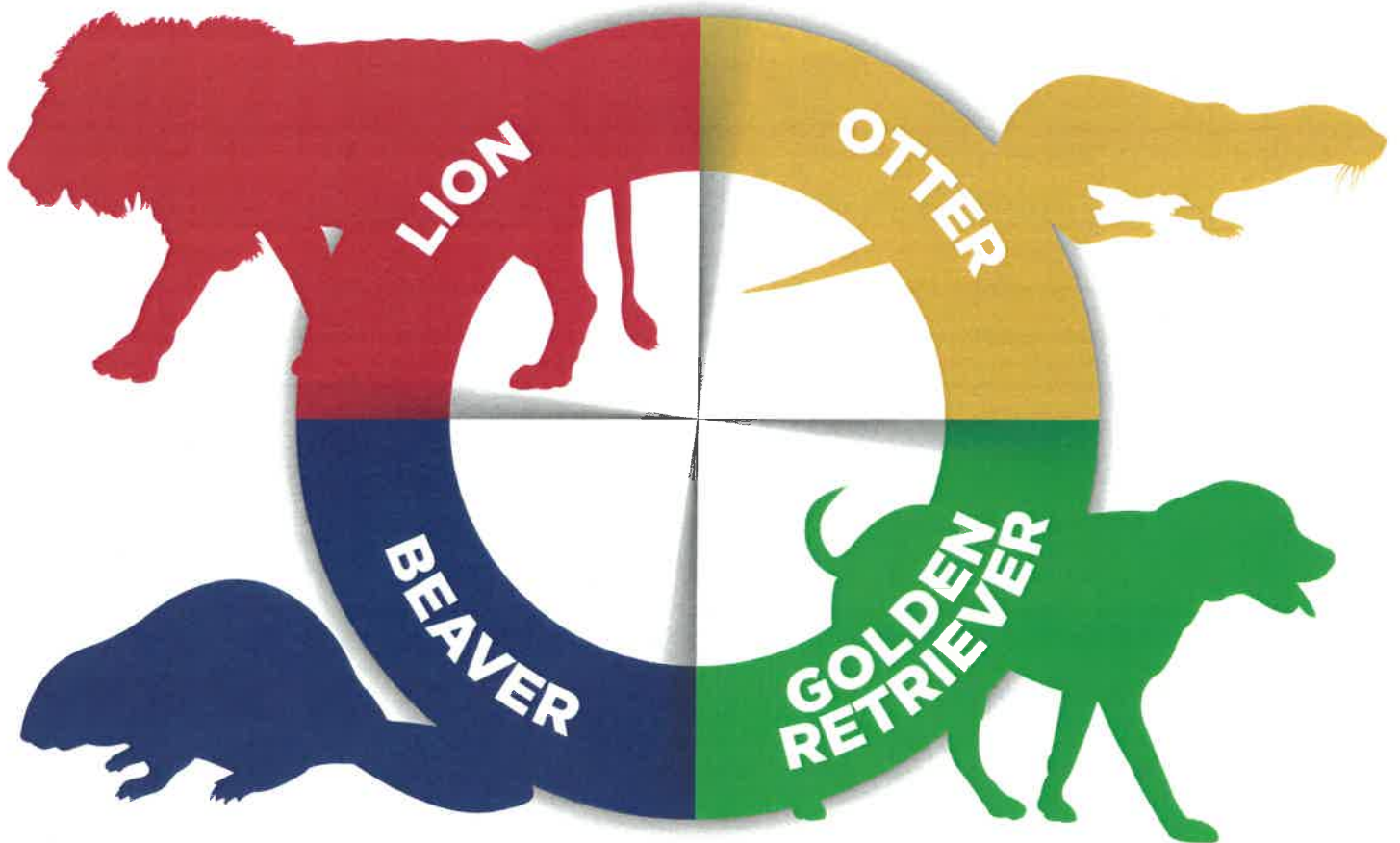


DISCOVER391

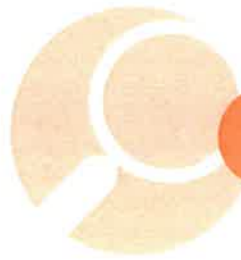
NEXTSTEP CLASSES



YOUR PROFILE

Unpack the ins and outs of your personality style.
Find out how you can relate to others most effectively.

