

# God's Purpose for You

Interactive school and workshop



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*Each of you should use whatever gift you have received to serve others, as faithful stewards of God's grace in its various forms. 1 Peter 4:10*

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## Goals

- ✓ To identify and advance you in your God- given purpose
- ✓ To identify your unique gifting and style
- ✓ To help you understand others
- ✓ To help you function more effectively with others



# 1. Foundations – His Purpose for You

*Who has saved us and called us with a holy calling, not according to our works, but according to His own purpose and grace which was given to us in Christ Jesus before time began.*

*2 Timothy 1:9*

*For we are His workmanship [His own master work, a work of art], created in Christ Jesus [reborn from above—spiritually transformed, renewed, ready to be used] for good works, which God prepared [for us] beforehand [taking paths which He set], so that we would walk in them [living the good life which He prearranged and made ready for us]. Eph 2: 10 Amp*

## 1. Why Your Purpose is Important

The two verses above tell us much about why our purpose is important. God's intention for us is that we live as called people who know our purpose. He first calls us to salvation and then He calls us to live out His plans and purposes, which He planned for us before we were even born. These plans and purposes are good (Jeremiah 29:11) and dependent on God's grace not our own ability. This calling- our unique purpose – is a holy and sacred thing and we should do our utmost to find out what it is and then to fulfil it.

It would be a terrible day for us if on that day we stand before the Lord to hear how we have done in life, He says to us, *'I know your deeds, that you are neither hot nor cold. I wish you were either one or the other! So, because you are lukewarm – neither hot nor cold – I am about to spit you out of my mouth. Rev 3: 15-16.*

Our purpose is to represent Jesus on earth through actively participate in the Body of Christ, in our homes, jobs, communities and Churches. There is no believer without this call. Effective participation in the Kingdom is about releasing the potential that is within us. God has invested 'seed' or talents, abilities and gifts in every single believer, and each one of us needs to identify that 'seed' and then cause it to grow. In Matthew 25:15 to 30 we read the parable of the talents in which three men were given different resources and their responses to this. If we want to hear our Master say to us one day, 'Well done good and faithful servant - you have been faithful with a few things. I will put you in charge of many things', we need to work with God and make our 'seed' grow.

### Key ideas:

- ✓ We all have a preordained purpose: **Why** we are here
- ✓ We all have a mission, mandate, assignments or a call from God: **What** we are to do

- ✓ We are given a variety of unique gifts to get the job done: **How** to get the job done
- ✓ We all have a sphere of influence: **Where** we will function
- ✓ Our purpose and calling is sacred
- ✓ God has good works for us that were created before we were born.

## 2. Your Spheres of Influence

We are all given a sphere of influence to operate in.

We may think that this is primarily the Church and we are certainly called to function somehow in our believing communities but only a few are called to serve and equip the saints with five- fold gifts. Our gifts are expressed wherever we are and in whatever sphere of influence God places us- in our families, at work, in our communities.

We may also think that our circumstances limit us from achieving our potential or walking in our purpose and this leads us to feel frustrated. Many Christians feel there is no outlet for them within the church.

Joseph was in prison and could not change his circumstances, yet he exercised his gift of administration wherever he could – in Potiphar’s house, in the prison and then over the land of Egypt. He also used his prophetic gift to interpret the dreams of the cup bearer and baker. He wasn’t limited by his circumstances and neither should we be. Circumstances should not control the inner expressions of our purpose and gifting.

Another example of someone exercising their gifting in every circumstance was Paul the Apostle. His evangelistic thrust was unquenched by his imprisonment, and he continued to write letters of encouragement and correction to the churches.

Following are some examples of how differently motivated people may operate in their fields of influence.

An apostolically motivated person will have a heart for the whole, an overview, and often has experience in many areas. In the business world he may be the company president, the leader, manager or CEO.

A person with a prophetic motivation is very receptive to the creative, inspirational flow of God and will have a heart for inspirational creativity. This could be expressed in many fields, for example as a reformer, a social activist, an innovator, artist, musician, novelist, entrepreneur. His heart is very receptive to the creative, inspirational flow of God.

The evangelist will have a heart for harvest and the unreached. If not called to equip in the Church, he will still want to reach people with a product or an idea. He is

persuasive and a skilled negotiator. He is able to 'close' the deal. Possible expressions of his gifting might be as a salesperson, marketer, motivational speaker, missionary or evangelist.

The teacher has a heart for truth. He loves researching and discovering things. Possible expressions in secular arenas may be a teacher, editor, instructor, developer, researcher, technical writer, investigative reporter.

The pastor has a heart for people and in the secular field will choose activities which allow him to care for people, love them and attend to their needs. He is relational and loving. He may choose careers such as counselling, psychology, nursing, personnel, welfare, doctor, charity work.

### Key Idea

- ✓ God places us each in different spheres, and these indicate WHERE we are to work.

## 3. How to Discover His Purpose

- ✓ You must be born again and have accepted His call to salvation.
- ✓ Present your body as a living sacrifice: Romans 12: 1.
- ✓ Renew your mind: Romans 12: 2.
- ✓ Revelation from God. Ask for counsel from the Maker though actively praying and seeking Him. He will reward those who diligently seek Him (Heb 11:6) seek Him.  
*If any of you lacks wisdom, you should ask God, who gives generously to all without finding fault, and it will be given to you. James 1: 5.*  
In Ephesians 1:15-20 Paul prays for wisdom and revelation, and so we should do the same.
- ✓ Draw it out, its hidden treasure deep in your heart: *Proverbs 20:5: Counsel in the heart of man is like deep water; but a man of understanding will draw it out.*
- ✓ Know you are called and have a unique destiny that was planned out for you before you were born.
- ✓ Identify and define your primary gifts.
- ✓ Identify your sphere of influence.
- ✓ Examine your desires and passions.
- ✓ Think about what you naturally gravitate towards.
- ✓ Consider the prophetic words that have been spoken over your life.
- ✓ Consider if you have been called to the Five-Fold ministry.
- ✓ Stay connected to the Body.
- ✓ Take action – do something to function in the Body.

- ✓ Consider wise counsel.
- ✓ Find the peace of God.
- ✓ Childhood hints.
- ✓ By doing and discovering what you do well.
- ✓ Affirmation of others/listening to others.
- ✓ Listening to dissatisfaction.



#### 4. God's Intention – the Body Working Together

*You also, like living stones, are being built into a spiritual house to be a holy priesthood, offering spiritual sacrifices acceptable to God through Jesus Christ. 1 Peter 2:5*

*Just as the human body is one, though it has many parts that together form one body, so too is Christ. 1 Cor 12: 12 TPT*

In the picture God gives us in 1 Corinthians 12, He shows us all the parts of a physical body working together. The Body of Christ is just like this, except many times the 'hands' are trying to operate as eyes, or hearts are trying to pump air! The same effect will result from misplaced people in the Body of Christ trying to function out of place.

EVERY believer is called to participate in the advancement of the Kingdom. Some of us think we are not 'spiritual' enough to participate in advancing the Kingdom, but every one of our unique giftings is needed. Some years ago, we participated in a mission trip to a rural community in the Zambezi valley in Zimbabwe. The trip demonstrated how every member of the team could participate. Leaders outlined the vision, organized the contacts, prepared the way in recce trips, motivated, and trained the people. An advance team physically travelled to the area ahead of others to erect tents for the kitchen, to dig toilets and to make bush showers (not very "spiritual"!!!).

During the outreach, there was a need for cooks, cleaners, water carriers, drivers, teachers, prayers, musicians, preachers, evangelists, dancers and youth drama. Some people went out to rebuild schools and repair bore holes. Others ministered through a medical clinic, giving dental care and basic medicine. Some ministered the word in the evenings, or arranged worship. One of our tasks was to train rural pastors.

Every person in the team had a purpose. The youngest member was five and the oldest seventy. Every single member of the team participated as they were gifted and able.

### Key ideas

- ✓ Everyone has a unique function
- ✓ All parts must work or the effectiveness of the whole is diminished
- ✓ 100% participation of the Body is the aim



## 5. Digging up the Soil- Removing Hindrances

We can operate in the gifts of the Spirit - prophesy, heal the sick etc, but if our motive is wrong it is all worthless. Once we realize that the purpose of all gifts is to reach the lost, build the Kingdom and to edify the Body of Christ (Eph 4 v 12 - 16), to build it up into a mature and radiant bride, it releases us from motives such as desire for recognition, power over others, or wanting to be in the limelight. We often get hung up on "what's my gift?" but it should be merely an expression in our unique way of God's love. When we are saturated with God's love and have a revelation of His unconditional love and grace extended towards us - gifts flow without thinking. 'Good works,' should bubble out of us. When we are free of wrong motives, we truly become channels for God to express His love to mankind.

Before planting a seed, a farmer prepares the soil – he breaks up the hardness by ploughing, he removes weeds and obstacles, he adds nutrition if necessary. Is there any preparation God is doing in the soil of our hearts? Are there any areas of 'hardness' in our hearts? Are there any weeds to be removed? Do we have wrong mindsets? Are there strongholds in our thinking about our purpose and destiny?

### Comparison

For many of us, a big hindrance is the tendency to compare ourselves with others. In doing this we either sell ourselves short because we don't see ourselves as accomplished or gifted as another or we feel superior because in our own eyes we have more gifts or better abilities. Both ways we lose. In God's eyes none of us are

superior as He has no favourites (Romans 12: 2). There are no status levels with God. A senior pastor of a large church is not more important to God than a house- wife. A mature believer does not have more status than a new believer.



### **Perspective**

*Accept one another as Christ has accepted you. Romans 15:7*

Perspective is: 'A particular attitude towards or way of regarding something; a point of view.'

Our perspective is affected primarily by our gifting but also by external conditioning. Most of us will see things from our own perspective, for example, an evangelist will always want to get people saved or in a secular area he will primarily be interested in closing the deal and getting the product sold. He will not be so interested in grounding the people (like a teacher) and equipping them. Likewise, a person who is gifted as an administrator/organiser will see everything from his organisational view sometimes neglecting people's feelings for achieving the goal compared to the carer who will place huge emphasis on relationships. Even if we can't see the whole picture, we must realize that others see things from a different perspective. The whole body is needed by God to get the job done - not just one part. Our perspective and gifting will colour all we do and think and we need to understand both ourselves AND others. Our perspective is only one aspect of the whole.

A common reason for communication breakdown is that people interpret the same event from their individual perspective and this causes misunderstanding. Paul tells us in Romans 15:7 to 'Accept one another, then, just as Christ accepted you, in order to bring praise to God'. Accept means to receive, take to oneself, regard with favour, receive as adequate. It is much more than mere toleration. One of the basic building blocks of the Christian walk is that God has accepted us and we must accept ourselves and others in the same generous spirit. We need to learn to put on other's glasses and see all viewpoints. This will help us tremendously in our people skills and ability to relate to others. It doesn't mean that we roll over and submit blindly to others but that we simply understand what drives people and how they see things. It includes understanding the perspectives of others and transcends gender, class and race.

#### **Key ideas**

- ✓ We are conditioned by our perspective.
- ✓ We see things from our own perspective especially if we are a passionate and strong -willed motivation, for example, the perceiver and server.

- ✓ Every perspective has equal value although we will tend to think that our perspective is the most important.
- ✓ We are often blind to the perspectives of others.
- ✓ We judge from our own perspective and think others will react and think as we do.

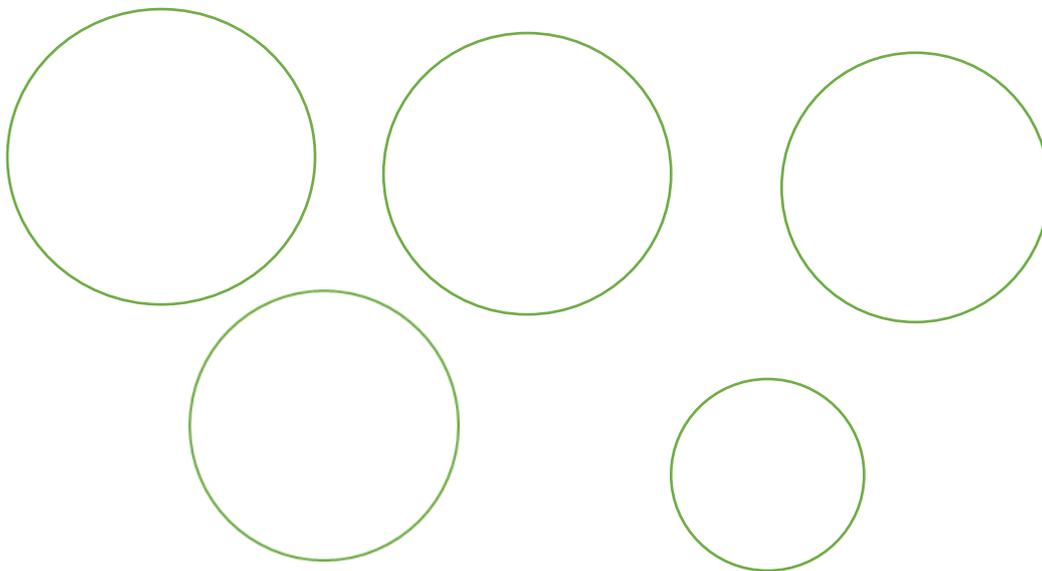
### **Possible Hindrances to Reaching our Potential**

- × Spirit of rejection
- × Feeling unworthy or inferior
- × Selfishness and self-centredness
- × Traditions or wrong teaching
- × Wrong perception of God's grace (EG we have to earn His approval by works)
- × Laziness or apathy
- × Excusitus
- × Wrong priorities /too busy
- × Lack of focus or purpose – living without a sense of destiny
- × Demonic strongholds through past occultic involvement
- × Not baptised in the Holy Spirit
- × Not asking God to reveal His will to us
- × Bad company (sympathy before truth)
- × Wrong motives (often a symptom of a deep unmet need or problem)
- × Motivated by desire for recognition, conceit, power, wish to dominate
- × Blind spots
- × Bad habits
- × Negative and critical attitude
- × Unbelief



### Activity 1: Reflection

1. What do you think God has put you on earth to do? (Your Purpose?)
  
  
  
  
  
  
  
  
  
  
2. Write down three things you are good at doing.  
  
✓  
✓  
✓
  
  
  
  
  
  
  
  
  
  
3. How might these indicate God's purpose for you?
  
  
  
  
  
  
  
  
  
  
4. Write down one way you are using these abilities to advance the Kingdom.
  
  
  
  
  
  
  
  
  
  
5. Write down one thing you would like to be doing to advance the Kingdom but are not yet doing.

**Activity 2: Write down your spheres of influence in the circles****Activity 2: Reflection: His Body Working Together**

- ✓ How happy are you to work in a team? How easy do you find it?
- ✓ Do you prefer working alone?



**Group Prayer:** Pray together for your eyes to be opened to see God's plan for the whole body working together.



### Activity 3: Digging up the Soil of our Hearts and Removing Hindrances

1. Ask God to reveal any problem areas or blind spots in your life that might stop you achieving His purpose for you. Write these down and what God says to you about it.
2. Do you compare yourself with others? Why? How can you overcome this?
3. With regard to your personality how strongly do you hang onto your perspective? Have you developed the ability to see another point of view?
4. Pray for each other to be released from any hindrances and for God to give you His proper perspective.





## Bible Study: Purpose

Read the scripture and then write out what God is saying to you about His purpose for you. The first two are done as examples.

