

# STEP THREE

>> All Rise To Purpose



**All Nations Church**

# Welcome!

Next Steps at All Nations Church is here to help you get connected and active in our community. Our goal is to help people like yourself belong, grow in Christ, be set free from any negative past experiences, and discover your gifts for the benefit of all!

All Nations Church Next Steps - 4 weeks:

1. All welcome to belong
2. All in to grow
- 3. *All rise to purpose***
4. All out to serve



# ALL RISE TO PURPOSE

We help believers discover their unique purpose, equip them to develop their skills and use those skills helping on one of our crews.

Discovering your gifts and passions and using them is key to personal fulfillment and advancing our church's mission to Love God, Love People and Love Life.

We truly enjoy life when we discover who God created us to be and step into that destiny. So rise up, join the team and experience the joy of serving others.

We are better together!



# OUR HOPE FOR YOU

God created you with a purpose.

We want to help you discover how your unique \_\_\_\_\_

sets you up to accomplish the unique \_\_\_\_\_ that God created you for.

At All Nations Church we have several crews you may join to help you release your passion, develop your spiritual gifts and fulfil your purpose. This strengthens you, our church and our community!

Three reference points of God's plan for your life:

1. God created you \_\_\_\_\_.

## **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.”

2. God has given you \_\_\_\_\_.



## **1 Corinthians 12:7**

“A spiritual gift is given to each of us so we can help each other.”

3. God wants you to embrace every \_\_\_\_\_

## **Matthew 20:1-16**

The labourer who agrees to work all day gets the greatest blessing.

## **Colossians 1:9-10 (VOICE)**

“Father, may they clearly know Your will and achieve the height and depth of spiritual wisdom and understanding. May their lives be a credit to You, Lord; and what’s more, may they continue to delight You by doing every good work and growing in the true knowledge that comes from being close to You.”



# DISCOVERING YOUR PERSONALITY

Today we're going to work through the DISC Personality Profile to try and help you discover your

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The DISC test is a great tool that many organizations use to build teamwork, create effective communication and develop understanding for teams and staff. The DISC test is referred to as a personality profiling system that explores how individuals

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\_\_\_\_\_, and \_\_\_\_\_ in different social situations.

## EXAMINING FOUR PERSONALITY TYPES

D \_\_\_\_\_

I \_\_\_\_\_

S \_\_\_\_\_

C \_\_\_\_\_



	Never	Rarely	Sometimes	Often	Always
I am assertive, demanding and decisive.	1	2	3	4	5
I enjoy doing multiple tasks at once.	1	2	3	4	5
I thrive in a challenge-based environment.	1	2	3	4	5
I think about tasks above others or myself.	1	2	3	4	5
I am motivated by accomplishment and authority.	1	2	3	4	5
TOTAL					

	Never	Rarely	Sometimes	Often	Always
I enjoy influencing and inspiring others.	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
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
TOTAL					

	Never	Rarely	Sometimes	Often	Always
I typically avoid taking big risks.	1	2	3	4	5
I love tasks, order and details. 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
I typically avoid taking big risks.	1	2	3	4	5
TOTAL					

My personality/leadership style: \_\_\_\_\_



## DEVELOPING YOUR PERSONALITY

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

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



**D** 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** 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 centre 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** 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), Eliezer (Genesis 24).*

**C** 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 to 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).*

# SPIRITUAL GIFTS

Spiritual Gifts are given by \_\_\_\_\_, through the \_\_\_\_\_ and help us as believers to to live more like \_\_\_\_\_.

## John 14:16 (VOICE)

“I will ask the Father to send you another Helper, the Spirit of truth, who will remain constantly with you.”

The gift of Holy Spirit works in us to be \_\_\_\_\_ as we learn how to \_\_\_\_\_.

## 1 Peter 4:10 (VOICE)

“Use whatever gift you’ve received for the good of one another so that you can show yourselves to be good stewards of God’s grace in all its varieties.”

It’s on us to always “evolve” and grow in how we show love to others.

Bit by bit, we are all being transformed into the image of Jesus,



living our lives in such a way that we are credit to his message - Jesus operated in every gift from God's Spirit. We believe that's our goal as well.

Each area of spiritual strength is something that we can learn to grow in and get better at.

Some Christian cultures put a lot of emphasis on the unique spiritual gifts, almost as a point of separation and pride.

That's not who we are. We want to help you know what strengths you have so that we can always be learning and growing together.

Each strength is something that we can all learn and grow in, but you might naturally lean towards one or two of them.

## **UNDERSTANDING THE SPIRITUAL GIFTS**



We want to help you use your unique self to live out God's purpose for your life. On the following pages, you will find definitions for each spiritual gift as well as supporting Scriptures that will help you understand more about the different strengths that God's Spirit brings.

We believe God has a place for every person in ministry, so you will also find a list of serve teams on the All Nations Love Crew that are a recommended fit for your spiritual gift.

## **EXAMPLES:**



## **ADMINISTRATION**

The gift of administration is the 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

Kid Nation, Check-in, Setup / Takedown, Production

## **CRAFTSMANSHIP**

The gift of craftsmanship is the strength or ability to plan, build and work with your hands in construction environments to help build Jesus' Church.

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

Setup/Takedown, Production

## **ENCOURAGEMENT**



The gift of exhortation is the strength or ability to encourage other people through written or spoken word that agrees with God's word. Acts 14:22; Romans 12:8; 1 Timothy 4:13; Hebrews 10:24-25

First Impressions, Events, Front Door Greeters, Next Steps Team, Kid Nation, Kid Nation Check-in, Parking Team, Experience Life Group Leadership

## **GIVING**



The gift of giving is a strength or ability to produce wealth and to give by tithes and offerings for the purpose of growing Jesus' Church.

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

Legacy Team

## **HELPS**

The gift of help is the strength or ability to work in a supportive, behind-the-scenes role to accomplish tasks that benefit and grow Jesus' Church.

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

Set Up/Take Down, Special Events, First Responders

## **HOSPITALITY**





The gift of hospitality is the 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

Special Events, Front Door Greeters, Next Steps Team, First Impressions, Kid Nation Check-in, Parking Team, Hosts

## **LEADERSHIP**

The gift of leadership is the 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

Experience Life Group Leadership, All Teams

## **MERCY**



The gift of mercy is the 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

First Responders, Kid Nation, Experience Life Group Leadership

## **All Nations Next Steps:**

Now that you know more about how God designed you, you can



use those gifts to start making a positive impact in your everyday life and by serving on the love crew. To find out more about serving opportunities at All Nations Church come to our Serve class which happens the fourth Sunday of the month!

1. Complete all four Next Steps Decks.

1. All Welcome To Belong

2. All In To Grow

3. All Rise To Purpose

4. All Out To Grow

2. Become a member of our All Nations Love Crew and experience life as is intended to be: fun, exciting and free.

**Want to get in touch with us?**



**Website:      [www.allnationschurch.co](http://www.allnationschurch.co)**

**Facebook: All Nations Church**

**Email:          [admin@allnationschurch.co](mailto:admin@allnationschurch.co)**

## **Psalm 86:9**

**All the nations you have made will come and worship before you, Lord: they will bring glory to your name.**

