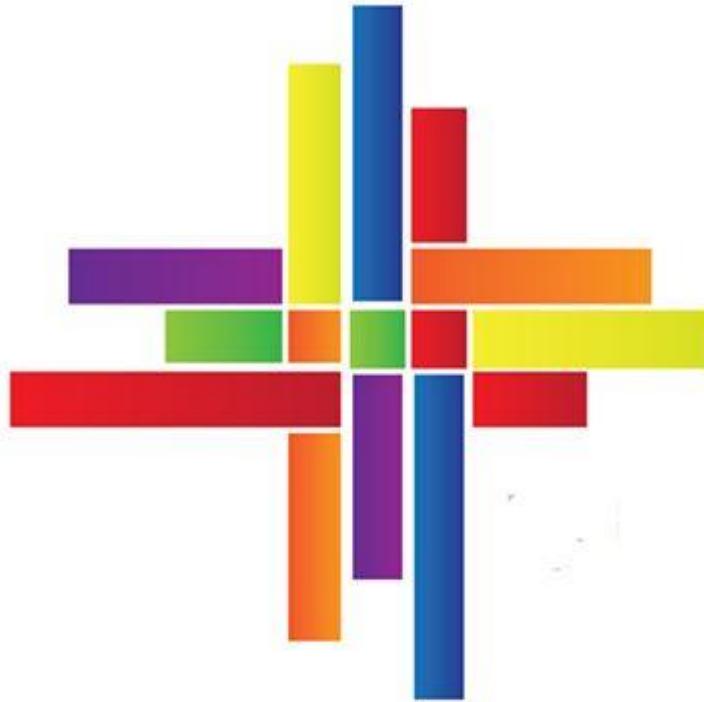


Field Guide for



Vocational Discernment and Discipleship

Introduction

The world is in need of God's grace. It is God's intent that you be in relationship with others and share the Good News using the gifts and strengths instilled in and bestowed to you. This Field Guide was developed over the course of the last twenty years and used to help thousands of people (seminarians, staff and parishioners) enrich their faith and engage in ministry together.

The main aim of the field guide is to help you get involved in what God is doing by utilizing your gifts and strengths in ministry and harmony with others. This will involve you gaining a better understanding what the scriptures teach about your vocation, spiritual gifts, and spiritual life so that you can be more intentional about your path of discipleship and service to God. After you have completed the various surveys (pages 3-8) be sure tabulate your responses and learn more from the second half of the field guide. Please share your answers with your friends, mentor, spiritual director, bishop or rector. Listen to their counsel, receive their affirmations, and then serve together in harmony with others.

A Note for the Church Leadership

We recommend providing the Survey and Field Guide to all your members during membership classes and also leadership training retreats. Contact me if you'd like to customize the look and questions on page 7 for your church or context of ministry. For best results, survey responses should be entered into the organization's database so that as future needs arise you can identify and invite individuals as per their vocation, needs, aspirations and readiness. If you are sponsoring candidates for ordination, I would encourage you to have them complete this survey and field guide so that they might focus their learning and develop skills that will most productively enrich their future ministry and the vitality of the community they will serve.

An opening prayer:

*God, we affirm our baptismal vows,
and the truth that You take pleasure in our begin a people and community
in relationship with you and a blessing to one another.
Help us, Lord, respect the uniqueness and generosity of every individual;
To rely on the transforming power of Your grace at work within us;
And, we pray, help us to be equally responsive and gracious to one another
Through the abundance of your divine power at work within us.*

Survey

Vocation

Instructions: For each paired set of descriptors below place an 'M'=Most or an 'L'=Least on the line to denote which traits are most or least like you. With some paired sets you will feel as though both descriptors describe you – however you must choose to mark one as 'M' and the other 'L'.

future-oriented	___	___	insightful
outspoken	___	___	compassionate
open hearted	___	___	thoughtful
service oriented	___	___	possibility-thinker
relational	___	___	frank
uninhibited	___	___	temperate
coach	___	___	cheer leader
restless without change	___	___	restless with change
visionary	___	___	conceptual
likely to progress quickly	___	___	likely to over prepare
mentor	___	___	lead
compassionate	___	___	sensitive
focused on fundamentals	___	___	intrigued by nuances
start an endeavor from scratch	___	___	follow the best practices
confront wrongdoing	___	___	embrace the wrongdoer

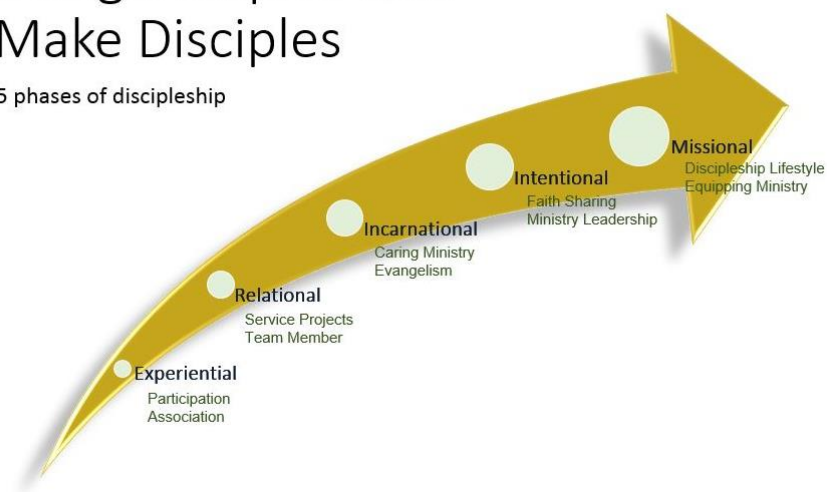
**Score and learn more about your vocation on page 13-14*

Spiritual Aspiration

Instructions: Understanding our spiritual aspirations and being disciples are of primary importance to being a faith community. The images below illustrate an ongoing path of transformation, aspiration and discipleship. Place an 'X' over the circle below that best reflects your spiritual aspiration and growth as a disciple?

Being Disciples who Make Disciples

5 phases of discipleship



**Score and learn more about spiritual aspirations on page 15*

Spiritual Gifts

Instructions: For each of the questions below ask yourself, “How true is this statement about me?” Respond with the following scale: 5=Almost always true, 4=Often true, 3=Sometimes true, 2=Seldom true, 1=Almost never true.

Be as honest as possible. Don’t hesitate to answer confidently but avoid the tendency to give a moderate reply out of fear or humility as it will affect your scoring.

- ___ 1. I aim to get others involved in ministry
- ___ 2. I understand the principle of stewardship and trust God with all that I give to others
- ___ 3. I feel I can best help the church by reaching out to people on the fringes
- ___ 4. I feel I can best help the church by praying for the church throughout the week
- ___ 5. I am a generous giver
- ___ 6. I am good at delegation and sharing ownership with others
- ___ 7. Studying the scriptures is something I enjoy and do often
- ___ 8. People say that I am too protective and strict with others
- ___ 9. I am concerned about others meeting their financial and physical needs
- ___ 10. My intuition is usually right on about how others are feeling
- ___ 11. I would rather do a job than bother others with the task
- ___ 12. I can usually see spiritual solutions and reasons to problems
- ___ 13. I can concisely outline positive and precise action steps for teams
- ___ 14. I like to explain why something is true
- ___ 15. I like going the extra mile to help others
- ___ 16. Others look to me to help organize ideas, resources and tasks
- ___ 17. I am concerned that everyone feel included and united
- ___ 18. I feel I can best help the church by teaching classes that explain the bible in plain language
- ___ 19. Financial accountability is extremely important
- ___ 20. I don't hesitate to sign up to help at events
- ___ 21. Most consider me to be very compassionate
- ___ 22. I think people need to hear Truth whether they like it or not
- ___ 23. I find satisfaction helping behind the scenes
- ___ 24. I make it a priority to study the Bible and present Truth
- ___ 25. I tend to be disappointed when people sin
- ___ 26. People often share their stories of hardship and loss with me
- ___ 27. I feel I can best help the church by helping individuals achieve a vision together
- ___ 28. Others often come to me for comfort and assistance
- ___ 29. It is God's love and grace that is most needed in people’s lives
- ___ 30. I feel comfortable giving money when I see a need
- ___ 31. I feel I can best help the church by being there for others when they are in distress
- ___ 32. Others often comment that I seem to always be helping others more than myself
- ___ 33. I enjoy contributing to the life-long learning and inward transformation of others
- ___ 34. I am bothered when I see others being lazy
- ___ 35. A regular part of my week includes helping others
- ___ 36. I like tackling what others fear may be impossible
- ___ 37. God has used me to encourage others to live a Christ-like lifestyle
- ___ 38. I feel Gods presence when I am consoling others
- ___ 39. Prayer for others, our community and our Church is a priority in my life