“If it is possible, as far as it depends on you, live at peace with everyone.” Romans 12:18^{NIV}



Personality Assessment

DIRECTIONS

Read each statement below and record how often each one describes you.

1 = Never 2 = Rarely 3 = Sometimes 4 = Often 5 = Always

1. _____ I am assertive, demanding, and decisive.
2. _____ I enjoy influencing and inspiring people.
3. _____ I thrive in consistent environments over changing ones.
4. _____ I typically do not take big risks.
5. _____ I enjoy doing multiple tasks at once.
6. _____ I am optimistic about others.
7. _____ I prefer specifics over generalizations.
8. _____ I love tasks, order, and details.
9. _____ I thrive in a challenge-based environment.
10. _____ I tend to be the life of the party.
11. _____ I enjoy small groups of people.
12. _____ I am right most of the time.
13. _____ I think about tasks above others or myself.
14. _____ I think about motivating people.
15. _____ I prefer being a member of the team over leading the team.
16. _____ I comply with clearly defined rules.
17. _____ I am motivated by accomplishment and authority.
18. _____ I am motivated by recognition and approval.
19. _____ I am motivated by stability and support.
20. _____ I am motivated by quality and correctness.

Place your answers from above in the scoring guide below:

1. _____	5. _____	9. _____	13. _____	17. _____	=	Total _____
2. _____	6. _____	10. _____	14. _____	18. _____	=	Total _____
3. _____	7. _____	11. _____	15. _____	19. _____	=	Total _____
4. _____	8. _____	12. _____	16. _____	20. _____	=	Total _____





Discovering Your Unique Personality

L _____ **D** _____

Be brief. Be bright. Be gone.

NATURAL TENDENCY	SCRIPTURE	SUGGESTIONS
Gravitate to positions of leadership	-	-
Be decisive and quick to make decisions	James 1:19	Listen more.
Avoid chit-chat and want to get to the point	Matthew 20:26	Focus on people.
Have the time orientation of let's do it now!	Proverbs 1:5	Be more flexible.
Love to overcome obstacles and take on challenges	Proverbs 12:15	Be more supportive.
May not realize the impact of your words or correction of others	-	Be warmer, more open.

O _____ **I** _____

Involve me.

NATURAL TENDENCY	SCRIPTURE	SUGGESTIONS
Make the most of life; have fun!	-	Slow down.
Love to talk with others	Proverbs 25:8	Control emotions.
Easily get people excited and encouraged	Proverbs 10:19	Evaluate activities.
Enjoy groups and high activity levels	1 Corinthians 14:40	Follow through.
Avoid details, close accountability, and deadlines	2 Corinthians 8:11	Listen more.
Have the time orientation of it will all work out in the future	-	-

