

NEWLIFECHURCH

GROWTH TRACK

DISCOVER

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WELCOME HOME

OUR HOPE FOR YOU

Our hope is that you take a step towards understanding how your uniquely designed personality, coupled with the spiritual gifts God has given you, help reveal a fulfilling path to your destiny. Proverbs 25:2 says it is God's privilege to conceal things and our privilege to discover them. Together, let's discover all that God has planned for our generation and make a positive difference for the Kingdom.

"For we are His workmanship, created in Christ Jesus for good works, which God prepared beforehand so that we would walk in them."

EPHESIANS 2:10 NASB

"Truly, truly, I say to you, he who believes in Me, the works that I do, he will do also; and greater works than these he will do; because I go to the Father."

JOHN 14:12 NASB

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DISCOVERING YOUR GIFTS

“Now these are the gifts Christ gave to the church: the apostles, the prophets, the evangelists, and the pastors and teachers. Their responsibility is to equip God’s people to do His work and build up the church, the body of Christ.”

EPHESIANS 4:11-12 NLT

1. My

“We have different gifts, according to the grace given us. If a man’s gift is prophesying, let him use it in proportion to his faith. If it is serving, let him serve; if it is teaching, let him teach; if it is encouraging, let him encourage; if it is contributing to the needs of others, let him give generously; if it is leadership, let him govern diligently; if it is showing mercy, let him do it cheerfully.”

ROMANS 12:6-8 NIV1984

2. My

“And so, dear brothers and sisters, I plead with you to give your bodies to God because of all he has done for you. Let them be a living and holy sacrifice—the kind he will find acceptable. This is truly the way to worship him.”

ROMANS 12:1 NLT

3. My

“All praise to God, the Father of our Lord Jesus Christ. God is our merciful Father and the source of all comfort. He comforts us in all our troubles so that we can comfort others. When they are troubled, we will be able to give them the same comfort God has given us.”

2 CORINTHIANS 1:3-4 NLT

DESIGN REVEALS DESTINY

For you created my inmost being; you knit me together in my mother's womb. I praise you because I am fearfully and wonderfully made; your works are wonderful, I know that full well.

PSALM 139:13-14 NIV

For you shaped me, inside and out. You knitted me together in my mother's womb long before I took my first breath. I will offer You my grateful heart, for I am Your unique creation, filled with wonder and awe. You have approached even the smallest details with excellence; Your works are wonderful; I carry this knowledge deep within my soul.

PSALM 139:13-14 VOICE

4. _____ **my gifts.**

5. _____ **my gifts.**

6. _____ **my gifts.**

My purpose is to _____ **by** _____.

Each of us is uniquely designed by God for a purpose. The first step toward discovering your destiny is understanding how God designed your personality.

SMALLEY PERSONALITY TEST

In the space provided, identify the degree to which the following characteristics or behaviors most accurately describes you at home or in the relationships with your loved ones.

0 = NOT AT ALL; 1 = SOMEWHAT; 2 = MOSTLY; 3 = VERY MUCH

A

B

C

D

	LIKES CONTROL		ENTHUSIASTIC		SENSITIVE		CONSISTENT
	CONFIDENT		VISIONARY		CALM		RESERVED
	LIKES CHALLENGE		ENERGETIC		NON-DEMANDING		PRACTICAL
	PROBLEM SOLVER		PROMOTER		ENJOYS ROUTINE		FACTUAL
	BOLD		MIXES EASILY		RELATIONAL		PERFECTIONISTIC
	GOAL DRIVEN		FUN LOVING		ADAPTABLE		DETAILED
	STRONG WILLED		SPONTANEOUS		THOUGHTFUL		INQUISITIVE
	SELF-RELIANT		LIKES NEW IDEAS		PATIENT		PERSISTENT
	PERSISTENT		OPTIMISTIC		GOOD LISTENER		SENSITIVE
	TAKES CHARGE		TAKES RISKS		LOYAL		ACCURATE
	DETERMINED		MOTIVATOR		EVEN-KEELED		CONTROLLED
	ENTERPRISING		VERY VERBAL		GIVES IN		PREDICTABLE
	COMPETITIVE		FRIENDLY		INDECISIVE		ORDERLY
	PRODUCTIVE		POPULAR		DISLIKES CHANGE		CONSCIENTIOUS
	PURPOSEFUL		ENJOYS VARIETY		DRY HUMOR		DISCERNING
	ADVENTUROUS		GROUP ORIENTED		SYMPATHETIC		ANALYTICAL
	INDEPENDENT		INITIATOR		NURTURING		PRECISE
	ACTION ORIENTED		INSPIRATIONAL		TOLERANT		SCHEDULED
	FIRM		LIKES CHANGE		PEACEMAKER		DELIBERATE
	TOTAL SCORE Column A		TOTAL SCORE Column B		TOTAL SCORE Column C		TOTAL SCORE Column D

SCORING INSTRUCTIONS

Simply plot your scores on the graph below and then connect the dots from one column to the next. Your strengths are the columns in which you scored the highest points. It is not unusual to have two scores which are higher than others.

