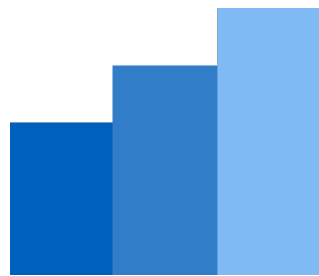


# Victory Growth Track



Name: \_\_\_\_\_

*Step Two – Discover Your Design*

# **Step Two:** **Discover** **Your Design**

**Victory**  
**Growth Track**

# Discovering Your Gifts

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All of us were created by God to make a difference in the life of another person. God has a place for you where your unique abilities and passions can touch the lives of others. We believe that your life will never make sense until you find, develop, and fulfill that purpose.

“For we are God’s workmanship, created in Christ Jesus to do good works, which God prepared in advance for us to do.”

Ephesians 2:10 NIV

“However, I consider my life worth nothing to me, if only I may finish the race and complete the task the Lord Jesus has given me.”

Acts 20:24 NIV

“Now God gives us many kinds of special abilities...and there are different kinds of service to God (ministry)... All of you together are the one Body of Christ and each of you is a separate and necessary part of it.”

1 Corinthians 12:4-5, 27 TLB

## At Victory Assembly of God:

Every member is a \_\_\_\_\_.

Every task is \_\_\_\_\_.

Every member is a “10” in \_\_\_\_\_.

“You made all the delicate, inner parts of my body and knit me together in my mother’s womb. Thank you for making me so wonderfully complex! Your workmanship is marvelous—how well I know it.”

Psalms 139:13-14 NLT

\_\_\_\_\_ reveals destiny.

## Three Areas That Can Reveal Your Design:

### 1. Your \_\_\_\_\_.

“We have different gifts, according to the grace given to each of us. If your gift is prophesying, then prophesy in accordance with your faith; if it is serving, then serve; if it is teaching, then teach; if it is to encourage, then give encouragement; if it is giving, then give generously; if it is to lead, do it diligently; if it is to show mercy, do it cheerfully.”

Romans 12:6–8 NIV

### 2. Your \_\_\_\_\_.

“So here’s what I want you to do, God helping you: Take your everyday, ordinary life—your sleeping, eating, going-to-work, and walking-around life—and place it before God as an offering. Embracing what God does for you is the best thing you can do for Him.”

Romans 12:1 MSG

### 3. Your \_\_\_\_\_.

“All praise to God, the Father of our Lord Jesus Christ. God is our merciful Father and the source of all comfort. He comforts us in all our troubles so that we can comfort others. When they are troubled, we will be able to give them the same comfort God has given us.”

2 Corinthians 1:3–4 NLT

# Personality and Gifts Assessment

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**Complete the personality and spiritual gifts assessment digitally below. Take a screenshot of your results to save for later!**

Scan the QR code or go to [victoryaog.org/grow/test](http://victoryaog.org/grow/test)



# Record Your Results

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After completing the personality and gifts assessment, take a moment to write down your results in your notes:

**1. Personality Type:** \_\_\_\_\_ (D/I, C/S, I/D, etc)

**2. Your Spiritual Gifts:** \_\_\_\_\_

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*One last thing to consider, WHO are you most passionate about serving? Some people are passionate about reaching specific age groups, or demographics (youth, kids, seniors, the poor, people with disabilities, etc)*

**3. Who are you most passionate about serving/reaching:**

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# Making the Most of Your Personality

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“For we are His workmanship, created in Christ Jesus for good works...”

Ephesians 2:10 NASB

Every personality has strengths and challenges. The following will give you specific areas to focus on to help you work well with others.

**“D” personalities are dominant, direct, task-oriented, decisive, organized, outgoing, and outspoken. As you embrace these strengths, also make sure to:**

- 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. As you embrace these strengths, also make sure to:**

- 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 over impulsive decision-making.

**“S” personalities are steady, stable, analytical, introverted, and people-oriented. As you embrace these strengths, also make sure to:**

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

**“C” personalities are compliant, competent, goal-oriented, focused on tasks, and introverted. As you embrace these strengths, also make sure to:**

- 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.
- Help others accomplish their goals.

# Spiritual Gifts

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“Now about spiritual gifts, brothers, I do not want you to be ignorant.”

1 Corinthians 12:1

“Very truly I tell you, whoever believes in me will do the works I have been doing, and they will do even greater things than these, because I am going to the Father.”

John 14:12 NIV

## Using Your Spiritual Gifts

Congratulations on discovering your spiritual gifts! God uniquely created you and gave you these gifts for a reason. Now that you’ve identified how He has gifted you, your next step is to learn how you can use those gifts for the purpose He has for you.

On the following pages, you can learn about your spiritual gifts and find out more about how you can use your gifts to serve God and others as part of a team.

### A. Administration

The gift of administration is the divine strength or ability to organize multiple tasks and groups of people to accomplish these tasks.

**Luke 14:28-30; Acts 6:1-7; 1 Corinthians 12:28**

(Cleaning, Church Administration, Events, Follow Up, Kids Check-In, Pantry, Parking, Prayer, Production)

### B. Apostleship

The gift of apostleship is the divine strength or ability to pioneer new churches and ministries through planting, overseeing, and training.

**Acts 15:22-35; 1 Corinthians 12:28; 2 Corinthians 12:12; Galatians 2:7-10; Ephesians 4:11-14**

(Community Outreach, Growth Track Host, Missions Team, Small Groups)

### C. Craftsmanship

The gift of craftsmanship is the divine strength or ability to plan, build, and work with your hands in construction environments to accomplish multiple ministry applications.

**Exodus 30:22, 31:3-11; 2 Chronicles 34:9-13; Acts 18:2-3**

(Community Outreach, Deacon Ministry, Events, Facilities, Hands & Feet, Production)



## **D. Discernment**

The gift of discernment is the divine strength or ability to spiritually identify falsehood and to distinguish between right and wrong motives and situations.

**Matthew 16:21-23; Acts 5:1-11, 16:16-18; 1 Corinthians 12:10; 1 John 4:1-6**

(Growth Track Host, Kids Check-In, Prayer, Small Groups, Security, Ushers, VYG Students)

## **E. Evangelism**

The gift of evangelism is the divine strength or ability to help non-Christians take the necessary steps to becoming Christ followers.

**Acts 8:5-6, 26-40, 14:21; 21:8; Ephesians 4:11-14**

(Community Outreach, Events, Follow Up, Greeting, Prayer, Small Groups, VYG Students)

## **F. Exhortation**

The gift of exhortation is the divine strength or ability to encourage others through the written or spoken word and biblical truth.

**Acts 14:22; Romans 12:8; 1 Timothy 4:13; Hebrews 10:24-25**

(Events, Follow Up, Greeters, Growth Track Host, Online Host, Parking, Small Groups, Ushers, VKids, VYG Students)

## **G. Faith**

The gift of faith is the divine strength or ability to believe in God for unseen supernatural results in every arena of life.

**Acts 11:22-24; Romans 4:18-21; 1 Corinthians 12:9; Hebrews 11**

(All Teams)

## **H. Giving**

The gift of giving is the divine strength or ability to produce wealth and to give by tithes and offerings for the purpose of advancing the Kingdom of God on earth.

**Mark 12:41-44; Romans 12:8; 2 Corinthians 8:1-7, 9:2-7**

(Kingdom Builders)

## **I. Healing**

The gift of healing is the divine strength or ability to act as an intermediary in faith, prayer, and by the laying-on of hands for the healing of physical and mental illnesses.

**Acts 3:1-10, 9:32-35, 28:7-10; 1 Corinthians 12:9, 28**

(Security, Prayer)

## **J. Helps**

The gift of helps is the divine strength or ability to work in a supportive role for the accomplishment of tasks in Christian ministry.

**Mark 15:40-41; Acts 9:36; Romans 16:1-2; 1 Corinthians 12:28**

(Community Outreach, Deacon Ministry, Events, Facilities, Growth Track Host, Hands & Feet, Hospital Visitation, Meals Ministry, Pantry, Production)

## **K. Hospitality**

The gift of hospitality is the divine strength or ability to create warm, welcoming environments for others in places such as your home, office, or church.

**Acts 16:14-15; Romans 12:13, 16:23; Hebrews 13:1-2; 1 Peter 4:9**

(Baptism, Events, Follow Up, Greeters, Growth Track Host, Kids Check-In, Meals Ministry, Online Host, Parking, Small Groups, Ushers, VYG Students)

## **L. Intercession**

The gift of intercession is the divine strength or ability to stand in the gap in prayer for someone, something, or somewhere believing for profound results.

**Hebrews 7:25; Colossians 1:9-12, 4:12-13; James 5:14-16**

(Missions Team, Prayer, Small Groups)

## **M. Knowledge**

The gift of knowledge is the divine strength or ability to understand and bring clarity to situations and circumstances, often accompanied by a word from God.

**Acts 5:1-11; 1 Corinthians 12:8; Colossians 2:2-3**

(Online Host, Prayer, Production, Security, Small Groups, Ushers)

## **N. Leadership**

The gift of leadership is the divine strength or ability to influence people at their level while directing and focusing them on the big picture, vision, or idea.

**Romans 12:8; 1 Timothy 3:1-13, 5:17; Hebrews 13:17**

(Small Groups, All Teams)

## **O. Mercy**

The gift of mercy is the divine strength or ability to feel empathy and to care for those who are hurting in any way.

**Matthew 9:35-36; Mark 9:41; Romans 12:8; 1 Thessalonians 5:14**

(Community Outreach, Hospital Visitation, Meal Ministry, Pantry, Small Groups)

## **P. Miracles**

The gift of miracles is the divine strength or ability to alter the natural outcomes of life in a supernatural way through prayer, faith, and divine direction.

**Acts 9:36-42, 19:11-12, 20:7-12; Romans 15:18-19; 1 Corinthians 12:10, 28**

(Hospital Visitation, Prayer)

## **Q. Missionary**

The missionary gift is the divine strength or ability to reach others outside of your culture and nationality, while in most cases living in that culture or nation.

**Acts 8:4, 13:2-3, 22:21; Romans 10:15**

(Community Outreach, Missions Team, Pantry, Small Groups)

## **R. Music/Worship**

The gift of music/worship is the divine strength or ability to sing, dance, or play an instrument primarily for the purpose of helping others worship God.

**Deuteronomy 31:22; 1 Samuel 16:16; 1 Chronicles 16:41-42; 2 Chronicles 5:12-13, 34:12; Psalm 150**

(Nursery, Small Groups, VKids, VYG Students, Worship)

## **S. Pastor/Shepherd**

The gift of pastor/shepherd is the divine strength or ability to care for the personal needs of others by nurturing and mending life issues.

**John 10:1-18; Ephesians 4:11-14; 1 Timothy 3:1-7; 1 Peter 5:1-3**

(Growth Track Host, Community Outreach, Hospital Visitation, Online Host, Small Groups, Ushers, VYG Students, VKids)

## **T. Prophecy**

The gift of prophecy is the divine strength or ability to boldly speak and bring clarity to scriptural and doctrinal truth, in some cases foretelling God's plan.

**Acts 2:37-40, 7:51-53, 26:24-29; 1 Corinthians 14:1-4; 1 Thessalonians 1:5**

(Prayer, Small Groups)

## **U. Service**

The gift of serving is the divine strength or ability to do small or great tasks in working for the overall good of the body of Christ.

**Acts 6:1-7; Romans 12:7; Galatians 6:10; 1 Timothy 1:16-18; Titus 3:14**

(Baptism, Cleaning, Community Outreach, Events, Facilities, Hands & Feet, Kids Check-In, Nursery, Parking, Production)

## **V. Teaching**

The gift of teaching is the divine strength or ability to study and learn from the Scriptures primarily to bring understanding and growth to other Christians.

**Acts 18:24-28, 20:20-21; 1 Corinthians 12:28; Ephesians 4:11-14**

(Nursery, Small Groups, Vkids, VYG Students)

## **W. Tongues & Interpretation**

The gift of tongues is the divine strength or ability to pray in a heavenly language to encourage your spirit and to commune with God. The gift of tongues is often accompanied by interpretation and should be used appropriately.

**Acts 2:1-13; 1 Corinthians 12:10, 14:1-14**

(Prayer)

## **X. Wisdom**

The gift of wisdom is the divine strength or ability to apply the truths of Scripture in a practical way, producing a fruitful outcome and the character of Jesus Christ.

**Acts 6:3, 10; 1 Corinthians 2:6-13, 12:8**

(Community Outreach, Prayer, Security, Small Groups, Ushers, Worship)

# What's Next?

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## Complete the Step Two Card

Scan the QR code or go to  
[victoryaog.org/grow/step2](http://victoryaog.org/grow/step2)



## Next Steps

1. Attend Step Three of the Growth Track.
2. Pray and ask God to strengthen the gifts and passion inside of you.
3. Join the Dream Team.

# Complete DISC Profiles

Remember that personality profiles are not going to 100% accurate, but they are also not designed to limit your potential or purpose. They are helpful guides but not great masters. Let these help you identify strengths and weaknesses, which can help you understand yourself better and help you grow!

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

**D/I** We are curious conclusers who place emphasis on the bottom line and work hard to reach our goals. We are more determined than we are inspirational, yet our high expectations and standards for ourselves and those around us typically cause us to make quite an impact, motivating others to follow us. We have an array of interests and can become distracted by taking on too many projects. We often need to focus, prioritize, and simply slow down. Because we thrive on activity and forward motion, we 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** We are achievers with an ability to persevere. We are more active than passive, but possess a kind of calm sensitivity and steadiness that makes us good leaders. We seem to be people-oriented but can easily be dominant and decisive when it comes to tasks and project planning. We strive to accomplish goals with fierce determination that comes from a strong internal drive, but we 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** We are challengers that can either be determined students or defiant critics. Being in charge is important to us, yet we care little about what others think as long as we get the job done. We have a great deal of foresight and examine every avenue to find the best solution. We prefer to work alone. Though we fear failure and the lack of influence, we are motivated by challenges and can often be excellent administrators. We could 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** We are inspiring and impressive. Enthusiastic, optimistic, impulsive, and emotional—we tend to be creative problem solvers and excellent encouragers. We often have a large number of friends, but we can become more concerned with approval and popularity than with getting results. Our greatest fear is rejection, but we thrive when it comes to motivating others. Our positive sense of humor helps us negotiate conflicts. Though we can be inattentive to details and poor listeners, we can be great peacemakers and effective teammates when we control our feelings and minimize our urge to entertain and be the center of attention. We value lots of human touch and connection.

**I/D** We are persuaders who are outgoing and energetic. We enjoy large groups and use our power of influence to attain respect and convince people to follow our lead. Sometimes we can be viewed as fidgety and nervous, but it comes from our need to be a part of challenges that have variety, freedom, and mobility. We could benefit from learning to look before we leap and spending more time being studious and still. We make inspiring leaders and know how to get results from and through people. **John the Baptist (Luke 3), Peter (Matthew 16, 26; Acts 3), Rebekah (Genesis 24)**

**I/S** We are influential counselors who love people, and it's no surprise that people love us. We live to please and serve, and tend to be good listeners. Looking good and encouraging others is important to us, as is following through and being obedient. We often lack in the area of organization and can be more concerned with the people involved than we are with the task at hand. However, we can be center stage or behind the scenes with equal effectiveness, and we 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** We are inspiring yet cautious assessors who are excellent communicators through the combination of concerned awareness and appreciation of people. We excel in determining ways to improve production. We tend to be impatient, critical, and can also be overly persuasive—too consumed by the desire to win. We like to work inside the box, and we could benefit from trying new things and caring less about what others think. This personality type often possesses a gift for teaching; we 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** We are steady and more reserved. We do not like change and thrive in secure, non-threatening environments. We 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. Our greatest fear, however, is loss of security, and our possible weaknesses naturally include not only resistance to change, but also difficulty adjusting to it. We can also be too sensitive to criticism and unable to establish priorities. In order to avoid being taken advantage of, we need to be stronger and

learn how to say “no.” We also like to avoid the limelight, but when given an opportunity to genuinely help others, we will gladly rise to the occasion. We feel most valued when we have truly helped someone.

**S/D** We are quiet leaders who can be counted on to get the job done. We perform better in small groups and do not enjoy speaking in front of crowds. Though we can be soft- and hard-hearted at the same time, we enjoy close relationships with people, being careful not to dominate them. Challenges motivate us, especially ones that allow us to take a systematic approach. We tend to be determined, persevering through time and struggles. We benefit from encouragement and positive relationships. **Martha (Luke 10:38-42), Job (Job 1:5; James 5:11)**

**S/I** We are inspirational counselors who exhibit warmth and sensitivity. Tolerant and forgiving, we have many friends because we accept and represent others well. Our social nature and desire to be likable and flexible make us inclined to be overly tolerant and non-confrontational. We could benefit from being more task-oriented and paying more attention to detail. Kind and considerate, we include others and inspire people to follow us. Words of affirmation go a long way with us, and with the right motivation, we 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** We are diplomatic and steady, as well as detail-oriented. Stable and contemplative, we like to weigh the evidence and discover the facts to come to a logical conclusion. More deliberate, we prefer to take our time, especially when the decision involves others. Possible challenges include being highly sensitive especially when faced with criticism, and we should be aware of how we interact with others. Operating best in precise and cause-worthy projects, we can be a peacemaker; this makes us a loyal team member and friend. **Moses (Exodus 3, 4, 20, 32), John (John 19:26-27), Eliezer (Genesis 24)**

**C** We are compliant and analytical. Careful and logical lines of thinking drive us forward, and accuracy is a top priority. We hold high standards and value systematic approaches to problem-solving. Though we thrive when given opportunities to find solutions, we tend to ignore the feelings of others and can often be critical and downright crabby. Verbalizing feelings is difficult for us, but when we are not bogged down in details and have clear-cut boundaries, we can be big assets to the team by providing calculated “reality checks.” Our biggest fear is criticism, and our need for perfection is often a weakness, as is our tendency to give in when in the midst of an argument. However, we are thorough in all activities and can bring a conscientious, even-tempered element to the team that will provide solid grounding. We value being correct.

**C/I** We are attentive to the details. We tend to impress others by doing things right and stabilizing situations. Not considered aggressive or pushy, we enjoy both large and small crowds. Though we work well with people, we are sometimes too sensitive to

what others think about us and our work. We could benefit from being more assertive and self-motivated. Often excellent judges of character, we easily trust those who meet our standards. We are motivated 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** We are systematic and stable. We tend to do one thing at a time—and do it right. Reserved and cautious, we would rather work behind the scenes to stay on track. We seldom take risks or try new things and naturally dislike sudden changes in our environments. Precisionists to the letter, we painstakingly require accuracy and fear criticism, which we equate to failure. Diligent workers, our motivation comes from serving others. **Esther (Esther 4), Zechariah (Luke 1), Joseph (Matthew 1:1-23)**

**C/D** We are cautious and determined designers who are consistently task-oriented and very aware of problems. Sometimes viewed as insensitive, we do care about individual people but have a difficult time showing it. We often feel we are the only ones who can do the job the way it needs to be done, but because of our administrative skills, we are able to bring plans for change and improvements to fruition. We have a tendency to be serious and could benefit from being more optimistic and enthusiastic. Despite our natural drive to achieve, we should concentrate on developing healthy relationships and simply loving people. **Bezalel (Exodus 35:30-35, 36:8, 37:1-9), Jochebed (Exodus 1:22-2:4), Jethro (Exodus 2, 18)**