G _____ **S** _____

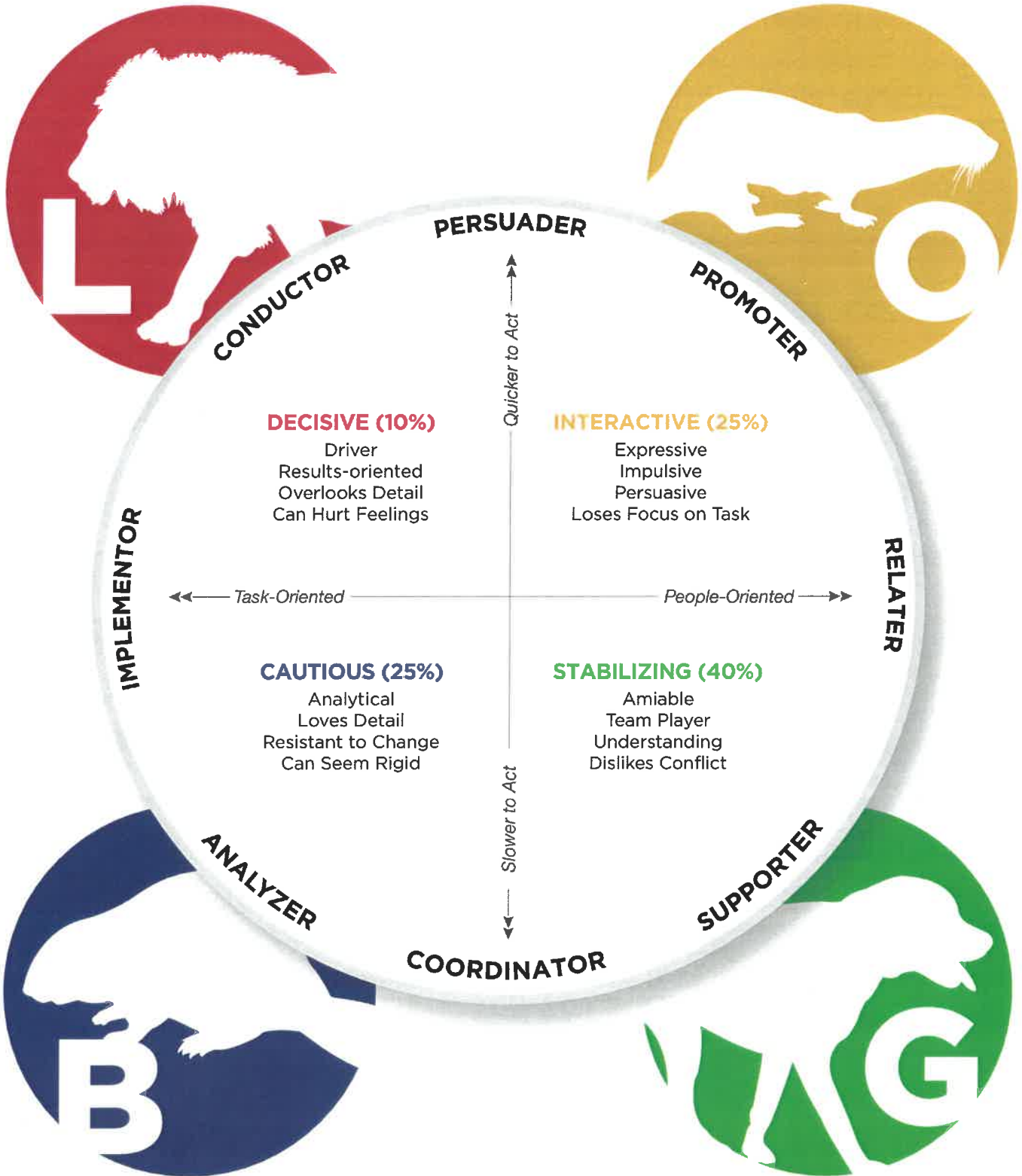
Show me you care.

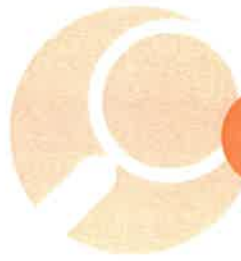
NATURAL TENDENCY	SCRIPTURE	SUGGESTIONS
Want to go deep in your relationships	-	Face confrontation.
Express tremendous loyalty to those you love	Proverbs 27:5	Be more decisive.
Listen attentively (and at length) to others problems	James 1:5	Learn to say "no."
Be more sensitive to the needs of others, than other bents	2 Corinthians 3:12	Initiate more.
Can carry the emotional burdens of others on your shoulders	Ephesians 5:16	Increase pace.
Like emotional stability—even if it means peace at all costs	-	-

B _____ **C** _____

Give me the details.