60				
56				
52				
48				
44				
40				
36				
32				
28				
24				
20				
16				
12				
8				
4				
2				
0				
Score	Column A LION	Column B OTTER	Column C GOLDEN RETRIEVER	Column D BEAVER

For a more in depth study on personality development, read *The Two Sides of Love*, Gary Smalley and John Trent, 1999, Tyndale House Publishers, Carol Stream, Illinois.

LIONS, OTTERS, RETRIEVERS, AND BEAVERS

LIONS (PAUL / ACTS 9:3-19)

Communication Style: speaks directly; may seem blunt; expresses self well; may not listen well

Relational Strengths: goal oriented; good at making decisions; strong; direct; takes charge; solves problems; is competitive; enjoys change; does not shy away from confrontation

Relational Need: personal attention and recognition for accomplishments; areas to supervise and be responsible for; opportunities to solve problems; challenging activities; leadership opportunities which allow for change and growth

When Strengths Become Unbalanced: may be too direct or impatient; can become too busy; may become argumentative or dictatorial; can become impulsive; can become too competitive; may have difficulty expressing feelings; may take big risks; may become insensitive to others' ideas or feelings and hurt others; may take charge in others' affairs

To Bring Balance: increase giving of grace; work to become a better listener

OTTERS (PETER / JOHN 21:1-22)

Communication Style: is often inspirational and enthusiastic; expresses self well; full of energy; may come across as manipulative or pushy

Relational Strengths: loves other people, very social; is optimistic; is energetic; enjoys influencing and motivating others; is future oriented

Relational Needs: approval; opportunities to share ideas; visibility; social recognition

When Strengths Become Unbalanced: may have unrealistic ideas or plans; may daydream excessively; may be impatient or overbearing; avoids details and may lack follow-through; may rush through jobs and not do them well

To Bring Balance: be sensitive to the deeds of others; reduce unrealistic optimism

GOLDEN RETRIEVERS (ABRAHAM / GENESIS 12-22)

Communication Style: indirect; expresses self well; listens well; when sharing, may use too many words or share too many details

Relationship Strengths: is warm, relational, caring, empathetic; is loyal; enjoys routine; is helpful, calm, reassuring; is a peacemaker; good at making friends

Relational Needs: seeks emotional security and situations characterized with harmony

When Strengths Become Unbalanced: delays and misses opportunities; attracts misery; gets “stuck”; sacrifices own feelings for harmony; can become easily hurt; can be indecisive, indifferent; may have difficulty expressing emotions; may be too soft on other people

To Bring Balance: learn to say “no”; develop healthy emotional boundaries; address conflict and hurt feelings when the situation arises

BEAVERS (MOSES / EXODUS 3-4)

Communication Style: factual; expresses self well; listens well when topic is related to tasks; desire for detail and precision may frustrate others

Relationship Strengths: is accurate, organized, precise, detailed-oriented and analytical; is discerning; craves quality; has high standards

Relational Needs: quality; expectations which are explicit and detailed; reassurance

When Strengths Become Unbalanced: may become critical or strict; may over-control things, situations, and people; may fail to see the benefit of change or new opportunities; may become too detail-oriented and lose sight of the big picture; may have unrealistic expectations of self and others; may become a perfectionist

To Bring Balance: accept that complete support is not always possible; remember thorough explanations are not always needed; recognize that perfection is elusive strive for optimism and flexibility

SPIRITUAL GIFTS TEST

Identify the degree to which the following statements most accurately describe you. You may also consider feedback you have received from others.

