

CORE
CLASS

Family Night

M.A.P. out your personal calling



NOVEMBER 2024

Maturity and Spiritual Gifts – “Instead, we will speak the truth *in love*.” – **Ephesians 4:15**

APEST and Passions - “And He gave some as **apostles**, some as **prophets**, some as **evangelists**, some as **shepherds and teachers**, for the equipping of the saints for the work of ministry, for the building up of the body of Christ.” – **Ephesians 4:11-12**

Personality

Personality - How we are wired is based upon God’s design and the brokenness around us and in us. All of us develop ways of pursuing acceptance, love, and connection, while avoiding pain, loneliness, and rejection.

By the end we want you to be able to fill out your **Personal MAP!**



Jesus and Personalities: Peter and John / Mary and Martha

Some of our personality is hard-wired into us and some of it is an outcome of our circumstances (nature and nurture). Only God knows the balance between the two in each one of us.

- Our personality is based on the ways we’ve learned how to receive love, attention, and acceptance. It is also based on the ways we’ve learned how to avoid pain, loneliness, and rejection. These “ways” may not necessarily be right or wrong. But at times they can certainly be healthy or unhealthy—exaggeration, greed, conflict...
- Our personality dictates how we navigate the world—pain, problems, relationships, careers, parenting...
- There are many ways to discuss, study, and understand personalities. Many are asked to do personality testing when they first get a job or become a part of a team.

Basic Personality Styles

Structured ————— Unstructured

Introverted ————— Extroverted

How we like to work with others:

Include Me

Give Me the Details

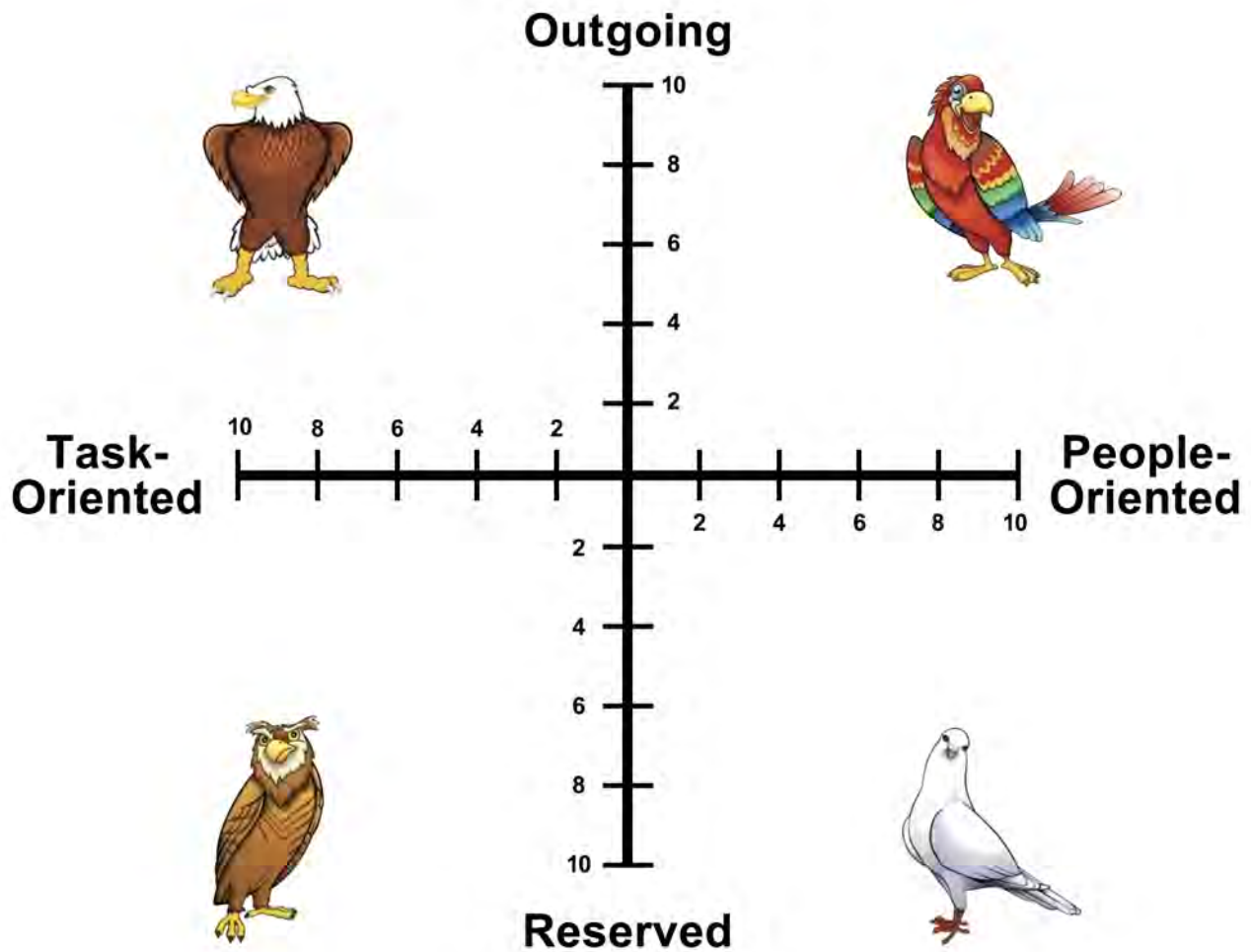
Show Me That You Care

Be Brilliant, Be Brief, Be Gone!

Personality Test

This personality test is to help you become aware of yourself and help you grow in an understanding of others.

1. Are you more outgoing or more reserved?
2. Are you more task-oriented or more people-oriented?
3. Determine your quadrant.



The 4 quadrants represent 4 basic personality types.



The Eagle

The bold eagle flies high, seeing the big picture, dives in to take charge quickly when challenges and problems arise. DISC refers to this as the “D” personality encompassing their *dominant and determined* attributes. Eagle or “D” personalities are like a **hammer**: powerful, quick and effective. The Eagles’ growing edge is to be more patient and sensitive with others.



The Parrot

The colorful parrot flies everywhere with enthusiasm and energy, seeing opportunities and creative solutions to problems, chatting with everyone while on their way to the next adventure. The DISC refers to this as the “I” personality, encompassing their *inspiring and interactive* nature. Parrot or “I” personalities are like a **Swiss Army knife**: versatile, works well with others, and creative problem solvers. The Parrot’s growing edge is to incorporate time management and to not talk so much.



The Dove

This peaceful and security-oriented dove stays near the nest, enjoying the stability and consistency of nest life, while patiently and compassionately taking care of others around them. The DISC refers to this as the “S” personality, capturing their *stable and submissive* nature. Dove or “S” personalities are like **duct tape**: holding people together with emotional support and promoting peace. The Dove’s growing edge is to see that change provides opportunity and to express their ideas.



The Owl

The cautious and practical owl studies every angle and detail to ensure that all the information is gathered to analyze it and present the best solutions to problems. The DISC refers to this as the “C” personality, conveying their *cautious and calculating* nature. Owl or “C” personalities are like a **tape measure**: precise, detailed and organized. The Owl’s growing edge is to learn when progress is required over perfection and to not hold others to their high standards.

In-Depth Personality Test

There are, of course, blends between the types. This test will help you see a more complex, but more accurate picture of God's design for you.

Circle the sentence that sounds the most like you. (Takes approximately 7 minutes to complete.)

Q1. You are...

1. determined and get things done.
2. outgoing and fun.
3. sensitive and supportive.
4. cautious and calculating.

Q2. You like to be seen as...

1. confident, strong and driven.
2. enthusiastic, friendly, and influential.
3. steady, a good listener, and trustworthy.
4. accurate, knowledgeable, and a critical thinker.

Q3. You are most passionate about...

1. having high goals and accomplishing them.
2. inspiring others and presenting your best self.
3. helping other people and being a true friend.
4. quality of work and having a clear vision of how to accomplish that work.

Q4. In conflict, you tend to...

1. be assertive and don't mind standing up for your beliefs.
2. be quick to make peace using verbal skills and charisma to ease tension and negotiate.
3. be quick to make peace unless someone attacks your close friends and family.
4. be honest, straightforward, and highly value accuracy.

Q5. You respond best to a leader who...