NATURAL TENDENCY	SCRIPTURE	SUGGESTIONS
Want to do things "right" and "by the book"	-	Be more open/flexible.
Strive for accuracy and quality, not quickness	2 Timothy 1:7	Trust my intuition.
Look at a person's past as a key to trusting them in the future	2 Corinthians 3:5	Respond quickly.
Want clearly defined tasks, limited risk, and an "open door" policy	Philippians 4:19	Be more optimistic.
Can be very creative in designing helpful systems if encouraged and allowed to work at own pace	2 Corinthians 12:10	Focus on doing right things, not just doing things right.
Are so good at taking things apart, they can also take people apart and become strong critics when wronged	-	-





DISCOVER301

NEXTSTEP CLASSES

L

O

G

B

THE LION'S PERSPECTIVE



positive

respect
producer

plausible
persuasive
reliable

warm
friendly

accurate
precise

negative

competition
threat

soft
flashy
all talk

boring
slow
subordinate

narrow-minded
cool
inflexible

THE OTTER'S PERSPECTIVE



positive

objective
driving

mutual
admiration

reliable
patient
worker

disciplined
accurate

negative

aggressive
rebellious

competition

boring
easily led

obstructive
nitpicking

THE GOLDEN RETRIEVER'S PERSPECTIVE



positive

leader
instigator

energetic
innovator

genuine
loyal

cautious
perfectionist

negative

risk-taker
bully

glib
untrustworthy

too passive
inactive

cold
precise

THE BEAVER'S PERSPECTIVE



positive

leader
rule-maker

front man
motivator

listener
reliable

factual
detailed

negative

shoddy
too hasty

illogical
superficial

soft
weak

possible
threat

Spiritual Gifts Assessment

DIRECTIONS

Read each statements below and record how often each one describes you.

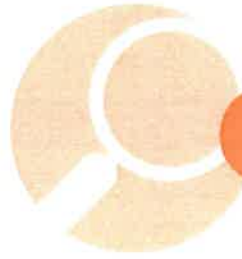
1 = Never 2 = Rarely 3 = Often 4 = Always

1. _____ I like to organize and plan.
2. _____ I enjoy being asked to share my advice or being an encouragement to others.
3. _____ I watch my finances closely so that I can give freely to God's work.
4. _____ Those who are in distress or elated seem drawn to me.
5. _____ I am compelled to unmask sin in other people.
6. _____ Routine work for church that others find tedious is enjoyable for me.
7. _____ I have the ability to make difficult passages understandable.
8. _____ I finish projects and make decisions with great speed.
9. _____ I give practical step-by-step advice to those in need.
10. _____ I am willing to do without in order to give money for God's Kingdom.
11. _____ I like encouraging those in hospitals and homes for the aged by visiting them.
12. _____ I enjoy being used by God to teach and caution large groups of believers.
13. _____ I like being asked to do jobs at church.
14. _____ I enjoy spending a lot of time studying the Bible so I can share these truths with others.
15. _____ I enjoy setting goals and then making plans to meet those goals.
16. _____ I like assisting others in resolving difficult questions in their lives.
17. _____ I trust that God will meet all my needs so that I can give sacrificially a portion of all my income.
18. _____ I like doing special things for people who are sick or having difficulties.
19. _____ I want my instructing to cause others to see what God is saying and respond.
20. _____ I consider myself a task-oriented person.
21. _____ I find contentment studying God's Word and communicating my understanding to others.

Place your answers from above in the scoring guide below:

- | | | | | |
|----------|-----------|-----------|----------------------|----------------|
| 1. _____ | 8. _____ | 15. _____ | = Total _____ | Administration |
| 2. _____ | 9. _____ | 16. _____ | = Total _____ | Exhortation |
| 3. _____ | 10. _____ | 17. _____ | = Total _____ | Giving |
| 4. _____ | 11. _____ | 18. _____ | = Total _____ | Mercy |
| 5. _____ | 12. _____ | 19. _____ | = Total _____ | Prophecy |
| 6. _____ | 13. _____ | 20. _____ | = Total _____ | Service |
| 7. _____ | 14. _____ | 21. _____ | = Total _____ | Teaching |

See Spiritual Gifts Appendix on pages 56–57 for additional Spiritual Gifts descriptions.