1 = ALMOST NEVER; 2 = SOMETIMES; 3 = ALMOST ALWAYS

- | | |
|------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|
| _____ I like organizing services and events. | _____ I like to help start new ministry projects. |
| _____ I am interested in starting new churches. | _____ I consider myself a craftsman or craftswoman. |
| _____ I enjoy working with my hands. | _____ I sense when situations are spiritually unhealthy. |
| _____ I can tell when someone is insincere. | _____ I am greatly motivated by seeing people who don't know God get saved. |
| _____ I pray daily for people who don't know Jesus. | _____ I come across as loving and caring. |
| _____ Encouraging others is a high priority in my life. | _____ Asking God for a list of seemingly impossible things is exciting to me. |
| _____ I trust God to provide for my daily needs. | _____ I find ways to give offerings above my tithe. |
| _____ I am passionate about financially investing in the kingdom of God. | _____ I believe miraculous healing is possible and still happens. |
| _____ I look for opportunities to pray for the sick. | _____ Helping others is one of my greatest motivations. |
| _____ I enjoy doing little things that others typically do not enjoy. | _____ Creating a warm and welcoming environment is important to me. |
| _____ I often have people over to my house. | _____ I am burdened to pray for situations affecting the world. |
| _____ I enjoy spending hours in prayer for other people. | _____ People come to me to learn more about God and the Bible. |
| _____ Education is very important to me. | _____ I prefer to take the lead whenever possible. |
| _____ I tend to motivate others to get involved. | _____ I am very sensitive to sad stories. |
| _____ I hurt when I see others hurting. | _____ Miracles often happen when I'm nearby. |
| _____ I believe God will use me to enact His miracles. | _____ The idea of living in another country to follow God's call is exciting to me. |
| _____ I enjoy sharing the Gospel with other people groups and nationalities. | _____ I desire to serve the church through worship. |
| _____ I've devoted considerable time mastering my voice and/or musical instrument. | _____ I enjoy connecting, caring for, and coaching others. |
| _____ Caring for the hurting is one of my highest priorities. | _____ Confronting someone about a sin in their life is important to me. |
| _____ I get frustrated when people knowingly sin. | _____ It bothers me when people sit around and do nothing. |
| _____ I enjoy serving behind the scenes. | _____ I share Biblical truth with others to help them grow. |
| _____ I like creating outlines of the Bible. | _____ I pray in tongues daily. |
| _____ God has used me to interpret what someone speaking in tongues is saying. | _____ When I study Scripture, I receive unique insights from God. |
| _____ I enjoy the book of Proverbs more than any other book in the Bible. | |
| _____ I am passionate about managing details. | |

- | | |
|----------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| _____ Creating a task list is easy and enjoyable for me. | _____ I delegate responsibility to accomplish tasks. |
| _____ I am attracted to ministries that start new churches. | _____ I am motivated to help people in need. |
| _____ Building something with my hands is very satisfying to me. | _____ I have a constant hunger to see God's miraculous power. |
| _____ I can pinpoint issues or problems quickly. | _____ I focus a lot on reaching the world for Christ. |
| _____ Sharing the Gospel with someone I not know is exciting and natural for me. | _____ I gain my deepest satisfaction through leading others in vocal or instrumental worship. |
| _____ I look for ways to encourage other people. | _____ I enjoy helping people who are going through a difficult time. |
| _____ I trust that God has my back in every situation. | _____ I enjoy hearing passionate and clear preaching of God's Word. |
| _____ I want to make more money so that I can give more. | _____ I like to do small things that others overlook. |
| _____ God has used me to bring healing to those who are sick. | _____ I prefer to teach and study the Bible topically rather than verse by verse. |
| _____ Being part of the process is fulfilling to me. | _____ Praying in tongues is encouraging and important to me. |
| _____ I tend to make total strangers feel at home. | _____ When faced with difficulty, I tend to make wise decisions. |
| _____ People often ask me to pray for them. | |
| _____ I enjoy knowing Biblical details and helping others understand them too. | |

DIRECTIONS

Use the Spiritual Gift Worksheet to tally your your scores on the next page.

- Transfer your 72 scores (1, 2, or 3) for the numbered items into the "Score" columns to the right of the corresponding numbers on the worksheet.
- Then add each row and record the number in the "Row Total" column.
- Finally, in the order column, rank your top four to identify your spiritual gifts. If you have a tie, give them the same rank.

More specific information about the Spiritual Gifts follows the worksheet. Refer to the sections corresponding to the letters in the Spiritual Gift column to learn about your gifts.

SPIRITUAL GIFT WORKSHEET

#	SCORE	#	SCORE	#	SCORE		ROW TOTAL	ORDER	SPIRITUAL GIFT
1		25		49		=			A
2		26		50		=			B
3		27		51		=			C
4		28		52		=			D
5		29		53		=			E
6		30		54		=			F
7		31		55		=			G
8		32		56		=			H
9		33		57		=			I
10		34		58		=			J
11		35		59		=			K
12		36		60		=			L
13		37		61		=			M
14		38		62		=			N
15		39		63		=			O
16		40		64		=			P
17		41		65		=			Q
188		42		66		=			R
19		43		67		=			S
20		44		68		=			T
21		45		69		=			U
22		46		70		=			V
23		47		71		=			W
24		48		72		=			X

USING YOUR SPIRITUAL GIFTS

Congratulations on discovering your spiritual gifts! God uniquely created you and gave you these gifts for a reason. Now that you've identified how He has gifted you, your next step is to learn how you can use these gifts for the purpose He has for you.

