





## WELCOME

CONGRATULATIONS! on reaching your third week of the assimilation process here at RTLA church. We are excited to see you become a part of our family and a member of this house. Thank you for taking the time to be here tonight.

Pastor Javier & Cynthia Buelna

*Lead Pastors*



**“WHAT?”**

## WHAT IS A SERVANT LEADER?

A **Servant Leader** is a self-less individual who puts the needs of others before their own. One who has the ability to move, inspire, and equip people all from a place of influence not from a position or title. One who can lead from a healthy heart, can develop good character and walk in integrity.

A **Servant Leader** should:

1. Feel a sense of \_\_\_\_\_ for his/her local church and area of service.
2. Be \_\_\_\_\_ to the Mision, Vision and Core Values of RTLA CHURCH its leadership and its well being.
3. Lead and serve with \_\_\_\_\_, excellence and love.
4. Be intentional in developing their \_\_\_\_\_ to serve a diverse community of people at RTLA Church
5. Posses the \_\_\_\_\_ to create a healthy culture, a prosperous church, and contribute to the multiplication of this house, RTLA CHURCH.

**“WHY?”**

## WHY BECOME A SERVANT LEADER?

Have you ever asked yourself, why am I here? What was I created for? What is my purpose? I think these are questions we all have asked ourselves at one point or another. Some people are motivated by power, position, money, fame, etc. But a lot of times when people reach these superficial goals they still feel empty. One thing that all these things have in common is that they all just satisfy one person, YOU!

We we're all created by a self-less God and we are created in his image. Jesus said, "For even the Son of Man did not come to be served, but to serve, and to give his life as a ransom for many" (Mark 10:45).

We need to understand that the only way we will ever feel accomplished as a person is through our service to others. This is why a mother feels accomplished when the house is clean and her children are fed. Why a father feels accomplished when the rent is paid and there is provision in his home. Its in serving others that we find the purpose for our lives and the destiny that God has in store for us. You may ask yourself why do I need to serve God? Why at my local church?

*Let's look at a Biblical Example:*

**Mary and her spiritual deliverance:** Luke 8:2-3 — NLT

Soon afterward Jesus began a tour of the nearby towns and villages, preaching and announcing the Good News about the Kingdom of God. He took his twelve disciples with him, along with some women who had been cured of evil spirits and diseases. Among them were **Mary Magdalene**, from whom he had cast out seven demons; Joanna, the wife of Chuza, Herod's business manager; Susanna; and many others who were contributing from their own resources to support Jesus and his disciples.

**Mary at the foot of the cross:** John 19:25 - Near the cross of Jesus stood his mother, his mother's sister, Mary the wife of Clopa, and **Mary Magdalene**.

**Mary at the Tomb (Resurrection):** John 20:11-18

Now Mary stood outside the tomb crying. As she wept, she bent over to look into the tomb and saw two angels in white, seated where Jesus' body had been, one at the head and the other at the foot. 13 They asked her, "Woman, why are you crying?" "They have taken my Lord away," she said, "and I don't know where they have put him." At this, she turned around and saw Jesus standing there, but she did not realize that it was Jesus. 15 He asked her, "Woman, why are you crying? Who is it you are looking for?" Thinking he was the gardener, she said, "Sir, if you have carried him away, tell me where you have put him, and I will get him." Jesus said to her, "Mary." She turned toward him and cried out in Aramaic, "Rabboni!" (which means "Teacher"). Jesus said, "Do not hold on to me, for I have not yet ascended to the Father. Go instead to my brothers and tell them, 'I am ascending to my Father and your Father, to my God and your God,'" Mary Magdalene went to the disciples with the news: "I have seen the Lord!" And she told them that he had said these things to her.

## **Luke 7:36-47 (NIV)**

### **Jesus Anointed by a Sinful Woman**

36. When one of the Pharisees invited Jesus to have dinner with him, he went to the Pharisee's house and reclined at the table.

37. A woman in that town who lived a sinful life learned that Jesus was eating at the Pharisee's house, so she came there with an alabaster jar of perfume.

38. As she stood behind him at his feet weeping, she began to wet his feet with her tears. Then she wiped them with her hair, kissed them and poured perfume on them.

39. When the Pharisee who had invited him saw this, he said to himself, "If this man were a prophet, he would know who is touching him and what kind of woman she is—that she is a sinner."

