

SPIRITUAL GIFTS

- 1** I like organizing services and events.
- 2** I enjoy starting new churches.
- 3** Working with my hands is fun for me.
- 4** I can tell when someone is insincere.
- 5** I pray for the lost daily.
- 6** Encouraging others is a high priority in my life.
- 7** Believing God for our daily needs is important to me.
- 8** Influencing others for the kingdom of God through finances is extremely important to me.
- 9** I look for opportunities to pray for the sick.
- 10** I enjoy doing the little things that others do not.
- 11** Having people over to my house is something I do often.
- 12** Spending hours in prayer for other people is very enjoyable to me.
- 13** Education is very important to me.
- 14** I tend to motivate others to get involved.
- 15** My heart hurts when I see others hurting.
- 16** I believe God will use me to enact His miracles.
- 17** I enjoy sharing the gospel with other people groups and nationalities.
- 18** I've devoted considerable time to mastering my voice and/or instrument.
- 19** Caring for the hurting is paramount in my eyes.
- 20** The willful sin of others really aggravates me.
- 21** I enjoy serving behind the scenes.
- 22** I enjoy creating outlines of the Bible.
- 23** God has used me to interpret a heavenly language.
- 24** I enjoy the book of Proverbs more than any other book in the Bible.
- 25** I am passionate about managing details.
- 26** I prefer to pioneer new ministry projects.
- 27** I consider myself a craftsman or craftswoman.
- 28** I sense when situations are spiritually unhealthy.
- 29** I am greatly concerned about seeing the lost saved.
- 30** I try to come across as loving and caring.
- 31** Asking God for a list of big things is exciting to me.
- 32** I find ways to give offerings above my tithe.
- 33** I believe miraculous healing is for this day and age.
- 34** Helping others is one of my highest achievements.
- 35** Creating a warm and welcoming home is important to me.
- 36** I am burdened to pray for situations in the world.
- 37** People seek me out to learn more about the Kingdom of God.

TS QUESTIONS

- 38** I prefer to take the lead whenever necessary.
- 39** I'm very sensitive to sad stories.
- 40** Miracles often happen when I'm nearby.
- 41** Living in another country to benefit the gospel is exciting to me.
- 42** I desire to serve the church through worship.
- 43** I enjoy connecting with, caring for, and coaching others.
- 44** Confronting someone with sin in their life is not hard.
- 45** It bothers me when people sit around and do nothing.
- 46** I share Biblical truth with others in hopes of their personal growth.
- 47** I pray in tongues daily.
- 48** When I study scripture God gives me unique insights.
- 49** Creating a task list is easy and enjoyable for me.
- 50** I am attracted to ministries that start new churches.
- 51** Building something with my hands is very rewarding to me.
- 52** I can pinpoint issues or problems before others.
- 53** I enjoy sharing the gospel with a total stranger.
- 54** I look for ways to be an encouragement to other people.
- 55** I trust that God has my back in every situation.
- 56** Making more money means I can give more.
- 57** God has used me to bring healing to those who are sick.
- 58** Being a part of the process is fulfilling to me.
- 59** I tend to make total strangers feel at home.
- 60** People often describe me as a prayer warrior.
- 61** I enjoy knowing biblical details and helping others to understand.
- 62** I delegate responsibilities to accomplish tasks.
- 63** I am motivated to help those who are less fortunate.
- 64** I have a constant hunger to see God's miraculous power.
- 65** I focus a lot on reaching the world for Christ.
- 66** I gain my deepest satisfaction through leading others in vocal or instrumental worship.
- 67** I enjoy walking with someone in times of difficulty.
- 68** I enjoy hearing passionate and clear preaching of the truth.
- 69** I like to do small things that others pass over.
- 70** I prefer to teach the Bible topically rather than verse by verse.
- 71** Praying in the Spirit is encouraging and important to me.
- 72** When faced with difficulty I tend to make wise decisions and choices.

SPIRITUAL GIFTS

Total each row horizontally and circle your 3 highest scores.

1 Almost Never | **2** Rarely | **3** Sometimes | **4** Often | **5** Almost Always

			TOTAL	GIFTS
1. _____	25. _____	49. _____	_____	A. _____
2. _____	26. _____	50. _____	_____	B. _____
3. _____	27. _____	51. _____	_____	C. _____
4. _____	28. _____	52. _____	_____	D. _____
5. _____	29. _____	53. _____	_____	E. _____
6. _____	30. _____	54. _____	_____	F. _____
7. _____	31. _____	55. _____	_____	G. _____
8. _____	32. _____	56. _____	_____	H. _____
9. _____	33. _____	57. _____	_____	I. _____
10. _____	34. _____	58. _____	_____	J. _____
11. _____	35. _____	59. _____	_____	K. _____
12. _____	36. _____	60. _____	_____	L. _____
13. _____	37. _____	61. _____	_____	M. _____
14. _____	38. _____	62. _____	_____	N. _____
15. _____	39. _____	63. _____	_____	O. _____
16. _____	40. _____	64. _____	_____	P. _____
17. _____	41. _____	65. _____	_____	Q. _____
18. _____	42. _____	66. _____	_____	R. _____
19. _____	43. _____	67. _____	_____	S. _____
20. _____	44. _____	68. _____	_____	T. _____
21. _____	45. _____	69. _____	_____	U. _____
22. _____	46. _____	70. _____	_____	V. _____
23. _____	47. _____	71. _____	_____	W. _____
24. _____	48. _____	72. _____	_____	X. _____

SCRIPTURE REFERENCES

The following contains definitions of the Spiritual gifts. While not meant to be dogmatic or final, these definitions and supporting scriptures do correspond to characteristics of the gifts as expressed in the Gifts Questionnaire.

The teams listed following the scripture references are suggested teams with serving environments where the corresponding gifts can be most effective.

A. ADMINISTRATION

The gift of administration is the divine strength or ability to organize multiple tasks and groups of people to accomplish these tasks. Luke 14:28-30; Acts 6:1-7; 1 Corinthians 12:28
Creative Team, Events Team, Hills Kids

B. APOSTLESHIP

The gift of apostleship is the divine strength or ability to pioneer new churches and ministries through planting, overseeing, and training. Acts 15:22-35; 1 Corinthians 12:28; 2 Corinthians 12:12; Galatians 2:7-10; Ephesians 4:11-14
Outreach

C. 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
Facilities, Outdoor Experience, Production, Outreach

D. DISCERNMENT

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
Hills Kids, Outreach, Ushers

E. EVANGELISM

The gift of evangelism is the divine strength or ability to help non-Christians take the necessary steps to becoming a born again Christian. Acts 8:5-6, 8:26-40, 14:21, 21:8; Ephesians 4:11-14
Outreach

F. 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

All Teams

G. FAITH

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

All Teams

H. GIVING

The gift of giving is the divine strength or ability to produce wealth and to give above and beyond the tithe 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

Outreach, Heart for the House

I. HEALING

The gift of healing is the divine strength or ability to act as an intermediary in faith, prayer, & 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

J. HELPS

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

Facilities, Events Team, Safety, Hills Kids, Legacy, Outreach

K. 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

Events Team, First Impressions, Hills Kids, Outdoor Experience, Ushers

L. 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

All Teams

M. KNOWLEDGE

The gift of knowledge is the divine strength or ability to bring clarity and to understand situations and circumstances often accompanied by a word from God. Acts 5:1-11; 1 Corinthians 12:8; Colossians 2:2-3

Outreach, Safety, Hills Kids, Ushers

N. 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

O. MERCY

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

Outreach, Safety, Hills Kids, Legacy

P. MIRACLES

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, 19:11-12, 20:7-12; Romans 15:18-19; 1 Corinthians 12:10, 28

Outreach, Safety

Q. MISSIONARY

The gift of missions 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

Outreach

R. MUSIC / WORSHIP

The gift of music / worship is the divine strength or ability to sing, dance, or play an 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

Creative, Production, Creative Worship

S. PASTOR / SHEPHERD

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

Hills Kids, Legacy, Ushers

T. 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

U. SERVICE

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

All Teams

V. TEACHING

The gift of teaching is the divine strength or ability to study and learn from the Scriptures primarily to bring understanding and depth to other Christians. Acts 18:24-28, 20:20-21; 1 Corinthians 12:28; Ephesians 4:11-14

Hills Kids, Legacy

W. TONGUES (AND INTERPRETATION)

The gift of tongues is the divine strength or ability to pray in a heavenly language to encourage your spirit and to commune with God. The gift of tongues is often accompanied by interpretation and should be used appropriately. Acts 2:1-13; 1 Corinthians 12:10, 14:1-14

X. WISDOM

The gift of wisdom is the divine strength or ability to apply the truths of Scripture in a practical way, producing the fruitful outcome and character of Jesus Christ. Acts 6:3,10; 1 Corinthians 2:6-13, 12:8

Ushers, Safety, Outdoor Experience, First Impressions

SUMMIT LEADER MOMENT

How can you use your spiritual gifts and how can you serve within the church or within the community?

PERSONALITY COLORS

This is a session that will help you develop vocabulary to communicate with others about a very complicated thing called human behavior. Behavioral research suggests that the most effective people are those who understand themselves, their strengths and their weaknesses, so they can develop strategies to meet the needs of their environment.

These tools will give you a better understanding of yourself and the way you respond to people in the everyday process of getting things done. This information can help you be more effective in all of your interpersonal relationships. Discover which of the four colors most closely identifies your personality. Learn how your combined qualities relate to others!



PERSONALITY TEST

Bring out the best in yourself, the people you live with and the people with whom you serve.

Instructions for survey: Working form left ot right across each row, rate the behavior characteristics.

Do not use the same number twice in each line.

_____ Persuasive, Convincing

_____ Charming, Attracts others, Outgoing

_____ Playful, Full of fun

_____ Talkative, Chatty

_____ Motivates, Inspiring

_____ Life of the party, Outgoing, Entertaining

_____ High-spirited, Lively, Enthusiastic

_____ Avoids detail

_____ Like variety, Enjoys change in routine

_____ Mixes easily, Likes being with others

_____ Popular, Liked by many other people

_____ Optimistic, Positive view

“Trust me, it will work out”

TOTAL _____ A.)

_____ Humble, Reserved, Modest

_____ Analytical, Factual

_____ Obliging, Helpful, Tactful

_____ Precise, Exact, Perfectionist

_____ Cautious, Wary, Careful, Reserved

_____ Self-examining, Serious

_____ Reserved, Restrained, Controlled

_____ Well-disciplined, Self-controlled

_____ Logical

_____ Scheduled

_____ Detailed, Factual, Accurate

_____ Orderly, Neat, Organized

“Let’s keep things the way they are”

TOTAL _____ B.)

_____ Goal-driven, Purposeful, Industrious

_____ Directing, Dominate

_____ Certain, Firm in making decisions

_____ Risk-taker, Daring, Bold

_____ Competitive, Seeking to win

_____ Self assured, Independent

_____ Adventurous, Willing to take a chance

_____ Challenger, Takes action

_____ Persistent, Refuses to quit

_____ Restless, Unable to relax easily

_____ Confident, Confronting

_____ Assertive, Moves ahead

“Let’s take action now”

TOTAL _____ C.)

_____ Gentle, Kindly

_____ Sincere, Pleasing

_____ Loyal, Playful, Devoted

_____ Even-tempered, Calm, Not easily excited

_____ Considerate, Caring, Thoughtful

_____ Patient, Steady, Tolerant

_____ Conventional, Enjoys routine

_____ Satisfied, Contented, Pleased

_____ Amiable, Easy-going, Friendly

_____ Accommodating, Willing to please, Ready to help

_____ Lenient, Not overly strict, tolerant of others

_____ Non-demanding, Shy

“How was it done in the past?”

TOTAL _____ D.)

POSITIVE PERSONALITY TRAITS

Reds have a desire to win; to do something meaningful with their lives. They need to earn their own keep and want complete control over what they do. They are goal-oriented and great at implementing ideas. They will take an idea from someone and make it a success. They have the ability to see potential in people and bring it out. Reds have a “take charge” personality.

NEGATIVE PERSONALITY TRAITS

Reds can have a lack of sensitivity. They can be bossy and aggressive. They won't let anyone or anything stop them from getting what they want. They like to take credit and think they know everything. Reds hate details, feel it's a waste of time, and can push people too hard because they don't take 'no' for an answer.

MEETING THE NEEDS

Draw them out with questions to show reasons for change. Promote competition. Let them share in the vision. Let them make their own decision. Get to the point quickly. Praise in front of others.



POSITIVE PERSONALITY TRAITS

Yellows are happy and entertaining people. They love to talk as well as listen, and they love to give as well as receive. They have strong people skills and love meeting new, different people. They love to make people feel good. They are extroverted and energized by others.

NEGATIVE PERSONALITY TRAITS

Yellows get bored quickly. They avoid physical and emotional pain. They have a short attention span. When a project stops being fun, they stop working on it.

MEETING THE NEEDS

Suggest that making a change will improve their image. Present new ideas with enthusiasm. Consistently support them. Make the process fun, and reward them with completion. Give them time to think, but be sure to follow up.

POSITIVE PERSONALITY TRAITS

Greens are calm, amiable, liked by others, down to earth, and good with detail. If they feel comfortable and secure, they will share their ideas. They have the ability to help change lives because they are great listeners, creative problem-solvers, and they want to make everyone happy.

NEGATIVE PERSONALITY TRAITS

Greens hate to take sides. They like to sit on the fence rather than voice their opinion. They have a tendency to avoid controversy. They try to please everyone. Blame others for their situation. Won't take responsibility for meeting the need. Passive-aggressive tendencies.

MEETING THE NEEDS

Show them the need for change. Show them how to save time, energy, and money. Help them commit to a project. Support them with encouragement. Praise the completion of tasks. Ask questions to discern their needs. Let them know that the responsibility for a decision must be theirs.



POSITIVE PERSONALITY TRAITS

Blues are committed to their decisions and situations. Sensitive. They love one-on-one conversations. They are very selective in their choice of work and friends. They are introverted: their energy comes from being alone. They love facts and have good attention to detail. They accept responsibility and follow through.

NEGATIVE PERSONALITY TRAITS

Blues are private people; they share only a small amount of who they are. They are very sensitive and their feelings are easily hurt. They tend not to accept criticism well and are more vulnerable to depression and unforgiveness.

MEETING THE NEEDS

List reasons why change would be good for them. Give them time to think it over. Give them a plan of action. Follow through on your part. Thank them privately. Answer all of their questions with facts.

What are your two spiritual gifts?

1 _____

2 _____

What are your two colors?

1 _____

2 _____

SUMMIT LEADER MOMENT

How can understanding your colors (personality) help you serve within the church or within the community?

How can understanding other people's colors help?

Do you feel as if your colors are true to who you are?

NOTES:
