

A Word From Dr. John C. Maxwell

Dear Church Leader,

Words cannot begin to describe how excited we are, at EQUIP, to be a part of your leadership development. Let me explain why.

We believe God has called us to a *"Million Leaders Mandate."* It is a huge goal. We plan to reach every continent of the world before we are finished. The goal is to equip one million Christian leaders to impact their world for Christ... and you are a part of this vision. You are one in a million!

The challenge is we can only accomplish our goal with your help. Our objective for this training manual is not simply to give you tools to become a better leader. We do hope that will happen. Our goal, however, is far more than that. We are challenging everyone who experiences this training to identify twenty-five other leaders (or potential leaders) whom you could equip in this material as well. We want you not only to be a leader, but a leader of leaders. We want you to be a mentor to leaders, who will multiply in others the training you've received. Do you remember what the Apostle Paul said to Timothy? He wrote...

"And these things which you have heard from me, in the presence of many witnesses, entrust these things to faithful men, who will be able to teach others also..." (II Timothy 2:2)

Remember, leadership development is not an "event" but a "process." We don't believe you can prepare to be a great leader in a day. That's why this notebook is only part of the journey. Additional notebooks will be provided over a three-year period. This curriculum reflects 25 years of my leading and developing leaders. We are asking you to decide now to be a student of leadership. Be a part of the process. Learn it. Live it. Pass it on to others.

I am humbled and honored to join you in this endeavor. I have prayed for months, even years, about this vision. Thank you, thank you, thank you for taking the challenge of leading and equipping other leaders for the Church of Jesus Christ.

Many people are coming to Christ each day around the world. The crying need of the hour is for healthy, effective, spiritual leaders to guide them. We invite you to take this journey with us. May we enter heaven rejoicing together that we were part of the greatest leadership movement the world has ever seen.

May God bless you as you multiply.

Dr. John C. Maxwell

The EQUIP Team



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The Life You Were Meant to Live

(Discovering Your God-given Mission in Life)

*"Brothers, I do not regard myself as having laid hold of the prize yet; but one thing I do:
forgetting what lies behind and reaching forward to what lies ahead,
I press on toward the goal for the prize of the upward call of God in Christ Jesus."
(Philippians 3:13-14)*

BIBLICAL
BASIS

Is it really possible for leaders to live their life on purpose? Is ministry merely about reacting to needs around us, or is it about something more? Can we play offense and not just defense with our lives? Does God have a specific mission for each of us to fulfill? The answer to every question is "yes," and in this exercise, you will receive the tools to live the life you were meant to live.

Five Biblical Foundations

1. We all have been given a _____ for our lives.
2. We are most _____ when we are fulfilling our purpose.
3. Not everyone _____ their God-given purpose.
4. Our purpose is _____ from our personal inward design.
5. We will be _____ on our obedience to our God-given calling in life.

"For the gifts and the calling of God are irrevocable." (Romans 11:29)

"Walk worthy of the calling with which you have been called." (Ephesians 4:1)

How God Called Leaders in Scripture

In the Bible, we see at least four ways that God revealed someone's purpose in life. Their calling unfolded just like it does for ordinary people like us today:

1. _____ (Example: The Apostle Paul)
God reveals your purpose in a moment or an event and it becomes clear instantly.
2. _____ (Example: Esther)
God reveals your purpose over many years, step by step as you capitalize on opportunities.
3. _____ (Example: Jeremiah)
God reveals your purpose early in life; you always remember being called.
4. _____ (Example: Joseph)
God reveals your purpose in a general sense. As you move toward it He provides the details.

CHECK YOUR HEART

Following in Jesus' Footsteps

Our Lord was very aware of His calling in life. Christ was given a purpose. We, too, have been given a purpose. At the end of His life, Jesus prayed these words:

"Father, I have glorified You on earth, having accomplished the purpose You have given Me."
(John 17:4)

Later He said: *"As the Father has sent Me, so I send you."* (John 20:21)

Understanding Your Purpose

Earlier, we said our purpose is built from our personal inward design. To understand your life purpose, one place you should look is inside your heart:

1. _____ (What abilities do you naturally possess?)
2. _____ (What are your primary motivational gifts?)
3. _____ (What do you really want to do?)
4. _____ (What produces the most when you do it?)
5. _____ (What do friends affirm about you?)
6. _____ (What are you compelled to pursue?)
7. _____ (What do you enjoy doing?)
8. _____ (What's in front of you now, as an opportunity?)

Uncovering Your Life Purpose

A second step to understand your life purpose is to align yourself with God's purposes. Your purpose in life is not something you create but rather uncover. It is God-given and resident within every believer. The following are boundaries to make sure your purpose is God's idea, not merely your own.

Your Purpose Ought To...

1. Begin with God's Priorities

It begins with His agenda, not yours: the Great Commandment and the Great Commission. Ask: "God, what are You doing in the world and how can I join You?"

2. Revolve Around Your Identity

Next, your purpose should reflect your answers to the list above, "Understanding Your Purpose." It will be unique to your gifts, passions, and desires.

3. Include Others

God's purpose will not be fulfilled in isolation. It will always include people and it will involve serving people. You cannot do it alone.

4. Be Bigger Than Yourself

Your purpose will usually take a lifetime to fulfill. It will be God-sized. Richard Bach was asked how to know if our purpose is fulfilled: "If you're alive, it isn't."

5. Contain Life-Changing Convictions

Only if you have something worth living for, do you really have something worth dying for. Your purpose should be about activity to which you would give your life.

6. Have Eternal Value

Eternity should be affected in some way by the fulfilling of your purpose. Don't limit it to simply moving things around here on earth. Make it count for eternity.

KEY POINTS

An Exercise for Writing Your Purpose Statement

The following is a list for life planning. We suggest you take a day alone with God and respond to the ten items below. Use a separate sheet of paper and take your time. From this list, begin to write a statement of purpose for your life.

1. _____

What needs tug most at your heart? What are the things that make you cry or make you angry or cause you to become passionate?

2. _____

What are the major hallmarks that have made up your life? List significant books, people, events, mentors and accomplishments that have shaped your life so far.

3. _____

What recurring themes or issues keep coming up in your conversations, sermons or Bible studies you deliver? Are there subjects you return to regularly?

4. _____

What specific resources do you have at your side that you could employ as you fulfill your mission? These could be possessions, skills and people that help you.

5. _____

What is your style of leadership, your personality and your spiritual gifts? What unique means of influence do you use when you try to accomplish a task?

KEY POINTS

6. _____

What are some of your aspirations or ideas that could be a God-given, clarified vision for the future? What are the things you'd love to do before you die?

7. _____

This is it. Begin to write out your purpose statement that answers the question: Why do you exist? Why did God give you to the world? Write out the central mission for your life in one to three sentences.

8. _____

Based on your mission statement, describe in detail what you see as the ultimate results of your life, as if you could see your contribution from the other end of it. Start each vision statement with the words: "I see..."

9. _____

Now list words that describe your deepest values. They should be principles that drive you. These values guide the decisions of your life and keep you on course. These should be simple, descriptive words; you should list no more than six.

10. _____

Finally, list the areas of your life (spiritual life, family, professional, social) that are important to your purpose. List specific goals that will enable you to turn the lofty purpose statement into a practical "to do" list that you can begin to implement:

- Lifetime Goals: What do you want to do over your lifetime?
- Five-Year Goals: What do you want to see happen in three to five years?
- One-Year Goals: What do you want to do in the next year?
- 90-Day Goals: What will you do in the next three months?
- Next Steps: What steps will you take now in order to get started?

ASSESSMENT: Find a Christian leader you believe is living his or her life on purpose. Locate someone you believe has a mature statement of purpose for his or her life. Ask, "How did you arrive at your purpose?"

ACTION PLAN

APPLICATION: Write out a statement of purpose based on the truths of this lesson.

ANSWER KEY: The Life You Were Meant to Live

ANSWER KEY

Five Biblical Foundations

1. PURPOSE
2. FULFILLED
3. UNCOVERS
4. BUILT
5. JUDGED

How God Called Leaders in Scripture

1. THUNDERBOLT
2. WALKING THROUGH OPEN DOORS
3. THE CALL FROM BIRTH
4. GROWING AWARENESS

Understanding Your Purpose

1. NATURAL TALENTS
2. SPIRITUAL GIFTS
3. INWARD DESIRES
4. RESULTS and FRUIT
5. AFFIRMATION and RECOGNITION
6. PASSION and CONVICTIONS
7. FULFILLMENT and SATISFACTION
8. CIRCUMSTANCES and OPPORTUNITY

An Exercise for Writing Your Purpose Statement

1. BURDENS
2. HALLMARKS
3. THEMES
4. TOOLS and RESOURCES
5. STYLE
6. DREAMS
7. MISSION
8. VISION
9. CORE VALUES
10. GOALS and OBJECTIVES

BIBLICAL BASIS

How Leaders Pray

(Praying Effectively in Pivotal Moments)

"Now Jesus was telling them a parable to show that at all times they ought to pray and not to lose heart." (Luke 18:1)

Pivotal prayers come at pivotal moments. They produce pivotal decisions and result in pivotal consequences.

Most people around the world pray. They do so because they want God's help in tough times. Sadly, most never consider how to pray what is on the heart of God, especially in those moments. Leaders understand the pivotal role of prayer and pray strategically during key times. They don't panic and simply react in fear. They seek and find God in those moments, and settle issues in prayer that lead to significant breakthroughs in their life and leadership.

It is easy to miss opportunities to pray a pivotal prayer.

How Do Leaders Seize Pivotal Moments in Prayer?

The Scripture tells us to "pray without ceasing" (1 Thessalonians 5:17). However, there are times when what we pray and how we pray are more critical because of when we pray. The moment introduces an opportunity for significant change. Leaders recognize and seize such moments.

KEY POINTS

Observations on How Leaders Pray...

1. Effective leaders learn to _____ like God thinks and pray those thoughts.

Jesus demonstrated this in a pivotal moment. John 12 describes how Jesus faced the final hours of His earthly life. The reality of a painful, brutal cross loomed before Him. He was in anguish. The Scriptures tell us His emotions were so intense that He sweat "great drops of blood."

So how did Jesus pray? Recognizing the pivotal moment, He prayed, "Now My heart is troubled, and what shall I say 'Father, save Me from this hour'? No, it was for this very reason I came to this hour. Father, glorify Your name!" (John 12:27-28)

Did you notice Jesus contemplated what kind of prayer to pray? He could have prayed a survival prayer: "Father get Me out of this mess!" That would have been natural. It might have been what we would have prayed. Instead, Jesus aligned His prayer with His Father's ultimate purposes. The result: the redemption of the world. Key moment. Key prayer. Key decision. Key results.

2. Effective leaders pray from _____, not just routine.

Pivotal prayers move past clichés and unthinking phrases to meaningful exchanges with God. It means we pray from our hearts, not just our heads. We aren't concerned with image, but substance. It's the kind of prayer experience we say we want, but seldom practice.

How often are our prayer lives reduced to meaningless, routine, monologues? Or to time constraints, or image-seeking when we pray publicly? If many of us were to get honest, we'd admit our prayer life borders on superstition. We go through the motions, speaking a few worn out phrases to make sure God is on our side before we head into our day.

3. Effective leaders learn pivotal prayer as they _____ spiritually.

We learn to pray this way over time. Pivotal praying increases as we mature spiritually. Leaders often become caught up in fulfilling their agenda. Mature leaders trade their agenda for God's. They move from simply praying what *they* want, to praying with God's larger vision in mind. This was vividly illustrated in November, 2001, in the story of the three missionaries who had been kidnapped in 1993. They worked with *New Tribes Mission* (NTM) and were kidnapped near the Colombian border. Eight years later *New Tribes Mission* declared them dead.

Editor Deann Alford asked Dan Germann, NTM's vice chairman, how their prayers changed for the men as the years went by. Dan responded, "When the guys were first captured, every one of us was praying, 'Lord just bring them out safely. We know You are able.' As time went on, we started to pray, 'Lord, if they're alive, bring them home; but if they're dead, help us to know that as well.' Maybe six or eight months ago, I heard us praying things like, 'God, if we never know, You'll still be God.'" This was quite a difference from trusting Him to bring them out safely.

"In the end, God answered our prayers. We found a man in prison who had cared for them. He assured us that they were dead. This was a gift since we'd come to the place where it was all right if God chose for us to never know. Somebody looking on might think, 'How can you accept that news?' All I can say is-God moved us to the place where we could say, 'Lord, we want You to be glorified, even if we never know.'"

Learning to pray this way isn't a cop out. It doesn't mean we stop trusting God to do miracles, and leave it to fate. It means we trust Him and His purposes regardless of our understanding.

4. Effective leaders recognize _____ moments and pray strategically.

Leaders perceive key junctions in their life and pray wisely in those times. They see beyond their own personal interests. There is nothing wrong with praying for personal needs or for current circumstances. However, when we forget the ultimate, we become a slave to the immediate.

CHECK YOUR HEART

Three Levels of Prayer

During times of war, we hear the military terms: logistical, tactical and strategic initiatives. While these terms describe three levels of military operations, they also describe three levels of prayer.

a. _____

The focus is on my own personal needs. It is prayed from a temporal perspective. If we were to pray before we lead the Sunday morning worship service, and we prayed a logistical prayer, we might say, "Lord, help us to do well this morning. Help us to finish our service on time, help the microphones to work, and help us to be calm. Amen."

b. _____

The focus is on helping others, but is still prayed from a temporal perspective. If we were to pray this kind of prayer before our Sunday morning worship service, we might say: "Lord, please bless all who participate in the service today, and bless the people who attend. May it be inspiring to everyone. Amen." This prayer is better than the first one-but still doesn't fully capture God's heart and purposes for the world.

c. _____

The focus is on God's ultimate objectives for the world. It is prayed from an eternal perspective. It captures His heart and purpose rather than mere human purposes. If we pray strategically before our worship service, we might say: "Lord, raise up disciples from this service today. Regardless of what happens to the microphones, the musicians or anyone else on the platform, use this service to glorify Yourself and bring Your Kingdom more fully to this earth. Amen."

EXAMINE THE WORD

An Example from the Bible...

II Kings 3:5-18 tells the story of the army of Israel just before they faced the Moabites in battle. It was one more illustration of God's people missing a pivotal moment because they were caught up in themselves. Ancient Israel and two allies took their armies through the wilderness to face the Moabite army. After a week, however, they faced a crisis: they ran out of water.

They decided to go to the prophet Elisha to seek God's help. They begged for water. As the prophet sought the Lord, He responded through Elisha and said in essence, I will give you water, but this is a small thing for Me. I will also give the Moabites into your hands!

Sound familiar? In this pivotal moment, Israel asked for the wrong thing. They saw only the small picture. They sought only the solution to their immediate needs. They prayed a logistical prayer. They prayed for the water, not the war! Pivotal praying means we perceive crucial moments and how the future hinges on them.

5. Effective leaders learn to pray _____.

The fact is, most people pray, but most of us pray selfishly. In 1993 a survey was conducted among 2,000 church attendees asking questions about their prayer habits. If their answers are any reflection of the general population, we have a lot of room to grow. The top three prayer subjects of those surveyed were meals, personal and family safety, and personal blessings. The average person spent less than seven minutes a day in prayer.

I am not saying this is evil, only that it is limited in potential. God yearns to accomplish so much more through our prayers, if we can only get on the same page He's on! Based upon your prayer life today, how would you do if you faced a pivotal moment?

6. Effective leaders don't pursue eloquence, but simply _____ with God's heart.

Pivotal prayer has more to do with the posture of your heart when you pray than the words you choose. It is the expression of your heart aligned with God's heart to fulfill His purposes in your circumstance. It may be the difference between connecting and not connecting with God, too. Not all prayers connect with Him. Do you remember the Publican and the Pharisee in Luke 18:10-14? One connected with God; the other didn't, even though his words were beautiful.

7. Effective leaders learn to pray from _____, not maintenance.

Perhaps this is the top reason why leaders need to understand pivotal praying. It means staying on mission, even in crisis; staying in relationship with God when it is easier to pray out of familiar routines; playing offense, not merely defense in our prayer time. Think with me for a moment about Jesus in Gethsemane. If there was ever a moment He was tempted to shift into idle and pray a logistical prayer, it was in the Garden of Gethsemane. Hours away from torture and death, Jesus considers the temptation: "*My Father, if it is possible, may this cup be taken from Me.*" This is a normal reaction to His situation. However, He then added a strategic phrase: "*Yet, not as I will, but as You will.*" (Matthew 26:39) It was a pivotal moment. Jesus stayed on mission in His prayer.

ASSESSMENT: *Think of a recent crisis you've experienced. What was the first request you prayed? How did your prayer reflect the heart of God and the importance of the moment?*

APPLICATION: *Consider that same crisis, and take a moment now to pray a pivotal prayer.*

CHECK YOUR
HEART

ACTION PLAN

ANSWER KEY

ANSWER KEY: How Leaders Pray

Observations on How Leaders Pray

1. THINK
2. RELATIONSHIP
3. MATURE
4. CRITICAL

Three Levels of Prayer

- a. LOGISTICAL PRAYER
 - b. TACTICAL PRAYER
 - c. STRATEGIC PRAYER
5. UNSELFISHLY
 6. CONNECT
 7. MISSION

Discovering Your Spiritual Gifts

(Identifying Your Primary Gift and Role in the Body of Christ)

"As each one has received a special gift, employ it in serving one another, as good stewards of the manifold grace of God." (1 Peter 4:10)

BIBLICAL BASIS

One of the most important discoveries you will make as a Christian leader is the discovery of the "gifts" that God has placed inside of you as a believer. These gifts, or spiritual abilities, are given to every believer. They are to be discovered, developed and distributed for the purpose of serving others. May this lesson be an encouragement to you, as you discover your most fruitful role in the Body of Christ. Our focus will be the primary (or motivational) gifts listed in Romans 12.

A Foundation for Spiritual Gifts (Romans 12:3-8)

The foundational truth of this passage is that God has placed a primary gift inside of every believer. This gift will play an important role in how you approach your leadership position. Before we examine the details of the passage, let's establish a foundation for spiritual gifts:

EXAMINE
THE WORD

1. The New Testament lists a wide _____ of spiritual gifts.
(1 Corinthians 12:4-11, Ephesians 4:11-16, 1 Peter 4:10-11, Romans 12:3-8)
2. Each Christian has a _____, where they should focus their time.
(Romans 12:6-8)
3. The Holy Spirit wants to supernaturally reveal _____ through these gifts.
(John 16:13-15)
4. Like muscles in our body, gifts can be present but _____.
(1 Corinthians 12:12-16)
5. Every one of these gifts is important and has a _____. Each works like a position on a team or a muscle in the body. (1 Corinthians 12:18-25)
6. God's primary _____ for them is to advance His Kingdom.
(Ephesians 4:11-13)

Motivational Gifts

In Romans 12:3-8, we read about these primary gifts:

1. The gift of Prophecy
(Declaring God's truth concerning present and future direction)
2. The gift of Service

- (Ministering to others by meeting whatever needs they have)
- 3. The gift of Teaching
(Equipping the Body of Christ to know and obey God)
- 4. The gift of Exhortation
(Sharing words of encouragement; challenging others to act)
- 5. The gift of Giving
(Generously sharing resources so that God's work can advance)
- 6. The gift of Leadership
(Providing vision, direction and empowerment to others)
- 7. The gift of Mercy
(Demonstrating God's grace to those who struggle or suffer)

While most leaders have a cluster of spiritual gifts, we believe each leader has one primary gift that brings the most value to the Body of Christ. The cluster of gifts could be called a gift-set. The primary gift becomes the center of the wheel around which the other gifts revolve.

For instance, one leader might have the gift of teaching. In addition, he might also possess the gift of administration and the gift of helps. (I Corinthians 12:28) Those gifts may serve to influence the way this leader does his teaching, but the teaching will likely be the primary gift in his life. This means, regardless of the ministry position he may possess in the future, somewhere in his work will be the act of teaching. The key is to find your primary gift.

KEY POINTS

Don't Be Confused...

It is easy to become confused about spiritual gifts. There are counterfeits that appear to be gifts, but they are not. Don't confuse spiritual gifts with...

1. _____

Most of us possess natural talents as well as spiritual gifts. We receive natural talents at our first birth, our natural birth. We receive spiritual gifts at our second birth, our spiritual birth. Atheists have natural talents, but they do not possess spiritual gifts. Both are abilities that are God-given, but the sole purpose for spiritual gifts is not to make money or entertain people, but to advance God's rule and reign on earth.

2. _____

There is a difference between the fruit of the Spirit and the gifts of the Spirit. God determines what gifts we possess. We determine what fruit we will bear, based on our obedience and faithfulness. We will be judged by the fruit we bore, not the volume of our gifts. Gifts are temporal, but fruit is forever. Don't compare or judge others' gifts; that is up to God. We should be focusing on bearing fruit and glorifying our Father in heaven.

3. _____

Although our gifts work much like roles on a sports team, they are different than roles. We are all called to fulfill the role of evangelism, prayer and giving. We cannot

say: "I cannot do that, it is not my gift." Some Christians may do more evangelism than others because they are gifted in that area, but all of us are called to be a witness. We all must give of our money and pray for others, even if we don't have a special gift for those tasks like the gift of giving or intercession.

4. _____

Be careful. The enemy is at work, and he will counterfeit these gifts. That's how we know they are important. A criminal only counterfeits money because he knows it is important! Beware of what Jesus spoke of in Matthew 7:22-23. He said that many will come to Him on the judgment day boasting about the ministry they did, but they are counterfeits. He will say: "I never knew you." All of our gifts should operate out of a loving relationship with Jesus Christ.

Have You Discovered Your Gift?

You will not discover or develop your gift if...

- ...there remains an unresolved difference between you and God.
- ...you never step out and do something in obedience to God.
- ...you are attempting to imitate someone else's gift.
- ...you are constantly living in the flesh.

Are You a Thief? (I Peter 4:7-11)

We must take the risk of using our gifts in ministry. If we don't, we fail to obey God. In this passage, we are commanded to employ our gifts to serve people. If we fail to step out and do so, there are three results...

1. You rob _____ of being in God's will. (v. 10)
2. You rob the _____ of the benefit of that gift. (v. 10)
3. You rob _____ of the glory He deserves. (v. 11)

Steps to Discover and Develop Your Gifts...

1. _____ the possibilities.

Get familiar with what the Scripture teaches on spiritual gifts and recognize that your gift may be the way God will allow you to impact your world in the most profound way.

Ask yourself, "Do I understand the New Testament gifts and opportunities available?"

2. _____ as much as possible.

CHECK YOUR
HEART

Allow the church to be a laboratory where you and others can experiment with your gifts as you serve people. Make it a safe place for people to try out ministry opportunities.

Ask yourself, "Am I doing something to discover my calling and gifts?"

3. _____ **how you feel.**

When you try some new ministry, are you fulfilled doing it? Do you sense that it fits your abilities and skills? Does it satisfy you down in your soul?

Ask yourself, "Am I fulfilled in what I am doing?"

4. _____ **your effectiveness.**

As you reflect on what you did, using your gifts, how did you do? Were you good at it? Did you see any fruit borne? Did you get results and see God's Kingdom move forward?

Ask yourself, "Am I good at the ministry I am doing? Are there results?"

5. _____ **confirmation from the Body of Christ.**

As you serve, do other Christians confirm that you are gifted in that area? What do the mature members of the Body of Christ say as they watch you serve? Listen for the response of others.

Ask yourself, "Do the Christians around me recognize this strength in me?"

ACTION PLAN

Conclusion...

Remember-God would never place a gift inside of you and then tell you to let it sit dormant. If He gives you any resources (time, talents, money), He expects you to use them (Matthew 25:14-30). If you are serving now in some ministry but do not sense fulfillment, or do not see fruit, or don't hear any confirmation from others that your ministry fits you well...stay alert. You may have yet to find the place where your gifts lie. When you find your gifts, you will see fruit for God's Kingdom, and inside your heart you will sense, "This is what I was built to do!"

ASSESSMENT: Based on this lesson, what do you believe is your primary spiritual gift?

How and where do you believe you can best use it?

APPLICATION: Use the Spiritual Gifts Discovery Tool on the next few pages of this notebook. Which are your top three gifts? Next, follow the five steps above and experiment with those gifts. What do you discover when you follow the five steps?

ANSWER KEY: Discovering Your Spiritual Gifts

ANSWER KEY

A Foundation for Spiritual Gifts

1. VARIETY
2. PRIMARY GIFT
3. JESUS
4. UNDEVELOPED
5. FUNCTION
6. PURPOSE

Don't Be Confused

1. NATURAL TALENTS
2. FRUIT OF THE SPIRIT
3. CHRISTIAN ROLES
4. COUNTERFEIT GIFTS

Are You a Thief?

1. YOURSELF
2. BODY OF CHRIST
3. GOD

Steps to Discover and Develop Your Gifts

1. EXPLORE
2. EXPERIMENT
3. EXAMINE
4. EVALUATE
5. EXPECT

SPIRITUAL GIFTS DISCOVERY TOOL

This is not a test - enjoy the process! There are no right or wrong answers - only true facts about your experience and preference according to the simple statements.

1. Read the 72 statements, rating each one from 0-4 on the answer key.
 - 0 isn't "bad" and 4 isn't "good." It is simply a reflection of where your strengths are.
 - When you find a statement with two or more parts, and you rate any one as not true in your life, then mark the whole question with a low number. In other words, if you think one part is true, but another part is not, rate the whole question with a low number.
2. Add up the 18 rows of 4 numbers and enter the totals in the "total" column.
3. Find your 3-5 highest scores and circle the appropriate letters (A to R) by the high scores.
4. Turn to the GIFTS KEY page and find the 18 gifts listed from A to R.
 - On your answer sheet, write in the name of the gifts corresponding with your high scores.
 - There is not a specific number needed to "get the gift!" Your highest scores indicate which gifts are yours. For example, if you have two 7's, an 8 and two 9's as your highest scores, then those are your gifts. If you have four 16's, those are your gifts.
 - You may wish to write in all 18 gift names on your answer sheet to compare your strong gifts with those that are not your strongest.
5. Talk to your pastor or supervisor about which ministries match your gifts.

We understand that some Christian movements recognize more spiritual gifts in the Bible and some recognize less. We recommend that you work within the boundaries of your denomination or movement and develop your spiritual gifts for the glory of God.

SPIRITUAL GIFTS DISCOVERY

1. I enjoy working behind the scenes, taking care of little details.
2. I usually step forward and assume leadership in a group where none exists.
3. When in a group, I tend to notice those who are alone and help them feel part of the group.
4. I have the ability to recognize a need and to get the job done no matter how small the task.
5. I have the ability to organize ideas, people and projects to reach a specific goal.
6. People often say I have good spiritual judgment.
7. I am very confident of achieving great things for the glory of God.
8. I enjoy giving money to those in serious financial need.
9. I enjoy ministering to people in hospitals, prisons, or rest homes to comfort them.
10. I often have insights that offer practical solutions to difficult problems.
11. I enjoy encouraging and giving counsel to those who are discouraged.

12. I have an ability to thoroughly study a passage of Scripture and then share it with others.
13. I presently have the responsibility for the spiritual growth of one or more young Christians.
14. Other people respect me as an authority in spiritual matters.
15. I have an ability to learn foreign languages.
16. God often reveals to me the direction He desires the Body of Christ to move.
17. I enjoy developing relationships with non-Christians with the hope of telling them about Jesus.
18. Whenever I hear about needy situations, I am burdened to pray.
19. I would like to assist pastors or other leaders so they can focus on their priority ministries.
20. When I ask people to help me with an important ministry for the church, they usually say yes.
21. I enjoy entertaining guests and making them feel "at home" when they visit.
22. I take initiative to serve and enjoy serving others, no matter how small the task.
23. I am a very organized person who sets goals, makes plans, and achieves goals.
24. I am a good judge of character and can spot a spiritual phony.
25. I often step out and start projects that other people won't attempt, and I usually succeed.
26. I joyfully give money well above my tithe to the church.
27. I feel compassion for people who are hurting and lonely, and I like to spend considerable time with them to cheer them up.
28. God has enabled me to choose correctly between several complex options in an important decision, when no one else knew what to do.
29. I am very fulfilled when I encourage others, especially if it is about their spiritual growth.
30. I enjoy studying difficult questions about God's Word, and I usually find the answers quickly.
31. I enjoy being involved in people's lives and helping them grow spiritually.
32. I would be willing and excited to start a new church.
33. I can adapt easily to cultures, languages, and lifestyles, other than my own, and would like to use my adaptability to minister in foreign countries.
34. I will always speak up for Christian principles with conviction, even when it isn't popular.
35. I find it easy to invite a person to accept Jesus as their Savior.
36. I have a passion to pray for the significant issues of God's kingdom and His will for Christians.
37. I enjoy relieving others of routine tasks so they can get important projects done.
38. I can guide and motivate a group of people toward achieving a specific goal.
39. I enjoy meeting new people and introducing them to others in the group.
40. I am very dependable for getting things done on time, and I don't need much praise or thanks.
41. I easily delegate significant responsibilities to other people.
42. I am able to distinguish between right and wrong in complex spiritual matters when other people can't seem to figure it out.
43. I trust in God's faithfulness for a bright future even when facing significant problems.
44. I wouldn't mind lowering my standard of living to give more to the church and others in need.

45. I want to do whatever I can for the needy people around me, even if I have to give up something.
46. People often seek my advice when they don't know what to do in a situation.
47. I feel a need to challenge others to better themselves, especially in their spiritual growth, in an uplifting, rather than condemning way.
48. Others listen and enjoy my teaching of Scriptures.
49. I care about the spiritual welfare of people, and do my best to guide them toward a Godly lifestyle.
50. I am accepted as a spiritual authority in other parts of the country or world.
51. I would like to present the Gospel in a foreign language, in a country different than my own.
52. I feel a need to speak God's biblical messages so people will know what God expects of them.
53. I like to tell others how to become a Christian and invite them to receive Jesus into their life.
54. Many of my prayers for others have been answered by the Lord.
55. I enjoy helping others get their work done, and I don't need a lot of public recognition.
56. People respect my opinion and follow my direction.
57. I would like to use my home to get acquainted with newcomers and visitors to the church.
58. I enjoy helping people in any type of need and feel a sense of satisfaction in meeting that need.
59. I am comfortable making important decisions, even under pressure.
60. People come to me for help in distinguishing between spiritual truth and error.
61. I often exercise my faith through prayer, and God answers my prayers in powerful ways.
62. When I give money to someone, I don't expect anything in return, and I often give anonymously.
63. When I hear of people without jobs who can't pay their bills, I do what I can to help them.
64. God enables me to make appropriate application of biblical truth to practical situations.
65. People respond well to my encouragement to become all they can be for God.
66. I am systematic in my approach to presenting Bible lessons to a group of people.
67. I help Christians, who have wandered away from the Lord, find their way back to a growing relationship with Him and get involved in a local church.
68. I would be excited to share the Gospel and form new groups of Christians in areas where there aren't many churches.
69. I have no racial prejudice and have a sincere appreciation for people very different from myself.
70. I find it relatively easy to apply biblical promises to present day situations, and I'm willing to confront in love, if necessary.
71. I have a strong desire to help non-Christians find salvation through Jesus Christ.
72. Prayer is my favorite ministry in the church and I consistently spend a great deal of time at it.

ANSWER KEY

Select the value from 0-4 that the statement is true in your life.

- 0 - Not at all
- 1 - Little
- 2 - Moderately
- 3 - Considerably
- 4 - Strongly

For best results, do not review the Gift Key until you have answered all the statements.

Answers	Totals	Row	Gift
1. ____ 19. ____ 37. ____ 55. ____	____	A	_____
2. ____ 20. ____ 38. ____ 56. ____	____	B	_____
3. ____ 21. ____ 39. ____ 57. ____	____	C	_____
4. ____ 22. ____ 40. ____ 58. ____	____	D	_____
5. ____ 23. ____ 41. ____ 59. ____	____	E	_____
6. ____ 24. ____ 42. ____ 60. ____	____	F	_____
7. ____ 25. ____ 43. ____ 61. ____	____	G	_____
8. ____ 26. ____ 44. ____ 62. ____	____	H	_____
9. ____ 27. ____ 45. ____ 63. ____	____	I	_____
10. ____ 28. ____ 46. ____ 64. ____	____	J	_____
11. ____ 29. ____ 47. ____ 65. ____	____	K	_____
12. ____ 30. ____ 48. ____ 66. ____	____	L	_____
13. ____ 31. ____ 49. ____ 67. ____	____	M	_____
14. ____ 32. ____ 50. ____ 68. ____	____	N	_____
15. ____ 33. ____ 51. ____ 69. ____	____	O	_____
16. ____ 34. ____ 52. ____ 70. ____	____	P	_____
17. ____ 35. ____ 53. ____ 71. ____	____	Q	_____
18. ____ 36. ____ 54. ____ 72. ____	____	R	_____

GIFTS KEY: (A-R) Definitions and Scriptural References

While not meant to be dogmatic or final, these definitions and supporting Scriptures do correspond to characteristics of the gifts as expressed in the Spiritual Gifts Discovery Tool.

- A. Helps - The ability to work with and support other Christians' ministry efforts
 - Mark 15:40-41 Acts 9:36
 - Romans 16:1-2 I Corinthians 12:28
- B. Leadership - The ability to influence others according to a "big picture" purpose, mission, or plan
 - Romans 12:8 I Timothy 3:1-13
 - I Timothy 5:17 Hebrews 13:17
- C. Hospitality - The ability to make people feel "at home," welcome, cared for, and part of the group
 - Acts 16:14-15 Romans 12:13 I Peter 4:9
 - Romans 16:23 Hebrews 13:1-2
- D. Service - The ability to identify and meet the practical needs of others
 - Acts 6:1-7 Romans 12:7 Titus 3:14
 - Galatians 6:10 II Timothy 1:16-18
- E. Administration - The ability to coordinate and organize people and projects
 - Luke 14:28-30 Acts 6:1-7 I Corinthians 12:28
- F. Discernment - The ability to perceive whether a person's actions originate from Godly, satanic, or merely human sources
 - Matthew 16:21-23 Acts 5:1-11 I John 4:1-6
 - Acts 16:16-18 I Corinthians 12:10
- G. Faith - The ability to believe God with confidence for things unseen, for spiritual growth and for the acceptance of the will of God
 - Acts 11:22-24 Romans 4:18-21
 - I Corinthians 12:9 Hebrews 11
- H. Giving - The ability to cheerfully and generously contribute personal resources to God's work
 - Mark 12:41-44 Romans 12:8
 - II Corinthians 8:1-7 II Corinthians 9:2-7
- I. Mercy - The ability to feel sincere empathy and compassion in a way that results in practical relief for people's hurts, pain and suffering
 - Matthew 9:35,36 Mark 9:41
 - Romans 12:8 I Thessalonians 5:14

J. Wisdom - The ability to discern the mind of Christ and apply Scriptural truth to a specific situation in order to make the right choices and help others move in the right direction

- Acts 6:3,10 I Corinthians 2:6-13 I Corinthians 12:8

K. Exhortation - The ability to appropriately communicate words of encouragement, challenge, or rebuke in the Body of Christ

- Acts 14:22 Romans 12:8
- I Timothy 4:13 Hebrews 10:24-25

L. Teaching - The ability to employ a logical, systematic approach to biblical study in preparation for clearly communicating practical truth to the Body of Christ

- Acts 18:24-28 Acts 20:20-21
- I Corinthians 12:28 Ephesians 4:11-14

M. Pastor/Shepherd - The ability to assume responsibility for the spiritual growth and Christian community of a group of believers

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

N. Apostleship - The ability to pioneer ministries and to provide spiritual leadership over a number of churches that results in fruitful ministry

- Acts 15:22-35 I Corinthians 12:28 Ephesians 4:11-14
- II Corinthians 12:12 Galatians 2:7-10

O. Missionary - The ability to minister effectively in cultures beyond your own

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

P. Prophecy - The ability to boldly declare the truth of God, regardless of the consequences, calling people to righteous living

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

Q. Evangelism - The ability to share the good news of Jesus Christ with others in such a way that many non-Christians believe in Christ and are converted to Christianity

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

R. Intercession - The ability to pray for significant lengths of time on a regular basis, often observing specific answers to those prayers

- Colossians 1:9-12 Colossians 4:12-13 James 5:14-16

BIBLICAL BASIS

I Like Your Style!

(Choosing Your Leadership Style)

*"Conduct yourselves with wisdom toward outsiders,
making the most of the opportunity.*

*Let your speech always be with grace, seasoned with salt,
so that you may know how you should respond to each person."* (Colossians 4:5-6)

All leaders influence people-but they do it differently. As a leader, one of the most important discoveries you can make is how you influence others most effectively for the Kingdom of God. Every leader has been created uniquely by God. You must find your unique leadership style and employ it for God's glory.

Leaders Influence People in Different Ways Because of...

- | | |
|----------|----------|
| 1. _____ | 4. _____ |
| 2. _____ | 5. _____ |
| 3. _____ | 6. _____ |

Leadership Style Statements:

1. There is not just one right way to _____.
2. Great leaders will change styles, but not _____.
3. Lasting leaders determine their style by observing their _____.

Discussion: Which is correct? Effective leadership is taking people from where they are to where...

- You want them to be
- They want to be
- They need to be

"True leadership must be for the benefit of the followers, not the enrichment of the leaders."
(Robert Townsend)

"A leader takes people where they want to go. A great leader takes people where they don't necessarily want to go, but ought to be." (Rosalyn Carter)

Five Different Styles of Leaders

1. _____

This style can be overpowering and must be combined with love. This style of leader gets others to do things simply because they want it done. The leader is strong and sometimes forceful. They are often known as "the boss."

Characteristics of Dominators

- | | |
|----------------------------|--------------------------------|
| 1. Intimidating | 4. Controlling of others |
| 2. One-way communication | 5. Strong will and personality |
| 3. Require blind obedience | 6. Negative |

An On-going Dominating Style will Cause:

- Resentment from followers
- High turnover; people will leave the organization
- Fearful climate and average production

How to Work for a Dominator

- | | |
|------------------------------|------------------------------------|
| 1. _____ directions. | 4. Never let him/her _____ you. |
| 2. Mind your _____ business. | 5. Find the _____ to his/her life. |
| 3. Don't take things _____. | 6. Get another _____ position. |

2. _____

This style is easier to follow. They discuss what needs to be done, and they get others to join them because both the leader and the follower want it done. They work toward cooperation without diminishing their goals.

"The Law of Connection: Leaders touch a heart before they ask for a hand."

Dr. John Maxwell

Nine Negotiating Principles

1. The ideal result of negotiating is win-win-win. (Leader, follower, team)
2. Start negotiations with high expectations.
3. Know what you want to achieve before negotiating.
4. Know what you won't stand for before negotiating.
(Examples: Bad attitudes, distrust, threats, secrets, closed minds)
5. Separate the person from the issue.
6. Discover beforehand what the other person really wants.
7. Generate a variety of possibilities before deciding what to do.
8. Don't match concessions one for one.
9. Weigh carefully offers you've never considered before.
10. Have a time-limit and tangible way to evaluate the decision.

3. _____

This style is smooth and often full of charisma. They are personable and consider what the follower wants. In fact, this style gets others to do things because the follower wants it. They are convincing to followers. The word "persuasion" comes from two root words: "through sweetness."

Principles of Persuasion

1. _____ is foundational.
2. _____ is essential.
3. _____ is critical.
4. _____ is fundamental.
5. _____ is beneficial.
6. _____ is motivational.

People don't care how much you know until they know how much you care.

Aristotle spoke of three ingredients of persuasion:

- Logos = Reason
- Pathos = Emotion
- Ethos = Credibility

4. _____

This is a convincing style because the leader never asks the followers to do something that he has not done himself. He gets others to do things because the follower sees it. He leads by example. This leader knows that you cannot lead others farther than where you have gone yourself.

The Equipping Process

1. _____ - The leader does it.
 2. _____ - The leader does it and the follower watches.
 3. _____ - The follower does it and the leader watches.
 4. _____ - The follower does it.
 5. _____ - The follower does it and someone else watches.
5. _____

This is the most effective way of leading long term. This is where the leader gets someone to do things because they feel they can. The leader gives his power away and, therefore, multiplies his leadership. Pittacus said, "The measure of a man is what he does with power."

Characteristics of Leaders Who Empower:

1. Their vision is bigger than they are.
2. They believe in people.
3. They have an excellent self-image.
4. They are people-developers.
5. They have a servant's heart.
6. They are transparent.
7. They are highly successful.
8. They have God's anointing.

The danger of power lies in the fact that those who have it tend to make its preservation their first concern. Such people are reluctant to relinquish the privileges

KEY POINTS

that power brings to them. It is impossible to hold on to power and at the same time give it to others. Those who draw lines, declare authority, and fight for rights soon see their power diminish. Only those who pass it on to others find their power increases. To empower others is to empower yourself.

Five Leadership Styles: What to Expect From Them...

<u>STYLE</u>	<u>REQUIRES</u>	<u>POSITIVE</u>	<u>NEGATIVE</u>
Dominating	Blind obedience	Immediate action	Negative reaction
Negotiating	Mutual victory	Entrepreneurship	Unequal effort
Persuading	Motivational skills	Winning attitude	Leader dependence
Modeling	Time together	Loyalty	When leader falls
Empowering	Anointing	Extraordinary living	Too much reliance on leader's blessing

ACTION PLAN

ASSESSMENT: Which leadership style do you employ?

APPLICATION: Identify a situation this week and choose the best style to lead in that situation. Discuss this with a colleague.

ANSWER KEY

ANSWER KEY: I Like Your Style!

Leaders Influence People in Different Ways Because of...

1. PERSONALITY
2. ORGANIZATION
3. CULTURE
4. TIMING
5. TRADITION
6. THE ISSUE

Leadership Style Statements

1. LEAD
2. PRINCIPLES
3. PEOPLE

Five Different Styles of Leaders

1. DOMINATING STYLE

How to Work for a Dominator

1. FOLLOW
2. OWN
3. PERSONALLY
4. DEVALUE
5. KEY
6. MINISTRY

2. NEGOTIATING STYLE

3. PERSUADING STYLE

Principles of Persuasion

1. PASSION
2. CONFIDENCE
3. DISCERNMENT
4. INTEGRITY
5. PERSPECTIVE
6. LOVE

4. MODELING STYLE

The Equipping Process

1. MODELING
2. MENTORING
3. MONITORING
4. MOTIVATING
5. MULTIPLYING

5. EMPOWERING STYLE

How to Grow a Leader

(What It Takes to Develop Other Leaders in Your Organization)

"Shepherd the flock of God among you, exercising oversight not under compulsion, but voluntarily, according to the will of God; and not for selfish gain, but with eagerness; nor yet as lording over those allotted to your charge, but proving to be examples to the flock." (1 Peter 5:2-30)

BIBLICAL BASIS

A Leader Who Develops Followers _____.

A Leader Who Develops Leaders _____.

How To Grow a Leader

1. _____ - It takes one to know one. True leaders can identify them.
2. _____ - It takes one to show one. True leaders are models.
3. _____ - It takes one to grow one. True leaders equip other leaders.

"The Law of Reproduction: It takes a leader to develop a leader."

Dr. John Maxwell

II Timothy 2:1-26

So why don't we do it? Why do leaders not develop more leaders? Because it is hard work! Note the pictures the Apostle Paul gives us for the task of leadership:

1. _____
We are to train and equip faithful men to do what we have done. (vv.1-2)
2. _____
We are to endure hardship and stay focused on our mission. (vv.3-4)
3. _____
We are to be disciplined and lead others with integrity. (v.5)
4. _____
We are to work hard like farmers, growing the people in our care. (vv.6-7)
5. _____
We are to study and labor to handle God's Word accurately. (v.15)
6. _____
We are to stay pure so God can use us for His highest purposes. (vv.20-21)
7. _____
We are to submit and stay humble, being kind to all people. (vv.24-26)

EXAMINE
THE WORD

Effective leadership is not an easy task, and the most challenging task of all the leadership tasks is to grow more leaders. Potential leaders are challenging to find; they are challenging to guide; they are challenging to train, but we must do it. The future of the Church will be impacted by our ability to grow more and better leaders! So, the issue is not *addition* to the Church, but *multiplication*.

Leaders Who Develop Followers

1. Insecure
2. Vision no bigger than self
3. Selfish
4. Natural leader
5. Chief enjoyment: praise of others

Leaders Who Develop Leaders

1. Secure
2. Vision bigger than self
3. Unselfish
4. Learned leadership
5. Chief enjoyment: growth of others

How to Identify a Leader

Potential leaders will...

1. _____.

This is the most consistent fact about leaders. Note who they influence, how many they influence, and when they influence others.

2. _____.

They are hungry to make things better and are willing to change. They enjoy making progress and become restless when things remain static.

3. _____.

They can get others excited about their dreams. The person with a vision talks little but does a lot. They have a fire inside of them to fulfill a dream.

4. _____.

Leaders will not experience long-term success unless a lot of people support them. Potential leaders have learned the value of people and can connect with them.

5. _____.

Their value lies in what they can do and what they can endure. You will notice potential leaders have the ability to thrive under pressure.

6. _____.

You can judge a leader by the size of the problems he handles. People almost always pick a problem their own size.

7. _____.

When they communicate, they get people to think, feel and act differently.

8. _____.

Potential leaders believe they can make a difference and want to prove it.

9. _____.

Leadership has more to do with attitude than position. Potential leaders have a positive attitude, a servant's attitude and a persistent attitude.

10. _____.

Leaders want to be respected for their production, not their position.

Questions To Ask Yourself Before You Grow a Leader

1. Is my life an example for others to follow?
2. Am I willing to pour my life into another?
3. How will I pass on my strengths to them?
4. What is the potential of the one I choose?
5. Are we compatible in personality and mission?
6. What type of person does this potential leader influence now?

CHECK YOUR
HEART

Seven Steps to Developing Leaders

1. _____.

When selecting potential leaders to develop, choose people with great:

- Desire to make a difference. (They must be hungry to grow.)
- Potential to make a difference. (A "5" will not lead a "10".)

Who are some potential leaders you could offer to develop in your ministry?

2. _____.

Potential leaders need to be challenged, not just taught. Give them a problem to solve. The challenge should be personal, attainable, measurable and important. Unless a person is stretched, it is impossible to assess his potential.

What are some challenges you could offer potential leaders?

3. _____.

You'll make a great statement to potential leaders if you generously put resources in their hands. This could be books, ideas, mentors, recordings, or training. A good resource can sustain what is learned at a conference or meeting.

What are some resources you could invest in potential leaders?

KEY POINTS

4. _____.

People do what people see. Let them see you model what you want them to learn. Be an example of people skills, decision making, good planning, and vision casting.

Where are some places you could take potential leaders to watch you at work?

5. _____.

Locate their God-given gifts and encourage them to lead from those gifts. Affirm what you see. Encouragement is the oxygen of the soul.

How can you identify talents in potential leaders and affirm them?

6. _____.

Potential leaders eventually must be given responsibility for a task; they must do more than follow you. Give them ownership of a task and the authority to do it.

What are some responsibilities you could delegate to potential leaders?

7. _____.

Balance your expectation with your inspection. Potential leaders must hear your assessment of their growth and their progress on the job. Try this checklist:

- Are they doing what is expected?
- Are they learning while they are doing?
- Are they effective with people?
- Are they ready for new challenges?

ASSESSMENT: Answer the questions from the list above. Where are you strong?
Where are you weak?

APPLICATION: Who are some potential leaders you will begin developing?

ACTION PLAN

ANSWER KEY: How to Grow a Leader

ANSWER KEY

A Leader Who Develops Followers ADDS.

A Leaders Who Develops Leaders MULTIPLIES.

How to Grow a Leader

1. DISCERN
2. DEMONSTRATE
3. DEVELOP

II Timothy 2:1-26 - Pictures of Leadership

1. TRAINER
2. SOLDIER
3. ATHLETE
4. FARMER
5. WORKER
6. VESSEL
7. BONDSERVANT

How to Identify a Leader

1. INFLUENCE OTHERS
2. CHALLENGE THE PROCESS
3. BE DRIVEN BY A VISION
4. RELATE WELL WITH PEOPLE
5. WORK WELL UNDER PRESSURE
6. SOLVE PROBLEMS WELL
7. COMMUNICATE EFFECTIVELY
8. BE CONFIDENT
9. POSSESS A POSITIVE ATTITUDE
10. WANT TO BE EVALUATED BY RESULTS

Seven Steps to Developing Leaders

1. CHOOSE THEM WISELY
2. CHALLENGE THEM APPROPRIATELY
3. INVEST RESOURCES INTO THEM GENEROUSLY
4. ALLOW THEM TO ACCOMPANY YOU AND WATCH YOU LEAD
5. IDENTIFY THEIR STRENGTHS AND ENCOURAGE THEM OFTEN
6. GIVE THEM RESPONSIBILITY AND AUTHORITY FOR SOME TASK
7. EVALUATE THEM ON A REGULAR BASIS

BIBLICAL BASIS

Characteristics of a Giant Killer

(How to Handle Your Greatest Leadership Challenges)

"Then David said to the Philistine, 'You come to me with a sword and spear, and a javelin, but I come to you in the name of the Lord of Hosts... This day the Lord will deliver you into my hands... and all the earth will know there is a God in Israel...'" (I Samuel 17:45-46)

Giant Truths and Giants in Life

1. Every "giant" introduces me to _____.

A crisis doesn't make us, it only reveals what we already are. Negative situations or challenges only uncover what is inside of leaders.

2. People who reach "giant positions" have _____ giants.

No team or person has ever achieved greatness without facing a giant obstacle. In a 1962 study entitled "Cradles of Eminence," researchers found one common thread running through all the outstanding lives they studied. Almost all of them had to overcome very difficult obstacles in order to become who they were.

3. Giants are often _____ God uses to shape us for bigger opportunities.

Once young David knocked down Goliath, most people could see he was being prepared for national leadership.

List some "giants" in your life: _____

Ten Characteristics of a Giant Killer

(I Samuel 17)

1. Giant Killers Don't _____ as Giant Killers. (vv. 14-24)

When war broke out between the Philistines and the Israelites, David was young. He was a musician and he was a shepherd. While his brothers served as soldiers, David became an errand boy for his dad, carrying food and checking up on them. He found the soldiers dressed for battle, but never engaging the enemy. Goliath wouldn't go away; for forty days, he kept coming back saying the same thing.

Observations on David and the soldiers:

- David was faithful in every one of his small tasks.
- The army was unfaithful in their very large task.

CHECK YOUR
HEART

2. Giant Killers See the Potential _____ if They Defeat the Giant. (vv. 25-27)

The majority of the crowd sees the obstacles; only a few see the objectives. What separates the fruitful leader from the unfruitful one is this: fruitful leaders see the impact and reward for taking a risk-and they take it. For others, the risk seems too high. On the day David faced Goliath, everyone had the same opportunity:

- The army saw Goliath.
- David saw God.
- The army saw the problem.
- David saw the potential.

We cannot evaluate a situation in terms of what we see. What is observable is real, but it is not the ultimate reality. Behind what we see is an all-powerful, loving God, and we must remind ourselves of this reality.

3. Giant Killers Don't Listen to Doubting _____. (vv. 28-33, 41-44)

You can easily determine the caliber of a person by the amount of opposition it takes to discourage him. Like David, we must do three things to handle critics:

- We must get by our Eliabs. (They intimidate us emotionally.)
- We must get by our Sauls. (They intimidate us with their position.)
- We must get by our Goliaths. (They intimidate us with their ability.)

David's critics said things like: "You don't belong here." "You're too young." "You are full of pride." "You are inexperienced." It was tough because the criticism was continual. It came from respectable people in his life; they questioned his motives and abilities. Remember: everyone who has never killed a giant will tell you it is impossible.

4. Giant Killers Are Not Overwhelmed by the _____. (v. 32)

The Israelite army cowered in fear. They had legitimate reasons for their anxiety. Goliath was the most fierce and powerful opponent they had ever seen. But David wanted to know who it was that defied the armies of the living God. The army saw Goliath as too big to hit. David saw him as too big to miss. We can get overwhelmed when we get in David's situation:

- Our giants have a reputation.
- Our giants continually confront us.
- Our giants keep defeating us psychologically.
- Others on our side are afraid.
- We come together and never deal with the giant.
- Our leader is afraid of the giant.

Why wasn't David overwhelmed?

- His passion was for God to be honored.
- His desire was for the reward.
- His confidence was in God to be his strength.

EXAMINE
THE WORD

5. Giant Killers Build upon Past _____. (vv. 34-37)

David's confidence was based on God's protection in successful encounters with a lion and a bear. He reminded himself and the people of the faithfulness of God. List an accomplishment in your life that brought you a sense of pride:

It likely involved a challenge. You probably felt some self-doubt, but you eventually gave it your total commitment. After the challenge is over, we often forget the initial self-doubt we felt, but when we remind ourselves of God's faithfulness we can defeat self-doubt in the future.

6. Giant Killers _____ Others They Will Be Successful. (v. 37)

What you believe means more than anything else in tough situations: more than what you earn, more than where you live, more than your social position, and more than what anyone else may think about you. Jesus said, "According to your faith be it unto you" (Matthew 9:29).

Self-confidence causes others to believe in you. God-confidence causes others to believe in God. Saul eventually said to David, "Go and may the Lord be with you."

7. Giant Killers Don't Try To Be _____. (vv. 38-40)

King Saul offered David his armor and weapons. David tried them on out of courtesy, but realized they didn't fit who he was. Often you will find yourself in this same kind of situation:

- During a crisis, people will try to make you like them.
- You will never defeat the giants in your life with fleshly weapons.
- God only expects us to use what we have to overcome our giants.

8. Giant Killers Face the Challenge with a Higher _____. (vv. 45-47)

David saw this challenge as being more than just a battle with a nine-foot tall guy. He faced it with a higher purpose. David ran to the battle so that the world would know the Lord of hosts. He saw it as an enemy without a covenant with the living God versus a man who did have a covenant and who represented Him. It was a statement of things to come of God's great power.

"The real test of a man is not when he plays the role that he wants for himself, but when he plays the role destiny has for him." (Bob Buford)

KEY POINTS

The Power of a Higher Purpose...

- Noah could overcome the scoffing of people because he had a purpose.
- Abraham could leave his home for a new land because he had a purpose.

- Joseph had strength to endure a dark prison because he had a dream.
- Daniel could sleep in a lions' den because he clung to a higher purpose.
- The three Hebrew men could enter a furnace because they had a purpose.
- John the Baptist could decrease in popularity because he had a purpose.
- Stephen preached and died for an unpopular Gospel because of purpose.
- Paul endured torture, slander and shipwreck because he had a purpose.
- Jesus, our example, endured the cross...because of His higher purpose:
to seek and to save the lost!

9. Giant Killers Are Eager to _____. (v. 48)

The first step to solving any problem is to begin. Overcomers are inspired by a challenge and are passionate to win the victory. David didn't walk toward Goliath...he ran! You can judge the size of a person by the size of the problem they are willing to face.

10. Giant Killers Take Those Around Them to a _____ Level (vv. 49-52)

The first sign of a crisis is when you have a major problem and no one tries to help you solve it. Once David solved the problem of Goliath, the armies of Israel ran to chase down the rest of the Philistine army. They won the battle that day-but were able to win only because David paved the way for them.

ACTION PLAN

ASSESSMENT: *What are the "giants" you face today?*

APPLICATION: *What will be your initial steps to conquer those giants?*

ANSWER KEY

ANSWER KEY: Characteristics of a Giant Killer

Giant Truths and Giants in Life

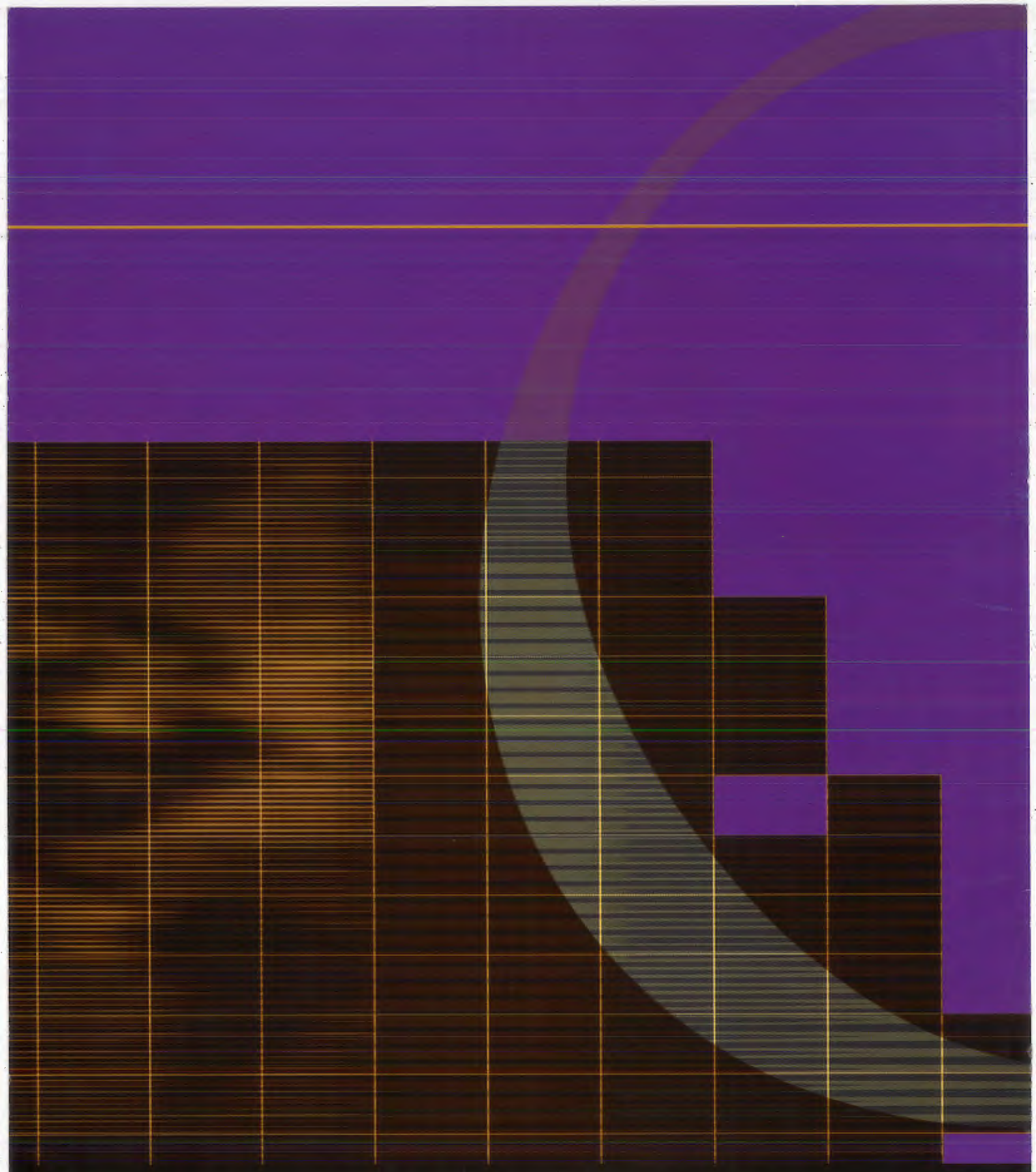
1. MYSELF
2. DEFEATED
3. TOOLS

Ten Characteristics of a Giant Killer

1. BEGIN
2. REWARD
3. CRITICS
4. CHALLENGE
5. SUCCESSSES
6. CONVINCE
7. SOMEONE ELSE
8. PURPOSE
9. WIN
10. HIGHER

NOTES

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