



Finding My Fit

The Right People...In the Right Places...For the Right Reasons

Part 3: Personal Style

❖ **Servant Profile**

- **Passion** indicates WHERE you are best suited to serve.
- **Spiritual Gifts** indicate WHAT you will do when you serve.
- **Personal Style** indicates HOW you will serve.

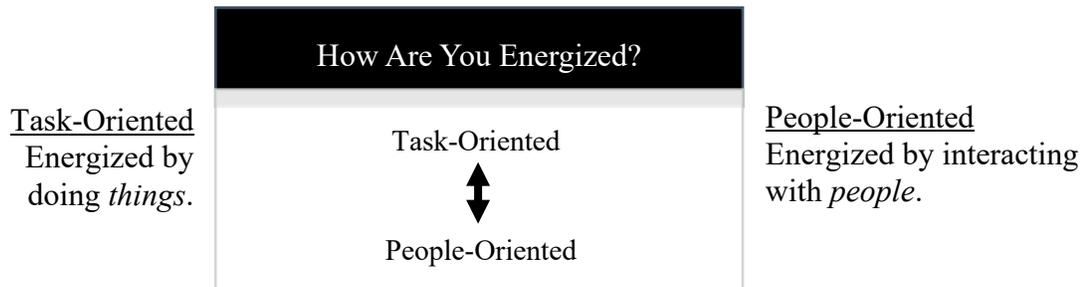
❖ **Personal Style is God-given. Psalm 139:13-16**

A. _____

B. _____

❖ **Personal Style Element One: How are you energized?**

TASK-ORIENTED \longleftrightarrow **PEOPLE-ORIENTED**
 This scale describes how we receive and focus our emotional energy.



If you are Task-Oriented:

The primary content of your ministry should be accomplishing _____ that serve people.

Your primary focus should be on _____.

If you are People-Oriented:

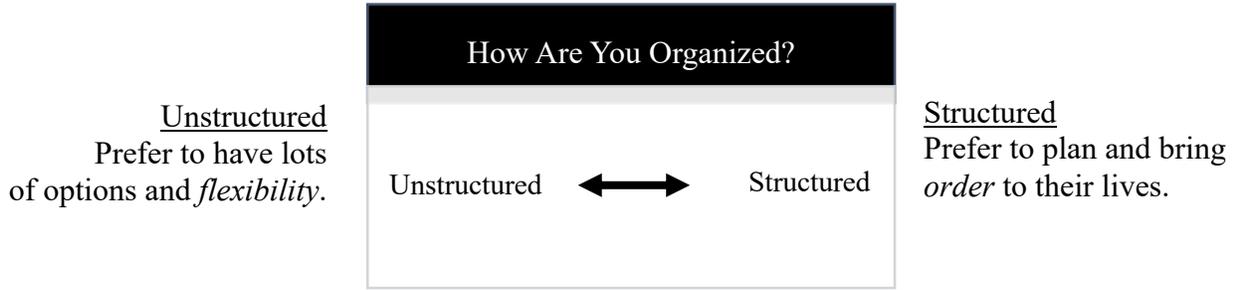
The primary content of your ministry should be more involve with _____.

Your primary focus should be on _____.

Both People-Oriented and Task-Oriented value developing relationships and meeting goals, but each has a primary and secondary means of achieving them.

❖ **Personal Style Element One: How are you organized?**

UNSTRUCTURED ↔ **STRUCTURED**
 This scale describes how you prefer to organize yourself.



If you are Unstructured:

Your ministry position should be _____.

Your relationships with others should be _____.

If you are Structured:

Your ministry position should be _____.

Your relationships with others should be _____.

Both Unstructured and Structured value being organized, but each has a different approach to organization.

❖ **General Cautions**

- Projection
- Elevation
- Rejection

❖ **Contribution Factors**

- Availability
- Spiritual Maturity



Personal Style Assessment

Directions:

1. For each item, check the word you think best describes what you would prefer to do or be in most situations.
2. Do not answer according to what you feel is expected by a spouse, family member, employer, etc.
3. Select the behavior or perspective that would come naturally to you if you knew there were no restrictions on or consequences for your personal expression.

HOW ARE YOU ORGANIZED?

1. While on vacation I prefer to	be spontaneous	1 2 3 4 5	follow a set plan
2. I prefer to set guidelines that are	general	1 2 3 4 5	specific
3. I prefer to	leave my open options	1 2 3 4 5	settle things now
4. I prefer projects that have	variety	1 2 3 4 5	routine
5. I like to	play it by ear	1 2 3 4 5	stick to a plan
6. I find routine	boring	1 2 3 4 5	restful
7. I accomplish tasks best	by working it out as I go	1 2 3 4 5	by following a plan

How are you *organized*? O= Total

HOW ARE YOU ENERGIZED?

1. I'm more comfortable	doing things for people	1 2 3 4 5	being with people
2. When doing a task, I tend to	focus on the goal	1 2 3 4 5	focus on relationships
3. I get most excited about	advancing a cause	1 2 3 4 5	creating community
4. I feel I have accomplished something when I've	gotten a job done	1 2 3 4 5	built a relationship
5. It is more important to start a meeting	on time	1 2 3 4 5	when everyone gets there
6. I'm more concerned with	meeting a deadline	1 2 3 4 5	maintaining the team
7. I place higher value on	action	1 2 3 4 5	communication

How are you *energized*? E= Total

TABULATE YOUR PROFILE

1. Put an X on the “O” scale that corresponds to your “O” total.
2. Put an X on the “E” scale that corresponds to your “E” total.
3. Draw a vertical line through the number circled on the “O” scale.
4. Draw a horizontal line through the number circles on the “E” scale.
5. Your Personal Style is indicated where the line meet (see sample).

Sample

“E” Scale (Task-Oriented)

Personal style is indicated where the lines meet

							7																																							
		Task/ Unstructured					10					Task/ Structured																																		
							14																																							
							18																																							
		7					10					14					18					21					24					28					32					35				
							24																																							
		People/ Unstructured					28					People/ Structured																																		
							32																																							
							35																																							

“O” Scale (Unstructured) (People-Oriented) “E” Scale (Structured) “O” Scale (Structured)

“E” Scale (Task-Oriented)

							7																																							
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“O” Scale (Unstructured) (People-Oriented) “E” Scale (Structured) “O” Scale (Structured)

“E” Scale (People-Oriented)

❖ Four Personal Style Quadrants

TASK/UNSTRUCTURED

- Likes general guidelines, versatility, helping wherever needed and tangible results.
- Consider the kind of ministry position that needs you to fulfill a wide variety of responsibilities.
- Examples: Offering counter, room setup volunteer, sound, media, live stream production, photography/video

TASK/STRUCTURED

- Likes getting the job done, focusing on results, following an agenda and appreciates clear direction.
- Consider the kind of ministry position that allows you to know clearly what the goals are and how the task is to be accomplished.
- Examples: special events organizers, building/maintenance, décor design/set-up, housekeeping

PEOPLE/UNSTRUCTURED

- Likes spontaneous situations, very conversational, relates well to others and tends to be flexible.
- Consider the kind of ministry position that gives you the freedom to respond to people spontaneously.
- Examples: Hospitality (greeters, ushers), student ministry, care team/hospital.

PEOPLE/STRUCTURED

- Likes defined relationships, familiar surroundings, projects warmth and enjoys familiar relationships.
- Consider the kind of ministry position that will enable you to interact with people in more stable or defined settings.
- Examples: Small group leader, Prayer team, Baptismal support



Study Guide

Finding My Fit: Part 2

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Part 2: Finding Your Spiritual Gifts

❖ **Servant Profile**

- **Passion** indicates WHERE you are best suited to serve.
- **Spiritual Gifts** indicate WHAT you will do when you serve.
- **Personal Style** indicates HOW you will serve.

❖ **Spiritual Service Gifts Defined**

- **Spiritual Gifts** are special abilities distributed by the Holy Spirit to every believer according to God's design and grace for the common good of the body of Christ.
- **Abilities, talents, or functions** that God gives to all believers
- **Spiritual functions or ministries** (*avenues of service*) in the church.

❖ **Romans 12:3-8**

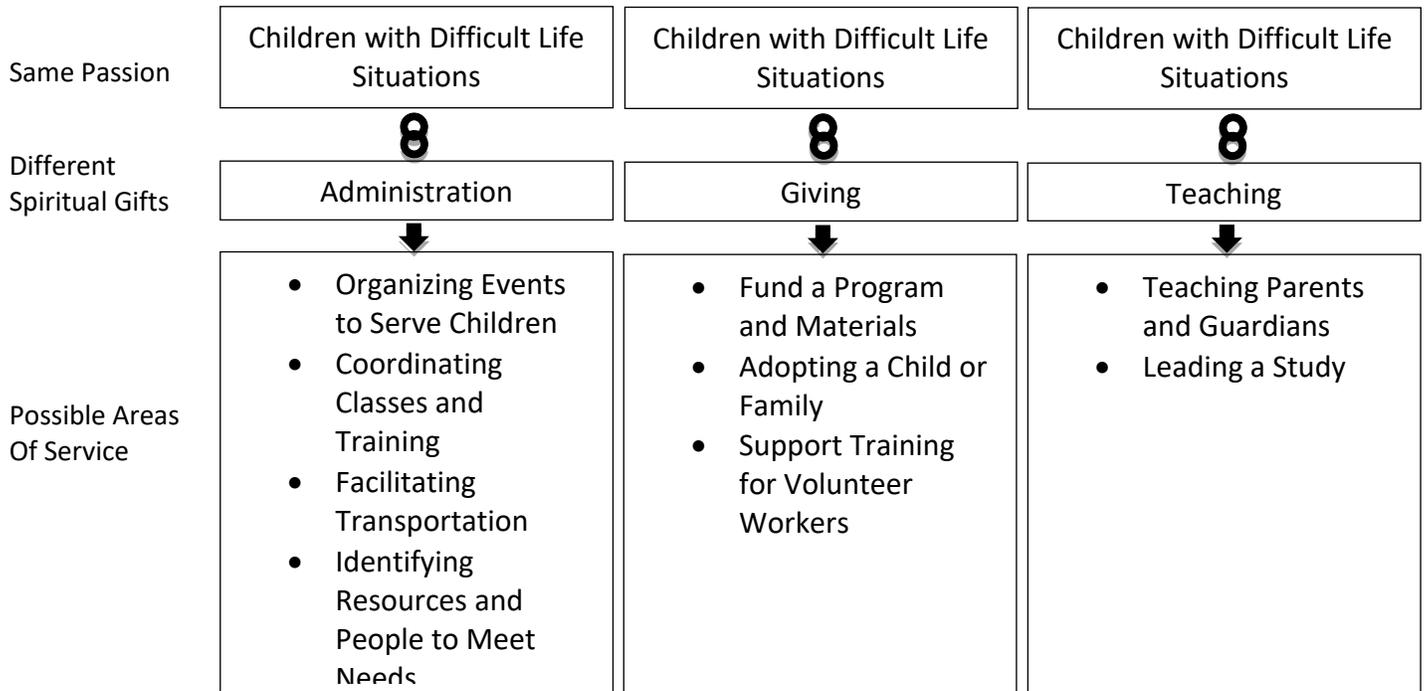
1. Prophecy—"a divine utterance; speaking to edify others"
 - Biblical examples: Acts 2:17; 1 Cor. 14:3; Rev. 19:10
2. Ministry—"service to others, particularly service in the church"
 - Biblical examples: Acts 9:36; Acts 6:1-6; 1 Tim. 3:8-13
3. Teaching—"instruction"
 - Biblical examples: Jas. 3:1; Acts 18:26
4. Exhortation—"giving encouragement or comfort"
 - Biblical examples: Acts 4:36; 9:26-27
5. Giving—"sharing material blessings with others and the church"
 - Biblical example: Lu. 6:38
6. Leading—"direction, guidance, and influence within the church"
 - Biblical example: Heb. 13:17
7. Showing mercy—"being merciful and kind to others"

- Biblical examples: Mt. 25:31-46; Gal. 2:10; Jas. 1:27; 2:15-17

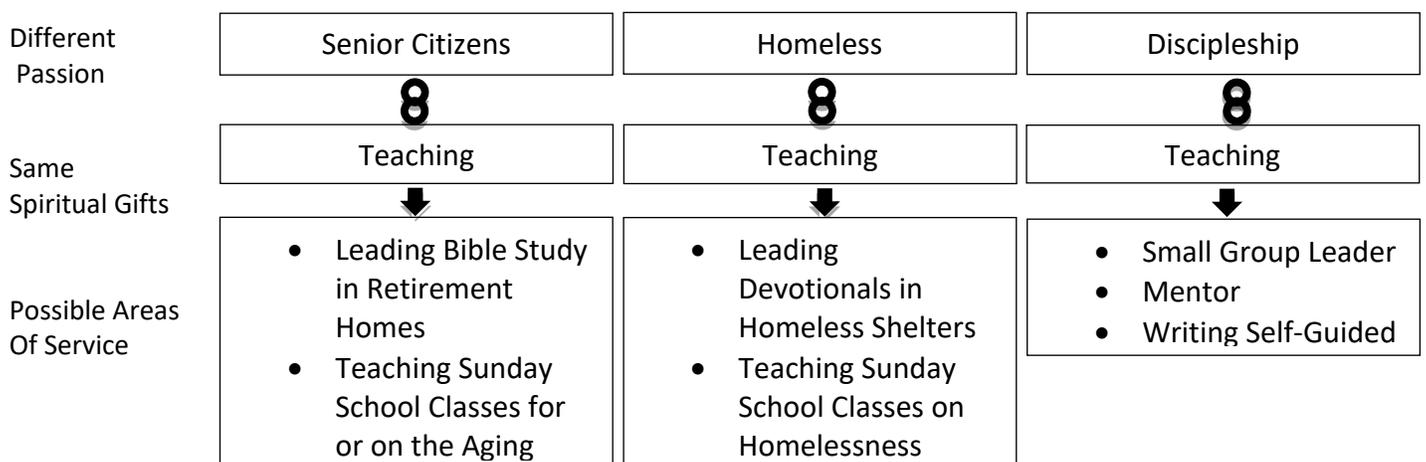
❖ **1 Peter 4:9; Exodus 31:3-5; 1 Timothy 2:1-2; Romans 8:26-27; 1 Corinthians 12:28-30**

❖ **Spiritual Gifts Linked With Passion**

Same Passion, Different Gifts



Different Passions, Same Gift



[Spiritual Gifts Survey](#)

(<https://gifts.churchgrowth.org/spiritual-gifts-survey/>)

The Team Ministry Spiritual Gifts Survey is a discovery tool that provides you with a personalized analysis. Not a exam, but a simple questionnaire giving you a profile of your God-given spiritual gifts. It is not meant to be exhaustive, definitive or an affirmation of Apostolic doctrine. Rather, it is meant to be a tool to assist in defining Spiritual Service Gifts as a believer.

Personal Guidance: If you desire more assistance, feel free to reach out to Penny Nock, Ministry Guidance Team Lead (serve@abundantlifechurchbaltimore.com)

Credit:

- **Network** (*Understanding God's Design for you in the Church*) Zondervan Publishing House
- **Spiritual Gifts** Word Aflame Press by David K. Bernard



Study Guide

Finding My Fit

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Part 1: Finding Your Passion

The Goal: *To be fruitful and fulfilled in a meaningful place of service.*

“Serve” is a command – not an option. (Galatians 5:13; Mark 10:45)

❖ Motion without Movement



❖ Making a Mark

Why We Serve

- Glorify God (1 Peter 4:11)
- Edify Others (Ephesians 4:11-12)

How We Serve



- Passion indicates **WHERE** you are best suited to serve.
- Spiritual Gifts indicate **WHAT** you will do when you serve.
- Personal Style indicates **HOW** you will serve.

What is Passion?

- Passion =
- Passion is the God-given desire that compels us to make a difference in a particular ministry.

Passion is God-Given (Psalm 37:3-5; Gal. 1:15-16; Acts 9:15)

Finding Your Passion

- Two Things to Remember
 - 1.
 - 2.
- Context for Passion
 1. Groups of people
 2. Themes, Causes or Issues
 3. Certain Functions

Passion Assessment Questions

(Note: You may or may not need all the questions to define your Passion. When you have discovered it, go to question number 10. However, extra questions can help you better clarify your Passion.)

1. If I could snap my fingers and know that I couldn't fail, what would I do?
2. At the end of my life, what would I love to be able to look back and know that I'd done something about?
3. If I were to mention your name to a group of your friends, what would they say you were really interested in or passionate about?
4. What conversation would keep you talking late into the night?
5. What would I most like to do for others?
6. What are the people I would like to help most?
7. What themes, causes or issues for I feel strongly about?
8. What top five positive experiences have you had in your life and *why* was it meaningful to you?

(These experiences may have taken place at home, work, school, or during your free time. All that matters is that these experiences brought enjoyment and fulfillment to you.)

9. Have you found any underlying theme(s) in what you have written? What are one or two you discovered?
10. Based on your answers to the above questions, what do you sense you have a Passion for?

(Note: Some may confidently identify their Passion. For others, making a statement of Passion is not as easy. Remember that this is just the beginning of the process of identifying and clarifying your Passion. As you think, pray and gain more ministry experience, your Passion will become clearer over time.)

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