

stepTWO

Discover Your Design

Discovering your Gifts

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

EPHESIANS 4:11–12 (NLT)

1. My _____

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

ROMANS 12:6–8

2. My _____

“So here’s what I want you to do, God helping you: Take your everyday, ordinary life—your sleeping, eating, going-to-work, and walking-around life—and place it before God as an offering. **Embracing what God does for you** is the best thing you can do for Him.”

ROMANS 12:1 (MSG)

3. My _____

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

2 CORINTHIANS 1:3–4 (NLT)



Design Reveals Destiny

*“You made all the delicate, inner parts of my body and knit me together in my mother’s womb. **Thank You for making me so wonderfully complex!** Your workmanship is marvellous—how well I know it.”*

[PSALM 139:13–14 \(NLT\)](#)

1. _____ my gifts.
2. _____ my gifts.
3. _____ my gifts.

My purpose is to _____ by _____

Personality / Leadership Style.

<input type="text"/>	1. 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 more than others or myself	1	2	3	4	5	
I am motivated by accomplishment and authority.	1	2	3	4	5	

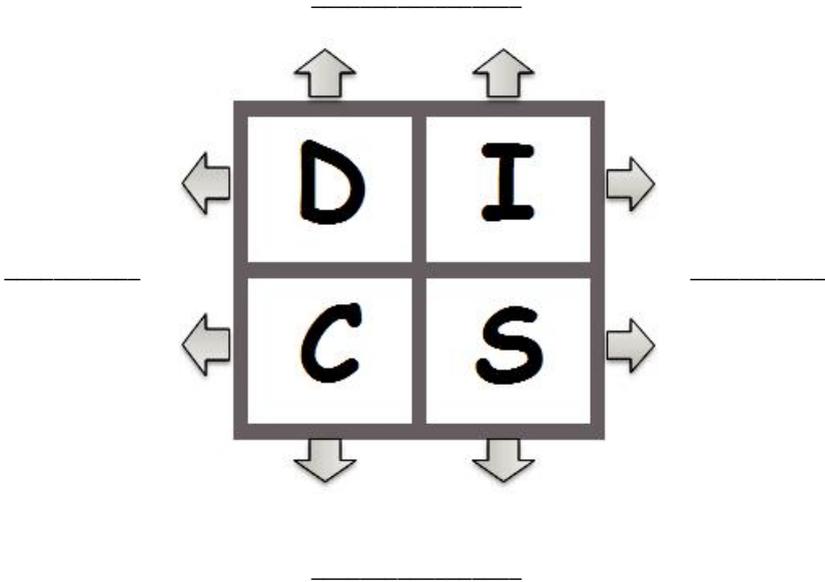
<input type="text"/>	2. Total: _____	Never	Rarely	Sometimes	Often	Always
I enjoy influencing and inspiring other people.	1	2	3	4	5	
I am optimistic about others.	1	2	3	4	5	
I tend to be the life of the party.	1	2	3	4	5	
I think about motivating people.	1	2	3	4	5	
I am motivated by recognition and approval.	1	2	3	4	5	

<input type="text"/>	3. Total: _____	Never	Rarely	Sometimes	Often	Always
I thrive in consistent environments.	1	2	3	4	5	
I prefer specifics over generalisations.	1	2	3	4	5	
I enjoy small groups of people.	1	2	3	4	5	
I prefer being a member of a team.	1	2	3	4	5	
I am motivated by stability and support.	1	2	3	4	5	

<input type="text"/>	4. 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	

My Personality / Leadership style is: _____

My Personality/ Leadership style is _____



"I praise You because I am fearfully and wonderfully made; Your works are wonderful; I know that full well."

PSALM 139:14

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

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

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

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

Daniel (Daniel 1-6), Job (Job 1:5, James 5:11), Martha (Luke 10:38-42)

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

Malachi (Malachi 4), Nathan (2 Samuel 12:1-13), Nahum (Nahum 1-3)

- I** We are inspiring and impressive. Enthusiastic, optimistic, impulsive, and emotional—we tend to be creative problem solvers and excellent encouragers. We often have a large number of friends, but we can become more concerned with approval and popularity than with getting results.
Our greatest fear is rejection, but we thrive when it comes to motivating others. Our positive sense of humour helps us negotiate conflicts. Though we can be inattentive to details and poor listeners, we can be great peacemakers and effective teammates when we control our feelings and minimise our urge to entertain and be the centre of attention. We value lots of human touch and connection.
- I/D** We are persuaders who are outgoing and energetic. We enjoy large groups and use our power of influence to attain respect and convince people to follow our lead. Sometimes we can be viewed as fidgety and nervous, but it comes from our need to be a part of challenges that have variety, freedom, and mobility. We could benefit from learning to look before we leap and spending more time being studious and still. We make inspiring leaders and know how to get results from and through people.
John the Baptist (Luke 3), Peter (Matthew 16 and 26, Acts 3), Rebekah (Genesis 24)
- I/S** We are influential counsellors who love people, and it's no surprise that people love us. We live to please and serve and tend to be good listeners. Looking good and encouraging others is important to us, as is following through and being obedient. We often lack in the area of organisation and can be more concerned with the people involved than we are with the task at hand. However, we can be centre stage or behind the scenes with equal effectiveness, and we shine when it comes to influencing and helping others.
Barnabas (Acts 4, 9, 11-15), Elisha (1 Kings 19, 2 Kings 2-3), Nicodemus, (John 3, 7, 19)
- I/C** We are inspiring yet cautious assessors who are excellent communicators through the combination of concerned awareness and appreciation of people. We excel in determining ways to improve production. We tend to be impatient and critical and can also be overly persuasive and too consumed by the desire to win. We like to work inside the box, and we could benefit from trying new things and caring less about what others think. This personality type often possesses a gift for teaching; we are generally dependable when it comes to paying attention to details and getting the job done.
Miriam (Exodus 15-21), Ezra (Ezra 7-8), Shunammite Woman, (2 Kings 4:8-37)

- S** We are steady and more reserved. We do not like change and thrive in secure, non-threatening environments. We 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. Our greatest fear, however, is loss of security, and our possible weaknesses naturally include not only resistance to change, but also difficulty adjusting to it. We can also be too sensitive to criticism and unable to establish priorities. In order to avoid being taken advantage of, we need to be stronger and learn how to say “no.” We also like to avoid the limelight, but when given an opportunity to genuinely help others, we will gladly rise to the occasion. We feel most valued when we have truly helped someone.
- S/D** We are quiet leaders who can be counted on to get the job done. We perform better in small groups and do not enjoy speaking in front of crowds. Though we can be soft- and hard-hearted at the same time, we enjoy close relationships with people, being careful not to dominate them. Challenges motivate us, especially ones that allow us to take a systematic approach. We tend to be determined, persevering through time and struggles. We benefit from encouragement and positive relationships.
[Martha \(Luke 10:38-42\)](#), [Job \(Job 1:5, James 5:11\)](#)
- S/I** We are inspirational counsellors who exhibit warmth and sensitivity. Tolerant and forgiving, we have many friends because they accept and represent others well. Our social nature and desire to be likeable and flexible makes us inclined to be overly tolerant and non-confrontational. We will benefit from being more task-oriented and paying more attention to detail. Kind and considerate, we include others and inspire people to follow us. Words of affirmation go a long way with us, and with the right motivation, we can be excellent team players.
[Mary Magdalene \(Luke 7:36-47\)](#), [Barnabas \(Acts 4, 9, 11-15\)](#), [Elisha \(1 Kings 19,2 Kings 2-13\)](#)
- S/C** We are diplomatic and steady, as well as detail-oriented. Stable and contemplative, we like to weigh the evidence and discover the facts to come to a logical conclusion. More deliberate, we prefer to take our time, especially when the decision involves others. Possible weaknesses include being highly sensitive and unable to handle criticism, and we also need to be aware of the way we treat others. Operating best in precise and cause-worthy projects, we can be a peacemaker; this makes us loyal team members and friends.
[Moses \(Exodus 3, 4, 20, 32\)](#), [John \(John 19:26-27\)](#), [Eliezer \(Genesis 24\)](#)

- C** We are compliant and analytical. Careful and logical lines of thinking drive us forward, and accuracy is a top priority. We hold high standards and value systematic approaches to problem-solving. Though we thrive when given opportunities to find solutions, we tend to ignore the feelings of others and can often be critical and downright crabby. Verbalising feelings is difficult for us, but when we are not bogged down in details and have clear-cut boundaries, we can be big assets to the team by providing calculated “reality checks.” Our biggest fear is criticism, and our need for perfection is often a weakness, as is our tendency to give in when in the midst of an argument. However, we are thorough in all activities and can bring a conscientious, even-tempered element to the team that will provide solid grounding. We value being correct.
- C/I** We are attentive to the details. We tend to impress others by doing things right and stabilising situations. Not considered aggressive or pushy, we enjoy both large and small crowds. Though we work well with people, we are sometimes too sensitive to what others think about us and our work. We could benefit from being more assertive and self-motivated. Often excellent judges of character, we easily trust those who meet our standards. We are moved by genuine and enthusiastic approval as well as concise and logical explanations.
Miriam (Exodus 15-21, Numbers 12:1-15), Ezra (Ezra 7, 8)
- C/S** We are systematic and stable. We tend to do one thing at a time— and do it right. Reserved and cautious, we would rather work behind the scenes to stay on track; however, we seldom take risks or try new things and naturally dislike sudden changes in our environments. Precisionists to the letter, we painstakingly require accuracy and fear criticism, which we equate to failure. Diligent workers, our motivation comes from serving others.
Esther (Esther 4), Zechariah (Luke 1), Joseph (Matthew 1:1-23)
- C/D** We are cautious and determined designers who are consistently task-oriented and very aware of problems. Sometimes viewed as insensitive, we do care about individual people but have a difficult time showing it. We often feel we are the only ones who can do the job the way it needs to be done, but because of our administrative skills, we are able to bring plans for change and improvements to fruition. We have a tendency to be serious and could benefit from being more optimistic and enthusiastic. Despite our natural drive to achieve, we should concentrate on developing healthy relationships and simply loving people.
Bezalel (Exodus 35:30-36, 8, 37:1-9), Jochebed (Exodus 1:22-2:4), Jethro (Exodus 2,18)

Making The Most of Your Personality

“For we are His workmanship, created in Christ Jesus for good works.”

EPHESIANS 2:10 NASB

Every personality has strengths and challenges. The following will give you specific areas to focus on to help you work well with others.

“D” personalities are dominant, direct, task-oriented, decisive, organized, outgoing, and outspoken. As you embrace these strengths, also make sure to:

- Listen attentively to others.
- Support other team members.
- Invest in personal relationships.
- Balance controlling and domineering tendencies.
- Value the opinions, feelings, and desires of others.

“I” personalities are influential, witty, easygoing, outgoing, and people-oriented. As you embrace these strengths, also make sure to:

- Be aware of tasks that need to be accomplished.
- Balance your emotions, words, and actions.
- Remember to consider details and facts.
- Slow down your pace for others when necessary.
- Listen attentively to others instead of only talking.
- Choose thoughtful decision-making over impulsive decision-making.

“S” personalities are steady, stable, analytical, introverted, and people-oriented. As you embrace these strengths, also make sure to:

- Take the initiative.
- Practice flexibility.
- Approach confrontation constructively.
- Be direct in your interactions when necessary.
- Realise change can be healthy and be willing to adapt.
- Consider the overall goals of your family or group, not just specific processes or procedures.

“C” personalities are compliant, competent, task-oriented, goal-oriented, and introverted. As you embrace these strengths, also make sure to:

- Be decisive when necessary.
- Cultivate personal relationships.
- Be open to others' ideas and methods.
- Balance your focus between facts and people.
- Focus on doing the right things, not just doing things right.
- Help others accomplish their goals.

Discovering Your Motivational Gifts

*“Very truly I tell you, whoever believes in me **will do the works I have been doing**, and they will do even greater things than these, because I am going to the Father.”*

JOHN 14:12

Motivational Gifts Statements

1. I am careful, thorough, and skilled at managing organisations, groups and details.
2. I can visualise how something should be constructed before I build it.
3. I often find myself thinking of new creative ideas for expressing God's truths.
4. I quickly identify sin, and I challenge people to repentance.
5. I like motivating others to take steps for spiritual growth.
6. I seek opportunities to discuss spiritual matters with unbelievers.
7. I am more interested in meeting the needs of others than meeting my own needs.
8. I pay close attention to words, phrases, and the meaning of what is said by others.
9. I often see specific results in direct response to my prayers.
10. I often see the solution and direction to take and lead others to achieve it.
11. I love to give without others knowing about it.
12. I enjoy patiently but firmly nurturing others in their development as believers.
13. I grieve when I see others hurt and desire to help in their healing process.
14. I can make people feel at ease, even in unfamiliar surroundings.
15. I am highly motivated to organise that which I am responsible for.
16. I enjoy working with my hands to make things.
17. I regularly need time alone to reflect and develop my imagination.

18. I feel the need to speak God's truth even when it is difficult for others to accept.
19. I accept people as they are without judging them.
20. I openly and confidently tell others what Christ has done for me.
21. I tend to do more than is expected without being asked.
22. I communicate scripture in ways that motivate others to study and learn more.
23. I am honoured when others ask me to pray for them.
24. I am able to inspire others to achieve a vision.
25. I find great joy in giving in order to meet a need.
26. I can gently restore those that have lost faith.
27. I have a tremendous capacity to show love to those in need.
28. I enjoy doing whatever I can to make others feel at home.
29. I easily facilitate resources and people to accomplish tasks or goals.
30. I am skilled at working with different sorts of tools.
31. I am very expressive and creative when explaining things to others.
32. I boldly expose any teachings or events that contradict Biblical principles.
33. I enjoy reassuring and strengthening those who are discouraged.
34. I consistently look for opportunities to build relationships with non-believers.
35. I find great JOY in doing something that is helpful.
36. I present information and skills to others at a level that is easy to grasp and apply.
37. I feel burdened to pray when I hear about a needy situation.
38. I influence others to perform to the best of their ability.
39. I enjoy being given the opportunity to financially support the Gospel.
40. I often spend time giving guidance and counsel to people.

41. I take care with my words and actions in order to avoid hurting others.
42. I enjoy opening my home to others and entertaining.
43. I enjoy delegating tasks and supervising people.
44. I enjoy working creatively with wood, cloth, paints, metal, glass or other materials.
45. I enjoy developing and using my artistic skills (art, drama, music, photography).
46. I see things as black or white, no grey or indefinite areas.
47. I view trials as opportunities to produce personal growth.
48. I often invite unbelievers to accept Jesus Christ as Lord and Saviour.
49. I support others using my natural or learned skills wherever needed.
50. I am aware and concerned when Scripture is used out of context.
51. I pray with confidence because I know God works in response to prayer.
52. I set goals and manage people and resources effectively to accomplish them.
53. I manage my money well in order to free more of it for giving.
54. I can faithfully provide long-term support and concern for others.
55. I can patiently support those going through painful experiences.
56. I enjoy meeting new people and creating a welcoming environment.
57. I can anticipate potential problems and develop backup plans.
58. I find great joy in honouring God with my handcrafted gifts.
59. I enjoy challenging people's perspectives of God by using various art forms.
60. I speak in a way that results in conviction and change in the lives of others.
61. I have been told that I have a positive attitude.
62. I can easily adapt the Gospel message so that it connects with other people's felt needs.
63. I see a spiritual significance in doing practical tasks.

64. I find Bible study to be the foundation of my spiritual growth.
65. I take prayer requests from others and consistently pray for them.
66. I can adjust my leadership style in order to bring out the best in others.
67. I like knowing that my financial support makes a difference in the lives of others.
68. I give guidance for the person as a whole - relationally, emotionally, spiritually, etc.
69. I am able to identify with what others are going through.
70. I believe that the Lord directs strangers to me who need to be connected to others.

1 = Almost Never 2 = Sometimes 3 = Almost Always

					TOTAL	GIFT
1. _____	15. _____	29. _____	43. _____	57. _____	_____	A. _____
2. _____	16. _____	30. _____	44. _____	58. _____	_____	B. _____
3. _____	17. _____	31. _____	45. _____	59. _____	_____	C. _____
4. _____	18. _____	32. _____	46. _____	60. _____	_____	D. _____
5. _____	19. _____	33. _____	47. _____	61. _____	_____	E. _____
6. _____	20. _____	34. _____	48. _____	62. _____	_____	F. _____
7. _____	21. _____	35. _____	49. _____	63. _____	_____	G. _____
8. _____	22. _____	36. _____	50. _____	64. _____	_____	H. _____
9. _____	23. _____	37. _____	51. _____	65. _____	_____	I. _____
10. _____	24. _____	38. _____	52. _____	66. _____	_____	J. _____
11. _____	25. _____	39. _____	53. _____	67. _____	_____	K. _____
12. _____	26. _____	40. _____	54. _____	68. _____	_____	L. _____
13. _____	27. _____	41. _____	55. _____	69. _____	_____	M. _____
14. _____	28. _____	42. _____	56. _____	70. _____	_____	N. _____

My Motivational Gifts

Your three top scores are your motivational/ strongest gifts.

My top motivational gifts are:

1. _____

2. _____

3. _____

Using Your Motivational Gifts

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

On the following pages, you can learn about your Motivational gifts and find out more about the areas available to serve at CFC in which you can best use your gifts.

A. Administration

The gift of administration is the divine strength or ability to organise multiple tasks and groups of people to accomplish these tasks.

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

(All Teams).

B. Craft/ Craftsmanship

The gift of craftsmanship is the divine strength or ability to plan, build and work with your hands in construction environments to accomplish multiple ministry applications.

