

**Getting In Programme  
Dunoon Baptist Church  
2013**

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# 1. Introduction: Who am I?

At the start of your existence was the initiative of God who created you in his image. He gave life to you, made you part of a certain people, time and society.

He wants you to be who he made you to be.

There are things in our lives we cannot explain.

- Why am I who I am?
- Why is this happening to me?
- Why is this not happening to me?

We cannot explain ourselves, prove ourselves, but accept ourselves, our lives out of God's hands.

We believe that God made you in a certain way, allow you to develop character and abilities through your past and present experiences.

We would like to help you identify three aspects of your being with the help of some questionnaires. These three aspects are:



We call these aspects "potential" – aspects that are part of what makes you who you are. Aspects that are available to you to use and to serve

- God
- One another in the Church
- The community

## 2. Identify Potential

### 2.1 Natural Motivating Abilities

#### A. People Skills

1. Following instructions
2. Serving
3. Empathising, being sensitive
4. Communicating
5. Convincing
6. Negotiating, deciding
7. Establishing, growing
8. Caring, nurturing
9. Advising
10. Teaching
11. Leading (get others to follow)
12. Mediating

#### B. Information Skills

1. Administration
2. Calculation
3. Initiating
4. Researching
5. Evaluating
6. Organising
7. Improving, adapting
8. Logical thinking
9. Planning, developing
10. Structuring
11. Conceptualising
12. Integrating

#### C. Object Skills

1. Handling objects
2. Working with soil, nature
3. Operating machinery
4. Using tools
5. Doing precision work
6. Building
7. Painting
8. Repairing
9. Decorating
10. Using electronic devices
11. Cooking and baking
12. Caring for animals

#### D. Creative Skills

1. Entertaining, amusing
2. Making music
3. Sculpting
4. Dancing
5. Playing pantomime
6. Play-acting
7. Drawing
8. Designing
9. Writing
10. Creative thinking
11. Making photographs
12. Practising sports

## 2. Identify Potential

### 2.1 Naturally Motivating Abilities

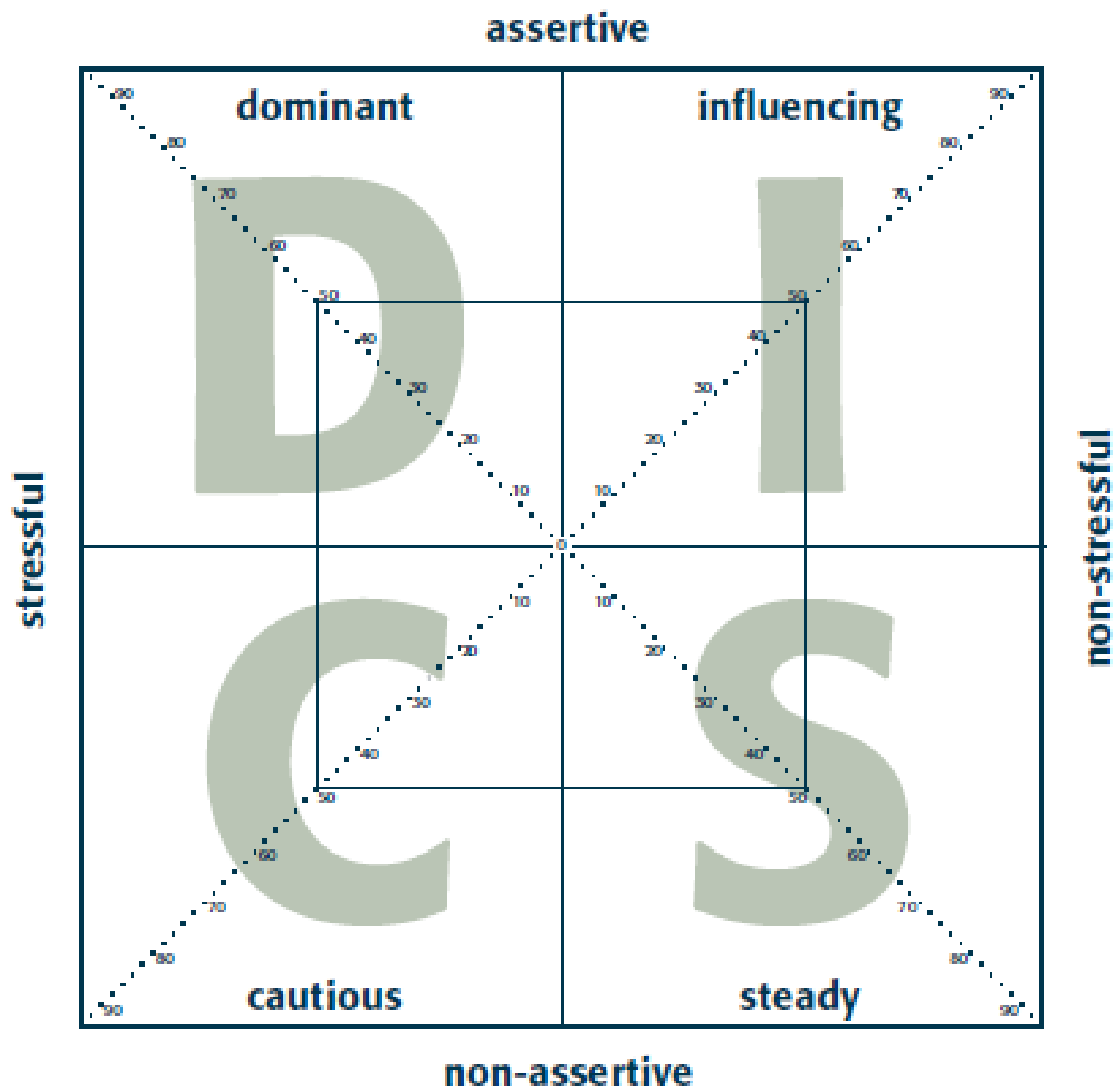
My top ten:

A pyramid-shaped grid of 10 empty rectangular boxes for listing top ten naturally motivating abilities. The boxes are arranged in four rows: the top row has 1 box, the second row has 2 boxes, the third row has 3 boxes, and the bottom row has 4 boxes. Each box is empty and has a thin black border.

## 2. Identify Potential

### 2.2 Behavioural Strengths

The behavioural profile:



## 2. Identify Potential

### 2.2 Behavioural Strengths

#### Directions

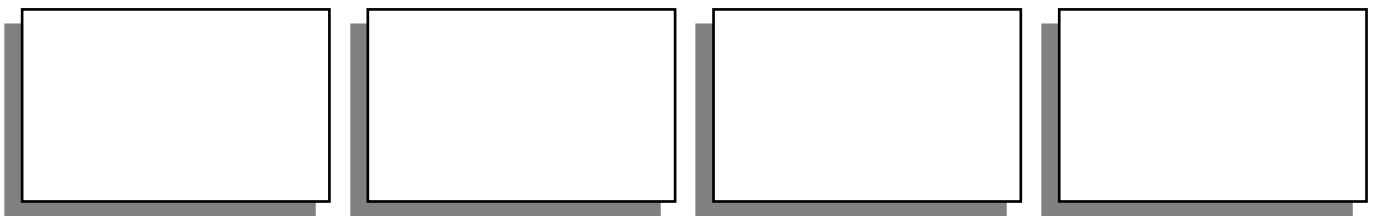
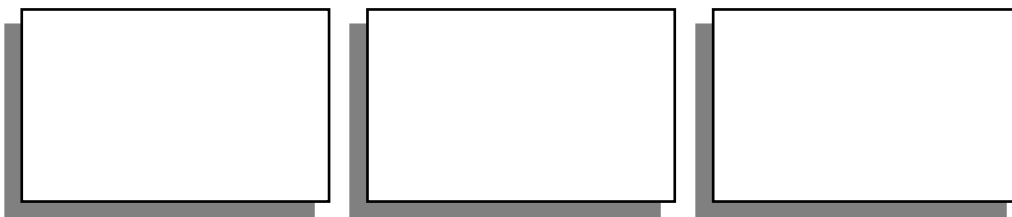
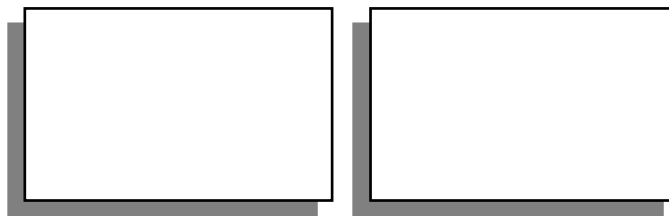
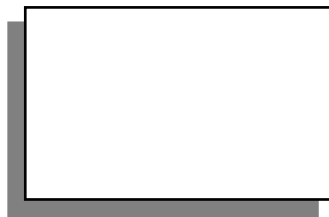
Have a look at the description of each of the four dimensions. Please tick all you can identify with. Copy your top ten to the pyramid on the next page.

