

**YOU WERE  
CREATED IN THE  
IMAGE OF GOD!**

**BUT... WHAT DOES  
THAT MEAN?**



**ALTITUDE  
CHURCH**

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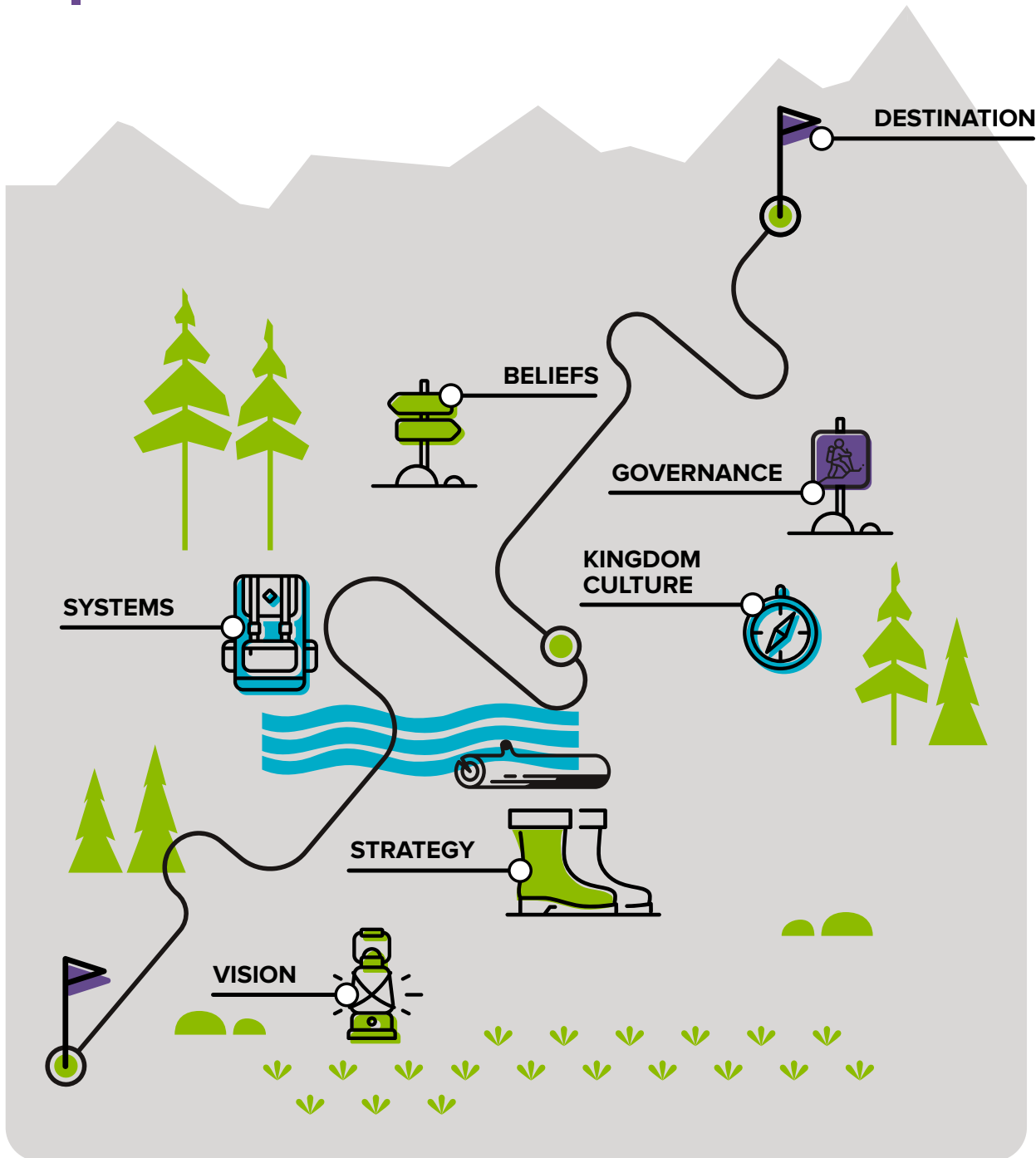
**DISCOVER  
YOUR  
DESIGN**

**GROWTH TREK**  
STEPS THREE and FOUR



## GROWTH TREK

VISUAL OVERVIEW



# GROWTH TREK

Growth Trek guides you through a **journey of discovering your redemptive purpose** so you can live the life that God created you to live.

Growth Trek is made up of four steps that equip you to 1) explore and engage the mission and vision of Altitude Church, 2) help shape the life-giving culture of your Church, 3) discover your God-given purpose and design, and 4) use your gifts to make a difference in our city and the lives of others.

### GROWTH TREK OVERVIEW:

- STEP ONE | ENGAGE YOUR CHURCH
- STEP TWO | SHAPE OUR CULTURE
- STEP THREE | DISCOVER YOUR DESIGN
- STEP FOUR | JOIN THE TEAM

## YOUR PURPOSE

### DISCOVERING YOUR DESIGN

*“For we are His workmanship (original language = POEMA), created in Christ Jesus for good works, which God prepared ahead of time for us to do.” - Ephesians 2:10 (CSB)*

#### GOD MADE YOU ON PURPOSE WITH A PURPOSE

You are not an accident. No matter the circumstances of your life, God made you on purpose, with a purpose. In fact, Ephesians 2:10 says that you are God’s POEM. Beautifully crafted, line by line, by The Master Artist.

We, as humans, look to many things to define our identity and reality. We look to our accomplishments. We look to our bank accounts. We look to the opinions of others. We look to our race, heritage, sexuality, national identity, or even the win/loss record of our team. As big as these things seem to us, none of them is truly grand enough to define all of reality for us. The truth is... WE ARE CREATED IN THE IMAGE OF GOD!

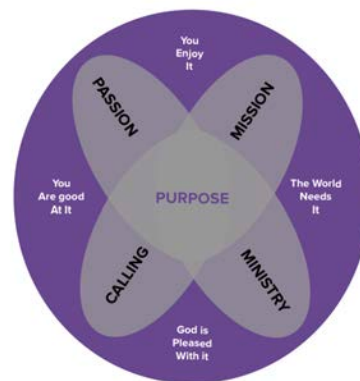
God placed each of us here with a purpose. In fact, **the Kingdom of God and ministry of the Church are missing something until you step into your purpose.**

Step Two is all about uncovering this redemptive purpose. This step will do three things:

1. Help you **DISCOVER** your gifts.
2. Encourage you to **DEVELOP** your gifts.
3. Give you opportunities to **USE** your gifts.

As you discover your design, you will find the sweet spot of your passion, mission, calling, and ministry. Then, in the next step, you’ll find ways to live into that purpose through serving.

**Our gifts aren’t given to us to abuse or merely to sit on the sidelines. We are gifted with purpose to make an impact!**



## | HOW DO I DISCOVER MY DESIGN?

As a handcrafted person made uniquely in the image of God, there are a million nuances that make you... you.

Aside from your growing relationship with Jesus, there is no one place that you can go to discover how God wired you. However, there are a number of resources that *help* identify patterns of creation that are common among God's children. While there are literally hundreds of "personality inventories," and the like, each merely gives you another vantage point on the image of God that is reflected in and through you.

**No one inventory is the sum total of who you are, but each gives a shared and common language to better understand ourselves and each other.**

Together, we will walk through three commonly used resources designed to help uncover your unique expression of God's image. While it is not quite as simple as this, the enneagram tends to explain *WHY* you do what you do, the DISC explains *WHAT* you do, and your Spiritual gifts elaborate on *HOW* you do what you do.

These three tools are:

## | ENNEAGRAM

The Enneagram has risen to uncanny popularity in recent years. This resource recognizes that there are nine "normal" archetypes across human personality; each with their own nuances. Among other "personality inventories," the Enneagram has exploded in popularity due to how brilliantly it allows people to better understand not only themselves and their deeper motivations, but also those of others.

## | THE DISC PROFILE

The DISC profile is most popular in leadership development circles. This personality assessment tool is used by more than a million people each year to help improve teamwork, communication, and productivity in the workplace. Like the Enneagram, the DISC provides a common language for people to better understand themselves and those they interact with.

## | SPIRITUAL GIFTS

As God was creating you, He wired in Spiritual gifting(s) that come alive as you give your life over to Him. Your Spiritual Gifts are just that... gifts. But, they are not gifts given just for you. They are gifts God **INVESTS** in you to make a difference for Him in the world around you. Understanding your Spiritual Gifts unlocks the passion you feel in your heart for serving and growing God's Kingdom on earth.

## ENNEAGRAM

(NINE “NORMALS” COMMON TO THE HUMAN EXPERIENCE)

The basis of the Enneagram are the nine different personality types. Each type is given a corresponding number that serves to help us understand our unique “normal.” There is MUCH more to it than that, but starting out with discovering your “type” or “number” will set you on a powerful journey of discovering the image of God reflected in you.

What follows is a *BASIC* version of the Enneagram assessment known as the RISO-HUDSON QUEST. You may wish later to take a more extensive assessment, but this quick version is often very spot-on.

To dig deeper into the concept of the Enneagram, or to find more trusted resources, you may check out [www.youenneagramcoach.com](http://www.youenneagramcoach.com), or the book ***THE ROAD BACK TO YOU*** by Ian Morgan Cron - among many others.

**“Self-knowledge is tied with inner work, which is both demanding and painful. Change occurs amid birth pangs. It takes courage to walk such a path. Many avoid the path of self-knowledge because they are afraid of being swallowed up in their own abysses. But Christians have the confidence that Christ has lived through all the abysses of human life and that He goes with us when we dare to engage in such confrontation with ourselves.”**

- Andreas Ebert

1. On the following page(s), select **ONE** paragraph in each of the following two groups of statements that **best** reflects your general attitudes and behaviors, as you have been most of your life.
2. You do not have to agree completely with every word or statement in a particular paragraph. You may agree with 80 or 90 percent of a particular paragraph and still select that paragraph over the other two in the group. However, you should agree with the general tone and overall “philosophy” of the paragraph you select. You will probably disagree with some part of each paragraph. Do not reject a paragraph because of a single word or phrase. Again, look at the overall picture.
3. Do not overanalyze your choices. Select the paragraph that your “gut feeling” says is the right one for you, even though you may not agree with 100% of it. The general thrust and feeling of the paragraph as a whole is more important than individual elements of it. Go with your intuition.
4. If you cannot decide which paragraph really describes you, go with the one that **best** fits you overall.
5. Write the letter that best describes you in each corresponding box.

**“We must find our real self, in all its elemental poverty, but also in its great and very simple dignity: created to be the child of God, and capable of loving with something of God’s own sincerity and His unselfishness.”**

- Br. Dave in *THE ROAD BACK TO YOU* by Ian Morgan Cron

# THE RISO-HUDSON QUEST

## GROUP 1

Select ONE letter from the three statements below that best reflects you.

- A)** I have tended to be fairly independent and assertive. I've felt that life works best when you meet it head-on. I set my own goals, get involved, and want to make things happen. I don't like sitting - I want to achieve something big and have an impact. I don't necessarily seek confrontation, but I don't let people push me around, either. Most of the time I know what I want, and I go for it. I tend to work hard and play hard.
- B)** I have tended to be quiet and used to being on my own. I usually don't draw much attention to myself socially, and it's generally unusual for me to assert myself all that forcefully. I don't feel comfortable taking the lead or being as competitive as others. Many would probably say that I'm somewhat of a dreamer - a lot of my excitement goes on in my imagination. I can be quite content without feeling I have to be active all the time.
- C)** I have tended to be extremely responsible and dedicated. I feel terrible if I don't keep my commitments and do what's expected of me. I want people to know that I'm there for them and that I'll do what I believe is best for them. I've often made great personal sacrifices for the sake of others, whether they know it or not. I often don't take adequate care of myself - I do the work that needs to be done and relax (and do what I really want) if there is time left.

## GROUP 2

Select ONE letter from the three statements below that best reflects you.

- X)** I am a person who usually maintains a positive outlook and feels that things will work out for the best. I can usually find something to be enthusiastic about and different ways to occupy myself. I like being around people and helping others to be happy - I enjoy sharing my own well-being with them. (I don't always feel great, but I try not to show it to anyone!) However, staying positive has sometimes meant that I've often put off dealing with my own problems for too long.
- Y)** I am a person who has strong feelings about things - most people can tell when I'm unhappy about something. I can be guarded with people, but I'm more sensitive than I let on. I want to know where I stand with others and who and what I can count on - it's pretty clear to most people where they stand with me. When I'm upset about something, I want others to respond and to get as worked up as I am. I know the rules, but I don't want people telling me what to do. I want to decide for myself.
- Z)** I tend to be self-controlled and logical - I am uncomfortable dealing with feelings. I am efficient - even perfectionistic - and I prefer working on my own. When there are problems or personal conflicts, I try not to bring my feelings into the situation. Some say I'm too cool and detached, but I don't want my emotional reactions to distract me from what's really important to me. I usually don't show my reactions when others "get to me."

## INTERPRETING THE RISO-HUDSON QUEST

<b>2-DIGIT CODES</b>	<b>TYPE</b>	<b>TYPE NAMES AND CHARACTERISTICS</b>
AX	7	The Adventurer: Upbeat, accomplished, impulsive
AY	8	The Challenger: Self-confident, decisive, domineering
AZ	3	The Achiever: Adaptable, ambitious, image-conscious
BX	9	The Peacemaker: Receptive, reassuring, complacent
BY	4	The Individualist: Intuitive, aesthetic, self-absorbed
BZ	5	The Observer: Perceptive, innovative, detached
CX	2	The Helper: Caring, generous, possessive
CY	6	The Loyalist: Engaging, responsible, defensive
CZ	1	The Perfectionist: Rational, principled, self-controlled
_____	_____	_____

Now that you have an idea of the type of normal that you are, take some time to read through the descriptions included in this packet. Be sure to take some time to discuss your results with someone who knows you well. If you are dating or married, discuss this over dinner and have a date night.

## NEXT STEP: READ THROUGH THE DESCRIPTIONS

Included in the next section, you will find a SHORT introduction to the type identified in the RISO-HUDSON QUEST. Take some time to read through the section identified and see if you resonate with what you find.

As you get to know more about how God wired you in His image, you'll begin to see how false expectations of others, past hurts, and more have come into your life and caused you to create a false self.

As you uncover more about your Enneagram type, spend some time with God and ask Him some hard questions, like:

“God, is this really how you have wired me?”

“How have I tried to mask the image You gave to me?”

“How have destructive past events caused me to hide from how you wired me?”

“How can I understand myself better, so that I can have more grace for myself and others?”

# TYPE ONE

PERFECTIONIST, IDEALIST, PRINCIPLED, CRITICAL

## THE PERFECTIONIST

Enneagram Ones value principles and integrity and are driven by the motivational need to be good and right. Their name comes from their striving for perfection and self-control. Integrity and quality will also be important to them. Ones tend to appreciate standards, principles, and structure. At their best, Ones are tolerant, self-accepting, and serene, offering dignity and discernment to themselves and the world around them. When they are less-than-healthy, Ones tend to be judgmental, uncompromising, and pedantic, driven by a critical gaze and an acute awareness of their own imperfections and sense of not being good enough.

Ones believe life is about doing your best, setting high standards and goals, and living up to them. As adults, Ones are sometimes described as obsessive compulsive, always trying to perfect and make things better. There is always room for improvement for Ones. They are critical toward others' mistakes and especially critical toward their own. Their drive for perfection often leads them to reform what is broken, and this can be a blessing. However, it can also be a burden, leading to a deep sense of anger and guilt.

Ones are motivated by the need to live their life the right way, including improving themselves and the world around them. Ones have a loud "inner critic" that constantly points out to them when they are doing something wrong. Ones are often flabbergasted to find out that other people do not have this "inner critic."

At their best, Ones are ethical, reliable, productive, wise, idealistic, fair, honest, orderly, and self-disciplined. At their worst, they are judgmental, inflexible, dogmatic, obsessive-compulsive, critical of others, overly serious, controlling, anxious, and/or jealous.

Ones are a part of the "Anger" or "Gut" triad. Each number in their respective triad is driven in different ways by an emotion related to a part of the body known as a center of intelligence. Those in the "Anger/Gut" triad respond to life "at the gut level." They tend to express themselves more honestly and directly. The One INTERNALIZES anger.

### STRENGTHS:

God has given Ones particular gifts that express His image to the world. When emotionally and spiritually healthy, Ones live with conviction, are bold and courageous, are willing to take a stand and sacrifice themselves for what is right, and keep the mission of God moving forward. Ones are sensible, responsible, ethical, self-disciplined, just, fair, tolerant of failure - both theirs and others - and accepting of their limits and losses. Healthy Ones are grace-driven, not guilt-driven.

### WEAKNESSES:

For a One, the usual struggle is anger, and the underlying emotion Ones are trying to conquer is guilt. Ones often carry a suppressed anger because nothing is ever good enough - including, and especially, themselves. This anger is driven by an exaggerated sense of guilt and a feeling of not measuring up, which leads Ones to be very hard on themselves. "Few casual observers would suspect how much (Ones) are suffering from the attacks of their Inner Critic." This is not only how Ones tend to relate to themselves, but to God and others, through performance and criticism.

### THE STRUGGLE OF SIN SICKNESS: Anger

### THE GOSPEL ONES NEED TO BELIEVE:

God knows all my sin and imperfections and still loves me. In Christ, I am truly known and fully loved. I am loved for who I am, not because of how good I am, but solely because of Jesus. Jesus was good in my place. All of my imperfections were put on Jesus, the Perfect One, who loved me and gave Himself up for me. He walked out of the grave to reform and perfect every part of creation and every part of me in due time. Through His Spirit I now have His righteousness credited to me. This means God doesn't see me and love me just as I am; even better, God sees me and loves me just as Jesus is - righteous.

### VERSE TO MEDITATE ON:

"... but God showed His love for us in that while we were still sinners, Christ died for us."  
- Romans 5:8



# TYPE TWO

RELATIONAL, GENEROUS, INSECURE, SELF-AWARE

## THE HELPER

Twos see the world in terms of loving and serving people. Life is about being generous and meeting the needs of others. Twos have a gift for empathy and moving toward others in love and service. However, the dark side of Twos is a desperate "need to be needed." This is the essence of their inner battle with shame and pride.

Enneagram Twos have a motivational need to be liked and appreciated. Twos value relationships and as a result, kindness, generosity, and self-sacrifice are important to them. Twos strive to make the world a more loving place, primarily by offering support and attention to those they care about. At their best, Twos are unconditionally supportive, able to practice self-care, and offer the gift of humility to themselves and the world around them. Less-than-healthy Twos may seem flattering or manipulative as they "give to get," motivated by a deep belief that they don't deserve to be loved for who they are.

Twos are motivated by the need to be loved and valued and to express their positive feelings towards others. Traditionally, society has encouraged Two qualities in females more than in males. Twos at their best are attentive, appreciative, generous, warm, playful, and nurturing. Twos at their worst are controlling, possessive, needy, and insecure. Since Twos often have trouble asking directly, they may manipulate to get what they want.

Twos are a part of the Feelings or Heart Triad. These numbers are driven by feelings. For the Two, this expresses as an outward focus on the feelings of others. Each number in this triad take in and relate to life from their heart and are more image-conscious than other numbers.

### **STRENGTHS:**

Twos uniquely express the image of God. Jesus said, "The Son of Man didn't come to be served, but to serve" (Mark 10:45) - that's the hallmark of a Two. When they are emotionally and spiritually healthy, Twos are humble, thoughtful, caring, empathetic, appreciative, generous, affectionate, encouraging, compassionate, self-sacrificing, and others oriented, but they are also willing to let their own feet be washed (John 13:8). In other words, healthy Twos are in touch with their own emotional and spiritual needs and are willing to be vulnerable before God and others.

### **WEAKNESSES:**

The underlying emotion Twos are battling is shame and a sense of worthlessness if they aren't needed by others. "Who am I if I'm not helping others?" is the cry of the soul for a Two. Ironically, this leads to a form of pride that unconsciously motivates Twos in the sense that their service of others can be motivated by their own self-interest and need for approval. This can lead to people-pleasing, over-attachment to people, and fear of man. Unhealthy Twos also deny their own needs. They are energized by meeting others' needs, but fear having the tables turned, since it compromises their survival strategy of being the caregiver.

### **THE STRUGGLE OF SIN SICKNESS: Pride**

### **THE GOSPEL TWOS NEED TO BELIEVE:**

Because Jesus's grace is sufficient, I am free to assume the posture of a child, admit my neediness, and walk in humility (2 Cor 12:9). His grace is sufficient for me, so I don't have to feel shame related to my needs and weakness. In Christ, I have a High Priest who is able to sympathize with me, since Jesus became man (Heb 4:15). In essence, Jesus became needy so that I can be needy with Him, without the feeling of shame. The incarnation and the cross tell me how much He wants me.

### **VERSE TO MEDITATE ON:**

"Peter said to him, 'You shall never wash my feet.' Jesus answered him, 'If I do not wash you, you have no share with me.'" - John 13:8

# TYPE THREE

IMAGE CONSCIOUS, AMBITIOUS, ADAPTABLE, MOTIVATED

## THE ACHIEVER

Threes see the world in terms of accomplishments and achievements. Life is about being productive, getting things done, accomplishing goals, and winning. Above all, Threes want to be the best at whatever they do. Their motto is "do whatever it takes to shine."

Threes are driven by 3 C's: Competency, Comparison, and Competition.

This can lead Threes to accomplish great things, but it can also lead to self-promotion and exaggerated feelings of shame.

Enneagram Threes are likely to value achievement and want to be the best. As a result, efficiency, results, recognition, and image are very important to them. Threes strive for success in their chosen field and tend to be highly flexible and willing to adapt to achieve their goals. At their best, others will experience Threes as hard-working, principled, and receptive, offering the gifts of hope and integrity to the world. In an unhealthy state, the Three's over-expressed need for achievement may seem self-important and inconstant. This stems from a sense of self worth that is built on what the Three does, rather than who they are.

Threes are motivated by the need to be productive, achieve success, and avoid failure. At their best, they are playful, giving, responsible and well regarded by others in their community. At their worst, they are preoccupied with work and projects, they are self-absorbed, defensive, impatient, dishonest, and controlling.

The invitation of the Three is the call to hope. Only a hope that goes beyond measurable success can help a Three acquire depth and put up with momentary failure.

Threes are a part of the Feeling or Heart triad. These numbers are driven by feelings, but Threes have trouble recognizing their own or other people's feelings.

### STRENGTHS:

God has gifted Threes to bear His image to the world uniquely. When emotionally and spiritually healthy, Threes are effective, competent, adaptable, authentic, gracious, humble, hard-working (yet restful), tolerant of their failures, accepting of their limits and losses, and interested in others. Healthy Threes are more concerned with faithfulness to Jesus over the appearance of excellency. They're driven by love, instead of shame. Their love and effectiveness point to the character of God and the quality of His creative work.

### WEAKNESSES:

For Threes, the struggle is deceit or projecting a false image, and the underlying emotion they are trying to resolve is shame. Whereas Ones desire to be perfect, Threes desire to *look* perfect. Unhealthy Threes relate through performance and perception, striving to be, or at least be seen as, good enough. The question Threes are asking is, "Who am I if I'm not seen as successful?" Threes tend to shine on the outside in whatever they do, while their inner life remains disconnected. Preoccupied with speed and efficiency in accomplishing their goals, Threes rarely slow down and press inward to get in touch with their emotions.

### THE STRUGGLE OF SIN SICKNESS: Shame

### THE GOSPEL THREES NEED TO BELIEVE:

Jesus loved me and gave Himself for me, not my successful, accomplished, perfect image (Gal. 5:20). I am naked and exposed before Him (Heb. 4:12). He knows the real me - with all my sin and imperfections. The good news is that he has covered up my shame with His unconditional love and mercy (Romans 5:8). I don't have to present myself as accomplished and put-together, because Jesus is my true identity. Right now, I am being transformed by the Holy Spirit into my true self, which bears the image of Jesus (2 Cor. 3:18).

### VERSE TO MEDITATE ON:

"If I speak in tongues of men and angels, but have not love, I am a noisy gong or a clanging symbol." - 1 Corinthians 13:1

# TYPE FOUR

DRAMATIC, ARTISTIC, MELANCHOLIC, INTUITIVE

## THE INDIVIDUALIST

Fours are sometimes called “the romantics of the Enneagram.” They see the world in terms of beauty, the arts, and authentic expression. They value being original and unique. Fours are also very aware of their emotional states. This does not mean they always have musical instruments, microphones, or paint brushes in hand, but they often do. They often express their feelings through dance, music, painting, acting, and literature. Fours have learned to present themselves as unique and extra special, so that others will notice them and affirm their worth.

Fours value individualism and, as a result, feelings, self-expression, and purpose will be important to them. They are quite romantic at heart and appreciate beauty and creating meaning for themselves and others. At their best, Fours are sensitive, yet content. They offer the gift of equanimity and authenticity to themselves and the world. A less healthy Four may feel misunderstood, while others experience them as melancholic and temperamental. This pattern stems from the Four’s acute awareness of their own wounds and flaws.

Fours are motivated by the need to experience their feelings and to be understood, to search the meaning of life, and to avoid being ordinary. Fours at their best are empathetic, supportive, gentle, playful, passionate, and witty. They are self-revealing and bond easily. Fours at their worst are overly self-absorbed, jealous, emotionally needy, moody, self-righteous, and overly critical. They become hurt and feel easily rejected.

Fours are a part of the Feeling or Heart triad. These numbers are driven by feelings, and Fours concentrate their attention inwardly on their own feelings.

### **STRENGTHS:**

For all their desire to be unique, Fours can take heart knowing that God has uniquely gifted them to bear His image to the world. Fours express the beauty, creativity, and emotional honesty of God. God is an emotionally-expressive God - He tells us how much He feels, which is expressed in His Word story, song, and poetry. When emotionally and spiritually healthy, Fours are not only in touch with their own emotions, but with the emotional state of others; they are compassionate, empathetic, great listeners, sensitive, impressionable, passionate, romantic, elegant, witty, imaginative, self-expressive, creative, inspired, and emotionally strong for themselves and others, without being self-absorbed or self-pitying.

### **WEAKNESSES:**

For Fours, the struggle is envy. At some level, Fours believe they are missing something that other people seem to have. Naturally, this can lead to being envious of others. The driving emotion beneath the surface is shame and a low view of self. Unhealthy Fours are known to give themselves to a sort of critical, melancholy, depressed, self-loathing spirit. While they don’t like it, they can easily get comfortable in a dark place and sort of wear that for their identity. Their own darkness becomes another means of being different and trying to overcome shame. This is a self-destructive pattern.

### **THE STRUGGLE OF SIN SICKNESS: Envy**

### **THE GOSPEL FOURS NEED TO BELIEVE:**

Because of Jesus, I can be unique or different without using my uniqueness as a way of measuring my self-worth. Jesus demonstrated a particular love for me when He gave His life for me on the cross (Gal. 5:20). What His love says about me is more than enough for me and completes my identity and joy. I don’t have to live out the false narratives in my mind. Instead, I can live out the infinitely beautiful narrative of the gospel about the God who became man, lived, died, and was raised for me, so that I can know Him as Father and be part of His family. This is the greatest expression of truth, beauty, and goodness, which has become my own expression through the power and presence of the Holy Spirit.

### **VERSE TO MEDITATE ON:**

“These things I have spoken to you, that My joy may be in you, and that your joy may be full.” - John 15:11

# TYPE FIVE

PERCEPTIVE, DETACHED, INFORMED, INTROVERTED

## THE OBSERVER

Fives see the world in terms of reason, knowledge, learning, and storing up information. Life is about having insights, learning about things, and seeing how everything fits together. They tend to be highly innovative and inventive. Fives lean into the thought that it is safer to do everything alone, and have created an intellectual world where they could function and feel safe. If you ask a Five what they feel, they will tell you what they think, instead.

Enneagram Fives have the motivational need to know and understand. Fives value making sense of the world around them, and, as a result, objectivity and knowledge are important to them. Fives strive for independence, appreciate privacy, and tend to conserve their resources to ensure future independence. At their best, others will experience Fives as visionary and mindful. They offer the gift of non-attachment to themselves and the world. At their worst, others may experience Fives as stingy, intellectually arrogant, and disconnected from their heart, as they retreat into their mind to avoid being engulfed or intruded on.

Fives are motivated by the need to know and understand everything, to be self-sufficient, and to avoid looking foolish. When healthy, they are kind, perceptive, open-minded, self-sufficient, and trustworthy. At their worst, they are contentious suspicious, withdrawn, and negative.

Fives are a part of the Fear or Head triad. These numbers are driven by fear, and the Five externalizes this. Numbers in this triad take in and relate to the world through the mind. They tend to think and plan carefully before they act.

### **STRENGTHS:**

God created Fives to express His image uniquely to the world. G. K. Chesterton once said, "We have sinned and grown old and cynical, but our Father is younger than we. He has the eternal curiosity of infancy." Just like a Five, God is ever fascinated with the world He made - He's never bored! When emotionally and spiritually healthy, Fives are studious, perceptive, pioneering, innovative, focused, observant, curious, insightful, objective, understanding, playful, compassionate, and know how to love others with their information and knowledge rather than hide in it. Because they love to observe, they make wonderful listeners and counsellors.

### **WEAKNESSES:**

Fives perceive the world as a dangerous place and battle an underlying emotion of fear. Their struggle is greed. This is not a monetary greed; rather, it is the lack of ability to be open and generous with one's self. The Five's defense mechanism is to hide inside their wealth of knowledge and live inside their minds. Fives are afraid of their feelings, so they hide in their thoughts. They're afraid of being vulnerable and known, so they withhold their true selves. Unhealthy Fives can be argumentative, high strung, cynical, reclusive, and even nihilistic.

### **THE STRUGGLE OF SIN SICKNESS: Greed**

### **THE GOSPEL FIVES NEED TO BELIEVE:**

Because of Jesus, I do not have to protect myself from intrusion and letting myself be known. The gospel tells me that Jesus has broken into my world and invaded me (Luke 2:8, Acts 9:1-19). This is good news, because it means that Jesus knows the real me and He loves the real me (Gal. 2:20). I no longer have to live a compartmentalized life of strategic self-protection. The Spirit of God has given me the only knowledge I need to feel safe - a saving knowledge of the truth (1 Timothy 2:4).

### **VERSE TO MEDITATE ON:**

"Hear, O Israel: The Lord our God, the Lord is One. You shall love the Lord your God with all of your heart, all of your mind, and all of your strength."

- Deuteronomy 6:4

# TYPE SIX

FEARFUL, LOYAL, PROCRASTINATION, COMMITTED

## THE LOYALIST

Sixes value being faithful, reliable, prepared, dutiful, responsible, and conscientious. Above all, they value safety, security, and stability. Sixes struggle to trust authority and have learned that they need to win over the authoritative figures in their life in order to feel protected or oppose them in order to protect themselves.

Enneagram Sixes value security and belonging, as this style stems from the motivational need to be safe and prepared. As a result, loyalty and trust are important to Sixes, who strive to be responsible and prepared at all times.

At their best, Sixes are courageous and connected to a sense of inner knowing, offering the gift of devotion and trust to themselves and the world around them. Less-than-healthy Sixes have a tendency to worry excessively, fear letting down their defenses, and may be experienced as anxious, suspicious, or doubting.

Sixes are motivated by the need for security. Phobic Sixes are outwardly fearful and seek approval. Counterphobic Sixes confront their fears. Both of these aspects can appear in the same person. Sixes at their best are warm, playful, open, loyal, supportive, honest, fair, and reliable. Sixes at their worst are suspicious, controlling, inflexible, and sarcastic.

Sixes are a part of the Fear or Head triad. These numbers are driven by fear, and Sixes internalize this. These numbers take in and relate to the world through the mind. They tend to think and plan carefully before they act.

### **STRENGTHS:**

Sixes bear the image of God in their faithfulness, steadfastness, and loyalty. When emotionally and spiritually healthy, Sixes are a very stabilizing presence. They have the ability to ground people in reality and draw out their emotions. They are faithful, reliable, hard-working, courageous, leaders, self-expressive, vigilant, charming, funny, and affectionate.

### **WEAKNESSES:**

The underlying emotion Sixes are trying to overcome is fear, and their struggle is anxiety. They are the most anxious type of all the personalities. They live in their heads and let their thoughts run away with them. They tend to worry about what they're going to worry about. It's not just that they struggle to trust others, but Sixes really struggle to trust themselves. Sixes are plagued with self-doubt. They tirelessly look for some kind of structure to hide in, an environment that will reassure them and make them feel safe and secure and stable. The questions their soul is asking are, "Where am I? Am I safe?" Unhealthy Sixes are suspicious of others, especially authority.

### **THE STRUGGLE OF SIN SICKNESS: Anxiety**

### **THE GOSPEL SIXES NEED TO BELIEVE:**

Jesus subjected Himself to the anxieties and dangers of this world and of sin, death, and the devil so I can be safe. Ultimately, "fear has to do with punishment," and Jesus has taken my punishment and saved me from God's wrath (1 John 4:18). By faith, Jesus dwells in my heart and I dwell in Him (Eph. 3:17). We are safe at home in one another (John 14:20). I am fully hidden in Christ, my refuge, my rock (Col. 3:3).

### **VERSE TO MEDITATE ON:**

"Humble yourselves, therefore, under the mighty hand of God so that at the proper time He may exalt you, casting all your anxieties on Him, because He cares for you."

- 1 Peter 5:6-7

# TYPE SEVEN

ENTERTAINING, ACCOMPLISHED, UNINHIBITED, MANIC

## THE ADVENTURER

Sevens are all about fun and joy and excitement. They are probably the most upbeat, extroverted, outgoing type of the Enneagram. They light up a room with their presence. There is a glow and positive energy that emanates from them. Appearing to be full of heart, Sevens actually operate from the head. They carefully think through their lives so that every day will promise as much fun and as little pain as possible.

Enneagram Sevens have the motivational need to experience life to the fullest and avoid pain. Sevens value a sense of freedom and focus on optimism, being inspired and taking opportunities as they present themselves. Sevens approach life as an adventure and appreciate being playful and spontaneous. At their best, others will experience Sevens as content and serene, when they are able to embrace sobriety and become present to themselves and the world around them. At a less healthy level, others may experience Sevens as impulsive, uncommitted, and unfocused as they are distracted by their insatiable search for fulfillment and a fear of missing out.

Sevens are motivated by the need to be happy and plan enjoyable activities, to contribute to the world, and to avoid suffering and pain. Sevens at their best are lighthearted, generous, outgoing, caring, and fun. They introduce their friends and loved ones to new activities and adventures. Sevens at their worst are narcissistic, opinionated, defensive, and distracted. They are often ambivalent about being tied down.

Sevens are a part of the Fear or Head triad. These numbers are driven by fear, and while the Five externalizes it, and the Six internalizes it, the Seven forgets it. Each of these numbers take in and relate to the world through the mind. They tend to think and plan carefully before they act.

### **STRENGTHS:**

Sevens uniquely bear God's image in the ways they manifest joy, gladness, and genuine enthusiasm of God. Gospel means "good news" or "joyous, life-giving news" - Sevens naturally bring the vibe of the gospel into people's lives. They naturally bring a "gospel mood" and "gospel presence" that awakens people to the joy of God. They're the ones who get asked, "What is that you have that I don't?" People love being around them - they're typically the life of the party. When emotionally and spiritually healthy, Sevens are excitable, spontaneous, curious, optimistic, eager, outgoing, adventurous, talkative, appreciative, bountiful, thoughtful, accomplished, versatile, receptive, grateful, passionate, celebratory, and most importantly - satisfied, content, and at peace with their circumstances in life.

### **WEAKNESSES:**

Sevens are driven by an underlying fear that goes back to their childhood. Their coping strategy is to have as much fun and entertainment as possible, which is why their struggle is gluttony. Sevens are prone to constant stimulation and consumption as a way of distracting themselves from an inner anxiety. This is their defense strategy against their emotional pain. They "gobble up" every experience but are always left hungry for more. Thus, they are always looking for the next thing or the perfect combination of things that will heal them and make them truly happy. They tend to be thrill seekers. Their avoidance of pain and endless hunger for more make them prone to various addictions, including chronic anxiety. Unhealthy Sevens would rather keep relationships on the surface, because it would be too painful to know their whole story.

### **THE STRUGGLE OF SIN SICKNESS: Gluttony**

### **THE GOSPEL SEVENS NEED TO BELIEVE:**

The world is so broken that Jesus had to come and die to restore it. This means I don't have to paint my life in beautiful colors. The cross frees me to be honest about the painful parts of my story and about my own brokenness. I am so bad, Jesus had to die for me to save me. It is also true that I am so loved that Jesus was glad to die for me! It was for the joy set before Him that He endured the cross (Heb. 12:1). I do not have to try to fill the void in my life or cover up my pain because in spite of my brokenness, Jesus loves me and gave Himself for me.

### **VERSE TO MEDITATE ON:**

"These things I have spoken to you, that my joy may be in you and that your joy may be full." - John 15:11

# TYPE EIGHT

SELF-CONFIDENT, DECISIVE, JUST, LEADER

## THE CHALLENGER

Eights are powerful personalities. They have a very intense and commanding presence. Eights endeavor to be strong, independent, straightforward, assertive persons who use their strength and influence to make the world a more just place. Eights see the world in black and white - it's either the greatest or the worst idea of all time, right or wrong, true or false, friend or enemy. Eights are energized by disagreement and don't like to admit their faults, for this is a sign of weakness to them. They have learned to dominate lest they be dominated. This is their defense strategy.

Enneagram Eights have a motivational need to be strong and avoid showing vulnerability. They value having a sense of control and being direct and impactful. Eights love challenges and will embody a need for justice which enables them to protect others. Healthy Eights are experienced by others as strong, deeply caring, and approachable. They offer the gift of innocence to themselves and the world around them when they align with the flow of reality. At their worst, others will experience Eights as domineering, aggressive, and lustful, an image that stems from the Eight strategy to express themselves as larger than life in a threatening world.

Eights are motivated by the need to be self-reliant and strong and to avoid feeling weak or dependent. Eights at their best are loyal, caring, positive, playful, truthful, straightforward, committed, generous, and supportive. Eights at their worst are demanding, arrogant, combative, possessive, uncompromising, and quick to find fault.

Eights are a part of the Anger or Gut triad. These numbers are driven by anger, and Eights externalize this. They take in and respond to life instinctually or "at the gut level." They tend to express themselves honestly and directly.

### **STRENGTHS:**

God has uniquely gifted Eights to manifest the glory of His image to the world. Eights reflect the power and assertiveness of God's presence. God is in the business of fighting against evil and injustice and fighting for the oppressed - this is reflected in Eights. When emotionally and spiritual healthy, Eights steward their power to serve the weak and marginalized of society. They are strong and courageous and take bold stands against injustice. Healthy Eights are big-hearted, merciful, forbearing, leaders, determined, resourceful, pragmatic, honorable, heroic, empowering, generous, initiating, decisive, vulnerable, accepting of their weaknesses, and leading with a limp.

### **WEAKNESSES:**

The underlying emotion Eights are trying to conquer is guilt, feeling as though they are not good enough. Their survival strategy is to be powerful and take control. This leads to their struggle of lust (not necessarily in the sexual manner) - the passion for power. They become very angry, confrontational and aggressive, and "throw their weight around." People can feel dominated, controlled, and belittled by Eights, but rarely do Eights notice how they make others feel. They can be emotional bulldozers.

### **THE STRUGGLE OF SIN SICKNESS: Lust**

### **THE GOSPEL EIGHTS NEED TO BELIEVE:**

I do not have to be strong and in control, because Jesus is my strength and He is in control. When I was weak and helpless, he used His perfect power to come to my aid and rescue me from my sin and false self. He has proven trustworthy and that His love is unconditional. This means I am free to be vulnerable with God and others and boast all the more of my weakness without fear of being dominated or controlled, for I am controlled with the love of Christ (2 Cor. 5:14).

### **VERSE TO MEDITATE ON:**

"So to keep me from being conceited because of the surpassing greatness of the revelations, a thorn was given me in the flesh, a messenger of satan to harass me, to keep me from being conceited..."

- 2 Corinthians 12:7-10

# TYPE NINE

PEACEFUL, REASSURING, COMPLACENT, NEGLECTFUL

## THE PEACEMAKER

Nines value peace, harmony, unity, and wholeness. For a Nine, life is about bringing people together and being at peace personally and interpersonally. Nines tend to go with the flow and want to avoid “rocking the boat,” i.e., they don’t want to assert themselves out of a fear of conflict. Nines have developed a conflict within themselves, struggling to follow their intuition and be bold.

Enneagram Nines are motivated by a need to be settled and in harmony with the world, and, as a result, being accommodating and accepting will be important to them. They strive for a peaceful existence and appreciate stability, preferring to avoid conflict. At their best, Nines are experienced as self-aware and vibrant. They offer the gift of right, sustainable action to themselves and the world around them. Less-than-healthy Nines may be experienced as procrastinating, stubborn, and self-denying. This stems from a pattern of going along to get along with others and the eventual discomfort that arises when this strategy is not satisfying.

Nines are motivated by the need to keep the peace, to merge with others, and to avoid conflict. Since they, especially, take on qualities of the other eight types, Nines have many variations in their personalities, from gentle and mild-mannered to independent and forceful. Nines are seated “atop” the Enneagram, and can therefore see all perspectives of the other types.

Nines at their best are kind, gentle, reassuring, supportive, loyal, and nonjudgmental. Nines at their worst are stubborn, passive-aggressive, unassertive, overly accommodating, and defensive. Nines listen well, are objective, and make excellent mediators and diplomats. They are frequently in helping professions.

Nines are in the Anger or Gut triad. These numbers are driven by anger. Where the Eight externalizes anger, and the One internalizes anger, the Nine forgets anger. Each of these numbers take in and respond to life instinctually or at the “gut level.” They tend to express themselves honestly and directly.

### **STRENGTHS:**

God created Nines with particular gifts for bearing His image to the world. Nines reflect the peaceful, comforting, reassuring presence of the Father. They have an intuitive sense for how to resolve conflict and to see how things fit together and harmonize. They make excellent mediators, having the ability to be objective and see all sides of an issue. When emotionally and spiritually healthy, Nines are patient, steady, receptive, relaxed, agreeable, comforting, self-aware, dynamic, proactive, healing, natural, imaginative, serene, engaged, and passionate. They are essential to a world of conflict and pain.

### **WEAKNESSES:**

For Nines, the struggle is slothfulness. Don’t think in terms of physical laziness, but think relational negligence. Nines tend to check out emotionally and relationally. When they’re unhealthy, they will run from all conflict, and their defense strategy is to shut down and withdraw. They will no longer be fully present. They can lose themselves and retreat into inoculating activity, like watching TV, playing games on their phone, checking social media, doing busy work, distracting themselves from their emotional needs and the needs of others. This creates a deep sense of guilt in Nines, which is the underlying emotion they are trying to overcome.

### **THE STRUGGLE OF SIN SICKNESS: Sloth**

### **THE GOSPEL NINES NEED TO BELIEVE:**

My ultimate peace is found in Christ, not my circumstances. I have been justified by faith and have peace with God through my Lord Jesus Christ (Romans 5:1). Jesus has solved my deepest conflict with God and has made me God’s dear child. He has quieted my soul’s deepest struggle with guilt by becoming my sin and righteousness. I don’t have to fear being good enough because I have Jesus, and He is my peace that surpasses all understanding (Phil. 4:7). He is the God of peace Who is always with me (Phil. 4:9). I can rest because in Christ I am known and loved by God.

### **VERSE TO MEDITATE ON:**

“Rather, speaking truth in love, we are to grow up in every way into Him who is the head, Christ.”

- Ephesians 4:15



## DISC PROFILE

(DISCOVERING YOUR LEADERSHIP STYLE)

DISC is an acronym for the four personality styles that make up the DISC model of behavior as we know them today: Dominance (D), Influence (I), Steadiness (S), and Conscientiousness (C).

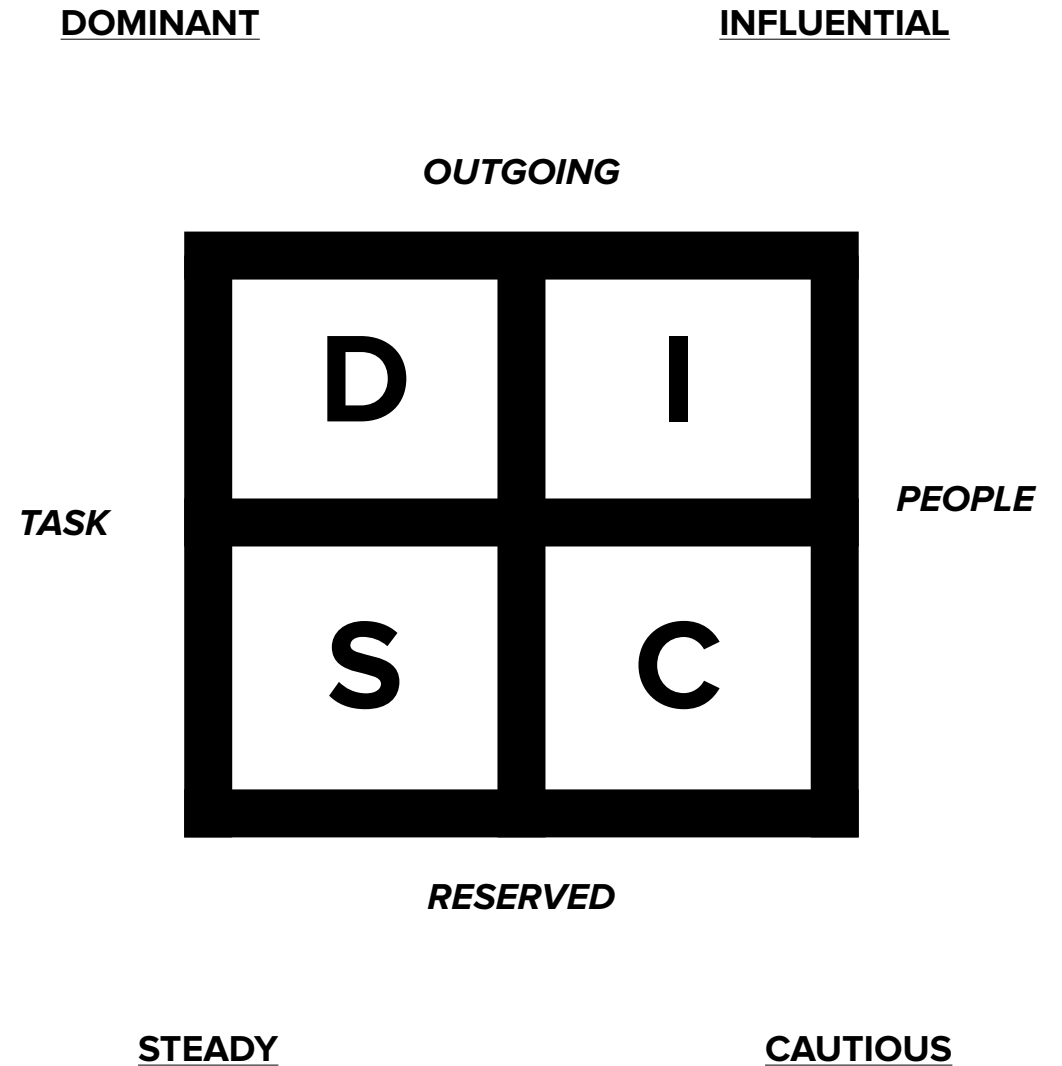
The DISC model is a powerful and profoundly simple tool for understanding people. Human behavior can be a mystery. At home or in the workplace, behavior and personality are often misunderstood and become areas of stress affecting your work productivity and happiness.

The DISC test can unlock the key to better relationships, conflict resolution, motivation, and self-growth.

(Taken from [www.discinsights.com](http://www.discinsights.com))

While the Enneagram tends to look at *why* you do what you do, the DISC helps you understand *what* you do.

Though there is MUCH more to the DISC than this brief summary will allow, the DISC shows you your personality in relation to tasks and people, and explores the nuances of personalities that are outgoing or reserved.



"I praise You because I am fearfully and wonderfully made;  
Your works are wonderful, I know that full well."  
- Psalm 139:14 NIV

**DISC**

*(DISCOVERING YOUR LEADERSHIP STYLE)*

**1. TOTAL (D)**

NEVER RARELY SOMETIMES OFTEN ALWAYS

I am assertive, demanding, and decisive	1	2	3	4	5
I enjoy doing multiple tasks at once	1	2	3	4	5
I thrive in a challenge-based environment	1	2	3	4	5
I think about tasks more than others or myself	1	2	3	4	5
I am motivated by accomplishment and authority	1	2	3	4	5

**2. TOTAL (I)**

I enjoy influencing and inspiring other people	1	2	3	4	5
I am optimistic about others	1	2	3	4	5
I tend to be the life of the party	1	2	3	4	5
I think about motivating people	1	2	3	4	5
I am motivated by recognition and approval	1	2	3	4	5

**3. TOTAL (S)**

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

**4. TOTAL ©**

I typically do not take big risks	1	2	3	4	5
I love tasks, order, and details	1	2	3	4	5
I am right most of the time	1	2	3	4	5
I comply with clearly defined rules	1	2	3	4	5
I am motivated by quality and correctness	1	2	3	4	5

**MY LEADERSHIP STYLE** \_\_\_\_\_

# DOMINANT

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 high value on time and use our innovative thinking to accomplish difficult tasks and conquer challenges.

D/I

We are curious doers 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.

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 strong internal drive, but we could benefit from contemplative and conservative thinking as well as spending more time focusing on relationships.

D/C

We are challengers who 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 lack of influence, we are motivated by challenges and can often be excellent administrators. We can benefit from learning to relax and paying more attention to people.

# INFLUENTIAL

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 gain 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.

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.

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 and critical, and can also be overly persuasive and 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.

# STEADY

**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 is loss of security, and our possible weakness 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 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.

**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 makes us inclined to be overly tolerant and non-confrontational. We will 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.

**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 weaknesses include being highly sensitive and unable to handle criticism, and we also need to be aware of the way we treat others. Operating best in precise and cause-worthy projects, we can be a peacemaker; this makes us a loyal team-member and friend.

# CAUTIOUS

**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 down-right 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 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 moved by genuine and enthusiastic approval, as well as concise and logical explanations.

**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; however, 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.

**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.

## SPIRITUAL GIFTS

(GOOD GIFTS FROM A GREAT FATHER)

“Now there are different gifts, but the same Spirit. There are different ministries, but the same Lord.”

- 1 Corinthians 12:4-5

“Now as we have many parts in one body, and all the parts do not have the same function, in the same way we who are many are one body in Christ and individually members of one another. According to the grace given to us, we have different gifts...”

- Romans 12:4-6

Scripture tells us that the Kingdom of God and the life-changing, city-transforming ministry of the Church is like a body. Just as our bodies have eyes that see, hands that hold, knees that bend, and hearts that circulate the oxygen that our lungs take in - so too the ministry of the Church is like a body.

Not all of us are the same part of the body of Christ. Some have gifts of leadership, some excel at elevating others with a kind word, some are craftsmen, while some are technophiles.

God made you on purpose, with a purpose, and that purpose is distinct, but also fits into the overall body of Christ. In fact, until you live out the purpose God has for you, the Kingdom of God and its ministry to the world through the local Church is missing something.

When you were made in God's image, He gave you specific gifts and abilities that fit the purpose He prepared you in advance to do. These gifts are from a GOOD Father, so we know that they are not things God wants FROM US, but FOR US, and as we discover and use our gifts, it blesses the world around us.

## HOW TO USE THIS SPIRITUAL GIFTS INVENTORY

On the following pages, you will see a Spiritual Gifts Inventory. This inventory has 72 statements. On each statement, you will place a number representing how much you agree with this in your own life.

**1 - This is ALMOST NEVER true of me**

**2 - This is SOMETIMES true of me**

**3 - This is ALMOST ALWAYS true of me**

As this is a self-guided inventory, it will be up to you to be as truthful as possible. You are not marking what you WISH were more true of you, but what you feel is actual reality as you know it.

If you are unsure on what to put, go with the gut reaction you first had, or ask someone who knows you very well how they would respond to that statement for you.

Note that this inventory is not exhaustive, and you can easily find a plethora of Spiritual Gifts Inventories on Google, if you wanted to. There is no one exhaustive list in Scripture of all the Spiritual gifts. These are pulled from many places in God's Word that speak to the unique ways (and combination of ways) that God made each of us in His image... on purpose, with a purpose... to impact our world.

1. I like organizing services and events 1. \_\_\_\_\_
2. I am interested in starting new churches 2. \_\_\_\_\_
3. I enjoy working with my hands 3. \_\_\_\_\_
4. I can tell when someone is insincere 4. \_\_\_\_\_
5. I pray daily for people who don't know Jesus 5. \_\_\_\_\_
6. Encouraging others is a high priority in my life 6. \_\_\_\_\_
7. I trust God to provide for my daily needs 7. \_\_\_\_\_
8. I am passionate about financially investing in the Kingdom of God 8. \_\_\_\_\_
9. I look for opportunities to pray for the sick 9. \_\_\_\_\_
10. I enjoy doing little things that others typically do not enjoy 10. \_\_\_\_\_
11. I often have people over to my house 11. \_\_\_\_\_
12. I enjoy spending hours in prayer for other people 12. \_\_\_\_\_
13. Education is very important to me 13. \_\_\_\_\_
14. I tend to motivate others to get involved 14. \_\_\_\_\_
15. I hurt when I see others hurting 15. \_\_\_\_\_
16. I believe God will use me to enact His miracles 16. \_\_\_\_\_
17. I enjoy sharing the Gospel with other people groups and nationalities 17. \_\_\_\_\_
18. I've devoted considerable time to mastering my voice and/or a musical instrument 18. \_\_\_\_\_
19. Caring for hurting people is one of my highest priorities 19. \_\_\_\_\_
20. I get frustrated when people knowingly sin 20. \_\_\_\_\_

21. I enjoy serving behind the scenes 21. \_\_\_\_\_
22. I like creating outlines of the Bible 22. \_\_\_\_\_
23. God has used me to interpret what someone speaking in tongues was saying 23. \_\_\_\_\_
24. I enjoy the book of Proverbs more than any other book in the Bible 24. \_\_\_\_\_
25. I am passionate about managing details 25. \_\_\_\_\_
26. I like to help start new ministry projects 26. \_\_\_\_\_
27. I consider myself a craftsman or craftswoman 27. \_\_\_\_\_
28. I sense when situations are spiritually unhealthy 28. \_\_\_\_\_
29. I am greatly motivated by seeing people who don't know God be saved 29. \_\_\_\_\_
30. I come across as loving and caring 30. \_\_\_\_\_
31. Asking God for a list of seemingly impossible things is exciting to me 31. \_\_\_\_\_
32. I find ways to give offerings above my tithe 32. \_\_\_\_\_
33. I believe miraculous healing is possible and still happens 33. \_\_\_\_\_
34. Helping others is one of my greatest motivations 34. \_\_\_\_\_
35. Creating a warm and welcoming environment is important to me 35. \_\_\_\_\_
36. I am burdened to pray for situations affecting the world 36. \_\_\_\_\_
37. People come to me to learn more about God and the Bible 37. \_\_\_\_\_
38. I prefer to take the lead whenever possible 38. \_\_\_\_\_
39. I'm very sensitive to sad stories 39. \_\_\_\_\_
40. Miracles often happen when I'm nearby 40. \_\_\_\_\_

41. The idea of living in another country to benefit the Gospel is exciting to me 41. \_\_\_\_\_
42. I desire to serve the church through worship 42. \_\_\_\_\_
43. I enjoy connecting, caring for, and coaching others 43. \_\_\_\_\_
44. Confronting someone about a sin in their life is important to me 44. \_\_\_\_\_
45. It bothers me when people sit around and do nothing 45. \_\_\_\_\_
46. I share Biblical truth with others to help them grow 46. \_\_\_\_\_
47. I pray in tongues daily 47. \_\_\_\_\_
48. When I study Scripture, I receive unique insights from God 48. \_\_\_\_\_
49. Creating a task list is easy and enjoyable for me 49. \_\_\_\_\_
50. I am attracted to ministries that start new churches 50. \_\_\_\_\_
51. Building something with my hands is very satisfying to me 51. \_\_\_\_\_
52. I can pinpoint issues or problems very quickly 52. \_\_\_\_\_
53. Sharing the Gospel with someone I do not know is exciting and natural for me 53. \_\_\_\_\_
54. I look for ways to encourage other people 54. \_\_\_\_\_
55. I trust that God has my back in every situation 55. \_\_\_\_\_
56. I want to make more money so that I can give more 56. \_\_\_\_\_
57. God has used me to bring healing to those who are sick 57. \_\_\_\_\_
58. Being a part of the process is fulfilling to me 58. \_\_\_\_\_

59. I tend to make total strangers feel at home 59. \_\_\_\_\_
60. People often ask me to pray for them 60. \_\_\_\_\_
61. I enjoy knowing Biblical details and helping others understand them, too 61. \_\_\_\_\_
62. I delegate responsibilities to accomplish tasks 62. \_\_\_\_\_
63. I am motivated to help people in need 63. \_\_\_\_\_
64. I have a constant hunger to see God's miraculous power 64. \_\_\_\_\_
65. I focus a lot on reaching the world for Christ 65. \_\_\_\_\_
66. I gain my deepest satisfaction through leading others in vocal or instrumental worship 66. \_\_\_\_\_
67. I enjoy helping people who are going through a difficult time 67. \_\_\_\_\_
68. I enjoy hearing passionate and clear preaching of God's Word 68. \_\_\_\_\_
69. I like to do small things that others overlook 69. \_\_\_\_\_
70. I prefer to teach and study the Bible topically rather than verse by verse 70. \_\_\_\_\_
71. Praying in tongues is encouraging and important to me 71. \_\_\_\_\_
72. When faced with difficulty, I tend to make wise decisions 72. \_\_\_\_\_

“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

1. _____	25. _____	49. _____	_____
2. _____	26. _____	50. _____	_____
3. _____	27. _____	51. _____	_____
4. _____	28. _____	52. _____	_____
5. _____	29. _____	53. _____	_____
6. _____	30. _____	54. _____	_____
7. _____	31. _____	55. _____	_____
8. _____	32. _____	56. _____	_____
9. _____	33. _____	57. _____	_____
10. _____	34. _____	58. _____	_____
11. _____	35. _____	59. _____	_____
12. _____	36. _____	60. _____	_____
13. _____	37. _____	61. _____	_____
14. _____	38. _____	62. _____	_____
15. _____	39. _____	63. _____	_____
16. _____	40. _____	64. _____	_____
17. _____	41. _____	65. _____	_____
18. _____	42. _____	66. _____	_____
19. _____	43. _____	67. _____	_____
20. _____	44. _____	68. _____	_____
21. _____	45. _____	69. _____	_____
22. _____	46. _____	70. _____	_____
23. _____	47. _____	71. _____	_____
24. _____	48. _____	72. _____	_____

TOTAL EACH SET

- A. ADMINISTRATION
- B. APOSTLESHIP
- C. CRAFTSMANSHIP
- D. DISCERNMENT
- E. EVANGELISM
- F. EXHORTATION
- G. FAITH
- H. GIVING
- I. HEALING
- J. HELPS
- K. HOSPITALITY
- L. INTERCESSION
- M. KNOWLEDGE
- N. LEADERSHIP
- O. MERCY
- P. MIRACLES
- Q. MISSIONARY
- R. MUSIC/WORSHIP
- S. SHEPHERD
- T. PROPHECY
- U. SERVICE
- V. TEACHING
- W. TONGUES (AND INTERPRETATION)
- X. WISDOM

MY TOP  
SPIRITUAL  
GIFTS  
(BY GREATEST  
NUMBER OF  
POINTS)  
ARE:

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## SPIRITUAL GIFTS

(EXPLANATIONS AND BIBLICAL REFERENCES)

- 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). [Admin](#), [Inventory](#), [Kids Check In](#), [Production](#).
- B. APOSTLESHIP** | The gift of apostleship is the divine strength or ability to pioneer new churches or 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). [Growth Trek](#), [Inviting](#), [Life Group Coach](#), [Church Planting](#).
- C. CRAFTSMAN** | 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). [Facilities](#), [Inventory](#), [Kids](#), [Local Partners](#), [Production](#), [Youth](#).
- D. DISCERNMENT** | The gift of discernment is the divine strength or ability to spiritually identify falsehood and 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 Trek](#), [Kids](#), [Local Partners](#), [Safety](#), [Life Group Facilitator or Coach](#), [First Impressions](#), [Youth](#).
- E. EVANGELISM** | The gift of evangelism is the divine strength or ability to help non-Christians take the necessary steps to become Christ-followers. (Acts 8:5-6, 8:26-40, 14:21, 21:8; Ephesians 4:11-14). [Growth Trek](#), [Inviting](#), [Kids](#), [Life Groups](#), [Youth](#).
- 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). [First Impressions](#), [Growth Trek](#), [Kids](#), [Parking Lot](#), [Life Groups](#), [Youth](#).
- G. FAITH** | The gift of faith is the divine strength or ability to believe in God for unseen supernatural results in every area of life. (Acts 11:22-24; Romans 4:18-21; 1 Corinthians 12:9; Hebrews chapter 11). [All Teams](#).
- H. GIVING** | The gift of giving is the divine strength or ability to produce wealth and to give generously 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). [All Teams](#).
- 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, mental, spiritual, or emotional needs. (Acts 3:1-10, 9:32-35, 28:7-10). [Prayer team](#), [Local Partners](#), [Safety](#), [Life Groups](#), [First Impressions](#).
- 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). [Admin](#), [Kids](#), [Safety](#), [Stage Hand](#), [Guest Services](#).
- 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). [First Impressions](#), [Growth Trek](#), [Hospitality](#), [Prayer team](#), [Parking Lot](#), [Guest Services](#), [Kids](#), [Youth](#).
- L. INTERCESSION** | The gift of intercession is the divine strength or ability to stand in the gap in prayer for someone, something, or someplace believing for profound results. (Hebrews 7:25; Colossians 1:9-12, 4:12-13; James 5:14-16). [Nursery](#), [Life Groups](#), [Prayer team](#).
- 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). [First Impressions](#), [kids](#), [Safety](#), [Life Groups](#).
- 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). [All Teams](#).

- O. MERCY** | The gift of mercy is the divine strength or ability to feel empathy and care for those who are hurting in any way. (Matthew 9:35-36; Mark 9:41; Romans 12:8; 1 Thessalonians 5:14). [Local Partners, Safety, Life Groups \(Care Leader\)](#).
- 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). [Prayer Team, Local Partners, Security, Life Groups, Youth](#).
- 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). [Local Partners, Life 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). [Kids, Life Groups, Worship Team, Youth](#).
- S. SHEPHERD** | The gift of shepherd is the divine strength or ability to care for the personal needs of other by nurturing and mending life issues. (John 10:1-18; Ephesians 4:11-14; 1 Timothy 3:1-7; 1 Peter 5:1-3). [First Impressions, Growth Trek, Local Partners, Life Groups \(Care Leader/Host/Facilitator\)](#).
- 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, but often forth-telling God's truth. (Acts 2:37-40, 7:51-53, 26:24-29; 1 Corinthians 14:1-4; 1 Thessalonians 1:5). [Life Group Coach](#).

- 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). [Admin, Kids, Guest Services, Life Groups, Youth](#).
- V. TEACHING** | The gift of teaching is the divine strength or ability to study and learn from Scripture primarily to bring understanding and growth to others. (Acts 18:24-28, 20:20-21; 1 Corinthians 12:28; Ephesians 4:11-14). [Kids, Life Group, Youth](#).
- W. TONGUES (AND 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). [Life Groups](#).
- 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. (Acts 6:3, 10; 1 Corinthians 2:6-13, 12:8, Book of Proverbs). [All Teams](#).

# JOIN THE TEAM

GROWTH TREK  
STEP FOUR

## I WANT TO MAKE A DIFFERENCE

“(God) saved us and then called us to this holy work. We had nothing to do with it. It was all His idea, a gift prepared for us in Jesus long before we knew anything about it.” - 2 Timothy 1:9 MSG

## BY DOING SOMETHING THAT MATTERS

“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 ESV

## WITH PEOPLE AND FOR PEOPLE

“Two are better than one, because they have a good return for their labor.”  
-Ecclesiastes 4:9

## BECAUSE HEAVEN IS REAL AND PEOPLE ARE WORTH IT!

“Therefore, we are ambassadors for Christ, since God is making His appeal through us. We plead on Christ’s behalf, ‘Be reconciled to God.’.”  
- 2 Corinthians 5:20 CSB

## ALTITUDE CHURCH MINISTRY TEAMS

(PUT YOUR PASSIONS AND GIFTS INTO ACTION)

### GUEST SERVICES AND FIRST IMPRESSIONS

**WELCOME TEAM (PARKING)** | Create the best first experience from the moment a guest pulls into the parking lot by making them smile, and giving them clear directions on where to park and where to go.

**WELCOME TEAM (DOORS)** | Create a warm and inviting environment by engaging with guests and giving clear directions where to go.

**SERVICE HOST** | Prepare and create the worshipful environment, welcoming guests, and setting the tone in worship by engaging (as led) in worship and response.

**ENGAGEMENT TEAM** | Helping to create a worshipful environment by engaging guests and regulars in the Worship Center. When we truly care for our guests, it should be very hard for them to end up sitting in the back row by themselves (unless they really want to)! The Engagement Team also looks for faces that have gone missing, and seeks to connect with them or connect with their Life Group to ensure they are cared for.

**GUEST SERVICES** | Guest Services Team takes our welcoming environment to the next level by warmly greeting and welcoming people, but also specifically being available (and in the proper area(s)) to help guests connect for the first time, get their new here gift, and/or even take their next step in connecting to GROWTH TREK and into LIFE GROUPS.

**SECURITY AND SAFETY** | Maintain a safe environment through safety policies and procedures, while being a non-obvious presence in our key spaces.

**ADMIN** | Assist with follow-ups, projects, and administrative tasks, and being a presence at our office. Some opportunities can be done remotely.

### WORSHIP ARTS

**VOCALS, INSTRUMENTATION, AND MUSIC** | Altitude Church strives to provide exciting and energetic worship that maintains a level of excellence. Our culture is one of meeting people where they are, and equipping them to take their next steps. For this reason, we don't say, "not ever," but we may say "not yet," and help you develop your gifts. We promise to empower you and equip you to use your gifts to lead people into worship.

**PRAYER TEAM** | The Prayer Team goes before the Lord before, during, and in between service(s) to ensure that God's presence is invited and expected in powerful ways. Some members of the prayer team may also meet with people at response stations, to pray with them and help them take their next step.

**TECH, SOUND BOARD, CAMERA, AND LIGHTS** | This team helps create an atmosphere where people can experience the presence of God and support the Gospel being presented from stage. Each role is trained and equipped to ensure everyone knows the why, what, when, where, and how of their deeply important role.

**ONLINE PRODUCTION** | The Online Production team work behind the scenes to ensure that the Gospel message is presented in a way that matches the medium of online platforms and social networks. Full training provided.

**STAGE HAND** | Stage hands work with the Worship Leader(s) and production teams to ensure that elements on stage and transitions are smooth and seamless, minimizing distractions that might take someone's attention away from the Gospel message.

## THIS GENERATION MINISTRY (KIDS, YOUTH, FAMILIES)

**NURSERY** | This team exists so that all kids feel loved. We do this by praying for each child and caring for them spiritually and physically.

**FACILITATORS** | The facilitator focuses on relational transformation of young lives over simple information. They lead their age grouping and work with their little ones to connect the message of the week to the hearts of the child.

**HELPERS** | Helpers support the facilitators with their class. This may mean leading a lesson. It may mean ensuring bathroom breaks. Each helper should meet with their facilitator prior to services to see how they can best assist.

**CHECK IN** | This team exists so that all families feel welcomed home. Our goal is to make every check-in and check-out transition hassle-free and tear-free for both kids and their parents.

**SECURITY** | Altitude Kids security ensures the protection and safety of our young lives and those leading them. This team ensures all areas are secure, and only designated and approved people enter the Kids' area.

**ALTITUDE LIMITLESS** | Limitless is a special space for kids with learning, sensory, or developmental issues. Limitless team members will require and be provided with additional training.

**ALTITUDE YOUTH** | Altitude Youth may be the single most FUN team around. You'll be a part of bringing students together to experience Jesus through groups, serving, parties and events, and youth services.

**YOUTH WORSHIP TEAM** | This team leads our youth into the presence of God through musical and artistic expressions.

## LIFE GROUPS

**FACILITATOR** | Facilitates weekly Life Group gatherings utilizing the current IMPACT GUIDE to lead the group deeper into the Scriptures discussed at the weekend worship experience.

**HOST** | The host sets the physical environment in a warming and welcoming manner. While they may host at their own home, they may also “spruce up” a shared meeting space, such as a coffee shop or local eatery.

**CARE LEADER** | The Care Leader is VITAL to each group. They ensure that the mental, emotional, physical, relational, and spiritual needs of the group are recognized and partner with other leaders and/or the facilitator/host to ensure proper care is offered.

**COACH** | The coach oversees and equips a group of 3-10 Life Group facilitators to ensure they are equipped and ready to lead their group.

## — COMMUNITY PARTNER MINISTRIES —

**BEYOND HOME** | Beyond Home offers a comprehensive approach for families to become self-sufficient for life. You can find out more about this ministry at [www.beyondhomeonline.org](http://www.beyondhomeonline.org).

**HOPE HOUSE** | Hope House is metro-Denver's only resource providing free self-sufficiency programs to parenting teen moms. You can discover more about Hope House at [www.hopehousecolorado.org](http://www.hopehousecolorado.org)

**SAVE OUR YOUTH** | Save Our Youth equips adults to mentor teen lives so they discover new opportunities and possibilities. You can find out more about Save Our Youth at [www.SaveOurYouth.org](http://www.SaveOurYouth.org).

**SEVERE WEATHER SHELTER** | The Severe Weather Shelter was founded by members of this church. The SWS protects our homeless friends and family by providing them a place to stay during life-threatening weather conditions.



**GOD IS READY TO TRANSFORM YOUR LIFE!**



## **NEXT STEPS**

### **1. JOIN A MINISTRY TEAM**

After completing your Volunteer Profile, our team will guide you through the onboarding process in your selected ministry area.

### **2. CONGRATULATIONS!**

Congratulations on completing Growth Trek. You now have the tools you need to take your next steps on your journey to know God, find freedom, discover purpose, and make a difference.

As you connect with your Life Group and impact the lives of others by serving in your area of gifting, you will see your relationship with God and your perspective on life grown and change in amazing ways. We are excited for all that God is about to do in your life, and — through you — in our community!

**TOGETHER WE CAN TRANSFORM OUR CITY**