

You are most alive in a workplace setting when you are able to drive the organization toward the fulfillment of missions, launch new projects or teams, or raise up new leaders who carry your same passion for fruitfulness. You are probably well-suited for a career as an entrepreneur

or an upper level management/leadership role in any type of organization, corporate startup, or church planting endeavor.

In business and social settings, you are often the one who is at the hub of gatherings and events, the one that the group looks to for direction and affirmation. You are usually the one who mobilizes the team and delegates responsibility to accomplish the purpose of the organization.

## Church and Ministry Settings

In a ministry setting, builders are often key leaders who are able to envision heavenly plans and assemble people to become the “living stones” that create a “dwelling place for God in the Spirit.” (Eph. 2:22). Paul described himself as a “master builder” (1 Cor. 3) or a general contractor who assembled the workers, assigned their tasks and held the workers accountable for how they built. Additionally, apostolically oriented people often function as spiritual fathers and mothers, helping believers to discover their true identity and destiny in the Lord and provide insight into God’s Kingdom culture. They seek to get the Family of God to a place where they are able to fully reflect Jesus on the earth.

The apostolic individual will often have a unique ability to walk in supernatural wisdom and power, releasing the Body of Christ into healing, deliverance, signs, and wonders. Because of this natural affinity toward wisdom and understanding, it is important not to get to a point where you think you’ve “arrived”. It is a good idea to keep several close friends or family nearby who care about your success as an individual and are committed in providing honest feedback for your growth and long-term fruitfulness.

## Relationship to Other Orientations

The apostle Paul tells us that the Church is built upon the foundation of the apostles and prophets with Jesus Christ as the Chief Cornerstone. And in the next chapter, he describes how heavenly revelation is being revealed to and through these gifts. (Eph. 2:20 and 3:5) The Bible pairs apostolic gifting most with the prophetic gift. These two gifts often function like a “husband and wife team” in the family of God. In other words, these two orientations work together to find out what God is doing and then help to collaborate with Him here on Earth. These two gifts are a powerful start to fulfilling the prayer of Jesus: “Let your Kingdom come, your will be done, on earth as it is in heaven.” By nature, builders also work well with every other orientation. As an example, if destiny orientations were represented on the five fingers of your hand, the builder, or apostolic orientation would be like the thumb, easily interacting with the other fingers freely.

## Biblical Example

The most pronounced example of an apostle in the New Testament is Paul. Not only was Paul responsible for starting churches among the Jews and the Gentiles, his missionary journeys introduced several nations to the Gospel of Jesus. He was an effective “father” to many spiritual “sons” as seen in his letters of both praise and correction. He knew how to be “all things to all people” because he had a heavenly vision for a people that went beyond what was visible in the short-term natural world. Paul’s love for planting churches and then turning them over to leaders in order to go out and plant again, makes him a prime example of a true builder.

You are made to pioneer and build. Go for it!

## Ministry Gift/Destiny Orientation: Revealer

### General Orientation Traits

Congratulations on taking an important step toward discovering your destiny! The Ministry Gift Assessment reveals your Ministry Gift. We also call it your Destiny Orientation (D.O.). It's your core trait or design, and it influences the basic way you relate to your world.

You are a **Revealer** and have a prophetic orientation based on the gift of prophet named in Ephesians 4:11, and are "wired" by God to function in prophetic gifting, thinking and action. You are a revealer who sees into the heart of people, situations and circumstances; and reveals what is right, what is wrong and what is needed in a given matter.

You are an intuitive person who cares deeply about the spiritual reality around us, and you are committed to manifesting this reality in word, deed, and creative expression. You are discerning and sensitive to the heart motives of those around you. You are perceptive and passionate and you elevate those around you by helping them see the world more clearly and definitively. Your influence and impact on others helps them to understand more fully what is right, what is real, and how to live to make a difference. You care about individuals being people of quality and integrity and are concerned about personal and organizational values. You are most fulfilled when you are leading others into a deeper revelation and experience of God's presence and power. You prefer to address issues with an outcome based on quality and value rather than focusing on programs or quantity.

You see the heart of an issue as most important and have the mentality that says, "This is THE most important issue!"

### Issues

As a revealer, you tend to see things only one way, black or white, and may miss the middle ground. Your insight and discernment into spiritual things, core values, and intangibles can lead you to speak things that you believe are vital and true, but you may have a tendency to be judgmental or too quick to make pronouncements. People with the prophetic orientation can benefit from learning how to speak the truth in love, with an emphasis on love.

You are deeply concerned about justice, fairness, and issues of right and wrong; as a result, you sometimes can be perfectionistic and impatient. You can be vulnerable to various kinds of fears, particularly fear of rejection or fear of being misunderstood. These fears, if not managed, can make you feel like you need to control relationships and situations around you in order to feel safe and protected. Instead of increasing safety, controlling situations will almost always lead to greater distrust of others and inaccurate feelings or suspicions that you are not wanted or that you don't belong.

You may sometimes even see rejection or disagreement from others as a form of validation and can be quite closed off to anything that would change your mind. Be careful to monitor your heart to make sure you are not motivated by fear. Don't seek to avoid rejection by rejecting



others first; in the end you will only hurt yourself. It is important to build several stable relationships with people who are your peers, people who are like family, and people who can have a voice to speak into your life in a role that has more oversight. Love takes courage, but it is worth it to let down your walls and become more authentic. Avoid taking things personally, and develop a heart that is ready to stay committed for the long haul. Being part of a diverse team or community can soften your rough edges, provide balance for any extremes you have and bring you healing where you need it.

## **The Revealer in the Workplace**

In the workplace, you are most likely to be the one who is driving the organization toward quality and purity of purpose, striving to maintain the desired culture and core values, and raising up new leaders who carry your same passion for purpose. You are probably well-suited for a career that includes implementing quality assurance, strategy, privacy, legal compliance, law, science, music, entertainment, arts, or other creative areas. In business and social settings you are often the one who is looked to for insight and approval.

## **Church and Ministry Setting**

In ministry and service to others, you are usually the one who influences the spiritual atmosphere and helps to champion the emphasis, core values, or heart of any organization. In a ministry setting, revealers are normally those who are focused on the presence and power of God. The word prophet literally means one who “speaks forth in the anointing and authority of God.” Prophetic people tend to be most “tuned in” to God’s heart, His holiness, and His immediate purpose for His people. Because of their passion for God’s perspective, they can sometimes be intolerant of other people’s perspectives. Remember that the whole body is needed and every joint contributes to get the greatest outcome.

It is essential that the prophetic orientation be expressed in the Church because the revealer acts as a “spiritual plumbline” to help keep the church true to God. Paul warned us against: “Having a form of godliness but denying the power thereof.” Prophetic revealers bring the “word of the Lord” to people and organizations, and they help each member, without regard to orientation, to stay connected to God and to keep God’s presence and power as an ongoing part of his or her life.

The prophetic orientation expresses itself in different ways in different people but those with this design tend to be creative, spiritually sensitive, deeply discerning and fluent in various gifts of the Holy Spirit. Most people with this orientation are able to function effectively in areas of prayer, worship and prophetic ministry and/or in positions dealing with quality, values and integrity.

## **Relationship to Other Orientations**

Revealers, or those with a prophetic orientation, work most effectively in partnership with the apostolic orientation. If these five traits were the fingers on a hand, the revealer would be the index finger, pointing to God but also pointing out areas of weakness or strength in the people and organizations around them. Sometimes people with a connector orientation will feel

troubled by the intensity of the revealer's black and white approach to situations and the way it can upset the rest of the body.

The teaching orientation is similar in some ways to the prophetic but they differ in their point of reference. Trainers/teachers are passionate about truth and want everything to be theologically exact. Revealers/prophetic people tend to speak with authority from what God shows them and instinct rather than from scriptural text. Revealers should be mindful to integrate their personal revelation with the revelation of Scripture, which is our final authority. Regardless of point of reference, revealer leaders function well under the oversight of a healthy apostolic leader; the result is unity, harmony and greater kingdom impact.

## Biblical Example

A good biblical example of a revealer is found in the man named Agabus. Paul was under much persecution for spreading the gospel and when he met Agabus, he took the belt that belonged to Paul, wrapped himself in it, and said that the man who owned the belt would be wrapped in it much the same, literally prophesying Paul's imprisonment and death. What Agabus revealed came true, and his gift was noted in the Bible.

You are made to express the heart of the matter. Go for it!

## Ministry Gift/Destiny Orientation: Recruiter

### General Orientation Traits for Recruiter

Congrats on taking an important step in discovering your destiny! The Ministry Gift Assessment reveals your Ministry Gift. We also call it your Destiny Orientation (D.O.). It's your core trait or design, and it influences the basic way you relate to your world.

You are a **Recruiter** and have an evangelistic orientation based on the gift of evangelist named in Ephesians 4:11; and are "wired" by God to function in evangelistic gifting, thinking and action. You are a person who is deeply concerned for those outside; those who have not had the benefit of the kingdom, cause, business or group to which you belong. Other names that might fit this orientation are evangelist, messenger, ambassador, herald, promoter, salesperson and liaison. You see unreached people as weary and scattered, like sheep having no shepherd. You have an evangelistic passion and feel compassion for the lost and broken, and feel the urgency of God to share the message of Jesus and the love of God in practical ways with the world.

In the non-church world this orientation is expressed by a focus on reaching new markets or customers or promoting new ideas or causes, and people with this orientation are able to reach outside to draw others in.

You are a passionate person who loves to reach the unreached with the message of Jesus. You are an encourager who challenges people to step out of the ordinary and make positive changes in their beliefs and behaviors. You are an influencer, who is troubled by the negative choices of those around you, yet you are not content to leave people as you find them. You are not afraid to confront people, challenge them, and are relentless in your attempt to get them to think differently and to embrace a higher purpose in life. You are a possibility thinker who loves the

sound of good news but will sometimes resort to sharing bad news to provide a compelling contrast.

The evangelistic orientation expresses itself in different ways in different people but those with this design tend to be persuasive promoters and confident advocate of God's heart for all people. You are able to boldly express the love of Jesus to the unreached and also to help other believers do the same. You are also very open to supernatural things and are willing to take risks to see God work in public places.

You are most fulfilled and content when you are declaring and demonstrating the love of God to those outside the Church or when you are recruiting others to a cause, belief, or product. Your focus is outward rather than inward.

You see the goal of impacting those outside the faith as most important and have the mentality that says, "Please accept this!"

## Issues

You are confident and tend to feel strongly that people should see the world as you do... and you are not afraid to tell them so. You are a promoter who wants everyone to experience whatever you think is good or right. As a result, sometimes you may be pushy or agenda-driven and may offend people. You may have a tendency to exaggerate or even manipulate to achieve your goals.

You are vulnerable to discouragement and disappointment and you thrive best in an encouraging environment. You tend to focus on quantity more than quality, and your desire to reach many may result in a large initial response but a less dependable long-term change.

Try to avoid exaggeration and overstatement. Cultivate an empathetic heart toward people around you, learning to "put yourself in other people's shoes." This increase in sensitivity will allow people to feel more cared for as you express your strong personality and seek to persuade others. When you see people as people, children of God, and not projects, you will produce quality as well as quantity. Realize that you cannot force people to believe your way. Draw them, don't drive them. In the end, you are responsible to do your best and be obedient. Trust God for the results.

## The Recruiter in the Workplace

In the non-church world the evangelistic orientation is expressed by a focus on reaching new markets or customers or promoting new ideas or causes, and people with this orientation are able to reach outside to draw others in. You tend to focus on quantity more than quality, and your desire to reach many may result in a large initial response but a less dependable long term change.

In the workplace you are most likely to be the one who is driving the organization toward innovation and increased sales, raising up new leaders who carry your same passion for growth, and reaching new horizons. You are probably well-suited for a career in sales, account management, public relations, communications, liaison, and marketing. In friendships you are often the one who is the encouraging life-of-the-party.

## Church and Ministry Settings

In ministry or service to others, you are focused on reaching those on the outside who need what you have to give. You are usually the one who challenges the team step out of its comfort zone and attempt new things for the organization.

In a ministry setting, the recruiter has two key functions: Recruiting believers to reach the unreached and recruiting the unreached to follow Jesus. Evangelistic leaders must constantly be imparting a passion for the lost and equipping believers to reach their friends, family and co-workers for Christ. They must also help innovate ways of presenting the Gospel that are timely and effective. In addition, they will equip the church in practical ways to serve the lost, knowing that practical service, such as feeding the poor, not only blesses individuals but also demonstrates the love of God: Leadership comes through service. Evangelistic leaders also understand the need for the power of God to accompany the message and are always seeking to grow in their ability to walk in the gifts of the Spirit and to impart those gifts to others.

## Relationship to Other Orientations

Recruiters tend to work best under the leadership of an apostolic team and usually are a good complement to someone with a pastoral orientation. Just like babies, new believers make messes as they grow. Recruiters want to bring people to faith but are not usually inclined to want to “raise the babies” or teach them how to live in Christ. Connector/pastoral leaders who love to build strong, healthy and safe communities, may be challenged or threatened by the messes that come when recruiters bring spiritual “babies” into the house. You need to help connector/pastoral leaders to open their hearts and train their flocks to care for the new believers and help them belong in the family. The recruiter needs the other gifts to take over the discipleship process and bring new believers into the fullness of Christ. The recruiter can also become more truly effective by getting training on how to be a better people leader and team player.

You are made to reach out. Go for it!

## Ministry Gift/Destiny Orientation: Connector

### General Orientation Traits for Connector

Congrats on taking an important step in discovering your destiny! The Ministry Gift Assessment reveals your Ministry Gift. We also call it your Destiny Orientation (D.O.). It's your core trait or design, and it influences the basic way you relate to your world.

You are a **Connector** and have a pastoral orientation based on the gift of pastor named in Ephesians 4:11; and are "wired" by God to function in pastoral gifting, thinking and action. You connect people and groups; you're a true “people person” who is stimulated and energized by time spent in conversation and community. You are continuously at work to bring people together, counsel the broken and cultivate community wherever you are.

You are highly relational and tend to put people above tasks and results. You like to foster smaller gatherings and larger events in which people learn to express themselves and serve one another in meaningful ways. Your intrinsic value for other people communicates compassion, loyalty and esteem that enriches the lives of those with whom you spend time.

People with the pastoral orientation tend to be caring leaders, supportive counselors, and ones who cultivate cohesive communities. Most people with this design are able to function effectively in a wide variety of activities that connect people to one another in unity and purpose.

You are most fulfilled and content when you see the people under your influence experiencing personal growth, receiving healing, growing in their faith and ministering to each other. You also desire to see people you are responsible for relating in healthy ways. You focus on inward transformation rather than outward appearances. Connectors care if people are cared for, understood, heard, listened to, and accepted.

You see the quality of community as most important and have the mentality that says, “Just love each other!”