<p><b>Dominant</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> decisive</li> <li><input type="checkbox"/> result-oriented</li> <li><input type="checkbox"/> loves a challenge/adventure</li> <li><input type="checkbox"/> independent</li> <li><input type="checkbox"/> moves things forward</li> <li><input type="checkbox"/> strong-willed</li> <li><input type="checkbox"/> competitive</li> <li><input type="checkbox"/> pragmatic</li> <li><input type="checkbox"/> direct communicator</li> <li><input type="checkbox"/> high self-esteem</li> <li><input type="checkbox"/> team role: gives direction</li> </ul>	<p><b>Influencing</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> entertaining</li> <li><input type="checkbox"/> optimistic + enthusiastic</li> <li><input type="checkbox"/> enjoys life</li> <li><input type="checkbox"/> loves to communicate</li> <li><input type="checkbox"/> creates an inspiring atmosphere</li> <li><input type="checkbox"/> cheerful</li> <li><input type="checkbox"/> likes to be around people</li> <li><input type="checkbox"/> emotional</li> <li><input type="checkbox"/> relishes public appreciation</li> <li><input type="checkbox"/> enables open discussion</li> <li><input type="checkbox"/> team role: fosters group-dynamics</li> </ul>
<p><b>Cautious</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> love for detail</li> <li><input type="checkbox"/> strives for quality</li> <li><input type="checkbox"/> critical thinker</li> <li><input type="checkbox"/> stamina</li> <li><input type="checkbox"/> follows rules, directions</li> <li><input type="checkbox"/> diplomatic</li> <li><input type="checkbox"/> maintains standards</li> <li><input type="checkbox"/> thoughtful</li> <li><input type="checkbox"/> factual</li> <li><input type="checkbox"/> detects faults</li> <li><input type="checkbox"/> team role: considers consequences of actions</li> </ul>	<p><b>Steady</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> kind</li> <li><input type="checkbox"/> supportive</li> <li><input type="checkbox"/> modest</li> <li><input type="checkbox"/> loyal</li> <li><input type="checkbox"/> consistent</li> <li><input type="checkbox"/> harmonising</li> <li><input type="checkbox"/> integrative</li> <li><input type="checkbox"/> good listener</li> <li><input type="checkbox"/> creates a secure, harmonious environment</li> <li><input type="checkbox"/> pleasant</li> <li><input type="checkbox"/> team role: systematic worker</li> </ul>

## 2. Identify potential

### 2.2 Behavioural strengths

My top ten:





## 2. Identify Potential

### 2.3 Spiritual Gifts

Please do not be afraid of using 0 and 5 points also!

<b>The Prophet</b>		0 = never 1 = rarely 2 = sometimes 3 = normally 4 = most of the time 5 = always						
		0	1	2	3	4	5	Points
1.	Quickly discerns what is good or evil. Hates evil.							
2.	There is only right and wrong – nothing in between.							
3.	Quickly recognises someone’s character.							
4.	Encourage others to ask forgiveness if they have behaved badly.							
5.	Believe that difficulties and problems are likely to cause growth in someone’s life							
6.	Have only few or no close friendships.							
7.	View the bible as the basis for truth, faith and all actions.							
8.	Live life courageously according to spiritual principles.							
9.	Tend to be tactless and lacks sensitivity.							
10.	Are very convincing with words.							
11.	Feel bad if others sin.							
12.	Always looking for personal growth and sin in their own life and life of others.							
13.	Desire to see God working and His will accomplished in people’s lives.							
14.	Love to encourage others to grow spiritually							
15.	Pray a lot for others, that God’s will may be done in their lives.							
16.	Have a tendency to exaggerate.							
17.	Self-examining.							
18.	Have strong opinions and beliefs.							
19.	Have a strict personal standard.							
20.	Have a strong desire to be obedient to God.							
<b>total:</b>								

<b>The Servant</b>								
		0	1	2	3	4	5	Points
1.	Quick in meeting other’s needs.							
2.	Love to work with their own hands.							
3.	Keep everything neat and tidy.							
4.	Can remember details easily.							

