

DISCOVERING YOUR  
**DESTINY**

**TRANSFORMED**



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# DISCOVERING YOUR DESTINY

An amazing aspect of our faith as Christians is that its full expression is experienced when we join together as the family we were designed to be. For each of us individually, a transformative way that we can serve God is by playing our part in the church family. The New Testament speaks of the Church as being like a body; Jesus Christ is the head and each of us is a part of the body. The body as a whole is strengthened when every person finds their place and plays their part. When this is the case, the local church that we're a part of is knitted together in unity and can carry out its dual-mission of building up believers and reaching a lost world. As believers, discovering and enjoying the place that God has specifically created for us, and partnering with him in the mission of seeing many more lives transformed for eternity by the power of his love, is part of our destiny.

📖 *Now you are the body of Christ, and each one of you is a part of it.*

*1 CORINTHIANS 12:27 NIV*

This resource is designed to :

- Help you discover your unique blend of personality, passions and skills
- Gain insight to the spiritual gifts that God has given you so that you can play your part in strengthening and building the local church
- Give you first and next steps in finding a place to serve where you can grow and connect with a team of people committed to playing their part

Much of this resource is something that you will work through on your own by taking notes, praying and collating the information. However, it is essential that you also engage others in helping you discover your destiny as you find your best fit in serving. This could be your spouse, a trusted Christian friend, someone in your LifeGroup or someone you already serve alongside in church. We will make some suggestions for action steps at the end of the booklet but for now let's take an overview of the process.

One helpful way to approach this process is by considering the three contributing voices shown in this diagram:



## STEPS IN DISCOVERING YOUR DESTINY

There are many ways to discover your unique place. This resource will encourage us to think about our ministry S.H.A.P.E., an acronym developed by Rick Warren, Founder and Senior Pastor of Saddleback Church in the USA.

The five components to explore are:

**Spiritual Gifts** – A set of special abilities that God has given you to share his love and serve others

**Heart** – The special passions God has given you so that you can glorify him on earth.

**Abilities** – The set of talents that God gave you when you were born, which he also wants you to use to make an impact for him

**Personality** – The special way God wired you to navigate life and fulfil your unique Kingdom purpose

**Experience** – Those parts of your past, both positive and painful, that God intends to use in great ways

This resource has a section for each of the five components. As you work your way through them, take time to pray and listen for the voice of God. He made you, he knows you and he alone knows the plans he has for you, plans to prosper you, give you hope and a future (Jeremiah 29:11). No number of questionnaires and prompts can replace the still small voice of God's Spirit leading you and there is no greater guide as you seek to find your unique place to serve God and others. Furthermore,

be encouraged that you don't need to delay in getting started in serving. By willingly serving wherever there is a need in the church, we are able to experience a greater sense of community and increasingly discover our passions and skills. Similarly, if you are already serving in the life of the church, a key question will be 'How can I apply what I'm discovering where I'm currently serving?' before considering what areas you might want to serve and grow through in future.

As you work through each of the sections you will see that they follow the same pattern: a brief introduction to the topic, some questions or a quick quiz you can work through to help bring clarity, and then first and next steps.

So, let's start this journey by exploring spiritual gifts.

“ *Some get the discovery process backwards. They say, 'Discover your spiritual gift and then you'll know what ministry you're supposed to have.' It actually works the exact opposite way. Just start serving, experimenting with different ministries, and then you'll discover your gifts. Until you're actually involved in serving, you're not going to know what you're good at.*

*RICK WARREN*

## PART ONE

# INSIGHTS FROM YOUR SPIRITUAL GIFTS

*DISCOVERING THE SPECIAL ABILITIES THAT GOD HAS GIVEN YOU TO SHARE HIS LOVE AND SERVE OTHERS.*

On the day of Pentecost, the Holy Spirit was given to all believers (Acts 2:3-4), and continues to be given to every person who believes in Jesus (Acts 2:38, Romans 8:9).

When we are born again, God gives at least one spiritual gift to every believer (1 Corinthians 12:7, 11, Ephesians 4:4-7). These gifts can be, and often are, strongly related to our pre-conversion talents and abilities, but they don't have to be.

No believer has every spiritual gift and no single gift is given to everyone (1 Corinthians 12:27-31). Our different sets of spiritual gifts complement each other to accomplish God's purposes through the church (Romans 12:4-6, 1 Corinthians 3:6-9; 12:4-7).

While knowing your spiritual gifts is helpful, this is not as important as making sure that your life is a blessing to others. Love is the most important factor in spiritual gifts (1 Corinthians 12:31-13:13; Matthew 22:39-40) and the work of the Holy Spirit in us turns our lives as a whole into gifts!

 *God has given each of you a gift from his great variety of spiritual gifts. Use them well to serve one another. Do you have the gift of speaking? Then speak as though God himself were speaking through you. Do you have the gift of helping others? Do it with all the strength and energy that God supplies. Then everything you do will bring glory to God through Jesus Christ. All glory and power to him forever and ever! Amen.*

*1 PETER 4:10-11 NLT*

Before going any further, re-read the introduction to this section and the bible verses referred to so that you have a clear framework in mind before proceeding.

On the following pages is a questionnaire and how you answer these questions will point you in the direction of some of the gifts that God may have given you.

Simply follow these steps in order:

**Step 1:** On the next few pages are 72 statements. For each of the statements give yourself a score (1 if the statement is almost never true, 2 if it is sometimes true, or 3 if it is almost always true). Go through the statements, score them and then transfer these scores to the scoring sheet on page 10.

When you have scored all of the statements, add up each row so that you have 24 totals. Now you are ready for step 2.

**Step 2:** On pages 11 to 13 you will see a short description of 24 spiritual gifts, labelled A to X. Transfer the names across onto the right-hand column of the scoring sheet on page 10.

**Step 3:** Have a look on page 10 for the three gifts where you scored highest and then turn to pages 11 to 13 to read a longer description and some bible verses that will help you understand that gift more fully.

When you have completed your reading, record your three highest scoring gifts on the My Destiny Summary at the back of this booklet.

 *I long to accomplish a great and noble task, but it is my chief duty to accomplish humble tasks as though they were great and noble. The world is moved along, not only by the mighty shoves of its heroes, but also by the aggregate of the tiny pushes of each honest worker.*

*HELEN KELLER*

1	I like organising services and events.	23	God has used me to interpret what someone speaking in tongues is saying.
2	I am interested in starting new churches.	24	I enjoy the book of Proverbs more than any other book in the Bible.
3	I enjoy working with my hands.	25	I am passionate about managing details.
4	I can tell when someone is insincere.	26	I like to help start new ministry projects.
5	I pray daily for people who don't know Jesus.	27	I consider myself a craftsman or craftswoman.
6	Encouraging others is a high priority in my life.	28	I sense when situations are spiritually unhealthy.
7	I trust God to provide for my daily needs.	29	I am greatly motivated by seeing people who don't know God be saved.
8	I am passionate about financially investing in the Kingdom of God.	30	I come across as loving and caring.
9	I look for opportunities to pray for the sick.	31	Asking God for a list of seemingly impossible things is exciting to me.
10	I enjoy doing little things that others typically do not enjoy.	32	I find ways to give offerings above my tithe.
11	I often have people over to my house.	33	I believe miraculous healing is possible and still happens.
12	I enjoy spending hours in prayer for other people.	34	Helping others is one of my greatest motivations.
13	Education is very important to me.	35	Creating a warm and welcoming environment is important to me.
14	I tend to motivate others to get involved.	36	I am burdened to pray for situations affecting the world.
15	I hurt when I see others hurting.	37	People come to me to learn more about God and the Bible.
16	I believe God will use me to enact His miracles.	38	I prefer to take the lead whenever possible.
17	I enjoy sharing the Gospel with other people groups and nationalities.	39	I'm very sensitive to sad stories.
18	I've devoted considerable time to mastering my voice and/or instrument.	40	Miracles often happen when I'm nearby.
19	Caring for the hurting is one of my highest priorities.	41	The idea of living in another country to benefit the Gospel is exciting to me.
20	I get frustrated when people knowingly sin.	42	I desire to serve the church through worship.
21	I enjoy serving behind the scenes.	43	I enjoy connecting, caring for, and coaching others.
22	I like creating outlines of the Bible.	44	Confronting someone about a sin in their life is important to me.

45	It bothers me when people sit around and do nothing.	59	I tend to make total strangers feel at home.
46	I share Biblical truth with others to help them grow.	60	People often ask me to pray for them.
47	I pray in tongues daily.	61	I enjoy knowing Biblical details and helping others understand them, too.
48	When I study Scripture, I receive unique insights from God.	62	I delegate responsibilities to accomplish tasks.
49	Creating a task list is easy and enjoyable for me.	63	I am motivated to help people in need.
50	I am attracted to ministries that start new churches.	64	I have a constant hunger to see God's miraculous power.
51	Building something with my hands is very satisfying to me.	65	I focus a lot on reaching the world for Christ.
52	I can pinpoint issues or problems quickly.	66	I gain my deepest satisfaction through leading others in vocal or instrumental worship.
53	Sharing the Gospel with someone I do not know is exciting and natural for me.	67	I enjoy helping people who are going through a difficult time.
54	I look for ways to encourage other people.	68	I enjoy hearing passionate and clear preaching of God's Word.
55	I trust that God has my back in every situation.	69	I like to do small things that others overlook.
56	I want to make more money so that I can give more.	70	I prefer to teach and study the Bible topically rather than verse by verse.
57	God has used me to bring healing to those who are sick.	71	Praying in tongues is encouraging and important to me.
58	Being a part of the process is fulfilling to me.	72	When faced with difficulty, I tend to make wise decisions.

# SCORING SHEET

**1 - ALMOST NEVER**

**2 - SOMETIMES**

**3 - ALMOST ALWAYS**

1	25	49
2	26	50
3	27	51
4	28	52
5	29	53
6	30	54
7	31	55
8	32	56
9	33	57
10	34	58
11	35	59
12	36	60
13	37	61
14	38	62
15	39	63
16	40	64
17	41	65
18	42	66
19	43	67
20	44	68
21	45	69
22	46	70
23	47	71
24	48	72

TOTAL	GIFT
	A
	B
	C
	D
	E
	F
	G
	H
	I
	J
	K
	L
	M
	N
	O
	P
	Q
	R
	S
	T
	U
	V
	W
	X

## ADMINISTRATION

A

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*

## EXHORTATION

F

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

*ACTS 14:22; ROMANS 12:8; 1 TIMOTHY 4:13; HEBREWS 10:24-25*

## APOSTLESHIP

B

The gift of apostleship is the divine strength or ability to pioneer new churches and ministries through planting, overseeing and training. The original Greek meaning of the word is 'sent one'.

*ACTS 15:22-35; 1 CORINTHIANS 12:28; 2 CORINTHIANS 12:12; GALATIANS 2:7-10; EPHESIANS 4:11-14*

## FAITH

G

The gift of faith is the divine strength or ability to believe in God for unseen supernatural results in every arena of life.

*ACTS 11:22-24; ROMANS 4:18-21; 1 CORINTHIANS 12:9; HEBREWS 11*

## CRAFTSMANSHIP

C

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*

## GIVING

H

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*

## DISCERNMENT

D

The gift of discernment is the divine strength or ability to spiritually identify falsehood and to distinguish between right and wrong motives and situations.

*MATTHEW 16:21-23; ACTS 5:1-11, 16:16-18; 1 CORINTHIANS 12:10; 1 JOHN 4:1-6*

## HEALING

I

The gift of healing is the divine strength or ability to act as an intermediary in faith, prayer, and by the laying-on of hands for the healing of physical and mental illnesses.

*ACTS 3:1-10, 9:32-35, 28:7-10; 1 CORINTHIANS 12:9, 28*

## EVANGELISM

E

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

*ACTS 8:5-6, 8:26-40, 14:21, 21:8; EPHESIANS 4:11-14*

## HELPS

J

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

*MARK 15:40-41; ACTS 9:36; ROMANS 16:1-2; 1 CORINTHIANS 12:28*

## HOSPITALITY

K

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*

## MIRACLES

P

The gift of miracles is the divine strength or ability to alter the natural outcomes of life in a supernatural way through prayer, faith and divine direction.

*ACTS 9:36-42, 19:11-2, 20:7-12; ROMANS 15:18-19; 1 CORINTHIANS 12:10, 28*

## INTERCESSION

L

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

*HEBREWS 7:25; COLOSSIANS 1:9-12, 4:12-13; JAMES 5:14-16*

## MISSIONARY

Q

The missionary gift is the divine strength or ability to reach others outside of your culture and nationality, while in most cases living in that culture or nation.

*ACTS 8:4, 13:2-3, 22:21; ROMANS 10:15*

## KNOWLEDGE

M

The gift of knowledge is the divine strength of ability to understand and to bring clarity to situations and circumstances often accompanied by a word from God.

*ACTS 5:1-11; 1 CORINTHIANS 12:8; COLOSSIANS 2:2-3*

## MUSIC/WORSHIP

R

The gift of music/worship is the divine strength or ability to sing, dance, or play and instrument primarily for the purpose of helping others worship God.

*DEUTERONOMY 31:22; 1 SAMUEL 16:16; 1 CHRONICLES 16:41-42; 2 CHRONICLES 5:12-13, 34:12; PSALM 150*

## LEADERSHIP

N

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*

## PASTOR/SHEPHERD

S

The gift of pastor/shepherd 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*

## MERCY

O

The gift of mercy 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*

## PROPHECY

T

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*

## SERVICE

U

The gift of serving is the divine strength or ability to do small or great tasks in working for the overall good of the body of Christ.

*ACTS 6:1-7; ROMANS 12:7; GALATIANS 6:10; 1 TIMOTHY 1:16-18; TITUS 3:14*

## TONGUES (AND INTERPRETATION)

W

The gift of tongues is the divine strength or ability to pray in heavenly language to encourage your spirit and to commune with God. Sometimes it is given to encourage another Christian and in that setting is accompanied by interpretation.

*ACTS 2:1-13; 1 CORINTHIANS 12:10, 14:1-14*

## TEACHING

V

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*

## WISDOM

X

The gift of wisdom is the divine strength or ability to apply the truths of Scripture in a practical way, producing a fruitful outcome and the character of Jesus Christ.

*ACTS 6:3, 10; 1 CORINTHIANS 2:6-13, 12:8*

Take a moment to thank God for all the gifts he has placed in you by his Holy Spirit. Thank God for the joy of knowing that across the whole church he has given us all the gifts necessary for us to accomplish the mission that he has given us. He is a good God who provides for us individually and together.

# INSIGHTS FROM YOUR PASSIONS AND DREAMS

*DISCOVERING THE SPECIAL PASSIONS GOD HAS GIVEN YOU SO THAT YOU CAN GLORIFY HIM ON EARTH*

As we serve in the church and in our spheres of influence, God very often begins to awaken our hearts to people, needs and opportunities around us.

To have a passion is very often a God-given gift to us. God can use it to motivate us to action in the places he has designed us to contribute in, and to serve people who he has put around us.

You may already know what you are passionate about, but this could be a good opportunity to reflect on and discuss with others how God is stirring your heart for people and places.

This starts by encouraging you to ask yourself a series of questions; as you work your way through the questions, take time to pause, pray and hear from the Holy Spirit. Take notes as you go so that at the end of the process you can step back and identify key themes.

“ Heart refers to empathy, attraction, or ‘draw’ towards a group of people, a field of expertise, or a particular type of service. Evaluating your heart helps you determine where you might best use gifts, where you wish to serve, and whom you wish to serve.

*TOM PATERSON - LIVING THE LIFE YOU WERE MEANT TO LIVE*

## What motivates you?

*What are the kind of things that motivate you to take action?*

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These questions are adapted from their original form in: Rees, E., S.H.A.P.E.: Finding and Fulfilling Your Unique Purpose for Life (Grand Rapids, Michigan: Zondervan, 2006) p. 59

*When you imagine what God could do, what do your dreams and desires drift towards?*

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*If there were no limitations, what would you really want to do for God?*

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**Who do you care about?**

*Is there a group of people you feel you can most profoundly influence for God?*

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*What people has God given you a desire to serve?*

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*Is there a particular age range you feel led to minister to?*

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**What needs will you meet?**

*What are the top two needs you love to meet?*

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*Why do you love meeting these needs?*

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*What lessons have you learned that you could pass on to others?*

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## **Is there a cause you feel called to help conquer?**

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*What cause or issue makes your heart race?*

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*Where could you make the greatest impact for God?*

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*If time wasn't an issue, to what cause would you give yourself?*

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## **What dream will you fulfill?**

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*Are there any God-centred dreams you identify that have been buried by life?*

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*What would you love to attempt to do for God with the rest of your life?*

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If some questions have been difficult to answer, set aside time to pray over those questions and ask God to give you a new level of clarity.

When you feel you have heard from God and answered the questions as fully as you can, read over your responses and see if there are one or two themes that are starting to emerge. Do the combined weight of your thoughts feel as if they are motivating you in a particular direction?

It might help to talk these through with your spouse or a trusted Christian friend. What do they think about your ideas? Do they confirm them or not? Do they see this in you?

From those thoughts try and write a short summary in your own words. Try and keep this to a maximum of about 50 words that capture your heart for your serving. For example, you could start like this:

*As I have been listening to God and carefully considering these questions, I feel my heart drawn to. . .*

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Read over your summary. Does it capture who, where and what you believe God has given you a heart and passion for? When you are happy that your short summary has captured your passion copy it to page 31.

Who have you been able to talk this through with to confirm that you might be hearing right, and what did you learn by speaking with them?

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**PART  
THREE**

## INSIGHTS FROM YOUR ABILITIES

*DISCOVERING THE SET OF TALENTS THAT GOD GAVE YOU WHEN YOU WERE BORN, WHICH HE ALSO WANTS YOU TO MAKE AN IMPACT FOR HIM*

Everyone is good at something and some are good at lots of things. All of us have things that seem to come naturally to us, as well as skills that we have developed in our workplace, family or life in general. When we can serve with the abilities we have been given we can not only do the job well but it actually makes those roles a pleasure too.

In this section we will explore a range of skills and abilities, and we will aim to identify those that God has given you to serve others.

On the next page, you will find a list of natural abilities. Carefully go through the list, ticking the ones that you have, crossing out the ones you definitely don't have and putting a question mark next to the ones that you might be developing now so that your list looks something like this:



Adapting: The ability to adjust, change, alter, modify.



~~Administrating: The ability to govern, run, rule.~~



~~Analysing: The ability to examine, investigate, probe, evaluate.~~



Building: The ability to construct, make, assemble.

- Adapting: The ability to adjust, change, alter, modify.
- Administrating: The ability to govern, run, rule.
- Analysing: The ability to examine, investigate, probe, evaluate.
- Building: The ability to construct, make, assemble.
- Coaching: The ability to prepare, instruct, train, equip, develop.
- Communicating: The ability to share, convey, impart.
- Competing: The ability to add, estimate, total, calculate.
- Connecting: The ability to link together, involve, relate.
- Consulting: The ability to advise, discuss, confer.
- Cooking: The ability to prepare, serve, feed, cater.
- Coordinating: The ability to organise, match, harmonise.
- Counselling: The ability to guide, advise, support, listen, care for.
- Decorating: The ability to beautify, enhance, adorn.
- Designing: The ability to draw, create, picture, outline.
- Developing: The ability to expand, grow, advance, increase.
- Directing: The ability to aim, oversee, manage, supervise.
- Editing: The ability to correct, amend, alter, improve.
- Encouraging: The ability to cheer, inspire, support.
- Engineering: The ability construct, design, plan.
- Facilitating: The ability to help, aid, assist, make possible.
- Forecasting: The ability to predict, calculate, see trends, patterns and themes.

- Implementing: The ability to apply, execute, make happen.
- Improving: The ability to better, enhance, further, enrich.
- Influencing: The ability to affect, sway, shape, change.
- Landscaping: The ability to garden, plant, improve.
- Leading: The ability to pave the way, direct, excel, win.
- Learning: The ability to study, gather, understand, improve, expand self.
- Managing: The ability to run, handle, oversee.
- Mentoring: The ability to advise, develop, train.
- Motivating: The ability to provoke, induce, prompt.
- Negotiating: The ability to discuss, consult, settle.
- Numbers: The ability to work with and see patterns in numbers, spreadsheets or financial data.
- Operating: The ability to run mechanical or technical things.
- Organising: The ability to simplify, arrange, fix, classify, coordinate.
- Performing: The ability to sing, speak, dance, play an instrument, act out.
- Photography: The ability to appreciate and capture moments on camera.
- Pioneering: The ability to bring about something new, ground-breaking, original.
- Planning: The ability to arrange, map out, prepare.
- Promoting: The ability to sell, sponsor, endorse, showcase.
- Recruiting: The ability to draft, enlist, hire, engage.
- Repairing: The ability to fix, mend, restore, heal.
- Researching: The ability to seek, gather, examine, study.

- Resourcing: The ability to furnish, provide, deliver.
- Serving: The ability to help, assist, fulfil.
- Strategising: The ability to think ahead, calculate, scheme.
- Teaching: The ability to explain, demonstrate, tutor.
- Team Building: The ability to gather team.
- Translating: The ability to interpret, decode, explain, speak.
- Travelling: The ability to journey, visit, explore.
- Video & Media: The ability to shoot, edit or create media.
- Visualising: The ability to picture, imagine, envision, dream, conceptualise.
- Welcoming: The ability to entertain, greet, embrace, make comfortable.
- Writing: The ability to compose, create, record.

Having gone through the list, make a note of the three abilities out of all the ones you ticked that you think you can most conclusively say are your top talents

**1** \_\_\_\_\_

**2** \_\_\_\_\_

**3** \_\_\_\_\_

Now look at the things you've put a question mark alongside. Which one would you most like to develop in ways that honour and serve God?

**4** \_\_\_\_\_

As before with the other tools, now transfer these four abilities to page 31.

Take a moment to thank God for all the abilities that he has put in you by his Spirit that you can use to serve him and other people who he has placed you in community with. Commit again to wholeheartedly offering all of your talents to God, and trust him for opportunities to grow and develop.

**PART  
FOUR**

## INSIGHTS FROM YOUR GOD-GIVEN PERSONALITY

*THE SPECIAL WAY GOD WIRED YOU TO NAVIGATE LIFE AND FULFIL YOUR UNIQUE KINGDOM PURPOSE*

There are many profiling tools that can help us to understand ourselves better by providing an insight into what motivates us and how we prefer to work. One such tool that has been used at KingsGate over the years is DISC profiling. The version contained here is a simplified version of this profiling tool, and if you would like to do a fuller profile online then you can access this via the website at the end of this section.

DISC is a simple, practical, easy-to-remember and universally-applicable model. It focuses on individual patterns of external, observable behaviours and measures the intensity of characteristics using scales of directness and openness for each of the four styles: **Dominance**, **Influence**, **Steadiness**, and **Compliance**.

Using the DISC model, we can identify and understand our own style, recognise and adapt to different styles, and develop processes to communicate more effectively with others.

It is important to recognise that the tool simply gives one insight. It is not intended to box you into a particular way of thinking or behaving. Instead, it will give you some insight about the ways you may prefer to see the world and make your contribution.

If you would like to complete the profile, there are a number of steps:

1. On the next page you will find a table containing a list of words
2. Circle one word in each row that you feel describes you best right now (choose only one word, the one that best fits you)
3. When you have finished, transfer your responses over to the scoring sheet
4. Total up each column - your highest score is your predominant personality type

Circle one word in each row that you feel describes you best right now.

	A	B	C	D
1	Restrained	Forceful	Careful	Expressive
2	Pioneering	Correct	Exciting	Satisfied
3	Willing	Animated	Bold	Precise
4	Argumentative	Doubting	Indecisive	Unpredictable
5	Respectful	Out-going	Patient	Daring
6	Persuasive	Self-reliant	Logical	Gentle
7	Cautious	Even-tempered	Decisive	Life-of-the-party
8	Popular	Assertive	Perfectionist	Generous
9	Colourful	Modest	Easy-going	Unyielding
10	Systematic	Optimistic	Persistent	Accommodating
11	Relentless	Humble	Neighbourly	Talkative
12	Friendly	Observant	Playful	Strong-willed
13	Charming	Adventurous	Disciplined	Deliberate
14	Restrained	Steady	Aggressive	Attractive
15	Enthusiastic	Analytical	Sympathetic	Determined
16	Commanding	Impulsive	Slow-paced	Critical
17	Consistent	Force-of-character	Lively	Laid-back
18	Influential	Kind	Independent	Orderly
19	Idealistic	Popular	Pleasant	Out-spoken
20	Impatient	Serious	Procrastinator	Emotional
21	Competitive	Spontaneous	Loyal	Thoughtful
22	Self-sacrificing	Considerate	Convincing	Courageous
23	Dependent	Flighty	Stoic	Pushy
24	Tolerant	Conventional	Stimulating	Directing
25	Charming	Understanding	Decisive	Accurate
26	Friendly	Competitive	Precise	Confident
27	Daring	Convincing	Good Listener	Analytical
28	Compliant	Patient	Enthusiastic	Direct
29	Relaxed	Inspiring	Innovative	Courteous
30	Optimistic	Persistent	Diplomatic	Sincere
31	Adventurous	Persuasive	Stable	Detailed
32	Fact Finder	Steady	Problem Solver	Sociable
33	Team Player	Results Oriented	Objective	Trusting

Transfer your responses over from the word list to this grid. For example, if you circled 'forceful' in question 1, that is in column B, so you should now circle the letter 'B' on the scoring sheet for number 1.

	<b>D</b>	<b>I</b>	<b>S</b>	<b>C</b>
<b>1</b>	B	D	A	C
<b>2</b>	A	C	D	B
<b>3</b>	C	B	A	D
<b>4</b>	A	D	C	B
<b>5</b>	D	B	C	A
<b>6</b>	B	A	D	C
<b>7</b>	C	D	B	A
<b>8</b>	B	A	D	C
<b>9</b>	D	A	C	B
<b>10</b>	C	B	D	A
<b>11</b>	A	D	C	B
<b>12</b>	D	C	A	B
<b>13</b>	B	A	D	C
<b>14</b>	C	D	B	A
<b>15</b>	D	A	C	B
<b>16</b>	A	B	C	D
<b>17</b>	B	C	D	A
<b>18</b>	C	A	B	D
<b>19</b>	D	B	C	A
<b>20</b>	A	D	C	B
<b>21</b>	A	B	C	D
<b>22</b>	D	C	B	A
<b>23</b>	D	B	A	C
<b>24</b>	D	C	A	B
<b>25</b>	C	A	B	D
<b>26</b>	B	D	A	C
<b>27</b>	A	B	C	D
<b>28</b>	D	C	B	A
<b>29</b>	C	B	A	D
<b>30</b>	B	A	D	C
<b>31</b>	A	B	C	D
<b>32</b>	C	D	B	A
<b>33</b>	B	D	A	C
<b>TOTALS</b>				

When you have completed the scoring sheet, add up the columns and count how many responses are circled in each column. From the totals, you will be able to identify your predominant style letter (check that the total in the 'TOTALS' row is 33).

Now that you have discovered your predominant style letter (D or I or S or C), what does it actually mean?

Below is a short summary of each profile taken from information on [discusonline.com](http://discusonline.com), our partner organisation for online DISC profiles and training.

### **Dominance**

#### **The DISC factor of drive and self-motivation**

**D** People of this kind tend to have the strength of will to work well under pressure, and are always ready to take on responsibility. Dominance appears where a person shows high assertiveness, and it commonly relates to people who tend to rely on their own resources rather than other people. Typically Ds have a strong sense of independence and personal responsibility meaning that they will tend to gravitate towards roles where they have the greatest possible scope for action. They'll tend to avoid situations where they're reliant on other people for support, or could be subject to too much control. Dominance is often a useful trait in a manager or leader, especially in situations where there's a need for decisive action and clear direction.

### **Influence**

#### **The DISC factor of openness and positive communication**

**I** When Influence stands out as a major factor in a person's DISC profile, that profile describes someone with a positive attitude to other people, and the confidence to demonstrate that attitude. People of this kind are at their most comfortable in a social situation, and interact with others in an open and expressive way. People with this profile type are typically oriented towards other people and have a socially confident and unreserved attitude. They can be highly effective in not only communicating ideas, but also inspiring others with their dynamic attitude. Usually they are attracted to roles and will be at their most motivated where they are surrounded by other people, and with the scope to communicate freely. Conversely, they will tend to avoid more constrained or socially limiting situations.

### **Steadiness**

#### **The DISC factor of patience and reliability**

**S** The third of the four DISC factors relates to a comparatively careful type of person. Compared to Dominance or Influence, a person whose major factor is Steadiness will tend to respond to events, rather than take pro-active steps themselves. They are consistent people, reliable in their approach preferring to operate in situations that follow established patterns, and to avoid unplanned developments. People with these strengths will be best suited to roles where their natural advantages can come to the fore: situations where patient, reliable work is needed. A consistent working environment is ideal for a person like this, with minimal distractions or unplanned events. The strengths of a highly Steady type of person - patience, reliability, consistency - make them particularly well suited to administrative work. They have the capacity to apply themselves to work like this and focus on its needs in a productive way

### **Compliance**

#### **The DISC factor of caution and precision**

**C** A person who shows high Compliance in their DISC profile has a concern for practicality and detail. They tend to like to work within the rules, and indeed are often described as 'rule-oriented'. This applies in more general ways, too: they're also concerned with accuracy and structure, and understanding the ways things work. People with high Compliance like to have a clear idea of their role, and what's expected of them, so they are far more motivated in situations that are clearly regulated and planned. The natural focus of a person with high Compliance is on details, facts and figures, and they'll be motivated by roles that give them the chance to apply this central focus of their approach helping others to work together to achieve more than they could individually.

If you want to know more about your DISC profile and how it can help you find your best fit in serving, go to [discusonline.com](https://discusonline.com) where you can read what each type contributes and an outline of the kind of roles that may maximise your personality strengths. You may be presented with the opportunity to purchase a fuller online version of the DISC questionnaire but this is not necessary for this S.H.A.P.E. process.

Having completed the personality questionnaire and read the additional information, what are some of your key insights to reflect on? There is space on your My Destiny Summary pages at the end of this booklet where you can record your predominant style letter and your reflections on it.

# INSIGHTS FROM YOUR EXPERIENCE

*THOSE PARTS OF YOUR PAST, BOTH POSITIVE AND PAINFUL, WHICH GOD INTENDS TO USE IN GREAT WAYS.*

Life presents many opportunities to learn and all of us can learn from our experiences, then apply what we have learned when serving others.

Each of us has a unique blend of experience from our family, work, church, friendships, education, the highs and lows of life, which can prepare us to serve others. The Apostle Paul said it like this:

 *[God] comforts us in all our troubles, so that we can comfort those in any trouble with the comfort we ourselves receive from God.*

*2 CORINTHIANS 1:4 NIV*

In this section, we're going to take some time to reflect on life experience to see how this can inform and strengthen the way we serve God and other people.

 *And we know that in all things God works for the good of those who love him, who have been called according to his purpose.*

*ROMANS 8:28 NIV*

Consider each of the following five areas in turn, noting down your valuable experience.

*What experiences from your working life could equip you to uniquely serve the church? Would you prefer to serve in an area related or unrelated to your work?*

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*What experiences from your family life have taught you things that you could use to help others?*

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*What educational or vocational qualifications do you have? How could you contribute these to the life of the church?*

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*What spiritual experiences have you had that have built your faith and trust in Jesus? How could those experiences be used to help others?*

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*We often learn much through the trials and tribulations of life. What experiences have you had that have helped to shape who you are and how you think about other people?*

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Take time to reflect on all the experiences you have written down. Are there any that you particularly think God is prompting you to use as you serve in the life of the church? If so, make a note of them on your summary pages.

# MY DESTINY SUMMARY

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**PART  
ONE**

## **INSIGHTS FROM MY SPIRITUAL GIFTS**

My highest scoring gifts from the assessment are. . .

### **Gift 1**

*Description*

### **Gift 2**

*Description*

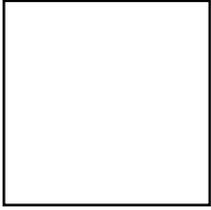
### **Gift 3**

*Description*



## **INSIGHTS FROM MY GOD-GIVEN PERSONALITY**

*My predominant style letter is. . .*



Some key characteristics I have learned about this style are:

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## **INSIGHTS FROM MY EXPERIENCE**

The experience I can bring to bear in serving others includes:

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# NEXT STEPS

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Our prayer is that as a result of working through this resource, you have begun to grow in your awareness of the way that God has uniquely designed and shaped you and in your understanding of how you can serve him and other people as a result. We'd encourage you to consider the following and write down what your three next steps could be to increasingly activate all that God has put in you, then revisit them in a month's time to see how you're doing:

- If you're already involved in serving, whether on a Sunday Serving Team, as a Pastoral Leader, supporting courses, in one of our Community Action projects, as a mid-week volunteer, or anywhere across the life of KingsGate, take time to **prayerfully think through how you could use your gifts and abilities** to increasingly strengthen your team and bless the people who you serve and others who you serve alongside.
  - » Then, **talk with a Christian friend** about what you sense your next step is. Invite them to check-in with you and ask how you're getting on with strengthening your serve as a result of what God highlighted to you through this resource.
- If you're not yet involved in serving in the life of the church, prayerfully reflect on what you've learned as you've journeyed through this resource. Then, visit [transformedlife.co.uk](https://transformedlife.co.uk) and register to view serving opportunities in your KingsGate Centre. Consider where you might like to start serving and apply for a team online or in the Welcome Lounge on a Sunday.

My next steps are:

1

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2

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3

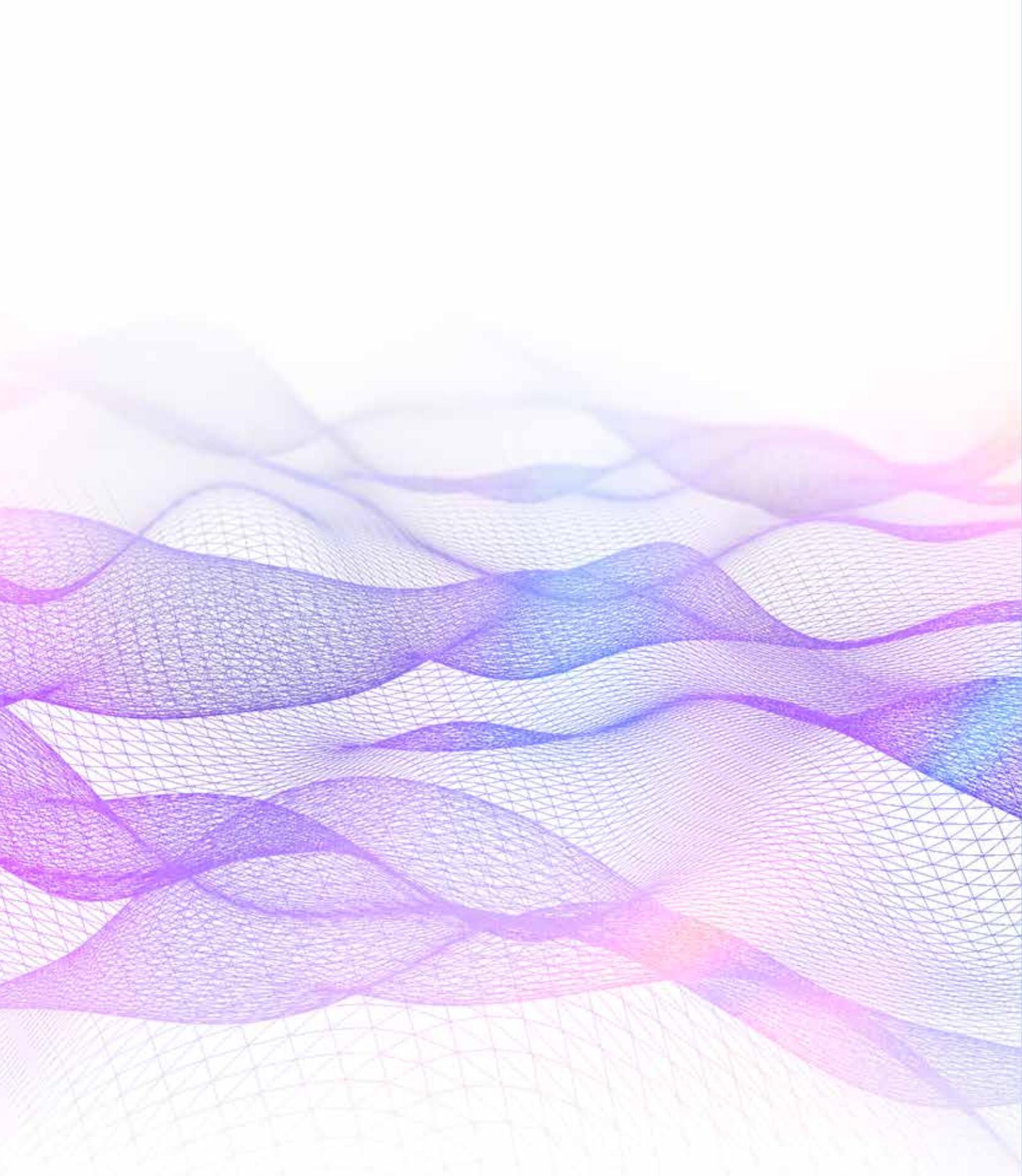
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As we start by partnering with others to serve and go on a journey of strengthening our serve, we know that God can do immeasurably more than we can ask, think, or imagine through us. We're believing that as we grow in knowing what God has placed within us and take next steps in using these passions, gifts, and abilities to serve others beyond ourselves, many more lives will be transformed by the power of God's love.

“ *Don't look for God to fill in all the blanks. Don't wait for him to remove all the uncertainty. Realise he may actually increase the uncertainty and leverage all the odds against you, just so you will know in the end that it wasn't your gifts but his power through your gifts that fulfilled his purpose in your life.*

*ERWIN MCMANUS - SEIZING YOUR DIVINE MOMENT*





**KINGSGATE**