On the following pages, you can learn about your spiritual gifts and find out more about the areas available to serve at New Life Church to identify where you can best use your gifts.

A. **Administration** - gifted to organize multiple tasks and groups of people to accomplish these tasks
Luke 14:28-30; Acts 6:1-7; 1 Corinthians 12:28

(Office Administration, Kids Check-in, Follow-up Ministry, Special Events, Setup/Takedown)

B. **Apostleship** - gifted to pioneer new churches and ministries through planting, overseeing, and training
Acts 15:22-35; 1 Corinthians 12:28; 2 Corinthians 12:12; Galatians 2:7-10; Ephesians 4:11-14

(Outreach/First Impressions, Growth Track Host, Small Group Leadership, Special Events)

C. **Craftsmanship** - gifted to plan, build and work with your hands in construction environments to accomplish multiple ministry applications | *Exodus 30:22, 31:3-11; 2 Chronicles 34:9-13; Acts 18:2-3*

(Landscaping, Carpentry, Children's Ministry, Special Events, Production (Set Design), Setup/Takedown)

D. **Discernment** - gifted to spiritually identify falsehood and to distinguish between right and wrong motives and situations | *Matthew 16:21-23; Acts 5:1-11, 16:16-18; 1 Corinthians 12:10; 1 John 4:1-6*

(Growth Track Host, Altar Ministry, Kids Check-in, Prayer, Small Group Leadership, Ushers, Freedom Ministry, Security)

E. **Evangelism** - gifted to help non-Christians take the necessary steps to becoming Christ followers
Acts 8:5-6, 8:26-40, 14:21, 21:8; Ephesians 4:11-14

(First Impressions/Greeting, Student Ministry, Prayer, Small Group Leadership, Outreach events)

F. **Exhortation** - gifted to encourage others through the written or spoken word and Biblical truth
Acts 14:22; Romans 12:8; 1 Timothy 4:13; Hebrews 10:24-25

(Events, Greeters, Growth Track Host, Children's Ministry, Youth Ministry,, Kids Check-in, Next Steps Information, Nursery/Preschool, Parking Team, Small Group Leadership, Ushers, Freedom Ministry)

G. **Faith** - gifted to believe in God for unseen supernatural results in every arena of life

Acts 11:22-24; Romans 4:18-21; 1 Corinthians 12:9; Hebrews 11

(All Teams)

H. **Giving** - gifted to produce wealth and give beyond the tithe for the purpose of advancing the Kingdom of God on earth | *Mark 12:41-44; Romans 12:8; 2 Corinthians 8:1-7, 9:2-7*

(Missions/Outreach special events)

I. **Healing** - gifted to act as an intermediary in faith, prayer, and by the laying-on of hands for the healing of physical and mental illnesses | *Acts 3:1-10, 9:32-35, 28:7-10; 1 Corinthians 12:9, 28*

(Altar Ministry, Hospital/Homebound Visitation, Prayer)

J. **Helps** - gifted to work in a supportive role for the accomplishment of tasks in ministry

Mark 15:40-41; Acts 9:36; Romans 16:1-2; 1 Corinthians 12:28

(Events, First Responders, Next Steps Information, Kitchen, Landscape, Security, Office Cleaning)

K. **Hospitality** - gifted to create warm, welcoming environments for others in places such as your home, office, or church | *Acts 16:14-15; Romans 12:13, 16:23; Hebrews 13:1-2; 1 Peter 4:9*

(Baptism, Events, Greeters, Growth Track Host, Student Ministry, Kids Check-in, Next Steps Information, Parking Team, Ushers, Small Group Leadership)

L. **Intercession** - gifted to pray in faith on behalf of someone, something, or someplace believing for profound results | *Hebrews 7:25; Colossians 1:9-12, 4:12-13; James 5:14-16*

(Prayer, Small Group Leadership, Altar Ministry, Hospital Visitation)

M. **Knowledge** - gifted to understand and to bring clarity to situations and circumstances often accompanied by a word from God | *Acts 5:1-11; 1 Corinthians 12:8; Colossians 2:2-3*

(First Responders, Prayer, Small Group Leadership, Ushers, Communications/Media, Freedom Ministry, Altar Ministry)