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5.	Love to have people in the house.								
6.	Want to accomplish things he/she has started.								
7.	Have a hard time saying no if others ask a favour.								
8.	Are more interested in meeting others needs than their own.								
9.	Enjoy working on things that need only a short time to be completed.								
10.	Show love to others in deeds rather than in words.								
11.	Need praise and recognition from others.								
12.	Have a tendency to do more than expected.								
13.	Delight in doing things that are helpful to others.								
14.	Do not like to lead others.								
15.	Have a high energy level.								
16.	Cannot stand chaos.								
17.	Desire for perfection.								
18.	Are convinced that serving others is the most important thing in life.								
19.	Do things themselves rather than delegate to others ("you take a rest while I do it ...")								
20.	Like to support leaders so that they can manage their work.								

**total:**

## The Teacher

		0	1	2	3	4	5	Points
1.	Like to present truth in a simple logical way.							
2.	Like to explore the facts.							
3.	Love to study.							
4.	Enjoy understanding the proper meaning of words.							
5.	Like to illustrate by using biblical examples.							
6.	Do not like it if scripture is taken out of context.							
7.	Like to underline truth in every situation.							
8.	Are able to analyse a situation without being distracted by feelings.							
9.	Are very good with words – have a large vocabulary.							
10.	Are convinced that facts are more important than feelings.							
11.	Want to make sure that what they learn is the truth.							
12.	Assist others to grow in their faith rather than to evangelise.							
13.	Feel that their own gift is the most appropriate to be a strong Christian.							
14.	Solve problems by employing biblical principles.							
15.	Are excellent students/pupils.							
16.	Highly self-disciplined.							
17.	Control own feelings.							
18.	Have only few close friends.							
19.	Have strong opinions.							

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20.	Believe that the truth can change people.								
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**total:**

<b>The Encourager</b>								
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		0	1	2	3	4	5	Points
1.	Love to encourage others to lead a victorious life.							
2.	Take note of the reactions of others while they are speaking.							
3.	Like to accept truth rather than look for it.							
4.	More academic than practical							
5.	Love to tell others what they need to do if they want to grow.							
6.	Love to work with people.							
7.	Encourage others to improve their servant skills.							
8.	Learn about truth through practical experience.							
9.	Love to assist others when they have problems.							
10.	Will cease to help others when they realise they do not want to change.							
11.	Rather appreciate teaching that stands the test of everyday life.							
12.	Believe that difficulties will help people to grow.							
13.	Accept others the way they are.							
14.	Are positive in every situation.							
15.	Love to be an example rather than give a testimony.							
16.	Make decisions easily.							
17.	Complete things they start.							
18.	Want to resolve problems they have with others.							
19.	Have high expectations of self and others.							
20.	Need a close friend to share his thoughts and ideas.							

**total:**

<b>The Giver</b>								
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		0	1	2	3	4	5	Points
1.	Love to share time, money, things and love.							
2.	Love to give secretly.							
3.	Want to be part of the ministry they support.							
4.	Pray a lot for the salvation of others.							
5.	Rejoice if their gift is a direct answer to prayer.							
6.	Want to give the best present possible.							
7.	Share only under the guidance of the Holy Spirit.							
8.	Love to support and to bless someone or to assist in a ministry.							
9.	Visitors provide a great opportunity to share.							
10.	Skilled in wise use of money.							
11.	Quick to help where a need is displayed.							
12.	Pray about how much they should give.							