Discovering Spiritual Gifts

1 PETER 4:6

- People who believe the Gospel receive spiritual LIFE from God.
- The spiritual life we receive from God makes it _____ for us to do all we were created to do.

1 PETER 4:10, 11

- There is something specific about GOD that He wants reflected through the lives of every Christ-follower.
- People should think more HIGHLY of Jesus when they see you at work.
- Count on God to OUTPERFORM your abilities.

CATEGORIES OF SPIRITUAL GIFTS

- ADMINISTRATION → Goal/objective oriented
- EXHORTATION/ENCOURAGEMENT → special ability to give comfort
- GIVING → gives w/ joy, motivated to give
- MERCY → experience compassion & empathy
- PROPHECY → clearly articulate God's truth
- SERVICE → like to do tasks that benefit others
- TEACHING → ability to explain God's truth

What is God communicating about HIMSELF through your PERSONALITY and SPIRITUAL GIFTS ?

HOMEWORK

- Take the Spiritual Gifts and Personality Assessments at bellevue.org/serve-in.
- Come back next week to find out how you can personally be part of Sharing Jesus at Bellevue.

See Spiritual Gifts Appendix on pages 56–57 for additional Spiritual Gifts descriptions.

D

“D”s are direct and decisive; they are risk takers and problem solvers. They are more concerned with completing tasks and winning than they are with gaining approval from people. Though the internal drive tends to make them insensitive to those around them, “D”s are not afraid to challenge the status quo, and they thrive when it comes to developing new things. They need discipline to excel, and they respond to direct confrontation. The greatest fear of a “D” is to be taken advantage of, and even despite their possible weaknesses—which include an aversion to routine, a tendency to overstep authority, an argumentative nature, and a habit of taking on too much—they place a high value on time and use their innovative thinking to accomplish difficult tasks and conquer challenges.

I

“I”s are inspiring and impressive. Enthusiastic, optimistic, impulsive, and emotional—they tend to be creative problem solvers and excellent encouragers. They often have a large number of friends, but they can become more concerned with approval and popularity than with getting results. An “I”’s greatest fear is rejection, but they thrive when it comes to motivating others. Their positive sense of humor helps them negotiate conflicts. Though they can be inattentive to details and poor listeners, they can be great peacemakers and effective teammates when they control their feelings and minimize their urge to entertain and be the center of attention. They value lots of human touch and connection.

S

“S”s are steady and more reserved. Because they are stable and predictable, they do not like change, and they thrive in secure, non-threatening environments. They are often friendly and understanding as well as good listeners and loyal workers who are happy doing the same job consistently. With an incredible ability to forgive, reliable and dependable “S”s tend to make the best friends. Their greatest fear, however, is loss of security, and their possible weaknesses naturally include not only resistance to change but also difficulty adjusting to it. They can also be too sensitive to criticism and unable to establish priorities. In order to avoid being taken advantage of, “S”s need to be stronger and learn how to say “no.” They also like to avoid the limelight, but when given an opportunity to genuinely help others, they will gladly rise to the occasion. They feel most valued when they have truly helped someone.

C

“C”s are compliant and analytical. Careful and logical lines of thinking drive them forward, and accuracy is a top priority. They hold high standards and value systematic approaches to problem solving. Though they thrive when given opportunities to find solutions, they tend to ignore the feelings of others and can often be critical and downright crabby. Verbalizing feelings is difficult for them, but when they are not bogged down in details and have clear-cut boundaries, they can be big assets to the team by providing calculated “reality checks.” The “C”’s biggest fear is criticism, and their need for perfectionism is often a weakness, as is their tendency to give in when in the midst of an argument. However, they are thorough in all activities and can bring a conscientious, even-tempered element to the team that will provide solid grounding. They value being correct the most.