Exodus 30:22, 31:3-11; 2 Chronicles 34:9-13; Acts 18:2-3.

(Evangelistic Outreaches, Children's World, Welfare, Production Team, Events Team).

C. Creative Communication

The gift of creative communication is the divine strength or ability to communicate God's truth through visual, written or performing arts in order to use variety and creativity to captivate people and cause them to consider Christ's message; demonstrating fresh ways to express the Lord's message.

Psalms 150:3-5; 2 Samuel 6:14-15; Deuteronomy 31:22; 1 Samuel 16:16.

(Children's World, Worship, Small Group Leaders, Events Team, Production Team, Free Market).

D. Prophecy

The gift of prophecy is the divine strength or ability to boldly speak and bring clarity to scriptural and doctrinal truth; in some cases, foretelling God's plan.

Acts 2:37-40, 7:51-53, 26:24-29; 1 Corinthians 14:1-4; 1 Thessalonians 1:5.

(Evangelistic Outreaches, Small Group Leaders, Hospital Visitation Team).

E. Encouraging/ Exhortation

The gift of exhortation is the divine strength or ability to encourage others through the written or spoken word and Biblical truth.

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

(Children's World, Connection Centre, Dream Team, Dream Team Centre, Events Team, Greeters, Growth Track, Hospital Visitation Team, Next Steps Information, Salvation Team, Small Group Leaders, Ushers/ Deacon).

F. Evangelism

The gift of evangelism is the divine strength or ability to help non-Christians take the necessary steps to become Christ-followers.

Acts 8:5-6, 8:26-40, 14:21, 21:8; Ephesians 4:11-14.

(Evangelistic Outreaches, Hospital Visitation Team, Salvation Team, Small Group Leaders, Youth).

G. Helps/ Serving

The gift of helps is the divine strength or ability to work in a supportive role for the accomplishment of tasks in Christian ministry.

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

(All Teams).

H. Teaching

The gift of teaching is the divine strength or ability to study and learn from the Scriptures primarily to bring understanding and growth to other Christians.

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

(Bible College and Foundational Courses, Children's World, Evangelistic Outreaches, Small Group Leaders, Youth).

I. Intercessor/ Intercession

The gift of intercession is the divine strength or ability to stand in the gap in prayer for someone, something, or someplace believing for profound results.

Hebrews 7:25; Colossians 1:9-12, 4:12-13; James 5:14-16.

(Small Group Leaders, Youth).

J. Leading/ Leadership

The gift of leadership is the divine strength or ability to influence people at their level while directing and focusing them on the big picture, vision, or idea.

Romans 12:8; 1 Timothy 3:1-13, 5:17; Hebrews 13:17.

(All Teams).

K. Giving

The gift of giving is the divine strength or ability to produce wealth and to give by tithes and offerings for the purpose of advancing the Kingdom of God on earth.

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

(Legacy).

L. Shepherding/ Pastor

The gift of shepherd/ pastor is the divine strength or ability to care for the personal needs of others by nurturing and mending life issues.

John 10:1-18; Ephesians 4:11-14; 1 Timothy 3:1-7; 1 Peter 5:1-3.

(Children's World, Evangelistic Outreaches, Growth Track, Salvation Team, Small Group Leaders).

M. Mercy/ Compassion

The gift of mercy/ compassion is the divine strength or ability to feel empathy and to care for those who are hurting in any way.

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

(Children's World, Evangelistic Outreaches, First Responders, Hospital Visitation Team, Small Group Leaders, Youth).

N. Hospitality

The gift of hospitality is the divine strength or ability to create warm, welcoming environments for others in places such as your home, office, or church.

Acts 16:14-15; Romans 12:13, 16:23; Hebrews 13:1-2; 1 Peter 4:9.

(Children's World, Connection Centre, Dream Team, Dream Team Centre, Evangelistic Outreaches, Events Team, Greeters, Growth Track, Hospital Visitation Team, In-Service Team, Next Steps Information, Salvation Team, Ushers/ Deacons, Small Group Leaders,).

Next Steps

1. **Attend stepTHREE of the Growth Track**
2. **Pray and ask God to strengthen the gifts and passions inside of you**

3. **Join the Dream Team**

Now that you've discovered your God-given gifts, find a team where you can use those strengths to make a difference in the lives of others.

For a comprehensive list of Dream Teams, see Appendix.

4. **Join a Small Group**

Browse our online Small Groups directory at www.christianfamilychurch.co.za. Once you've found a few Small Groups that interest you, contact the leaders to learn more and make plans to check them out in person. For a comprehensive list of Small Groups, see Appendix.