40. Jesus answered him, "Simon, I have something to tell you."  
"Tell me, teacher," he said.

41. "Two people owed money to a certain moneylender. One owed him five hundred denarii,[a] and the other fifty.

42. Neither of them had the money to pay him back, so he forgave the debts of both. Now which of them will love him more?"

43. Simon replied, "I suppose the one who had the bigger debt forgiven." "You have judged correctly," Jesus said.

44. Then he turned toward the woman and said to Simon, "Do you see this woman? I came into your house. You did not give me any water for my feet, but she wet my feet with her tears and wiped them with her hair.

45. You did not give me a kiss, but this woman, from the time I entered, has not stopped kissing my feet.

46. You did not put oil on my head, but she has poured perfume on my feet.

47. Therefore, I tell you, her many sins have been forgiven—as her great love has shown. But whoever has been forgiven little loves little."

## CONCLUSION

How amazing is the Love of God!?! He takes a woman who lived a sinful life and transforms her into a reformed woman who now lives "GRATEFUL" with God. Her story evolved from a woman who was despised by many, to a woman who served Jesus. Even at the moment of his crucifixion, she never left his side. Her gratitude brought her to the tomb where she had an encounter with the resurrected Christ. She became the first person EVER to announce the good news of the resurrection of Jesus.

Why should we serve God? Why serve at my local church RTLA? Because God has shown his Love and Mercy to us. His grace makes us acceptable in his presence! Not only does God want to rescue us and save us but he also invites us to live out and abundant, purpose driven life. By serving his people whether it be: children, teens, young adults, in a Sunday service, a life group or in any other area of the church you are tapping into the first stages of your purpose as a son and/or daughter of God. Thank you for being part of the RTLA family, we are excited that you are a part of our family

*1 Corinthians 15:58*

*Therefore, my dear brothers and sisters, stand firm.*

*Let nothing move you. Always give yourselves fully to the work of the Lord, because you know that your labor in the Lord is not in vain*

**“WHO?”**

DISCOVERING YOUR PERSONALITY (DiSC® Profile)  
 Examining Four Personality Types  
 How personality types break down in society.

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

## DiSC

	<p><b>Dominance (Direct and Decisive)</b>  <i>Person places emphasis on accomplishing results, the bottom line, confidence</i></p>	<p><b>3%</b></p>
	<p><b>Influence (Inspiring and Impressive)</b>  <i>Person places emphasis on influencing or persuading others, openness, relationships</i></p>	<p><b>11%</b></p>
	<p><b>Steadiness (Steady &amp; Reserved)</b>  <i>Person places emphasis on cooperation, sincerity, dependability</i></p>	<p><b>69%</b></p>
	<p><b>Conscientiousness (Compliant &amp; Analytical)</b>  <i>Person places emphasis on quality and accuracy, expertise, competency</i></p>	<p><b>17%</b></p>

**Simple DIScovery** Let's find out a little about your personality type. Complete the Simple DIScovery questionnaire below. Don't think too long about your answers, your first thought is most likely the most accurate one.

**1. "D" 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 above others or myself.	1	2	3	4	5
I am motivated by accomplishment and authority.	1	2	3	4	5

**2. "I" Total \_\_\_\_\_**

	Never	Rarely	Sometimes	Often	Always
I enjoy influencing and inspiring 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

**3. "S" Total \_\_\_\_\_**

	Never	Rarely	Sometimes	Often	Always
I thrive in consistent environments over changing ones.	1	2	3	4	5
I prefer specifics over generalizations.	1	2	3	4	5
I enjoy small groups of people.	1	2	3	4	5
I prefer being a member of a team over leading the team.	1	2	3	4	5
I am motivated by stability and support.	1	2	3	4	5

**4. "C" 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

Place the two letters that correspond to the highest scores you have below.

My Personality / Leadership Style is \_\_\_\_\_ / \_\_\_\_\_

## DESCRIPTION

### 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.

### 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.

### 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 be 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.

### 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.

<p><b>D / I</b></p> <p>“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.</p> <p>Biblical Examples: Joshua (Joshua 1), Noah (Genesis 6-9), Sarah (Genesis 16, 1 Peter 3:6)</p>	<p><b>I / D</b></p> <p>“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.</p> <p>Biblical Examples: John the Baptist (Luke 3), Peter (Matthew 16 and 26, Acts 3), Rebekah (Genesis 24)</p>
<p><b>D / S</b></p> <p>“D/S”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.</p> <p>Biblical Examples: Daniel (Daniel 1-6), Job (Job 1:5, James 5:11), Martha (Luke 10:38-42)</p>	<p><b>S / D</b></p> <p>“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.</p> <p>Biblical Examples: Martha (Luke 10:38-42), Job (Job 1:5, James 5:11)</p>
<p><b>D / C</b></p> <p>“D/C”s 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.</p> <p>Biblical Examples: Malachi (Malachi 4), Nathan (2 Samuel 12:1-13), Nahum (Nahum 1-3)</p>	<p><b>C / D</b></p> <p>“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.</p> <p>Biblical Examples: Bezalel (Exodus 35:30-36, 8, 37:1-9), Jochebed (Exodus 1:22-2:4), Jethro (Exodus 2,18)</p>

<p><b>I / S</b></p> <p>“I/S”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.</p> <p>Biblical Examples: Barnabas (Acts 4, 9, 11-15), Elisha (1 Kings 19, 2 Kings 2-3), Nicodemus (John 3, 7, 19)</p>	<p><b>S / I</b></p> <p>“S/I”s 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 likeable and flexible makes them inclined to be overly tolerant and non-confrontational. “S/I”s 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.</p> <p>Biblical Examples: Mary Magdalene (Luke 7:36-47), Barnabas (Acts 4, 9, 11-15), Elisha (1 Kings 19, 2 Kings 2-13)</p>
<p><b>I / C</b></p> <p>“I/C”s 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”s 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.</p> <p>Biblical Examples: Miriam (Exodus 15-21), Ezra (Ezra 7-8), Shunammite Woman (2 Kings 4:8-37)</p>	<p><b>C / I</b></p> <p>“C/I”s 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.</p> <p>Biblical Examples: Miriam (Exodus 15-21, Numbers 12:1-15), Ezra (Ezra 7, 8)</p>
<p><b>C / S</b></p> <p>“C/S”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.</p> <p>Biblical Examples: Esther (Esther 4), Zechariah (Luke 1), Joseph (Matthew 1:1-23)</p>	<p><b>S / C</b></p> <p>“S/C”s 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.</p> <p>Biblical Examples: Moses (Exodus 3, 4, 20, 32), John (John 19:26-27), Eliezer (Genesis 24)</p>

## OPPORTUNITIES FOR 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, Stable, 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 SPIRITUAL GIFTS

"Now about spiritual gifts, brothers, I do not want you to be ignorant." 1 Corinthians 12:1

## WHAT IS A SPIRITUAL GIFT?

1. A spiritual gift is a **DIVINE EMPOWERMENT** given to each believer by the Holy Spirit.
2. A spiritual gift is given to **EQUIP** you for **MINISTRY** so that the Church may be built up.
3. No believer has **EVERY** spiritual gift, and no single gift is given to **EVERYONE**.
4. Our different sets of spiritual gifts **COMPLEMENT** each other to **ACCOMPLISH** God's purposes.
5. Spiritual gifts should be **DESIRED**

"We have different gifts, according to the grace given to each of us.

If your gift is prophesying, then prophesy in accordance with your faith; if it is serving, then serve; if it is teaching, then teach; if it is to encourage, then give encouragement; if it is giving, then give generously; if it is to lead, do it diligently; if it is to show mercy, do it cheerfully." ROM. 12: 6-8

"Now to each one the manifestation of the Spirit is given for the common good.

To one there is given through the Spirit a message of wisdom, to another a message of knowledge by means of the same Spirit, to another faith by the same Spirit, to another gifts of healing by that one Spirit, to another miraculous powers, to another prophecy, to another distinguishing between spirits, to another speaking in different kinds of tongues, and to still another the interpretation of tongues. All these are the work of one and the same Spirit, and he distributes them to each one, just as he determines."

1 Corinthians 12 7:11

# **SPIRITUAL GIFTS ARE NOT**

## **1. NATURAL APTITUDES STRENGTHS OR ABILITIES.**

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 and 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. SELF-PROMOTING.**

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.

There are many different types of assessments you can take to point you in the direction of your spiritual gifts.

Following is a spiritual gifts assessment you can use to give you a general idea of what spiritual gifts you may have.

It is not an authoritative way to tell if you have a gift, but it will help to at least highlight what gifts you may be using.

# SPIRITUAL GIFTS SURVEY

## DIRECTIONS

This is not a test, so there are no wrong answers. The Spiritual Gifts Survey consists of 80 statements. Some items reflect concrete actions; other items are descriptive traits; and still others are statements of belief.

- Select the one response you feel best characterizes yourself and place that number in the blank provided. Record your answer in the blank beside each item.
- Do not spend too much time on any one item. Remember, it is not a test. Usually your immediate response is best.
- Please give an answer for each item. Do not skip any items.
- Do not ask others how they are answering or how they think you should answer.

Your response choices are:

**5** — Highly characteristic of me/definitely true for me

**4** — Most of the time this would describe me/be true for me

**3** — Frequently characteristic of me/true for me—about 50 percent of the time

**2** — Occasionally characteristic of me/true for me—about 25 percent of the time

**1** — Not at all characteristic of me/definitely untrue for me



- \_\_\_ 1. I have the ability to organize ideas, resources, time, and people effectively.
- \_\_\_ 2. I am willing to study and prepare for the task of teaching.
- \_\_\_ 3. I am able to relate the truths of God to specific situations.
- \_\_\_ 4. I have a God-given ability to help others grow in their faith.
- \_\_\_ 5. I possess a special ability to communicate the truth of salvation.
- \_\_\_ 6. I have the ability to make critical decisions when necessary.
- \_\_\_ 7. I am sensitive to the hurts of people.
- \_\_\_ 8. I experience joy in meeting needs through sharing possessions.
- \_\_\_ 9. I enjoy studying.
- \_\_\_ 10. I have delivered God's message of warning and judgment.
- \_\_\_ 11. I am able to sense the true motivation of persons and movements.

- \_\_\_ 12. I have a special ability to trust God in difficult situations.
- \_\_\_ 13. I have a strong desire to contribute to the establishment of new churches.
- \_\_\_ 14. I take action to meet physical and practical needs rather than merely talking about or planning to help.
- \_\_\_ 15. I enjoy entertaining guests in my home.
- \_\_\_ 16. I can adapt my guidance to fit the maturity of those working with me.
- \_\_\_ 17. I can delegate and assign meaningful work.
- \_\_\_ 18. I have an ability and desire to teach.
- \_\_\_ 19. I am usually able to analyze a situation correctly.
- \_\_\_ 20. I have a natural tendency to encourage others.
- \_\_\_ 21. I am willing to take the initiative in helping other Christians grow in their faith.
- \_\_\_ 22. I have an acute awareness of the emotions of other people, such as loneliness, pain, fear, and anger.
- \_\_\_ 23. I am a cheerful giver.
- \_\_\_ 24. I spend time digging into facts.
- \_\_\_ 25. I feel that I have a message from God to deliver to others.
- \_\_\_ 26. I can recognize when a person is genuine/honest.
- \_\_\_ 27. I am a person of vision (a clear mental portrait of a preferable future given by God). I am able to communicate vision in such a way that others commit to making the vision a reality.
- \_\_\_ 28. I am willing to yield to God's will rather than question and waver.
- \_\_\_ 29. I would like to be more active in getting the gospel to people in other lands.
- \_\_\_ 30. It makes me happy to do things for people in need.
- \_\_\_ 31. I am successful in getting a group to do its work joyfully.
- \_\_\_ 32. I am able to make strangers feel at ease.
- \_\_\_ 33. I have the ability to plan learning approaches.
- \_\_\_ 34. I can identify those who need encouragement
- \_\_\_ 35. I have trained Christians to be more obedient disciples of Christ.
- \_\_\_ 36. I am willing to do whatever it takes to see others come to Christ.

