



# STARTING POINT

STEP THREE - DISCOVER PURPOSE

*THE THIEF COMES ONLY TO STEAL AND KILL AND  
DESTROY; I HAVE COME THAT THEY MAY HAVE LIFE,  
AND HAVE IT TO THE FULL.*

JOHN 10:10, NIV



# STARTING POINT

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# OUR HOPE FOR YOU

God created you for a specific purpose. Today, we will help you discover how your design helps reveal a path to fulfill the purpose for which God created you.

# ALL OF US ARE CALLED TO SHARE CHRIST WITH OTHERS

One of our primary purposes is to reach people far from God. Every one of us can do our part by following these four principles.

1. Accept the personal \_\_\_\_\_ .
2. Build a personal \_\_\_\_\_ .
3. Share your personal \_\_\_\_\_ .
4. Give a personal \_\_\_\_\_ .

## WE SHARE CHRIST IN OUR CITY, OUR NATION, AND OUR WORLD.

Jesus gave His Church a mandate to reach the world in three areas:

*But you will receive power when the Holy Spirit has come upon you, and you will be my witnesses in Jerusalem and in all Judea and Samaria, and to the end of the earth.*

Acts 1:8

1. In Jerusalem - \_\_\_\_\_

*Real religion, the kind that passes muster before God the Father, is this: reach out to the homeless and loveless in their plight, and guard against corruption from the godless world.*

James 1:27, The Message

2. In Judea & Samaria - \_\_\_\_\_

3. To the ends of the Earth - \_\_\_\_\_

*And He said to them, "Go into all the world and proclaim the gospel to the whole creation."*

Mark 16:15

## HOW YOU CAN JOIN US:

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

Pray for each of these areas that we might reach people with the Good News of Jesus.

*Then he said to his disciples, "The harvest is plentiful, but the laborers are few; therefore pray earnestly to the Lord of the harvest to send out laborers into his harvest."*

Matthew 9:37-38

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

Go to these areas to serve others and show them God's love.

*And I heard the voice of the Lord saying, "Whom shall I send, and who will go for us?" Then I said, "Here I am! Send me."*

*And he said, "Go, and say to this people..."*

Isaiah 6:8-9

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

Give your time and resources to reach people for Christ.

*Do not lay up for yourselves treasures on earth, where moth and rust destroy and where thieves break in and steal, but lay up for yourselves treasures in heaven, where neither moth nor rust destroys and where thieves do not break in and steal. For where your treasure is, there your heart will be also.*

Matthew 6:19-21

# THREE REFERENCE POINTS OF GOD'S PLAN FOR YOUR LIFE

## 1. He made you – \_\_\_\_\_

*For you formed my inward parts; you knitted me together in my mother's womb. I praise you, for I am fearfully and wonderfully made. Wonderful are your works; my soul knows it very well.*

Psalm 139:13-14

## 2. He gifts you – \_\_\_\_\_

*"However, he has given each one of us a special gift the generosity of Christ."*

Ephesians 4:7, NLT

## 3. He places you – \_\_\_\_\_

*And we know that for those who love God all things work together for good, for those who are called according to his purpose.*

Romans 8:28

*And so, from the day we heard, we have not ceased to pray for you, asking that you may be filled with the knowledge of his will...so as to walk in a manner worthy of the Lord, fully pleasing to him: bearing fruit in every good work and increasing in the knowledge of God...giving thanks to the Father.*

Colossians 1:9-12



## DISC PERSONALITY ASSESSMENT

### Step 1

Answer each question on page 8 under sections 1-4 by circling the number that best describes you. Allow yourself two to three minutes to complete this step before moving on to other steps.

### Step 2

Add the total of circled numbers for the five statements next to each section. Write each total on the indicated total line for each section.

### Step 3

Identify the group with the highest totaled number and the second highest totaled number to discover your dominant personality traits.