## Issues

You cultivate an atmosphere of caring community among friends and co-workers, but sometimes you may be too accommodating and compliant. You are vulnerable to the opinions of others and may have a high need for acceptance and approval. As a result you can become preoccupied with maintaining the happiness of the group as opposed to accomplishing a perceived mission. Your focus on unity and support may mean you avoid confrontation or making hard decisions when necessary. You might be more effective by using a little more “tough love” and realizing that growth is often painful and a bit chaotic. You are considerate and conscientious but when dealing with conflict, you may be inclined to compromise inappropriately for the sake of peace.

It is important for you to avoid putting yourself in people-pleasing situations by surrounding yourself with people who know you and help you to become the best version of yourself. It is important to have a firm understanding of your identity as God’s son or daughter so that you can move powerfully from your identity and not for it. You would also be helped by working with a diverse team who can empower you to say “no” when appropriate, and who help to pull out your strengths to become the most best “you” in a public setting.

## The Connector in the Workplace

The pastoral orientation expresses itself in different ways in different people, but everyone with this design tends to be a caring leader, a supportive counselor, and one who cultivates a cohesive community. Most people with this orientation are able to function effectively in a wide variety of activities that connect people to one another in unity and purpose.

In the workplace you are most likely to be the one who is steering the organization toward the well-being of its members and raising up new leaders who carry your same passion for community. You are probably well-suited for a career in human resources, counseling, medicine, support services, coaching, social work, church and non-profit leadership. In business and social

settings, you are often the one who is the trusted counselor and shoulder to cry on. In ministry or service to others, you are usually the one who creates a sense of family and community in the organization.

## Church and Ministry Settings

In ministry settings, this gift provides the relational glue that keeps the other expressions of the ministry of Jesus working well together. Pastoral people infuse a love and concern throughout the Body of Christ that is necessary for maximum health and impact. Without the connector, the recruiter would have no example to point to of what the love of Jesus looks like. Pastoral leaders are essential to the well-being of the local congregation. They provide the nursery for new believers. It is into the connector's arms that new spiritual babies are brought home and raised up. They provide the elementary school for the students; the hospital for the wounded and spiritually infirm, and they provide the local family for the spiritual orphans. Connectors hold the members of the Body of Christ together.

Watch out that as a lifestyle you learn to rest and care about yourself and the needs of your own family. People's needs will never be satisfied and it is important to understand that you are not your community's only "need filler." Instead, cultivate a community that learns how to get their own needs met in healthy and productive ways. Your job is not to be drained every day, but to teach people how to become responsible for their own lives and able to get powerful and filled up without you having to do it for them! You are not responsible to meet every person's needs even though your orientation will want you to. You have incredible people skills and in ministry you will put those skills to good use.

## Relationship to Other Orientations

Connectors tend to work well with everyone because they are uniquely designed by God to care for individuals and to bring everyone into unity and community. Those with a pastoral orientation are usually adaptive and tolerant, and can mold themselves around the gifts and ministries of more assertive people. When a connector is aligned with a healthy builder/apostolic leader, together, they are able to build community with greater purpose. Apart from builder/apostolic input, a pastoral leader may tend to build community for its own sake and make survival of the community the main mission.

When properly linked to the other orientations, a pastoral leader will provide the essential elements that only he or she can bring: spiritual nurture, caring community, and a true sense of loving family. The connector can be upset by the revealer, challenged by recruiter and held accountable by the trainer, yet a healthy connector will understand the necessity of each orientation and grow from any discomfort or risk to create a multi-faceted community that reflects the fullness of Christ.

## Biblical Example

A great biblical example of a connector is Barnabus. He is identified among the apostles, but he had a strong pastoral ministry, especially in ministering to Paul. He knew the importance of community, and as an example of this belief, donated everything he owned to the church. He is

credited with “pastoring” Paul and connecting him to the churches and leaders who had previously not accepted him. Barnabus dedicated his life to building others up.

You are made to build relationship. Go for it!

## Ministry Gift/Destiny Orientation: Trainer

### General Orientation Traits for Trainer

Congrats on taking an important step in discovering your destiny! The Ministry Gift Assessment reveals your Ministry Gift. We also call it your Destiny Orientation (D.O.). It’s your core trait or design, and it influences the basic way you relate to your world.

You are a **Trainer** and have a teaching orientation based on the gift of teacher named in Ephesians 4:11, and are "wired" by God to function in teaching gifting, thinking and action. You are a trainer who loves to present truth to others in order to transform their beliefs and behaviors. You live to help others understand God’s Word and apply God’s principles in order to overcome obstacles and become the people that God has called them to be.

You are a knowledgeable person who seeks to understand the facts about many things. You care deeply about the timeless truths of Scripture and the power of truth to transform people. You have deep faith in the knowledge that truth will set people free. You are precise and seek to explain what is not clear. You love to communicate and teach, even when not asked. You are often the smartest person in the room or at least the most knowledgeable in the area of your expertise. You spend time studying and researching to broaden your knowledge base, so you can provide answers when they are needed. You love information of all types, even random facts and statistics. You focus on imparting truth and knowledge rather than opinion or feelings.

The teaching orientation expresses itself in different ways in different people but everyone with this design tends to be a skilled instructor, a passionate educator and a helpful mentor. Most people with this orientation are great students, able researchers and good communicators. You are most fulfilled and content when you are learning new things and communicating these things to hungry hearts and open minds.

You see truth as most important and you have the mindset that says, "Just learn this!"

### Issues

You love to teach, instruct and debate the facts. Be careful, because sometimes you can be contentious or come across as a know-it-all. You are focused on facts and figures; you can become driven, controlling, dogmatic; and sometimes major on minors. You can be opinionated, argumentative, analytical, and even skeptical. Because of your focus on knowledge, truth and content, you may overlook people’s feelings or make the task or content more important than the person. You will benefit from increasing your awareness that the people you want to help are living human beings with emotions and feelings, not “projects.”

You may sometimes speak the truth without love and justify it because you are right. Be careful of this, because even if you have every fact right but you have no love, your words will be

discredited and you will alienate the people you are speaking to. (1 Cor. 13) When questioned or challenged, you may easily feel threatened and respond defensively or arrogantly. Don't! Learn to listen, process, and only then respond.

## **The Trainer in the Workplace**

In the workplace, you are most likely to be the one who is creating and preserving data, facts and figures, which helps the organization to be wise in its stewardship of information and resources. You teach and train others. Your desire is to raise up new leaders who carry your same passion for communicating truth and education. You are probably well-suited for a career in education, training, sales and technical support and assistant or specialty coaching. In friendships, you are often the one who is giving advice (even when not asked for) and providing helpful information. In ministry or service to others, you are usually the one who teaches systematic Bible or lifestyle classes and provides training to others.

## **Church and Ministry Settings**

In a ministry setting, the trainer is the one who focuses on the Word of God and who provides the bulk of the teaching and biblical thinking to keep the Church historically and theologically rooted in the true message even as methods of ministry and media change. The teacher orientation also imparts a love and honor for the Word of God like no other gift can bring. They instruct the ignorant. They correct the errors. They clarify the ambiguous positions and they help us come into the fullness of Christ as they speak the truth in love. They are the educators of the family of God, taking the new believers and providing the training and discipleship for them to grow and mature into the power people that God created them to be.

## **Relationship to Other Orientations**

Trainers work most closely with pastors on a local level to provide the theological plumb line and the consistent discipleship teaching for the Church. The teaching orientation is given by God to provide the truth that informs the believers' mindset and worldview. Jesus said that the "truth would set us free." The truth displaces the "lie" and that sets us free.

When we are born again and begin to grow in Christ, we need to be "transformed by the renewing of our minds" and trainers focus on the renewal of the mind. Yet the reason we are calling the person with a teacher gifting a "trainer" is because Jesus said, it is not enough to hear the Word, we need to become doers of the Word. Trainers are essential companions to each of the other gifts because they inform the other orientations of the true meaning and application of scripture. They are also essential because they provide the general foundations for every emerging leader to grow into their specific gifts and calling in Christ.

## **Biblical Example**

Acts refers to Apollos with a high regard for his teaching abilities. He was a highly-educated Alexandrian Jew who spoke and taught accurately about Jesus even though he only knew the baptism of John. Apollos moved from Alexandria to Ephesus, and he began to teach boldly to the crowds about Jesus with accuracy and great spiritual fervor. When Priscilla and Aquila joined



Paul in Ephesus, they instructed Apollos who was open to further study in order to improve his knowledge of Jesus' teachings.

You focus on imparting truth and knowledge rather than fashion or feelings. You are made to deliver truth for transformation. Go for it!

# Motivational Gift Assessment

## Notes – Gift List

- Perceiver
- Server
- Teacher
- Encourager
- Giver
- Leader
- Comforter

## Assessment Questions

### Intro Text

#### Introduction

Welcome to the Motivational Assessment. This assessment covers another dimension of gifting and personality that shapes your destiny. The first assessment you took, the Ministry Gift assessment, looked at your destiny orientation (D.O.)--what you do – the basic way you function, whereas the Motivational Assessment looks at your Motivational Orientation (MO)--how you do it-- how you express your destiny orientation.

#### Instructions

**Instructions:** For each question there is a partial sentence. Rank the completion statements by dragging the statement that is most true to the top, next one under it, etc.

**Important:** You must complete the assessment all the way through in one session. If you close the survey window or turn off your computer before finishing, your answers will not be saved.

### Questions

#### 1. I most often support and strengthen others by

sharing my insights and intuitions.

helping and assisting in practical ways.

collecting and dispensing helpful information.

encouraging and giving hope.

helping them to access needed resources.

leading them to take the next step.

comforting them in the midst of difficulty.

## **2. I tend to see the world in terms of**

black and white and right and wrong.  
practical needs and opportunities.  
fact and fiction, true and false.  
negative and positive attitudes and actions.  
needs and resources, poverty and provision.  
strong leadership and clear decision-making.  
pain and healing, sadness and empathy.

## **3. I become most troubled when I see people**

make excuses for bad behavior or motives.  
make excuses for not helping others.  
make unnecessary mistakes.  
become hopeless about a problem.  
hurting financially or lacking resources.  
directionless, indecisive or ineffective.  
suffering physically or emotionally.

## **4. When I see a need, I usually**

discern the problem and provide corrective advice.  
volunteer and try to get others to help as well.  
research the problem and provide an informed solution.  
draw on my optimism to speak words of encouragement.  
contribute money and other resources to meet it.  
assess the situation and organize others to act.  
seek to emotionally support the impacted people.

## **5. I tend to lead others most effectively by**

getting God's direction and sharing it with the group.  
identifying the next steps and leading by example.  
examining the situation and providing principles for success  
rallying the people to move forward.  
inspiring others through my generous example.  
mobilizing each member for a task that suits their talents.  
making sure that no one feels left out or alone.

## **6. I tend to be most bothered by**

compromise and complacency in others.

laziness and self-centeredness in others.

ignorance and apathy in others.

negativity and hopelessness in others.

fear and stinginess in others.

people with no unifying vision or mission.

harsh and heartless responses to those in pain.

## **7. I feel most alive when I am**

hearing God's voice, sharing His heart with others.

completing a task for someone else.

sharing truth that changes lives.

bringing hope and removing sadness.

providing generously for the needs of others.

leading people into greater fruitfulness.

binding up the broken-hearted and afflicted.

# **Gift Results (Report)**

## **Introduction**

You've made it through another assessment...great! You're one step closer to discovering your destiny. Remember, anything worth achieving takes effort. This is about the meaning of YOUR life. Keep going!

The Motivational Assessment results show which Motivational Orientation (M.O.) you rank highest in. The motivational orientation is the "lens" through which the "light" from your destiny orientation shines. It reflects how you function in your gifting.

## **Notes**

Results: The motivational orientation definition will be shown for the top orientation, scores for all seven ranked from highest to lowest, and bar chart of all seven scores.

# Motivational Orientation Descriptions

## 1. Motivational Orientation: Perceiver

### Introduction

You are a perceiver. All the motivational orientations are important, but this one is often more prominent or visible than some of the others. Since you have this orientation, that's usually fine with you, but it can be a challenge sometimes because you may have a tendency to become dependent on recognition from people.

These orientations are based the gifts listed by Paul in Romans 12:6-8, in which he says that each member of the body of Christ has a gift, each gift is important and the gift is given to serve the rest. The emphasis here is on serving the body, and Paul says to exercise our gift according to the grace given to us. It's the style in which you act.

*"<sup>6</sup> Since we have gifts that differ according to the grace given to us, each of us is to exercise them accordingly: if prophecy, according to the proportion of his faith; <sup>7</sup> if service, in his serving; or he who teaches, in his teaching; <sup>8</sup> or he who exhorts, in his exhortation; he who gives, with liberality; he who leads, with diligence; he who shows mercy, with cheerfulness."* Romans 12:6-8 (NASB)

This orientation is based on the gift of prophecy spoken of in Romans 12:6.

### Definition

The word "prophecy" is translated from the Greek word *prophetia*, from the root *phemi*, and is defined as to show or make known one's thoughts, to speak, say or affirm.

The gift of prophecy might be better termed the gift of "insight", or being able to "see." This is a derivative of the ancient term "seers," given to those who were known for their ability to see things in the future. Even more compatible to the motivational aspect or design aspect of this gift is calling this the gift of "perceiving."

The translated word in this verse is "prophecy," which is really a transliteration of the Greek word *prophetia*. "Paul does not give a definition of prophecy here, but if we are to judge from the earlier reference to it in 1 Corinthians 14:3, 31, the nature of the gift is not primarily prediction, but rather on communicating revealed truth that will both convict and build up the hearer." (Expositor's Bible Commentary) Paul says in 1 Cor.. 14:3 "But one who prophesies speaks to men for edification and exhortation and consolation." (NASB) It's not focused on foreseeing the future, although that is one of the ways the gift can be manifest. It is bringing a specific word from God to people that builds them up and exhorts them as needed for their situation.

Paul says to exercise the gifts given according to the grace given us in verse 6. In this verse the one who prophesies is told to prophesy "according to the proportion of his faith." (NASB) This would suggest that those who have the gift can grow in it as their faith grows with the practice of the gift. When they operate in the gift, they are communicating revealed truth as prompted by the Holy Spirit. The Spirit can give the person prophesying more to communicate and perhaps more important things to communicate as the person's faith increases. And do it with grace!

Being the "eyes of the body," of all the members of the body "perceivers," are the most gifted with spiritual sight. They see things that most of the rest of the body simply do not see. "But

blessed (happy, fortunate and to be envied) are your eyes, because they do see, (Matthew 13:16).

Those who move in this gift have a more direct intuitive sense about where people and things “really are.” They seem able to discern, like a moral compass the inner motives of people in ways that others do not. The basic tendency is to view any person, group or situation in light of their life before God and moral standards with a proclivity to speak what they perceive. “The eye is the lamp of the body. So, if your eye is sound, your whole body will be full of light; but if your eye is not sound, your whole body will be full of darkness. If then the light in you is darkness, how great the darkness!” (Matthew 6:22, 23). Because of this, it is imperative that those with a “perceiver” gifting be aware of how they are affecting the rest of the body. The motivation and purpose of prophesy is to build up the body, so even if you are perceiving negative things, it is your responsibility to hear from Heaven about the person. Prophesying negative things is not the primary purpose of this gift. You need to build up, encourage, edify, and strengthen the Body. You should judge words before you give them as to whether or not they are positive and encouraging.

Of all the designs, this is the person who cannot afford pollution or sin in his life, for if he/she does, his/her sight becomes clouded. Because the rest of the body counts on these perceivers to accurately identify and proclaim the will of God, if the perceiver is not walking in purity of life, his/her vision is impaired and what he/she states as truth may, in fact, be error, leading many astray.

As with every design, there is a cost, and the cost of walking through life as a perceiver who affects the Body in a positive manner is living a life set apart and holy, even refraining from activities that others in the Body may not have a problem with. Perceivers must guard their hearts and minds so that they can hear clearly from Heaven.

### ***Characteristics of Perceiving in the Life of Peter***

1. The need to express thoughts and ideas verbally, especially regarding right and wrong. Peter spoke more often than any of the other disciples, even doing the speaking for the early church, (Acts 2:4; 3:12).
2. The tendency to make quick judgments on what is seen and heard and to speak up quickly. Peter spoke first more than the rest, (Matthew 14:28; 15:15; 16:16; 17:4; 19:27; 26:33; John 6:68).
3. An amazing ability to sense when someone or something is not what it appears to be and to react, sometimes harshly to dishonesty. Peter’s condemnation of the deception of Ananias and Sapphira resulted in their death, (Acts 5:3 - 10).
4. A desire to reject those who offend so that justice will be done and others will be warned. Peter was reluctant in forgiving his offender and asked how long he should put up with him, (Matthew 18:21).
5. An openness about personal faults and failures and honesty about himself as well as others. Peter fell on his knees and said, “Depart from me, for I am a sinful man,” (Luke 5:8).
6. A tendency to be impulsive in actions and to be wholeheartedly involved in whatever is done. Peter was eager to walk on the water in Matthew 14:28, forbade Jesus to wash his feet, then asked Him to wash his hands and head, (John 13:6 - 10).
7. A tendency to be painfully direct when correcting friends. Peter even rebuked Jesus for the course of action, which Peter did not think, was right for Him to take, (Mark 8:31 - 33).

8. A desire to give open evidences of loyalty and total commitment. Peter assured Jesus that he would never deny Him, and even defended Jesus by cutting off the ear of the High Priest's servant, (Matthew 26:33; John 18:10).
9. A willingness to suffer for doing what is right. Peter rejoiced in being counted worthy to endure the shame for Jesus when he was beaten for obeying God rather than man, (Acts 5:29 - 42).
10. An ability to be very persuasive in defining what is right and what is wrong. God used Peter to bring conviction to thousands as he pointed out in his Pentecost sermon, "...you have taken Jesus, and by wicked hands have crucified and slain Him," (Acts 2:14 - 47).

### ***Challenges with the Gift of Perceiving***

People with this gift may experience the following:

1. Correcting people who are not their responsibility.
2. Jumping to conclusions about words, actions and motives.
3. Reinforcing a condemning spirit.
4. Judging and exposing rather than restoring the offender.
5. Cutting off the person who has failed.
6. Dwelling on the negative rather than the positive.
7. Lacking cautiousness and tactfulness in expressing opinions.
8. Demanding a positive response to a harsh rebuke.
9. Condemning themselves when they fail.
10. Accusing others of deception if they don't fully reveal their faults.

## **2. Motivational Orientation: Server**

### ***Introduction***

You are a server. You could be called "helper" or "facilitator" or even "minister." All the motivational orientations are important, but this one is often less prominent or visible than some of the others. Since you have this orientation, that's usually fine with you, but it can be a challenge sometimes because you may get less recognition from people than you deserve.

These orientations are based the gifts listed by Paul in Romans 12:6-8, in which he says that each member of the body of Christ has a gift, each gift is important and the gift is given to serve the rest. The emphasis here is on serving the body, and Paul says to exercise our gift according to the grace given to us. It's the style in which you act.

*"<sup>6</sup> Since we have gifts that differ according to the grace given to us, each of us is to exercise them accordingly: if prophecy, according to the proportion of his faith; <sup>7</sup> if service, in his serving; or he who teaches, in his teaching; <sup>8</sup> or he who exhorts, in his exhortation; he who gives, with liberality; he who leads, with diligence; he who shows mercy, with cheerfulness."* Romans 12:6-8 (NASB)

This orientation is based on the gift of serving spoken of in Rom 12:7.

### ***Definition***

The word "serving" is translated from the Greek word *diakonia*, from the root word *diakonos* meaning attendance as a servant. In this verse, the word "serving" is also translated "ministry," "ministration" and "administration." It especially means service or ministering of those who

execute the commands of others. It was used of waiting on tables and is the word from which we get “deacon.” The word “serving” is a broad term with several applications, for example, ministry of the word to unbelievers in Acts 6:4. “Despite its place between prophesying and teaching, the narrower meaning of service as ministration to the material needs of believers is probable here.” (Expositor’s Bible Commentary)

Paul says in verse 6 that the person is to exercise the gift “according to the grace given to us.” Then in verse 7 he says “if service, in his serving.” The KJV reads “Or ministry, [let us wait] on [our] ministry.” This seems connected to the idea of the root word of waiting on tables. Servers are to serve with an attitude towards watching and waiting upon others. The Message reads “If you help, just help, don’t take over.” And do it with grace.

Servers are one of the “hands” and “feet” of the body; they act, they meet needs, they distribute aid and they make things happen. Servers are oriented to help. They enjoy helping others; it’s not an interruption or a distraction but rather it’s very satisfying to them to be involved in meeting another’s needs.

Serving as a gift is motivated by a great desire to meet practical needs and render specific assistance. This gift is often best exerted through deeds rather than words. For this reason those gifted as the “hands” of the body seem equipped with unique physical stamina with disregard for weariness. Helping, carrying out instructions, being used in a wide variety of ways, they really do seem to “see” what needs to be done, and to exert themselves in order to render specific assistance so that others can be freed to do other things.

### ***Characteristics in the Life of Timothy***

1. An ability to see practical needs and a desire to meet them. Timothy’s desire to meet needs is confirmed by Paul in Philippians 2:20.
2. A joy in serving when it frees others to do more important things, not just keep busy. Timothy served Paul so that Paul could carry out his ministry, (Philippians 2:22).
3. A tendency to disregard personal health and comfort in serving others. Timothy’s physical ailments were known the whole time to Paul, (I Timothy 5:23).
4. A difficulty in saying “no” resulting in a variety of involvements and a tendency to get sidetracked. Timothy was told twice not to get sidetracked or distracted, (I Timothy 4:9, 21).
5. A special enjoyment in providing physical needs and comforts, and an ability to remember likes and dislikes. Timothy was instructed to bring Paul his cloak, books, and especially the parchments, (II Timothy 4:13).
6. A need for appreciation to confirm that service is necessary and satisfactory. A desire for clear instructions (without time limits) Timothy was given more instruction and praise by Paul than any other assistant, (I and II Timothy).
7. A strong desire to be with others, thus providing more serving opportunities. Timothy is always seen working with others, (Acts 16:2; 17:14, 15; 18:5; 19:22; 20:4).
8. An enjoyment of short-range projects and a tendency to become frustrated with long-range responsibilities. Timothy was urged to maintain the endurance of a soldier and to continue in the calling that he was given, (I Timothy 4:16; II Timothy 2:30).
9. A tendency to feel inadequate and unqualified for spiritual leadership. Paul reassured Timothy that he was qualified by his ordination and by the training of his mother, grandmother and Paul, (I Timothy 4:14; II Timothy 3:10 - 14; II Timothy 1:5).

### ***Challenges the Gift of Serving***

People with this gift may experience the following:



1. Neglecting home responsibilities to help others.
2. Accepting too many jobs at one time.
3. Wearing themselves out physically.
4. Being too persistent in giving unrequested help to others.
5. Going around proper authorities in order to get the jobs done.
6. Excluding others from helping on a job.
7. Interfering with God's discipline by premature help.
8. Becoming hurt by the ungratefulness of those who were helped.

### 3. Motivational Orientation: Teacher

#### **Introduction**

You are a teacher. All the motivational orientations are important, but this one is often more prominent or visible than some of the others. Since you have this orientation, that's usually fine with you, but it can be a challenge sometimes because you may have a tendency to get dependent upon recognition from people.

These orientations are based on the gifts listed by Paul in Romans 12:6-8, in which he says that each member of the body of Christ has a gift, each gift is important and the gift is given to serve the rest. The emphasis here is on serving the body, and Paul says to exercise our gift according to the grace given to us. It's the style in which you act.

*"<sup>6</sup> Since we have gifts that differ according to the grace given to us, each of us is to exercise them accordingly: if prophecy, according to the proportion of his faith; <sup>7</sup> if service, in his serving; or he who teaches, in his teaching; <sup>8</sup> or he who exhorts, in his exhortation; he who gives, with liberality; he who leads, with diligence; he who shows mercy, with cheerfulness."* Romans 12:6-8 (NASB)

This orientation is based on the gift of teaching spoken of in Rom 12:7.

#### **Definition**

The word "teaching" is translated from the Greek word *didasko*, from the root word *daio* or *dao* to know or to teach. It has inherent in it the calculation to influence the understanding of the person who is taught.

The word in this verse is translated "teaching" in every translation, so we'll go out on a limb and say it means "teaching." ;) "To hold discourse with others in order to instruct them, deliver didactic discourses." (Thayer's Lexicon)

Paul says to exercise the gifts given according to the grace given us in verse 6 and then in verse 7 he says, "he who teaches, in his teaching." The Message reads "if you teach, stick to your teaching." He/she is to teach according to the grace given him/her - do it with grace!

Teachers are one of the "mouths" of the body; they usually are gifted with words and articulation. They are also one of the "ears" of the body in that they listen for the need for instruction.

The basic motivation for teaching is to distribute the facts, "to teach and give instruction." It is the ability to impart knowledge and to lead others into revealed truth. The need to define and clarify truth is done with the desire that in searching out the facts, and thus validating truth, the learner will both gain and grow in the learning process.

Those who function in this gift are attuned to the articulation of ideas. They pick up on what people say and they tend to penetrate to the specific meaning. As a gifted musician will notice even minor erroneous sounds or mistakes in a performance that no one else will catch, teachers will notice even minor articulations or expressions of belief, truth or fact that are not correct in their understanding, and they'll want to point it out!

They are precise and are motivated to give detailed explanations. The basic tendency is to focus on transmitting truth in order to change hearts and minds. They are usually quite authoritative, even if they are not completely sure of what they are saying. And they can tend to focus more on information than people. James says they will be judged more strictly (Jam. 3:1). This is because they have more opportunity to influence people. Jesus condemned the teachers of the law because they were missing the heart and key principles of the law and focusing on minute details.

Because the rest of the body counts on these teachers to accurately share and explain the truth of God, if the teacher is not walking in relationship with God he/she will tend to focus on the facts and the lesson rather than the point of the teaching, which is transformed hearts and lives.

### ***Characteristics of Teaching in the Life of Luke***

1. The need to validate truth; to certify statements, which have been made by others. Luke's purpose in writing was that people might know with certainty, (Luke 1:4).
2. The tendency to validate new truth by established systems of truth. Luke not only relates Christ's words to the OT prophecies, but also even relates his writings to other Gospel accounts, (Luke 1:1 - 3).
3. The prompting to give teaching credentials before speaking and to get them from others before listening. Luke emphasized that he was an eyewitness, a qualified minister, (Luke 1:2, 3).
4. The desire to present truth in a systematic fashion. Luke's research emphasized his chronological approach, (Luke 1:1 - 3).
5. A delight in researching and reporting as many facts on a subject as possible. Luke's Gospel is the longest Gospel. It also includes many materials left out of the other Gospels, and he even emphasizes the completeness of his work, (Acts 1:1).
6. An emphasis on the importance and accuracy of reporting. Luke gives precise descriptions of events, conversations, circumstances and physical conditions, (Luke 4:38).
7. An alertness to factual details, which are not noticed or mentioned by others. Luke's account is filled with more details of names, offices, cities, dates, events, and side points than the other Gospel.
8. A tendency to remain silent until information has been heard, observed, and discussed. Luke is conspicuous in the Gospels by his silence, none of his statements are recorded.
9. A need to exercise diligence and endurance. Luke demonstrated his faithful determination by remaining with Paul in prison until the end, (II Timothy 4:10, 11).

### ***Challenges with the Gift of Teaching***

People with this gift may experience the following:

1. Becoming proud of their knowledge.
2. Despising practical wisdom of uneducated people.
3. Communicating skepticism toward their teachers.
4. Criticizing sound teaching because of technical flaws.
5. Depending on human reasoning rather than the Holy Spirit.

6. Giving information, which lacks practical application.
7. Boring listeners with details of research.
8. Retreating into their own world of books.

## 4. Motivational Orientation: Encourager

### **Introduction**

You are an encourager. All the motivational orientations are important, but this one is often less prominent or visible than some of the others. Since you have this orientation, that's usually fine with you, but it can be a challenge sometimes because you may get less recognition from people than you deserve.

These orientations are based on the gifts listed by Paul in Romans 12:6-8, in which he says that each member of the body of Christ has a gift, each gift is important and the gift is given to serve the rest. The emphasis here is on serving the body, and Paul says to exercise our gift according to the grace given to us. It's the style in which you act.

<sup>6</sup> Since we have gifts that differ according to the grace given to us, *each of us is to exercise them accordingly*: if prophecy, according to the proportion of his faith; <sup>7</sup> if service, in his serving; or he who teaches, in his teaching; <sup>8</sup> or he who exhorts, in his exhortation; he who gives, with liberality; he who leads, with diligence; he who shows mercy, with cheerfulness." Romans 12:6-8 (NASB)

This orientation is based on the gift of encouragement or exhortation spoken of in Rom 12:8.

### **Definition**

The word encourager is translated from the Greek word *parakaleo* from the root words *para* "alongside," and *kaleo* "to call," and is defined as one who is called alongside, with the meaning "to aid."

The word is also translated here as "exhorter." It has various meanings, including "comfort," "console," "beseech," "entreat," even "teach." In 1 Tim. 4:13 the context suggests "exhortation of the Old Testament as it was read in the assembly during worship." (Expositor's Bible Commentary)

Paul says to exercise the gifts given according to the grace given us in verse 6 and in this verse, he says "or he who exhorts, in his exhortation." The NLT says "if your gift is to encourage others, be encouraging." The Message reads "if you give encouraging guidance, be careful that you don't get bossy." So the one who exhorts is to do so according to the grace given him/her. And do it with grace!

Being one of the "mouths" of the body, the encourager or exhorter speaks to others to lift them up. They are an "ear" of the body; they listen for those who are down or discouraged.

The basic motivation for encouraging is to see personal progress. This is a strong life-related gift, centered on experience. It is the ability to stimulate people toward abundant living, "a calling to one's side to aid." The encourager's efforts are geared toward edifying, exhorting and encouraging other people. Unlike the teacher, who confirms experience in the truth, the encourager often needs to confirm the truth of the Scripture in experience, because the encourager wants to go on to personal and realized results.

### ***Characteristics of Encouragement in the Life of Paul***

1. A motivation to urge people to their full maturity in Christ. Paul's goal was to present "every man mature in Christ," (Colossians 1:28, 29).
2. An ability to discern where a person is in his or her spiritual growth and to speak to that level. Paul saw the Corinthians as spiritual infants, "And I, brethren, could not speak unto you as spiritual, but as carnal, even as unto babes in Christ," (I Corinthians 3:1).
3. A desire to give people precise steps of action to take in urging them toward spiritual maturity. Paul's writings are filled with much practical counsel.
4. A drive to explain truth with logical reasoning in order to make it accepted. Paul's writings on the resurrection in I Corinthians 15 are classics in logical thought. Reasoning was his basic method in dealing with the Jews, Greeks, King Agrippa and others, (Acts 1:4; 26:28).
5. An ability to visualize spiritual achievement for people and to use this to motivate them to action. Paul was a master in picturing spiritual goals for his workers and for his churches. He often reinforced those goals by the example of his own life, (Philippians 3:17).
6. A desire for face-to-face discussion in order to determine and insure positive response. Paul's longing to see his fellow workers was constantly reaffirmed, (I Thessalonians 2:17; 3:10; II Timothy 1:4). He often used personal conferences extensively, (I Thessalonians 2:11, 12).
7. An ability to identify with people of different types and backgrounds in order to gain a wider hearing. Paul explained, "I am made all things to all men, that I might by all means save some," (I Corinthians 9:19 - 23).
8. A motivation to bring harmony between diverse groups of Christians, and awareness that harmony is basic to spiritual maturity. Paul worked constantly to resolve conflicts and divisions between peoples, churches and groups, (I Corinthians 3:3, 4; Philippians 2:2). The money he raised even united Jews and Gentiles, (II Corinthians 9:12 - 24).
9. An ability to welcome personal tribulation as a chief motivator of spiritual growth. Paul gloried in his infirmities, because he saw that they brought to him more of Christ's power and a far greater weight of glory, (II Corinthians 1:5; 4:17; 12:9).

### ***Challenges with the Gift of Encouragement***

People with this gift may experience the following:

1. Raising the expectations of others prematurely.
2. Taking "family time" to counsel and be with others.
3. Treating family and friends as "projects" rather than persons.
4. Sharing illustrations without permission.
5. Jumping into new projects without finishing old ones.
6. Encouraging others to depend on them rather than others.
7. Trusting visible results rather than a true change of heart.
8. Neglecting proper emphasis on Bible doctrines.
9. Giving counsel before discerning the type of person or problem.

## **5. Motivational Orientation: Giver**

### ***Introduction***

You are a giver. All the motivational orientations are important, but this one is often less prominent or visible than some of the others. Since you have this orientation, that's usually fine

with you, but it can be a challenge sometimes because you may get less recognition from people than you deserve.

These orientations are based on the gifts listed by Paul in Romans 12:6-8, in which he says that each member of the body of Christ has a gift, each gift is important and the gift is given to serve the rest. The emphasis here is on serving the body, and Paul says to exercise our gift according to the grace given to us. It's the style in which you act.

<sup>6</sup> Since we have gifts that differ according to the grace given to us, *each of us is to exercise them accordingly*: if prophecy, according to the proportion of his faith; <sup>7</sup> if service, in his serving; or he who teaches, in his teaching; <sup>8</sup> or he who exhorts, in his exhortation; he who gives, with liberality; he who leads, with diligence; he who shows mercy, with cheerfulness." Romans 12:6-8 (NASB)

This orientation is based on the gift of giving spoken of in Rom 12:8.

### **Definition**

The word "giver" is translated from the Greek word *metadidomi* from the root words *meta* "with" and *didomi* "give," "bestow," "grant," , and is defined as "to give or share a thing with any one." The preposition *meta* which is attached to the root word intensifies the idea as to share "with."

The word is also translated here as "sharing," and "contributing to the needs of others." The KJV reads "he that giveth, [let him do it] with simplicity." The NLT reads "he who gives, with liberality." The Message says "if you're called to give aid to people in distress, keep your eyes open and be quick to respond." Elsewhere the verb is translated "impart;" "he that imparts of his substance."

In this verse, the word has to do with "spontaneous private benevolence, as opposed to the gift of serving, which is about public distribution of aid by the church to the needy." Paul says the giver should give with simplicity. "...that is, with singleness of heart, free of mixed motives, without regret (over having given so much)." (Expositors Bible Commentary) And do it with grace! (verse 6)

Being one of the "hands" and "feet" of the body, givers are doers and action people. The basic motivation for giving is to supply tangible needs, to share, to impart. It is sharing with others, spending out of one's life for others. The real motivation behind it is not just giving, but also the actual support of others. In fact, it might even be called the gift of support.

### **Characteristics of Giving in the Life of Matthew**

1. A keen ability to discern wise investments in order to have more money available to give away. Matthew included more counsel on the wise use of money than any other of the Gospel writers, (Matthew 6:19 - 20; 25:14 - 30).
2. A desire to give quietly without public notice. Matthew is the only Gospel writer who emphasizes the need to give secretly so that God could reward the person openly, (Matthew 6:1 - 4).
3. A motivation to give as unto the Lord at His promptings, not at man's appeal. Matthew notes that when we give to the needs of fellow Christians that God reveals, we give to Christ, (Matthew 25:34 - 36).
4. A desire to give gifts which are of high quality. Matthew records in great detail the costly gifts given to Jesus: gold, frankincense, myrrh, precious ointment, new sepulcher, (Matthew 2:11; 26:6 - 13; 27:57 - 60).

5. An ability to test faithfulness and wisdom by how people handle funds. Matthew reveals the foolishness and rebellion of those who misused what they were given, (Matthew 21:33 - 34; 25:14 - 30).
6. A tendency to practice frugality and an ability to be content with the basic necessities of life. Matthew had wealth and wealthy friends, yet he left all to follow Jesus, (Luke 5:27 - 32).
7. An alertness to see what other people do with their money. Matthew is the only Gospel writer to explain what the religious leaders did with Judas' thirty pieces of silver and also how they paid the soldiers to lie, (Matthew 27:3 - 8; 28:11 - 15).
8. An ability to see financial needs which others tend to overlook. Matthew records Christ's condemnation of the Pharisees for not supporting their aged parents, (Matthew 15:3 - 7). He also details the fairness of paying all the laborers the same wage, (Matthew 20:1 - 16).
9. A desire to use giving as a way to motivate others to give. Matthew was a tax collector. His job was to motivate people to give, (Luke 5:29). His is the only Gospel to record Christ's condemnation of the man who was forgiven much but refused to forgive another who owed little, (Matthew 18:23 - 35).

### ***Challenges with the Gift of Giving***

People with this gift may experience the following:

Giving too sparingly to one's own family.

1. Causing family to resent gifts to others.
2. Listening to unscriptural counsel on money management.
3. Putting pressure on people who have less to give.
4. Failing to discern God's promptings for a gift.
5. Judging those who misuse funds rather than advising them.
6. Controlling people or ministries by gifts.
7. Corrupting people by giving too much.
8. Investing in projects, which do not benefit the lives of others.

## **6. Motivational Orientation: Leader**

### ***Introduction***

You are a leader. All the motivational orientations are important, but this one is often more prominent or visible than some of the others. Since you have this orientation, that's usually fine with you, but it can be a challenge sometimes because you may have a tendency to get dependent upon recognition from people.

These orientations are based on the gifts listed by Paul in Romans 12:6-8, in which he says that each member of the body of Christ has a gift, each gift is important and the gift is given to serve the rest. The emphasis here is on serving the body, and Paul says to exercise our gift according to the grace given to us. It's the style in which you act.

*"<sup>6</sup> Since we have gifts that differ according to the grace given to us, each of us is to exercise them accordingly: if prophecy, according to the proportion of his faith; <sup>7</sup> if service, in his serving; or he who teaches, in his teaching; <sup>8</sup> or he who exhorts, in his exhortation; he who gives, with liberality; he who leads, with diligence; he who shows mercy, with cheerfulness." Romans 12:6-8 (NASB)*

This orientation is based on the gift of leader spoken of in Rom 12:8.

### **Definition**

The word leader is translated from the Greek word *proistemi* from the root word *pro* “before” and *istemi*, “to cause or make to stand, to place, put, set” and literally means, “to stand in front of others, to lead, to rule, protect and champion.” The word is translated as “he that ruleth,” “he who leads,” even “he who gives aid.”

Paul says to exercise the gifts given according to the grace given us in verse 6 and in this verse, in the full phrase he says, “he that ruleth, with diligence.” (KJV) The NEB says, “if you are a leader, exert yourself to lead,” while the RSV says, “he who gives aid, with zeal” and the NLT says “If God has given you leadership ability, take the responsibility seriously.” The Message says “if you’re put in charge, don’t manipulate.”

Being one of the “mouths” of the body, and maybe feet, as in walking, leading, giving direction, the leaders are often speaking and directing. They get used to being in charge and people get used to looking to the leaders for direction. That can be a bit unhealthy if either leader or those led don’t look to God first.

The basic motivation for leading is to meet functional needs, to help the body carry out its goals and tasks by providing leadership direction and support, thus meeting effectiveness or efficiency needs. It might also be called the design of facilitator or administrator.

### **Characteristics of Leading in the Life of Nehemiah**

1. An ability to visualize the final result of a major undertaking. Nehemiah visualized the goal of removing the “great affliction and reproach” of God’s people by rebuilding the walls, (Nehemiah 1:2, 3; 2:25).
2. An ability to break down major goals into smaller, achievable goals. Nehemiah accomplished the huge task of rebuilding the walls by having many groups working on smaller sections, (Nehemiah 3:1 – 32).
3. An ability to know what resources are available and needed to reach a goal. Nehemiah requested from the king resources needed to rebuild the walls, with details of a certain time, letters of introductions, and requests for specific lumber, (Nehemiah 2:6 – 8).
4. A tendency to remove himself from distracting details in order to focus on the ultimate goal. Nehemiah did not get involved in the original work-process or building itself but removed obstacles, which would hinder the workers, such as removing financial pressures, (Nehemiah 5:1 – 13).
5. A willingness to endure reaction from insiders and outsiders in order to reach the ultimate goal. Nehemiah resisted opposition within and without in his efforts to rebuild the walls, (Nehemiah 4:8 – 18).
6. A need for loyalty and confidence from those who are being directed and served. Nehemiah brought a great assembly of people against the nobles and the rulers who discouraged the people. He required oaths of cooperation from them, (Nehemiah 5:1 – 13).
7. An ability to know what he should and should not delegate to others. Nehemiah delegated the work of the walls, yet he retained the responsibility of dealing with enemies and guarding the walls, (Nehemiah 4:13).
8. An ability to inspire and encourage workers by cheerfulness, approval, praise, and challenges. Nehemiah had a cheerful spirit, (Nehemiah 2:10, and was skillful in challenging and encouraging others, (Nehemiah 4:14).

9. A joy in seeing all the parts come together into a finished product. Nehemiah expressed his joy in the complete task by appointing singers and uniting the people in a revival and celebration, (Nehemiah 7:1, 2; 8:1 – 18).

### ***Challenges with the Gift of Leading***

People with this gift may experience the following:

1. Viewing people as “human resources” rather than human beings.
2. Using people to accomplish personal goals.
3. Showing favoritism to those who appear to be more loyal.
4. Taking charge of projects that are not God’s direction.
5. Delegating too much work to others.
6. Overlooking serious character faults in valuable workers.
7. Being unresponsive to suggestions and appeals.
8. Failing to give proper praise and explanation to workers.
9. Neglecting small details of one’s own life that matter.

## **7. Motivational Orientation: Comforter**

### ***Introduction***

You are a comforter or mercy-giver. All the motivational orientations are important, but this one is often less prominent or visible than some of the others. Since you have this orientation, that’s usually fine with you, but it can be a challenge sometimes because you get less recognition from people than you deserve.

These orientations are based on the gifts listed by Paul in Romans 12:6-8, in which he says that each member of the body of Christ has a gift, each gift is important and the gift is given to serve the rest. The emphasis here is on serving the body, and Paul says to exercise our gift according to the grace given to us. It’s the style in which you act.

“<sup>6</sup> Since we have gifts that differ according to the grace given to us, *each of us is to exercise them accordingly*: if prophecy, according to the proportion of his faith; <sup>7</sup> if service, in his serving; or he who teaches, in his teaching; <sup>8</sup> or he who exhorts, in his exhortation; he who gives, with liberality; he who leads, with diligence; he who shows mercy, with cheerfulness.” Romans 12:6-8 (NASB)

This orientation is based on the gift of showing mercy or comforting spoken of in Rom 12:8.

### ***Definition***

The word “comforter” or “he that shows mercy” is translated from the Greek word *eleeo*, from the root word *eleos*, and is defined as mercy: kindness or good will towards the miserable and the afflicted, joined with a desire to help them.

The word is also translated here as he that sheweth mercy (KJV), “he who does acts of mercy,” (RSV), And if you have a gift for showing kindness to others....” (NLT). The focus is on showing mercy or bringing comfort.

Paul says to exercise the gifts given according to the grace given us in verse 6 and in this verse, in the full phrase he says, “he who shows mercy, with cheerfulness.” (NASB)

“If you work with the disadvantaged, don’t let yourself get irritated with them or depressed by them.” The Message.



“Showing mercy does not pertain to the area of forgiveness or sparing judgment. It was to do with ministering to the sick and needy. This is to be done in a cheerful, spontaneous manner that will convey blessing rather than engender self-pity. (Expositor’s Bible Commentary) Do it with grace!

Being the “heart” of the body, this gifting operates with compassion and emotion. Comforters feel strongly; they can’t help it. They pick up on hurts that people have, even when it’s not obvious to the other members of the body. And they identify with the hurting person strongly, unlike the other members of the body.

The basic motivation for comforting or mercy is to identify with, bring comfort to, and relieve those who are in need. It is akin to compassion, pity, gentleness and forbearance. It aims at helping others be empathizing with them.

People with the gift or design of comforting are “feelers,” They feel and sense where people are and reach out to them in a supportive way.

### ***Characteristics of Comforting in the Life of John***

People with this gift may experience the following:

1. An ability to sense genuine love, and a greater vulnerability for deeper and more frequent hurts from the lack of love. John’s teachings and personal relationships illustrate that his primary focus was love. He uses the word love more than any other of the disciples, (John 1; 11; III John).
2. A need for deep friendship in which there is mutual commitment. John established a very close relationship with Jesus and Peter. He often refers to himself as the disciple, “whom Jesus loved,” (John 13:23; 19:26; 20:2; 21:7; 21:20).
3. A tendency to react harshly when intimate friends are rejected. John and James asked Christ if they could call down fire from heaven and consume some Samaritans who rejected Christ, (Luke 9:54).
4. A greater concern over mental joy and distress than physical concerns. John wrote to give his readers, “joy,” “fellowship,” “hope,” “confidence,” and to cast out “fear,” and “torment.” (I John 1:2, 4; 3:2; 4:18; 5:13, 14).
5. A tendency to attract people who have mental and emotional distress. John’s deep understanding, love, and acceptance made it easy to understand why others would confide in him as Christ did during the last supper, (John 13:23 – 26).
6. A need to measure acceptance by physical closeness and quality time together. John sought out the closest place to Christ, “leaning on Jesus’ chest,” (John 13:23).
7. A desire to remove the causes of hurts rather than look for the benefits from them. John’s message was to get Christians to stop hating and hurting each other, (I John 1:11, 15).
8. A tendency to avoid decisions and firmness unless they eliminate hurts. John was a follower until it came to denying Jesus; then he was bold and decisive, (Acts 4:13; 19:20).
9. A tendency to be attracted to those with the gift or design of perceiving. John spent more time with Peter than any of the other disciples, (Luke 22:8; Acts 3:1 – 11; 14:13 – 19; 8:14).

### ***Challenges with the Gift of Comforting***

People with this gift may experience the following:

1. Failing to be firm and decisive when necessary.

2. Taking up offenses for those who have been hurt.
3. Basing decisions on emotions rather than on reason.
4. Promoting improper affections from those of the opposite sex.
5. Cutting off fellowship with those who are insensitive to others.
6. Reacting to God's purposes in allowing others to suffer.
7. Sympathizing with those who are violating God's standards.
8. Establishing possessive friendships with others.
9. Over-emphasizing the "underdog" and compassionate causes.

## Assessment Closing Text

### Definition of the M.O.

Your Motivational Orientation (M.O., and similar to "*Modus Operandi*"), the second dimension of your gift-mix, is focused on the "way you do life." Your M.O. expresses your heart style and is a reflection of your true personality in life. It is the motivation or style that affects how your destiny orientation (DO) is expressed. Think of it as the "lens" through which the "light" from your destiny orientation shines. This orientation reflects how you function in your gifting and it influences your decisions and actions.

### Based on the Romans 12 Spiritual Gifts

These motivational orientations are based the gifts listed by Paul in Romans 12:6-8:

<sup>6</sup> "Since we have gifts that differ according to the grace given to us, *each of us is to exercise them accordingly*: if prophecy, according to the proportion of his faith; <sup>7</sup> if service, in his serving; or he who teaches, in his teaching; <sup>8</sup> or he who exhorts, in his exhortation; he who gives, with liberality; he who leads, with diligence; he who shows mercy, with cheerfulness." (NASB)

### The Purpose is Body Ministry

In 1 Corinthians 12, Paul is very passionate about how each believer is a member of the body of Christ, and each is to serve the others, and each one's function, although different from the others, is important. In Rom. 12:6 he stresses the need to exercise our gifts according to the grace given us.

### Orientation Rather Than Gift

This set of gifts found in Romans 12 have usually been called the "Motivational Gifts" by the greater Body of Christ. In our approach, we choose to use the word "orientation" rather than gift because we see these as abilities, not so much fixed and finite but rather fluid and full of diverse flavors.

In the traditional view, the spiritual gifts are seen as limited commodities that are rationed out; a person may have only one or two gifts and no more. We believe that Scripture allows that every believer is indwelt by the Holy Spirit and therefore is able to access all the gifts as the Spirit chooses to release them. Yet because we are designed by God in unique ways, we will have a greater propensity to operate in one gift above another. This is what we mean by orientation. It is not a limitation but rather a specialization based on the way we are wired by God.

## Gift Characteristics

- These giftings affect your decisions and actions.
- These giftings are indications of the things you do best.
- Because they are built in you, they can even be observed as early as in childhood.
- Because one gift gives only one perspective of the whole, our gift colors what and how we see.

## Gift List

The seven motivational orientations or styles are also called design gifts or motivational gifts. They are:

- Perceiver
- Server
- Teacher
- Encourager
- Giver
- Leader
- Comforter

## Brief Descriptions

1. As the eye of the body, the PERCEIVER'S basic motivation is to correct and speak right and wrong. They see things the rest of us often miss completely.
2. As the hands of the body, the SERVER'S basic motivation is meeting practical needs and rendering specific assistance. They have the most dexterity, with a great ability for detail.
3. As the mind of the body, the TEACHER'S basic motivation is to research and distribute the facts. Exceptionally intelligent, they want to know the basis for everything, checking them out as verifiable truth.
4. As the mouth of the body, the ENCOURAGER'S basic motivation is encourage personal progress. Encouragers are endowed with a great facility of speech, obviously for the purpose of exhorting, consoling, and encouraging.
5. As the arms of the body, the GIVER'S basic motivation is to supply tangible needs. Because of this, givers have an ability to acquire as well as a strong motivation towards support.
6. As the shoulders of the body, the LEADER'S basic motivation is towards shouldering responsibility for the sake of efficiency. Leading and facilitating others for the greater vision.
7. As the heart of the body, the COMFORTER'S basic motivation is to empathize. Ruled by the heart and not the head they release God's nature of kindness, care and mercy to others.

## How the D.O. and M.O. Interact

For example, if my D.O. is trainer, and my M.O. is leader, I will most often function as a teacher, always wanting to instruct, but that orientation or trait will be expressed usually in a leadership role or position. It's a nuance; don't get hung up on it. The important thing is to realize how you are "wired" or designed and flow with it.

## The Gifts Flow Together

Your understanding and functioning within your design not only enables the rest of the members of the body to function properly, but when you and I are in our right sphere it “feels” right. Everyone can sense that “flow” similar to a sports team when every member is functioning “in the zone” and in synch with each other. And when that is happening, God is well pleased. A quote by well-known author John Piper is quite appropriate: “God is the most glorified in us, when we are the most satisfied in Him.”

These giftings are who you are all the time. They fit your desires, your passions, your likes and dislikes; they are the “you” that God made. They show up not only in your function with His church, they are the designer’s lenses that you see life through. They are the inherent tendencies that characterize each different person by reason of the Creator’s workmanship in their initial gifting.

These go beyond duty and design to delight. Functioning in your gifting not only pleases you, but also pleases those around you, and pleases God, the Designer, (Romans 12:2).

## Example of the Gifts in Operation

Here is an example of how each gift might respond, in their own unique way, to an opportunity for ministry or service.

**You are at a dinner party**, the hostess is serving you and the other six designs. As she brings in the dessert from the kitchen to the dining room, she slips and drops the dessert on the floor. Your gift and your design determine your response:

The perceiver says, “That’s what happens when you are not careful,” (The motivation to correct right and wrong).

The server says, “Let me help you clean it up,” (The motivation to render practical, helpful service).

The teacher says, “The reason you dropped the dessert, is because it was too heavy on one side of the tray,” (The motivation to discover or research what happened).

The encourager says, “It is okay. You are doing a great job and will do it flawlessly next time.” (The motivation to help others succeed).

The giver says, “I’ll be happy to buy another dessert,” (The motivation to give to a tangible need).

The leader says, “Jim, you get the mop, Sue you pick up the tray, Mary, maybe you can help fix a new dessert,” (The motivation for efficiency and organization and efficiency).

The comforter says, “Now don’t feel bad, it could happen to anyone,” (The motivation to empathize and be aware of their feelings).

## Gift Spread

Each of us responds to life situation from the way we see it, our view, our “bent,” our lens. God, in His own design bestows these gifts freely as He will, but somehow God also understands the compiling of these gifts, and in His foreknowledge knows the ratios necessary to see the gifts or designs function best.

In a survey of the Romans 12 gifts of 1,000 people over a ten-year period, representing more than 100 groups in a variety of states, provinces and countries, these percentages were found to be consistent:

Perceivers – 12%

Servers – 17%

Teachers – 6%

Encouragers – 16%

Givers – 6%

Leaders – 13%

Comforters – 30%

In any other time in God's plan these percentages might even show up differently, but these portions of His design seem to fit our culture right now. Consequently be reminded, that even though there are different needs, and even seemingly different percentages or ratios, each gift is of equal value and needed in order for God to function most effectively through us.

## What's Next

You are continuing to make great progress! We hope these additional insights are starting to really click, and that you are understanding how you function. This will help you start to see what situations will enable you to flourish.

Your results have been saved. When you're ready, go on to the next survey, the Manifestation Assessment. <LINK>

# Manifestation Gift Assessment

## Notes

### Spiritual Gifts list

I Cor 12: 7-12 Manifestation gifts

- Word of Wisdom
- Word of Knowledge
- Faith
- Gifts of healing
- Working of miracles
- Prophecy
- Discerning of spirits
- Kinds of tongues
- Interpretation of tongues

## Assessment Questions

### Intro Text

#### Introduction

There are various ways to look at the spiritual gifts in the Bible. We are focusing on what are called the manifestation gifts found in I Cor. 12: 7-12. We see these as “tools” that are given by the Holy Spirit to empower believers for specific tasks. The purpose of the gift is to impact others, not to be self-serving.

Although we believe the Holy Spirit can give any of these gifts to any believer at any time as needed, most people have one or more gifts that they operate in regularly. This survey will help show what gifts you operate in regularly or have a potential to operate in.

This survey is mainly feedback based on how you’ve functioned in the past. The results will be most helpful when combined with the rest of the profile results and interpreted by a coach.

#### Instructions

Each question has an initial phrase and a completion phrase. Score each phrase that completes the sentence from 0-4. Key: 4 = very often, 3 = often, 2 = sometimes, 1 = once in a while, 0 = never

#### Questions

Note: the gift is listed here, but not when presented to the user taking the assessment.

Indicate how often you experience this.

1. When I pray, God works a visibly astounding miracle through me. (Miracles)

2. When I am praying, I feel impressed with an awareness of the work of the enemy against others. (Discernment of Spirits)
3. When I am praying, I feel impressed with the understanding of a message spoken in a language I don't know. (Interpretation of Tongues)
4. When I am praying, I feel impressed with solutions to problems or challenging situations. (Word of Wisdom)
5. When I am praying, I feel impressed with a word of encouragement for another person. (Prophecy)
6. When I am praying, I feel impressed with a sense of authority over sickness and disease in myself or another person. (Healing)
7. When I am praying, I feel impressed with an urge to speak a message from God in a language I don't know. (Tongues)
8. When I pray for impossible situations, God answers my prayer. (Faith)
9. When I am praying, I feel impressed with information about a person or situation that I did not get in the natural. (Word of Knowledge)
10. When I am in a church or ministry setting, I sense the presence of demonic activity. (Discernment of Spirits)
11. When I am in a church or ministry setting, God works through me to bring about an extraordinary miracle on the spot. (Miracles)
12. When I am in a church or ministry setting, I find myself full of faith to believe God to meet an extraordinary need even when it seems impossible. (Faith)
13. When I am in a church or ministry setting, I get impressions or mental pictures of emotional or physical conditions. (Word of knowledge)
14. When I am in a church or ministry setting, I get a sudden and clear sense of direction for individuals or the group. (Word of Wisdom)
15. When I am in a church or ministry setting, I feel prompted to speak specific encouraging words or Bible verses for a person or the group. (Prophecy)
16. When I am in a church or ministry setting, I get physical manifestations in my body that indicate physical conditions that need healing. (Healing)
17. When I am in a church or ministry setting, I am prompted by the Holy Spirit to give a message in tongues. (Tongues)
18. When I am in a church or ministry setting, I will interpret a message in tongues shared for an individual or group. (Interpretation of Tongues)

## Gift Results (Report)

### Introduction

The average scores for each of the supernatural orientations is shown along with the bar chart. The long text description is shown for the SOs with average scores of 3 or higher.

### Score

Key: 4 = very often, 3 = often, 2 = sometimes, 1 = once in a while, 0 = never

3-4 = These are my primary SOs

1-2 = These are my secondary SOs

0 = These are not my SOs

## Bar Chart

Name of SO and bar showing score (0-4. Key: 4 = very often, 3 = often, 2 = sometimes, 1 = once in a while, = never)

Example

1 Word of Knowledge XXXXXXXXXXXXXXXXXXXX

2. Prophecy XXXXXXXXXXXXXXXXXXXX

Etc.

## Result Descriptions

Show result descriptions for the orientations that have an average score of 3 or higher.

### Supernatural Orientation: Word of Wisdom

#### Introduction

You scored high on “word of wisdom;” it’s one of your primary supernatural orientations (S.O.). The supernatural orientations are based on the list of spiritual gifts or “graces” (*charisma*) found in 1 Corinthians 12: 8-10. This survey may describe what you already know, or it may help you understand a gift you operate in but weren’t aware it was a spiritual gift or supernatural orientation. For example, you might function in the word of wisdom gift but didn’t realize it until now.

#### Definition

This spiritual gift “word of wisdom” is found in 1 Cor. 12:8 and is translated from the Greek word: *logos sophia*. It is a spiritual gift through which God reveals his wisdom or insight for a specific situation.

#### Function and Impact

A word of wisdom normally appears as divine problem solving enabling a person to know what to do or say. It is a revelation of wisdom for a difficult, confusing or specific situation that goes beyond human wisdom.

The word of wisdom is information about a person or circumstance that could not be known or discerned by natural means. It unlocks mysteries, resolves problems and warns people. Wisdom is knowledge skillfully applied. This information is normally useful to clarify a course of action in the face of many options.

This information can come in the form of a sudden insight, inner words, a mental picture or a “hunch” and normally occurs in the moment of need. Words of wisdom can also come in the form of dreams or visions or even images without words. It may or may not be shared with others.

Words of wisdom are especially helpful in counseling situations, and they are often given with a Scripture passage.



### ***Biblical Example***

In a dream King Solomon asks God for wisdom to lead His people with right judgments. Then when he is presented with a difficult situation between two mothers he speaks an incredible word to find out the truth between them.

“The king said, “Divide the living child in two, and give half to the one and half to the other.” (1 Kings 3:16-28) This word provided the solution to determine the mother.

In a trance Peter received a vision and word that gave him wisdom to welcome gentiles into the kingdom of God.

“What God has cleansed, no longer consider unholy.” (Acts 10)

James is given wisdom from the scriptures to bring insight into a tense meeting concerning gentiles coming into the body of Christ. His word brought unity and peace. “Therefore it is my judgment that we do not trouble those who are turning to God from among the Gentiles,” “So we decided, having come to complete agreement.” (Acts 15)

### ***How to Grow in this Gift***

Words of wisdom may seem like your own thoughts or impressions. These thoughts might seem vague, so you need to practice accurately tuning in to these revelations. As you speak out one word or write it down, others will come after. The more you step out and share these words, and you see if they are confirmed or not, the more experienced you will gain knowing what is from the Holy Spirit.

### ***Commonly Matching Destiny Orientations***

Connector/Pastoral, Builder/Apostolic

## **Supernatural Orientation: Word of Knowledge**

### ***Introduction***

You scored high on “word of knowledge;” it’s one of your primary supernatural orientations (S.O.). The supernatural orientations are based on the list of spiritual gifts or “graces” (*charisma*) found in 1 Corinthians 12: 8-10. This survey may describe what you already know, or it may help you understand a gift you operate in but weren’t aware it was a spiritual gift or supernatural orientation. For example, you might function in the word of knowledge gift but didn’t realize it until now.

### ***Definition***

This spiritual gift “word of knowledge” is found in 1 Cor. 12:8 and is translated from the Greek word: *logos gnosis*. It is a spiritual gift through which God reveals facts about a situation for which a person had no previous knowledge.

### ***Function and Impact***

This gift is a revelation of specific information for a person, group, or situation that could not have been learned or obtained by natural human means. The revelation demonstrates God’s presence and power. This knowledge can come in the form of an idea, inner words, a mental picture or even a physical sensation, and normally occurs in the moment of need. It may or may not be shared with others. A word of knowledge provides the receiver of the word with helpful

information about a situation, problem, ailment or circumstance that requires healing or prayer ministry. A word of knowledge can build faith in the person who needs healing. This gift differs from a word of wisdom by providing basic information as opposed to guidance, counsel or direction. An example of this is God giving someone exact details of a person's life, to reveal sin, warn and provide safety, reveal thoughts, promote healing, or provide instructions.

### ***Biblical Example***

Jesus receives a word of knowledge about a woman's personal history and it gives her faith to put her trust in Him.

"Come, see a man who told me all the things that I have done; this is not the Christ, is it?" (John 4:15-30)

Peter gets detailed insight into Ananias's heart and sees how he was lying to God. "But Peter said, 'Ananias, why has Satan filled your heart to lie to the Holy Spirit'" (Acts 5:1-11)

Ananias has a vision where God gives him direction to call out Paul's destiny and bring healing. "Brother Saul, the Lord Jesus, who appeared to you on the road by which you were coming, has sent me so that you may regain your sight and be filled with the Holy Spirit." (Acts 9:10-19)

### ***How to Grow in this Gift***

Ask God questions frequently throughout the day. Listen with a journal to write down your thoughts or impressions. Test out your words with people who will give you loving feedback.

Words of knowledge can come quickly through your mind. They almost seem like your own thoughts. These thoughts might seem vague, so you need to practice tuning in to these revelations. As you speak out one word or write it down, others will come after.

### ***Commonly Matching Destiny Orientations (D.O.)***

Trainer/Teaching, Recruiter/Evangelistic, Revealer/Prophetic

## **Supernatural Orientation: Gift of Faith**

### ***Introduction***

You scored high on "faith;" it's one of your primary supernatural orientations (S.O.). The supernatural orientations are based on the list of spiritual gifts or "graces" (*charisma*) found in 1 Corinthians 12: 8-10. This survey may describe what you already know, or it may help you understand a gift you operate in but weren't aware it was a spiritual gift or supernatural orientation. For example, you might function in the gift of faith but didn't realize it until now.

### ***Definition***

This spiritual gift "faith" is found in 1 Cor. 12:9 and is translated from the Greek word: *pistis*. It is a spiritual gift of a mysterious surge of confidence in God that arises within a person faced with an insurmountable situation or need. (1 Cor. 12:9, 13:2)

### ***Function and Impact***

It gives that person a certainty and assurance that God is about to act through a word or action. The wonderful thing about the gift of faith is that it wells up when you least expect it and often when you most need it. Faith is the conduit for God's supernatural work. This supernatural

expectation that God is going to move on a situation leads you to take risks to speak, pray or act into a situation. When operating in this gift, you have wonder-working faith that "moves mountains" and waits expectantly for specific results.

This gift often begins with a promise of scripture or a direct promise from the Holy Spirit that releases this unexplainable certainty and confidence. A gift of faith empowers us to speak words of command; a powerful and effective prayer in which the speaker commands, usually in a short sentence, an evil spirit or disease to leave a person. (James 5:15)

As with all spiritual gifts in this section, this grace is usually specific to a time and circumstance and in this way is distinct from the general attribute of faith that all believers possess. Faith: Knowing what you hope for, having a conviction about things you cannot see, trusting God, believing God's Word, and obeying Him. (Hebrews 11) People with this tend to have an unshakable faith in God; they may doubt themselves but they never doubt God.

### ***Biblical Example***

A crippled man received faith to believe as he listened to Paul's words. Paul saw his faith and commanded him to act on it. "...when he had fixed his gaze on him and had seen that he had faith to be made well, said with a loud voice, "Stand upright on your feet." (Acts 14:8-10)

A centurion is given incredible understanding of Jesus' authority that releases faith that marvels Jesus and releases healing to his servant. "...but just say the word, and my servant will be healed." (Matt. 8:5-13)

Peter and John are given faith in the moment to declare what God wanted to give to the man. "And seizing him by the right hand, he raised him up; and immediately his feet and his ankles were strengthened." (Acts 3:1-10)

### ***How to Grow in this Gift***

Faith grows as we see that nothing is impossible with God. As we let our spirit follow the Holy Spirit's lead in our lives, we will begin to see the supernatural becoming more natural to us. God is always working and natural laws will not stop what God wants to do. Receive this faith that can move mountains and walk across rivers on dry ground.

### ***Commonly matching destiny orientation (D.O.)***

Revealer/Prophetic, Recruiter/Evangelistic

## **Supernatural Orientation: Gifts of Healings**

### ***Introduction***

You scored high on "gifts of healings;" it's one of your primary supernatural orientations (S.O.). The supernatural orientations are based on the list of spiritual gifts or "graces" (*charisma*) found in 1 Corinthians 12: 8-10. This survey may describe what you already know, or it may help you understand a gift you operate in but weren't aware it was a spiritual gift or supernatural orientation. For example, you might function in the gifts of healings but didn't realize it until now.

## ***Definition***

This spiritual gift “gifts of healings” is found in 1 Cor. 12:9 and is translated from the Greek word: *charisma iama*. It is the God-given ability to bring or release healing to a person in their body, emotions, or soul. Note that “gifts” is plural and “healings” is plural, indicating various kinds of healings. Often, people with this gift tend to see greater healing power released for some kinds of diseases than others, but the gifts are plural and one should not place limits on them.

## ***Function and Impact***

This gift is the manifestation of the future blessings of heaven to bring healing to hurting individuals. This is a breaking in of the future resurrection and reversing part of the curse of death. This gift is normally given to a believer for the sick or injured person and is imparted to them through the laying on of hands. However, this healing can come in many other ways, such as a prayer of command, a point of contact and can even be received by the sick person directly from God.

Some times, healings do not take place instantly, but rather over time. The validity of the healing is not determined by the amount of time it takes, rather by its occurrence.

There are often other factors at work that influence healing. Is the person harboring unforgiveness? Is the person doing things that are harmful? If someone drinks too much, the liver will be damaged. God can heal it, but if the person doesn’t stop, problems will reoccur. Is there influence from occult practices? Is there other deception or demonic influence in the person’s life? Medical science has proven that the mind affects the body. Emotional illness and worry and stress can cause or accelerate physical illness. Healing can be complicated and frustrating, but don’t let that stop you. Remember that Jesus gave us all authority on earth and He commanded us to heal the sick

Faith almost always plays an important role in the gift of healing but the faith can be either in the sick person (Luke 4:48), the prayer minister (Mark 6:5) or even in the sick person’s friends (Mark 2:4-5). This faith is often activated by a word of knowledge or prophetic word. This gift can also release healing into the wounded soul (Luke 4:18) and is often associated with the eradication of demonic power (Acts 10:48) Inner healing is a process in which the Holy Spirit brings forgiveness of sins and emotional renewal to people suffering from damaged minds, wills, and emotions.

## ***Biblical Example***

Phillip boldly preached the good news and the Lord supported his words with a demonstration of power. “...and many who had been paralyzed and lame were healed. So there was much rejoicing in that city.” (Acts 8:6-8)

Jesus’ healed people everywhere he went. Everyone who came to Jesus received healing. “...the blind see, the lame walk, the lepers are cured, the deaf hear, the dead are raised to life, and the Good News is being preached to the poor.” (Matt. 11:5)

Paul laid his hands and healed a man named Publius, which led to a whole island being changed. “After this had happened, the rest of the people on the island who had diseases were coming to him and getting cured.” (Acts 28:8-10)

## ***How to Grow in this Gift***

This gift requires a lot of faith and faith is spelled RISK. Pray for a thousand people who need healing (physically, emotionally and spiritually), and you will learn as you step out and try that

the more you do, the more healing you will see. Most people will receive grace and will appreciate your love and effort, even if they don't get instantly healed.

### ***Commonly Matching Destiny Orientations***

Revealer/Prophetic, Recruiter/Evangelistic

## **Supernatural Orientation: Working of Miracles**

### ***Introduction***

You scored high on "working of miracles;" it's one of your primary supernatural orientations (S.O.). The supernatural orientations are based on the list of spiritual gifts or "graces" (*charisma*) found in 1 Corinthians 12: 8-10. This survey may describe what you already know, or it may help you understand a gift you operate in but weren't aware it was a spiritual gift or supernatural orientation. For example, you might function in the working of miracles gift but didn't realize it until now...although with this gift, you probably know!

### ***Definition***

This spiritual gift "working of miracles" is found in 1 Cor. 12:10 and is translated from the Greek word: *energema dunamis*. It is the ability to perform supernatural acts in which the power and action of God visibly affect people and things. This is powerful!

### ***Function and Impact***

Miracles are creative acts of power that override the natural realm with supernatural effect, as when Jesus commanded the storm to stop, or when He walked on water. Miracles are also expressions of healing that go beyond accelerating the natural processes of healing. An example of this would be an amputated limb growing out, a man that was blind from birth being healed or raising the dead. The Greek word from which we translate 'miracles' is *dunamis*, which means "power." The greatest miracle, that which took the most power, was Christ's resurrection.

### ***Biblical example and reference***

Tabitha was resurrected after Peter prayed for her. "Turning toward the dead woman, he said, 'Tabitha, get up.' She opened her eyes, and seeing Peter she sat up." (Acts 9:36-43)

God confirms his power and presence with the disciples by physically shaking the house they were meeting at. "And when they had prayed, the place where they had gathered together was shaken, and they were all filled with the Holy Spirit and began to speak the word of God with boldness." (Acts 4 :31)

Pieces of cloth that had touched Paul were brought to the sick and they were healed from diseases and demons were expelled. "God was performing extraordinary miracles by the hands of Paul..." (Acts 19:11-12)

### ***How to grow in this gift***

Focusing your mind on the testimonies of all the powerful miracles in the scriptures will build your faith to see miracles in your own life. Also it would be helpful to read books and articles and view videos of believers who have been used by God in this way. All these resources build up your faith, which is crucial for this gift. Be available in your heart for God to use you like Moses and see amazing miracles come through your life.

## ***Commonly matching destiny orientation (D.O.)***

Builder/Apostolic, Revealer/Prophetic, Recruiter/Evangelistic

# **Supernatural Orientation: Gift of Prophecy**

## ***Introduction***

You scored high on “prophecy;” it’s one of your primary supernatural orientations (S.O.). The supernatural orientations are based on the list of spiritual gifts or “graces” (*charisma*) found in 1 Corinthians 12: 8-10. This survey may describe what you already know, or it may help you understand a gift you operate in but weren’t aware it was a spiritual gift or supernatural orientation. For example, you might function in the gift of prophecy but didn’t realize it until now.

## ***Definition***

This spiritual gift “prophecy” is found in 1 Cor. 12:10 and is translated from the Greek word: *propheteia*. It is declaring the heartbeat of God to the world for the purpose of edification, strengthening and comforting. (1 Cor. 14:3, Rom. 12:6). Paul speaks of this gift as if it were quite common. (1 Cor 14:5)

## ***Function and Impact***

It is not a skill, aptitude, award or talent. It is the actual speaking forth of words given by the Spirit of God for strengthening others, encouraging them, and comforting them. It is never a discouraging or negative word. There is power in our words. (Pov. 18:21) Prophecy is speaking Gods loving plans to bring hope to believers and non-believers (1 Cor. 14:24-25).

Most prophesying statements do not contain predictions about the future. Prophecy declares the immediate, immanent word of God and is given to build up, bring healing and stir up the people of God. Prophetic words can draw people closer to God in a powerful way. A prophetic word can be received as an impression, a set of inner words, a mental picture or a spontaneous declaration.

You don’t have to use King James language and get all wordy and weird. When you feel impressed that God is giving you a prophetic word for someone, say something like “I feel God is saying this...” Don’t present the word in language that makes it an absolute. Check with people to see if the word is accurate or not. You may get only a partial word at first. Share that and ask God for more, or maybe the person you are ministering to will get the rest.

On an individual level, the gift of prophecy calls out the treasure (gifts, destiny, calling, talents, what makes them special) in the one being ministered to and lets them know the specific thoughts of God toward them. People giving prophecy are engaging with God’s heart for the other. They are calling out the gold in the person for encouragement and to bring out the best in people. When human comfort itself is not enough we need God’s loving words to touch our deepest fears and doubts. Prophetic insight brings revelation and exposes thoughts that help people realize that God loves them personally.

Prophecy can have great significance to the hearer and can impart hope to move forward into the fullness of life that God has for us. This gift is not just for the church. Paul describes the prophetic impacting unbelievers so that they now believe and declare, "God is truly here among you." (1 Cor. 14:24-25)

Everyone may prophesy but only a few are called to the office and recognized to be a prophet or prophetess by their church. Prophets equip the church and carry an anointing to release others into the prophetic. Prophets will perform the general functions of this gift but may also be used by God to bring correction, direction and the foretelling of the future. Prophets judge prophetic words given by others in the body of Christ. (1 Thess. 5:19-22, 1 Jn. 4:1)

### ***Biblical Example***

The church in Antioch had prophets that listened for God's current direction and acted on it. "...the Holy Spirit said, "Set apart for Me Barnabas and Saul for the work to which I have called them." (Acts 13:1-4)

Jesus called Simon, Peter, and spoke God's prophetic destiny over his life as a leader in the church. "I also say to you that you are Peter, and upon this rock I will build My church" (Matt. 16:13-19)

The elders laid their hands and spoke as they were led by the Spirit to encourage and empower their young leader Timothy. "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." (1 Tim. 4:14)

### ***How to Grow in this Gift***

Learning to hear God is a process that takes daily attention. Intimacy with Jesus leads us to be sensitive to His voice and His leading toward others. Practice being alone with God each day. Ask God questions frequently through the day. Listen with a journal to write down your thoughts or impressions. Test out your words with people who will give you loving feedback.

The main way to grow is to exercise the gift!

### ***Commonly Matching Destiny Orientations***

Builder/Apostolic, Recruiter/Evangelistic, Revealer/Prophetic

## **Supernatural Orientation: Discerning of Spirits**

### ***Introduction***

You scored high on "discerning of spirits" or "distinguishing of spirits;" it's one of your primary supernatural orientations (S.O.). The supernatural orientations are based on the list of spiritual gifts or "graces" (*charisma*) found in 1 Corinthians 12: 8-10. This survey may describe what you already know, or it may help you understand a gift you operate in but weren't aware it was a spiritual gift or supernatural orientation. For example, you might function in the gift of discerning of spirits but didn't realize it until now.

### ***Definition***

This spiritual gift "discerning of spirits" is found in 1 Cor. 12:10 and is translated from the Greek word: *diakrisis pneuma*. It is a supernatural capacity to judge whether the motivating factor in a person is human, divine, or demonic.

### ***Function and impact***

Discerning of spirits is given to enable the person operating it to discern demonic activity in order to combat it with healing and deliverance; protect oneself or others from spiritual attack

or influence; to warn others of impending attack; and to bring clarity when there is confusion as to what is really going on in a situation.

People with this gifting are also known to be able to tell truth from lie, as well as see God's power in people and places. When Jesus rebuked Peter in Matt. 16, he discerned a demonic influence. The same happened when Peter discerned the lie of Ananias and Sapphira. This gift is especially important for knowing how to pray accurately for a person's healing. An example is Jesus discerning a demonic cause behind a paralysis (Luke 13:10-16). This gift may include the ability to sense or even see demons and evil powers.

### ***Biblical Example***

Paul discerned the core motivation of Elymas and declared his spiritual state would become a reality in blindness. This caused people to turn from his lies and believe the truth of Paul's message. "But Saul,... filled with the Holy Spirit, fixed his gaze on him, and said, "You who are full of all deceit and fraud, you son of the devil..." (Acts 13:6-12)

Paul listened to Holy Spirit in him provoking him to take action. He spoke directly to the demonic spirit in the girl and commanded it to come out of her. "...Paul got so exasperated that he turned and said to the demon within her..." (Acts 16:16-18)

The writer of Hebrews encourages us to grow in the gift of discernment and listen to what God is speaking so that we will grow up into maturity. "...you are spiritually dull and don't seem to listen...Solid food is for those who are mature, who through training have the skill to recognize the difference between right and wrong." (Hebrews 5:11-14)

### ***How to Grow in this Gift***

Work with people with the gift of prophecy to help you. Work on hearing God's voice. Especially study in the Bible and books about spiritual warfare. Study about the attributes of God and attributes of the enemy to sharpen your awareness of both.

### ***Commonly Matching Destiny Orientations***

Recruiter/Evangelistic, Revealers/Prophetic,

## **Supernatural Orientation: Kinds of Tongues**

### ***Introduction***

You scored high on "kinds of tongues;" it's one of your primary supernatural orientations (S.O.). The supernatural orientations are based on the list of spiritual gifts or "graces" (*charisma*) found in 1 Corinthians 12: 8-10. This survey may describe what you already know, or it may help you understand a gift you operate in but weren't aware it was a spiritual gift or supernatural orientation. For example, you might have spoken in tongues but didn't realize it was a spiritual gift or that other people had the same experience until now.

### ***Definition***

This spiritual gift "kinds of tongues" is found in 1 Cor. 12: and is translated from the Greek word: *genos glossa*. It is Spirit-inspired speaking in which the conscious mind plays no part. It is speaking in a language (whether earthly or angelic) that is not naturally learned by the speaker. (1 Cor. 12:10, 28).



Note that the words here are “kinds” of tongues. This means that the person operating this gift often will be used by the Spirit to speak in more than one tongue.

The gifts of tongues and interpretation of tongues have stirred controversy in some churches and movements. We cannot attempt a full treatment here. Paul spent chapter 13 talking about the priority of love. We plead for love, tolerance and grace, and we encourage believers to be open to this supernatural gift of the Spirit of God.

### ***Function and Impact***

In verse 2, Paul explains that speaking in tongues is the verbal expression of one’s spirit, and that it is “mysteries to God.” (vs.2). This gift is languages not learned or understood by the speaker is given to a believer by the Holy Spirit for communicating the Gospel, prophecy and praise. They are described as the tongues of men and of angels. Some are actual languages of other nations, such as we find in Acts 2, and some are angelic tongues. Often, the person who has the gift of tongues for ministry also has the gift of interpretation of tongues. Paul says that the one who speaks in tongues should pray for the gift of interpretation. (1 Cor. 14:3)

The Spirit gives us the use of tongues for our personal edification (1Cor.14) and for others if they are interpreted or made meaningful (this is the focus of 1 Cor. 12 – body ministry). In both cases, the scripture tells us that the conscious mind of the speaker plays no part. In ecstasy the soul feels itself so infused with the divine that the man is drawn above all natural modes of perception where the understanding becomes “unfruitful” (1 Cor. 14:14), and the spiritual nature alone is felt to be active.

This is a wonderful prayer language for your encouragement to build your spirit up. However, the primary use of the gift in this context is body ministry – it is to be shared as a message for the body of Christ, and it is to be interpreted.

Paul encouraged praying in tongues and said he did more than anyone, but he also said praying with your mind was more beneficial for others listening to you. Often prophetic intercession will come when you are praying in tongues and should be spoken so others can say ‘Amen’ to your thanksgiving and be built up with you. (1 Cor. 14:15-16) Sometimes we don’t know how to pray so tongues can be a bridge to the Spirit with groans that are too deep for words. (Rom. 8:26-27).

Here is a short discussion of how this gift and interpretation should work in real life:

In 1 Cor. 14, Paul outlines the need for interpretation of tongues when the tongue is shared publically. First, in verse 2, Paul explains that speaking in tongues is the verbal expression of one’s spirit, and that it is “mysteries to God.” (vs.2). Then he goes on to spend the rest of the chapter talking about the superiority of prophecy to tongues. This is because when the body is gathered, a message in tongues will not edify people because they won’t understand it unless the gift of interpretation is operating whereas a prophetic message will edify people because it’s in their language.

We believe when the body is gathered and ministering to each other, messages in tongues should be interpreted. But if a group of believers are all praying or worshipping aloud together, it’s not an issue, as the point is not for the group to receive a word from an individual – they are all speaking or singing aloud. Paul’s point in 1 Cor. 14 is about making the message intelligible to the hearers in order to edify them. If everyone is singing in Spanish and I’m singing in English, as long as I’m not distracting others, it’s not a problem. But if it’s quiet and an individual shares a song or a spoken message, it needs to be in a language the audience can understand because it’s meant for the group. If it’s in a tongue, and it’s from the Holy Spirit, someone (often the same person) will operate in this gift and get the interpretation and share it.

### ***Biblical Example***

God empowered the early disciples by enabling them to witness of God's goodness in other languages. "...they were all filled with the Holy Spirit and began to speak with other tongues, as the Spirit was giving them utterance." "And we all hear these people speaking in our own languages about the wonderful things God has done!" (Acts 2:1-13)

Peter was sent to a gentile names Cornelius. They were so ready to go deeper with God that before Peter could finish preaching the Gospel, they were filled with the Spirit and spoke in tongues praising God. "For they were hearing them speaking with tongues and exalting God." "Peter was amazed..." (Acts 10)

Paul came through Ephesus and meet some disciples who did not understand the full message of the gospel and were not empowered with the gifts of the Spirit. "...when Paul had laid his hands upon them, the Holy Spirit came on them, and they began speaking with tongues and prophesying." (Acts 19:1-7)

### ***How to Grow in this Gift***

Pray and sing in tongues when you worship the Lord on your own. When you're with a group of believers who share this gift, spend some time praying and worshipping in tongues with them. You have control of your tongue, so you have the choice to speak out what comes to you. Let your spirit express itself and enjoy. Also, ask God to give you the gift of interpretation of tongues..

### ***Commonly Matching Destiny Orientations***

Builder/Apostolic, Trainer/Teacher

## **Supernatural Orientation: Interpretation of Tongues**

### ***Introduction***

You scored high on "interpretation of tongues;" it's one of your primary supernatural orientations (S.O.). The supernatural orientations are based on the list of spiritual gifts (or "graces" (*charisma*) found in 1 Corinthians 12: 8-10. This survey may describe what you already know, or it may help you understand a gift you operate in but weren't aware it was a spiritual gift or supernatural orientation. That's probably not the case with this gift.

### ***Definition***

This spiritual gift "word of wisdom" is found in 1 Cor. 12:10 and is translated from the Greek word: *hermeneia glossa*. Hermeneia is the word from which we get hermeneutics – the study of interpreting scripture. It does not mean translating, but rather giving an equivalent meaning, not a "word-for-word" rendering. It is the supernatural ability to express the meaning in the known language of the individual or group of what has been spoken in tongues for the individual or group.

### ***Function and Impact***

The gifts of tongues and interpretation of tongues have stirred controversy in some churches and movements. We cannot attempt a full treatment here due to space. Paul spent chapter 13 talking about the priority of love. We plead for love, tolerance and grace and we encourage believers to be open to this supernatural gift of the Spirit of God.

Paul outlines the role of this gift in 1 Cor. 14. Often, the person who has the gift of tongues for ministry also has the gift of interpretation. Here is a short discussion of how this gift and interpretation should work in real life:

First, in verse 2, Paul explains that speaking in tongues is the verbal expression of one's spirit, and that it is "mysteries to God." (vs.2). Then he goes on to spend the rest of the chapter talking about the superiority of prophecy to tongues. This is because when the body is gathered, a message in tongues will not edify people because they won't understand it unless the gift of interpretation is operating. But a prophetic message will edify people because it's in their language.

We believe when the body is gathered and ministering to each other, messages in tongues should be interpreted. But if a group of believers are all praying or worshipping aloud together, it's not an issue, as the point is not for the group to receive a word from an individual – they are all speaking or singing aloud. Paul's point in 1 Cor. 14 is about making the message intelligible to the hearers in order to edify them.

If everyone is singing in Spanish and I'm singing in English, as long as I'm not distracting others, it's not a problem. But if it's quiet and an individual shares a song or a spoken message, it needs to be in a language the audience can understand; if in a tongue, and it's from the Holy Spirit, someone (often the same person) will operate in this gift and get the interpretation and share it.

### ***Biblical Example***

1 Cor. 14:13-19 Paul encourages us to pursue the gift of interpretation so more people would understand God's message and His love.

"Since you are so eager to have the special abilities the Spirit gives, seek those that will strengthen the whole church." (1 Cor. 14:12)

Interpreting tongues is a gift to encourage people with God's words. Paul mentions it when discussing the topic of spiritual gifts being practiced at the church in Corinth: "When you meet together, one will sing, another will teach, another will tell some special revelation God has given, one will speak in tongues, and another will interpret what is said. But everything that is done must strengthen all of you." (1 Cor. 14:26)

### ***Commonly Matching Destiny Orientations***

Builder/Apostolic, Revealer/Prophetic, Trainer/Teacher

## **Closing Text**

### **Definition of the Supernatural Orientation (S.O.)**

Your Supernatural Orientation (S.O.), the third dimension of your gift-mix covered in the Profiler, is a way to describe the way you function supernaturally as anointed and gifted by the Holy Spirit.

The items listed in 1 Cor. 12:8-10 are commonly called the gifts of the Spirit and they form the basis for the supernatural orientation (S.O.). They are more specific to ministry of the body of Christ and although all gifts given by the Spirit are "supernatural," the ones in 1 Cor. 12: 8-10 are *more* "supernatural" in nature and effect. They are not aspects of our nature as the Ephesians 4 and Romans 12 gifts, but are empowerments given as situations require.

We are using the term “orientation” because we feel that captures the essence. If you have an orientation you’ll tend to point that way and function that way. Sometimes people get hung up on the term “gift.” Orientation is a broader term than gift and we feel it works a little better for what we’re after, which are the basic ways people function.

Some people believe that believers have only one gift. We believe that every believer who is filled with the Spirit can operate in any of these gifts as the Spirit moves.

However, because of our individual design, each of us will have a greater propensity to use one or two gifts more than the others. Paul encourages us to “eagerly desire spiritual gifts” (1 Cor. 14:1) so we should seek the fullest expression of His gifts in our lives. Certain gifts feel more natural as God has given us greater ability in that area.

## **Purpose of the S.O.s/Gifts**

The items listed in 1 Cor. 12:7-11 are commonly called the gifts of the Spirit. These gifts are given by the Holy Spirit to empower believers supernaturally for specific acts to reveal Jesus to unbelievers and to minister, encourage and bless unbelievers and the body of Christ.

These gifts are given by the Holy Spirit to empower believers supernaturally for specific acts to reveal Jesus to unbelievers and to minister, encourage and bless unbelievers and the body of Christ.

In 1 Cor. 12 Paul emphasizes that each individual believer is a member of the body of Christ. All are important, all have a function, all depend on the others. Within this chapter he discusses the various spiritual gifts and how they are each important.

“Paul does not give the impression that in the Christian life some people are supposed to be players and others are supposed to be spectators. Christians are all players.” John Wimber from *Power Points*

Before Jesus died and rose again, He told His disciples that it was to their benefit that He leave them because if He didn’t leave, the Holy Spirit would not come. (John 16:7) He told them how the Spirit would empower them and teach them to speak on God’s behalf and to do even greater works of miracles than Jesus did on the earth. (John 5:20)

After His resurrection, Jesus told His followers to wait in Jerusalem until power came upon them and then they would be His witnesses. (Luke 24:49) On the day of Pentecost, the Spirit of God was poured out on the disciples and the impact was so powerful that over three thousand souls came to faith in Jesus that day. (Acts 2) They were able to impart streams of life-giving power to others.

“Instead of His personal presence, his disciples would continue His ministry, and the Holy Spirit would be given them so that their words and deeds would no longer be merely human acts but channels of divine grace. They would in effect themselves become sources of life for those who heard their word and believed it. The Spirit will come to take Jesus’ place and to enable the disciples to do what they could not do in and of themselves, namely, bring people to faith and to eternal life.” George Eldon Ladd from “Theology of the New Testament.”

## **Short Descriptions of the S.O.s/Gifts**

**Word of Wisdom:** The ability to know and speak forth answers to problems or solutions that are beyond natural understanding.

**Word of Knowledge:** The ability to know and speak forth things that could not be naturally known, often which are key to healing or ministry.

**Faith:** The ability to believe God and participate with Him in bringing about extraordinary answers to prayer for provision, changes in circumstances or other needs.

**Gifts of healing:** The ability to release physical or emotional healing, usually through prayer and often by the laying on of hands.

**Miracles:** The ability to believe God and participate with Him in bringing about a work of power, healing, or other action that is extraordinary.

**Prophecy:** Speaking words or a message from God of edification, encouragement, or exhortation to a person or group.

**Discerning of spirits:** The ability to discern an evil presence, influence or spirit, and to discern what is from God and what is not from God.

**Kinds of tongues:** The ability to speak in a earthly or heavenly language not learned, for the purpose of communicating a message from God or personal prayer, praise or worship.

**Interpretation of tongues:** The ability to interpret, not translate, a message given in tongues for a person or group.

## How the Various Gift Lists Relate to Each Other

Why are we using 1 Cor 12:8-10 and not other list in 1 Cor. or other lists such as Romans and Ephesians? We believe the list in Ephesians 4 is foundational, and we use that list of gifts (the “fivefold” ministry gifts or ascension gifts – apostle, prophet, evangelist, pastor, teacher) as the basis for the destiny orientation (D.O.). It’s the basic way we function or interact with the world around us. The Romans 12 gifts form the basis for the motivational orientation (M.O.). That is the way that the D.O. is expressed – the style in which we interact with our world.

The gifts in 1 Cor. 12:8-10, unlike the Ephesians 4 and Romans 12 gifts, are not innate or basic to our functioning or personality. They are more “tools” or empowerments given as the situation demands.

Paul repeats the 1 Cor. 12:8-10 list in v.28-30, adding new ones (teacher, administration and helps) and omitting some (word of wisdom, word of knowledge, discernment of spirits, faith). We focus on the list in v.8-10 because it is more complete.

## How to Receive the Gifts

We receive these empowering gifts in a personal and loving relationship with our Father God. He gives good gifts to His children. “Pursue love yet desire earnestly spiritual gifts, but especially that you may prophesy.” (1 Cor. 14:1 NASB) God wants you to pursue His gifts! Ask God for more of His presence and power in your life and ask Him for the gifts.

“Then when Paul laid his hands on them, the Holy Spirit came on them, and they spoke in other tongues and prophesied.” (Acts 19:6) The gifts of the Spirit are activated by the power of the Spirit. In the book of Acts we see the disciples getting filled over and over again and moving in prophetic gifts, healing, miracles, etc. The Corinthian church had a lot of problems, but they were moving in the gifts on a regular basis. In Ephesians, Paul says “Be filled with the Spirit” and that’s in the present tense in the Greek, indicating continuous action – “be filled and keep on getting filled.”

Paul reminds Timothy that he received a spiritual gift through Paul laying hands on him. (2 Tim. 1:6) So believers can pray for and impart gifts to each other, and often through laying on of hands. Often a person will just start operating in the gift as the opportunity arises and the

person feels an “anointing” or strong sense or even urgency to speak or act – that’s the Holy Spirit leading. Key tip: the Holy Spirit leads, the enemy drives.

## How to Grow in the Gifts

Growing in the gifts usually requires “baby steps” at first. The first time a person shares a word of knowledge it might just be a single word. The first time someone operates in the gift of healing it might be a “minor” healing. As Paul says in Romans 12:6 “And since we have gifts that differ according to the grace given to us, let each exercise them accordingly...” Do not despise the day of small beginnings.

You will always grow best among people who have paved a trail before you. Learn by hanging out with them while they are ministering in the gifts of the Spirit to others. Ask questions and get prayed for often by people in your fellowship. (Rom. 1:11, Acts 19:6)

Learning to hear God is a process that takes daily attention. Intimacy with Jesus leads us to be sensitive to His voice and His leading toward others. Practice being alone with God each day. Ask God questions frequently through the day. Listen with a journal to write down your thoughts or impressions.

Paul teaches that we have control over these gifts (I Cor 12, 14) Our wills are involved. We can decide to hold back and not share something if necessary. They are not like the ecstatic utterances of the Corinthian pagan worshippers. As a result, we get a choice to exercise a gift or not. Ask Holy Spirit for direction and guidance in the use of the gifts. Remember they were given for good. If fear is stopping you from functioning in the gifts recognize that the fear is not from God and step out and take a risk. Listen for what God is saying and be obedient.

## Testing the Gifts

These gifts are for the body to minister to each other. They are not apostolic confirmation and those operating in them are not Old Testament prophets. They are not authoritative or signs of authority. We always must test and measure everything against the Word of God. Paul says that the prophets are to pass judgment on each other. That means their prophetic words could be corrected, thus this is not Old Testament prophecy in which a prophet who made a mistake was to be stoned.

Test out prophetic words with people who will give you loving feedback. If you feel that you are supposed to share a word, pray for healing or operate in another one of the gifts and you’re not sure about it, talk to a leader or those who are more experienced in functioning in the gifts. We are all to be under authority, as Jesus was. Leaders are to support us and correct us if necessary.

What we’ve found is that it’s important to encourage people to try out their gifts – fear is the main obstacle for most people.

## What’s Next

One more survey completed! You rock! This is great stuff – you are doing some serious work, and it will pay off. When you are ready, go on to the Passion Survey <LINK>.

## More Information

There are many books on this subject! We’ve got some additional material on the gifts, as well as the descriptions of all the nine gifts listed in 1 Cor. 12:8-10 in our Resources section <LINK>



# Passion Assessment

## Intro Text

### Introduction

Your passions are the key to what motivates you. We believe God has placed passions inside of you that define you. They are more than spiritual, mental, emotional or physical feelings or responses. They encompass all of that. Your passions become the hooks or goals that spur you on, that motivate you. If you can identify the passions that God has created inside of you, and distill them into something tangible, you'll have the most powerful motivating force imaginable.

Think about these kinds of questions: Why are you on this earth? What is in your heart to do or accomplish? What would you do even if you didn't get paid for it? Now it gets even more interesting. What is your passion? What makes you come alive? What are you willing to give your life for? What would you do for God if you knew you couldn't fail? Or put another way, "What would you do for God if there was no lack of money, resources or opportunities?" If there were no constraints, what would you do in life?

Here's a couple of examples: You have a desire to lead people to Christ through your music or rock and roll band. You want to help rescue young women from sex slavery. You want to start an internet business that generates wealth to use for inner city development. You want to raise kids that are world-changers and reach their friends too.

This survey will ask a lot of questions to help narrow down your thoughts about your passion, and develop a personal passion statement.

### Instructions

Some questions require one answer, others two. Select the one or two answers that are most true about you.

If necessary you may enter your own answer in the "Other" text box, but only do so if the supplied answers do not fit you.



# Assessment Questions

## **SPHERE – The realm of society I am drawn to impact**

Although we are all called to be ministers, only a small percentage of us will ever make our living as full-time pastors or missionaries. The vast majority of us are called by God to serve Him in the other areas or "spheres" of society other than religion.

We have identified five primary spheres that are outlined in the Book of Genesis. God created these five spheres of influence and embedded them in the human soul so that whenever we people gather in community, we they automatically begin to generate these five spheres realms. Within these spheres are dozens of other sub-spheres to which that you may be called to. For instance, the sphere of health and medicine and the sphere of education are not specifically mentioned. In our thinking, we place these two spheres of society health/medicine and education under the Family sphere as sub-spheres because these two realms areas are governed by the family or individual. In the same way, we don't specifically mention put law-enforcement or and military service here because they are within under the sphere realm of Government, Legal and Non-Profit.

### **Question 1 What sphere are you most called to influence?**

#### INSTRUCTIONS

Select the ONE sphere you're most drawn to impact.

Note: You can't go back in the surveys. If you click Back on your browser, you'll be back at My Account and have to start over.

- Family and Individual (Family, Education, Health and Wellness, Therapy and Social Work, Senior Care, etc.)
- Culture and Lifestyle (Cultural Expression, Entertainment, Sports and Games, Performing and Visual Arts, Traditional Media , Digital Media)
- Business and Science (Financial Services and Real Estate; Manufacturing & Distribution; Transportation, Tourism and Travel; Agriculture, Food & Beverage; Retail & Service; Science, Technology and Energy)
- Government, Legal and Non-Profit (Political Office, Military Service, Civil Service, Justice System/ Law Enforcement and Fire/Rescue, Non-Profit)
- Religion and Spirituality (Administration, Education and Training, Church Leadership, Non-Profit Organizations, Para-church Ministry, Outreach and Missions)

## Question 2 – What two sub-spheres are you most called to impact?

Pick the two sub-spheres you are drawn to impact.

Only use Undecided if you're really not sure.

### A. Family and Individual

1. Family (Marriage, parenting, children, orphans, foster care, etc.)
2. Education (Teaching, administration, support, etc.)
3. Health and Wellness (Health, medical, wellness, etc.)
4. Therapy and Social Work (Counseling, family support, bereavement, etc.)
5. Senior Care (Retirement, senior care, hospice, etc.)

### B. Culture and Lifestyle

1. Cultural Expression (Cultures, sub-cultures, styles, trends, symbols, etc.)
2. Entertainment, Sports and Games (Music, movies, TV, sports, comics, video games, etc.)
3. Performing and Visual Arts (Theater, dance, fashion, photography, graphic arts, fine arts, etc.)
4. Traditional Media (TV news, magazines, newspapers, etc.)
5. Digital Media (Internet, social networking, etc.)

### C. Business and Economics

1. Finance, Investment, Insurance and Real Estate
2. Science, Technology, Energy and R&D
3. Manufacturing, Distribution and Service
4. Trades, Transportation and Technical Services
5. Tourism, Travel, Hospitality and Culinary
6. Sales, Marketing and Advertising

### D. Government, Legal and Non-Profit

1. Political Office and Campaigning
2. Military Service
3. Civil Service
4. Law Enforcement

- 5. Legal and Judicial Service
- 6. Non-Profit Organizations

## **E. Religion and Spirituality**

- 1. Administration
- 2. Education and Training
- 3. Church Leadership
- 4. Non-Profit Organizations
- 5. Para-church Ministry
- 6. Outreach and Missions

## **PASSION – Things I care about deeply**

### **Instructions**

For each sentence, select the TWO answers that are most true for you.

The last question is a “choose only one” type.

### **Question 3. I feel most passionate about the following societal causes:**

1. Human Reproduction (Right to life, abortion, birth control, adoption, crisis pregnancy, euthanasia, stem cell research, genetics, bioethics, etc.)
2. Broken Families (Divorce, child neglect, teen problems and issues, abuse physical or emotional, etc.)
3. Economic issues (Poverty, homelessness, hunger, unsafe water, disease, etc.)
4. Ignorance (Illiteracy, education and empowerment, etc.)
5. Justice Issues (Human trafficking, racism, oppression, etc.)
6. Political (War, corruption, legislative process, political ideology, etc.)
7. Environmental (Recycling, natural resources, endangered species, animal cruelty, climate change, etc.)
8. None

### **Question 4. I’m most troubled by the following human problems:**

1. Physical Problems (Sickness, injury, birth defects, disabilities, etc.)
2. Psychological Illness (Depression, bipolar disorder, OCD, ADD, neuroses, etc.)
3. Addictions (substance abuse, sexual addictions, pornography, gambling, eating disorders, etc.)
4. Crime and Imprisonment
5. Sin Issues (Immorality, greed, fear, anger, envy, pride, idolatry, rebellion, homosexual behavior (not orientation))
6. Spiritual Strongholds (Occult, demonic oppression, etc.)
7. None

### **Question 5. I really enjoy being involved in the following types of ministries: <I am most passionate serving others INSIDE my church or group through the following types of ministries>**

1. Conceptual (Teaching, Bible study, apologetics, etc.)

2. Emotional (Counseling, comfort, visitation, grief ministry, etc.)
3. Practical (Repair, cooking, driving, building, etc.)
4. Spiritual (Healing, fasting, prayer, intercession, deliverance, exorcism, etc.)
5. Preaching/Worship (Preaching, worship team, choir, etc.)
6. Church service support (Ushering, preparation, communion, baptism, etc.)
7. Relational (Small groups, one on one, accountability partners, discipling, mentoring, etc.)
8. Social (Dinners, events, parties, birthdays, holidays, etc)
9. None

**Question 6. I am most passionate about impacting others through the following ministry activities. <new text>**

<new text – similar to previous question>

1. Reaching the lost
2. Healing the sick
3. Casting out demons
4. Intercession and prayer
5. Healing the brokenhearted
6. Serving the poor
7. Caring for widows and orphans
8. None of the above
9. None

**Question 7. I feel most fulfilled when communicating with others through the following means:**

1. Teaching and Training
2. Counseling and Consulting
3. Leading and Guiding
4. Mentoring and Coaching
5. Writing and Publishing
6. Public Speaking and Motivating
7. None

### Question 8. I feel most alive expressing myself through the following artistic and creative means:

1. Film (writing, acting, directing, producing, cinematography, etc.)
2. Performing Arts (writing, acting, directing, producing, - dance, theater, etc.)
3. Musical Arts (music, songwriting, composing, performance, etc.)
4. Visual Arts (drawing, painting, sculpture, etc.)
5. Crafts and Decorative Arts (design, fashion, etc.)
6. Literature and Poetry
7. None

### Question 9. My heart direction is mostly:

**Pick only one**

1. Outward (To reach those outside my group or bring them into my group)
2. Inward (To build up those inside my group)
3. Upward (To minister to the Lord, usually alone or in small groups)
4. Downward (To bring God's heart, message and power to my group)
5. Evenly directed between outward, inward, upward and downward.

### Question 10. I connect with God the most through

#### **Instructions**

Select the TWO answers that are most true for you. If you don't see a choice you identify with, enter your own in Other, and if you do, limit it to two or three words. **Only** use Undecided if you're really not sure.

- Worship and Music
- Prayer
- Bible Study
- Devotional Reading
- Fellowship and Community
- Serving Others
- Journaling
- Artistic Expression
- Other \_\_\_\_\_
- Undecided

## **SCOPE – Group structure and size preference**

### **Instructions**

For each sentence, choose the ONE answer that is most true for you.

#### **Question 11. The organizational type I'm most comfortable in is:**

1. Self-employed
2. Pioneer / Start-up
3. Small and Adaptive
4. Mid-sized and Growing
5. Large and Stable

#### **Question 12. The group size I prefer to work with is**

1. One-on-one
2. Small Group (10+)
3. Mid-sized Group (50+)
4. Large Group (100+)
5. Mega-size Group (1000+)
6. International – Itinerant

## **ROLE – My functional role**

### **Instructions**

For each sentence, choose the TWO answers that are most true for you.

#### **Question 13. The church role I feel most comfortable with is:**

1. Worker or Helper
2. Deacon or Administrator
3. Elder or Ministry Leader
4. Associate or Assistant Pastor
5. Senior or Lead Pastor
6. None

**Question 14. The workplace role I feel most comfortable with is:**

1. Worker or Laborer
2. Administrator or Facilitator
3. Manager or Director
4. Associate Leader
5. Primary Leader
6. Regional Leader
7. None

**PEOPLE GROUP – The people I want to impact**

**Instructions**

For each sentence, choose the ONE answer that is most true for you.

**Question 15. I feel most drawn to impact the following age group**

- 0-12 Children
- 13-18 Youth
- 18-29 Young Adult
- 30-45 Gen X
- 46-65 Boomer
- 65+ Senior

**Question 16. I feel most drawn to impact people in the following country or region:**

<Drop down list all countries >

All

Undecided



**Question 17. I feel most drawn to impact people in the following area;**

Inner city  
Urban  
Suburban  
Rural  
All  
Undecided

**Question 18. I feel most drawn to impact people with the following ethnicity:**

Caucasian  
Black  
Hispanic  
Asian and Pacific Islander  
Middle Eastern/Arabic  
Mixed  
Any  
None

**Question 19. I feel most drawn to impact the following subculture:**

Metro Urban/Hipster,  
Yuppie  
Student  
Punk/Hardcore/Skater  
Neo Hippie /Counter-culture  
Rave/Dance Club  
Rap/Hip Hop  
Young Adult  
Country/Western  
LGBT  
High Society  
Celebrity

None

## **Question 20. Religious Orientation**

Hindu

Buddhist

Muslim

Jewish

Christian

Atheist/Post-Christian

Agnostic

Higher Power/Mishmash ;)

New Age

Occult/Wicca/Satanic

None

## **Delight Assessment**

The answers are completely user supplied.

## **God's Direction**

The answers are completely user supplied.

## **My Dream**

The answers are completely user supplied.

END