N. **Leadership** - gifted to influence people at their level while directing and focusing them on the big picture, vision, or idea | *Romans 12:8; 1 Timothy 3:1-13, 5:17; Hebrews 13:17*

(Small Group Leadership, All Teams)

O. **Mercy** - gifted to feel empathy and to care for those who are hurting in any way

Matthew 9:35-36; Mark 9:41; Romans 12:8; 1 Thessalonians 5:14

(First Responders, Outreach Events, Small Group Leadership, Freedom Ministry)

P. **Miracles** - gifted to alter the natural outcomes of life in a supernatural way through prayer, faith, and divine direction | *Acts 9:36-42, 19:11-12, 20:7-12; Romans 15:18-19; 1 Corinthians 12:10, 28*

(First Responders, Prayer, Altar Ministry, Hospital Visitation)

Q. **Missionary** - gifted to reach others outside of your culture and nationality, while in most cases living in that culture or nation | *Acts 8:4, 13:2-3, 22:21; Romans 10:15*

(Outreach Events, Student Ministry, Small Group Leadership)

R. **Music/Worship** - gifted to sing, dance, or play an instrument primarily for the purpose of helping others worship God | *Deuteronomy 31:22; 1 Samuel 16:16; 1 Chronicles 16:41-42; 2 Chronicles 5:12-13, 34:12; Psalm 150*

(Worship team, Children and Youth Ministry, Tech/Media, Small Group Leadership)

S. **Pastor/Shepherd** - gifted to care for the personal needs of others by nurturing and mending life issues
John 10:1-18; Ephesians 4:11-14; 1 Timothy 3:1-7; 1 Peter 5:1-3

(Growth Track Host, Children and Student Ministries, Small Group Leadership, Counseling/Marriage Counseling, Hospital Visits, Follow-up, Ushers, Freedom Ministry)

T. **Prophecy** - gifted to boldly speak and bring clarity to scriptural and doctrinal truth, in some cases foretelling God's plan | *Acts 2:37-40, 7:51-53, 26:24-29; 1 Corinthians 14:1-4; 1 Thessalonians 1:5*

(Prayer, Small Group Leadership, Outreach Events, Altar Ministry, Freedom Ministry)

U. **Service** - gifted to do small or great tasks in working for the overall good of the body of Christ
Acts 6:1-7; Romans 12:7; Galatians 6:10; 1 Timothy 1:16-18; Titus 3:14

(Kitchen, Landscaping, Office Cleaning, Baptism, Set-up/Tear down, Events)

V. **Teaching** - gifted to study and learn from the Scriptures primarily to bring understanding and growth to other Christians | *Acts 18:24-28, 20:20-21; 1 Corinthians 12:28; Ephesians 4:11-14*

(Small Group Leadership, Growth Track Host, Children/Student Ministry)

W. **Tongues (and Interpretation)** - gifted to pray in a heavenly language to encourage your spirit and to commune with God (The gift of tongues is often accompanied by interpretation and should be used appropriately) | *Acts 2:1-13; 1 Corinthians 12:10, 14:1-14*

(Prayer)

X. **Wisdom** - gifted to apply the truths of Scripture in a practical way, producing a fruitful outcome and the character of Jesus Christ | *Acts 6:3,10; 1 Corinthians 2:6-13, 12:8*

(Counseling, Worship, Prayer, Small Group Leadership, Ushers, Altar Ministry, Freedom Ministry)

MY PASSION

Passion is the God-given desire that compels us to make a difference. Answer the questions below as if there were no barriers to fulfilling your heart's desire.

1. If I could snap my fingers and know I couldn't fail, what would I do?

2. What conversation topic would keep me talking late into the night?

3. When I was a child and played "make-believe", what did I play?

4. What would my friends say I am passionate about?

5. The people I would like to help most are?

Review your answers above. Record any underlying themes you notice.

PUTTING IT ALL TOGETHER

My primary personality type is _____

My secondary personality type is _____

My top four spiritual gifts are:

1. _____

2. _____

3. _____

4. _____

My passion is: _____

I think the areas where I could make the most significant contributions are: _____

NEXT STEPS:

- Complete Smalley Personality Test
- Complete Spiritual Gifts Assessment
- Thoughtfully complete “My Passion” and “Putting it All Together”
- Review Step 2 and study scriptures in it
- Come back next week for Step 3 and bring questions with you

APPENDIX

ANSWER KEY

DISCOVERING YOUR GIFTS (2)

My gifts and passions

My life experience

My pain

DESIGN REVEALS DESTINY (3)

1. Discover my gifts

2. Develop my gifts

3. Use my gifts

My purpose is to serve God by serving others.



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