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13.	Believe in the importance to tithe and give even more than that.								
14.	Love to share the gospel.								
15.	Believe that God is concerned about every detail of our lives.								
16.	Work hard to earn more money in order to be able to give more.								
17.	Know how to earn money.								
18.	Are careful not to waste money.								
19.	Will not be cheated.								
20.	Wise.								
<b>total:</b>									

### The Administrator

		0	1	2	3	4	5	Points	
1.	Love to organise.								
2.	Able to explain ideas, visions and organisations to others.								
3.	Love to be under authority in order to have authority themselves.								
4.	Will not try to execute leadership if it has not been officially proposed to them.								
5.	Will take on leadership if there is no leader.								
6.	Enjoy working on long term goals and projects.								
7.	See the bigger picture – everything that needs to be done.								
8.	Know how to find the right people to get the job done.								
9.	Enjoy encouraging others to take on more responsibility.								
10.	Do not care about criticism as long as the work continues.								
11.	Have a lot of enthusiasm for the things they do.								
12.	Greatly satisfied by reaching goals.								
13.	Willing to let others receive the praise as long as the work gets done.								
14.	Want to start the next task if one is finished.								
15.	Uses To-do lists.								
16.	Naturally gifted leaders.								
17.	Know when things have to be changed.								
18.	Love to work and be with people.								
19.	Want to get done with things as soon as possible.								
20.	Do not like to do the same things again and again.								
<b>total:</b>									

### The Merciful Person

		0	1	2	3	4	5	Points
1.	Great skill in showing love.							
2.	Sensitive toward the feelings of others.							
3.	Sense the emotional and spiritual state of others.							
4.	Feel drawn towards hurting people.							
5.	Take action to help those who are in need.							

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6.	Concentrate on emotional and psychological hurts.										
7.	Want others to have healthy relationships.										
8.	Love to let others get the first place or best opportunity.										
9.	Careful with words so that others are not hurt.										
10.	Can easily tell if others are dishonest or have wrong motives.										
11.	Feel drawn toward others who also have the gift of mercy.										
12.	Love to pay special attention to others.										
13.	Trust easily and are trustworthy themselves.										
14.	Avoid conflict.										
15.	Do not like it to be forced to do a certain work or take part in an activity.										
16.	Cheerful and happy.										
17.	Ruled rather by the heart than the head.										
18.	Enjoy seeing others blessed and cry if others are hurt.										
19.	Support beneficial projects.										
20.	Pray a lot for the hurts and problems of others.										
<b>total:</b>											

### Prophet:

Prophets are very close to the heart of God and recognise weak points immediately. They are focussed on spiritual truths and very sensitive towards sin. They have a strong desire for a pure lifestyle and righteousness. This is the reason for their "no compromise" approach to life and their integrity, because they do not like to hide things.



### Servant:

Servants are practical helpers. They do not like to be the centre of attention. They recognise work that needs to be done and what will be the best way to do it. They display love through deeds and actions.



### Teacher:

Teachers are accurate researchers. They love to ponder about truth and enjoy intellectual activity of any kind. They have an objective and critical approach and are very self-disciplined and steadfast.



### Encourager:

Encouragers have excellent communication skills and love to motivate others. They love to talk, most likely more uplifting than criticising others. They love to be with people and to learn from life's experiences. They do not like tensions in relationships. They address criticism in a loving way to encourage growth.



### Giver:

Givers love to sacrifice. They have learned what it means to give everything to God. They share everything: time, money and love, material and spiritual goods. They intercede for and enjoy giving the best to others, especially anonymously. Giving includes sharing the gospel.



### **Administrator:**

Administrators are organisers and have the gift of administration. They love to be responsible and accept challenges. They are visionary and able to create images of the future. They display natural authority.



### **Merciful Person:**

Goodness, kindness and friendliness characterise the merciful person. They are eager to heal the emotionally hurting and focus on the good in people. They avoid conflict. Working towards social justice and the call for intercession are typical.