- ___ 40. It makes me happy to do things for people in need
- ___ 41. When others hurt I feel compelled to help
- ___ 42. I enjoy preparing to speak or teach as much as the event itself
- ___ 43. Others often come to me asking for financial assistance
- ___ 44. I have a tendency and aim to encourage others
- ___ 45. When I experience disorder and aimlessness I am motivated to get involved
- ___ 46. I feel compelled to share advice with others
- ___ 47. I feel I can best help the church by helping ensure the balance of our financial stability and faith
- ___ 48. I am sensitive to that which seems 'unholy' in my faith community
- ___ 49. Stories help me bring comfort and courage to others
- ___ 50. It is enjoyable attending to minutia and other obstacles to progress or success
- ___ 51. Imparting the practical application of truth is important to me
- ___ 52. Others ask me to help them make an evaluate their vision, strategies and goals
- ___ 53. Often I will do further bible study after hearing a sermon or lesson
- ___ 54. I sense God speaking to me and want to tell others what I have heard
- ___ 55. Practical application of Truth is very important to me
- ___ 56. I experience joy in meeting the need of others while sharing possessions
- ___ 57. I have an acute awareness of others emotions
- ___ 58. I feel I can best help the church by being available to help at various events
- ___ 59. Even the less fortunate have something to teach me
- ___ 60. I seem to be able to see the details and the big picture
- ___ 61. Confronting someone in sin is not hard for me
- ___ 62. People often comment about how I encouraged them through a difficult time
- ___ 63. I tend to prepare too much material when making a presentation

Score and learn more about **spiritual gifts on page 16-17 (See also pages 25-28)*

Availability

Instructions: Considering your life and current priorities, how often would you like to be involved in church-related activities and ministry?

_____ / Hours every: ☐Day ☐Week ☐Month

Compassion

Instructions: Check the boxes of those people/groups that you feel moved to help or reach.

- | | | |
|--|---|---|
| <input type="checkbox"/> Infants | <input type="checkbox"/> Families | <input type="checkbox"/> Divorcees |
| <input type="checkbox"/> Toddlers | <input type="checkbox"/> Seniors | <input type="checkbox"/> Physically challenged |
| <input type="checkbox"/> Children K-2 | <input type="checkbox"/> Widows/Widowers | <input type="checkbox"/> Developmentally challenged |
| <input type="checkbox"/> Children 3-5 | <input type="checkbox"/> Homeless | <input type="checkbox"/> Deaf / hearing impaired |
| <input type="checkbox"/> Middle School Youth | <input type="checkbox"/> Financially insecure | <input type="checkbox"/> Blind / visually impaired |
| <input type="checkbox"/> High School Youth | <input type="checkbox"/> Single Moms/Dads | <input type="checkbox"/> Other: _____ |
| <input type="checkbox"/> Young Adults | <input type="checkbox"/> Children of Divorce | |

Interests

Instructions: Check the boxes of each interpersonal activities that interest you most.

- | | | |
|---------------------------------------|---|---|
| <input type="checkbox"/> Worship | <input type="checkbox"/> Companionship | <input type="checkbox"/> Large group events |
| <input type="checkbox"/> Community | <input type="checkbox"/> Travel and Adventure | <input type="checkbox"/> Small group gatherings |
| <input type="checkbox"/> Discipleship | <input type="checkbox"/> Learning and dialog | <input type="checkbox"/> 1:1 relationships |
| <input type="checkbox"/> Stewardship | <input type="checkbox"/> Socials | <input type="checkbox"/> Other: _____ |
| <input type="checkbox"/> Outreach | <input type="checkbox"/> Athletics and exercise | |

Experiences

Instructions: In your own words write a narrative description or list of those real life experiences you have had that could help another person in similar circumstances. You could include painful, joyful or challenging experiences. (Examples: death, parenting, divorce, abortion, good marriage, illness)

Talents

Instructions: Check those talents you would enjoy offering to others in ministry.

- | | | |
|---|--|--|
| <input type="checkbox"/> Administration | <input type="checkbox"/> Reading / Story telling | <input type="checkbox"/> Photography / Video / Sound |
| <input type="checkbox"/> Financial guidance | <input type="checkbox"/> Computer / Network | <input type="checkbox"/> Fine Arts |
| <input type="checkbox"/> Musical / Vocal | <input type="checkbox"/> Gardening / Maintenance | <input type="checkbox"/> Other: _____ |
| <input type="checkbox"/> Writing / editing | <input type="checkbox"/> Drama | |

**Score and learn more about Talents, Interests & Availability on page 18*

Christian Spirituality

Discipleship, worship and service may be better understood after exploring what could be called *ecclesthetics* – your preferred manner of experiencing God and living out your faith with others.

Instructions: Circle those virtuous words in each column that most closely express or resonate with how you prefer to live out your faith today.

covenantal	serenity	courageous
mindfulness of others	contemplative	inspirational
inclusive	transcendent	generative
collaborative	poetic	apocalyptic
relational	paradoxical	visionary
collegial	soulful	missional
consensus-building	inquiring	responsive
supportive	illuminative	discerning
social	unity	risk-tolerant
hospitable	openness	justice-oriented
welcoming	experiential	kingdom-focused
responsible	dutiful	sacramental
inward	intentional	theology
private	definitive	doctrinal
individualistic	devout	management
can-do	academic	preserve
personal renewal	instructional	professional
integrity	perfection	institutional
independent	certainty	authoritative
intimacy	dedicated	measured
obligation	religious	tradition
decisive	conformity	systematic

****Score and learn more about Christian Spirituality on page 19-22***

Personal Style

Instructions: Circle sets of words that best describe how you are really and how you would behave, if there were no pressure to conform differently. **Score** and learn more about your **behavioral style on pages 23-24** (also 25-28)

