



# Rivermont

EVANGELICAL PRESBYTERIAN CHURCH



# Equipping

THE SAINTS

Discerning Your Divine Design



# Equipping

THE SAINTS

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*“For by the grace given to me I say to everyone among you not to think of himself more highly than he ought to think, but to think with sober judgment, each according to the measure of faith that God has assigned. For as in one body we have many members, and the members do not all have the same function, so we, though many, are one body in Christ, and individually members one of another. Having gifts that differ according to the grace given to us, let us use them: if prophecy, in proportion to our faith; if service, in our serving; the one who teaches, in his teaching; the one who exhorts, in his exhortation; the one who contributes, in generosity; the one who leads, with zeal; the one who does acts of mercy, with cheerfulness. **Romans 12:3-8***

Rivermont affirms what Scripture teaches that the Holy Spirit produces Christlikeness in the believer’s life through the fruit of the Spirit as well as “Christ-effectiveness” in each believer’s life through the gifts of the Spirit.

But what if you are unsure of your spiritual gift(s)? How can you discern what gift(s) you might have. We helped<sup>1</sup> develop this diagnostic tool, “Equipping The Saints,” to provide a helpful picture of your divine design, so that you might so fulfill the Apostle Paul’s encouragement to “use your gifts.”

This diagnostic features 4 different assessments that will help provide a comprehensive snapshot of your divine design.

- **SPIRITUAL GIFT OBSERVATION ASSESSMENT** provides an external assessment of your spiritual gifts by a fellow believer (spouse, friend, etc.).
- **SPIRITUAL GIFT ASSESSMENT** provides an internal assessment of your spiritual gifts.
- **MINISTRY PASSION ASSESSMENT** looks at key influencers, desires and experiences in your life that shape your understanding of ministry.
- **MYERS-BRIGGS PERSONALITY ASSESSMENT** looks at your personality and how your particular personality influences the kind of giftedness/ministry you can have.

Once you have completed “Equipping The Saints”, you are encouraged to contact Janet Freshour at the church to set up a meeting with a member of our Assimilation Team who can help guide you to the right ministry placement.

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<sup>1</sup> Compiled by Dr. Philip Douglass | Covenant Theological Seminary | St. Louis, MO and edited by Brett Eubank for Rivermont Evangelical Presbyterian Church



# SPIRITUAL GIFT OBSERVATION ASSESSMENT

## NOTE FOR PARTICIPANT:

*This assessment is to be completed by someone who knows you well, preferably a Christian understanding spiritual gifts. Their relationship and observations can provide some insights that will assist you in determining your spiritual gifts.*

## NOTE FOR OBSERVER:

*Your spouse, family member, or friend is seeking to better understand who God has made them to be. Your perspective and observations of them can be helpful in that process. Your time in completing this questionnaire is very much appreciated.*

**Equipping The Saints Participant:** \_\_\_\_\_

**Observations Made by:** \_\_\_\_\_

**Relationship to Participant:** \_\_\_\_\_

## DIRECTIONS:

*Read each of the descriptions below. Mark one of the following letters for each spiritual gift in the space provided.*

- D** = Definitely true, yes; certain gift
- P** = Possibly true, maybe, potential gift
- O** = Does not have gift
- ?** = I don't know, have not observed

### TEACHING

*The supernatural ability to discover and analyze biblical truth and communicate that knowledge in a way that people can see, learn, and be transformed.*

### EXHORTATION (Encouragement)

*The supernatural ability to come alongside and provide encouragement, strength, stability, and consolation through the application of biblical truth.*

### EVANGELISM

*The special ability to communicate the Gospel message in relevant terms to unbelievers in such a way that people respond and are converted.*

### LEADERSHIP

*The special ability to set goals for people and to be able to motivate people to work harmoniously and consistently toward the achievement of those goals.*

### PASTOR-TEACHER (Shepherding)

*The special ability to assume the long-term responsibility for the spiritual growth and welfare of a believer or group of believers.*

**MERCY**

*The special ability to feel love and sympathy for people who are suffering and to alleviate the suffering through kind deeds.*

**HELPS/SERVICE**

*The special ability to see needs and assist whenever a need occurs. Such service may be menial or domestic in nature. It is a special ability to invest time and talents into the lives of other Christians, thus freeing them to be more effective in their ministries.*

**GIVING**

*The capacity to give liberally to meet the needs of others and yet to do so with a purity of motive, which senses that the giving is a simple sharing of that which God has provided.*

**ADMINISTRATION**

*The special ability to devise, organize and execute plans to reach goals using the available resources in the most efficient way.*

**FAITH**

*The special ability to understand and work for God's will and purposes with extraordinary confidence.*

**KNOWLEDGE**

*The special ability to discover, organize, relate and clarify information and ideas.*

**WISDOM**

*The special ability to apply truth to concrete situations, to communicate insight; to properly evaluate a situation in the light of spiritual truth.*

**DISCERNMENT**

*The ability to separate that which is from God and what is not; the ability to know whether motives and behavior are divine, human, or demonic in origin.*

Do you have any other observations or insights that would help this person understand their strengths or abilities better?

Look back at those gifts you marked "D" (definitely true). List them from most to least and briefly explain why you think them to be a gift this person has.

<b>Gift Rating</b>	<b>Spiritual Gifts</b>	<b>Explanation of Gift</b>
1st Gift (Point Value = 4)		
2nd Gift (Point Value = 3)		
3rd Gift (Point Value = 2)		
4th Gift (Point Value = 1)		

*(Transfer the point value, which is in parenthesis, of the top four gifts being affirmed to the appropriate column in your "Summary of Assessments" sheet on page 12.)*

# SPIRITUAL GIFT ASSESSMENT

## DIRECTIONS FOR PARTICIPANT:

There are certain traits that often correspond to the manifestation of specific gifts in one's life. **Place a check by those statements which are true and best describe you or your tendencies MOST of the time.** Total each section. Note that this assessment includes only speaking, serving, and support gifts, but omits the special and sign gifts.

✓	<b>"A" Gift Descriptions</b>	✓	<b>"B" Gift Descriptions</b>
	Studious, spends much time in God's Word		More tolerant/sympathetic than indifferent
	More objective than subjective		Tends to be positive and full of faith
	Well-organized person		Good listener
	Analytical, makes decisions based on facts		Practical minded, able to apply truth
	Enjoys researching an idea, does it effectively		Able to lovingly admonish when necessary
	Logical, systematic		Able to urge one to pursue a course of action
			"People person", relational, approachable, non-judgmental
	<b>TOTAL (Transfer Total to "A" Gifts on the Scoring Key on page 9)</b>		<b>TOTAL (Transfer Total to "B" Gifts on the Scoring Key on page 9)</b>

✓	<b>"C" Gift Descriptions</b>	✓	<b>"D" Gift Descriptions</b>
	Likes people and relates well		Friends look to you when decisions need to be made
	Has ability to persuade and influence people		Confident, practical, with large measure of "common sense"
	Discerning of spiritual needs in others		Able to accept disagreement and criticism without wavering
	More sympathetic/subjective than indifferent/objective		Able to make good decisions, even under pressure
	Communicates gospel with clarity, joy, and effectiveness		"Goal-oriented", decisive and clear
	Freedom and joy in talking naturally about spiritual things		Not afraid of responsibility, diligent
	Has burden for eternal destiny of souls		Has a strong sense of vision, knows where to take others
	<b>TOTAL (Transfer Total to "C" Gifts on the Scoring Key on page 9)</b>		<b>TOTAL (Transfer Total to "D" Gifts on the Scoring Key on page 9)</b>

✓	<b>"E" Gift Descriptions</b>	✓	<b>"F" Gift Descriptions</b>
	Cheerful, relational person		Develops intimate spiritual relationships
	Others easily confide in you		Peacemaker, strives for harmony among others
	Very empathetic, patient, tolerant		Willing to renounce personal interests for the sake of others
	Tend to be ruled by heart rather than head		Person-oriented, not a loner
	Crusader for causes that bring relief to others		Sensitive to people, good listener
	Responds strongly when people are hurt, displaced, or rejected		Patient, responsible
			Strong burden to see others become mature in their faith
	<b>TOTAL (Transfer Total to "E" Gifts on the Scoring Key on page 9)</b>		<b>TOTAL (Transfer Total to "F" Gifts on the Scoring Key on page 9)</b>

✓	<b>"G" Gift Descriptions</b>	✓	<b>"H" Gift Descriptions</b>
	Thorough and careful, skilled in details		Frugal; heart not encumbered by material things
	More objective than subjective		Wise in handling financial matters
	Organized, frustrated with disorganization		Generous, sacrifices personal needs and resources for God's work
	Concerned with productivity, efficiency		Joy and freedom-in giving
	Practical minded, concrete ideas to achieve goals		Desires to give quietly, without public notice
	Delegator enables and encourages others to accomplish their tasks		Grieved by waste, poor management practices
	Responsible, dependable person		Tender hearted toward the material lack of others
	<b>TOTAL (Transfer Total to "G" Gifts on the Scoring Key on page 9)</b>		<b>TOTAL (Transfer Total to "H" Gifts on the Scoring Key on page 9)</b>



✓	<b>"I" Gift Descriptions</b>	✓	<b>"J" Gift Descriptions</b>
	Usually easy-going, loyal, likable		Studious; eager learner
	Energetic, hard-working		Analytical thinker
	Works more behind the scenes than in the spotlight		Idea-oriented more than people-oriented
	Tendency to feel inadequate and unqualified for leadership		Able to concisely organize and summarize
	Has difficulty in saying "no", which can result in over-involvement		Can take in and recall large amounts of information
	Prefers doing the job themselves, rather than delegating it:		Patient in research
	Able to see concrete, physical needs and follows through to see they are met.		Desires to share what is learned
	<b>TOTAL (Transfer Total to "I" Gifts on the Scoring Key on page 9)</b>		<b>TOTAL (Transfer Total to "J" Gifts on the Scoring Key on page 9)</b>