Box 1 = "D" personality

Box 2 = "I" personality

Box 3 = "S" personality

Box 4 = "C" personality

Write your dominant personality traits sequence (DI, ID, SC, CD, etc.) at the top of page 8 following "My Personality / Leadership Style."

### Step 4

Read the description of your most dominant personality trait (D, I, S, C) and the description of your two highest personality traits together (DI, ID, SC, CD, etc.). Descriptions start on page 10.

MY 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 \_\_\_\_\_

I enjoy influencing and inspiring other 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 \_\_\_\_\_

I thrive in consistent environments.	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.	1	2	3	4	5
I am motivated by stability and support.	1	2	3	4	5

4. TOTAL \_\_\_\_\_

I typically avoid taking 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

## D

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

## D/I

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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 cause 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. Joshua (Joshua 1), Noah (Genesis 6-9), Sarah (Genesis 16, 1 Peter 3:6)

## D/S

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

## D/C

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Challengers that 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. Malachi (Malachi 4), Nathan (2 Samuel 12:1-13), Nahum (Nahum 1-3)

## I

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

## I/D

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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.

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

## I/S

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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.

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

## I/C

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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.

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

## S

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

## S/D

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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. “S/D”s tend to be determined, persevering through time and struggles. They benefit from encouragement and positive relationships.

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

## S/I

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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 make 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 people to follow them. Words of affirmation go a long way with this personality type, and with the right motivation, they can be excellent team players.

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

## S/C

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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.

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

## C

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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 perfection 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.

## C/I

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Attentive 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.

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

## C/S

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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.

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

## C/D

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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.

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

## DEVELOPING YOUR PERSONALITY

Each personality has strengths, and it is important to understand how to balance your natural abilities with the natural abilities of other people. The following information will give you specific areas to focus on as you work with others.

“D” personalities are dominant, direct, task-oriented, decisive, organized, outgoing, and outspoken.

- Listen attentively to others
- Support other team members
- Invest in personal relationships
- Balance controlling and domineering tendencies
- Value the opinions, feelings and desires of others

“I” personalities are influential, witty, easygoing, outgoing, and people-oriented.

- Be aware of tasks that need to be accomplished
- Balance your emotions, words and actions
- Remember to consider details and facts
- Slow down your pace for others when necessary
- Listen attentively to others instead of only talking
- Choose thoughtful decision-making over impulsive decision-making

“S” personalities are steady, stable, analytical, introverted, people-oriented.

- Take initiative
- Practice flexibility
- Approach confrontation constructively
- Be direct in your interactions when necessary
- Understand change can be healthy, and be willing to adapt
- Consider overall goals of your family or group, not just specific procedures

“C” personalities are compliant, competent, task-oriented, goal-oriented, and introverted.

- Be decisive when necessary
- Cultivate personal relationships
- Be open to others’ ideas and methods
- Balance your focus between facts and people
- Focus on doing the right things, not just doing things right
- Respond to helping others accomplish their goals

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*For we are his workmanship,  
created in Christ Jesus for  
good works.*

**Ephesians 2:10, NASB**

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# DISCOVERING YOUR ABILITIES

## CHECK ALL THAT APPLY

- \_\_\_\_\_ Entertaining: To perform, act, dance, speak
- \_\_\_\_\_ Recruiting: To enlist and motivate people to serve
- \_\_\_\_\_ Researching: To read, gather info, collect data
- \_\_\_\_\_ Artistic: To conceptualize, picture, draw
- \_\_\_\_\_ Graphics: To lay out, design, create visual work
- \_\_\_\_\_ Planning: To strategize, design, organize
- \_\_\_\_\_ Managing: To supervise people
- \_\_\_\_\_ Mechanical: To operate machinery
- \_\_\_\_\_ Public Relations: To handle people with care
- \_\_\_\_\_ Composing: To write music or lyrics
- \_\_\_\_\_ Landscaping: To garden or work with plants
- \_\_\_\_\_ Counseling: To listen, encourage, guide
- \_\_\_\_\_ Teaching: To explain, train, tutor
- \_\_\_\_\_ Writing: To write articles, books, reports
- \_\_\_\_\_ Editing: To proofread or rewrite
- \_\_\_\_\_ Promoting: To advertise or promote events
- \_\_\_\_\_ Repairing: To fix, restore, maintain
- \_\_\_\_\_ Food Preparation: To create meals
- \_\_\_\_\_ Classifying: To file data and records
- \_\_\_\_\_ Welcoming: To make others comfortable
- \_\_\_\_\_ Arts & Crafts: To create décor
- \_\_\_\_\_ Accounting: To work with numbers, data, accounts