Personality DISC | Appendix

D/I

“D/I”s are curious concluders who place emphasis on the bottom line and work hard to reach their goals. They are more determined than they are inspirational, yet their high expectations and standards for themselves and those around them typically cause them to make quite an impact, motivating others to follow them. They have an array of interests and can become distracted by taking on too many projects. They often need to focus, prioritize, and simply slow down. Because “D/I”s thrive on activity and forward motion, they like to accomplish tasks through a large number of people.

Biblical Examples: Joshua (Joshua 1), Noah (Genesis 6–9), Sarah (Genesis 16; 1 Peter 3:6)

I/D

“I/D”s are persuaders who are outgoing and energetic. They enjoy large groups and use their power of influence to attain respect and convince people to follow their lead. Sometimes they can be viewed as fidgety and nervous, but it comes from their need to be a part of challenges that have variety, freedom, and mobility. “I/D”s could benefit from learning to look before they leap and spending more time being studious and still. They make inspiring leaders and know how to get results from and through people.

Biblical Examples: John the Baptist (Luke 3), Peter (Matthew 16 and 26; Acts 3), Rebekah (Genesis 24)

S/D

“S/D”s are quiet leaders who can be counted on to get the job done. They perform better in small groups and do not enjoy speaking in front of crowds. Though they can be soft- and hard-hearted at the same time, they enjoy close relationships with people, being careful not to dominate them. Challenges motivate them, especially ones that allow them to take a systematic approach. Because this personality style tends to be determined, persevering through time and struggles, they benefit from encouragement and positive relationships.

Biblical Examples: Martha (Luke 10:38–42), Job (Job 1:5; James 5:11)

C/D

“C/D”s are cautious and determined designers who are consistently task-oriented and very aware of problems. Sometimes viewed as insensitive, they do care about individual people but have a difficult time showing it. They often feel they are the only ones who can do the job the way it needs to be done, but because of their administrative skills, they are able to bring plans for change and improvements to fruition. “C/D”s have a tendency to be serious and could benefit from being more optimistic and enthusiastic. Despite their natural drive to achieve, they should concentrate on developing healthy relationships and simply loving people.

Biblical Examples: Bezealeel (Exodus 35:30–36, and 37:1–9), Jochebed (Exodus 1:22–2:4), Jethro (Exodus 2 and 18)

D/S

“D/S”s are attainers and achievers with an ability to persevere. They are more active than passive, but they possess a kind of calm sensitivity and steadiness that makes them good leaders. They seem to be people-oriented but can easily be dominant and decisive when it comes to tasks and project planning. They strive to accomplish goals with fierce determination that comes from strong internal drive, but they could benefit from contemplative and conservative thinking as well as spending more time focusing on relationships.

Biblical Examples: Daniel (Daniel 1–6), Job (Job 1:5; James 5:11), Martha (Luke 10:38–42)

Personality DISC I Appendix

I/S

“I/S”s are influential counselors who love people, and it’s no surprise that people love them. They live to please and serve, and they tend to be good listeners. Looking good and encouraging others is important to them, as is following through and being obedient. They often lack in the area of organization and can be more concerned with the people involved than they are with the task at hand. However, they can be center stage or behind the scenes with equal effectiveness, and they shine when it comes to influencing and helping others.

Biblical Examples: Barnabas (Acts 4, 9, and 11–15), Elisha (1 Kings 19; 2 Kings 2–3), Nicodemus (John 3, 7, and 19)

S/I

“S/I”s are inspirational counselors who exhibit warmth and sensitivity. Tolerant and forgiving, they have many friends because they accept and represent others well. Their social nature and desire to be likable and flexible makes them inclined to be overly tolerant and non-confrontational. “S/I”s will benefit from being more task-oriented and paying more attention to detail. Kind and considerate, they include others and inspire them to follow. Words of affirmation go a long way with this personality type, and with the right motivation, they can be excellent team players.

Biblical Examples: Mary Magdalene (Luke 7:36–47), Barnabas (Acts 4, 9, and 11–15), Elisha (1 Kings 19; 2 Kings 2–13)

C/I

“C/I”s pay attention to the details. They tend to impress others by doing things right and stabilizing situations. Not considered aggressive or pushy, they enjoy both large and small crowds. Though they work well with people, they are sometimes too sensitive to what others think about them and their work. They could benefit from being more assertive and self-motivated. Often excellent judges of character, they easily trust those who meet their standards. They are moved by genuine and enthusiastic approval as well as concise and logical explanations.

Biblical Examples: Miriam (Exodus 15–21; Numbers 12:1–15) and Ezra (Ezra 7 and 8)

D/C

“D/C”s are challengers and can either be determined students or defiant critics. Being in charge is important to them, yet they care little about what others think as long as they get the job done. They have a great deal of foresight and examine every avenue to find the best solution; they prefer to work alone. Though they fear failure and the lack of influence, they are motivated by challenges and can often be excellent administrators. They can benefit from learning to relax and paying more attention to people.

Biblical Examples: Malachi (Malach 14), Nathan (2 Samuel 12:1–13), and Nahum (Nahum 1–3)

Personality DISC I **Appendix**

I/C

“I/C”s are inspiring yet cautious assessors who are excellent communicators through the combination of concerned awareness and appreciation of people. They excel in determining ways to improve production. They tend to be impatient and critical, and they can also be overly persuasive and too consumed by the desire to win. “I/C”s like to work inside the box, and they could benefit from trying new things and caring less about what others think. This personality type often possesses a gift for teaching; they are generally dependable when it comes to paying attention to details and getting the job done.

Biblical Examples: Miriam (Exodus 15–21), Ezra (Ezra 7–8), and Shunammite Woman (2 Kings 4:8–37)

S/C

“S/C”s are diplomatic and steady, as well as detail-oriented. Stable and contemplative, they like to weigh the evidence and discover the facts to come to a logical conclusion. More deliberate, they prefer to take their time, especially when the decision involves others. Possible weaknesses include being highly sensitive and unable to handle criticism, and they also need to be aware of the way they treat others. Operating best in precise and cause-worthy projects, the “S/C” can be a peacemaker; this makes them a loyal team member and friend.

Biblical Examples: Moses (Exodus 3, 4, 20, and 32), John (John 19:26–27), and Eliezer (Genesis 24)

C/S

“C/S”s are systematic and stable. They tend to do one thing at a time—and do it right. Reserved and cautious, they would rather work behind the scenes to stay on track; however, they seldom take risks or try new things and naturally dislike sudden changes in their environments. Precisionists to the letter, they painstakingly require accuracy and fear criticism, which they equate to failure. Diligent workers, their motivation comes from serving others.

Biblical Examples: Esther (Esther 4), Zechariah (Luke 1), and Joseph (Matthew 1:1–23)

Spiritual Gifts | Appendix

Place a check mark beside the three spiritual gifts for which you have the highest scores.

ADMINISTRATION **EXHORTATION** **GIVING**
 MERCY **PROPHECY** **SERVICE** **TEACHING**

Below is a summary of each of the qualities pinpointed by this evaluation. Along with giving you insight into your own motivations, these should be helpful in directing you toward areas of service which will utilize the strengths God has given you. "He" has been used generically in the following descriptions and can, in most cases, include both men and women.

ADMINISTRATION

Luke 14:28–30; Acts 6:1–7; 1 Corinthians 12:28

A person who is gifted in the areas of administration is a goal- and objective-oriented individual. He often has strong organizational abilities that make it possible to coordinate resources in order to accomplish tasks as quickly as possible. Because of being motivated by accomplishing desired tasks, this person often derives great satisfaction from viewing the results of what he has accomplished. If you scored high in this area, you should consider being involved in an area of ministry in which you can utilize your organizational strengths to carry out specific goals of the church.

EXHORTATION

Acts 14:22; Romans 12:8; 1 Timothy 4:13; Hebrews 10:24–25

A person who is gifted in the area of exhortation has a special ability to encourage others in the Body of Christ by giving them needed words of comfort, courage, and counsel at times of need or crisis. He is especially attracted to individuals who are genuinely seeking spiritual growth and often is willing to share past personal failures to help motivate others toward greater spiritual maturity. He is able to make accurate assessments of spiritual needs and has the ability to explain truth with logical reasoning, giving step-by-step instructions which are easy to follow. If you scored high in this area, you should consider being involved in an area that enables you to use your strengths to minister one-on-one with people in need.

GIVING

Mark 12:41–44; Romans 12:8; 2 Corinthians 8:1–7, 9:2–7

A person who is gifted in the area of giving has the ability to give material goods and financial resources with joy so that the needs of the Lord's work are met. He often can discern wise investments and is usually a very effective money manager. While desiring to give quietly and without recognition, this individual is encouraged when he knows that needs are met and prayers were answered. He is more likely to give at the Lord's promptings than at man's appeals and has a great ability to see financial needs that others may overlook. If you scored high in this area, you should consider not only what ministries of the church to support with your personal finances but also how your example can motivate others to follow the Lord's leadership in their own giving.

MERCY

Matthew 9:35–36; Mark 9:41

A person who is gifted in the area of mercy has immediate compassion for those suffering physically, mentally, or emotionally. He derives great joy in meeting the needs of others and often has a tendency to attract people who are in distress. He usually has a need for friendships in which there is deep communication and mutual commitment and has the ability to draw out the feelings of others while also being vulnerable to hurts, both personally and to those which others are experiencing. He often would rather remove the causes of hurts than look for benefits from them. He has a tendency to avoid confrontation and firmness, and often closes his spirit to others whom he feels are overly harsh or critical. If you scored high in this area, you should consider being involved in an area of ministry that enables you to minister to those who are hurting and who need the sensitivity you have to offer.

PROPHECY

Acts 2:37–40, 7:51–53, 26:24–29; 1 Corinthians 14:1–4

A person who is gifted in the area of prophecy has the ability to proclaim God's truth without compromise. He has strong convictions and expects others to as well. He has the need to express himself verbally, especially regarding right and wrong and may be quick to make judgements of others and to speak his opinion. He may be painfully direct when correcting others, possessing an unusual ability to discern the sincerity of others. He is persuasive in defining right and wrong and is very persistent in expressing his feelings regarding needs for change. If you scored high in this area, you should look for a ministry area wherein you can challenge others to live by God's standards as set forth in His Word.

SERVICE

Acts 6:1–7; Romans 12:7; Galatians 6:10; 2 Timothy 1:16–18

A person who is gifted in the area of service has the ability to perform with joy any task which benefits others and meets practical needs. He may have the tendency to disregard personal health and comfort to serve others. He often has an attention for details and appreciates having clear instructions to follow. He enjoys the process of serving as much as the end result and derives satisfaction from being with others who are also serving. If you scored high in this area, you should consider being involved in an area of ministry in which your strengths of faithfulness and attention to detail can be utilized.

TEACHING

Acts 18:24–28, 20:20–21; 1 Corinthians 12:28; Ephesians 4:11–14

A person who is gifted in the area of teaching has the ability to explain God's truth so there is understanding and application in the lives of others. He has a desire to research and present truth in an organized and systematic sequence. He is often alert to details and places a great deal of emphasis on accuracy. He is motivated by the desire to learn and share knowledge with others, and he believes strongly in the importance of teaching as a basic foundation on which the church grows and remains faithful. If you scored high in this area, you should consider being involved in a ministry role where you can challenge others with Bible truths you have discovered in your personal studies.