✓	<b>"K" Gift Descriptions</b>	✓	<b>"L" Gift Descriptions</b>
	Able to sift through what is conflicting and confusing		Can sense when demonic forces are at work in a person situation or teaching
	Able to solve problems by quickly sizing up all the elements of a situation		Unique sensitivity to spiritual things
	Able to take what is abstract and make it practical and applicable		<u>Not</u> gullible; seldom "taken-in" by anyone
	Able to look at problems objectively		Able to spot insincerity and "phoniness"
	Challenged by decision making		Keen sense for recognizing inconsistencies
	Insightful when sorting out conflicting information		Sensitive to underlying spiritual factors of good or evil which are responsible for motive and behavior
			Good judge of character
	<b>TOTAL (Transfer Total to "K" Gifts on the Scoring Key on page 9)</b>		<b>TOTAL (Transfer Total to "L" Gifts on the Scoring Key on page 9)</b>

✓	<b>"M" Gift Descriptions</b>
	"Big-thinker"; willing to tackle tasks others avoid
	Not detail oriented" irritated with "red-tape".
	Very strong prayer life, especially in area of intercession
	Confident and bold in Christian ministry
	Unwavering confidence that God will do something regardless of seemingly insurmountable obstacles,
	Has vision; able to see something God wants done
	Enthusiastic about what God can and will do in people's lives
	<b>TOTAL (Transfer Total to "M" Gifts on the Scoring Key on page 9)</b>

<b>SCORING SPIRITUAL GIFT ASSESSMENT</b>			
Total ✓	SPIRITUAL GIFTS	Total ✓	SPIRITUAL GIFTS
	<b>"A" GIFTS</b> (Teaching)		<b>"H" GIFTS</b> (Giving)
	<b>"B" GIFTS</b> (Exhortation)		<b>"I" GIFTS</b> (Helps/Service)
	<b>"C" GIFTS</b> (Evangelism)		<b>"J" GIFTS</b> (Word of Knowledge)
	<b>"D" GIFTS</b> (Leadership)		<b>"K" GIFTS</b> (Word of Wisdom)
	<b>"E" GIFTS</b> (Mercy)		<b>"L" GIFTS</b> (Discernment)
	<b>"F" GIFTS</b> (Pastor/Teacher)		<b>"M" GIFTS</b> (Faith)
	<b>"G" GIFTS</b> (Administration)		

**DIRECTIONS FOR PARTICIPANT:**

Take the four Spiritual Gifts with the most number of checks and list them below from highest to lowest.

<b>GIFT RANK</b>	<b>SPIRITUAL GIFT</b>
<b>1st Ranked Gift</b> (Point Value = 4)	
<b>2nd Ranked Gift</b> (Point Value = 3)	
<b>3rd Ranked Gift</b> (Point Value = 2)	
<b>4th Ranked Gift</b> (Point Value = 1)	

*(Transfer the point value, which is in parenthesis, of the top four gifts to the appropriate column in your "Summary of Assessments" sheet on page 12.)*

# MINISTRY PASSIONS ASSESSMENT

## DIRECTIONS FOR PARTICIPANT:

The Ministry Passion Assessment may indicate your spiritual gifts through your desires, dreams, or burdens. God's leadings, promptings, or call often correlate to your giftedness. While you might not be able to answer each of the following questions, respond the best you can to the ones that apply. Reflect carefully:

### MY MODELS *(Principle: Gifted leaders and role models may attract people with a similar gift)*

1. When I think about people in ministry, I would like to be like:

NAME	SPIRITUAL GIFT(S) ADMIRIED

2. If I could be associated with a gifted Christian for special "on-the job training" in terms of their gift, I would choose....

NAME	SPIRITUAL GIFT(S) ADMIRIED

### MY DESIRES *(Principle: a restless, growing desire or burden may indicate a gift)*

1. If I could be involved or contribute to any ministry anywhere it would be:

2. As I have observed the needs and ministry opportunities in this church, I am drawn to serve in:

### MY EXPERIENCES *(Principle: My experiences in the past as well as my current circumstances may have involved the use of a particular gift or gifts)*

1. In the past, others have commented that they have been helped or blessed by my service when I did the following:

2. In the past I have been blessed when I served or ministered in the following ways:

MINISTRY	POSSIBLE SPIRITUAL GIFTS MANIFESTED

**MY CALLING** (Principle: A God-directed call to a specific task may mean a gift is needed) Note: You may not be able to answer this with any conviction at this point in your life.

I am certain that God has called me to a specific ministry. It is:

MINISTRY	SPIRITUAL GIFTS REQUIRED

**SCORING OF MINISTRY PASSION ASSESSMENT**

As you review the questions above, list those gifts below which occur two or more times (start with the most frequently observed).

GIFT RANK	SPIRITUAL GIFT
<b>1st Ranked Gift</b> (Point Value = 4)	
<b>2nd Ranked Gift</b> (Point Value = 3)	
<b>3rd Ranked Gift</b> (Point Value = 2)	
<b>4th Ranked Gift</b> (Point Value = 1)	

(Transfer the point value, which is in parenthesis, of the top four gifts to the appropriate column in your "Summary of Assessments" sheet on page 12.)



# SUMMARY OF ASSESSMENTS

## DIRECTIONS FOR PARTICIPANT:

List your top four gifts from each assessment, using 1, 2, 3, 4 alongside the appropriate gifts with 4 being the highest rated, 3 the second highest, etc. If two or more gifts have the same score, then rate them equally.

SPIRITUAL GIFT	OBSERVATION	SPIRITUAL GIFT	MINISTRY PASSIONS	TOTAL SCORES
<b>SPEAKING GIFTS</b>				
Teaching				
Pastor/Teacher				
Exhortation				
Evangelism				
Leadership				
<b>SERVING GIFTS</b>				
Administration				
Mercy				
Helps/Service				
Giving				
<b>SUPPORT GIFTS</b>				
Knowledge				
Wisdom				
Discernment				
Faith				



# MEYERS-BRIGGS PERSONALITY ASSESSMENT

## DIRECTIONS FOR PARTICIPANT:

1. Each number contains two questions that relate to opposite kinds of behaviors or ministry style traits. **Using the scale underneath each set of descriptions, fill in the number which best indicates your preferred ways of serving.** You may want to circle a number under each statement if you believe that both descriptions apply to you, but you might want to circle a number under only one side.
2. The numbers on the scale below each set of questions are your shorthand answers and have the following meanings:
  - ⑤ - Always true for me
  - ④ - True most of the time
  - ③ - True about half of the time
  - ② - Sometimes true
  - ① - Rarely true
3. Always go with your initial response. Try to respond in terms of how you **prefer** to serve or ministry, not how you **think** you should serve. Try to express your own preference and not mirror what you think others expect of you, or even what your family or church expects from you. Think especially of how you relate to others in the church and community as you answer.
4. Scoring instructions are given at the end of this exercise. Read them after you have completed the following pages.

MEYERS-BRIGGS PERSONALITY ASSESSMENT (ORIENTATION)		
EXTROVERSION		INTROVERSION
1) Do you find that your attention flows naturally to the people and things around you?  ALWAYS TRUE   5   4   3   2   1   RARELY TRUE	<b>OR</b>	Do you find that whenever possible, you prefer to occupy yourself with your own inner world of thoughts and ideas?  ALWAYS TRUE   5   4   3   2   1   RARELY TRUE
2) Would you characterize yourself as outgoing?  ALWAYS TRUE   5   4   3   2   1   RARELY TRUE	<b>OR</b>	Would you describe yourself as basically a reserved person?  ALWAYS TRUE   5   4   3   2   1   RARELY TRUE
3) Is your energy renewed by being with others?  ALWAYS TRUE   5   4   3   2   1   RARELY TRUE	<b>OR</b>	Even though you enjoy others' presence, do you find that you need solitude to recharge your batteries?  ALWAYS TRUE   5   4   3   2   1   RARELY TRUE
4) Are you rather easy to get to know?  ALWAYS TRUE   5   4   3   2   1   RARELY TRUE	<b>OR</b>	Are you reluctant to allow others into your private world?  ALWAYS TRUE   5   4   3   2   1   RARELY TRUE
5) Do you find it easy to think out loud?  ALWAYS TRUE   5   4   3   2   1   RARELY TRUE	<b>OR</b>	Do you feel that you need to turn inward in order to collect and organize your thoughts before you speak?  ALWAYS TRUE   5   4   3   2   1   RARELY TRUE
6) Are you rather expressive of your feelings?  ALWAYS TRUE   5   4   3   2   1   RARELY TRUE	<b>OR</b>	Do you mostly keep your feelings to yourself?  ALWAYS TRUE   5   4   3   2   1   RARELY TRUE
7) When you are under stress, do you seek the company of others in order to sort things out?  ALWAYS TRUE   5   4   3   2   1   RARELY TRUE	<b>OR</b>	When under stress, do you require a measure of seclusion so that you can pull things together?  ALWAYS TRUE   5   4   3   2   1   RARELY TRUE
8) Do you tend to act first and then think later?  ALWAYS TRUE   5   4   3   2   1   RARELY TRUE	<b>OR</b>	Do you tend to reflect and reflect and then eventually get around to action?  ALWAYS TRUE   5   4   3   2   1   RARELY TRUE



MEYERS-BRIGGS PERSONALITY ASSESSMENT (DECISION-MAKING)	
THINKING	FEELING
<p>1) <i>Are you generally satisfied in basing your decisions on an objective analysis—weighing the pros and cons of a situation logically?</i></p> <p>ALWAYS TRUE (5) (4) (3) (2) (1) RARELY TRUE</p>	<p><b>OR</b> <i>Regardless of the pros and cons, are your decisions based on what you feel is valuable to you and to others?</i></p> <p>ALWAYS TRUE (5) (4) (3) (2) (1) RARELY TRUE</p>
<p>2) <i>Can you usually get on with your job, regardless of relational harmony?</i></p> <p>ALWAYS TRUE (5) (4) (3) (2) (1) RARELY TRUE</p>	<p><b>OR</b> <i>Do you find that harmonious relationships are essential for you to function effectively in a situation?</i></p> <p>ALWAYS TRUE (5) (4) (3) (2) (1) RARELY TRUE</p>
<p>3) <i>Does making a critical evaluation come more naturally for you than speaking a word of praise?</i></p> <p>ALWAYS TRUE (5) (4) (3) (2) (1) RARELY TRUE</p>	<p><b>OR</b> <i>Do you prefer to offer a compliment more often than a word of critique?</i></p> <p>ALWAYS TRUE (5) (4) (3) (2) (1) RARELY TRUE</p>
<p>4) <i>When forced to choose, do you place straightforwardness above tactfulness?</i></p> <p>ALWAYS TRUE (5) (4) (3) (2) (1) RARELY TRUE</p>	<p><b>OR</b> <i>When you are under pressure, do you place tactfulness above straightforwardness?</i></p> <p>ALWAYS TRUE (5) (4) (3) (2) (1) RARELY TRUE</p>
<p>5) <i>Do you find that your contribution to a group often lies in your ability to help people see objectively?</i></p> <p>ALWAYS TRUE (5) (4) (3) (2) (1) RARELY TRUE</p>	<p><b>OR</b> <i>Do you find your contribution to others usually flows from your ability to empathize and to help people stay mindful of other's feelings?</i></p> <p>ALWAYS TRUE (5) (4) (3) (2) (1) RARELY TRUE</p>
<p>6) <i>In conversation, are you more concise than expressive?</i></p> <p>ALWAYS TRUE (5) (4) (3) (2) (1) RARELY TRUE</p>	<p><b>OR</b> <i>In conversations, are you more expressive than concise?</i></p> <p>ALWAYS TRUE (5) (4) (3) (2) (1) RARELY TRUE</p>
<p>7) <i>Do you believe that people are more likely to make a wrong move if they go with their heart rather than their head?</i></p> <p>ALWAYS TRUE (5) (4) (3) (2) (1) RARELY TRUE</p>	<p><b>OR</b> <i>Do you believe that people are more likely to make a wrong move if they go with their head rather than their heart?</i></p> <p>ALWAYS TRUE (5) (4) (3) (2) (1) RARELY TRUE</p>
<p>8) <i>Are you more fact based, with greater interest in tasks being accomplished than people's feelings?</i></p> <p>ALWAYS TRUE (5) (4) (3) (2) (1) RARELY TRUE</p>	<p><b>OR</b> <i>Are you more personal, with greater interest in harmony with people than the task being accomplished?</i></p> <p>ALWAYS TRUE (5) (4) (3) (2) (1) RARELY TRUE</p>

MEYERS-BRIGGS PERSONALITY ASSESSMENT (PERCEPTION)		
SENSING		INTUITIVE
1) <i>Do you depend on your five senses in order to gather data about what's happening?</i>  ALWAYS TRUE   5   4   3   2   1   RARELY TRUE	<b>OR</b>	Do you rely more on your intuitions and hunches in order to form impressions about what's going on?  ALWAYS TRUE   5   4   3   2   1   RARELY TRUE
2) <i>Do you prefer straightforward ways of speaking and writing—the more specific and concrete the better?</i>  ALWAYS TRUE   5   4   3   2   1   RARELY TRUE	<b>OR</b>	Do you like a speaker or writer to use images and symbols that allow you to engage your own imagination?  ALWAYS TRUE   5   4   3   2   1   RARELY TRUE
3) <i>Are you an observer of tradition, one who does not easily break with custom?</i>  ALWAYS TRUE   5   4   3   2   1   RARELY TRUE	<b>OR</b>	Are you able to break with tradition if it seems restrictive and to lay aside customs that seem too cumbersome for a new situation?  ALWAYS TRUE   5   4   3   2   1   RARELY TRUE
4) <i>Does the here and now keep your attention?</i>  ALWAYS TRUE   5   4   3   2   1   RARELY TRUE	<b>OR</b>	Are you fascinated by what could be, and find that those possibilities occupy your thoughts?  ALWAYS TRUE   5   4   3   2   1   RARELY TRUE
5) <i>Do you usually see the “trees” before the “forest”; i.e., details before the big picture?</i>  ALWAYS TRUE   5   4   3   2   1   RARELY TRUE	<b>OR</b>	Are you a person who often sees the forest before you see the trees; i.e., the big picture before the details?  ALWAYS TRUE   5   4   3   2   1   RARELY TRUE
6) <i>Are you a practical sort of person with a common sense approach to things?</i>  ALWAYS TRUE   5   4   3   2   1   RARELY TRUE	<b>OR</b>	Are you an inventive sort of person with a creative approach to things?  ALWAYS TRUE   5   4   3   2   1   RARELY TRUE
7) <i>If someone hangs a new picture or puts a new plant on the table, will you usually notice it?</i>  ALWAYS TRUE   5   4   3   2   1   RARELY TRUE	<b>OR</b>	Are you often more unobservant of your such things in your surroundings?  ALWAYS TRUE   5   4   3   2   1   RARELY TRUE
8) <i>Are you a steady, dependable kind of person who continues on with a project over the long term?</i>  ALWAYS TRUE   5   4   3   2   1   RARELY TRUE	<b>OR</b>	Do you tend to work by inspiration and find that when your vision for a task fades, so does your energy?  ALWAYS TRUE   5   4   3   2   1   RARELY TRUE

MEYERS-BRIGGS PERSONALITY ASSESSMENT (LIFESTYLE)		
JUDGING		PERCEIVING
1) Do you prefer to plan your work and work your plan? ALWAYS TRUE (5) (4) (3) (2) (1) RARELY TRUE	OR	Do you tend to be more unsystematic in your ways? ALWAYS TRUE (5) (4) (3) (2) (1) RARELY TRUE
2) Do your basic contributions to a group often stem from being orderly, planned, and decisive? ALWAYS TRUE (5) (4) (3) (2) (1) RARELY TRUE	OR	Are the attributes you bring to a group such things as spontaneity, open mindedness, tolerance and adaptability? ALWAYS TRUE (5) (4) (3) (2) (1) RARELY TRUE
3) Do you enjoy bringing things to completion—finishing the task? ALWAYS TRUE (5) (4) (3) (2) (1) RARELY TRUE	OR	Do you like the feeling of getting new things started and having many projects going at the same time? ALWAYS TRUE (5) (4) (3) (2) (1) RARELY TRUE
4) Do you like to get the information you need and bring things to a conclusion quickly? ALWAYS TRUE (5) (4) (3) (2) (1) RARELY TRUE	OR	Do you prefer to wait until you are sure you've gathered all the information? ALWAYS TRUE (5) (4) (3) (2) (1) RARELY TRUE
5) Are you the sort of person who likes having standard operating procedures and set routines for doing things? ALWAYS TRUE (5) (4) (3) (2) (1) RARELY TRUE	OR	Do you prefer trying out new and fresh ways of doing recurring tasks so that you won't get into a rut? ALWAYS TRUE (5) (4) (3) (2) (1) RARELY TRUE
6) Would the phrase "A place for everything and everything in its place" be descriptive of your ministry style? ALWAYS TRUE (5) (4) (3) (2) (1) RARELY TRUE	OR	Do you like to leave your schedule open so that you can respond to new and changing events? ALWAYS TRUE (5) (4) (3) (2) (1) RARELY TRUE
7) Is it unsettling for you to keep matters up in the air and undecided? ALWAYS TRUE (5) (4) (3) (2) (1) RARELY TRUE	OR	Do you prefer to keep your options open for as long as possible, so you won't miss something? ALWAYS TRUE (5) (4) (3) (2) (1) RARELY TRUE
8) Do you prefer to be more task-oriented than relaxed? ALWAYS TRUE (5) (4) (3) (2) (1) RARELY TRUE	OR	Do you prefer to be more relaxed than task-oriented? ALWAYS TRUE (5) (4) (3) (2) (1) RARELY TRUE

SCORING THE ASSESSMENT

1. Score each section of the exercise separately.
2. Add the numbers circled in each column.
3. Place your totals in the appropriate spaces.
4. Go back to #3 above and circle the letter in each set that has the higher score. The circled letters suggests your ministry style type.
5. Whenever your scores in a given set are as much as 10 points (or more) apart, your preference is clearer. Less than a 10-point difference means that a strong inclination in one direction contrasted to the other is not indicated by this exercise.
6. Go to the Descriptions of the Myers-Briggs 16 Types beginning on the next page to find a description of your Temperament Type and include in your Divine Design Statement the descriptors that apply to you.

CATEGORIES	SPIRITUAL GIFT			
<b>ORIENTATION</b>	Extroversion		Introversion	
<b>PERCEPTION</b>	Sensing		Intuitive	
<b>DECISION-MAKING</b>	Thinking		Feeling	
<b>LIFESTYLE</b>	Judging		Perceiving	



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# **SPIRITUAL GIFT** DESCRIPTIONS

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## WORD STUDY

- (*euangelistehs*) - To announce glad tidings (from *eu*: good and *angelos*: a messenger)
- (*euangelion*) means good news, the gospel...An evangelist is a preacher of good news.

## DEFINITION OF GIFT

Though all Christians are to witness their faith in Christ, the gift of evangelism is a special ability to communicate the Gospel message in relevant terms to unbelievers in such a way that people respond and are converted.

## BIBLICAL REFERENCES

Acts 21:8; Acts 8:1-4; Acts 12:26-40; Romans 10:1-17

## SYMPTOMS OF GIFT

- You have the ability to converse easily with strangers or people of short acquaintance.
- You have the ability to persuade or influence people.
- You have the ability to include spiritual truth in normal conversation with the unsaved by sensing occasions to do so.
- You have a freedom and joy in talking about Christian things naturally and unforced.
- You specifically pray much for unsaved people by name.
- You have a strong need to share the Good News with others and you feel incomplete when you are not witnessing regularly.
- You see fruit in your efforts.
- You have the ability to make friends easily.
- You become frustrated when you see other Christians who don't seem to care as much for the lost as you do.
- Even though you are sometimes afraid, you still feel compelled to share your faith with those you meet, and you are amazed at how often they respond.

## HOW TO DEVELOP GIFT

- Receive general training in how to witness.
- Become a part of an "evangelism explosion" or similar team.
- Become very clear on the essentials of salvation.
- Study Romans.
- Practice!

## MINISTRY OF GIFT

Extensive, virtually everywhere: in the workplace, one-on-one or in large groups, formal team type work or spontaneous, in the church through teaching how to witness. Many have this gift but do not develop or use it. The evangelist lays a foundation in the person's life. The teachers build upon it.

## WORD STUDY

- (*poimehn*) - a shepherd, one who tends herds or flocks, involves tender care and vigilant superintendence.
- (*didaskalos*) - an instructor, a teacher of truth.

## DEFINITION OF GIFT

The special ability to assume the long-term responsibility for the spiritual growth and welfare of a believer or group of believers. This is the discipling gift.

## BIBLICAL REFERENCES

John 10:1-16; 1 Peter 5:1-4; Tim 3:1-7(*overseers*); Jeremiah 17:16; Jeremiah 2:8; Jeremiah 3:15; Ezekiel 34; Acts 20:18 ff

## DISCUSSION

There is some debate among Christians as to whether pastor-teacher is one gift or two separate gifts. Because of the conjunction between pastor and teacher, most agree that it speaks of a singular gift. The conjunction is the Greek word "kai". Often "kai" has the meaning "that is" or "in particular" and indicates that the "shepherds" and "teachers" are viewed as one common group, i.e., "teaching shepherds".

## SYMPTOMS OF GIFT

- You are person-oriented. You are not a loner.
- You are gifted in bringing out the best in people. You instinctively know where their strengths lie, in what situations they thrive, and what nourishes and delights them.
- You are sensitive to people. You are a careful listener who can spot others' needs.
- You have the gift of long-term discipling. (differs in exhortation in that one with that gift can help in an immediate situation, whereas a pastor is more of a caretaker who watches over one's long-term growth).
- You have a great sense of responsibility for the welfare of others.
- You are never afraid to get "involved" with people.
- It is important for you to know, keep in touch, and be known by those Christians for whom you are responsible.
- You have a strong desire to give yourself to struggling or straying Christians so that they are encouraged and brought back into the group.
- People who have wandered from Christ or from the church body seem to respond well to your concern and are often brought back.

## HOW TO DEVELOP GIFT

- Be disciplined yourself by someone with this gift
- Train yourself to understand and spot spiritual gifts in others.
- Train yourself in counseling.
- Train yourself in biblical discussion leading
- Study the disciple-training books and materials of the Navigators.
- Be familiar with the biblical references on the preceding page.

## MINISTRY OF GIFT

Elder and ordained pastor, small group leader, counselor, letter-writer, youth sponsor, nursing home ministry, one-on-one, phone ministry.

## WORD STUDY

(*didaxeh*), (*didaskalia*) - instruction, doctrine, those who give instruction, mentoring

## DEFINITION OF GIFT

The supernatural ability to discover and analyze biblical truth and communicate that knowledge and truth in a way that people can see, learn, and be transformed.

## BIBLICAL REFERENCES

- Look at the teaching methods of Jesus (John 3:2; Matt 4:23; 13:54; Mark 1:22, 6:34; Luke 4:31; 5:3; John 8:2)
- Look at what Jesus taught. (John 14:10; Luke 24:25-27; Matt 12:38-42; Matt 19:4-6; Luke 17:26-32)
- Look at what we learn about teaching from the "Great Commission" (Matt 28:19-20)
- Instruction in teaching from the Epistles. (1Tim. 6:3-5; Col 1:28, 2:6-8; Titus 1:7-11; Rev 2:14, 20; 2 Tim 2:24-26; 3:15-17, 4:2-3)

## DISCUSSION

- Teaching is singled out as a high accountability gift. (James 3:1 "Let not many of you become teachers, my brethren, knowing that as such we shall incur a stricter judgment.")
- Judgment will be great on false teachers (see: 2 Peter 2:1)

## SYMPTOMS OF GIFT

- People consistently understand truth as a result of what you say.
- You have a tremendous drive within to understand truth and to see ways to explain it to others.
- You have a thirst for study and will be able to discipline yourself to much study of God's Word.
- You will find yourself overly concerned about meaning and not satisfied with unclear explanations.
- You have a great desire for clarity and spend much time organizing material.
- You have the ability to put yourself in the shoes of the students in order to illustrate the truth clearly.
- You are patient and usually not threatened by questions.
- You are able to present truth in a logical, systematic way.
- You enjoy word studies, love to do research and to study.
- You become very upset when Scripture is used out of context.
- You prefer teaching believers rather than engaging in evangelism.
- You feel that Bible study is foundational to the operation of all the gifts, and you are grieved when you see apathy among Christians to in-depth study of the Word.
- You tend to have only a select circle of friends; you avoid superficial friendships.
- You have strong convictions and opinions based on investigation of facts.
- You are more objective than subjective.
- **POTENTIAL PROBLEM:** You may tend to neglect the practical application of truth for the theoretical.
- **POTENTIAL PROBLEM:** You may develop pride in intellectual ability.
- **POTENTIAL PROBLEM:** You tend to be dogmatic and legalistic and slow to accept the viewpoints of others

## HOW TO DEVELOP GIFT

- Practice!
- Study hermeneutics
- Ongoing Bible Study (such as Precept Upon Precept)
- Study the teaching skills of the Master Teacher, Jesus

## MINISTRY OF GIFT

Everywhere! Need to realize wide span of use of this gift: small groups, large groups, various ages, discussion leader or platform teacher, writing.

## WORD STUDY

- (*paraklehsis*) - a calling to one's side and thus to his aide.
- Root word (*paraklehtos*) is the word for the Holy Spirit.

## DEFINITION OF GIFT

The ability and responsibility to come alongside and provide encouragement, strength, stability, and consolation through the application of biblical truth. This is the major counseling gift.

## BIBLICAL REFERENCES

- Barnabas is the classic example. (Acts 4:36-37; Acts 9:23-27; Acts 15:35-39; 2Tim 4:11)
- Study Hebrews. The entire book is an exhortation.
- Note these examples of how exhortation mixes with other gifts. (Acts 2:40; 1 Cor 14:3; 1 Tim 6:2; 2 Tim 4:2; 2 Thes. 3:12)
- Look at the importance of exhortation. (1Thes 2:3-12; 1 Tim 4:13)
- If you don't have the gift of exhortation, what are you to do? (1 Thes 5:11; Heb 3:12-13; Heb 10:24-25)

## SYMPTOMS OF GIFT

- People frequently confide in you their innermost problems because they sense in you an empathetic ear.
- People like to be around you because you cheer them up simply by your attitude and demeanor.
- You love to share with anyone a truth from a verse of Scripture which has meant much to you.
- You are "person centered". You enjoy being with people and have the ability to put each person at ease.
- You are not one for speculation or abstraction. You are practically minded.
- You are able to listen to problems without becoming extremely weighed down or depressed yourself.
- You are not detached but are a sympathetic person who "gets inside" and understands people's feelings
- You are a good listener.
- You are able to rebuke when necessary.
- You become very frustrated with teaching that is not very practical in its application.
- When you teach, you want visible response (interaction in the group).
- You prefer to apply rather than research truth. You tend to find truth in experience, then validate it in Scripture
- You accept people as they are without judging them.
- You are loved because of your positive attitude.
- You want to clear up problems with others quickly, you dislike strained relationships.
- You tend to make decisions easily.
- **POTENTIAL PROBLEM:** You may be too eager to give your opinion or advice.
- **POTENTIAL PROBLEM:** You may use Scripture out of context in order to make a point.
- **POTENTIAL PROBLEM:** You may give pat answers.
- **POTENTIAL PROBLEM:** You may be outspokenly opinionated.

## HOW TO DEVELOP GIFT

- Study regularly the passages of Scripture, which are heavy on application. (Psalms, Proverbs)
- Study Job to note how and how not to empathize with those who are suffering.
- Study Ecclesiastes to see areas in which men seek satisfaction.
- Memorize verses, which will prove helpful to you as you use your gift.
- Take a course in Christian counseling. Read books by Jay Adams and Larry Crabb.

## MINISTRY OF GIFT

Very extensive...every ministry needs exhorters! Specifically, lay counseling, leading small groups, one-on-one disciplining of new Christians. Often mixed with teaching and prophecy for a very effective speaking mix. Wonderful when mixed with mercy in jail ministry, nursing home ministry, shut-ins, hospital ministry.

## WORD STUDY

- (*proistehmi*) - to put before, to stand before, to set over, to manage, to have charge over, to rule. Used in Romans 12:8.
- This word is used 8 times in the New Testament, 3 times in 1 Timothy (where it is translated "manage"), also in 1 Timothy and Titus in describing work of elders.

## DEFINITION OF GIFT

The special ability to set goals for people and to be able to motivate people to work harmoniously and consistently towards the achievement of those goals

## BIBLICAL REFERENCES

Exodus and Deuteronomy (*Moses' leadership skills*); Nehemiah; 1 Timothy 3; Titus 3.

## DISCUSSION

There is some disagreement as to whether the gift of LEADING (Ruling) as listed in Romans 12 is the same gift as ADMINISTRATIONS (Governments) listed in 1 Corinthians 12:28. Since the Greek words are different, and since there seem to be some clear distinctions between leading and administering, this study will consider them two separate gifts.

## SYMPTOMS OF GIFT

- People look to you when something needs to be done.
- You may not be an accomplished public speaker, but you are generally at ease before a group.
- You are a "goal oriented" person, decisive/clear in visualizing where you want to go
- You do not do everything yourself. Delegation is instinctive for you, and you are effective in seeing that people do their jobs.
- You are able to foresee problems and begin ahead of time to provide ways to circumvent them.
- You have a concern for the good of the whole group.
- You are not afraid of responsibility, yet you are not hungry for power, either.
- You will wait to have authority given to you.
- You take your responsibility seriously, and you accomplish your tasks "with diligence". You recognize that leadership is a high accountability gift.
- You are able to endure criticism.

## HOW TO DEVELOP GIFT

- Study Moses and the book of Nehemiah
- Study leadership passages in the Pastoral epistles
- Practice. Do not hesitate to accept leadership responsibilities.
- Take courses on management.
- Develop a clear understanding of the nature of the church, its purposes, functions, growth process.

## MINISTRY OF GIFT

Leaders are needed at all levels in the Body of Christ. All classes, teaching fellowships, committees, boards, and ministries need leaders who can put people at ease and move them toward goals.

## WORD STUDY

- (*kubernehsis*) - to steer, to guide, to pilot, to direct - Used in 1 Cor 12:28.
- Used only once in New Testament

## DEFINITION OF GIFT

The special ability to devise, organize and execute plans to reach goals using the available resources in the most efficient way.

## BIBLICAL REFERENCES

Acts 27:11; Exodus 18:13:26

## DISCUSSION

- Distinguishing between the gift of leadership and the gift of administration
- The leader is the captain of the ship; the administrator is the pilot.
- The leader sees the broader picture; the administrator sees the details.
- The leader has the vision; the administrator sets up goals to achieve vision.
- The leader aspires; the administrator carries out.
- The leader is the motivator...the administrator is the implementer.
- The leader says "Follow me!" while the administrator says "I'll show you how to get there."

## SYMPTOMS OF GIFT

- You prefer to be "second in command". You will do the organizing, though you may not wish to persuade and motivate people to goals.
- You are an organizer, and you tend to be organized personally.
- You hate inefficient use of time, energy and money.
- You not only enjoy planning a good course of action, you don't mind the scheduling, phone calling, letter writing, etc. You like to get things done.
- You are constantly making lists and writing notes to yourself and others.
- You are able to identify concrete ways to achieve abstract goals.
- You do not enjoy specifically being told everything to do (that is the gift of helps); rather, you need to be given a general direction and then the freedom to operate as you think best
- You think of details.
- This gift is often grouped with leadership.

## HOW TO DEVELOP GIFT

- Read and be trained in management skills
- Volunteer for administrative positions.

## MINISTRY OF GIFT

Widespread; virtually every ministry within the church needs those who have administrative skills to plan and get the job done; deacons, coordinators of events (i.e., Missions conference, Spring Fling). A behind-the-scenes gift that is absolutely vital.

## WORD STUDY

- (*eleao*) - to have pity, compassion
- The outward manifestation of pity; assumes need on the part of him who receives it and resources adequate to meet the need on the part of him who shows it.

## DEFINITION OF GIFT

- The special ability to feel love and sympathy for people who are suffering, and to alleviate the suffering through kind deeds. The practical use of this gift expresses the love of God to those in need and thus prepares their hearts for acceptance of the Gospel message.
- Whereas exhortation helps sufferers mainly through words, mercy helps mainly through deeds.

## BIBLICAL REFERENCES

Micah 6:18; Heb 2:17-18; Matt 9:36; 1 John 3:17; Luke 10:30-37; James 2:15-16; Col. 3:12-15

## SYMPTOMS OF GIFT

- You can tolerate being in the presence of persons or situations that others avoid due to unpleasantness. You are not repulsed.
- You are extremely patient, so as to be able to sit at a bedside or put up with helpless irksome behavior in people.
- You are very tender-hearted and are deeply moved by a display of any suffering and distress.
- You are comfortable in institutions (prisons, nursing homes, hospitals), places that others would rather avoid.
- People in need like to have you around because you cheer them up.
- You respond to the need without considering whether or not the person deserves, or has earned, any help.
- You take care with words and actions to avoid hurting others.
- You tend to be ruled by your heart rather than your head.
- You have a bent toward enjoying practical service more than theoretical service of a conceptual nature.
- You have a willingness to do little jobs without any credit just for the joy of doing them and knowing they are a help to someone.
- You possess a lot of energy and physical stamina
- You possess a lot of practical skills and enjoy working with your hands.
- You have no desire to be "up front". Yours is a quiet, behind the scenes gift
- You may have difficulty saying "no" and find yourself overwhelmed with many errands and demands on your time and energy.
- You prefer working on immediate goals rather than long-range ones.
- You tend to do more than asked to do.
- You prefer doing a job to delegating it.
- **POTENTIAL PROBLEM:** You may become critical of others who do not help out with obvious needs (Martha syndrome)
- **POTENTIAL PROBLEM:** You may neglect own family's needs in helping out with others.
- **POTENTIAL PROBLEM:** You may become pushy or interfering in your eagerness to help.
- **POTENTIAL PROBLEM:** You may find it hard to accept being served by others.

## HOW TO DEVELOP GIFT

- Serve!
- Become a teacher's aide, a deacon's aide

## MINISTRY OF GIFT

Everywhere! Without this gift, the body of Christ could not exist. Deacons, secretaries, administrative assistants, teacher's aides



## WORD STUDY

- "**Helps**" as found in I Cor 12:28.
  - (*atlehmopsis*) - a laying hold of, an exchange, to take so as to support.
  - (*anti*) - means in exchange or in front of; (*lambanomai*) - means to lay hold of
  - Meaning: "Here, let me take care of that for you."
- "**Service**" as found in Romans 12:7.
  - (*diakoinia*) - ministry, service, root word for office of deacon

## DEFINITION OF GIFT

The ability to see needs and to assist whenever a need occurs, to do so as to strengthen, help or encourage others. Such service may be menial or domestic in nature. It is a special ability to invest time and talents into the lives of other Christians, thus freeing them to be more effective in their ministries.

## BIBLICAL REFERENCES

Philippians 2:25 (*Epaphroditis*); Romans 16:1 (*Phoebe*); Philemon 10 (*Onesimus*); Mark 10:40-45; 1 Tim 3; Matt 20:20-28; Acts 6:1-6; 2 Tim 1:16-18 (*Onesiphorus*)

## DISCUSSION

- Because there are too different Greek words involved here, it is probable that two different gifts are being described. However, they are very similar in nature and are difficult to distinguish.
- "Helps" would most likely refer to the one who sees many needs in a situation and is able to "jump in" wherever there is a need. "Helps" would be analogous to the hand in the body. The hand can do anything: brush hair, pass out papers, set up chairs, cook, stuff envelopes, make phone calls, change light bulbs, etc.
- "Service" more often refers to one with a specific ministry. The liver would be analogous to service in the body of Christ. This person may not be able to see and meet needs on the wide scale, but rather he performs a consistent, faithful service in one area. One with the gift of service faithfully serves coffee and cleans up the church kitchen week after week.

## SYMPTOMS OF GIFT

- You have an unselfish nature, which likes to do tasks, menial or otherwise, as long as they help others.
- You have the ability to see temporal needs of others.
- You tend to be a crusader for good causes.
- Your intercessory prayer life is very strong.
- You love to do thoughtful things (remember birthdays, etc.)
- **POTENTIAL PROBLEM:** You are very vulnerable and easily hurt by others.
- **POTENTIAL PROBLEM:** You are sometimes prone to take up another person's offense.

## HOW TO DEVELOP GIFT

- Volunteer for hospital service jobs, institutions, nursing homes.
- Serve on committees who work with the elderly, prisoners, widows, orphans, the handicapped.
- One on one ministry to any you meet
- Crisis pregnancy centers
- Single parent families
- Meals on Wheels
- Inside and outside the church, the list is endless.

## MINISTRY OF GIFT

Everywhere! Without this gift, the body of Christ could not exist. Deacons, secretaries, administrative assistants, teacher's aides

## WORD STUDY

- (*metadidomi*) - not the simple word for giving, which is (*didomi*)
- (*meta*) is an intensifier. It means "with" and is used five other times in the New Testament, meaning sharing, imparting, giving of self. Involves all your being and implies sharing, sacrificial nature.

## DEFINITION OF GIFT

The capacity to give liberally to meet the needs of others and yet to do so with a purity of motive which senses that the giving is a simple sharing of that which God has provided. Involves not only money, but all the person possesses.

## BIBLICAL REFERENCES

Acts 4:34-37; 1 Tim 6:17-18; 2 Cor 8:1-5; 2 Cor 9:1-15; Phil 4:17-19

## DISCUSSION

In the light of every believer's responsibility to the work of ministry, how is this gift distinguished? Every believer is responsible for obedient giving which in the Old Testament involved tithing and in the New Testament seems to imply giving as God has prospered. Obedient giving is a maintenance kind of giving, the consistent giving of resources as God prospers and provides. On the other hand, gifted giving seems to include and go beyond obedient giving, and involves forward and crisis giving. For these people, money is constantly coming in and going out, and giving is done with a singleness of mind, a natural joy and delight, with simplicity and no pretense or agendas. When emergency needs arise, it is usually the people with the gift of giving that respond.

## SYMPTOMS OF GIFT

- You are quick to recognize material needs of others and to assume some burden to meet those needs.
- You are careful in the handling of your financial matters and you have a bent toward obtaining only those things which you need. -
- You have a conviction that all of what you have belongs to God and you as a steward want to be a channel for God to use what He has given you.
- You have no desire for acclaim and expression of gratitude, and you prefer to give anonymously.
- It gives you great joy to give. You are able to give great proportions of your wealth without great effort of will. It is not painful. Ten percent (10%) of income is a very small amount for you.
- Someone has said "A person with this gift does not ask 'How much must I give?' but 'How much must I keep?'"
- You are able to meet needs in ways that bring spiritual benefit to the recipients.
- You are skillful in making and managing money (not necessarily, but often true).
- You are often willing to sacrifice personal desires to give to God's work.
- When presented with a physical or spiritual need, you tend to respond on your own initiative to try to meet it, especially through material or monetary generosity.

## HOW TO DEVELOP GIFT

- Learn good financial management.
- Study Biblical passages dealing with giving
- Practice!

## MINISTRY OF GIFT

Deacons, as they are charged to develop liberality in their congregations, mercy ministry, everywhere!

## WORD STUDY

- (*logos*) - denotes the expression of thought, a conception or idea. Used in 1 Cor. 12:8.
- (*gnosis*) - indicates a seeking to know, inquiry, investigation
- note: word is not (*epignosis*), which indicates true, full knowledge

## DEFINITION OF GIFT

The special ability to discover, organize, relate and clarify information and ideas

## BIBLICAL REFERENCES

2 Peter, Colossians 2:3; 1 Cor 8:1; Proverbs 15; Hosea 4:6; Hosea 6:6

## DISCUSSION

- Some believe that these gifts are situational communications given by the Spirit for a particular moment; i.e., a word which comes from God as knowledge or wisdom for a certain specific situation. (Problem: use of the word (*gnosis*) instead of (*rehma*), which indicates spoken word only.)
- Some believe these gifts were no longer needed once the New Testament canon was completed and henceforth no longer exist.

## SYMPTOMS OF GIFT

- You easily get "the big picture" when studying an area of knowledge. You can summarize and outline a book or lecture so that it is clearer than when it was first delivered.
- You can take in, retain and recall large amounts of information.
- You are an eager learner, you love to discuss and think about ideas. You enjoy the academic world. You are patient in research.
- You are often more idea-oriented than people-oriented. You are bored with small talk and gossip.
- This gift is often coupled with teaching gift (but not always).

## HOW TO DEVELOP GIFT

- Sharpen your study habits.
- Read a lot and write. Outline and organize on paper.
- Try to teach to see if you have knowledge mixed with teaching. Write magazine articles, books, commentaries, teaching materials, work in church library, Seminary and Bible college professors.

## WORD STUDY

- (*logos*) - denotes the expression of thought, a conception or idea. Used in 1 Cor. 12:8.
- (*sophia*) - skilled, refers to insight into true nature of things

## DEFINITION OF GIFT

The special ability to apply truth to concrete situations, to communicate wisdom; to properly evaluate a situation in the light of spiritual truth.

## BIBLICAL REFERENCES

Job 28 26; Proverbs 1:7; 15:33; Colossians 2:3; Colossians 1:9-12; James 3:13-18; Jeremiah 9:23-24; 1 Cor 1:18-25.

## SYMPTOMS OF GIFT

- "Insight" is the key word here. You possess this quality as you sift through what is often conflicting and confusing. You are able to communicate this insight to others.
- You are able to take what is technical and make it practical and applicable.
- You are a problem solver. You can quickly size up all the elements of a situation.
- Wisdom differs from discernment in that it is not person-centered but rather problem-centered.
- Wisdom may be communicated either verbally or in written form.
- When a group discussion becomes confused and entangled, you are able to clarify, offer a suggestion which is insightful, and harmony results.
- This gift is useful blended with any other of the gift mixes in the body of Christ. Usually but not always mixed with speaking gifts.

## HOW TO DEVELOP GIFT

- Get in decision-making bodies, areas where you are a "trouble-shooter".
- Study the WORD, look very closely at Proverbs, and James.
- Realize gift grows stronger with experience and deeper prayer life.
- Useful in counseling situations

## WORD STUDY

(*diakrisis*) - act of judgments, a clear discrimination, to separate, judging whether spirits are evil or of God. Used in 1 Cor. 12:10.

## DEFINITION OF GIFT

The ability to separate that which is from God and what is not; the ability to know whether motives and behavior are divine, human or demonic in origin.

## BIBLICAL REFERENCES

Acts 5:9-11; Acts 13:8-12; Acts 16:16-18; Acts 20:29-30; 2 Tim 4:1-3; 2 Cor 11:4; 13-15; Acts 17:11; 1 John 4:1; 2 Peter 2:1

## SYMPTOMS OF GIFT

- You are not gullible and seldom "taken in" by anyone. (note: don't mistake discernment for a critical spirit)
- You are apt to spot insincerity and "phoniness" before others do.
- You are sensitive to doctrinal issues, able to go beneath the surface of statements to discern presuppositions and "where he's coming from".
- This gift is similar to wisdom, but is more "person centered", having to do with motives and behavior, rather than alternative courses of action in decision making.
- You have a keen sense for recognizing inconsistencies.
- You often and quickly notice when public speakers give wrong interpretation or misapply Scripture.
- You have a deep underlying spirit of conviction which will not allow you to rest when you know people are being given half-truth, misapplied truth or the false.

## HOW TO DEVELOP GIFT

- Read the Bible And solid Biblical theology. The more saturated in Scripture you are, the more potent this gift will be.
- Gift is dependent upon your spiritual growth and maturity. Many immature believers claim this gift, but it takes growth and practice! (Hebrews 5:14 - *Solid food is for the mature, who because of practice have their senses trained to discern good and evil.*)
- Useful in decision-making groups as well as in personal guidance and counseling.
- Good supplement to any kind of "people work". One should determine your ministry based on other gifts, and then use discernment with it.

## WORD STUDY

- (*pistis*)- firm persuasion, a conviction based upon hearing.
- Same word essentially as used for "believe"
- This is the common word for faith used in the New Testament.

## DEFINITION OF GIFT

The special ability to understand and work for God's will and purposes with extraordinary confidence.

## BIBLICAL REFERENCES

Hebrews 11; Romans 10:17; Matt 9:22

## DISCUSSION

- The gift of faith is more than the faith we all possess as believers. We are not talking about saving faith or believing the Word, or the fruit of the Spirit. The key to this gift is found in two verses:
- 1 Cor 12:9 - *"to another faith by the same Spirit, and to another gifts of healing. . ."* (indicates these are gifts not given to everyone, something beyond the faith we receive to believe God).
- 1 Cor 13:2 - *"And if I have the gift of prophet, and know all mysteries and all knowledge; and if I have all faith, so as to remove mountains. . ."* Paul is talking about spiritual gifts here, and the spiritual gift of faith seems to be associated with "mountain moving faith". Mountains refer to the obstacles of life. This gift enables the believer to believe God for great things.

## SYMPTOMS OF GIFT

- You are not indecisive or timid about Christian ministry; you are bold and confident in your endeavors.
- You "think big"; you tackle tasks others shy away from.
- You have an infectious enthusiasm which can inspire and motivate others to work for God's goals.
- You tend to become very irritated with "red tape", negative thinking, fault finding and indecision.
- You have recurring experiences where in the midst of situations you sense God is going to do something unusual even though most around you do not have this kind of assurance
- Your prayer life is very strong. You feel great satisfaction and joy in persisting through prayer for specific needs.
- When you believe that God has led, you seem to have unusual assurance that it will be accomplished, no matter what.
- You tend to encourage other Christians to trust God and think big in terms of certain goals and actions
- Often this gift is clustered with leadership (powerful combination).

## HOW TO DEVELOP GIFT

- This gift is a kind of "magnifier" of any other gifts a person may have. It increases boldness and perseverance in any ministry.
- The gift of faith is developed and strengthened as the Bible says: obedience to promises and hearing the Word of God.
- Develop a strong prayer life. Keep a prayer notebook.
- This gift should be present in any planning or goal-setting body in a church. Every committee (mercy, missions, etc) needs someone with this gift.
- Read biographies of Christians with this gift (George Muller, Francis Schaeffer, Bill Bright)



**MEYERS-BRIGGS  
PERSONALITY  
TYPE  
DESCRIPTIONS**



# MEYERS-BRIGGS PERSONALITY: ISTJ

*"Hold them in the highest regard in love because of their work." 1 Thessalonians 5:13*

## CONTRIBUTION TO THE SPIRITUAL COMMUNITY

- Being dutiful and responsible conservers of tradition
- Having hard-working, dependable, and pragmatic habits
- Using past experience effectively
- Consistently bringing order and logic to all they do

## LEADERSHIP STYLE

- Traditional and analytical approach
- Focusing on a daily basis on what needs to be done to keep things "shipshape"
- Adding an efficient and factual perspective to leadership
- Selected by others to lead because of straightforward approach

## COMMON "CONFESSIONS"

- Not wanting to change the status quo
- Becoming rules-minded and overlooking exceptional needs
- Seeking to know all the nitty-gritty and in the process missing the "big picture"
- Doubting they are "fearfully and wonderfully made," being too aware of areas for self-improvement

## PREFERRED ENVIRONMENT FOR SERVICE

- Individual, hands-on assignments or projects
- Administrative areas, especially organizational, financial, record keeping
- Managing general office tasks to keep things running smoothly
- Overseeing work or doing it themselves

## POSSIBLE SPIRITUAL HELPS

- Traditional Bible study
- Daily devotions, contemplation, and prayer
- Reading or hearing about tangible and concrete examples of God's grace in action
- Religious objects which serve as reminders of one's faith

## TRAP:

Being so aware of "works" that they forget they are already saved through grace, not through action



# MEYERS-BRIGGS PERSONALITY: ISTP

*"But whoever lives by the truth comes into the light so that it may be seen plainly that what he has done has been done through God." John 3:21*

## CONTRIBUTION TO THE SPIRITUAL COMMUNITY

- Finding the best way—without red tape—to handle a project
- Contributing quietly, behind the scenes
- Setting up and maintaining automation, computerization
- Being a storehouse of facts and details about their special interests

## LEADERSHIP STYLE

- Crisp, practical, efficient, as needed leadership
- Hands-off style unless situation or people call for more
- Perseverance, technical orientation, matched with flexibility and calmness
- Nonhierarchical and egalitarian model for authority

## COMMON "CONFESSIONS"

- Allowing spiritual life to be more incidental or accidental
- Finding worship or emotional expression of others awkward or even intimidating
- Not factoring the needs of others into daily living
- Trying to reduce everything to a logical formula

## PREFERRED ENVIRONMENT FOR SERVICE

- Tasks requiring artisans or craftspeople
- Straightforward, pragmatic, and necessary projects (sidewalk repairs, building upkeep, etc.)
- Involvement with physically oriented or sports ministries
- Crisis intervention-flood and other kinds of disaster relief

## POSSIBLE SPIRITUAL HELPS

- Disciplined quiet study and prayer
- One-on-one spiritual direction with a trusted, like-minded other
- Reading and reflecting about biblical facts and details essential to one's faith
- Being in nature

## TRAP:

Isolating oneself from spiritual community

# MEYERS-BRIGGS PERSONALITY: ESTJ

*"Be diligent in these matters; give yourself wholly to them." 1 Timothy 4:15*

## CONTRIBUTION TO THE SPIRITUAL COMMUNITY

- Organizing to meet day-to-day concerns
- Using direct experience/memory of what is most efficient
- Modeling consistent spiritual habits
- Insisting that "hard questions" be answered

## LEADERSHIP STYLE

- Traditional, hierarchical style
- Modeling preparedness and efficiency
- Defining and focusing efforts to meet goals
- Marshaling people and tasks in a no-nonsense manner

## COMMON "CONFESSIONS"

- Staying stuck with the tried and true
- Becoming overly rules-bound/ legalistic
- Skeptical-needing proof first
- Missing the wider ramifications of their quick decisions

## PREFERRED ENVIRONMENT FOR SERVICE

- Management and administration
- Direct, tangible, need-related projects
- Ferreting out problematic areas
- Managing funds according to goals and schedules

## POSSIBLE SPIRITUAL HELPS

- Introspection and meditation
- Developing empathy through serving others face-to-face
- Allowing Bible study to influence personal values
- Spending more time with those about whom they care

## TRAP:

Doubting the relevance of even having a faith

*"For I am not seeking my own good but the good of many, so that they may be saved."* 1 Corinthians 10:33

## CONTRIBUTION TO THE SPIRITUAL COMMUNITY

- Preserving the faith from one generation to the next
- Offering a service orientation, warmth and caring
- Making people feel welcome and valued
- Knowing what matters for people and organizations

## LEADERSHIP STYLE

- Traditional take-charge yet take-care style
- Building relationships into coalitions to accomplish tasks
- Including others' opinions and inviting them into direct service
- Following a cooperative, consensual, and timely plan to get things done

## COMMON "CONFESSIONS"

- Telling others what they ought/ should be doing
- Sweeping conflicts under the rug to maintain harmony
- Caretaking until others lose interest in providing for their own needs
- Being reluctant to question tradition or leaders

## PREFERRED ENVIRONMENT FOR SERVICE

- Hospitality responsibilities (welcoming, decorations, social activities, etc.)
- Visiting with the elderly, sick, shut-ins
- Organizing food shelves, daycare shelters, recovery groups, etc.
- Administrating youth, education, or social organizations

## POSSIBLE SPIRITUAL HELPS

- Group Bible study with applications to daily life
- Evangelism and other outreach programs
- Retreats with others where emphasis is on Christian fellowship
- Reading/hearing accounts of grace in the lives of others

## TRAP:

Focusing so much on others that they overlook their own feelings and needs

# MEYERS-BRIGGS PERSONALITY: ESTP

*"Therefore everyone who hears these words of mine and puts them into practice is like a wise man who built his house on the rock." Matthew 7:24*

## CONTRIBUTION TO THE SPIRITUAL COMMUNITY

- Paying attention to what needs doing/fixing right now
- Meeting practical needs in the most efficient way
- Reminding others of the joys of this life, this present time
- Adding a "spark of life" to what they care about; catch the moment and ride the wave!

## LEADERSHIP STYLE

- Negotiator, conciliator, or motivator to action
- Bringing order out of chaos, managing distractions well
- Finding the fastest and most direct way to move a task along
- Using an uncanny and exquisite sense of timing when taking charge

## COMMON "CONFESSIONS"

- Questioning reality of religion; hard to take things on faith
- Being skeptical about immortality
- Overlooking spiritual life because of focus on real life
- Finding it hard to be patient in dry periods of faith

## PREFERRED ENVIRONMENT FOR SERVICE

- Natural crises and disaster relief
- Working with all ages in activity oriented ministries
- Hands-on projects
- Taking care of physical property

## POSSIBLE SPIRITUAL HELPS

- In-depth Bible study, focusing on the logical and practical applications of faith
- Quiet time for meditation and rest
- Being in nature

## TRAP:

Spending too much time in activities, too little in reflection

*"Pursue righteousness, godliness, faith, love, endurance, gentleness." 1 Timothy 6:1*

## CONTRIBUTION TO THE SPIRITUAL COMMUNITY

- Providing stability, improving efficiency
- Offering a sensible and matter-of-fact attention to daily concerns of people
- Accurately recalling specifics found in conversations and situations
- Adding a sense of dignity and respect to all aspects of the community

## LEADERSHIP STYLE

- Encouraging the best from others
- Conscientiously organizing behind the scenes to accomplish tasks
- Enrolling others in a practical, kind, and cooperative way
- Willing to lead if asked

## COMMON "CONFESSIONS"

- Not seeing how all the details add up to become the overall plan
- Retreating from calling attention to selves or claiming their just due
- Avoiding complex and philosophical topics
- Filling time with "all that needs to be done," sometimes neglecting their own spiritual needs

## PREFERRED ENVIRONMENT FOR SERVICE

- Office administration, financial and other record keeping
- Projects focused on health or medical care for others
- Standing committees whose purpose is to provide practical help
- Assisting willingly in any volunteer activity as asked

## POSSIBLE SPIRITUAL HELPS

- Spiritual direction for insights as to how God is at work in their lives
- Being in nature to contemplate and sense God's creation
- Structured traditional daily devotions and prayer
- Bible verses that appeal to the senses-the lilies of the field, a single mustard seed, etc.

## TRAP:

Deferring too much to the wants of others

# MEYERS-BRIGGS PERSONALITY: ISFP

*"Truly I tell you, just as you did it to one of the least of these who are members of my family, you did it to me."*  
Matthew 25:40

## CONTRIBUTION TO THE SPIRITUAL COMMUNITY

- Providing loving, gentle, behind-the-scenes help
- Seeing the hand of God in the beauty of nature
- Offering acts of altruistic charity
- Giving immediate, direct, one-on-one help to people in need

## LEADERSHIP STYLE

- Leading directly only when they have crucial knowledge or when no one else will
- Taking responsibility by doing needed detail and follow through
- Considerate, compassionate, tolerant, and forgiving
- Flexible and open to needs of the present

## COMMON "CONFESSIONS"

- May not take credit that is due, and may be too modest for their own good
- Sacrificing self to greater welfare
- Avoiding firm stand until values are crossed-then watch out!
- Not making appropriate demands on others

## PREFERRED ENVIRONMENT FOR SERVICE

- Nursery, preschool, those with special needs, and elder care
- Prayer and healing
- Practical support to needy others
- Participating in craft and artistic endeavors

## POSSIBLE SPIRITUAL HELPS

- Selecting role models for the kind of spiritual life sought
- Being in nature, meditating on God in natural things; experiencing true leisure time alone for reflection
- Joining a small group to add structure to spiritual journey

## TRAP:

Not valuing self highly enough

# MEYERS-BRIGGS PERSONALITY: ESFP

*"A cheerful heart is good medicine."* Proverbs 17:22

## CONTRIBUTION TO THE SPIRITUAL COMMUNITY

- Reminding others how to appreciate the wonders of God through one's five senses
- Bringing enjoyment to all
- Being generous with time and talents
- Adding warmth, excitement, and fun to endeavors

## LEADERSHIP STYLE

- Attracting others by enthusiasm, optimism, and zest
- Energizing people to start a task
- Seeking input from all involved before making a binding decision
- Facilitating conflict and crises through a warm and personal approach

## COMMON "CONFESSIONS"

- Neglecting to make time for God and spiritual matters
- Not giving enough thought to future concerns
- Being too generous or giving too much of self to others
- Not wanting to act alone

## PREFERRED ENVIRONMENT FOR SERVICE

- Tangible acts of service for others such as decorating, providing flowers, or arranging transportation
- Youth, young adult, sports, and action-oriented ministries
- Visitation of sick and elderly
- Planning and staffing community-building celebrations or gatherings

## POSSIBLE SPIRITUAL HELPS

- Group devotions or study time
- Looking for concrete experiences of God in daily life
- Biblical study for applications to one's own life
- Considering both the positive and negative sides of spiritual offerings

## TRAP:

- : Trying to please everyone at the same time

*"Therefore encourage one another and build each other up, just as in fact you are doing." 1 Thessalonians 5:11*

## CONTRIBUTION TO THE SPIRITUAL COMMUNITY

- Understanding the feelings and motivations of others
- Finding creative ways for people to accomplish tasks, making the process enjoyable
- Modeling integrity and follow-through
- Lending future-oriented ideas to planning and development

## LEADERSHIP STYLE

- Developing an atmosphere of mutual trust
- Working for cooperation rather than demanding it
- Inspiring others with their goals and plans for attaining them.
- Acting as facilitators.

## COMMON "CONFESSIONS"

- Finding it difficult to ask others for help.
- Reluctantly advocating for their ideas or talents.
- Focusing with such intensity on their own "vision" that they miss the suggestions of others.
- Withholding needed criticism to maintain harmony.

## PREFERRED ENVIRONMENT FOR SERVICE

- Ministries that seek to help others grow and develop.
- Spiritual direction or one-on-one counseling.
- Using words, oral or written, to influence outcomes for people.
- Small group leadership.

## POSSIBLE SPIRITUAL HELPS

- Journaling and poetic writing.
- Finding an "encourager," someone who will listen to ideas and suggest taking action.
- Using creative imagery to make Scripture come alive.
- Time alone to reflect, meditate, and pray.

## TRAP:

Trying to work things out alone, being hesitant or afraid to ask for the help of others



# MEYERS-BRIGGS PERSONALITY: INFP

*"Do not conform any longer to the pattern of this world, but transformed by the renewing of your mind."* Romans 12:2

## CONTRIBUTION TO THE SPIRITUAL COMMUNITY

- Bringing a compassionate, caring, and personal focus to those places they serve
- Adding a spirit of harmony
- Reminding others of their ideals and the worthiness of striving to meet them
- Providing a positive vision for the future

## LEADERSHIP STYLE

- Facilitating people and processes
- Persuading through their convictions and inspiring others to do what is right
- Working with individuals to reach their fullest potential
- Holding people and organizations accountable to values; providing integrity

## COMMON "CONFESSIONS"

- Taking negative feedback personally, needing too much positive support
- Believing that others do not care enough
- Avoiding issues where conflict may emerge unless a value is crossed—then a tiger emerges!
- Coming across to others as too idealistic and impractical

## PREFERRED ENVIRONMENT FOR SERVICE

- One-on-one counseling/ coaching
- Prayer partners
- Areas where they can add creative ideas
- Ministries that make use of the fine arts

## POSSIBLE SPIRITUAL HELPS

- Reading and identifying with the compassionate "giants" of faith
- Prayer partners and prayer circles
- Contemplation and meditation
- Inspirational music, books, and symbols

## TRAP:

Being entrenched in one's ideals

# MEYERS-BRIGGS PERSONALITY: ENFP

*"Whatever is true, whatever is noble, whatever is right, whatever is pure, whatever is lovely, whatever is admirable—if anything is excellent or praiseworthy—think about such things." Philippians 4:8*

## CONTRIBUTION TO THE SPIRITUAL COMMUNITY

- Offering warmth and enthusiasm
- Adding vision and zest to community undertakings
- Sharing resources, especially people and books
- Valuing widespread interests and relationships

## LEADERSHIP STYLE

- Using personal charm and charisma to get others started
- Motivating and encouraging people to do their best
- Advocating for the less fortunate
- Providing ingenious ideas

## COMMON "CONFESSIONS"

- Over-committing—so many needs, so little time
- Neglecting to give attention to personal, physical, and emotional needs
- Learning just enough about a subject to be "dangerous" or to get by
- Not following through before moving on

## PREFERRED ENVIRONMENT FOR SERVICE

- Missions or service-related projects that involve building relationships
- Evangelism, public speaking, promoting
- Liaison to other service organizations/groups, especially those with a creative focus
- Youth work, multicultural and diverse environments

## POSSIBLE SPIRITUAL HELPS

- Methodical spiritual disciplines (prayer, study, worship, etc.)
- Singing, acting, dancing, being out in the natural world
- Spiritual study, discussion, or fellowship with small groups
- Self-reflection to get in touch with own feelings

## TRAP:

Being attracted to the newest, latest, most intriguing ...

# MEYERS-BRIGGS PERSONALITY: ENFJ

*"For I know the plans I have for you," says the Lord, "plans to prosper you and not to harm you, plans to give you hope and a future." Jeremiah 29:11*

## CONTRIBUTION TO THE SPIRITUAL COMMUNITY

- Monitoring values and integrity
- Supporting others with warmth and encouragement
- Believing in the positive nature of people
- Inviting others to live up to their ideals

## LEADERSHIP STYLE

- Large-scale organizing using the best people have to offer
- Planning for the future needs of the group or community
- Modeling exemplary behavior
- Being willing to personally dig in to accomplish the task at hand

## COMMON "CONFESSIONS"

- Becoming too personally involved in the success or failure of endeavors
- Assuming their way is the most noble or altruistic
- Keeping conflict under wraps in favor of harmony, not wanting to ruffle feathers
- Taking the weight of the world on their shoulders

## PREFERRED ENVIRONMENT FOR SERVICE

- Preaching, adult and children's education, sharing one's faith via oral communication
- Greeting newcomers, creating inclusive atmospheres
- Structuring ministries to target the large-scale needs of people
- Organizing fellowship activities and providing a sense of harmony and fun

## POSSIBLE SPIRITUAL HELPS

- Personal quiet time with God
- Rest and spiritual retreat to remove responsibilities and focus on personal faith
- Studying the lives of biblical and other spiritual leaders for insights into their personal lives
- Meeting with others in mutual authenticity, looking past the "shoulds" to encourage and honestly affirm each other

## TRAP:

Avoiding the expression of negative feelings that might result in disharmony-even in relationship with God.

*"I devoted myself to study and to explore by wisdom all that is done under heaven." Ecclesiastes 1:13*

## CONTRIBUTION TO THE SPIRITUAL COMMUNITY

- Envisioning systems to create a better world
- Breaking new ground, shifting paradigms, and changing the way people view things
- Designing or adjusting strategies and structures for future needs
- Thinking and acting independently from traditional or outmoded ways

## LEADERSHIP STYLE

- Being a force for change by virtue of the power of their ideas
- Challenging self and others to work toward a compelling future
- Developing conceptual designs and models
- Seeing patterns and systems which solve complex problems

## COMMON "CONFESSIONS"

- Reluctant to share real self with others
- Wanting to find answers to everything that interests or concerns them
- Not feeling as competent as they'd like
- Expecting others to "see" the future as they do

## PREFERRED ENVIRONMENT FOR SERVICE

- Spiritual coaching and direction
- Teaching, especially adults
- Long-range planning and strategy development
- Finding new approaches with wide ramifications for traditional ministries

## POSSIBLE SPIRITUAL HELPS

- Spiritual direction to address specific issues
- Intellectual study, dialogue or debate on matters of faith, especially with experts
- Contemplation, reflection, and meditation
- Silent or directed spiritual retreats

## TRAP:

Being lost in thought-not mindful of others or situation

# MEYERS-BRIGGS PERSONALITY: INTP

*"And this is my prayer: that your love may abound more in knowledge and depth of insight." Philippians 1:9*

## CONTRIBUTION TO THE SPIRITUAL COMMUNITY

- Relentlessly searching for truth in all things spiritual
- Finding out the long-term consequences of any given plan or strategy for action
- Pointing out errors of logic or sentimentality
- Providing clear, analytical frameworks for understanding

## LEADERSHIP STYLE

- Winning respect through depth of knowledge
- Demonstrating ability to conceptualize an issue
- Influencing through theoretical ideas
- Making decisions from a sound, logical foundation

## COMMON "CONFESSIONS"

- Getting too caught up in skepticism
- Attempting to intellectualize faith to the exclusion of the heart
- Ignoring physical and other tangible needs until problems arise
- Underestimating the personal needs of others, overriding their concerns

## PREFERRED ENVIRONMENT FOR SERVICE

- Providing an orderly approach to exploring spiritual issues
- Scholarly or intellectual endeavors
- Conceptualizing or blueprinting an outreach ministry, or service effort
- Program review and development

## POSSIBLE SPIRITUAL HELPS

- Intellectually demanding and challenging Bible study
- Spiritual resources which demonstrate logically the principles of faith
- Reflection, prayer, and meditation
- Spiritual direction with accountability for continuing their Christian growth

## TRAP:

Not realizing how they are coming across, especially when in pursuit of truth

# MEYERS-BRIGGS PERSONALITY: ENTP

*"Not that I have already obtained this or have already reached the goal; but I press on to make it my own, because Christ Jesus has made me his own." Philippians 3:12, NRSV*

## CONTRIBUTION TO THE SPIRITUAL COMMUNITY

- Initiating new projects, direction, etc., with enthusiasm and energy
- Meeting challenges proactively
- Providing insight and imagination to tasks and projects
- Exhibiting resourcefulness with strategies and structures

## LEADERSHIP STYLE

- Using models and logical systems to meet needs
- Speaking out for change
- Organizing, operating, and assuming the risk for new ideas and approaches
- Challenging and encouraging personal and/or organizational achievement

## COMMON "CONFESSIONS"

- Overselling the benefits, forgetting or omitting the bare, cold facts
- Taking ownership of tasks from others, overextending one's boundaries
- Believing that what is so easily imagined can be easily achieved
- Not following procedures, ignoring rules

## PREFERRED ENVIRONMENT FOR SERVICE

- Liaison to other service groups, especially those with a novel or unusual focus
- World service and missions
- Strategy development for congregations and missions
- Marketing and promoting spiritual needs and services

## POSSIBLE SPIRITUAL HELPS

- Methodical spiritual disciplines
- Challenging, intellectually vigorous Bible study
- Corporate worship
- Personal relationship with God

## TRAP:

Competitiveness

*"Dear children, let us not love with words or tongue but with actions and in truth."* John 3:18

## CONTRIBUTION TO THE SPIRITUAL COMMUNITY

- Developing long-range plans for people and organizations
- Understanding how parts relate to whole
- Bringing a logical order to problems
- Intellectual and philosophical insights applied to spiritual matters

## LEADERSHIP STYLE

- Taking charge when a strong leader is needed
- Using conceptual models to guide action
- Exhibiting dedication, concentration, confidence
- Standing firm on principles against opposition

## COMMON "CONFESSIONS"

- Railroading gentler types
- Overly rational, wanting to reduce everything to a logical formula or principle
- Holding to rigorous standards for self and others
- Being impatient and critical

## PREFERRED ENVIRONMENT FOR SERVICE

- Leadership, long-range planning, strategic alignment or development of mission
- Fund-raising and investing
- Program evaluation and development
- Adult education

## POSSIBLE SPIRITUAL HELPS

- Intellectually oriented Bible study
- Discussion/dialogue with a respected spiritual leader
- Contemplation and prayer to build a more personal relationship with God
- Inquiry and learning through exploration of theological questions

## TRAP:

Not being open to the influence of others

# OUR PASSION

is the renewing of lives through  
God's compelling love in  
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