## WHAT ARE OTHER SKILLS AND TALENTS YOU POSSESS?

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

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

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

4. \_\_\_\_\_

## UNDERSTANDING YOUR EXPERIENCES

### WHAT ARE SOME OF YOUR SUCCESSES AND HURTS?

Spiritual Experiences: \_\_\_\_\_

\_\_\_\_\_

Educational Experiences: \_\_\_\_\_

\_\_\_\_\_

Painful Experiences: \_\_\_\_\_

\_\_\_\_\_

Ministry Experiences: \_\_\_\_\_

\_\_\_\_\_

# DISCOVERING YOUR SPIRITUAL GIFTS

*Truly, truly, I say to you, whoever believes in me will also do the works that I do; and greater works than these will he do, because I am going to the Father.*

John 14:12

1. The \_\_\_\_\_ is God's primary gift.

*And I will ask the Father, and he will give you another Helper, to be with you forever...and will be in you.*

John 14:16-17

*Nevertheless, I tell you the truth: it is to your advantage that I go away, for if I do not go away, the Helper will not come to you. But if I go, I will send him to you.*

John 16:7

2. God's Spirit works in us to \_\_\_\_\_  
and \_\_\_\_\_.

*But the Holy Spirit produces this kind of fruit in our lives: love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, and self-control."*

Galatians 5:22-23, NLT

*As each has received a gift, use it to serve one another, as good stewards of God's varied grace.*

1 Peter 4:10

*Pursue love, and earnestly desire the spiritual gifts... strive to excel  
in building up the church.*

1 Corinthians 14:1, 12

3. Displaying His fruit and using His gifts result in greater works  
through us to \_\_\_\_\_.

*But you will receive power when the Holy Spirit has come  
upon you, and you will be my witnesses in Jerusalem and in  
all Judea and Samaria, and to the end of the earth.*

Acts 1:8

*That according to the riches of his glory he may grant you to be  
strengthened with power through his Spirit in your inner being,  
so that Christ may dwell in your hearts through faith—that you,  
being rooted and grounded in love, may have strength to  
comprehend with all the saints what is the breadth and length  
and height and depth, and to know the love of Christ that  
surpasses knowledge, that you may be filled with all the fullness  
of God. Now to him who is able to do far more abundantly than  
all that we ask or think, according to the power at work within us,  
to him be glory in the church and in Christ Jesus throughout all  
generations, forever and ever. Amen.*

Ephesians 3:16-21

# NEXT STEPS

## **1. Use your gifts to make a difference.**

Now that you know more about how God designed you, you can use those gifts to start making a positive impact in your everyday life and through Calvary Church. To find out more about serving opportunities at Calvary, come to Starting Point - Step Four.

## **2. Meet with the Ministry Involvement Pastor to review the results of your Spiritual Gifts Assessment.**

## **3. Complete the remaining step of Starting Point.**

Step Four - Serve Others

## ANSWER KEY

PAGE 3: responsibility; relationship; story; invitation

PAGE 4: our cities; our nation; our world

PAGE 5: Pray; Go; Give

PAGE 6: Personality; Spiritual Gifts; Opportunities

PAGE 17: Holy Spirit; produce fruit, steward gifts

PAGE 18: reach others



