

ROCK SOLID ADMINISTRATIVE SERVICES

Presents the

MOTIVATIONAL & SPIRITUAL GIFTS

ASSESSMENT WORKSHOP

for Church, Parachurch, and Christian School Organizations

PURPOSE:

The purpose of this workshop is to familiarize and equip organization leadership and participants with an awareness of gifts and motivations that are uniquely theirs so that all can be positioned in such a way to give the greatest opportunity for success in the church, Christian school or parachurch organization.

OUTCOME:

The expected outcomes of the workshop are:

1. To increase motivational and spiritual gift awareness of each individual
2. To increase the capacity to grace one another within the identified motivations and spiritual gifts
3. To provide a greater opportunity of success for the organization by being able to better position the individuals within the structure and framework of the host ministry
4. To increase the confidence and the motivational levels for participation in ministry endeavors.
5. To allow the liberty of all participants to not only know how they better fit into the vision and mission of the host ministry but allowing them to do so with joy.

TOPICS INCLUDE:

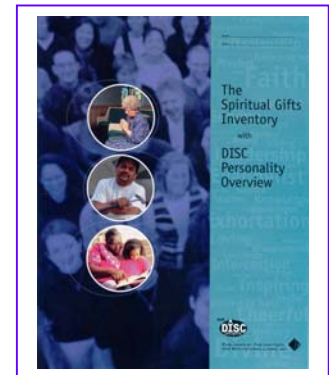
1. SPIRITUAL GIFT ASSESSMENT
2. MOTIVATIONAL GIFT ASSESSMENT
3. GIFT BLENDING
4. ROLE IDENTIFICATION

SETTING

This workshop is designed to maximize the limited time available to local ministry leaders. The ideal setting is to provide two consecutive sessions of approximately 3 hours each and separated with a 30 to 60 minute break. Best results are with groups of 30 or less. Depending upon circumstances, larger groups can be accommodated. This workshop fits neatly into a Saturday morning/afternoon workshop setting. (Approximately 9:00 AM– 4 :00 PM with the break) Other settings are available upon request.

COST

The cost of this workshop with the time frame identified above is based upon the need of the host organization. A material fee of \$20/participant, travel, lodging and meals (for 2 people) for the time period of the session(s), and a service fee for all aspects of the workshop is charged. Workshop refreshments or meal are subject to and at the cost of the host ministry.



WORKSHOP OUTLINE

I. INTRODUCTION

- A. Personal greeting and introduction
- B. Prayer & possibility of brief worship/praise
- C. Explanation of Workshop Purposes & Benefits

II. TEACHING ON SPIRITUAL GIFTING

A. I have Gifts

1. I Peter 4:10
2. I Cor. 7

B. I have a Place

1. Prov. 18:16
2. Roman 11:29

C. I have a Purpose

1. Eph. 4:11-13
2. I Cor. 12: 4-11
3. Romans 12:6-8

III. ADMINISTRATION OF SPIRITUAL GIFT ASSESSMENT

- A. Review results
- B. Appropriate Discussion

BREAK

IV. TEACHING ON PERSONALITY (BEHAVIORAL) MOTIVATIONS (This is a *brief* introduction and not a replacement to the RSAS workshop specific to this subject)

- A. **D**ominant & Decisive (I.e. choleric)
- B. **I**nfluencing (I.e. sanguine)
- C. **S**ecurity and Steadiness (I.e. phlegmatic)
- D. **C**ompliant & Correct (melancholy)

Facilitated discussion of the orientation (task or people), major strengths, major limitations, major likes, and major dislikes of each personality (behavioral) style.

V. ADMINISTRATION OF PERSONALITY (BEHAVIORAL) MOTIVATION ASSESSMENT

- A. Review results
- B. Appropriate Discussion

VI. BLENDING OUR GIFTS

- A. There is no preferential gift
- B. No one is totally any one specific gift; rather all are blends of each of the gifts
- C. **Ps. 139: 13-16** - Our blend is our uniqueness created by God as we come to understand that He gives the gift and He gives it to each in varying proportions.
- D. Understanding the giftedness of others helps us to operate in God's *grace* toward us and us toward each other

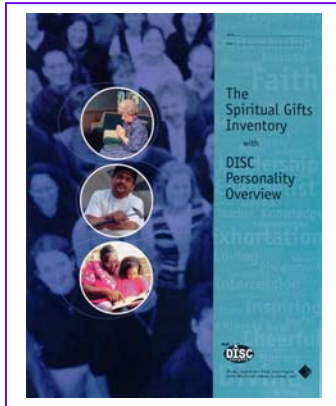
VII. FINDING OUR ROLE AND OUR PLACE IN THE ORGANIZATION

- A. Review assessment results
- B. Discussion
- C. Application

VIII. PRAYER MINISTRY

- A. Imparting and sealing the gifts of God
- B. Dismissal

SPIRITUAL GIFTS INVENTORY COMPONENTS



Rock Solid Administrative Services uses a very simple to understand and easily administered instrument. The instrument is called **The Spiritual Gifts Inventory with DISC Personality Overview** by The Institute for Motivational Living, Inc. This well-researched and proven assessment inventory is designed to help identify and better understand possible areas of gifting within the life of the participant.

The Spiritual Gifts Inventory with DISC Personality Overview not only identifies spiritual gifting, but how that gifting can work within the context of team ministry. As the authors of this new resource tool so accurately state, “by understanding others and ourselves, we can be aware of the schemes and traps that would so easily ensnare us.” It is time to take our enemy’s deceptive spirit, expose it, render the lie helpless and help every Christian know that they have a gift, they have a call, and they have a purpose.

The assessed profile identifies 20 areas of spiritual gifts. They are:

Administration
Apostle
Craftsmanship
Discernment
Evangelist
Exhortation
Faith

Giving
Healing
Helps
Intercession
Knowledge
Leadership
Mercy

Music
Pastor
Prophet
Serving
Teacher
Wisdom

Every one of these gifts is built upon appropriate Biblical passages and encourages the person and the gift. These gifts are then associated with a brief inspection of the personality motivations so every individual can see how the spiritual gift blends with the motivational/personality gift.

Finally, the 20 spiritual gifts are related to *dozens of familiar roles* within the context of ministry, service and business. The opportunities for involvement are seen immediately. There is no complex or cumbersome sorting necessary. Ministry, organization and business leaders have an immediate resource to fill and/or prepare individuals to get them into the right slot for service in a way that produces harmony and success. Many will say, “finally, I see now that I fit and can serve.” RSAS believes this resource tool and the related workshop can immediately impact the organization and the territory.