1. gives challenges that simulate you.
2. gives words of affirmation, praise, and approval.
3. believes in you and affirms you.
4. appreciates your standard of excellence and attention to detail.

Q6. When you are in a leadership role, you...

1. are bold and brave; making difficult decisions and being courageous
2. ignite the fire and motivate people well to be part of the team.
3. are laid-back, kind, and serve alongside the team.
4. have a high commitment to quality and correctness; you prepare and plan very well.

Q7. You know you have these strengths:

1. confidence, decisiveness, resilience, and strength.
2. communication, encouragement, ability to get along with many people.
3. loyalty, kindness, patience, and understanding.
4. precision, problem-solving, and a hard worker.

Q8. Which themes best represents you?

1. "Let's move, let's shake, and make it happen." "Let's get it done now."
2. "Let's do it the fun way!" "Don't worry we can wing it!"
3. "Don't make waves." "Let's take the path of least resistance." "I don't know...what do you want to do?"
4. "Let's do it the right way!" "But what about the ____?" "The job isn't complete until the paperwork is done."

Q9. In relationships...

1. you are the strong one and dependable to be decisive and dedicated.
2. you welcome people well, talk to just about everyone, and relate to who they are quickly.
3. You share and listen with deep understanding in individual or small group settings.
4. You help to solve problems and offer your deep well of knowledge to people.

Q10. You stand out when...

1. it comes to making tough choices and being persistent in pursuing a goal.
2. it comes to motivating people and making things exciting.
3. it comes to gracious service and listening.
4. it comes to evaluating and thinking seriously about tasks.

Q11. People expect you to be...

1. resolved and fearless.
2. entertaining and inspiring.
3. sensitive and sacrificing.
4. serious and a deep thinker.

Q12. You wish people would see...

1. the leadership that it takes to make decisions when you see the whole picture all at once.
2. your creativity connects people, creating spaces for them to see opportunity.
3. your gentle nature allows room for others, creating healthy, supportive environments.
4. the hard work you put into gathering all the information so recommendations so that decisions have the best possible outcomes.

Q13. You would describe yourself as:

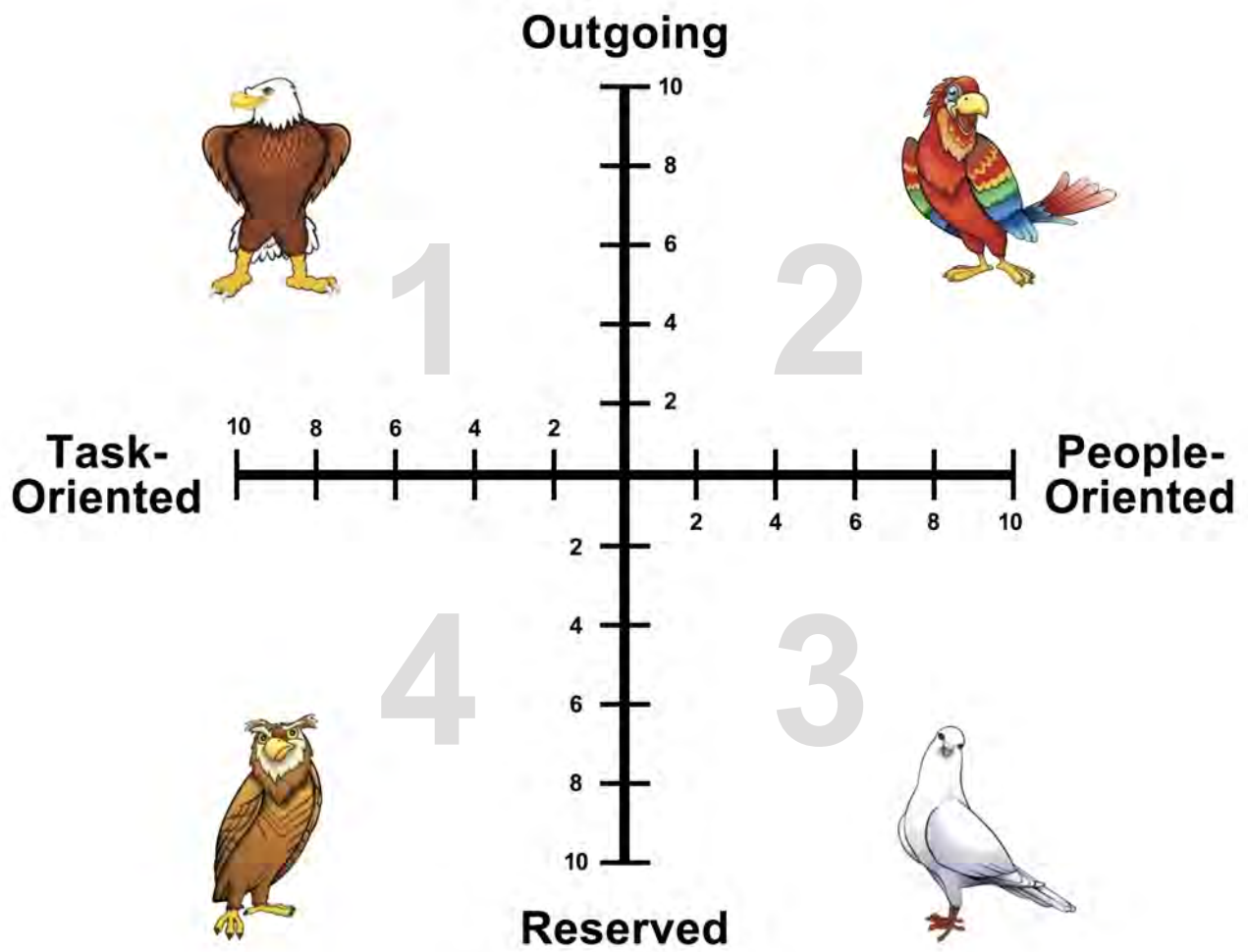
1. favoring action, seeking challenges, and taking risks.
2. having an active mind and enjoying people.
3. being compassionate and creating calm environments.
4. being systematic, efficient, and practical.

Q14. When building a piece of IKEA furniture, you would:

1. glance at the instruction, roll up your sleeves and get to work.
2. make sure you have a friend, good tunes and fun snacks before you start.
3. think about returning it because you weren't sure if you really wanted it.
4. read each direction thoroughly, look at all the parts, count them and then begin.

Q15. Which of these options best reflect your preferred way of someone communicating with you?

1. Be brief, be bright, be gone!
2. Involve me.
3. Show me you care.
4. Give me the details.



Determine your quadrant(s). How many of each number did you circle?



D = 1.



I = 2.



S = 3.



C = 4.

Table Discussion

1. Identify and describe the way you communicate.
2. How do you go from conflict to connecting?

Taking This Home

1. How do my results align with how I see myself?
2. Are there potential challenges I should be aware of based on my results?
3. How might my personality affect my relationships with others?
4. How do you go from conflict to connecting and collaborating with your family, friends, and co-workers?

Mapping Out My Personal Profile

“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

APEST(Apostle, Prophet, Evangelist, Shepherd, and Teacher): List your top two spiritual voices / perspectives.

1. _____
2. _____

Passions:

What is your favorite group of people to work with (age, life circumstance, stage of life...)?

What social issues and local issues give you the most concern? _____

Spiritual Gifts: List your top 3

1. _____
2. _____
3. _____

Maturity: How would you rate (1-10) your awareness of yourself (thoughts, emotions, & desires)?

How would you rate your awareness of others (thoughts, emotions, & desires)? _____

How would you rate your ability to “speak the truth in love” to others? _____

Personality:



Circle your personality.



List 2 strengths

1. _____
2. _____



List one growing edge

1. _____



Serving Opportunities:

1. _____
2. _____

Personality Systems and Tests Available:

- Enneagram
- Myers Briggs
- DISC - Taking Flight
<https://takeflightlearning.com/store/takingflightwithdisc/taking-flight-profile/>



Resources:

- ***Taking Flight*** by Merrick Rosenberg and Daniel Silvert. (2013)
- ***How to Solve the People Puzzle: Understanding Personality Patterns***, Mels Carbonell (2008)
- ***Preventing Ministry Failure***, Michale Todd Wilson and Brad Hoffmann (2007)