

# GROWTHTRACK

CEDARCREEKCHURCH

# GROWTH TRACK

## workbook

Our hope is that GrowthTrack helps you see the adventure God has for you, where you are on the adventure, and the next step for you to take.

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Revised August 2024

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# Purpose Statement

Scan with your phone's camera for printable copies.



I, \_\_\_\_\_, a \_\_\_\_\_ and \_\_\_\_\_  
NAME IDENTITY IDENTITY  
child of God, have been put here **ON PURPOSE** for a purpose.

|             |   |
|-------------|---|
| PERSONALITY | <p><b>I am at my best when I am</b></p> <p>_____</p> <p>DISC STRENGTH 1</p> <p>_____</p> <p>DISC STRENGTH 2</p> <p><b>and using my gifts to</b></p> <p>_____</p> <p>SPIRITUAL GIFT 1</p> <p>_____</p> <p>SPIRITUAL GIFT 2</p> |
| PASSIONS    | <p><b>I am most fulfilled when I take my passions of</b></p> <p>_____</p> <p>_____</p> <p>LIST PASSIONS</p>   |
| PLACE       | <p><b>and use them for what God is passionate about as I step into</b></p> <p>_____</p> <p><b>(Where I Am) to make an eternal difference in the lives of the people God has put around me.</b></p>                            |

# How am I wired?

**IDENTIFY PERSONALITY**  
Place your assessment answers in the circle.



## **IDENTIFY PASSION**

Place answers here

**If money wasn't an issue, what would you love to do?**

**What makes you lose track of time?**

**What are you willing to give up your energy & resources for even when it gets hard?**

**Think about a key turning point in your life. What passions have emerged from it?**

**What were your childhood dreams?**

## **IDENTIFY PLACE**

Place answers here

**When did Jesus become more than a name to you?**

**What was the turning point?**

**How has he changed your life since?**

**Where do you spend your time (work, school, gym, etc.)?**

**Who do you spend your time with?**

**Know God****Discover Purpose: Why Am I Here?** WEEK 1 | PART 1

When we can't see what God is doing, we miss the purpose he has for us.

When you begin to pay attention to what God is up to in your life and in the world, you'll also begin to see the adventure God has for you.

We believe the Christian life is an \_\_\_\_\_ with God to be explored and lived.

Our hope is to be your guide, helping you:

- See the adventure
- Identify where you are in the journey
- Bring clarity to your next steps

**Proverbs 29:18 (MSG)**

*If people can't see what God is doing, they stumble all over themselves; But when they attend to what he reveals, they are most blessed.*

**Life-Changing Adventure: The Spiritual Journey****Know \_\_\_\_\_**

Receiving God's grace and trusting him more every day.

**John 17:3**

*"And this is the way to have eternal life—to know you, the only true God, and Jesus Christ, the one you sent to earth."*

**Find \_\_\_\_\_**

Overcoming the hurts and struggles that hold us back from living the abundant life God has for us.

**James 5:16**

*Confess your sins to each other and pray for each other so that you may be healed. The earnest prayer of a righteous person has great power and produces wonderful results.*

**Discover \_\_\_\_\_**

Realizing your personality, passions, and place all have potential with God.

**Ephesians 2:10**

*For we are God's masterpiece. He has created us anew in Christ Jesus, so we can do the good things he planned for us long ago.*

**Make a \_\_\_\_\_**

Using the life God has given you to grow his family.

**Matthew 28:19**

*"Therefore, go and make disciples of all the nations, baptizing them in the name of the Father and the Son and the Holy Spirit."*

## Discover Purpose: Know God Personally

God's desire is that we would \_\_\_\_\_ in a relevant relational way.

"You can't know what you were made to do until you know who made you."

Who is Jesus to you?

### John 3:16 (NIV)

*For God so loved the world that he gave his one and only son, that whoever believes in him shall not perish but have eternal life.*

### Romans 10:9-10

*<sup>9</sup>If you openly declare that Jesus is Lord and believe in your heart that God raised him from the dead, you will be saved. <sup>10</sup>For it is by believing in your heart that you are made right with God, and it is by openly declaring your faith that you are saved.*

### NEXT STEPS:

1. If you made the decision to follow Jesus today:
  - SHARE it with someone!
  - Get BAPTIZED—available today and every first weekend of the month.
2. Have questions? Not quite ready?
  - Ask us any questions you have.
  - Join a Starting Point group.
  - Read the Baptism Bible Study.

## Discover Purpose: The Adventure of You WEEK 1 | PART 2

### Where do you get your identity from?

(Your career, your children, a label from childhood, etc.)

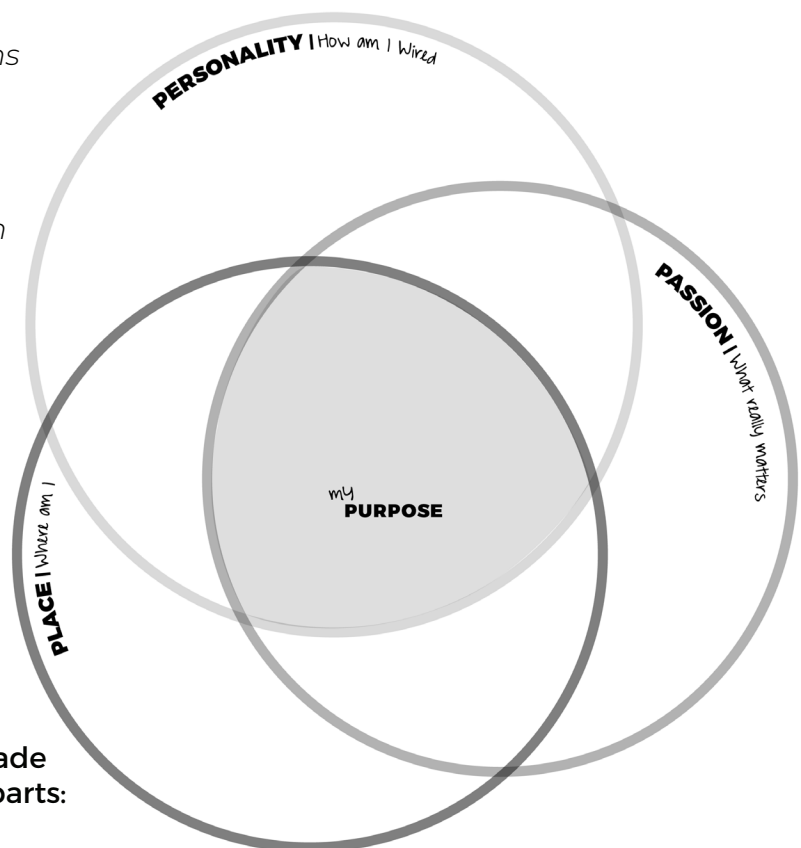
You are a \_\_\_\_\_ creation!

### 2 Corinthians 5:17

*This means that anyone who belongs to Christ has become a new person. The old life is gone; a new life has begun!*

### Matthew 3:16-17

*After his baptism, as Jesus came up out of the water, the heavens were opened, and he saw the Spirit of God descending like a dove and settling on him. And a voice from heaven said, "This is my dearly loved Son, who brings me great joy."*



Your purpose is made up of these three parts:



## Ephesians 1:3-14

<sup>3</sup>All praise to God, the Father of our Lord Jesus Christ, who has **blessed** us with every spiritual blessing in the heavenly realms because we are united with Christ. <sup>4</sup>Even before he made the world, God **loved us and chose us** in Christ to be **holy and without fault** in his eyes. <sup>5</sup>God decided in advance to adopt us into his own family by bringing us to himself through Jesus Christ. This is what he wanted to do, and it gave him great pleasure. <sup>6</sup>So we praise God for the glorious grace he has poured out on us who belong to his dear Son. <sup>7</sup>He is so rich in kindness and grace that he purchased our freedom with the blood of his Son and forgave our sins. <sup>8</sup>He has showered his kindness on us, along with all wisdom and understanding. <sup>9</sup>God has now revealed to us his mysterious will regarding Christ—which is to fulfill his own good plan. <sup>10</sup>And this is the plan: At the right time he will bring everything together under the authority of Christ—everything in heaven and on earth. <sup>11</sup>Furthermore, because we are united with Christ, we have received an inheritance from God, for he chose us in advance, and he makes everything work out according to his plan. <sup>12</sup>God's purpose was that we Jews who were the first to trust in Christ would bring praise and glory to God. <sup>13</sup>And now you Gentiles have also heard the truth, the Good News that God saves you. And when you believed in Christ, he identified you as his own by giving you the Holy Spirit, whom he promised long ago. <sup>14</sup>The Spirit is God's guarantee that he will give us the inheritance he promised and that he has purchased us to be his own people. He did this so we would praise and glorify him.

**2 Corinthians 5:17** | You are a new person

**John 1:12** | You are a child of God

**Genesis 1:27** | You are made in God's image

**Isaiah 43:4** | You are precious to God

Reread the verses from Ephesians 1 above. Underline what it says **about you** when you put your faith in Christ. The first few have been done for you. Which two did you need to hear most? List them below.

Create a breath prayer that you can pray to own this truth. Create a prayer card and post it somewhere you will see it often. Finally, go to page 1 and add your name, and your top 2 truths to your purpose statement.

### NEXT STEPS:

1. Attend all four weeks of GrowthTrack.
2. Connect with God every day.
  - Engage with The Daily on our app - Gratitude, Scripture, and Prayer.
  - Read the Bible. Start with the New Testament and read it regularly.
  - As you do, explore these questions:
    - How does this help me to know God more?
    - In what area is God revealing that I need to find freedom?
    - What does this show me about discovering my purpose?
    - How does knowing this help me make a difference?
3. Fill in your name and two identity truths to your purpose statement at the front of the workbook.

## Discover Purpose: How Am I Wired

### Life-Changing Adventure: The Spiritual Journey

#### Know God

Receiving God's grace and trusting him more every day.

#### John 17:3

*"And this is the way to have eternal life—to know you, the only true God, and Jesus Christ, the one you sent to earth."*

#### Find Freedom

Overcoming the hurts and struggles that hold us back from living the abundant life God has for us.

#### James 5:16

*Confess your sins to each other and pray for each other so that you may be healed. The earnest prayer of a righteous person has great power and produces wonderful results.*

#### Discover Purpose

Realizing your personality, passions, and place all have potential with God.

#### Ephesians 2:10

*For we are God's masterpiece. He has created us anew in Christ Jesus, so we can do the good things he planned for us long ago.*

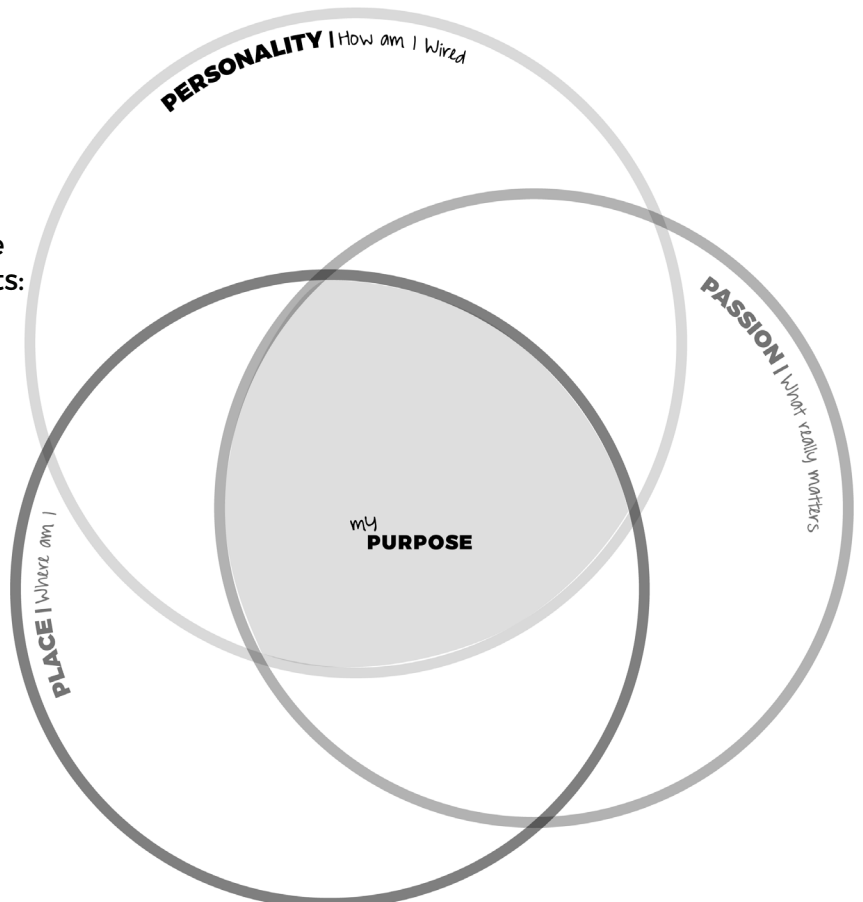
#### Make a Difference

Using the life God has given you to grow his family.

#### Matthew 28:19

*"Therefore, go and make disciples of the nations, baptizing them in the name of the Father and the Son and the Holy Spirit."*

Your purpose is made up of these three parts:



### Psalm 139:13-18

*<sup>13</sup>You made all the delicate, inner parts of my body and knit me together in my mother's womb. <sup>14</sup>Thank you for making me so wonderfully complex! Your workmanship is marvelous—how well I know it. <sup>15</sup>You watched me as I was being formed in utter seclusion, as I was woven together in the dark of the womb. <sup>16</sup>You saw me before I was born. Every day of my life was recorded in your book. Every moment was laid out before a single day had passed. <sup>17</sup>How precious are your thoughts about me, O God. They cannot be numbered! <sup>18</sup>I can't even count them; they outnumber the grains of sand! And when I wake up, you are still with me!*

#### Spiritual truths to receive:

1. God purposefully \_\_\_\_\_ you.
2. God uniquely \_\_\_\_\_ you.
3. Your past is full of \_\_\_\_\_.
4. You are \_\_\_\_\_ to God.

#### NEXT STEPS:

1. Complete DiSC sections of your purpose statement.
2. Share your results with someone.
3. Pray and ask God to help you see how your DiSC traits are assets.
4. Attend Week 3 of GrowthTrack.

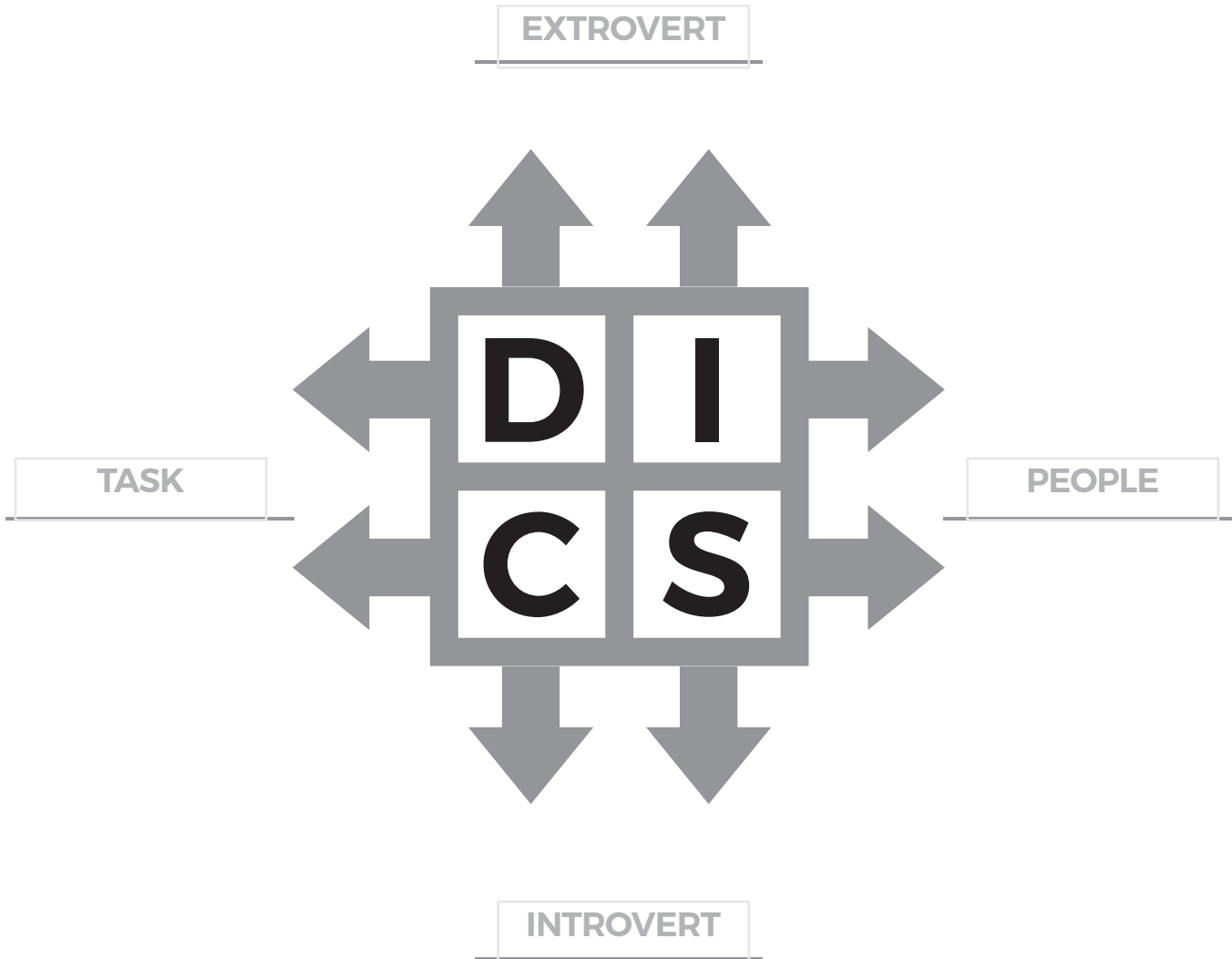
#### HOMEWORK:

1. Consider how your colleagues and family may be wired according to DiSC. What are their strengths? How do you complement their weaknesses?
2. Begin thinking about what you are passionate about.

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# DiSC Assessment: In our everyday

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# Developing Your Personality

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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, 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, 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, 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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**Discover Purpose: Spiritual Gifts** WEEK 3 | PART 1  
**Life-Changing Adventure: The Spiritual Journey**

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**Passions****Know God**

Receiving God's grace and trusting him more every day.

**John 17:3**

*"And this is the way to have eternal life—to know you, the only true God, and Jesus Christ, the one you sent to earth."*

**Find Freedom**

Overcoming the hurts and struggles that hold us back from living the abundant life God has for us.

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**Make a Difference**

Using the life God has given you to grow his family.

**Matthew 28:19**

*"Therefore, go and make disciples of all the nations, baptizing them in the name of the Father and the Son and the Holy Spirit."*

**Psalm 139:14**

*Thank you for making me so wonderfully complex! Your workmanship is marvelous—how well I know it.*

You were given something to reflect the character of God.  
There is \_\_\_\_\_ else with your unique wirings and giftings.

Spiritual gifts are given to those who put their faith and trust in Christ to be used to point others to God.

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# Spiritual Gifts in One Sentence

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**ADMINISTRATION** - Arranges people and tasks in their proper places

**APOSTLESHIP** - Initiates new things that make a difference

**CRAFTSMANSHIP** - Creates/builds solutions to physical challenges

**CREATIVE COMMUNICATION** - Helps people see/experience familiar things in fresh ways

**DISCIPLESHIP** - Guides and equips others to prepare them for ministry both within and outside of the church

**DISCERNMENT** - Has an intuitive sensitivity to deception and motives

**ENCOURAGEMENT** - Affirms the value and ability of others

**EVANGELISM** - Passionate about helping others take their first steps of faith

**FAITH** - Believes for others who struggle to believe for themselves

**GIVING** - Leverages earthly resources to accelerate Kingdom vision

**INTERCESSION** - Has passion to give voice to prayers for and with others

**HOSPITALITY** - Creates environments that help people feel cared for

**KNOWLEDGE** - Finds clarity in the complex

**LEADERSHIP** - Influences people to move from here to there

**MERCY** - Empathetically connects with hurting hearts including through intercessory prayer

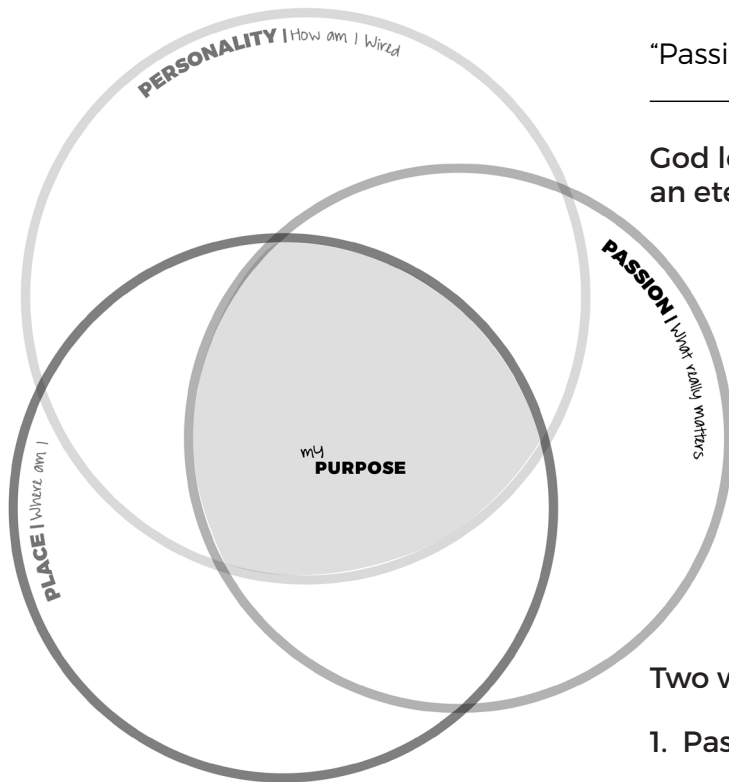
**PROPHECY** - Boldly speaks the truth to others, at times sharing what God has next

**SERVICE** - Meets the needs of others through practical acts of assistance including building solutions to physical challenges

**SHEPHERD/PASTOR** - Caringly guides people in life change

**TEACHING** - Communicates principles in a way that catalyzes growth and helps people experience things in fresh ways

**WISDOM** - Provides practical solutions to life situations



“Passion is a \_\_\_\_\_, barely controllable \_\_\_\_\_.”

God loves using what you love to make an eternal \_\_\_\_\_ in someone else’s life.

Two ways to develop passion:

1. Passions are developed by \_\_\_\_\_.

Through your sacrifice of time, energy, and money to something you love.

2. Passions are shaped or developed through your unique \_\_\_\_\_.

Passions are not born overnight. They grow from our struggles and successes.

God can use all of it (your passions) to introduce people to him—for his glory.

**NEXT STEPS:**

1. Complete the passion section of your purpose statement.
2. Lead a Group.  
Let God take what you are passionate about and use it to make a difference in someone else’s life.
3. Join a Group.  
Check out our Group directory on the app.
4. Participate in Second Saturday Serve.  
Find ways to serve in local or global outreach.
5. Attend Week 4 of GrowthTrack.





**Life-Changing Adventure: The Spiritual Journey****Place****Know God**

Receiving God's grace and trusting him more every day.

**John 17:3**

*"And this is the way to have eternal life—to know you, the only true God, and Jesus Christ, the one you sent to earth."*

**Find Freedom**

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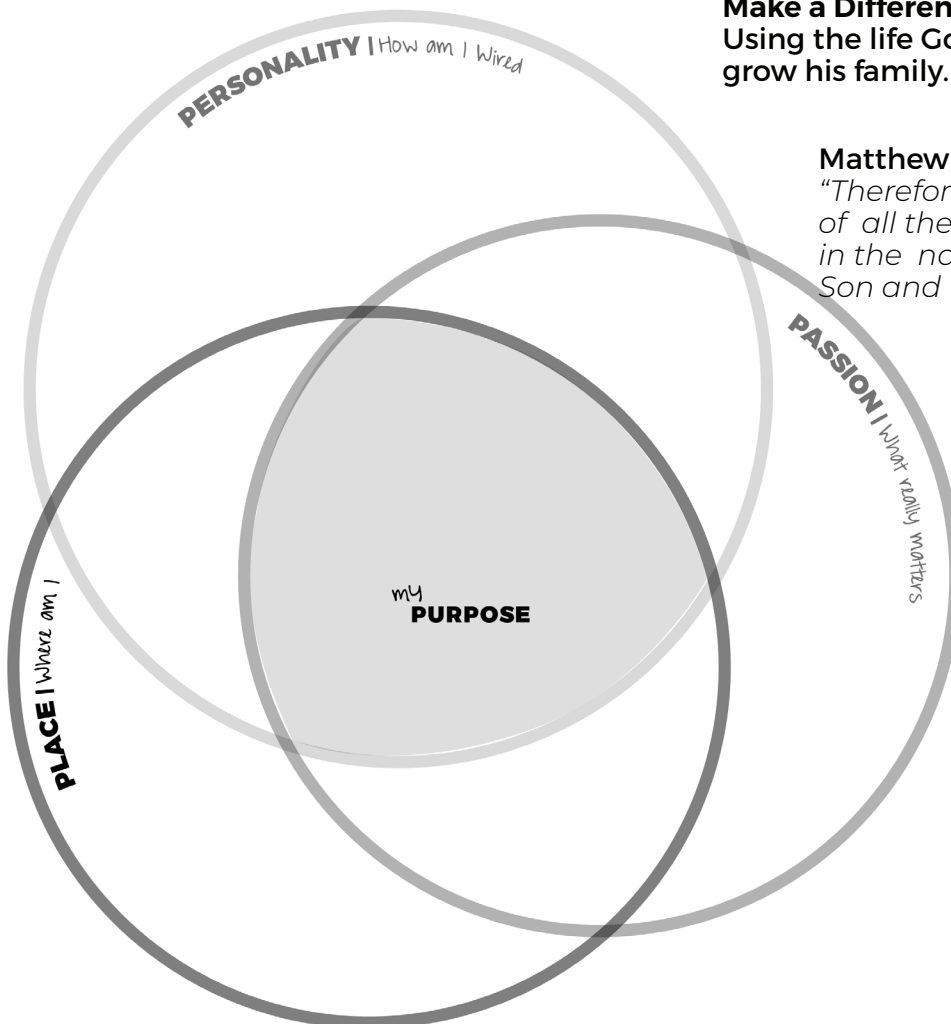
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**Make a Difference**

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**Matthew 28:19**

*"Therefore, go and make disciples of all the nations, baptizing them in the name of the Father and the Son and the Holy Spirit."*



**Place Principle:**  
Place is where you are **now**.



If we are going to live out our God-given purpose, it happens as we begin to see our passion connect with his.



God is passionate about:

- The \_\_\_\_\_ Commission
- When the lost are found

**Luke 15:7**

*In the same way, there is more joy in heaven over one lost sinner who repents and returns to God than over ninety-nine others who are righteous and haven't strayed away!*

- When his people participate

What excites the heart of God is when the \_\_\_\_\_ are found, and he \_\_\_\_\_ when his people participate in the Great Commission.

His passion is for you to \_\_\_\_\_ your passion with his.

**Acts 1:8**

*"But you will receive power when the Holy Spirit comes upon you. And you will be my witnesses, telling people about me everywhere—in Jerusalem, throughout Judea, in Samaria, and to the ends of the earth."*

Three things to see:

1. Jesus says, "\_\_\_\_\_."  
He gave them a place in history.
2. Jesus says, "You will be my \_\_\_\_\_."  
He gave them a place in his story!
3. God gave them a \_\_\_\_\_.

**John 4:34**

*Then Jesus explained: "My nourishment comes from doing the will of God, who sent me, and from finishing his work."*

**Practically:** Where is your place right now?

Know your \_\_\_\_\_ in history: \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_  
Month Day Year

You play a \_\_\_\_\_ in his story.

- Be ready to share your 2-minute answer to how God has changed your life.
  1. When did Jesus become more than a name to you?
  2. What was the turning point?
  3. How has he changed your life since?

This is your life change story! Be ready to share it.

Our place to start

- You have been placed in this region for a purpose.

## Discover Purpose: Where I Am WEEK 4 | PART 2

**Matthew 6:21**

*"Wherever your treasure is, there the desires of your heart will also be."*

Your money will follow your \_\_\_\_\_.

### The DreamTeam

The DreamTeam gives you an opportunity to use your unique set of gifts, personality, and passions to make an \_\_\_\_\_ difference.

**Ephesians 4:16** says, *"He makes the whole body fit together perfectly. As each part does its own special work, it helps the other parts grow, so that the whole body is healthy and growing and full of love."*

When we \_\_\_\_\_ to grow in his love and share his love, we help to accomplish God's plan and purpose for the world.

This is how we begin to live out our purpose.

## Groups: Three Things You Should Know About Groups

### 1. Our Groups are as varied as we are.

Group Leaders are free to use their gifts and interests to determine when and where their Group meets and what they meet about. This could be anything from playing soccer, enjoying coffee, or studying the Bible together.

### 2. We have three semesters every year.

Life flows in seasons, and we want to make it easy for you to be in the right Group for you in each season. This is why we have new Groups that start and stop three times a year in what we refer to as “semesters.” Our Group semesters are winter/spring (January-April), summer (June-July), and fall (September-December).

### 3. You can lead a Group.

We believe everyone has areas of strength and gifting that can benefit others, and leading a Group is a great way to make meaningful connections. You can do what you love and allow God to use it for his purposes. The first step toward becoming a Group Leader is to attend the Group Leader Training offered every fourth Sunday of the month. The training is offered throughout the year to give you an overview of how simple it is to start a Group. You'll discover that it's easier than you think.

#### NEXT STEPS:

To take your first steps toward becoming a part of the DreamTeam:

1. Complete the place section of your purpose statement.
2. Team Meeting—Today!  
Attend a team meeting today in the ministry area of your choice to learn how to get involved.
3. Application  
Complete the application (if needed) for your ministry area and submit it to a ministry leader during your orientation session.
4. Conversation  
Participate in a one-on-one conversation with one of our team members within the first few weeks of serving to make a personal connection to the team.
5. Start Serving  
Join a DreamTeam to continue discovering your purpose and the dream God has put in you.
6. Invite  
Invite others on the journey to see how God has a purpose for their life that makes an eternal difference. You can do that through extending invites to the weekend service, to a Group, or to GrowthTrack.

“It's your turn to step in and use the personality God has given you, the place God has you, and the passion and dreams he has placed in your heart to grow his family and to make a difference, for today and all eternity.”

*appendix*

## CedarCreek DreamTeam Descriptions

Joining the CedarCreek DreamTeam is just one way you can begin to make a difference. This list of opportunities is not exhaustive, but it does provide a detailed overview of serving opportunities available during the weekend services as well as during the week. As you think about where you might want to serve, be sure to consider what fits with your schedule and life.

All DreamTeam members will have the opportunity to connect with their Ministry Team to discuss role requirements and any questions you may have.

**Administration Team** – This team is passionate about using their gifts of administration and organization to promote efficiency and excellence at CedarCreek. They serve in areas such as logistics, weekly campus transfer/delivery, data entry, IT assistance, offerings/finance, and more. There are opportunities to serve at a campus or in Central Support. Both weekend and weekday opportunities are available.

**Weekly Campus Transfer Drivers** – Load designated items at the Perrysburg Campus, i.e.: totes, boxes, cases of water, etc. into your vehicle and deliver to designated campuses, or similar errands.

**Receptionist** – Assist people who call or come in by directing them to the appropriate person or information about CedarCreek. Assist staff with projects such as: collating, typing, phone calls, etc.

**IT** – Wiping and prepping old machines for sale, help with facility support tickets, map existing network drops, general hardware and software support as needed.

**Arts Team** – This team exists to create an excellent, distraction-free environment that allows for guests' hearts and minds to be ready to hear God's Word and then respond to it.

**Social Media** – This team uses creativity on digital platforms and at events to reach thousands by delivering inspiring and engaging content through storytelling, photography, videography, planning, and posting. (Week and weekend opportunities)

**Green Room Hospitality Team** – This team serves by preparing meals for those on the Arts and Production teams during the weekend services. (Weekend opportunity)

**Online Chat Moderator** – Chat moderators engage with guests during the CedarCreek weekend service on our web and social media platforms (i.e., CedarCreek.tv, Facebook, YouTube, etc.) to cultivate a welcoming space for people to take their next steps in their life-changing adventure through the weekend experience. (Weekend opportunity, online only)

**Music Team** – This team serves the church with their gifts by leading attenders in music and worship. (Auditions are required along with a midweek rehearsal.)

**Lead Vocal** – A lead vocalist is responsible for performing songs at a high level of excellence, must be able to replicate the character and meaning of songs with precision, and must have a great storytelling stage presence.

**Background Vocal Melody** – A background vocalist is responsible for memorizing all lyrics and the melody to each song, learning the original vocal phrasing, and being flexible to adjust to live vocalists' phrasing. This role requires continual pursuit of vocal ability growth.

**Background Vocal Harmony** – Background vocal harmony is responsible for memorizing all lyrics, learning the melody and harmony to each song, learning the original vocal phrasing, and being flexible to adjust to live vocalists' phrasing. This role requires continual pursuit of vocal ability growth.

**Drums** – A drummer is responsible for locking in with the bassist and click track, paying attention to kick/snare patterns, “communicating” transitions with appropriate fills, and learning any unique drum patterns in the song. The drummer is also responsible for running tracks and needs to have a basic understanding of Ableton.

**Keys** – A keys player is responsible in the worship context for keeping things simple and avoiding overplaying, especially with the left hand. Familiarize yourself with the Mainstage application and how to play with sounds other than piano (pad, organ, Rhodes, synth, etc.).

**Electric Rhythm Guitar** – A rhythm guitarist is responsible for having a good knowledge of chords and rhythms, being able to lock in with the bass and drums (the rhythm section), playing secondary lead parts when necessary, and recreating the feel/character of the original song’s rhythm guitar part.

**Electric Lead Guitar** – A lead guitarist is responsible for having a good knowledge of chord inversions and scales and being able to play the hook or main riff of the songs while not overplaying.

**Acoustic Guitar** – An acoustic guitarist is responsible for having a good knowledge of chords and rhythms, of how to lock in with the bass and drums (the rhythm section), of acoustic guitar techniques (strumming, finger picking, chord arpeggiating, etc.), and of how to use a capo and play in different chord shapes.

**Bass Guitar** – A bass guitarist is responsible for locking in with the drummer and click track, paying attention to kick-snare patterns, and learning any unique bass patterns in the song.

**Production Team** - This team serves the church and the weekend experience through technology.

**Camera Operator** – A camera operator is responsible for operating a video camera and maintaining composition and camera angles based on our standards throughout the weekend services.

**Sound Tech** – The sound tech manages all aspects of audio, including the house mix, stereo in ear monitor mixes for the band, and the mixes for the lobbies and video room.

**Video Director** – The video director oversees the on-screen experience in the auditorium and oversees the camera and computer volunteers.

**Computer Operator** – The computer operator is responsible for cueing slides, videos, and other visual media.

**Backstage Assistant/Stagehand** – A backstage assistant helps facilitate stage traffic and onstage transitions, as well as managing stage equipment and props.

**Lighting Technician** – The lighting tech is responsible for operating the lighting console and controlling and cueing all stage and auditorium lighting.

**Producer** – The producer ties together music and the production to ensure everyone is working together. The producer is an advocate for the guest and helps to make the experience as excellent as possible while looking at service elements through the lens of a guest perspective.

**CedarCreek Kids** – This team exists to introduce kids to Jesus and the life-changing adventure with him. We do this best when we create a safe and fun environment where kids and families feel known, cared for, and connected. This team intentionally invests in the lives of children and families by providing a welcoming check-in experience, excellent care of babies and toddlers, authentic small group conversations, engaging large groups with biblical teaching, and more! Babies-4th Grade. (All positions require a background check.)

**Babies Group Leader** – You create a safe, fun and nurturing environment, helping parents and their baby feel great about spending an hour with us, as you rock, snuggle, read, and play. You have the privilege of laying a foundation of faith and building relationships with children and families. (Weekend opportunity)



**Check-In** – Your personal interactions, assisting new and returning families with check-in, set the tone for an excellent weekend experience. (Weekend opportunity)

**Environment** - You help ensure the service is run with excellence by maintaining the space, snack, supplies, children's needs, and other ministry details while providing helpful support to all leaders. (Weekend opportunity)

**Large Group (Preschool or Elementary)** – You lead the Large Group experience, presenting the lesson and application in a creative and engaging way to capture the attention of children and introduce them to Jesus. (This is a talent-based position. Auditions may be required.) (Weekend opportunity)

**Group Leader (Preschool or Elementary)** – You create a safe, fun, and nurturing environment to connect relationally with a small group of kids in order to lay a foundation of faith and to help kids take next steps. (Weekend opportunity)

**Special Friend** – You provide excellent care and assistance to a child with special needs by giving him/her individual attention throughout the service and providing alternatives to curriculum when necessary. (Weekend opportunity)

**Toddler Group Leader** – You create a safe, fun and nurturing environment, helping parents and their toddler feel great about spending an hour with us, as you rock, snuggle, read, and play. You have the privilege of laying a foundation of faith and building relationships with children and families. (Weekend opportunity)

**Worship Team (Preschool or Elementary)** – You create a fun, energetic, and engaging environment for children to know and worship Jesus. (This is a talent-based position. Auditions may be required.) (Weekend opportunity)

**CedarCreek Students** – This team serves 5th-12th grade students every week by creating an environment where students are introduced to Jesus and the life-changing adventure with him. We do this by providing an irresistible, fun environment; consistent Group experiences that challenge students to take their next steps; leadership development opportunities; and dedicated leaders who invest in the lives of students inside and outside of church.

**Groups Coach (Middle School and High School)** - The Groups Coach mentors, advises, and assists the Group Leaders to ensure they are equipped to lead well. The Groups Coach also helps recruit new leaders. (Weekend and weekday opportunities)

**Group Leader (Middle School and High School)** - Each Group Leader is key in shaping the spiritual and social bonds that connect students in smaller Groups. Ideally, two adults lead each Group of students to build trusted relationships and celebrate spiritual growth. These friendships extend beyond Wednesday nights! Through events, outings, and frequent communication, Group Leaders and students form an intimate community where trust is central. The Group experience is the cornerstone of CedarCreek Students. (Weekend and Wednesday night opportunities)

**Guest Services (Middle School and High School)** – You are the face of the ministry to students and parents. The Guest Services team helps create an irresistible environment for students during weekend services (middle school only), and our Wednesday Night Student Experiences. The Guest Service team consists of multiple teams: Check-in/Host Team, Set-up/Reset Team, Production Team, Food Team, as well as Administrative positions as needed. (Weekend and Wednesday opportunities)

**First Impressions** – This team tangibly demonstrates the love of Jesus and that each guest matters to God and to us by providing a friendly, welcoming, and safe environment from the time they pull into the parking lot until they begin their drive home.

**Hospitality** – This team is passionate about serving in practical ways and uses their gifts to prepare and serve coffee and other beverages, as well as other hospitality weekend experiences for our guests. (Weekend opportunity)

**Events** – This team is passionate about helping create great one-off experiences for people to step into. This includes set up, tear down, and prep for exciting experiences campus wide. (Weekend and weekday opportunities)

**Facilities** - This team helps maintain our campuses and use their handy gifts to make a difference. This can be anything from cleaning on the weekend, organizing supplies, mowing, remodeling our spaces, or general repairs like painting or laying carpet. (Weekday opportunities)

**Greeter/Usher** – This team loves people and makes them feel welcome at CedarCreek. They open doors with a smile and greet guests as they come in the building. They also provide weekend service notes for each guest, assist with finding a seat if needed, and provide our guests with a positive, distraction-free atmosphere, allowing them to worship and hear the message of Jesus. (Weekend opportunity)

**Guest Services Desk** – This team uses their gifts in the Guest Services area in the lobby, providing connection first and then information and resources that will help guests take their next steps in their relationships with Christ. (Weekend opportunity)

**Lobby Hosts** - This team exemplifies CedarCreek's value that every person matters through engaging in conversation with people in the common areas and the auditorium, helping to make CedarCreek a friendly, welcoming place. (Weekend opportunity; Campus specific)

**Medical** – This team consists of licensed healthcare providers (nurses or doctors) who care for guests by offering basic medical attention to our guests in the event of an accident or injury at CedarCreek. (Weekend opportunity)

**Outdoor Greeter/Parking Lot** – This team is the guest's first impression of CedarCreek. They manage the flow of the parking lot for services and events, making parking easy and efficient. (Weekend opportunity)

**Safety** - This team helps provide a safe environment for the kids, students, and guests. (Weekend and weekday opportunities; requires background check, training, and additional screening)

**Sparkle Team** – This team is passionate about serving in practical ways and works behind the scenes to maintain a spirit of excellence in our facilities for the weekend services and special events, making sure they are clean and presentable. (Weekend opportunities)

**Legacy Team** – This team is passionate about using their gift of giving to build God's Kingdom locally, nationally, and internationally through the local church. Legacy Team members see the vision God has and want to continue to see the church share the love of Jesus with as many people as possible. To hear more about how giving is making a difference or about the Legacy Team, see your Campus staff team. (Weekend and weekday opportunity)

**NextSteps Team** – This team assists our guests in taking their next steps on the spiritual journey, whatever that step may be. From helping with baptism to training up leaders, the NextSteps Team offers a variety of opportunities.

**Baptism** – This team hosts those guests who have chosen to take the next step of baptism. Responsibilities include setting up and tearing down baptism tubs and assisting guests through the process, from offering support and encouragement all the way down to dry towels. (Weekend opportunity)

**Group Leader** – You have a passion for connecting with others and helping them take their next step in the spiritual journey. You are responsible for hosting a Group, providing a space for people to find freedom in meaningful community through authentic relationships. You form your Group around topics or activities you enjoy. Each week throughout the semester, you offer Encouragement, Scripture, Prayer, and a Next Step (ESPN) for your Group members. (Group Leader Training is required for this role.) (Flexible opportunity)

**Group Coordinator** – You have a passion for leadership development and enjoy investing in the lives of others. You are responsible for providing support and encouragement for the Groups Coaches assigned to you. You pray daily for them as you get to know them and invest in developing them spiritually. You also serve as a communication link between the CedarCreek staff and the Groups Coaches. (Flexible opportunity)

**Groups Coach** – You have a passion for seeing others reach their full potential by intentionally investing in their lives. You are responsible for providing support and encouragement for the Group Leaders assigned to you. You pray daily for them as you get to know them and invest in developing them spiritually. You also serve as a communication link between the Hub Leader and the Group Leaders. (Flexible opportunity)

**GrowthTrack Administrator** – You have a passion to help guests take their next steps in practical ways. You are responsible for assisting the GrowthTrack Host by greeting and checking in guests as they arrive as well as operating the technology to keep the session running smoothly. (Weekend opportunity)

**GrowthTrack Host** – You have a passion for helping people take their next step and have a strong grasp of the four steps of the spiritual journey: Know God, Find Freedom, Discover Your Purpose, and Make a Difference. You are responsible for hosting the GrowthTrack weekend experience, facilitating discussion and answering questions guests have about the spiritual journey. (Weekend opportunity)

**LivingItOut** – This team is passionate about using their creative communication skills to help people know God through the weekly LivingItOut Bible Study (LIO). The LIO is a daily study that correlates with the weekend message. Opportunities with this team include writing, editing, and proofing the study each week. (Weekday opportunity)

**Prayer** – This team compassionately intercedes through prayer for our guests, ministries, staff, and church leadership. (Weekend and weekday opportunity)

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# How to take the Spiritual Gifts Assessment

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## **Step 1:**

Respond to the spiritual gifts statements on pages 27-29 by writing the number that indicates how each statement describes you in the blanks on page 32:

- 0—Never
- 1—Rarely
- 2—Sometimes
- 3—Almost always

Allow yourself 10 minutes to answer all questions before moving on to other steps.

## **Step 2:**

Add each column on the page, top to bottom, and place the totaled number in the total section.

## **Step 3:**

Identify your five highest totaled numbers with the corresponding letter and the spiritual gift it represents (listed on the pages following the assessment).

## **Step 4:**

Read about your gifts.

Connect with a DreamTeam that complements your personality, highest rated spiritual gifts, and availability to serve.

## Spiritual Gifts Assessment Statements:

1. I like to organize people, tasks, and events.
2. I would like to start churches in places where they do not presently exist.
3. I enjoy working creatively with wood, cloth, paints, metal, glass, or other materials.
4. I enjoy challenging people's perspective of God by using various forms of art.
5. I can readily distinguish between spiritual truth and error, good and evil.
6. I tend to see the potential in people.
7. I communicate the gospel to others with clarity and effectiveness.
8. I find it natural and easy to trust God to answer my prayers.
9. I give liberally and joyfully to people in financial need or to projects requiring support.
10. I enjoy working behind the scenes to support the work of others.
11. I view my home as a place to minister to people in need.
12. I take prayer requests from others and consistently pray for them.
13. I am approached by people who want to know my perspective on a particular passage or biblical truth.
14. I am able to motivate others to accomplish a goal.
15. I empathize with hurting people and desire to help them in the healing process.
16. I can speak in a way that results in conviction and change in the lives of others.
17. I enjoy spending time nurturing and caring for others.
18. I am able to communicate God's word effectively.
19. I am often sought out by others for advice about spiritual or personal matters.
20. I am careful, thorough, and skilled at managing details.
21. I am attracted to the idea of serving in another country or ethnic community.
22. I am skilled in working with different kinds of tools.
23. I enjoy developing and using my artistic skills (art, drama, music, photography, etc.).
24. I frequently am able to judge a person's character based upon first impressions.
25. I enjoy reassuring and strengthening those who are discouraged.
26. I consistently look for opportunities to build relationships with non-Christians.
27. I have confidence in God's continuing provision and help, even in difficult times.
28. I give more than a tithe so that Kingdom work can be accomplished.
29. I enjoy doing routine tasks that support the ministry.
30. I enjoy meeting new people and helping them to feel welcomed.
31. I enjoy praying for long periods of time and receive leadings as to what God wants me to pray for.
32. I receive information from the Spirit that I did not acquire through natural means.
33. I am able to influence others to achieve a vision.
34. I can patiently support those going through painful experiences as they try to stabilize their lives.
35. I feel responsible to confront others with the truth.
36. I have compassion for wandering believers and want to protect them.
37. I can spend time in study knowing that presenting truth will make a difference in the lives of people.
38. I can often find simple, practical solutions in the midst of conflict or confusion.
39. I can clarify goals and develop strategies or plans to accomplish them.
40. I am willing to take an active part in starting a new church.
41. I enjoy making things for use in ministry.
42. I help people understand themselves, their relationships, and God better through artistic expression.
43. I can see through phoniness or deceit before it is evident to others.
44. I give hope to others by directing them to the promises of God.

45. I am effective at adapting the gospel message so that it connects with an individual's felt need.
46. I believe that God will help me to accomplish great things.
47. I manage my money well in order to free more of it for giving.
48. I willingly take on a variety of odd jobs around the church to meet the needs of others.
49. I genuinely believe the Lord directs strangers to me who need to get connected to others.
50. I am conscious of ministering to others as I pray.
51. I am committed to and schedule blocks of time for reading and studying Scripture to understand biblical truth fully and accurately.
52. I can adjust my leadership style to bring out the best in others.
53. I enjoy helping people sometimes regarded as undeserving or beyond help.
54. I boldly expose cultural trends, teachings, or events, which contradict biblical principles.
55. I like to provide guidance for the whole person—relationally, emotionally, spiritually, etc.
56. I pay close attention to the words, phrases, and meaning of those who teach.
57. I can easily select the most effective course of action from among several alternatives.
58. I can identify and effectively use the resources needed to accomplish tasks.
59. I can adapt well to different cultures and surroundings.
60. I can visualize how something should be constructed before I build it.
61. I like finding new and fresh ways of communicating God's truth.
62. I tend to see rightness or wrongness in situations.
63. I reassure those who need to take courageous action in their faith, family, or life.
64. I invite those who do not currently follow Christ to accept Christ as their Savior.
65. I trust God in circumstances where success cannot be guaranteed by human effort alone.
66. I try to limit my lifestyle in order to give away a higher percentage of my income.
67. I see spiritual significance in doing practical tasks.
68. I like to create a place where people do not feel that they are alone.
69. I pray with confidence because I know that God works in response to prayer.
70. I have insight or just know something to be true.
71. I set goals and manage people and resources effectively to accomplish them.
72. I have great compassion for hurting people.
73. I see most actions as right or wrong, and feel the need to correct the wrong.
74. I can faithfully provide long-term support and concern for others.
75. I like to take a systematic approach to my study of the Bible.
76. I can anticipate the likely consequences of an individual's or a group's action.
77. I like to help organizations or groups become more efficient.
78. I can relate to others in culturally sensitive ways.
79. I honor God with my handcrafted gifts.
80. I apply various artistic expressions to communicate God's truth.
81. I receive affirmation from others concerning the reliability of my insights or perceptions.
82. I strengthen those who are wavering in their faith.
83. I openly tell people that I am a Christ follower and want them to ask me about my faith.
84. I am convinced of God's daily presence and action in my life.
85. I like knowing that my financial support makes a real difference in the lives and ministries of God's people.
86. I like to find small things that need to be done and often do them without being asked.
87. I enjoy entertaining people and opening my home to others.
88. When I hear about needy situations, I feel burdened to pray.
89. I have suddenly known some things about others, but did not know how I knew them.
90. I influence others to perform to the best of their capability.
91. I can look beyond a person's handicaps or problems to see a life that matters to God.

92. I like people who are honest and will speak the truth.  
93. I enjoy giving guidance and practical support to a small group of people.  
94. I can communicate Scripture in ways that motivate others to study and to want to learn more.  
95. I give practical advice to help others through complicated situations.

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## Understanding your Spiritual Gifts

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### **A. ADMINISTRATION** (Organizing)

God's spirit empowers you to plan, organize tasks, and follow through so that complex projects are completed efficiently and effectively.

LUKE 14:28-30; ACTS 6:1-7; 1 CORINTHIANS 12:28

(All DreamTeams, including: Campus Pastor Admin; NextSteps Team—GrowthTrack Administrator, Groups Administrator; Kids; Students; Central Office; Arts & Production Team)

### **B. APOSTLESHIP** (Pioneering)

God's spirit empowers you to launch new ventures or lead change, confidently moving forward despite uncertainty or risk.

ACTS 15:22-35; 1 CORINTHIANS 12:28; 2 CORINTHIANS 12:12; GALATIANS 2:7-10; EPHESIANS 4:11-14

(NextSteps Team—GrowthTrack, Group Leader; Kids—Small Group Leader; Students—Group Leader)

### **C. CRAFTSMANSHIP** (Building)

God's spirit empowers you to create/build solutions to physical challenges.

EXODUS 31:3-11; 2 CHRONICLES 34:9-13; ACTS 18:2-3

(First Impressions—Facilities; Kids; Students; Arts & Production Team; NextSteps Team—CARS Ministry)

### **D. CREATIVE COMMUNICATION** (Communicating)

God's spirit empowers you to help people see/experience God's truth in fresh ways, through words and/or in a variety of artistic forms.

PSALM 150:3-5; 2 SAMUEL 6:14-15; MARK 4:2, 33

(Arts & Production Team; NextSteps Team—LivingItOut; Kids—Large Program Leader)

### **E. DISCERNMENT** (Discerning)

God's spirit empowers you to distinguish between truth and error, good and evil, and to show good judgment in matters involving character and relationships.

MATTHEW 16:21-23; ACTS 5:1-11, 16:16-18; 1 CORINTHIANS 12:10; 1 JOHN 4:1-6

(NextSteps Team—GrowthTrack, Group Leader, Groups Coach, Hub Leader, Prayer; Kids—Small Group Leader; Students—Group Leader; First Impressions Team—Safety)

### **F. ENCOURAGEMENT** (Giving courage)

God's spirit empowers you to affirm, uplift, and restore confidence to individuals who are feeling discouraged or defeated.

ROMANS 12:8; ACTS 11:22-24, 15:30-32

(NextSteps Team—Group Leader, Groups Coach, Prayer, Baptism, Care; Kids; Students; First Impressions Team—Greeter, Guest Services)

## **G. EVANGELISM** (Sharing)

God's spirit empowers you to effectively communicate the Good News of Jesus Christ to non-believers so they can respond and begin to grow in their faith.

ACTS 8:5-6, 8:26-40, 14:21, 21:8; EPHESIANS 4:11-14

(NextSteps Team—Outreach, Group Leader, Prayer; Students—Group Leader; Kids—Small Group Leader)

## **H. FAITH** (Believing)

God's spirit empowers you to trust God's will and act on it, including helping others who struggle to believe for themselves to trust God and step into the unknown.

ACTS 11:22-24; ROMANS 4:18-21; 1 CORINTHIANS 12:9; HEBREWS 11

(All DreamTeams)

## **I. GIVING** (Contributing)

God's spirit empowers you to contribute cheerfully, generously, and regularly to the church and other important ministries, causes, and people in need.

MARK 12:41-44; ROMANS 12:8; 2 CORINTHIANS 8:1-7, 9:2-7

(Legacy Team; All DreamTeams)

## **J. HELPS | SERVICE** (Helping)

God's spirit empowers you to serve and support in a variety of ways with a "whatever it takes" attitude.

MARK 15:40-41; ACTS 9:36; ROMANS 16:1-2; 1 CORINTHIANS 12:28

(Administration Team; NextSteps Team—GrowthTrack, Baptism, Prayer; First Impressions Team; Kids; Students; Arts & Production Team; Facilities)

## **K. HOSPITALITY** (Welcoming)

God's spirit empowers you to create warm, welcoming environments for others that help people feel cared for.

ACTS 16:14-15; ROMANS 12:13, 16:23; HEBREWS 13:1-2; 1 PETER 4:9

(First Impressions Team; NextSteps Team - GrowthTrack, Group Leader; Students - Guest Services; Kids - Check-In)

## **L. INTERCESSION** (Praying)

God's spirit empowers you to passionately give voice to prayers for and with others. (See also O. Mercy)

HEBREWS 7:25; COLOSSIANS 1:9-12, 4:12-13; JAMES 5:14-16

(NextSteps Team—Prayer, Baptism, Group Leader, Groups Coach, Hub Leader; Kids—Small Group Leader; Students—Group Leader)

## **M. KNOWLEDGE** (Learning)

God's spirit empowers you to gather, analyze, and share information appropriately with others, leading to greater understanding and insight.

ACTS 5:1-11; 1 CORINTHIANS 12:8; COLOSSIANS 2:2-3

(NextSteps Team—LivingItOut, Prayer, Group Leader, GrowthTrack, Group Leader Training Host; Kids; Students)

## **N. LEADERSHIP** (Directing)

God's spirit empowers you to instill vision, motivate, and guide people to work together effectively to achieve worthwhile goals.

ROMANS 12:8; 1 TIMOTHY 3:1-13, 5:17; HEBREWS 13:17

(NextSteps Team—Hub Leader, Groups Coach, Group Leader; Students; Kids)



## **O. MERCY** (Comforting)

God's spirit empowers you to understand and come alongside people who are troubled or suffering, bringing them comfort, insight, and hope. (See also L. Intercession)

MATTHEW 9:35-36; MARK 9:41; ROMANS 12:8; 1 THESSALONIANS 5:14

(First Impressions Team; NextSteps Team—Prayer, Outreach, Group Leader, Care; Kids—Small Group Leader; Students—Group Leader)

## **P. PROPHECY** (Speaking out)

God's spirit empowers you to declare God's truth boldly and publicly for the purpose of correction or instruction, at times sharing what God has next.

JOHN 10:1-18; EPHESIANS 4:11-14; 1 TIMOTHY 3:1-7; 1 PETER 5:1-3

(NextSteps Team—GrowthTrack Host, Group Leader; Kids—Small Group Leader; Students—Group Leader)

## **Q. SHEPHERD/PASTOR** (Mentoring)

God's spirit empowers you to guide and support individuals or groups as they grow in their faith and in their capacity for ministry.

JOHN 10:1-18; EPHESIANS 4:11-14; 1 TIMOTHY 3:1-7; 1 PETER 5:1-3

(NextSteps Team—GrowthTrack Host, Group Leader, Groups Coach, Hub Leader; Kids—Small Group Leader; Students—Group Leader; First Impressions Team—Greeter, Guest Services)

## **R. TEACHING** (Teaching)

God's spirit empowers you to organize and clearly communicate knowledge and skills to others, and to motivate them to master and apply what they are learning. (See also D. Creative Communication)

ACTS 18:24-28, 20:20-21; 1 CORINTHIANS 12:28; EPHESIANS 4:11-14

(NextSteps Team—LivingItOut, Group Leader Training Host, GrowthTrack Host, Group Leader; Kids—Small Group Leader; Students—Group Leader)

## **S. WISDOM** (Problem-solving)

God's spirit empowers you to provide practical advice that leads to timely, effective resolution of problems.

ACTS 6:3, 10; 1 CORINTHIANS 2:6-13, 12:8

(All DreamTeams)

# Discovering Your Spiritual Gifts

For this assessment, we'll be going through a series of statements for you to decide how well it describes you using a scale of 0-3, 0 meaning it "doesn't describe me at all, never" and 3 meaning "consistently and definitely me."

Put the number in the box corresponding with the number for each statement.

|    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|
| 1  | 2  | 3  | 4  | 5  | 6  | 7  | 8  | 9  | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 | 32 | 33 | 34 | 35 | 36 | 37 | 38 |
| 39 | 40 | 41 | 42 | 43 | 44 | 45 | 46 | 47 | 48 | 49 | 50 | 51 | 52 | 53 | 54 | 55 | 56 | 57 |
| 58 | 59 | 60 | 61 | 62 | 63 | 64 | 65 | 66 | 67 | 68 | 69 | 70 | 71 | 72 | 73 | 74 | 75 | 76 |
| 77 | 78 | 79 | 80 | 81 | 82 | 83 | 84 | 85 | 86 | 87 | 88 | 89 | 90 | 91 | 92 | 93 | 94 | 95 |
| A  | B  | C  | D  | E  | F  | G  | H  | I  | J  | K  | L  | M  | N  | O  | P  | Q  | R  | S  |

## Your Top 5 Results:

**Letter      Spiritual Gift**

\_\_\_\_\_ = \_\_\_\_\_

\_\_\_\_\_ = \_\_\_\_\_

\_\_\_\_\_ = \_\_\_\_\_

\_\_\_\_\_ = \_\_\_\_\_

\_\_\_\_\_ = \_\_\_\_\_

# DiSC<sup>®</sup> ASSESSMENT

DiSC<sup>®</sup> is a leading personality assessment tool used by over 1 million people every year to improve work productivity, teamwork and communication.

## My Personality/Leadership Style \_\_\_\_\_

|          |   |       |        |           |       |        |
|----------|---|-------|--------|-----------|-------|--------|
| <b>D</b> | 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 more than others or myself. | 1     | 2      | 3         | 4     | 5      |
|          | I am motivated by accomplishment and authority. | 1     | 2      | 3         | 4     | 5      |
| <b>I</b> | 2. Total _____                                  | Never | Rarely | Sometimes | Often | Always |
|          | 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      |
| <b>S</b> | 3. Total _____                                  | Never | Rarely | Sometimes | Often | Always |
|          | 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      |
| <b>C</b> | 4. Total _____                                  | Never | Rarely | Sometimes | Often | Always |
|          | I typically do not take big risk.               | 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      |

## DISC PERSONALITY OVERVIEWS

### **D: DOMINANCE**

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** 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** 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** 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: INFLUENCER**

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** 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** 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** 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: STEADINESS**

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** 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** 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** 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 )

## **C: CONSCIENTIOUSNESS**

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** 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** 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 with failure. Diligent workers, their motivation comes from serving others. Esther ( ESTHER 4 ), Zechariah ( LUKE 1 ), Joseph ( MATTHEW 1:1-23 )

**C/D** 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 )