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<b>Prophet</b>	⊗	6	5	4	3	2	1	☺
<b>Servant</b>	⊗	6	5	4	3	2	1	☺
<b>Teacher</b>	⊗	6	5	4	3	2	1	☺
<b>Encourager</b>	⊗	6	5	4	3	2	1	☺
<b>Giver</b>	⊗	6	5	4	3	2	1	☺
<b>Administrator</b>	⊗	6	5	4	3	2	1	☺
<b>Merciful Person</b>	⊗	6	5	4	3	2	1	☺

**Examples for services in the church. In brackets you will find helpful secondary gifts mentioned.**

**Prayer/Intercession and Healing:** *Prophet (Giver & Merciful Person)*

**Practical Assistance:** *Servant (Giver & Merciful Person)*

**Teaching:** *Teacher (Administrator/Leader & Prophet) \*Encourager*

**Counselling:** *Encourager (Prophet\* & Merciful Person\*\*)*

**Evangelisation:** *Giver (Prophet & Encourager)*

**Leading & Organising:** *Administrator (Encourager & Teacher)*

**Mercy Ministries:** *Merciful Person (Giver & Servant)*

**Creative Ministry:** *All Gifts (depends on natural abilities and interest)*

## 3. Finding Direction

### 3.1 Dreams/Heart's desires

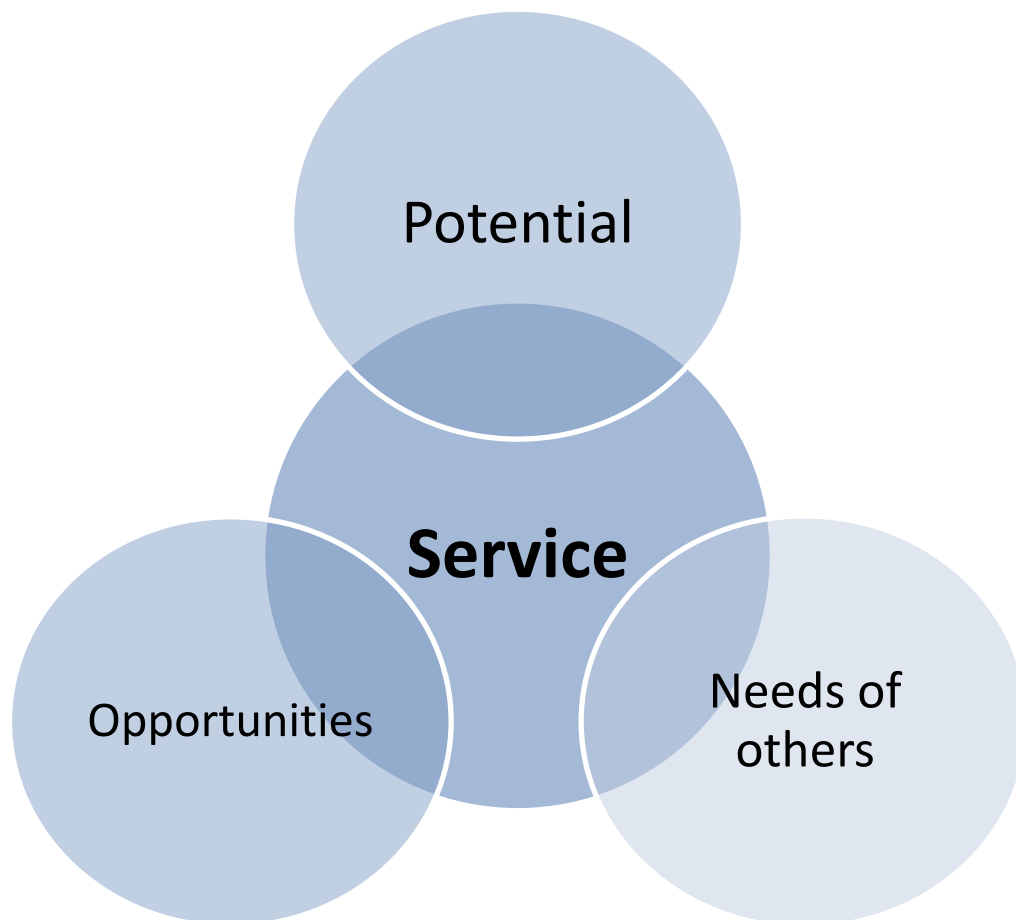
God can do more things that we can ever dream or imagine.

What is it that you desire in your heart that could benefit God's kingdom?

What are the needs that speak to you?

What are you truly passionate about?

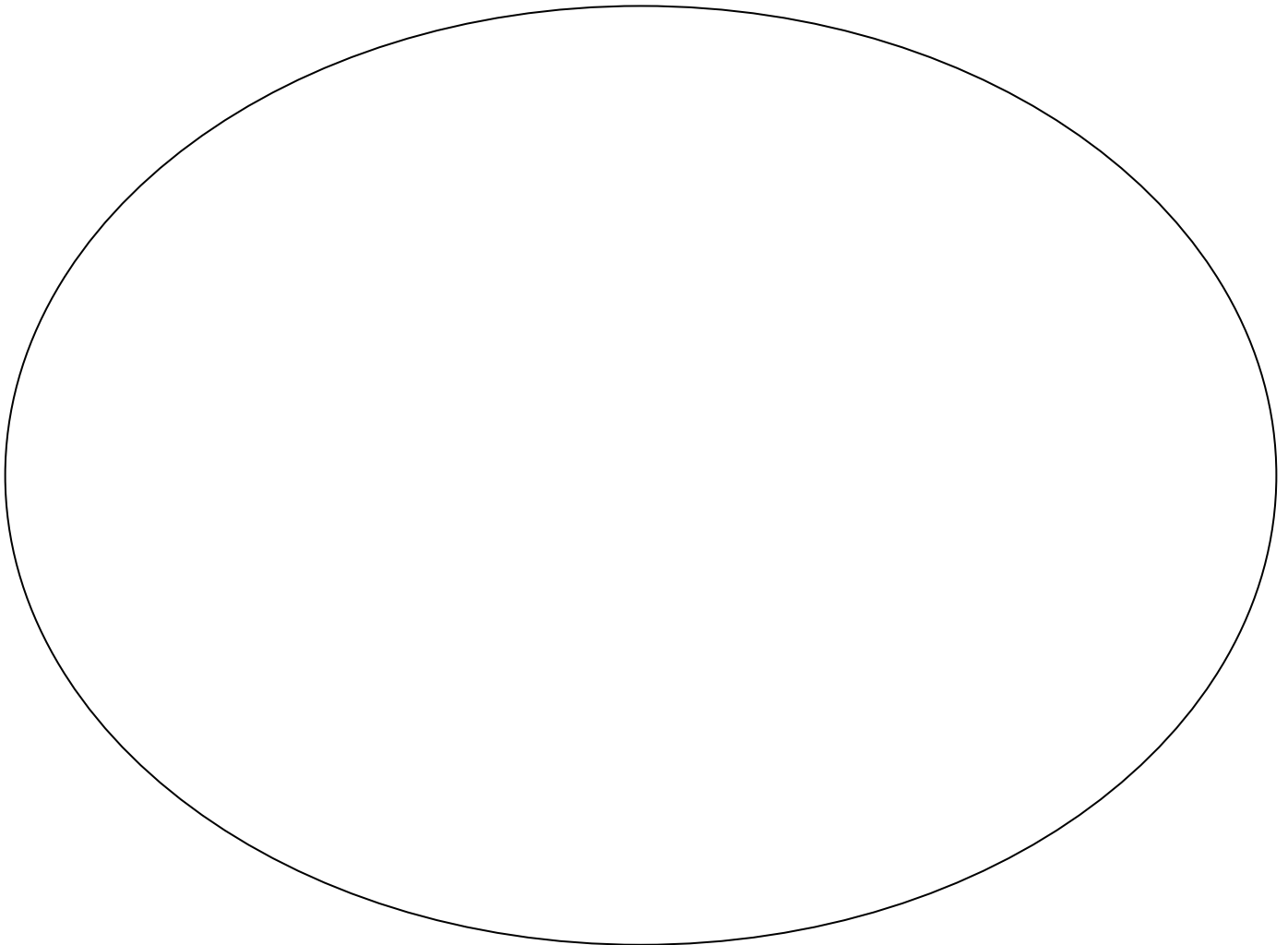
What are opportunities and how could you be of service?





## **3. Finding Direction**

### **3.2 Developing a Vision**



## **4. Being part of the Family**

### **4.1 Teams and “Tribes”**

### **4.2 Support (“Coaching”)**

Coaching can be key in order to grow. Good coaching fosters self-reflection and self-awareness.

#### **Basic tasks of a coach:**

1. Helps to identify potential
2. Assists to find direction (calling)
3. Support in developing certain areas of your life
4. Encourages realisation of potential