1. **Ecclesiastes 3: 1:** To everything there is a season, a time for every purpose under heaven'  
*God has created me and every other human being on the earth with a God-given purpose*
2. **2 Timothy 1:9:** who has saved us and called us with a holy calling, not according to our works, but according to His own purpose and grace which was given to us in Christ Jesus before time began.  
*No man or woman ever born came without a God-given purpose, I have a purpose*
3. **Psalm 37:3-5:** Delight in the Lord and He will give you the desires of your heart. Commit your way to the Lord, trust also in Him and He will do it  

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4. **Ephesians 2: 10:** For we are His workmanship, created in Christ Jesus for good works, which God prepared beforehand that we should walk in them.  

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5. **Romans 12: 2:** And do not be conformed to this world, but be transformed by the renewing of your mind, that you may prove what is that good and acceptable and perfect will of God  

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6. **Jeremiah 29: 11:** For I know the plans I have for you, says the Lord. They are plans for good and not for evil, to give you a future and a hope  

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7. **Philippians 2: 12:** Therefore, my beloved, as you have always obeyed, not as in my presence only, but now much more in my absence, work out your own salvation with fear and trembling;  

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8. **Habakkuk 2:2:** Then the Lord answered me and said: Write the vision and make it plain on tablets, that he may run who reads it.  

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9. **Romans 11: 29:** For the gifts and the calling of God are irrevocable [for He does not withdraw what He has given, nor does He change His mind about those to whom He gives His grace or to whom He sends His call  

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## 2. Gifts to Accomplish the Call

*Each one should use whatever gift he has received to serve others, faithfully administering God's grace in various forms. 1 Peter 4:10*

### 1. Why do we need to know about the gifts?

- a. We want to hear 'Well done, good and faithful servant!' from the Lord.  
Matthew 25:23
- b. When Jesus ascended into heaven He gave 'gifts' to us as His Body so we can represent Him on earth. He is in Heaven, but we are on earth. *Therefore, He says: "When He ascended on high, He led captivity captive, and gave gifts to men. And He Himself gave some to be apostles, some prophets, some evangelists, and some pastors and teachers, for the equipping of the saints for the work of ministry, for the edifying of the body of Christ, till we all come to the unity of the faith and of the knowledge of the Son of God, to a perfect man, to the measure of the stature of the fullness of Christ; Ephesians 4: 8*
- c. The Bible says a lot about gifts. If it's so important to God to speak so much about gifts, it should be important to us as well.
  - ✓ *James 1: 17: Every good gift and every perfect gift is from above, and comes down from the Father of lights, with whom there is no variation or shadow of turning.*
  - ✓ *1 Peter 4: 10: Every good gift and every perfect gift is from above, and comes down from the Father of lights, with whom there is no variation or shadow of turning.*
  - ✓ 1 Cor 12- 14; whole chapters
  - ✓ Romans 12:1-21
  - ✓ *Ephesians 2:10: For we are His workmanship, created in Christ Jesus for good works, which God prepared beforehand that we should walk in them.*
  - ✓ *2 Timothy 1:6: Therefore, I remind you to stir up the gift of God which is in you through the laying on of my hands*
  - ✓ *Psalm 68:18: You have ascended on high, You have led captive Your captives; You have received gifts among men, Even among the rebellious also, that the Lord God may dwell there.*
- d. Once we have identified our gifts, we can 'steward' them to advance the Kingdom and to represent Christ on earth. *'Fan into flame the gift God has given you' 2 Timothy 1: 6.*
  - ✓ gifts need to be developed and nurtured to reach full potential

- ✓ being able to identify gifts is only the first step. The important thing is to USE them
- e. We will have a point of reference for plugging in to relevant ministry training. Does away with hit and miss.
- f. Helps us understand God's will and purpose for our life. Gifts are tools to get the job done. If you are given a hammer, our job will not be cooking the dinner. What God has called us to do, He has gifted us to do.
- g. Helps us to understand how the Holy Spirit works through us: 1 Corinthians 3:9: We are co-labourers with God.
- h. Helps us understand what we have NOT been called to do.
- i. Fills a deep inner need and gives us satisfaction.
- j. Builds unity in the Body as we represent him here on earth. It takes the whole Body working together to get the job done.
- k. Helps us to understand others 1 Corinthians 12: 12-31
  - team work
  - independence
  - interdependence
  - celebrate differences
  - allow differences to become a strength
  - treat others the way THEY want to be treated through THEIR gift
  - unity is not achieved by being alike but by having the same purpose

## 2. Gifts are Tools

Gifts are given to every believer as tools to get the job of advancing the kingdom done. Knowing which tools to use, and how to use them will make us more effective. Although gifts are tools not toys, there is some room for experimenting with them in order to grow and develop.

A note on work: Although we are not saved by our work, our potential is never achieved without work and we will be judged by what we have done with our talents. To develop, enhance and cultivate our gifts, we need to work them. Work is intended to be a blessing and we can find great fulfilment in work when it is done unto the Lord.

Noah built an ark, Joseph was a successful administrator, and Solomon built a temple. Through work, you can fulfil your purpose.

*And whatever you do, whether in word or deed, do it all in the name of the Lord Jesus, giving thanks to God the Father through him. Colossians 3:17*

*If you want to reign in life, don't sit on your hands. Instead, work hard at doing what's right,  
for the slacker will end up working to make someone else succeed. Proverbs 12: 24  
If you work hard at what you do, great abundance will come to you. But merely talking about getting rich while living to only pursue your pleasures brings you face-to-face with poverty.  
Proverbs 14: 23 TPT*

Pray as everything depended on the LORD. Work as everything depended on you. (St Augustine)

## Variety of Gifts

Bible scholars come up with different categories of gifts but we believe the groups below are biblical. The important thing, however, is to know that God equips every believer with a unique blend of gifts and abilities to get the job done.

- ✓ We have different gifts according to the grace given us. Romans 12: 6-8
- ✓ Each person has his own gift from God, but there is variety. 1 Cor 7:7
- ✓ Now there are different kinds of gifts but the same spirit. 1 Cor 12: 4-11

### a. Motivational Gifts

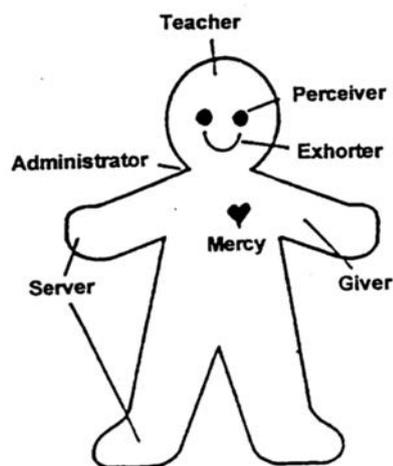
*God has given each of us the ability to do certain things well. So, if God has given you the ability to prophesy, then prophesy whenever you can—as often as your faith is strong enough to receive a message from God. If your gift is that of serving others, serve them well. If you are teacher, do a good job of teaching. If your gift is exhortation, then encourage others. If God has given you money, be generous in helping others with it. If God has given you administrative ability and put you in charge of the work of others, take the responsibility seriously. Those who offer comfort to the sorrowing should do so with Christian cheer. Romans 12:6-8: Living Bible*

These gifts are given to us by the Father and characterise basic 'motivations' or inherent qualities within us – they a part of who we are and reside within us. God

gives every person He creates a unique blend of gifts, talents and abilities to achieve His plan for us in Kingdom service. Each person is 'part of His workmanship' and has unique paths and purposes ordained before the foundation of the world. (Eph 2: 1). These foundational gifts indicate how we should function in God's order.

The gifts describe 7 basic motivations: prophetic or perceiver, server, teacher, encourager, giver, administrator (organiser/ leader), carer.

- ✓ Everyone has gifts: 1 Peter 4: 10
- ✓ Everyone has a unique blend of gifts, not just one
- ✓ Some people may have one very dominant gift
- ✓ These descriptions are only a guide to how God has gifted us.



## b. Leadership Gifts or Five -Fold Gifts

*He gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers to prepare God's people for works of service so that the body of Christ may be built up. Ephesians 4: 8 – 11*

These are gifts from Jesus Christ who calls some men and women into ministry for the edifying, equipping and training of the of the body of Christ. The purpose for these gifts is that people are equipped for service to coach and train the Body.

Read Ephesians 4: 8-14 where God shows us the purpose of these gifts:

- ✓ to perfect the Body of Christ
- ✓ equip (to make ready/to give the skills to do a job)
- ✓ to do the work of building up the Church
- ✓ to develop unity
- ✓ to develop full maturity and to grow into 'manhood'

- ✓ to become more Christ like
- ✓ to become stable so we won't get tossed around
- ✓ to express Christ on earth in love

### c. Gifts of the Holy Spirit

*There are diversities of gifts, but the same Spirit. There are differences of ministries, but the same Lord. And there are diversities of activities, but it is the same God who works all in all. But the manifestation of the Spirit is given to each one for the profit of all: for to one is given the **word of wisdom** through the Spirit, to another the **word of knowledge** through the same Spirit, to another **faith** by the same Spirit, to another **gifts of healings** by the same Spirit, to another **the working of miracles**, to another **prophecy**, to another **discerning of spirits**, to another **different kinds of tongues**, to another the **interpretation of tongues**. 11 But one and the same Spirit works all these things, distributing to each one individually as He wills.*

1 Cor 12:7-10.

These gifts are given by the Holy Spirit at a specific time and for a specific purpose as a 'special endowment of supernatural energy (Amplified Bible), which demonstrate God's mercy, power and love. We cannot earn them and we don't deserve them as they are GIFTS, given by the Holy Spirit as and when He sees fit. They include prophecy, tongues and interpretation, faith, healings, miracles, discernment of spirits, word of knowledge and word of wisdom.

### How do I discover my gifts?

We don't choose our gifts, we can only discover these in the sense of finding out what gifts we might have already been given.

- ✓ Pray ask God: James 1: 5 ask for wisdom; Proverbs 3: 5-6: acknowledge Him in all your ways and He will direct and make straight and plain your paths
- ✓ Get involved in a variety of ministries
  - where do you feel most fulfilled?
  - where are you most effective?
  - where are you affirmed by others?
- ✓ Tests and quizzes
  - These can help us to identify our gifts as well understand how others are motivated. Although there are many benefits in these tests, we need to keep in mind that they are man- made tests and must be used as guideline only. not in Bible
- ✓ We may have perceptions that shape answers and do not reflect true results.
- ✓ See them as a tool only.

### Summary: Different Groups of Gifts but One Spirit

Motivational	Leadership	Holy Spirit Gifts
Romans 12: 6-8	Ephesians 4: 8-11	1 Corinthians 12: 7-10
Perceiver/prophetic	Apostle	Word of wisdom
Server/doer	Prophet	Word of knowledge
Teacher	Teacher	Faith
Encourager	Evangelist	Healings
Giver	Pastor	Miracles
Administrator/leader		Prophecy
Compassion/mercy		Discernment of spirits
		Tongues
		Interpretation of tongues

## 3. Identifying Your Individual Style

### Introduction

How are you energised? How are you organised? Identifying these characteristics will help direct you to the right working and ministry environment for you, that will not drain you.

Directions:

- ✓ Read the questions below and record your answer by putting a ring around the score number most applicable to you.
- ✓ Be honest: answer according to who you are and not who you would like to be.
- ✓ There are no right or wrong answers.
- ✓ If the scenario does not fit you exactly, respond by saying what you are most likely to do.
- ✓ Add up the scores and record the total at the bottom of the block.

<b>How am I organised?</b>				
	Statement		Score	
1	When given a job to do I prefer	Loosely defined boundaries	<b>1 2 3 4 5</b>	Well defined boundaries
2	When travelling I prefer to	Plan my route as I go	<b>1 2 3 4 5</b>	Follow a carefully pre-planned route
3	I prefer doing things that	Have variety	<b>1 2 3 4 5</b>	Are consistent and familiar
4	I make decisions	Quickly and easily	<b>1 2 3 4 5</b>	After carefully considering all facts
5	In everyday life I like to	Be flexible	<b>1 2 3 4 5</b>	Follow a routine
6	When given a task to do I	Am happy to take risks	<b>1 2 3 4 5</b>	Like to keep within the boundaries of the brief
7	I find routine activities	Boring	<b>1 2 3 4 5</b>	Restful
8	I like to plan	As things unfold	<b>1 2 3 4 5</b>	In detail first
9	When given something to do	I often leave finishing it till the last minute	<b>1 2 3 4 5</b>	I usually finish with time to spare
10	When given a job I prefer to	Work it out as I go	<b>1 2 3 4 5</b>	Know exactly what is expected of me
<b>O Total</b>				

<b>How am I energised?</b>				
	<b>Statement</b>		<b>Score</b>	
1	When working with people I am more aware of	What we are doing	<b>1 2 3 4 5</b>	How we are getting on
2	I get more excited about	A new project	<b>1 2 3 4 5</b>	Meeting new people
3	I feel more fulfilled in	Completing a project on time	<b>1 2 3 4 5</b>	Deepening a friendship
4	It is more important to begin appointments	On time	<b>1 2 3 4 5</b>	When everyone has arrived
5	I am more aware of	Finishing the work at hand	<b>1 2 3 4 5</b>	The feelings of others
6	I prefer being involved in	Individual sports	<b>1 2 3 4 5</b>	Team sports
7	I like to get together with people	To do something specific with them	<b>1 2 3 4 5</b>	to simply be with them
8	Being with others all the time leaves me	Restless and even irritable	<b>1 2 3 4 5</b>	Excited and energised
9	In my spare time I relax by	Doing something on my own	<b>1 2 3 4 5</b>	Doing something with my friends
10	I am happier	Doing things for people	<b>1 2 3 4 5</b>	Being with people
<b>E Total</b>				

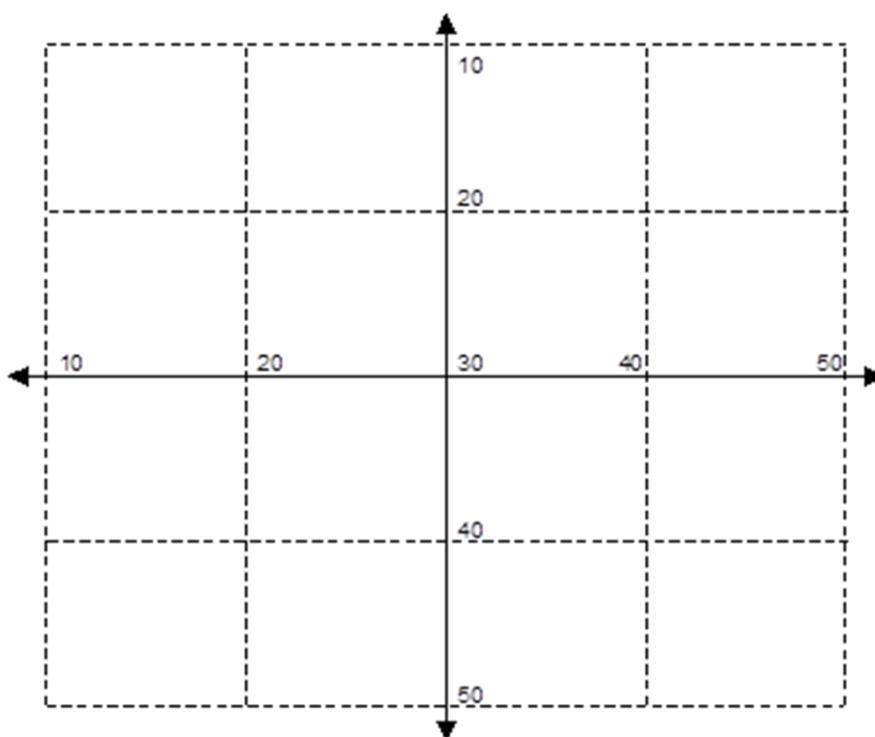
**O Total:** \_\_\_\_\_

**E Total:** \_\_\_\_\_

### Plot your working style on the grid.

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 X marked on the O scale
4. Draw a horizontal line through the number marked on the E scale
5. Your working style is indicated where the lines meet.

#### E Scale – Task Oriented



#### E Scale – People Oriented

**My Individual Style:** \_\_\_\_\_

## Individual Style Results

### People Unstructured

These are people- people. They are energised by being with and around people. They like functions that involve people and working with people as they have concern for others. They are not as goal orientated as they are relationship orientated. They tend to be very flexible and love spontaneous situations where they can interact with people. They are happy to be involved with people in different activities in different places as they are very adaptable.

### Strengths

- ✓ Very relational/social
- ✓ Flexible
- ✓ Good at solving people problems
- ✓ Good at understanding feelings
- ✓ Perceptive
- ✓ Concerned about other

### Weaknesses

- ✓ Unpredictable
- ✓ Unpunctual
- ✓ Messy
- ✓ Don't plan properly
- ✓ Leave things to last minute

### What they like

- ✓ Being around and interacting with people
- ✓ Variety of relationships
- ✓ Freedom to choose options
- ✓ Different activities
- ✓ General guidelines
- ✓ Independence
- ✓ Frequent opportunities to talk

### What Causes Them Stress

- ✓ No room for initiative
- ✓ Too much regulation and red tape
- ✓ Not being appreciated as unique
- ✓ Being kept away from people
- ✓ Routine jobs

## People Structured

These are people who are happiest working in defined relationships in familiar environments. They are most secure when there is a pattern to follow. They are stable and dependable. They work well to achieve defined goals with others and like schedules and checklists. With their ordered thinking they like to have a beginning and middle and end. Their greatest creativity can show up as they fine-tune and modify the ideas of other people as they have a knack to make things work more productively. Their consistency and reliability combined with their conscientiousness makes them very valuable. They are warm and like interacting with their workmates but like to know what is expected of them and the others in the team

### Strengths

- ✓ Stable and dependable
- ✓ Loyal and warm friends
- ✓ Care deeply about other people
- ✓ Consistent and reliable
- ✓ Very sensitive to people's feelings and motives
- ✓ Perceptive
- ✓ Weaknesses

### Challenges

- ✓ Smooth over problems rather than sort them out
- ✓ Will avoid conflict

### What they will like

- ✓ Defined relationships that are stable and secure
- ✓ Defined goals, schedules, checklists
- ✓ Function best in a team
- ✓ Long term goals
- ✓ Close supervision and input from committed people
- ✓ Organising or working with people rather than tasks
- ✓ To please people
- ✓ Appreciation
- ✓ A light hearted atmosphere

### What will stress them

- ✓ Too much change too quickly
- ✓ Isolation and lack of meaningful relationships
- ✓ To be caught in the middle of conflict
- ✓ Individual competitiveness
- ✓ Tensions in the team
- ✓ Feeling disliked or rejected
- ✓ Not being reassured

## Task Unstructured

These people like general not specific guidelines when asked to do something. These are creative people who like to take initiative. They can tend to work in fits and starts and put in a lot of energy but in bursts. They like a variety of tasks and even do different things simultaneously. They like to be given responsibility to complete tasks and if in a team, like a specific goal as the driving reason for the team involvement. They are also able to work alone. They are energised by tangible results and can get very excited by their own and other people's ideas. They can want to do too many things. They like to be told what to do but not how.

### Strengths

- ✓ Can do multiple tasks simultaneously
- ✓ Able to work alone or in a team as long as the team has a specific goal and purpose
- ✓ Good at solving problems
- ✓ Creative
- ✓ Take risks

### Weaknesses

- ✓ impulsive
- ✓ Impatient
- ✓ Don't always do what they are told

### What they will like

- ✓ General guidelines
- ✓ Achieving goals and completing tasks
- ✓ A challenge/adventure
- ✓ Room to move/spontaneous
- ✓ Creative opportunities
- ✓ Variety
- ✓ Independence
- ✓ Freedom to choose
- ✓ The big picture
- ✓ The what and not the how
- ✓ Working in bursts of energy
- ✓ Responsibility
- ✓ Tangible results

### What will Cause Them Stress

- ✓ Too much detail and restriction
- ✓ Too much people involvement
- ✓ Nit picking
- ✓ Not being appreciated as a unique individual
- ✓ Too much routine

### **Task Structured**

These are stable and dependable people who need clear goals and procedures. They appreciate clear direction and follow an agenda well. Give them as much detail as you can and they will achieve it as they pay attention to detail. They work well to deadlines and schedules and stick at tasks systematically and with focus. They like input often and feel secure in a stable environment. They want consistency and do not like to be thrown into a variety of different things at once as they will find this distracts them from their planned course of action and they like time to make new plans. They prefer to do one thing at a time and finish it properly.

### **Strong points**

- ✓ Work, think and act methodically and logically
- ✓ Stable and dependable
- ✓ Consistent
- ✓ Focussed
- ✓ Time conscious and will achieve dead- lines
- ✓ Punctual
- ✓ Will get the job done
- ✓ Time to adjust and prepare for change

### **Weaknesses**

- ✓ Could find it emotionally draining to work in a tight team and will tend to withdraw
- ✓ Tend to be inflexible
- ✓ Could resist new ideas and change

### **What they will like**

- ✓ Familiar, steady and stable environment
- ✓ Clear understanding of what is expected
- ✓ Written instructions
- ✓ Follow an agenda, schedules or time plan
- ✓ To complete one task at a time
- ✓ Lots of detail
- ✓ Regular input and guidance
- ✓ Routine tasks
- ✓ Time to do the job properly
- ✓ Long term goals
- ✓ Peace and quiet

### **What will cause them stress**

- ✓ Too much change too quickly
- ✓ Too much emotional interaction with people
- ✓ Vague instructions
- ✓ Being left alone without input
- ✓ Too much to do
- ✓ Not knowing where to begin
- ✓ Too much noise
- ✓ Not seeing an example



### **Activity: Self -Reflection**

1. What do these results tell you about yourself?
2. What kinds of functions or tasks should you be considering or participating in?
3. What have you learnt about yourself today in this regard?

## 4. Identifying and Defining Your Motivational Gift

Our unique personal gifts motivate how we live our lives. We call them motivation gifts for this reason. If we do not function in our motivation gift we will be frustrated and feel unfulfilled. In operating in our gifts we will discover purpose and happiness.

Some points to note about motivational gifts:

- ✓ Everyone has a gift, there is no one who is left out.
- ✓ Each one has a unique gift blend, a package of gifts blended to make us unique. The secondary and even third gifts will affect our primary motivational gift.
- ✓ There are seven motivational or inherent gifts described in Romans.
- ✓ We are born with these and they can be observed in childhood.
- ✓ We must work with and develop our gift.
- ✓ Our gift affects our perspective.
- ✓ Each gift is of equal value.
- ✓ We function best in our place of giftedness.
- ✓ We must understand the motivations of others
- ✓ The descriptions of the motivation gifts are guidelines only/ there may be some points which don't apply to you.
- ✓ Sometimes our natural gifting has been warped by childhood or other circumstances.

### Assessing Your Motivational Gifts

Instructions:

1. Go through the statements below and respond quickly to each statement according to the following scale.

- 4 = definitely true  
 2 = most of the time  
 1 = some of the time  
 0 = no, never

2. Write the number of your response in the block whose number corresponds to that statement.

3. Answer according to who you are, not who you would like to be.

4. Add up your scores for each line (A to G) and write total in end block.

5. Once you have completed the assignment, transfer your totals onto the assessment key.

Motivational Gifts Questionnaire Answers													Totals
A	1	8	15	22	29	36	43	50	57	64	71	78	
B	2	9	16	23	30	37	44	51	58	65	72	79	
C	3	10	17	24	31	38	45	52	59	66	73	80	
D	4	11	18	25	32	39	46	53	60	67	74	81	
E	5	12	19	26	33	40	47	54	61	68	75	82	
F	6	13	20	27	34	41	48	55	62	69	76	83	
G	7	14	21	28	35	42	49	56	63	70	77	84	

### ASSESSMENT KEY

	TOTALS	Gift
	Highest at Top	
1		
2		
3		
4		
5		
6		
7		



## ADMINISTRATOR/ORGANISER

### STRENGTHS

- ✓ Love to organise and develop anything they are in charge of
- ✓ Can take control and make plans to achieve goals
- ✓ Visionaries who enjoy working on long term goals or projects
- ✓ Can delegate well and cope well under pressure
- ✓ Easily accept responsibility
- ✓ Enjoy working with and around people
- ✓ Energetic and enthusiastic
- ✓ Complete tasks and jobs quickly and efficiently
- ✓ Even tempered and stable
- ✓ Strong and natural leaders
- ✓ Constantly write notes and lists to themselves

### WEAKNESSES

- ✓ Tend to push others hard because they can accomplish much and expect others to do the same
- ✓ May appear to use people to accomplish goals
- ✓ Tend to drive self and neglect family due to intense interest in job, ministry or career
- ✓ Impatient and lack mercy
- ✓ May become upset when others do not share same vision and goals
- ✓ May appear bossy and overbearing
- ✓ May appear lazy because they are good delegators and get others to the work

### IF THIS IS YOU

- ✓ Carry responsibility: you are a natural leader
- ✓ Organise
- ✓ Avoid working directly with children or groups that demand high patience and mercy
- ✓ Identify your weaknesses and temper them where they may hurt or push people

### IF YOU KNOW SOMEONE LIKE THIS

- ✓ Understand their calling and let them organise! They will achieve far more, naturally than many others
- ✓ Don't go to them if you want a shoulder to cry on but they are excellent to help you sort your problems out if you can get past their lack of mercy and directness

## THEY CAME, THEY SAW, THEY GOT IT DONE



## STRENGTHS

- ✓ Tremendous capacity to show love
- ✓ Bring healing: words like ointment on wounds
- ✓ See beyond surface problems to the root of things
- ✓ Good listeners and can see another point of view
- ✓ Sensitive to emotional needs
- ✓ Love people and like to make people feel good
- ✓ Always look for the good in others
- ✓ Gentle and do not want to hurt others
- ✓ Drawn to prayer and intercession for others

## WEAKNESSES

- ✓ Swayed by emotion rather than logic
- ✓ Get easily hurt
- ✓ Problems of others become their own and they can pick up an offence
- ✓ Indecisive
- ✓ Tend to neglect own homes for interests of others

## IF THIS IS YOU

- ✓ Be a part of a team as you may find it stressful to take the lead
- ✓ Work with groups like old people, children because you are very patient
- ✓ Listen to your partner or friend if they try to protect you from being hurt
- ✓ You are a wonderful person to have around because you have so much compassion, but guard what you hear and do not be party to gossip
- ✓ Befriend an encourager who will help you not to get depressed

## IF YOU KNOW SOMEONE LIKE THIS

- ✓ Love and appreciate them
- ✓ Don't criticise their untidy habits, rather help them
- ✓ Don't put them under pressure, give them lots of time to complete tasks
- ✓ You can cry on their shoulder, but PLEASE let them know when you are better or else they will still be hurting and praying for you long after you have recovered

## FEEL THE PAIN AND DO SOMETHING TO HELP



## ENCOURAGER

### STRENGTHS

- ✓ They will point you towards victory and God's promises
- ✓ Very positive, optimistic people: see the good and positive in people
- ✓ Emotionally strong and stable
- ✓ They love people and love talking
- ✓ Absolutely love personal counselling
- ✓ Because of their warmth they are popular and well loved, lots of friends
- ✓ See things in black and white
- ✓ Make decisions easily
- ✓ Make good leaders
- ✓ Will demonstrate biblical principles by living them out

### WEAKNESSES

- ✓ Low in mercy: won't commiserate with you when you are down!
- ✓ They see "being down" as weakness and won't tolerate it in others
- ✓ Tend to interrupt others in their eagerness to give advice
- ✓ May use scripture out of context to make a point
- ✓ Can be opinionated and outspoken and loud

### IF THIS IS YOU

- ✓ You make a wonderful person to build with
- ✓ You are an excellent counsellor are a strong and natural leader
- ✓ Get involved in a counselling team and a support team in the church

### IF YOU KNOW SOMEONE LIKE THIS

- ✓ You are very fortunate
- ✓ Let them speak into your life even if it hurts you can trust them

## IT'S DARKEST BEFORE THE DAWN



## GIVER

### STRENGTHS

- ✓ Wants to use financial resources to meet needs
- ✓ Prefers to give without others knowing
- ✓ Usually, good money managers
- ✓ Natural and effective business ability
- ✓ Will cheerfully meet material needs
- ✓ Like to intercede for others
- ✓ Hospitable
- ✓ Will not be taken in by people

### WEAKNESSES

- ✓ Don't like receiving from others
- ✓ Don't like spending on themselves: could even neglect their families to meet others' needs
- ✓ Tend to want to control projects or people they are contributing financially towards
- ✓ May appear to be materialistic
- ✓ May neglect spiritual needs for material

### IF THIS IS YOU

- ✓ Get involved in a good financial counselling team
- ✓ Give according to God's principles
- ✓ Teach others about principles of giving: it is natural for you but not for others
- ✓ Don't neglect your own needs or those of your family

### IF YOU KNOW SOMEONE LIKE THIS

- ✓ Listen to their advice
- ✓ Receive their gifts: they love to bless you
- ✓ Don't expose their giving: they don't like others to know what they have done

**IF I'VE GOT IT, YOU CAN HAVE IT**



## PERCEIVER/PROPHETIC TYPE

### STRENGTHS

- ✓ Wants the will of God to be done
- ✓ Sees things as black or white, right or wrong
- ✓ Outspoken, bold, articulate and persuasive
- ✓ Strong opinions and convictions
- ✓ Innovative and creative
- ✓ Positive attitude and able to make quick decisions
- ✓ Strong conscience and high personal standards
- ✓ Strong leaders: organised and get the job done
- ✓ You know where you stand with them because they speak out
- ✓ Quickly and accurately perceive the true nature of things
- ✓ Drawn to intercession

### WEAKNESSES

- ✓ Can be judgemental and blunt, which can hurt others
- ✓ Can become impatient and easily frustrated
- ✓ Know what they want which tends to threaten others
- ✓ Low on compassion and mercy
- ✓ Introspective and poor self- image

### IF THIS IS YOU

- ✓ Accept yourself. Speak out for God and be His spokesman
- ✓ Develop your prophetic calling by being led by the Spirit
- ✓ Work in a team
- ✓ Lead prayer or intercession

### IF YOU KNOW SOMEONE LIKE THIS

- ✓ Understand their calling and character
- ✓ Don't be oversensitive to their directness
- ✓ See the heart attitude behind their statement
- ✓ Carefully consider their statements: often they will express the heart of

**THIS IS THE WAY TO GO!**



## SERVER/DOER/DETAILER

### STRENGTHS

- ✓ Demonstrates love by meeting the needs of others
- ✓ They have lots of energy
- ✓ Warm loving people
- ✓ Well- liked people
- ✓ Get the job done and hard working
- ✓ Enjoy manual projects
- ✓ Good with details
- ✓ Very neat and orderly
- ✓ Wonderfully supportive

### WEAKNESSES

- ✓ Don't know when to say no
- ✓ People tend to take advantage of them
- ✓ Spiritual things get lost in the focus of practical things
- ✓ Don't like delegating: prefer to do things themselves
- ✓ May cut corners to complete tasks
- ✓ Get exhausted and over committed because can't say no

### IF THIS IS YOU

- ✓ Be a part of a team: do the background work
- ✓ Ask God to help you to say NO when necessary
- ✓ Listen to the wisdom of your partner/friends
- ✓ Make time for spiritual things daily
- ✓ If people reject your services don't take it personally
- ✓ Realise that not everyone sees needs as you do: don't get upset with 'insensitive people'

### IF YOU KNOW SOMEONE LIKE THIS

- ✓ Allow them to serve you: it gives them great pleasure
- ✓ Show them appreciation
- ✓ If they appear to be little pushy forgive them: they don't mean to be

## THE GREASE THAT TURNS THE ENGINE



## TEACHER/RESEARCHER

### STRENGTHS

- ✓ Passionate about validating truth
- ✓ Clear, sharp and logical thinkers
- ✓ Have a thirst for learning and reading: good learners and listeners
- ✓ Have strong convictions based on investigation and facts
- ✓ They love to research and present information in a logical and systematic way
- ✓ Generally, more objective than subjective
- ✓ Self- disciplined and emotionally stable
- ✓ Have a small select group of friends
- ✓ Good at drama as a form of illustration

### WEAKNESSES

- ✓ Not always the best communicators
- ✓ Sceptical of new ideas and slow to accept others point of view
- ✓ Can be legalistic and dogmatic
- ✓ May appear critical
- ✓ May become proud of their own knowledge
- ✓ May be boring with details

### IF THIS IS YOU

- ✓ Teach! Use variety of methods: drama, stories
- ✓ Teach in all different areas: home groups, children, youth
- ✓ Meet the spiritual needs of others
- ✓ Understand your weak areas and be careful not to become unteachable
- ✓ Realise you are gifted to help others learn more about the things of God.

### IF YOU KNOW SOMEONE LIKE THIS

- ✓ Understand them
- ✓ Listen to their teaching: you will learn much

### Activity: Group Discussion:

Ask 2 or 3 people to answer the following questions about yourself.

1. What functions do you think I am especially well -suited to?

Person 1: \_\_\_\_\_

Person 2: \_\_\_\_\_

Person 3: \_\_\_\_\_

2. Which of the motivational gifts have you noticed operating in my life?

P.1: \_\_\_\_\_

P.2: \_\_\_\_\_

P.3: \_\_\_\_\_

3. Any other comments or observations which would help me identify my unique niche in the team?

P.1: \_\_\_\_\_

P.2: \_\_\_\_\_

P.3: \_\_\_\_\_

4. Choose someone in the group that you have learnt something new about through the Individual Style and Motivation Assessments. Go to them and affirm, recognise or appreciate them by telling them about some aspect of their personality that you now recognise and understand.



## 5. Fine Tuning Your Call-Exploring Desires of the Heart

*Delight in the Lord and He will give you the desires of your heart. Commit your way to the Lord, trust also in Him and He will do it. Ps 37:3-5*

Each one of us cares deeply about some thing or things in life. Considering and defining our innermost desires and longings will be another indication in identifying our Godly purpose, call and our mission. Knowing our gifts is a start but we also we need to know how and where we can function with them. The gifts we are given are the tools for getting the job done. Understanding our style shows us how we serve. Defining our desires will show us where we are to function.

Understanding and defining the deep desires of our heart will result in a passion which will give us energy, direction and motivation. It will be an anchor during the difficult times and enable us to keep moving forward. Desire lunched hope. Hope launches faith and without faith we cannot please God.

So, in this lesson we want to try to define and hone down our desires and how they might direct us to our life purpose. It may not be possible in one session, because it requires a lot of thinking and contemplative prayer, but it is a start.



### **Activity: Reflection: Do you know what your life purpose is?**

Some examples of life purpose:

'For this purpose, was the Son of God manifest, to destroy the work of the evil one.' I John 3: 8

'To educate and enable people to achieve their best health and live a happier and healthier life'

'To mobilise people through training and equipping to do the works of Jesus and to live the supernatural life'

*For I know the thoughts that I think toward you, says the Lord, thoughts of peace and not of evil, to give you a future and a hope. Jeremiah 29: 11*

*For we are His workmanship, created in Christ Jesus for good works, which God prepared beforehand that we should walk in them. Ephesians 2: 10*

**Write down what you think your life purpose might be:**

## Exploring our desires

1. Our desires are closely linked to our purpose and are in us from birth. Everyone has desires, dreams, goals and plans. We need to own these because they are part of us. If we don't acknowledge or examine our desires, we close down parts of ourselves. God does not want this as he uses them in our process of sanctification and maturity. They are a plumb line to our spiritual state.
2. God is actively involved in creating our desires: Philippians 2:12-13 Amp/Hebrews 8:10
3. God has given many desires to us; others we have chosen. Both can be good. But some of our desires are not good and so we need to examine our desires in the light of His word to see which are Godly and which are not.

The word says 'seek and you shall find'.

- Do the desires give us peace? Colos 3:15. Amp
  - Are they against the known principles of God?
  - As we are conformed to Christ our desires change. He creates the desire in us to will and to do. Philip 2:12-13.
  - What is the motive for our desire?
4. Desires are birthed and purified through intimacy with God. Psalm 37; Eph 5:33; Psalm 91. As we spend time in intimate relationship with God, as we 'delight' in Him, He puts within us the very desires that He wants us to long for and then helps us to achieve them.  
The word in Ps37: 4 for 'delight' is Hebrew, 'anag', which means soft, pliable or delicate, like the clay a potter uses to shape vessels. Our hearts need to be soft and pliable towards to God, and then our desires will be the ones he wants us to have.
  5. Lastly, knowing our desires helps us to reach our goals in life. *The labourer's appetite works for him; his hunger drives him on. Proverbs 16:26.* The book of Ecclesiastes puts it this way: *Follow the ways of your heart and whatever your eyes see, but know that God will bring you to judgement. Eccles 11:9*
  6. We are called to be aware of our desires and at the same time to include God in the working out of our plans and goals.



## Activity: Exploring Godly Desires

Answer the following questions:

a) Which areas do you care most deeply about? For example: finance and business, education, technical, art and drama, video, justice, government, end times, other?

b) Which groups of people are you most drawn to or feel most deeply about? For example: Children, babies, youth, elderly, families, refugees, poor, other cultures, those in the church, unbelievers, prisoners, unemployed, the sick, homeless, a particular nationality? other?

c) What makes you cry?

d) What do you absolutely love doing? What energises you?

e) If you could accomplish only one task in life, what would it be?

f) Think about the different areas of your life. Set aside some time to think and dream. What are your hearts desires for the following areas?

- your family
- your work or ministry
- your finances
- recreation
- our spiritual development
- your physical well being

g) How do you know if these are Godly desires?

- Examine them in God's light and from His perspective
- Are they against the known principles of God?
- Is the motive Godly?
- Is it for God's glory?

h) Go back to the first activity box where you wrote down what you think your purpose is. You may want to change it or tweak it now.



## 6. Do you have a Five- Fold Call?

*So Christ himself gave **the apostles, the prophets, the evangelists, the pastors and teachers**, to equip his people for works of service, so that the body of Christ may be built up until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ. Eph 4: 8-11*

Men and women with these gifts have been given talents by God to equip, build up and edify the Church. Many of these will be called to work in the Body full time.

### Apostle

Apostle comes from the Greek word 'apostolos' simply meaning a sent one. The word was used in the Roman colonial context to describe the commander of a naval expedition who was sent as a representative of Rome to establish a new colony and ensure it functioned properly. In its biblical context, an apostle is someone sent by God to 'plant' a 'heavenly colony' on earth. This can involve planting and establishing new churches and ministries.

Apostles understand how churches or ministries should be put together. This involves bringing revelation to the people in their teaching, as well as setting in order the structures and pattern of church life. Apostles often have an ability to recognise emerging leaders and elders.

Apostles are not 'settlers' but pioneers. Once a work is established, they are eager to move on to the next area, handing over the fruit of their labour to elders and pastors. A modern-day apostle may function as a church planter—one who is sent out by the body of Christ to spread the gospel and establish new communities of believers.

Apostles are not 'higher' than others, they are merely fulfilling a role in the Bod of Christ. In 1 Cor 4: 9-13 Paul describes the hard and difficult work of an apostle involving hard labour, deprivation, suffering and opposition.

### Prophet

Prophets reveal God's heart to His people. They are inspired speakers and proclaimers of the divine message, giving guidance to individuals and the body, giving revelation, as well as interpretation, application and timing. Whereas apostles are those who oversee the natural side of churches, nations and communities, prophets are those oversee the spiritual aspects of churches, nations

Part of their function will be to equip, train and coach believers.

In the New Testament, the prophet is not to work alone but in a leadership team with apostles and teachers (Acts 11:27; 13:1–3; 15:32; Eph. 2:20; 3:5).

New Testament examples are Agabus (Acts 11:27-28) and Silas (Acts 15:32).

### Evangelist

Every believer is called to preach the Gospel and to be a witness, but evangelists will have an anointing to do this in greater measure. They carry a burden for the lost and are gifted and anointed to preach the gospel with great effectiveness. They will often have signs and wonders following them to confirm their message.

A New Testament example is Philip who was specifically called an evangelist in Acts 6. In Acts 8, he was led by the Holy Spirit to bring the Ethiopian eunuch to salvation.

“Evangelists create converts, while apostles create disciples” (Kim Terrell).

## Pastor

At the heart of every church is the pastor, who is a deeply caring shepherd of his flock. He has a desire to nurture, feed and help them grow. He wants them to be equipped, to develop their giftings and step into the calling of God for them. Jesus is the greatest example of The Shepherd who laid down his life for His sheep.

## Teacher

Teachers teach and edify the church, through unpacking the word and imparting divine life and anointing to their listeners. While prophets reveal the heart of God, teachers reveal His mind. Teachers reveal the specifics of the revealed truth and are able to explain complex ideas and concepts in ways people understand. The ministry of the teacher is essential for grounding believers and helping them to grow and mature. This office carries with it the distinct anointing to take the mysteries of God's Word and make it clear to the understanding of those who hear.

## How do you know if you have a five- fold call?

- ✓ You will have a burning desire or strong inner compulsion to serve God in your area of gifting
- ✓ Your heart is deeply stirred by the needs of the Church
- ✓ You may have an inner ‘knowing’ that God has called you to serve in the body of Christ
- ✓ Your gift will pave the way. It will be apparent to others by the level of authority you minister in your gift
- ✓ Other mature Christians will affirm your five- fold call. 1 Sam 16: 1-13
- ✓ There may be prophetic words that confirm your call
- ✓ God may speak specifically to you and give you a mandate Is 6: 8-9



### Activity: Reflection

- ✓ Do You think you have a five- fold call?
- ✓ In which one of the leadership gifts are you called to function?
- ✓ How are you called?



## 7. Empowered by the Holy Spirit

Understanding and identifying our motivational gifts or the creation gifts that the Father gives each one of us is a vital foundation. It is of equal importance to understand the Gifts of the Holy Spirit and to flow in these, in order to serve to our fullest potential. We cannot do the job of advancing the Kingdom of God without the empowering of the Holy Spirit and the resulting flow of Gifts of the Holy Spirit. This would be like expecting a mechanic to service cars without using his tools.

The disciples were commanded to wait for the Holy Spirit (Luke 24:49) and so they waited with great expectation after Jesus had left them. When they received the Holy Spirit, they received power that radically transformed them, gave them supernatural ability and changed the world around them. They were able to do things they were not able to do before: cast out demons, heal the sick, boldly preach the gospel, give unselfishly, extend the church. They had received a baptism, a holy shower from on high at Pentecost, which began to change the world around them in a mighty way.

We need this too if we want to fulfil our God given purpose.

The nine gifts of the Spirit are given to believers as further tools to get the job done. (See Chapter 2)

### **The Place of the Prophetic**

Personal prophecy can play an important role in helping us to know our place and function in the Body. Sometimes even if we have identified our gifts, we still have a vague or blurred idea of our specific call, or how and where our gift is to operate. The prophetic ministry can fine tune this or confirm what we already know, giving us a confidence and boldness in exercising our gifts. One of the functions of the Five- Fold ministry is to prophetically define and place people in the Body.

Remember to weigh up your words and test them. See Lesson 5, Prophetic Guidelines, in Prophetic School.

*'Do not treat prophecies with contempt. Test everything. Hold on to the good.'* 1 Thess 5:20-21

*'Beloved, do not believe every spirit, but test the spirits, whether they are of God; because many false prophets have gone out into the world.'* 1 John 4: 1



### **Personal Prophetic Words**

Record below the personal words that you receive during the time of ministry.



### **Summary of previous prophetic words**

Read through previous prophetic words you have received and summarise them below.

Are there any recurring themes?

Are there any Instructions or directions?

## 8. Your Place in the Body/ His Plan for You

God has designed the Body in such a way that no one part does all the work. Just as in our physical bodies, for the Body of Christ to run smoothly and be healthy, all its parts must function and co-operate together. If you don't function at all you'll harm the Body. If you function in the wrong place or the wrong way, the Body will not work properly or be able to do its job.

### Guidelines to Find Out How You Fit Together

- ✓ Identify your gifts and talents.
- ✓ Look around at the body of believers in which you have been placed. Each church or believing community has a specific flavour and expression, and you will be functioning within this context. Recognize and get to know the vision, mission and values of your group. Consider how you can give expression to your gifts and talents, serving the vision of the group you have been placed in. (If you have a completely different vision to that of your church, you may need to consider whether you are in the right place or not). A good place to start, is by joining a small group or one of the ministries you are attracted to. Put your gift to work. You will then begin to flow in and develop your gift.
- ✓ You will discover your place by accepting one another and serving one another in love, rather than being too preoccupied with a constant search to identify your ministry.
- ✓ Keep a balance in your life. Although God wants us involved in all of His plan and purpose, be aware of your circumstances. A young mother, for example, may not be able to "go" on outreaches, but she could participate through prayer or financial support or donating baby clothes.
- ✓ Revisit the goals on page 3. They were to help you
  - To identify and advance you in your God given purpose
  - To identify your unique gifting and style
  - To help you understand others
  - To help you function more effectively together in the Body

There is a process here. The step of discovery and identification is the first step in the process, followed by activity and function in the Body which will affirm your purpose.



## Fitted Together: My Place in the Body

My personal style is:
<p>My top 3 motivational gifts are:</p> <ol style="list-style-type: none"> <li>1.</li> <li>2.</li> <li>3.</li> </ol> <p>How do I express these?</p>
<p>The ministries, activities or services I am attracted to are:</p> <ul style="list-style-type: none"> <li>✓</li> <li>✓</li> <li>✓</li> <li>✓</li> <li>✓</li> <li>✓</li> </ul>
The time I have available to commit:
Any areas I have to change or work on?
What God is saying to me about His purpose for me:

