

# *step* THREE

Connect To Cause **(Discover Your WHY)**

*“Truly, truly, I say to you, he who believes in Me, the works that I do, he will do also; and greater works than these he will do; because I go to the Father.” John 14:12 NAS*

## **OUR HOPE FOR YOU...**

Today in **Discover**, our hope is that you take a step towards understanding how your uniquely designed personality, coupled with the spiritual gifts God has given you help reveal a fulfilling path to your destiny. Proverbs 25:2 says it is God's privilege to conceal things and our privilege to discover them. Together, let's discover all that God has planned for our generation and make a positive difference for the Kingdom.

## **DISCOVERING YOUR PERSONALITY**

*“For we are His workmanship, created in Christ Jesus for good works, which God prepared beforehand so that we would walk in them.” Ephesians 2:10 NAS*

### **1. Examining Four Personality Types**

*“D” **3%** - Dominance, Directness, Task oriented, Decisive, Organized, Outgoing, Outspoken*

*“I” **11%** - Influence, Interest in people, Witty, Easygoing, Outgoing, People oriented*

*“S” **69%** - Steadiness, Stability, Analyze, People oriented, Introverted*

*“C” **17%** - Compliance, Competence, Task oriented, Goal oriented, Introverted*

*“I praise you because I am fearfully and wonderfully made.” Psalm 139:14 NIV*

### **2. Exploring the Different Areas of Your Personality**

A. **Public** \_\_\_\_\_

B. **Private** \_\_\_\_\_

C. **Unperceived** \_\_\_\_\_

Today we're trying to discover your...

D. **Potential** \_\_\_\_\_

### **3. Elements that Help to Develop Your Personality**

A. **Family** \_\_\_\_\_ History

B. **Training** \_\_\_\_\_

C. **Mentors** \_\_\_\_\_

D. Life **Experiences** \_\_\_\_\_

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

*“Truly, truly, I say to you, he who believes in Me, the works that I do, he will do also; and greater works than these he will do; because I go to the Father.” John 14:12 NAS*

## D

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

## D / I

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

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

## I

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

## I / D

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

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

## S

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

## S / D

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

Biblical Examples: Martha (Luke 10:38-42), Job (Job 1:5, James 5:11)

## C

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

## C / D

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

Biblical Examples: Bezealeel (Exodus 35:30-36, 8, 37:1-9), Jochebed (Exodus 1:22-2:4), Jethro (Exodus 2,18)

# DISCOVERING YOUR PERSONALITY

## D / S

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

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

## D / C

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

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

## I / S

"I/S" are influential counselors who love people, and it's no surprise that people love them. They live to please and serve, and they tend to be good listeners. Looking good and encouraging others is important to them, as is following through and being obedient. They often lack in the area of organization and can be more concerned with the people involved than they are with the task at hand. However, they can be center stage or behind the scenes with equal effectiveness, and they shine when it comes to influencing and helping others.

Biblical Examples: Barnabas (Acts 4, 9, 11-15), Elisha (1 Kings 19, 2 Kings 2-3), Nicodemus (John 3, 7, 19)

## I / C

"I/C" are inspiring yet cautious assessors who are excellent communicators through the combination of concerned awareness and appreciation of people. They excel in determining ways to improve production. They tend to be impatient and critical, and they can also be overly persuasive and too consumed by the desire to win. "I/C" like to work inside the box, and they could benefit from trying new things and caring less about what others think. This personality type often possesses a gift for teaching; they are generally dependable when it comes to paying attention to details and getting the job done.

Biblical Examples: Miriam (Exodus 15-21), Ezra (Ezra 7-8), Shunammite Woman (2 Kings 4:8-37)

## S / I

"S/I" are inspirational counselors who exhibit warmth and sensitivity. Tolerant and forgiving, they have many friends because they accept and represent others well. Their social nature and desire to be likable and flexible makes them inclined to be overly tolerant and non-confrontational. "S/I" will benefit from being more task-oriented and paying more attention to detail. Kind and considerate, they include others and inspire them to follow. Words of affirmation go a long way with this personality type, and with the right motivation, they can be excellent team players.

Biblical Examples: Mary Magdalene (Luke 7:36-47), Barnabas (Acts 4, 9, 11-15), Elisha (1 Kings 19, 2 Kings 2-13)

## S / C

"S/C" are diplomatic and steady, as well as detail-oriented. Stable and contemplative, they like to weigh the evidence and discover the facts to come to a logical conclusion. More deliberate, they prefer to take their time, especially when the decision involves others. Possible weaknesses include being highly sensitive and unable to handle criticism, and they also need to be aware of the way they treat others. Operating best in precise and cause-worthy projects, the "S/C" can be a peacemaker; this makes them a loyal team member and friend.

Biblical Examples: Moses (Exodus 3, 4, 20, 32), John (John 19:26-27), Eliezer (Genesis 24)

## C / I

"C/I" pay attention to the details. They tend to impress others by doing things right and stabilizing situations. Not considered aggressive or pushy. They enjoy both large and small crowds. Though they work well with people, they are sometimes too sensitive to what others think about them and their work. They could benefit from being more assertive and self-motivated. Often excellent judges of character, they easily trust those who meet their standards. They are moved by genuine and enthusiastic approval as well as concise and logical explanations.

Biblical Examples: Miriam (Exodus 15-21, Numbers 12:1-15), Ezra (Ezra 7, 8)

## C / S

"C/S" are systematic and stable. They tend to do one thing at a time—and do it right. Reserved and cautious, they would rather work behind the scenes to stay on track; however, they seldom take risks or try new things and naturally dislike sudden changes in their environments. Precisionists to the letter, they painstakingly require accuracy and fear criticism, which they equate to failure. Diligent workers, their motivation comes from serving others.

Biblical Examples: Esther (Esther 4), Zechariah (Luke 1), Joseph (Matthew 1:1-23)

# DISCOVERING YOUR PERSONALITY

## OPPORTUNITIES FOR PERSONAL GROWTH

**If you are a "D"** - Dominant, Direct, Task oriented, Decisive, Organized, Outgoing, Outspoken

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

**If you are an "I"** - Influential, Interested in people, Witty, Easygoing, Outgoing, People oriented

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

**If you are an "S"** - Steady, Stability, Analytical, People oriented, Introverted

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

**If you are a "C"** - Compliant, Competent, Task oriented, Goal oriented, Introverted

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

## DISCOVERING YOUR SPIRITUAL GIFTS

*"Now about spiritual gifts, brothers, I do not want you to be ignorant."*

1 Corinthians 12:1

### SPIRITUAL GIFTS ARE NOT

#### 1. **Natural Abilities & Strengths**

We all have natural abilities that we've learned from those around us regardless of Christian faith. Many times our natural abilities and strengths are redeemed by the Lord to become spiritual gifts.

#### 2. **Character traits**

We are all called to have character and our gifts should produce the nature of Jesus Christ in each person. A person should not say he has the "gift of peace" when we are all encouraged to develop that characteristic. Spiritual gifts offer opportunities for us to exemplify Christ.

#### 3. **Titles & Positions**

Spiritual gifts often lead to titles or positions but a person may have the gift without the role or the role without the gift. Regardless we should serve whenever we are given the opportunity. Working in the area of your gifting will allow you to "be" the person that God has called you to be rather than just "doing" good things.

#### 4. **For Show**

Spiritual gifts are endowments given by God to His people for accomplishing His purpose on the earth. Spiritual gifts are given for the glory of God.

*"Follow the way of love and eagerly desire spiritual gifts... try to excel in gifts that build up the church."* 1 Corinthians 14:1

### HOW DO I RECEIVE SPIRITUAL GIFTS?

- A. Accept Jesus Christ as Lord of your life.
- B. Acquire faith and truth in the area of spiritual gifts.
- C. Apply yourself to learning about spiritual gifts.
- D. Ask for the Lord to give you spiritual gifts.

*"Then Jesus said to the centurion, "Go! It will be done just as you believed it would." And his servant was healed at that very hour."* Matthew 8:13

## **GIFT DEFINITIONS, SCRIPTURE REFERENCES AND CITYGATE DREAM TEAM AREAS OF SERVICE**

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. In addition, there are suggestions on possible Dream Teams Areas of Services based on the spiritual gifts identified in the questionnaire. Keep in mind that most spiritual gifts can be used in any and all areas of service.

### **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, I Cor. 12:28

*Office Administration, Volunteer Base, Guest Services, Production Team, Website Management*

### **B. APOSTLESHP**

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, I Cor. 12:28, II Cor. 12:12, Gal 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, II Chronicles 34:9-13, Acts 18:2-3

*Illustrations/Props*

### **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. Matt. 16:21-23, Acts 5:1-11, 16:16-18, I Cor. 12:10, I John 4:1-6

*Prayer Team, Citygate Groups*

### **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, Acts 8:26-40, Acts 14:21, Acts 21:8, Ephesians 4:11-14

*Outreach, Food Pantry*

## **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, I Tim. 4:13, Heb 10:24-25

*Citygate Groups, Prayer Team, Citygate Kids, Citygate Students*

## **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, Rom 4:18-21, I Cor. 12:9, Hebrews 11

*All areas of service*

## **H. 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, II Cor. 8:1-7, 9:2-7

*All areas of service*

## **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, Acts 9:32-35, Acts 28:7-10, I Cor. 12:9, 28

*Prayer Team*

## **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, I Cor 12:28

*Office Administration, Volunteers Base*

## **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, Romans 16:23, Heb 13:1-2, I Peter 4:9

*Guest Services, Parking Lot Team, Greeters*

## **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. Heb 7:25, Col 1:9-12, Col 4:12-13, Jas 5:14-16

*Prayer Team*

## **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, I Cor. 12:8, Col 2:2-3

*All areas of service*

## **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, I Tim. 3:1-13, I Tim. 5:17, Hebrews 13:17

*All areas of service*

## **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. Matt 9:35-36, Mark 9:41, Romans 12:8, I Thess. 5:14

*Citygate Group, Outreach, Food Pantry*

## **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, Rom 15:18-19, I Cor. 12:10, 28

*Prayer Team, Outreach*

## **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, Acts 13:2-3, Acts 22:21, Romans 10:15

*Outreach, Food Pantry*

## **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.  
Deut. 31:22, I Sam. 16:16, I Chronicles 16:41-42, II Chronicles 5:12-13, 34:12, Psalm 150

*Worship Team/Band, Sound, Media/Screen/Lights, Camera, Video/Graphics*

## **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, Eph 4:11-14, I Tim 3:1-7, I Peter 5:1-3

*Citygate Kids, Citygate Students, Citygate Group Hosts*

## **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, Acts 7:51-53, Acts 26:24-29, I Cor. 14:1-4, I Thess. 1:5

*Prayer Team*

## **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, II Tim. 1:16-18, Titus 3:14

*Office Administration, Outreach*

## **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, Acts 20:20-21, I Cor. 12:28, Eph. 4:11-14

*Citygate Kids, Citygate Students, Citygate Group Hosts*

## **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, I Cor. 12:10, 14:1-14

*Prayer Team*

## **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, I Cor. 2:6-13, I Cor. 12:8

*Citygate Group Hosts, Citygate Kids, Citygate Students*