

Growth

T R A C K

STEP TWO





WELCOME

TO

Growth

TRACK

OUR HOPE FOR YOU

Today 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*

THE GOAL OF THIS CLASS

To discover how my _____ helps to reveal my _____.
To discover the amazing _____ of my life.

*"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*

DISCOVERING YOUR PERSONALITY

"I praise you because I am fearfully and wonderfully made." Psalm 139:14

Elements that Help to Develop Your Personality

- A. _____ History
- B. _____
- C. _____
- D. Life _____

"Therefore, if anyone is in Christ, he is a new creation; the old has gone, the new has come!" 2 Corinthians 5:17

DISCOVERING YOUR PERSONALITY

MY PERSONALITY/LEADERSHIP STYLE

TOTAL:

	NEVER	RARELY	SOMETIMES	OFTEN	ALWAYS
I am assertive, demanding, and decisive.	1	2	3	4	5
I enjoy doing multiple tasks at once.	1	2	3	4	5
I thrive in a challenge-based environment.	1	2	3	4	5
I think about tasks above others or myself.	1	2	3	4	5
I am motivated by accomplishment & authority.	1	2	3	4	5

TOTAL:

	NEVER	RARELY	SOMETIMES	OFTEN	ALWAYS
I enjoy influencing and inspiring people.	1	2	3	4	5
I am optimistic about others.	1	2	3	4	5
I tend to be the life of the party.	1	2	3	4	5
I think about motivating people.	1	2	3	4	5
I am motivated by recognition and approval.	1	2	3	4	5

TOTAL:

	NEVER	RARELY	SOMETIMES	OFTEN	ALWAYS
I thrive in consistent environments over changing ones.	1	2	3	4	5
I prefer specifics over generalizations.	1	2	3	4	5
I enjoy small groups of people.	1	2	3	4	5
I prefer being a member of a team over leading the team.	1	2	3	4	5
I am motivated by stability and support.	1	2	3	4	5

TOTAL:

	NEVER	RARELY	SOMETIMES	OFTEN	ALWAYS
I typically do not take big risks.	1	2	3	4	5
I love tasks, order and details.	1	2	3	4	5
I am right most of the time.	1	2	3	4	5
I comply with clearly defined rules.	1	2	3	4	5
I am motivated by quality and correctness.	1	2	3	4	5

DISCOVERING YOUR PERSONALITY

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

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

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

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

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

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

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

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

“S/D”s are quiet leaders who can be counted on to get the job done. They perform better in small groups and do not enjoy speaking in front of crowds. Though they can be soft- and hard-hearted at the same time, they enjoy close relationships with people, being careful not to dominate them. Challenges motivate them, especially ones that allow them to take a systematic approach. Because this personality style tends to be determined, persevering through time and struggles, they benefit from encouragement and positive relationships. **Biblical Examples:** Martha (Luke 10:38-42), Job (Job 1:5, James 5:11)

“C/D”s are cautious and determined designers who are consistently task-oriented and very aware of problems. Sometimes viewed as insensitive, they do care about individual people but have a difficult time showing it. They often feel they are the only ones who can do the job the way it needs to be done, but because of their administrative skills, they are able to bring plans for change and improvements to fruition. “C/D”s have a tendency to be serious and could benefit from being more optimistic and enthusiastic. Despite their natural drive to achieve, they should concentrate on developing healthy relationships and simply loving people. **Biblical Examples:** Bezalel (Exodus 35:30-36, 8, 37:1-9), Jochebed (Exodus 1:22-2:4), Jethro (Exodus 2, 18)

DISCOVERING YOUR PERSONALITY

“D/S”s are attainers and achievers with an ability to persevere. They are more active than passive, but they possess a kind of calm sensitivity and steadiness that makes them good leaders. They seem to be people oriented but can easily be dominant and decisive when it comes to tasks and project planning. They strive to accomplish goals with fierce determination that comes from strong internal drive, but they could benefit from contemplative and conservative thinking as well as spending more time focusing on relationships. **Biblical Examples:** Daniel (Daniel 1-6), Job (Job 1:5, James 5:11), Martha (Luke 10:38-42)

“I/S”s are influential counselors who love people, and it’s no surprise that people love them. They live to please and serve, and they tend to be good listeners. Looking good and encouraging others is important to them, as is following through and being obedient. They often lack in the area of organization and can be more concerned with the people involved than they are with the task at hand. However, they can be center stage or behind the scenes with equal effectiveness, and they shine when it comes to influencing and helping others. **Biblical Examples:** Barnabas (Acts 4, 9, 11-15), Elisha (1 Kings 19, 2 Kings 2-3), Nicodemus (John 3, 7, 19)

“S/I”s are inspirational counselors who exhibit warmth and sensitivity. Tolerant and forgiving, they have many friends because they accept and represent others well. Their social nature and desire to be likable and flexible makes them inclined to be overly tolerant and non-confrontational. “S/I”s will benefit from being more task-oriented and paying more attention to detail. Kind and considerate, they include others and inspire them to follow. Words of affirmation go a long way with this personality type, and with the right motivation, they can be excellent team players. **Biblical Examples:** Mary Magdalene (Luke 7:36-47), Barnabas (Acts 4, 9, 11-15), Elisha (1 Kings 19, 2 Kings 2-13)

“C/I”s pay attention to the details. They tend to impress others by doing things right and stabilizing situations. Not considered aggressive or pushy, they enjoy both large and small crowds. Though they work well with people, they are sometimes too sensitive to what others think about them and their work. They could benefit from being more assertive and self motivated. Often excellent judges of character, they easily trust those who meet their standards. They are moved by genuine and enthusiastic approval as well as concise and logical explanations. **Biblical Examples:** Miriam (Exodus 15-21, Numbers 12:1-15), Ezra (Ezra 7, 8)

“D/C”s are challengers and can either be determined students or defiant critics. Being in charge is important to them, yet they care little about what others think as long as they get the job done. They have a great deal of foresight and examine every avenue to find the best solution; they prefer to work alone. Though they fear failure and the lack of influence, they are motivated by challenges and can often be excellent administrators. They can benefit from learning to relax and paying more attention to people. **Biblical Examples:** Malachi (Malachi 4), Nathan (2 Samuel 12:1-13), Nahum (Nahum 1-3)

“I/C”s are inspiring yet cautious assessors who are excellent communicators through the combination of concerned awareness and appreciation of people. They excel in determining ways to improve production. They tend to be impatient and critical, and they can also be overly persuasive and too consumed by the desire to win. “I/C”s like to work inside the box, and they could benefit from trying new things and caring less about what others think. This personality type often possesses a gift for teaching; they are generally dependable when it comes to paying attention to details and getting the job done. **Biblical Examples:** Miriam (Exodus 15-21), Ezra (Ezra 7-8), Shunammite Woman (2 Kings 4:8-37)

“S/C”s are diplomatic and steady, as well as detail-oriented. Stable and contemplative, they like to weigh the evidence and discover the facts to come to a logical conclusion. More deliberate, they prefer to take their time, especially when the decision involves others. Possible weaknesses include being highly sensitive and unable to handle criticism, and they also need to be aware of the way they treat others. Operating best in precise and cause-worthy projects, the “S/C” can be a peacemaker; this makes them a loyal team member and friend. **Biblical Examples:** Moses (Exodus 3, 4, 20, 32), John (John 19:26-27), Eliezer (Genesis 24)

“C/S”s are systematic and stable. They tend to do one thing at a time—and do it right. Reserved and cautious, they would rather work behind the scenes to stay on track; however, they seldom take risks or try new things and naturally dislike sudden changes in their environments. Precisionists to the letter, they painstakingly require accuracy and fear criticism, which they equate to failure. Diligent workers, their motivation comes from serving others. **Biblical Examples:** Esther (Esther 4), Zechariah (Luke 1), Joseph (Matthew 1:1-23)

OPPORTUNITIES FOR PERSONAL GROWTH

If you are a “D”

Dominant, Direct, Task oriented, Decisive, Organized, Outgoing, Outspoken

- Strive to listen to other people more attentively.
- Try to be less controlling and domineering.
- Develop a greater appreciation for the opinions feelings and desires of others.
- Put more energy into personal relationships.
- Show your support for the other team members.

If you are an “I”

Influential, Interested in people, Witty, Easygoing, Outgoing, People oriented

- Weigh the pros and cons before making a decision; be less impulsive.
- Remember to help with tasks more.
- Exercise control over your actions, words and emotions.
- Focus more on details and facts.
- Remember to slow down your pace for other people.
- Talk less; listen more.

If you are an “S”

Steady, Stable, Analytical, People oriented, Introverted

- Consider how change is healthy. Try to change more willingly.
- Be more direct in your interactions.
- Focus on overall goals of your family or group rather than specific procedures.
- Deal with confrontation constructively.
- Develop more flexibility.
- Try to show more initiative.

If you are a “C”

Compliant, Competent, Task oriented, Goal oriented, Introverted

- Concentrate on doing the right things
 - not just doing things right.
- Be less critical of others' ideas and methods.
- Respond more quickly to accomplish others' goals.
- Strive to build relationships with other people & family members.
- Be more decisive.
- Focus less on facts and more on people.

PASSION ASSESSMENT

NARROW YOUR PASSIONS DOWN BY ASKING YOURSELF SEVEN QUESTIONS:

1. The People Question: Who am I most interested in?

2. The Action Question: What do I like to do the most?

3. The Strengths Question: In what area am I naturally strongest?

4. The Serving Question: How can I help someone solely for their benefit?

5. The Interest Question: What God-honoring things interest me the most?

6. The Opportunity Question: What opportunities do I have before me?

7. The Nostalgia Question: When in my life did I feel the most fulfilled?

MY PERSONAL STYLE FOR MINISTRY

HOW CAN I SERVE MOST EFFECTIVELY?

Answer the questions below according to *your preference* and *how you would typically respond*, without regard for others' expectations, restrictions or the consequences of your personal expression.

PROFILE ONE

1. I like
2. I prefer guidelines to be
3. Rules and policies are
4. I prefer projects with
5. I live and work by
6. I prefer to work
7. Close supervision makes me

Column A

- the unexpected
- general
- to be used as guidelines
- variety
- playing it by ear
- many projects at once
- feel untrusted
- TOTAL CHECKS**

Column B

- stability
- specific
- to be followed
- routine
- sticking to a plan
- one project
- more comfortable
- TOTAL CHECKS**

Profile One: Column A – Column B = (+ or -) _____

PROFILE TWO

1. I am more comfortable
2. When doing a task, I usually
3. I get more excited about
4. I accomplish my goals by
5. A meeting should be started
6. I'm more concerned with
7. I place a higher value on

Column C

- spending time with people
- focus on relationship
- creating community
- building relationships
- when everyone arrives
- maintaining the team
- communication
- TOTAL CHECKS**

Column D

- doing things for people
- focus on the goal
- advancing the cause
- getting the job done
- on time
- meeting a deadline
- action
- TOTAL CHECKS**

Profile Two: Column A – Column B = (+ or -) _____

MY PERSONAL STYLE SUMMARY

Plot your scores from the profile results above.

Carefully note and circle the appropriate + or - number for each profile.

PROFILE ONE: How Am I Organized?

STRUCTURED -7 -6 -5 -4 -3 -2 -1 0 +1 +2 +3 +4 +5 +6 +7 FLEXIBLE

PROFILE TWO: How Am I Energized?

TASK-ORIENTED -7 -6 -5 -4 -3 -2 -1 0 +1 +2 +3 +4 +5 +6 +7 PEOPLE-ORIENTED

PUTTING IT ALL TOGETHER

What is my personality type and leadership style?

_____ (D, I, S, C) _____ (People or Task Oriented)

What two areas am I experienced in and/or most passionate about?

1. _____

2. _____

Based upon the answers above, what is one step I can take to start finding fulfillment in these three areas?

A. My Family _____

B. My Faith/Church _____

C. My Field of Opportunity/Job _____

WHAT'S NEXT?

"Therefore, since we are surrounded by such a great cloud of witnesses, let us throw off everything that hinders and the sin that so easily entangles, and let us run with perseverance the race marked out for us. Let us fix our eyes on Jesus, the author and perfecter of our faith."

Hebrews 12:1-2

1. _____ **your feelings.**
 - A. Your gift may tie in directly with your temperament and personality. The same God who gives spiritual gifts also made up our total being.
 - B. Know your potential strengths and weaknesses.

2. _____ **the opportunities.**
 - A. Look for needs.
 - B. Based upon your gifting find out where you can be useful.
 - C. Do it.

3. _____ **and grow in your gifts.**
 - A. Study the Bible.
 - B. Research other material on spiritual gifts.
 - C. Get to know people who are using their spiritual gift.
 - D. Share openly with others the gifts that you have, think you have, or would like to have.

4. _____ **your results.**
 - A. Your spiritual gift should work.
 - B. Gifted people get results. If you have the gift of healing, sick people will get well.

5. _____ on feedback from the Church family.
- A. It needs to be confirmed. Feelings are important, but they are far from infallible.
 - B. When members of the Body confirm one another's gifts, more can be accomplished because everyone begins to see where they fit and how their gifts work together.
6. _____ a small group or join a team.
- A. Join the Dream Team!
 - B. Join a Small Group.
7. _____ the process today.

Where do I go from here?

Find Your People, Find Your Place (Find a group to be a part of by logging onto victory.com/connect/victorygroups)

Fill out a Dream Team application