Abrasive	Overwhelming	Resist Change	Judgmental
Bold	Flamboyant	Unhurried	Perfectionistic
Forceful	Verbose	Determined	Uncompromising
Daring	Promoting	Tenacious	Exacting
Commanding	Convincing	Deliberate	Meticulous
Fearless	Gregarious	Persistent	Systematic
Assertive	People-Pleaser	Avoid Conflict	Vigilant
Imaginative	Compelling	Nurturing	Strict
Problem-solver	Eager	Sympathetic	Calculating
Courageous	Inspirational	Sensitive	Precise
Direct	Expressive	Harmonious	Prudent
Visionary	Empathetic	Enduring	Diligent
Innovative	Trusting	Stead	Conscientious
Venturous	Exciting	Consistent	Dedicated
Quick Witted	Inclusive	Thorough	Disciplined
Analytical	Motivating	Settled	Conventional
Firm	Articulate	Dependable	Procedural
Competitive	Optimistic	Rhythmic	Strategic
Decisive	Social	Methodical	Dutiful
Definite	Responsive	Allegiant	Loyal
Assertive	Fun-Loving	Informal	Committed
Self-Assured	Enthusiastic	Casual	Detailed
Innovative	Relational	Good Natured	Accurate
Organizer	Conversational	Cooperative	Structured
Certain	Participative	Easy-going	Focused
Confident	Poised	Amiable	Careful
Curious	Friendly	Pleasant	Orderly
Moderate	Sincere	Adjustable	Open minded
Supportive	Congenial	Like-Change	Generalist
Amenable	Genuine	Versatile	Less Detailed
Modest	Composed	Active	Big picture
Tolerant	Contemplative	Lively	Avoid detail
Accepting	Kind	Spirited	Adventurous
Accommodating	Observant	Restless	Non detailed
Helpful	Perceptive	Impatient	Free-spirited
Discreet	Private	Mobile	Flexible
Collaborative	Undemonstrative	Restive	Creative
Non-Competitive	Self-protective	Swift	Unconventional
Cautious	Mild mannered	Driving	Avant-garde
Gracious	Respectful	Pressing	Care-free
Attentive	Thinker	Hasty	Autonomous
Gentle	Restrained	Spontaneous	Uninhibited
Humble	Reserved	Reactive	Independent
Temperate	Quiet	Fast Paced	Challenge Rules
Undemanding	Introspective	Impetuous	Resistant
Deferring	Selective	Impelling	Self-Governing
Non-Controlling	Considerate	Abrupt	Contrary
Tentative	Skeptical	Coiled Spring	Anti- Bureaucratic
Hesitant	Confidential	Sporadic	Non-conforming
Passive	Guarded	Short Fused	Resilient
Yielding	Un-Expressive	Urgent	Progressive
Complacent	Solitary	Volatile	Eccentric
Slothful	Recluse	Explosive	Rebellious

NOTE: This trait intensity chart is based on research from PDP. I STRONGLY recommend that you contact me and complete the official *ProScan* survey created by PDP. Those who reference this resource will receive a reduced fee \$95 for a quick report or \$175/comprehensive report and feedback session (normally \$495).

Emotivational Needs

Instructions: What are your felt needs? Review the **BOLD** words in the lists below and circle three sets of words that matter most to you at this time.

Belonging forbearance intimacy delight love	Connection mindfulness adoration mercifulness bonded	Value approved of respected worthy honored	Autonomy approachable modest authentic centered
Safety comforted tranquility nurtured peaceful	Certainty order stable transformed vigor	Intrigue fascination excitement exhilaration wise	Legacy successful significant industrious treasured
Intimacy truthful honest sincerity oneness	Interdependence unity thoughtfulness faith synergy	Freedom just temperance liberty joyful	Harmony patient understood selfless serenity
Destiny tenacious resilient humble integrity	Stewardship devoted self-sacrificing benevolence commitment	Purpose prudent hope expectant vigilance	Fulfillment vitality fulfilled Enthusiastic zealous

* Learn more about **emotivational needs** on page 29 or by visiting <http://greg.troxell.com/services/the-emotivational-spectrum>

Congratulations. You have completed the *Survey*.
Please review the *Field Guide* on pages 10-29 for interpretation and further insights.

Results

Read this first

The Field Guide offers a biblical, philosophical and strategic model for discipleship and equipping people for ministry. It is designed to provide you interpretive and formative guidance as you continue your learning in each of the respective areas of your strengths.

As you tabulate your survey responses in each of the correlating pages remember that no answer is better than another and that a person's sense of identity, condition, and purpose are all very sensitive matters of faith and well-being.

A note to individuals

The entire survey and field guide are designed to help you understand how you can draw nearer God, engage in ministry and help others experience God's grace. Remembering that there are seasons in which your best service is to grow personally, we all have a unique journey as we press forward to love God and serve others together. Keep in mind that while your ministry profile may incline you to certain tasks and opportunities, God will provide both the grace and endurance as you step forward in faith.

A note to the church leadership

Ministry discernment involves spiritual guidance which requires leadership that is sensitive, well-trained and well-grounded in the Christian faith. We strongly urge you to enter into this slowly, and allow your Clergy and parish leadership to understand and embrace the imbedded strategic shift and philosophy of ministry. Don't proceed if you are looking for a quick fix for the congregation. If you are the champion of this endeavor, take advantage of upcoming training sessions by contacting our office. Churches that choose not to embrace the entire philosophy may experience radically different results and inadvertently injure or dissuade members and new comers. When the majority of a congregation completes the survey, you will also have a solid profile of your congregational culture that can help you chart a path for future ministry and growth.

Rights and Usage

This survey may be freely used - without adaptation after sending me an email. No changes may be made without explicit permission or collaboration. If you choose to use this survey, I ask that you send me an email sharing your personal experience, a quote for use on my website and with other churches who engage me as a consultant.

Personal Coaching and Organizational Consulting

If you feel the need for personal coaching or believe that your church or organization would benefit by contracting me as a consultant or a speaker for a workshop or retreat, please contact me directly:

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virtual number 408-905-9422

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Vocation

Ephesians Chapter 4 provides the most succinct list to help people today identify their *vocation* in ministry. The Latin, “vocare”, is a “to call” the greek καλέω kaleō in Ephesians 4:1 is translated “called”. The words used during the time of the Apostle Paul to describe one calling are: *Apostle, Prophet, Evangelist, Shepherd, and Teacher*. We believe that vocational ministry is the most practical and effective way to understand our principal role in the Kingdom and how we can partner with others to nurture the health of the Church together.

Refer to your Ministry Discernment Questionnaire, then in the center columns below write ‘0’ (ZERO) in the place of every ‘L’ and a ‘1’ (ONE) in place of every ‘M’

Vocation					Vocation
Apostle	future-oriented			insightful	Teacher
Prophet	outspoken			compassionate	Shepherd
Evangelist	open hearted			thoughtful	Prophet
Shepherd	service oriented			possibility-thinker	Apostle
Shepherd	relational			frank	Prophet
Evangelist	uninhibited			temperate	Shepherd
Teacher	coach			cheer leader	Evangelist
Apostle	restless without change			restless with change	Shepherd
Apostle	visionary			conceptual	Evangelist
Prophet	likely to progress quickly			likely to over prepare	Teacher
Teacher	mentor			lead	Apostle
Shepherd	compassionate			sensitive	Prophet
Evangelist	focused on fundamentals			Intrigued by nuances	Teacher
Apostle	start an endeavor from scratch			follow the best practices	Teacher
Prophet	confront wrongdoing			embrace the wrongdoer	Evangelist

Total your score for each Vocation below.

5 Vocations Total Score

Apostle _____
Prophet _____
Evangelist _____
Shepherd _____
Teacher _____

While Jesus is the chief apostle, prophet, evangelist, pastor and teacher (Consider the passages below)

- “Jesus, the **apostle**...whom we confess” (Hebrews 3:1)
- “This is Jesus, the **prophet** from Nazareth” (Matthew 21:11).
- Jesus was certainly the Great Soul winner, the consummate **evangelist**. (John 3:16)
- Jesus is “the **Shepherd** [Greek word for “pastor”] and Overseer of your souls” (1 Peter 2:25).
- “Rabbi, we know you [Jesus] are a **teacher** who has come from God” (John 3:2).

We have each been called to serve the purposes of God by focusing on one of the 5-fold Vocations:

Ephesians 4:11-13 It was he [Jesus, vss. 7-10] who gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers, [12] to prepare God’s people for works of service, so that the body of Christ may be built up [13] until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ.

Read the description and admonition of your highest rated *vocation*. Consider completing a biblical character study with others who share your vocation so that you can increase your ability and understanding of how God may be best able to engage you in ministry to others.

5 Vocations

APOSTLES extend the gospel. As the “sent ones,” they ensure that the faith is transmitted from one context to another and from one generation to the next. They are always thinking about the future, bridging barriers, establishing the church in new contexts, developing leaders, networking trans-locally.

