



New Covenant Church
KNOW · HEAR · RESPOND

Step 3 – “Discovering Your Design”

During this class, our hope is you will take steps toward understanding how your uniquely designed personality type / leadership style, coupled with the redemptive gifts God has given you, help reveal a fulfilling path to your destiny. There are simple tools that help us discover how God made us and how we can grow in it to make a positive difference for the Kingdom.

“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

The Goal Of This Class:

To find my place and purpose in God's Kingdom.

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 (NASB)

Understanding the Redemptive Gifts

“For by the grace given me I say to every one of you: Do not think of yourself more highly than you ought, but rather think of yourself with sober judgment, in accordance with the faith God has distributed to each of you. For just as each of us has one body with many members, and these members do not all have the same function, so in Christ we, though many, form one body, and each member belongs to all the others. 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.” Romans 12:3-8

Contrast Redemptive Gifts with Manifestation Gifts

Redemptive Gifts (Romans 12)	Manifestation Gifts (1 Cor. 12)
Given by God (v3)	Distributed by Holy Spirit (v11)
Everyone has a primary redemptive gift (v6)	All manifest gifts available to all (v7 & 14:1)
Received at conception (Psalm 139:13)	Received at Baptism of Holy Spirit (Acts 1:8)

Characteristics of the Redemptive Gifts

1. Received at conception
2. Define our entire soul and spirit
3. Transcend New & Old Testament
4. Redemptive Gifts are not what we do, they are how we see the world.

Each gift has its own positive/negative strengths and thus must be “redeemed” by God to rise to its fullest potential. We all are called to develop godly character and not use the gift as an excuse!

We are not defined by our gift, but by who we are in Christ.

We do not worship the gift. We worship the Gift Giver.

Redemptive Gifts Test Instructions

For each question write:

- 3- Very Often
- 2- Sometimes
- 1- Not Very Often
- 0- Never

Redemptive Gifts Test

- ___ 1. I can be easily affected by the emotions or moods of others around me.
- ___ 2. It is easy for me to set and achieve long-range goals.
- ___ 3. Money-making ideas generally come easily for me, and I have successfully made money with these ideas.
- ___ 4. I enjoy reading and tend to spend hours in study to gain knowledge on the things I'm interested in.
- ___ 5. I easily remember people's names and what they like and dislike.
- ___ 6. When others are talking, I tend to immediately give my input rather than listen to what the others have to say.
- ___ 7. I have a positive outlook and find it easy to see the good in bad situations.
- ___ 8. I am drawn to people in distress and resist people who hurt others.
- ___ 9. I can easily organize people to get a job done. I readily see how their talents/skills fit into the whole picture.
- ___ 10. It is easy for me to recognize the needs of others. I desire to meet that person's needs regardless of how much money I might have to give up.
- ___ 11. When I hear someone speak, I often question where they got their information and want to "read it for myself."
- ___ 12. When I see that someone around me has a need, I look for practical ways I can help meet that person's needs.
- ___ 13. It is easy for me to tell the sincerity of a person's actions and to "see" their character.
- ___ 14. It bothers me when a person does not respond to my comments with warmth and acceptance.
- ___ 15. It is difficult for me to be firm with people who are hurting even when it is necessary.
- ___ 16. It is easy for me to take charge of a group project when I am given the responsibility.
- ___ 17. When I give money to a person who has a need, it is important to me to know how that person used my money and if the need was met.
- ___ 18. It is easy for me to see what others are doing wrong and take necessary steps to correct their problem.
- ___ 19. I have a hard time saying "no" to people when they ask me to do something, even if I don't have time.
- ___ 20. I will stand up to friends and family if I have a different opinion from them.
- ___ 21. I like to help people who are going through a tough emotional situation.
- ___ 22. I can quickly and easily tell whether people and their motives are sincere.
- ___ 23. I would rather organize the work of others than actually do the work myself.
- ___ 24. The amount I give to meet a person's need is important to me. My desire is to give enough to meet the full amount of the need.

- ___25. I feel that my opinion about a matter is the best and it is difficult to change my position unless presented with factual information that would convince me otherwise.
- ___26. I have trouble fitting all my commitments into my schedule. I am often over-committed.
- ___27. It angers me when I see the faults of individual Christians or the church.
- ___28. Non-practical information frustrates me. Information that is useless for real life frustrates me.
- ___29. I find it hard to be around or relate to people who are not sensitive to others or me.
- ___30. I'd rather experience new situations than maintain normal routine.
- ___31. It is my desire to give to any need that I am aware of more than to find out if that need is real.
- ___32. I enjoy order to things and get frustrated when there is lack of order.
- ___33. If a project that I am involved in is delayed, I take it upon myself to get what's needed to get it started again.
- ___34. I feel it is my duty to help people expose their sin or weakness when I see it in a person.
- ___35. It is easy for me to imagine an achievement for others or myself. It challenges me to get others to accept the vision I am able to see.

Gift Evaluation

Place the value you entered for each question in the box under the small number that matches that question. Then add up each row and write value in the total column.

Redemptive Gift	Question	Question	Question	Question	Question	Total
	1	8	15	22	29	
Mercy						
	2	9	16	23	30	
Leadership						
	3	10	17	24	31	
Giving						
	4	11	18	25	32	
Teaching						
	5	12	19	26	33	
Serving						
	6	13	20	27	34	
Prophecy						
	7	14	21	28	35	
Exhortation						

List your top two highest scores:

1. _____

2. _____

Redemptive Gifts

1. Mercy

a. Key Characteristics

- Rarely has enemies
- Admired and respected—gets along with everyone
- Very safe for wounded who will bear their entire soul to Mercy
- Seeks out rejected to minister to them
- Core emotional tie to God is enough to make life decisions
- Hates to confront—hates to hurt feelings
- Drawn to the prophetic/prophets
- Predisposition to enter in the presence of God

b. Body Function

- Provides a sense of rest / lubrication for operation of other gifts
- Easily enters into God's presence & leads others (Mercy Seat)
- Covers people's shame and nakedness—great counselors

2. Leadership

a. Key Characteristics

- Motivates—gathers for a task
- Implementer—breaks down & implements vision
- Thrives under pressure
- Must have backing of leadership
- Doesn't assess blame, looks for the fix instead; will own problem
- Looks at everything to see how to make it better
- Isn't needy—but others need leader to implement

b. Body Function

- Brings order and direction—leader
- Puts framework around vision
- Brings a righteous balance to situations
- Focused on bringing people into their freedom

3. Giving

a. Key Characteristics

- Spirit of nurture—Family environment
- Gives well, gives wisely
- Independent—stands alone—not needy
- Finds own solution
- Cannot be hustled or manipulated
- Relates to a large range of people
- Intuitive of unclean/hidden motives

- Very private
- Protects family reputation
- Reads the fine print
- Walks in supernatural timing
- Passionate about stewardship

b. Body Function

- Nurtures and protects new birth
- Provides unique perspective on the goodness of God
- Anointing for generational blessing
- Believes in stewardship based upon holiness

4. Teaching

a. Key Characteristics

- Must validate the truth—going beyond the obvious
- Tells stories precisely and with precision
- Non-judgmental
- Prefers to love people into the Kingdom rather than confront
- Confidence in the Word, not people
- Maintains a wonderful sense of humor; practical jokes
- Processes very slowly, sometimes creating tension

b. Body Function

- Provides spiritual food for the rest of the body
- Carefully studies and brings illumination on experiences
- Brings clarity
- Ties past, present and future by illustrating connections
- Slows down the process and keeps it on track

5. Serving

a. Key Characteristics

- Sees needs and is quick to meet those needs
- Can have a victim spirit
- Frequently has difficulty saying no to others
- Often apologizes about their work
- Loved by everyone, has very few enemies if any
- Very willing and desirous to extend honor to others
- Tends to save stuff, though not in a particularly organized manner
- Works very hard
- Can become negligent because of multiple commitments
- Without guile—has a very pure motive

b. Body Function

- Accepts everyone and has ability to get them “cleaned up”
- Has no desire for “own turf,” thus they are a safe place
- Is an armor bearer

6. Prophecy

a. Key Characteristics

- Quickly evaluates things in terms of black & white, right & wrong
- Hates routine & status quo
- Verbally expressive (obsessive / compulsive verbally expressive)
- Readily shares his/her opinion—and always has one
- Knows no fear—a basic boldness
- Inability to tolerate bondage—in themselves and others
- Bounces around ideas VERY quickly
- Has a compulsion for honesty and integrity
- Has need to “make sense” of everything
- Tends to hold “truth” over “relationship”
- Has largest range of emotions, both high and low
- Very intense, passionate, extreme, polarized

b. Body Function

- Points towards God
- Emphasizes Holiness
- Deposits faith in others
- Focused on helping others grow in spiritual depth
- Defends the weak

7. Exhortation

a. Key Characteristics

- Party looking for place to happen
- Horizontally focused—very relational
- Never meets a stranger
- Easily crosses racial & social economic barriers
- Ability to understand and relate to people
- Capable of loud arguments without hard feelings
- Skilled above all others at creating and sustaining relationships
- Does not like to be alone for long period of times

b. Body Function

- Calls individuals up to their full potential
- Stands out and draws attention to the things of God
- Safe person who willingly shares another’s burden

Discover Your Personality

God has a specific plan and destiny for each of us, and He has meticulously worked into our lives the personality, talents, abilities, and strengths we need to be successful. True joy and fulfillment is found when we are being with Him AND doing what He designed us to do.

Understanding our personality traits and behavior helps us to know all of our natural strengths; both positive and negative.

As we continue to grow and mature, we learn how to capitalize on our strengths.

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

Instructions for Taking the Test

1. Read each line and circle the answer that best describes you. Go with your first instinct!

5 – “Always”
4 – “Often”
3 – “Sometimes”
2 – “Rarely”
1 – “Never”
2. Add up the numbers in each section and write the total on the line.
3. Your top one or close two will be your personality/leadership style.

1. Total _____	Never	Rarely	Sometimes	Often	Always
I am assertive, demanding, and decisive.	1	2	3	4	5
I enjoy doing multiple tasks at once.	1	2	3	4	5
I thrive in a challenge-based environment.	1	2	3	4	5
I think about tasks above others or myself.	1	2	3	4	5
I am motivated by accomplishment and authority.	1	2	3	4	5

2. 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. 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. 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

PERSONALITY/LEADERSHIP STYLES

<p>D</p> <p>“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.</p>	<p>D / I</p> <p>“D/I”s are curious conclusers 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)</p>
<p>I</p> <p>“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.</p>	<p>I / D</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. Biblical Examples: John the Baptist (Luke 3), Peter (Matthew 16 and 26, Acts 3), Rebekah (Genesis 24)</p>
<p>S</p> <p>“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.</p>	<p>S / D</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. Biblical Examples: Martha (Luke 10:38-42), Job (Job 1:5, 5:11), James</p>
<p>C</p> <p>“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>	<p>C / D</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. Biblical Examples: Bezalel (Exodus 35:30-36, 8, 37:1-9), Jochebed (Exodus 1:22-2:4), Jethro (Exodus 2,18)</p>

PERSONALITY/LEADERSHIP STYLES

D / S

“D/S”s are attainders 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”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.

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

I / S

“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.

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”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.

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

S / I

“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 likable 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.

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”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.

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

C / I

“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.

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

C / S

“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.

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

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, Stable, Analytical, People oriented, Reserved, 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, Reserved, 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.

MINISTRY PASSION ASSESSMENT

NARROW YOUR MINISTRY PASSIONS DOWN BY ASKING YOURSELF THESE QUESTIONS:

1. The Action Question: What do I like to do the most?

2. The Strengths Question: In what area am I naturally strongest?

3. The Serving Question: What do I like to do for people?

4. The Interest Question: What God-honoring things interest me the most?

5. The Opportunity Question: Where do I see myself in 6 months?

6. The Nostalgia Question: When in my life did I feel the most fulfilled?

PUTTING IT ALL TOGETHER

Write the results from your assessments in the blank spaces below.

What is my personality type and leadership style?

Dominance (D), Influence (I), Compliance (C), Steadiness (S)

_____ < (D, I, S, C) _____ < (I/S: People or D/C: Task Oriented)

What are my redemptive gifts?

1. _____

2. _____

Based on my Ministry Passion assessment, what two areas am I experienced in and/or most passionate about?

1. _____

2. _____

The next step is to review your Personality Type, Redemptive Gifts and Ministry Passion Assessment results and compare them with the NCC Teams list on the next page to find which teams fit you best!

Where do I go from here?

Step 4 – “One Body, One Team” – This session builds on Step 3 by helping you find your place on and in One Team. You can complete ministry specific training once you complete steps 1-4.

Bring your results from the Redemptive Gifts, Personality and Passion assessments with you to the next class.

Review NCC Ministries available to determine where you are led to serve.