- \_\_\_ 37. I am attracted to people who are hurting.
- \_\_\_ 38. I am a generous giver.
- \_\_\_ 39. I am able to discover new truths.
- \_\_\_ 40. I have spiritual insights from Scripture concerning issues and people that compel me to speak out.
- \_\_\_ 41. I can sense when a person is acting in accord with God's will.
- \_\_\_ 42. I can trust in God even when things look dark.
- \_\_\_ 43. I can determine where God wants a group to go and help it get there.
- \_\_\_ 44. I have a strong desire to take the gospel to places where it has never been heard.
- \_\_\_ 45. I enjoy reaching out to new people in my church and community.
- \_\_\_ 46. I am sensitive to the needs of people.
- \_\_\_ 47. I have been able to make effective and efficient plans for accomplishing the goals of a group.
- \_\_\_ 48. I often am consulted when fellow Christians are struggling to make difficult decisions.
- \_\_\_ 49. I think about how I can comfort and encourage others in my congregation.
- \_\_\_ 50. I am able to give spiritual direction to others.
- \_\_\_ 51. I am able to present the gospel to lost persons in such a way that they accept the Lord and His salvation.
- \_\_\_ 52. I possess an unusual capacity to understand the feelings of those in distress.
- \_\_\_ 53. I have a strong sense of stewardship based on the recognition that God owns all things.
- \_\_\_ 54. I have delivered to other persons messages that have come directly from God.
- \_\_\_ 55. I can sense when a person is acting under God's leadership.
- \_\_\_ 56. I try to be in God's will continually and be available for His use.
- \_\_\_ 57. I feel that I should take the gospel to people who have different beliefs from me.
- \_\_\_ 58. I have an acute awareness of the physical needs of others.
- \_\_\_ 59. I am skilled in setting forth positive and precise steps of action.

- \_\_\_ 60. I like to meet visitors at church and make them feel welcome.
- \_\_\_ 61. I explain Scripture in such a way that others understand it.
- \_\_\_ 62. I can usually see spiritual solutions to problems.
- \_\_\_ 63. I welcome opportunities to help people who need comfort, consolation, encouragement, and counseling.
- \_\_\_ 64. I feel at ease in sharing Christ with nonbelievers.
- \_\_\_ 65. I can influence others to perform to their highest God-given potential.
- \_\_\_ 66. I recognize the signs of stress and distress in others.
- \_\_\_ 67. I desire to give generously and unpretentiously to worthwhile projects and ministries.
- \_\_\_ 68. I can organize facts into meaningful relationships.
- \_\_\_ 69. God gives me messages to deliver to His people.
- \_\_\_ 70. I am able to sense whether people are being honest when they tell of their religious experiences.
- \_\_\_ 71. I enjoy presenting the gospel to persons of other cultures and backgrounds.
- \_\_\_ 72. I enjoy doing little things that help people.
- \_\_\_ 73. I can give a clear, uncomplicated presentation.
- \_\_\_ 74. I have been able to apply biblical truth to the specific needs of my church.
- \_\_\_ 75. God has used me to encourage others to live Christ-like lives.
- \_\_\_ 76. I have sensed the need to help other people become more effective in their ministries.
- \_\_\_ 77. I like to talk about Jesus to those who do not know Him.
- \_\_\_ 78. I have the ability to make strangers feel comfortable in my home.
- \_\_\_ 79. I have a wide range of study resources and know how to secure information.
- \_\_\_ 80. I feel assured that a situation will change for the glory of God even when the situation seem impossible.

# SCORING YOUR SURVEY

LEADERSHIP  $\frac{\quad}{\text{ITEM 6}} + \frac{\quad}{\text{ITEM 16}} + \frac{\quad}{\text{ITEM 27}} + \frac{\quad}{\text{ITEM 43}} + \frac{\quad}{\text{ITEM 65}}$  TOTAL: \_\_\_\_\_

ADMINISTRATION  $\frac{\quad}{\text{ITEM 1}} + \frac{\quad}{\text{ITEM 17}} + \frac{\quad}{\text{ITEM 31}} + \frac{\quad}{\text{ITEM 47}} + \frac{\quad}{\text{ITEM 59}}$  TOTAL: \_\_\_\_\_

TEACHING  $\frac{\quad}{\text{ITEM 2}} + \frac{\quad}{\text{ITEM 18}} + \frac{\quad}{\text{ITEM 33}} + \frac{\quad}{\text{ITEM 61}} + \frac{\quad}{\text{ITEM 73}}$  TOTAL: \_\_\_\_\_

KNOWLEDGE  $\frac{\quad}{\text{ITEM 9}} + \frac{\quad}{\text{ITEM 24}} + \frac{\quad}{\text{ITEM 39}} + \frac{\quad}{\text{ITEM 68}} + \frac{\quad}{\text{ITEM 79}}$  TOTAL: \_\_\_\_\_

WISDOM  $\frac{\quad}{\text{ITEM 3}} + \frac{\quad}{\text{ITEM 19}} + \frac{\quad}{\text{ITEM 48}} + \frac{\quad}{\text{ITEM 62}} + \frac{\quad}{\text{ITEM 74}}$  TOTAL: \_\_\_\_\_