Biblical Exemplars: Barnabas, Paul (Acts 14:4); Peter (Gal 2:8)

Admonition: Constant organizational expansion, the exploration of new ideas and possibilities can exhaust some people, and wound the faith community if not balanced with times of celebration, nurture and reflection. Your partnership with those who are Shepherds and Teacher will help ensure that people are cared for and experience community not simply productivity and achievement.

PROPHETS warn others. They are particularly attuned to discerning the voice God and understanding how the truth applies to life and culture. They bring correction and challenge the dominant assumptions we inherit from the culture. They often stress that the community obey what they discern God has commanded. They question the status quo.

Biblical Exemplars: Agabus (Acts 11:27; 21:10); Judas and Silas (Acts 15:32)

Admonition: Prophets can become belligerent activists and in such a mindset they tend to cause more disruption than constructive discipleship. When disappointed with others they may choose to disengage from the imperfection of reality, blame others and become actively disengaged in the creation of a preferred future.

EVANGELISTS communicate with exuberance. They are infectious, brilliant communicators, and when in alignment with the Gospel they are masters at sharing the good news. Their sense of timing and dedication to call others to a personal commitment or a response to God’s grace is impeccable. Their nature draws in other believers and helps to recruit others to a cause and growing the church.

Biblical Exemplars: Philip (Acts 21:8)

Admonition: Evangelists can be so focused on reaching those outside the church that they diminish the work of service, discipleship and speaking the truth. They need to rely on and collaborate more intentionally with others who will focus on strengthening and supporting those who have responded to God’s grace or the opportunity to join a team.

SHEPHERDS nurture, guide and protect. As caregivers of a community, they give themselves to nurture people’s souls, guide their spiritual steps, and also protect their spiritual, emotional and practical well-being. With ease they seem to cultivate a genuine and spiritual network of relationships with people who are also interested in knowing and being with God and serving others.

Biblical Exemplars: Priscilla and Aquila (Acts 18:18; Romans 16:3-4)

Admonition: Shepherds tend to value stability and the status quo which may stifle a faith community’s creative edge. When they are in need of personal healing, feeling wounded, forgotten or embittered they may foster an unhealthy codependency in relationships and between the church and themselves.

TEACHERS understand and explain. They are communicators of God’s truth and grace. With wisdom provided by God they help others develop lives that honor God and bless others. They are diligent in study and help the faith community remain faithful to Christ’s intentions in doctrine, faith, hope and love.

Biblical Exemplars: Matthew (a more detailed Gospel); Timothy (1Tim 1:18; 4:11,14)

Admonition: Teachers can fall into dogmatism and intellectualism. They may fail to appreciate the interpersonal and missional aspects of a faith community.

Small Group Dialogue

- Share examples of how the Biblical characters who share your vocation have served in ministry?
- How might your faithful service in your primary vocation influence the vitality of this parish?
- What is at risk if any of these vocations are not expressed in our parish?
- How might you strengthen your ability to faithfully live out your vocation in service to God?

Spiritual Aspiration

This life is a spiritual journey. One that involves focused learning, failures, transformation, trials, training and service. Discipleship is a life of faith-filled learning and action. In a liturgical context the path of discipleship and our service can be represented as shown in the illustration below. While life-learning and formation has its loops and setbacks, the path of discipleship illustrated below is based on the life and ministry of Jesus and his disciples, and how they made disciples. It's never too late to begin or resume your spiritual journey.

Learn more at www.HarmonyBible.coop



Common feelings that indicate your preparedness for each phase:

Phase 1: A desire to know and feel known by God and have a sense of eternal security, and harmony with God.

Phase 2: The pressing desire to overcome that which has been holding you back; to unburden your soul or memory; to learn eternal truths. A readiness to form new habits and ways of living that express your relationship with God and be recognized as a Christian.

Phase 3: A desire to be mentored by someone you respect and help those who lead in small or significant ways. A readiness to meet with others in and outside the church to listen as well as share the love of God and the lessons you have learned.

Phase 4: A spiritual compulsion to go out and engage others in the work of God. A fundamental shift in your commitment to live your life for the purposes of God accompanied by the confidence to exercise godly stewardship of all your gifts, talents and resources.

Phase 5: A feeling of being led to go shape or create future opportunities; and to pour yourself into others in order to multiply the leadership base; to teach and help others bring to Christ and make disciples who make disciples according to their vocation, gifts, and strengths.

Small Group Dialogue

- What is it that I most honestly and currently desire in my relationship with God?
- What has brought me to this point in my pilgrimage?
- Who has disciple me along the Way and what key lessons have I learned from them?
- What offerings and commitments am I making to help me experience that aspiration?

Spiritual Gifts Score Card

Instructions: Refer to the *Ministry Questionnaire* you completed and transfer your score to each cell for each of the corresponding questions. E.g. write your score for question #4 in the right-hand column labeled "Prophecy".

Prophecy		Service		Teaching		Exhortation		Giving		Administration		Mercy	
4		11		7		3		2		1		10	
8		15		14		17		5		6		21	
12		20		18		29		9		13		26	
22		23		24		37		19		16		28	
25		32		33		44		30		27		31	
39		35		42		46		34		36		38	
48		40		51		49		43		45		41	
54		50		53		55		47		52		57	
61		58		63		62		56		60		59	
Total		Total		Total		Total		Total		Total		Total	

Instructions: Circle the number shown in the corresponding total of each gift above.

Prophecy	Service	Teaching	Exhortation	Giving	Administration	Mercy
40	40	40	40	40	40	40
39	39	39	39	39	39	39
38	38	38	38	38	38	38
37	37	37	37	37	37	37
36	36	36	36	36	36	36
35	35	35	35	35	35	35
34	34	34	34	34	34	34
33	33	33	33	33	33	33
32	32	32	32	32	32	32
31	31	31	31	31	31	31
30	30	30	30	30	30	30
29	29	29	29	29	29	29
28	28	28	28	28	28	28
27	27	27	27	27	27	27
26	26	26	26	26	26	26
25	25	25	25	25	25	25
24	24	24	24	24	24	24
23	23	23	23	23	23	23
22	22	22	22	22	22	22
21	21	21	21	21	21	21
20	20	20	20	20	20	20
19	19	19	19	19	19	19
18	18	18	18	18	18	18
17	17	17	17	17	17	17
16	16	16	16	16	16	16
15	15	15	15	15	15	15
14	14	14	14	14	14	14
13	13	13	13	13	13	13
12	12	12	12	12	12	12
11	11	11	11	11	11	11
10	10	10	10	10	10	10
9	9	9	9	9	9	9

Seven Spiritual Gifts

Read: Romans 12

Instructions: Read the corresponding paragraphs below to learn more about your top two spiritual gifts.

Prophecy - Speaker of Truth. Those expressing the spiritual gift of prophecy are often used of God to stimulate obedience and repentance with words that help reconcile people to God and build unity among the community of faith.

Admonition: Be careful about your use of words and the timing of the message so that the Word of God provided to you is well received by the intended audience.

Service/ Helps - Ready servant. Those expressing the spiritual gift of service / helps are often found assisting others and volunteering to support a leader accomplish a mission or task that touches their heart as well.

Admonition: Be aware and unashamed of your interests as well as of what and for whom you are passionate. Don't be afraid to say "No" Don't let others take advantage of you and don't allow your meekness to shadow your strength of character and intellect.

Teaching - Learned Mentor. Those expressing the spiritual gift of teaching have an interest and commitment to develop their skills and unfold the whole mysteries and truth of God to others. They often offer valuable insights into the truth of scriptures and understand the importance of context, history and peoples.

Admonition: While devoting yourself to learning in life and through various texts, be careful to remain humble and open to the wisdom and truth others may have to share.

Exhortation - Godly Encourager. Those expressing the spiritual gift of exhortation are often found encouraging others and helping to build the self-esteem of individuals. As a cheerleader they are a positive, encouraging presence in most every context.

Admonition: Be cautious not to neglect the depths of your own soulful needs. Don't allow your gregarious nature to overpower or dominate a room. Learn to be gentle, humble and a good listener.

Giving - Philanthropist. Those expressing the spiritual gift of giving may have great earning power or be poor. They have a faith-filled understanding of stewardship that allows them to enable ministry and give to financially support ministry and the well-being of others.

Admonition: Your humility and willingness to give without praise or laud helps sustain the spiritual gift. Beware of pride and the need to control how the offering you provide is used by others.

Mercy - Gentle Listener. Those expressing the spiritual gift of mercy are gentle and compassionate. They often serve as a mediator and are both emotive and empathic. They are often able to listen well to the significance of words and body language and have a way of providing a safe space for people to share their concerns and needs.

Admonition: While people appreciate your sympathy, be careful to maintain and encourage autonomy. Don't take on the burdens of others to the extent that it destroys or creates chaos in your life.

Administration – Faithful Organizer. Those expressing the spiritual gift of administration help set the pace, order and tenor of an organization. Often they are influential leaders and they manage systems well.

Admonition: Be careful not to become bossy, territorial or inflexible. Remember that it matters not how many you rule but how many you serve)

NOTE: Other gifts mentioned in the Bible include: Wisdom, Faith, Discernment, Knowledge, Healing, Miracles, Tongues, Poverty, Celibacy, Craftsmanship and Hospitality. I have chosen not to include these gifts in our tool due to the overlap of skills, interests and the practical challenges of scheduled deployment of manifestational gifts in congregational settings.

Small Group Dialogue

- How have you been touched by the expression of others vocation & spiritual gifts?
- In what ways have you seen this gift unfold in your life and ministry to others?
- Why might people with the same gift express and exercise their ministry differently?

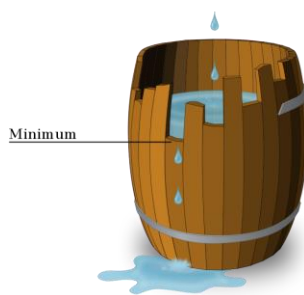
Talents, Interests & Availability

Talents:

Just as in the days of Nehemiah, we are a community that thrives as we choose to offer ourselves, our souls, and bodies, to one another and collaborate for the sake of the community. Your talents when combined with who YOU are, your experiences, and the gifts that God has given you make you a unique person. With humility, invite a few friends from your church to a coffee and have a conversation about the talents each of you have that you'd like to share with the community and the effect that you hope they might have as they are shared.

Interests and the Law of the minimum:

For this aspect I invite you to look back at your responses on page 7 of the survey. Your interpersonal interests are indicators as to how you might best contribute as a member of your faith community. Liebig's *law of the minimum* indicates that there are essential ingredients to every crop and lifeform.



In the church I suggest that these ingredients can be simplified in the following illustration whereas the:

Staves represent the “five areas of ministry” - worship, community, discipleship, stewardship and outreach

Straps represent the “structural elements” - buildings, grounds, finances, policies, systems of care

Bottom and Top represent the “reason and imagination” - Mission and vision

The congregations understanding of the *law of the minimum* greatly affects *congregational vitality* and its *organizational capacity*. Each of the staves (rename them if you like) are essential not only to the church but to each of its members. Ask the question: How do our concepts of “leadership” “collaboration” and “community” affect the interaction and well-being of our members and the congregation? Consider the sociopatterns of your congregation. Do they support one another in interdependence or vie for priority - effectively reducing the health of the overall community and its organizational capacity? Gather a small group and consider ways in which together with others you can improve collaborative and creative energy throughout your church.

Experiences and Availability

The use of social media has leveled our socio-economy while further connecting and in some manner further isolating individuals and communities. Consider your responses to availability and experiences on page 7 as compared with the degree and manner you choose to engage with others (share: give and receive). What correlation do you see between your choice to be interdependent and your sense of purpose, belonging and harmony? (See also: Emotivational Spectrum). What do you have to offer others? What do you desire to receive from others?

Christian Spirituality

Your posture or preferred way of expressing your Christian Spirituality largely influences how you will learn as a disciple and how you engage in worship, service and community. In each column below you can see three spectrums (or polarities). Consider and circle again the words you circled on page 8. Notice within each column where you have circled the *most* words. This will give you insight into your current approach to expressing your faith. The charts on the pages 19-22 will help you learn more about each posture.

Note: One is no better or worse than another – Only be careful not to fall prey to the risks of any posture.

Spirituality>	Communal <i>Co-dependency</i> <i>Relativism</i>	Mystical <i>Gnosticism</i> <i>Quietism</i>	Prophetic <i>Stridency</i> <i>Solipsism</i>	< <i>Inherent risks</i> < <i>Inherent risks</i>
	covenantal mindfulness of others inclusive collaborative relational collegial consensus-building supportive social hospitable welcoming	serenity contemplative transcendent poetic paradoxical soulful inquiring illuminative unity openness experiential	courageous inspirational generative apocalyptic visionary missional responsive discerning risk-tolerant justice-oriented kingdom-focused	
	responsible inward private individualistic can-do personal renewal integrity independent intimacy obligation decisive	dutiful intentional definitive devout academic instructional perfection certainty dedicated religious conformity	sacramental theology doctrinal management preserve professional institutional authoritative measured tradition systematic	
Spirituality>	Personal <i>Idiosyncratic</i> <i>Isolationism</i>	Practical <i>Judgmental</i> <i>Exclusivity</i>	Ecclesial <i>Authoritarian</i> <i>Irrelevant</i>	< <i>Inherent risks</i> < <i>Inherent risks</i>

Small Group Dialogue

- How might your own posture affect your satisfaction and engagement in worship and the church?
- What value statements do you hear from others who have a different posture than you?
- Which saints and exemplars have inspired your faith and life most?

<p><u>Communal Spirituality</u></p> <p>Communal spirituality is often expressed in a genuine enjoyment found in being in the presence of others and in collaborating with them in service to others. In great and small ways, those assuming a communal spiritual posture tend to express purpose and leadership by connecting with others and helping them to extend this connectedness further.</p> <p>Scriptural Theme: John 15:12, 14 "This is My commandment, that you love one another, just as I have loved you. You are My friends if you do what I command you."</p> <p>Saints and Exemplars: Ignatius of Loyola, Benedict of Nursia, Birgitta of Sweden</p> <p>Coaching Questions:</p> <ul style="list-style-type: none"> • What needs exist within our community? • Whom should we invite into this dialogue to enrich the outcomes? • What do we hope to create together? 	<p><u>Personal Spirituality</u></p> <p>Personal spirituality is expressed through the seeking of wisdom and the development of insight and compassion, typically in the context of private devotion and interpersonal care.</p> <p>Scriptural Theme: James 3:13 "Who among you is wise and understanding? Let him show by his good behavior his deeds in the gentleness of wisdom."</p> <p>Saints and Exemplars: Teresa of Avila, John Donne, Macrina - the Younger</p> <p>Coaching Questions:</p> <ul style="list-style-type: none"> • What gifts might I share with others? • What insights do others have that would enrich my life? • What partnerships are worth considering?
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Instructions: Write how your life, learning and decisions have been influenced by your preferred posture of Christian Spirituality.

<p><u>Mystical Spirituality</u></p> <p>Mystical Spirituality evokes a patient, artistic and poetic lifestyle and interests. Those in this posture often have a sense of holistic connectedness and uninhibited intimacy with the divine.</p> <p>Scriptural Theme: Psalm 139:7 "Where can I go from your Spirit, O Lord?"</p> <p>Saints and Exemplars: Julian of Norwich, Catherine of Siena, Thomas Merton</p> <p>Coaching Questions:</p> <ul style="list-style-type: none"> • What is inspirational experiences have I had recently? • What do I consider to be true? Essential? • What compromises have I made in efforts to <i>keep the peace</i> that threaten the authenticity of my opinions? 	<p><u>Practical Spirituality</u></p> <p>Practical Spirituality is often expressed in intentional action. Those in this posture often have a single-minded focus on achieving results for the sake of God and with the well-being of others in mind.</p> <p>Scriptural Theme: 1 Thes 2:1-12 (12) "walk in a manner worthy of the God who calls you into His own kingdom and glory."</p> <p>Saints and Exemplars: Clare of Assisi, John Baptist de La Salle, Sarah Miles</p> <p>Coaching Questions:</p> <ul style="list-style-type: none"> • How can I provide relief for the needs among us? • What peoples are we marginalizing or excluding? Is this what we desire? • In what ways can we encourage those among us to express their full potential?
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Instructions: Write how your life, learning and decisions have been influenced by your preferred posture of Christian Spirituality.

<p><u>Prophetic Spirituality</u></p> <p>Prophetic Spirituality often calls individuals and communities to accountability and responsibility in their relationship with God. It leans not on personal authority or conviction but on a humble and steadfast confidence on sharing God’s intentions with others.</p> <p>Scriptural Theme: Heb 12:1,2a “Therefore, since we have so great a cloud of witnesses surrounding us, let us also lay aside every encumbrance and the sin which so easily entangles us, and let us run with endurance the race that is set before us, fixing our eyes on Jesus, the author and perfecter of faith”</p> <p>Saints and Exemplars: Martin Luther King, Desmond Tutu, Anne Askew</p> <p>Coaching Questions:</p> <ul style="list-style-type: none"> • Who among us has lost their voice or value? • What is the preferred future to which we aspire? • Who should we invite into the dialogue to strengthen our understanding? 	<p><u>Ecclesial Spirituality</u></p> <p>Ecclesial Spirituality is expressed with attention and regard to the systematic and ecclesiastical order of all things spiritual. Those in this posture have special regard for tradition, history and safeguarding what has been and what is true.</p> <p>Scriptural Theme: 1Ch 29:18 "O LORD, the God of Abraham, Isaac and Israel, our fathers, preserve this forever in the intentions of the heart of Your people, and direct their heart to You”</p> <p>Saints and Exemplars: Thomas Aquinas, Martin Luther, Richard Hooker, Ignatius of Antioch</p> <p>Coaching Questions:</p> <ul style="list-style-type: none"> • What value does the legacy we treasure offer the extended community? • What vision for a preferred future do we offer our community? • How are my fears influencing my stake in tradition?
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Instructions: Write how your life, learning and decisions have been influenced by your preferred posture of Christian Spirituality.

Personal Style

Studies show that a person's personal style can certainly change over time and in various instances and when around certain people. This model aims only to highlight some of the traits that make each individual especially unique. We have chosen to base our study on Hippocrates' four cornerstone traits. This is depicted in four columns whereas an individual might have a certain degree of each of the four traits. It is important to note that this survey is a simplified and accessible format. It is most important to accept that an individual's trait pairs, amplitude, kinetic energy, environment and history affect how their personal style might be expressed.

No style is better than another. Each style has their inherent strengths and tendencies. In a church, especially, every individual's personal style must be valued and respected. In this way people will experience more satisfaction, proficiency, energy and meaningful engagement with the church.

The simplified explanation of the four cornerstone traits can be read below.

D - Determined Doers

Those who score high on the "D" scale are assertive and task oriented. They are motivated by a challenge and like to win. They do not fear the responsibility of leadership.

E - Energetic Influencers

Those who score high on the "E" scale are outgoing and social. They are motivated by opportunities to interact with others and creative environments.

P - Personable Caretakers

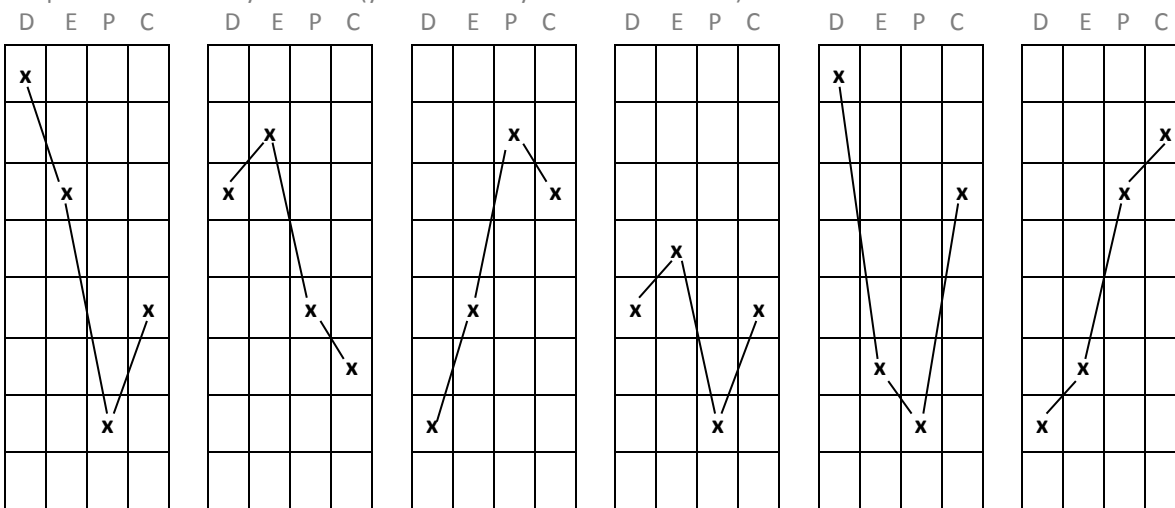
Those who score high on the "P" scale are compassionate and faithful. They are motivated by helping others and appreciate stability.

C - Cautious Contemplators

Those who score high on the "C" scale are detail oriented and introspective. They are motivated by loyalty and appreciate the opportunity to be trained and follow plans that are well thought out.

There are literally tens of thousands of styles. For each individual, our method explores both *amplitude* (the extremity of the traits you exhibit) and the dynamic correlation between *trait pairs*. Your advanced understanding of this model will help you guide the dialogue, deployment and relational aspects for staff and teams.

Examples of Personal Style Charts (your chart may not look like these)



For ease of use with the general congregation this survey uses a simplified version. If you like, a statistically-based survey and *personal profile* may be requested. Standard fees for such range between \$175-\$495 per individual. Mention this resource and get a significant discount. You may also request the creation of *job profile* for use with search teams and an *applicant/ candidate analysis* (prices will vary).

Instructions: Review the words you circled on page

Abrasive	Overwhelming	Resist Change	Judgmental
Bold	Flamboyant	Unhurried	Perfectionistic
Forceful	Verbose	Determined	Uncompromising
Daring	Promoting	Tenacious	Exacting
Commanding	Convincing	Deliberate	Meticulous
Fearless	Gregarious	Persistent	Systematic
Assertive	People-Pleaser	Avoid Conflict	Vigilant
Imaginative	Compelling	Nurturing	Strict
Problem-solver	Eager	Sympathetic	Calculating
Courageous	Inspirational	Sensitive	Precise
Direct	Expressive	Harmonious	Prudent
Visionary	Empathetic	Enduring	Diligent
Innovative	Trusting	Stead	Conscientious
Venturous	Exciting	Consistent	Dedicated
Quick Witted	Inclusive	Thorough	Disciplined
Analytical	Motivating	Settled	Conventional
Firm	Articulate	Dependable	Procedural
Competitive	Optimistic	Rhythmic	Strategic
Decisive	Social	Methodical	Dutiful
Definite	Responsive	Allegiant	Loyal
Assertive	Fun-Loving	Informal	Committed
Self-Assured	Enthusiastic	Casual	Detailed
Innovative	Relational	Good Natured	Accurate
Organizer	Conversational	Cooperative	Structured
Certain	Participative	Easy-going	Focused
Confident	Poised	Amiable	Careful
Curious	Friendly	Pleasant	Orderly
Moderate	Sincere	Adjustable	Open minded
Supportive	Congenial	Like-Change	Generalist
Amenable	Genuine	Versatile	Less Detailed
Modest	Composed	Active	Big picture
Tolerant	Contemplative	Lively	Avoid detail
Accepting	Kind	Spirited	Adventurous
Accommodating	Observant	Restless	Non detailed
Helpful	Perceptive	Impatient	Free-spirited
Discreet	Private	Mobile	Flexible
Collaborative	Undemonstrative	Restive	Creative
Non-Competitive	Self-protective	Swift	Unconventional
Cautious	Mild mannered	Driving	Avant-garde
Gracious	Respectful	Pressing	Care-free
Attentive	Thinker	Hasty	Autonomous
Gentle	Restrained	Spontaneous	Uninhibited
Humble	Reserved	Reactive	Independent
Temperate	Quiet	Fast Paced	Challenge Rules
Undemanding	Introspective	Impetuous	Resistant
Deferring	Selective	Impelling	Self-Governing
Non-Controlling	Considerate	Abrupt	Contrary
Tentative	Skeptical	Coiled Spring	Anti- Bureaucratic
Hesitant	Confidential	Sporadic	Non-conforming
Passive	Guarded	Short Fused	Resilient
Yielding	Un-Expressive	Urgent	Progressive
Complacent	Solitary	Volatile	Eccentric
Slothful	Recluse	Explosive	Rebellious

Gifts influenced by the basic Personal Style

Remembering that our *Vocation* is shaped by our *Spiritual Gifts*, we must also understand that these are shaped by our *Personal Style*. This section of the Field Guide aims to show how each trait usually influences how one might express their Spiritual Gifts in ministry. Whereas: D= High Dominance; E=High Extroversion; P=High Pace/Patience; C=High Conformity take time to read through how your *primary trait* influences your expression of your top two spiritual gifts and read the *Reflection* aimed to help you grow and avoid the pitfalls that may become troublesome for those in ministry.

Small Group Dialogue

- Are there others in the group with the same spiritual gift but different personal style than you? If so, talk about how you have actually noticed a difference in your individual lives and ministry.
- When might you need to adjust your personal style in your day-to-day life and as you serve in ministry.
- What harm is there in expecting that everyone pursue God in a similar style or express their ministry as modeled by your pastor, St. Francis, or the Apostle Paul?

ADMINISTRATION

As a "D" Type Christian with the Gift of Administration you are strong leader and are often able to see the big picture. You have the ability to see what needs to be done and are driven to press forward to do great things for God. You prefer to delegate the work to others and manage a team telling them what needs to be done.

Reflection: To others, it may feel as though you are more concerned about tasks, than people. Try to be more sensitive to the issues and priorities in others' lives. When you are building and deploying the team, be careful not to use pressure which can intimidate and offend others if you're not careful. Do more to encourage your team and express your genuine satisfaction and joy with the work getting done. If you are not the leader of your team, be earnestly respectful of those in authority, and be an efficient administrator of what you have been given to do.

As an "E" Type Christian with the Gift of Administration you appear to be an optimistic leader. Your positive enthusiasm encourages others to get involved and can build incredible excitement among the church members. Your friendliness and verbal skills make you terrific at engaging others in conversations. You have an ability to enlist people into joining the team. Reflection: Be careful not to talk people into doing things they don't want to do. Guard yourself against exaggeration, over commitment and manipulating people and situations to accomplish your goals. If you are not in charge of the team, do your best to serve by example and make sure you give proper recognition and praise to the work of other team members.

As a "P" Type Christian with the Gift of Administration your sincere concern and faithful commitment is honorable. You are most effective leading small groups and tackling long term tasks that reflect your appreciation of going it 'steady and stable'. Even though you may be reserved, your quiet leadership can be a great example to others. Reflection: Make sure that you select opportunities that are in stable environments. When change is proposed, remain open and ask more questions. Make an effort to understand and respond to the deadlines and time tables of others who want things done quickly. Make the needs of others known and allow the team to do their part rather than aiming to micro-manage. If you are not in charge of the team, let your warmth and nurturing soul shine and don't get caught up in gossip or passive-aggressive behavior. Don't let yourself become a martyr by taking on more than you can handle. Be careful not to impose on others your sense of values or your sense of urgency for a cause. It is evident that you care for others - allow others to care for you.

As a "C" Type Christian with the Gift of Administration you are a competent task-master with an amazing ability to see certain needs and organize others to meet them. You do best and are most comfortable taking on projects that still have adequate time to get things done completely and right the first time. You have an ability to focus in on getting things done and being clear about all the objectives. Reflection: You can increase your effectiveness if you will use more warmth and tap into the passion of others rather than using guilt or imposing your sense of priorities on others. Avoid being critical of what others are doing or not doing. If you are not the leader of the team, offer up your project management skills to help things go more smoothly and don't allow yourself to build up resentment or frustration when things don't go as planned.

EXHORTATION

As a "D" Type Christian with The Gift of Exhortation you are a persistent exhorter. You may tend to dominate conversations with practical steps-of-action, share advice freely, and have a plan for every problem. Your desire to achieve success and help other do the same may feel as you are being *pushy* to others. Reflection: Aim to be a better listener and provide advice and admonishment more sparingly, and as people seem ready to hear what you have to say. Remember it is God that both redeems and transforms our souls and lifestyles. Be more flexible and sensitive to the needs and personal history of others. Recognize that people can't always master the changes you map out for them and that it may take time for personal transformation within.

As an "E" Type Christian with The Gift of Encouragement you are an enthusiastic exhorter. You easily impress others with your advice. Your optimism is contagious and you inspire hope among others. Reflection: Be careful that you do not use your verbal skills to manipulate others. Listen more and speak less. Aim to expand your understanding by learning more what interests others and use your empathy to affirm and build up those around you rather than talking about yourself.

As a "P" Type Christian with the Gift of Encouragement you are naturally a gentle exhorter. You share advice when asked and stories to encourage others. You tend to provide advice that is principle-based. You often wait for others to ask for advice before speaking and even then with great reservation. You help foster stability and peace to environments. Reflection: Sometimes your shyness stops you from encouraging others as you aim not to presume or push yourself upon others. Be careful not to wait too long or let anger, resentment or judgment build up within you. Learn to express tough love and maintain autonomy.

As a "C" Type Christian with the Gift of Encouragement you are a precise exhorter. You are artful at presenting very practical action steps helping those in need individual overcome the obstacles in their life. Reflection: You make a competent counselor but sometimes you can be too hard on people expecting others to follow your set of rules, rights and wrongs. Aim to be more sensitive to the failures and decisions of others. Have patience and try not to be too critical let them learn and grow at their own pace and disciplines that fit their life.

GIVING

As a "D" Type Christian with The Gift of Giving you are serious about financial matters. Your diligence has no doubt helped you achieve success in business. You may be able to lead a ministry of financial counseling. The gift of giving can unlock your need for personal gain and allow you to begin sharing your connections, resources and finances to help the church realize its vision and others live comfortably. Reflection: While still developing this gift you may be tempted to demand how finances are used, and be extremely picky about the creation of budgets. Aim to keep an open mind and be inquisitive rather than forceful so not to discourage or dissuade encourage others by your dominance.

As an "E" Type Christian with The Gift of Giving you are enthusiastic about stewardship and enjoy encouraging everyone to be givers. You tend to be more optimistic than others and your faith allows you to give cheerfully. Reflection: Be careful not to become prideful or boastful about your giving. When discouraged or at odds with the leadership, don't let your emotions curb your giving or affect your overall support and stewardship.

As a "P" Type Christians with the Gift of Giving you an obedient giver. While grandiose plans and visions don't excite you, you are known to be sensitive to the day to day operational needs and most especially to the needs of others. You are most likely very private about your giving and don't like to talk about it even in the context of a testimony. Reflection: As you give to support others and ministry, talk it over with the leadership when they fail or disappoint you – before it makes you sick. Rather than becoming disgruntled or offer your skills at sustainable and stable financial planning to help the church make long term plans that will further meaningful ministry.

As a "C" Type Christians with the Gift of Giving you are a cautious giver. You seldom make quick financial decisions and almost always prefer to give and budget conservatively. You don't appreciate being pressured. Reflection: Be careful not to stifle the vision and growth of the parish because of pessimism. Use your competence to help, rather than find fault and find ways to encourage and affirm those who are leading the charge in stewardship and budgeting.

MERCY

As a "D" Type Christian with The Gift of Mercy you often misunderstood but dedicated to helping others feel better. Your domineering ways tend to confuse those you aim to help personally. Reflection: You need to understand that not everyone will display a caring spirit. Use your dominance to lead or create organizations that offer care to those in need through the service of others with the gift of mercy.

As an "E" Type Christian with The Gift of Mercy your influence allows others to get engaged in ministries that provide care. Your verbal skills help generate excitement for the cause and you are able to stir up strong feelings for those in need. When meeting with people in need you are both intuitive and able to respond verbally to help them along the road to wholeness. Reflection: Some may find that you are too emotional and sometimes over-do the selling of the cause. Remember to adjust the delivery of your message to best communicate with others.

As a "P" Type Christian with the Gift of Mercy you are an incredible blessing to others in their times of suffering, grief and confusion. If you don't trust your intuition, consider using your gift of mercy in teams/organizations that allow you to follow a process/protocol rather than being fooled by insincere cries for help. Reflection: You may need to be more assertive with those who ask for help. Remember that sometimes what people need is to hear truth and wisdom rather than experience a listening ear and a warm heart.

As a "C" Type Christians with the Gift of Mercy you likely feel extremely concerned about the well-being of others. You can see needs others overlook and you do your best to be aware of all the opportunities and programs that will help others. Reflection: Be careful not to become critical of those who don't get involved and those who fail to follow your prescribed recommendations.

PROPHECY

As a "D" Type Christian with The Gift of Prophecy you are fearless when it comes to proclaiming the truth. IT is likely that you are determined to preserve purity, demand righteousness and press others hard to be committed and faithful to God in every aspect of their lives. Reflection: High "D" Prophets often offend others. Do your best to be more gentle, rather than always striving to expose error. Understanding your own weaknesses and acknowledging your own failures, aim to be more sensitive to the feelings and decisions of others.

As an "E" Type Christian with The Gift of Prophecy you can become very effective at communicating truth. You are articulate and effective at inducing action and a faith-filled response. Reflection: Guard against verbal abuse and the over-use of enthusiasm and emotions to convince others. When filled with conviction guard your tongue so not to injure others. Remember *Who* you represent.

As a "P" Type Christian with the Gift of Prophecy you are shy and slow to speak, but serious about truth. Your hesitation makes the words you do say all the more significant. Motivated to proclaim truth, you tend to be gentle, but strong. Reflection: Be careful not to ignore your gift, and remain humble as it is a great source of strength.

As a "C" Type Christian with the Gift of Prophecy you are cautious and competent. Perhaps overly critical, your intentions are good – you hate to see people compromise truth. Reflection: Often convincing, you are sometime overly confrontational as your concern for compliance and holiness may make you seem unbending. You can increase your effectiveness by taking time to listen to others and considering other points of view, rather than always being right.

HELPS/ SERVICE

As a "D" Type Christian with The Gift of Helps you have a tendency to stay busy for Christ. You are adept at working hard behind the scenes, leading a team that is engaged in a large scale project. You are task-oriented ready to work tirelessly for the sake of God. Reflection: Since you can be impatient at times and tend to intimidate others, be careful so as not to drive away people from what you hope to accomplish. You may need to slow down, and your team may benefit if you can delegate and entrust leadership to others.

As an "E" Type Christian with The Gift of Helps you are excited about serving. Your enthusiasm stirs others to get involved. Use your charisma to create an atmosphere of excitement and happiness. Reflection: Guard yourself again becoming impatient, over-selling and manipulating others. Be attentive to the concept that you are the light of Christ, rather than always being the example for others with hopes that they will respect you.

As a "P" Type Christian with the Gift of Helps you can be the backbone of most ministry teams. If anything needs to get done, you are usually there to do it. You enjoy serving faithfully without recognition and even shy away from praise and awards. Reflection: Don't let people take advantage of you. Seek help engaging others in the cause and understand that not everyone cares about the same things you care about. Always be sensitive to the feelings of others.

As a "C" Type Christian with the Gift of Helps you can very detail-oriented and don't appreciate loose ends. If anything needs to be done right, you are usually eager to help. Reflection: Sometimes you may tend to be difficult and too picky. Aim to show more appreciation for what others are doing. Try to remain open to the ever changing needs of your team, church and community.

TEACHING

As a "D" Type Christian with The Gift of Teaching you are dedicated and studious. You like to create informative and meaningful lessons. You enjoy challenging research and interpreting the intricacies of truth. Reflection: You can sometimes come across too forceful or authoritative. Don't hesitate to share what you are learning as you prepare each lesson. Balance your dedication to teaching and presenting information with the needs of most people which includes time for social connection.

As an "E" Type Christian with The Gift of Teaching you have a knack for telling poignant stories. Your verbal skills allow you to excel at telling story that fascinates others. While inductive bible studies may not be your favorite, you will be very effective at topical studies that deal with day-to-day life. Reflection: Be cautious about dominating the dialogue in the learning environment and going over your allotted time. Reflection: Guard against stretching the truth or the text to make a point. Make time in your class to hear what others think.

As an "P" Type Christian with the Gift of Teaching your teaching tends to follow a systematic, steady, step-by-step approach. Though not as flashy as some teachers your insightful instruction often inspires significant change in people's lives. Reflection: Articulate clear outcomes for your classes so that others can understand the long-term value.

As a "C" Type Christian with the Gift of Teaching you are driven to understand truth. It's likely that you enjoy research. Reflection: Maintain a balance of facts and feelings in your class. Make time for people to socialize so that your ability to challenge people with practical application is not lost in boredom.

Like the other elements in this survey, your felt needs correlate to other aspect of your personal profile. Most importantly your motivational needs can greatly affect your energy levels when they are met or left unmet. It's important to engage in dialog with others about each other's emotivational needs because we express and satisfy them differently. These differences and our unawareness is the primary cause of interpersonal conflict, stress, community discord, and even intractable conflicts such as wars. Research shows that people who remain attentive to their emotivational needs *and* those of others have the most vibrant levels of personal satisfaction, joy and happiness as compared to those who are unaware or living a life that is more reactive to one's environment.

[illegible]

For more information and learning, [read the articles](http://goo.gl/XjAaBc) on the *Emotivational Spectrum*: <http://goo.gl/XjAaBc>

Continue your Learning

Christian disciples embrace an integrated lifestyle of learning, doing and being. As we sojourn through life and press onward to the end, we will cycle through many stages of learning and growth. I urge you to consider what you've learned while completing this survey and pursue your vocation and partner with others who compliment your strengths and help you achieve the greater goal of God for the Church.

To receive further guidance and interpretation please contact me. Consider also using my other services and materials explained within my website: www.greg.troxell.com

Materials and Services:

- Harmony Bible – a free resource for Small Groups www.HarmonyBible.coop
- The Emotivational Spectrum – www.emotivational.guru (coming soon)
- Professional Dynametric Programs (PDP) – providing PDP surveys and feedback
- Ministry coaching – coming alongside of those in ministry
- Clergy Restoration – assessments, guidance, and encouragement
- Staffing Search Process – understanding, assessments, and guidance for the church, the staff, vestry/board and candidates

Workshops:

- Cultivating Congregational Vitality
- A Strategy for helping making Disciples
- Knowing Jesus
- Strategic Planning
- Spirituality retreats
- Implementing gifts based ministry in your church (strengths-based, asset-based ministry)
- Team Development
- Dialog and Dynamic Collaboration
- Embracing Community: Our Emotivational Needs

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