PROPHECY  $\frac{\quad}{\text{ITEM 10}} + \frac{\quad}{\text{ITEM 25}} + \frac{\quad}{\text{ITEM 40}} + \frac{\quad}{\text{ITEM 54}} + \frac{\quad}{\text{ITEM 69}}$  TOTAL: \_\_\_\_\_

DISCERNMENT  $\frac{\quad}{\text{ITEM 11}} + \frac{\quad}{\text{ITEM 26}} + \frac{\quad}{\text{ITEM 41}} + \frac{\quad}{\text{ITEM 55}} + \frac{\quad}{\text{ITEM 70}}$  TOTAL: \_\_\_\_\_

EXHORTATION  $\frac{\quad}{\text{ITEM 20}} + \frac{\quad}{\text{ITEM 34}} + \frac{\quad}{\text{ITEM 49}} + \frac{\quad}{\text{ITEM 63}} + \frac{\quad}{\text{ITEM 75}}$  TOTAL: \_\_\_\_\_

SHEPHERDING  $\frac{\quad}{\text{ITEM 4}} + \frac{\quad}{\text{ITEM 21}} + \frac{\quad}{\text{ITEM 35}} + \frac{\quad}{\text{ITEM 50}} + \frac{\quad}{\text{ITEM 76}}$  TOTAL: \_\_\_\_\_

EVANGELISM  $\frac{\quad}{\text{ITEM 12}} + \frac{\quad}{\text{ITEM 28}} + \frac{\quad}{\text{ITEM 42}} + \frac{\quad}{\text{ITEM 56}} + \frac{\quad}{\text{ITEM 80}}$  TOTAL: \_\_\_\_\_

FAITH  $\frac{\quad}{\text{ITEM 5}} + \frac{\quad}{\text{ITEM 36}} + \frac{\quad}{\text{ITEM 51}} + \frac{\quad}{\text{ITEM 64}} + \frac{\quad}{\text{ITEM 77}}$  TOTAL: \_\_\_\_\_

APOSTLESHIP  $\frac{\quad}{\text{ITEM 13}} + \frac{\quad}{\text{ITEM 29}} + \frac{\quad}{\text{ITEM 44}} + \frac{\quad}{\text{ITEM 57}} + \frac{\quad}{\text{ITEM 71}}$  TOTAL: \_\_\_\_\_

SERVICE / HELPS  $\frac{\quad}{\text{ITEM 14}} + \frac{\quad}{\text{ITEM 30}} + \frac{\quad}{\text{ITEM 46}} + \frac{\quad}{\text{ITEM 58}} + \frac{\quad}{\text{ITEM 72}}$  TOTAL: \_\_\_\_\_

MERCY  $\frac{\quad}{\text{ITEM 7}} + \frac{\quad}{\text{ITEM 22}} + \frac{\quad}{\text{ITEM 37}} + \frac{\quad}{\text{ITEM 52}} + \frac{\quad}{\text{ITEM 66}}$  TOTAL: \_\_\_\_\_

GIVING  $\frac{\quad}{\text{ITEM 8}} + \frac{\quad}{\text{ITEM 23}} + \frac{\quad}{\text{ITEM 38}} + \frac{\quad}{\text{ITEM 53}} + \frac{\quad}{\text{ITEM 67}}$  TOTAL: \_\_\_\_\_

# **GIFT DESCRIPTIONS**

## **ADMINISTRATION**

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

## **APOSTLESHIP**

The gift of apostleship is the divine strength or ability to pioneer new churches and ministries through planting, overseeing, and training.

## **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.

## **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.

## **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.

## **EXHORTATION**

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

## **FAITH**

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

## **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.

## **HEALING**

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.

# **GIFT DESCRIPTIONS**

## **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

## **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.

## **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

## **KNOWLEDGE**

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

## **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

## **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.

## **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

## **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.

## **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

# **GIFT DESCRIPTIONS**

## **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.

## **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

## **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.

## **TEACHING**

he 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

## **TONGUES (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

## **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

# MY DISCOVERY PROFILE

What is my personality type and leadership style?

\_\_\_\_\_ (D, I, S, C)

What are my top two primary spiritual gifts?

1. \_\_\_\_\_

2. \_\_\_\_\_

3. \_\_\_\_\_

What two areas am I most experienced and/or most passionate about?

1. \_\_\_\_\_

2. \_\_\_\_\_





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FOR ANY QUESTIONS OR MORE INFORMATION ABOUT THIS MATERIAL  
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