

ENGAGE
YOUR
STRENGTHS

FEKS³⁰

Scripture
Engagement
Supplement

ARMED SERVICES
MINISTRY
OF AMERICAN BIBLE SOCIETY

Engage

ENGAGE YOUR STRENGTHS 3.0

SCRIPTURE ENGAGEMENT SUPPLEMENT

This Engage Your Strengths 3.0 – Scripture Engagement Supplement workbook complements the EYS 3.0 program by providing expanded biblical foundations and practical, extended Scripture engagement.

This supplement is designed to guide you to refine and practice your God-given talents through individual, small group, and community deeper dives in Scripture and helping every person live the life God intended by engaging his or her strengths.

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ENGAGE YOUR STRENGTHS 3.0

SCRIPTURE ENGAGEMENT SUPPLEMENT

Dear Leader,

Imagine if the power of God's Word and your strengths were unleashed to become living and active throughout the world. What if you could move toward the extraordinary and live every day in this reality of being fearfully and wonderfully made? Would you do it? Would you be willing to invest the time and energy necessary to discover the God-given potential that already resides within you and is waiting to be unleashed?

We at American Bible Society count it as one of our highest honors to help equip our country's armed services personnel and churches with essential and timely resources. Since 1817, we have supplied the armed services with customized Scripture in strategic formats that delivers the life-changing message of God's Word. We remain grateful for the opportunity to serve in this important calling.

We are excited about our unique partnership with Gallup's Faith Practice, especially in the arena of talent discovery, strengths development, and Scripture engagement. Both organizations have a deep commitment to helping every person live at their optimal level by living their strengths.

Engage Your Strengths blends Gallup's StrengthsFinder assessment, coaching, and leadership & team building with biblical foundations and extended Scripture engagement. The program is designed to help you discover your God-given talents and how to live your strengths more fully while engaging them with Holy Scripture. EYS helps leaders and their team members to practice their strengths and equips them to consistently achieve success and satisfaction by maximizing their God-given talents.

This *Engage Your Strengths 3.0 – Scripture Engagement Supplement* workbook complements the EYS 3.0 program by providing expanded biblical foundations and practical, extended Scripture engagement developed by American Bible Society's Armed Services Ministry & Church Ministries divisions. This supplement is designed to offer guidance as you refine and practice your God-given talents through individual, small group, and community deeper dives in Scripture, helping every person live the life God intended by engaging his or her strengths.

To learn more about the *Engage Your Strengths* program, visit us on the Web at EYSJourney.com.

BIBLICAL UNDERPINNINGS FOR STRENGTHS

Something within our spirit resonates with the discovery of our talents and strengths. It “feels right,” as though from the depths of our being we can finally shout, “This is who I was created to be!” This liberating experience allows us to develop and move toward living out our talents — God-given ways of thinking, feeling, and behaving. It also gives us permission to accept ourselves as God originally created us to be and helps us find our purpose and place in God’s work on earth.

StrengthFinder measures your talents in 34 categories called themes and gives you a report of your Signature Themes — a ranked listing of the five themes that seem to hold your most dominant talents — providing a window into who God created you to be.

Scripture shows us that we are each uniquely created by God with abilities that are to be used for his purposes. These talents are part of our “hardwiring” as human beings and are different from, but work in conjunction with, the spiritual gifts given to Christians as noted in Romans 12.6-8, I Corinthians 12.28-30, and Ephesians 4.11.

YOU WERE CREATED BY GOD

Numerous passages from the Old and New Testaments affirm what we already know in our hearts about God’s grace toward humanity. In the Old Testament book of Genesis, we find that humankind was the crowning achievement of creation:

Genesis 1.26, 27, 31a — *Then God said, “And now we will make human beings; they will be like us and resemble us. They will have power over the fish, the birds, and all animals, domestic and wild, large and small. So God created human beings, making them to be like himself. He created them male and female . . . God looked at everything he had made, and he was very pleased.*

Genesis 2.7 — *Then the Lord God took some soil from the ground and formed a man out of it; he breathed life-giving breath into his nostrils and the man began to live.*

It is this knowledge of God’s intimate involvement in our lives that leads to the deep sense of gratitude expressed in the Old Testament book of Psalms:

Psalms 139.13-16 — *You created every part of me. You put me together in my mother’s womb. I praise you because you are to be feared; all you do is strange and wonderful. I know it with all my heart. When my bones were being formed, carefully put together in my mother’s womb, when I was growing there in secret, you knew that I was there — you saw me before I was born. The days allotted to me had all been recorded in your book, before any of them ever began.*

Isaiah also declares that God is our Creator!

Isaiah 45.9-12a — *Does a clay pot dare argue with its maker, a pot that is like all the others? Does the clay ask the potter what he is doing? Does the pot complain that its maker has no skill?*

Do we dare say to our parents, “Why did you make me like this? The LORD, the holy God of Israel, the one who shapes the future, says: “You have no right to question me about my children or to tell me what I ought to do! I am the one who made the earth and created human beings to live there.”

The Gospel according to John proclaims that God is the Creator of all things - and that includes us!!

John 1.1-4 — *In the beginning the Word already existed; the Word was with God, and the Word was God. From the very beginning the Word was with God. Through him God made all things; not one thing in all creation was made without him. The Word was the source of life, and this life brought light to people.*

YOU WERE CREATED BY GOD WITH UNIQUE TALENTS AND ABILITIES

Right from the beginning of Scripture we find that our Creator made us different from the rest of creation. Adam had an ability to think and communicate with God that the rest of creation did not have. Each person since Adam is a unique masterpiece with his or her own thoughts, feelings,

and behaviors that become shaped by unique life experiences. In spite of Eve being taken from Adam’s own body, she was different from him - a female who had her own special characteristics physically, emotionally, and cognitively. Eve’s differences allowed her to be a companion, helper, and complementary partner for Adam.

Gen. 2.18, 20-23 — *Then the LORD God said, “It is not good for the man to live alone. I will make a suitable companion to help him.” ... Then the LORD God made the man fall into a deep sleep, and while he was sleeping, he took out one of the man’s ribs and closed up the flesh. He formed a woman out of the rib and brought her to him. Then the man said,*

“At last, here is one of my own kind- bone taken from my bone, and flesh from my flesh. “Woman” is her name because she was taken out of man.”

Adam and Eve’s sons, Cain and Abel, also had different abilities, interests, and personalities. Genesis 4.2b tells us that Abel was a shepherd and Cain was a farmer. Additionally, special abilities and talents ran in the family lines of Cain’s descendants.

Genesis 4.19-22 — *Lamach had two wives, Adah and Zillah. Adah gave birth to Jabal, who was the ancestor of those who raise livestock and live in tents. His brother was Jubal, the ancestor of all musicians who play the harp and the flute. Zillah gave birth to Tubal Cain, who made all kinds of tools out of bronze and iron. The sister of Tubal Cain was Naamah.*

Isaac and Rebecca’s twin boys had differing preferences and characteristics in spite of being twins.

Genesis 25.24-27 — *The time came for her to give birth, and she had twin sons. The first one was reddish, and his skin was like a hairy robe, so he was named Esau. The second one was born holding on tightly to the heel of Esau, so he was named Jacob. Isaac was sixty years old when they were born. The boys grew up, and Esau became a skilled hunter, a man who loved the outdoors, but Jacob was a quiet man who stayed at home.*

In the book of Exodus, the Scripture is clear that our talents and abilities are given by God.

Exodus 28.3 — *[The Lord said to Moses] Call all the skilled workers to whom I have given ability, and tell them to make Aaron’s clothes, so that he may be dedicated as a priest in my service.*

Exodus 35.30-36.3, 8a — *Moses said to the Israelites, “The Lord has chosen Bezalel, the son of Uri and grandson of Hur, from the tribe of Judah. God has filled him with his power and given him skill, ability, and understanding for every kind of artistic work, for planning skillful designs and working them in gold, silver, and bronze; for cutting jewels to be set; for carving wood; and for every other kind of artistic work. The Lord has given to him and to Oholiab son of Abisamach, from the tribe of Dan the ability to teach their craft to others. He has given them skill in all kinds of work done by engravers, designers, and weaver of fine linen; blue, purple, and red wool; and other cloth. They are able to do all kinds of work and are skillful designers.*

“Bezalel, Oholiab, and all the other workers to whom the LORD has given skill and understanding, who know how to make everything needed to build the sacred Tent, are to make everything just as the LORD has commanded.”

Moses called Bezalel, Oholiab, and all the other skilled men to whom the LORD had given ability and who were willing to help, and Moses told them to start working. ... The most skilled men among these doing the work made the Tent of the LORD’s presence.

In these passages, we see that Bezalel, Oholiab, and the other workers invested in their God-given abilities by becoming educated and skilled in their trades so that they could do the work God needed to be done on earth. They had taken their innate talents and made them into strengths.

BIBLICAL UNDERPINNINGS FOR STRENGTHS

YOU WERE CREATED BY GOD WITH UNIQUE TALENTS AND ABILITIES TO BE USED FOR HIS PURPOSES

God had purposes and plans for human beings from the beginning of creation. He gave Adam and Eve responsibilities in the following passages:

Genesis 1.28-29 — *[God] blessed them, and said, “Have many children, so that your descendants will live all over the earth and bring it under their control. I am putting you in charge of the fish, the birds, and all the wild animals.”*

Genesis 2.15 — *Then the LORD God placed the man in the Garden of Eden to cultivate it and guard it.*

Throughout Scripture it becomes clear that God uses people to do His work on Earth.

God gives individuals their abilities so that they can accomplish His plans.

Genesis 25.21-27 — *Because Rebecca had no children, Isaac prayed to the LORD for her. The LORD answered her prayer, and Rebecca became pregnant. She was going to have twins, and before they were born, they struggled against each other in her womb. She said, “Why should something like this happen to me?” So she went to ask the LORD for an answer.*

The LORD said to her, “Two nations are within you; You will give birth to two rival peoples. One will be stronger than the other; The older will serve the younger.”

Romans 9.10b-12 — *For Rebecca’s two sons had the same father, our ancestor Isaac. But in order that the choice of one son might be completely the result of God’s own purpose, God said to her, “The older will serve the younger.” He said this before they were born, before they had done anything either good or bad; so God’s choice was based on his call, and not on anything they had done.*

Jeremiah 1.4-5; 29.10-11 — *The LORD said to me, “I chose you before I gave you life, and before you were born I selected you to be a prophet to the nations.”*

The Lord says ... “I alone know the plans I have for you, plans to bring you prosperity and not disaster, plans to bring about the future you hope for.

Luke 1.13-17 — *But the angel said to him, “Don’t be afraid, Zechariah! God has heard your prayer, and your wife’s prayer, and your wife Elizabeth will bear you a son. You are to name him John. How glad and happy you will be, and how happy many others will be when he is born! John will be great in the Lord’s sight. He must not drink any wine or strong drink. From his very birth he will be filled with the Holy Spirit, and he will bring back many of the people of Israel to the Lord their God. He will go ahead of the Lord, strong and mighty like the prophet Elijah. He will bring fathers and children together again; he will turn disobedient people back to the way of thinking of the righteous: he will get the Lord’s people ready for him.”*

God even uses the natural abilities and talents of non-believers for His purposes.

Isaiah 45.12b-13 — *By my power I stretched out the heavens; I control the sun, the moon, and the stars. I myself have stirred Cyrus to action to fulfill my purpose and put things right. I will straighten out every road that he travels. He will rebuild my city, Jerusalem, and set my captive people free. No one has hired him or bribed him to do this.” The LORD Almighty has spoken.*

Romans 9.16-17 — *So then, everything depends, not on what we humans want or do, but only on God’s mercy. For the scripture says to the king of Egypt, “I made you king in order to use you to show my power and to spread my fame over the whole world.”*

God has made us all unique parts of the BODY of CHRIST - his plan for the church!!

Romans 12.4-5 — *We have many parts in the one body, and all these parts have different functions. In the same way, though we are many, we are one body in union with Christ, and we are all joined to each other as different parts of one body.*

We are all unique because we each have different, but necessary parts to play in the Body of Christ. In the New Testament book of 1 Corinthians, we discover that God’s unique design for us includes using the different parts to help others. Each part is important!!

1 Corinthians 12.12, 14-20, 27 — *Christ is like a single body, which has many parts; it is still one body, even though it is made up of different parts. ... For the body itself is not made up of only one part, but of many parts. If the foot were to say, “Because I am not a hand, I don’t belong to the body,” that would not keep it from being a part of the body. And if the ear were to say, “Because I am not an eye, I don’t belong to the body,” that would not keep it from being a part of the body. If the whole body were just an eye, how could it hear? And if it were only an ear, how could it smell? As it is, however, God put every different part in the body just as he wanted it to be. There would not be a body if it were all only one part! As it is, there are many parts but one body. ... All of you are Christ’s body, and each one is a part of it.*

Each one of us is necessary for the proper functioning of the Body of Christ.

Ephesians 4.15-16 — *... by speaking the truth in a spirit of love, we must grow up in every way to Christ, who is the head. Under His control all the different parts of the body fit together, and the whole body is held together by every joint with which it is provided. So when each separate part works as it should, the whole body grows and builds itself up through love.*

Expanding on this theme, a number of New Testament books (especially the book of Ephesians) help us understand that a major aspect of ministry is about releasing people’s potential — helping them do what God designed them to do best. Our success and impact will result from who we are — not by our trying to be who we are not. We are free to become men and women of excellence as we discover and enhance our strengths by drawing upon our God-given talents through the practice and development of our skills and building our base of knowledge.


From a spiritual viewpoint, when we affirm our strengths and engage with Scripture, we communicate to God our gratefulness for gracing us with our unique mix of talents and gifts, and learn to live the life that God always intended us to live. It also gives us a sense of significance and purpose, and a new set of lenses through which to encounter the life-changing message of the Word of God!

God holds each of us accountable to discover who he made us to be and to live out his unique calling for our lives!!!

Galatians 5.25-26 (The Message) — *Since this is the kind of life we have chosen, the life of the Spirit, let us make sure that we do not just hold it as an idea in our heads or a sentiment in our hearts, but work out its implications in every detail of our lives. That means we will not compare ourselves with each other as if one of us were better and another worse. We have far more interesting things to do with our lives. Each of us is an original.*

Galatians 6.4-5 (The Message) — *Make a careful exploration of who you are and the work you have been given, and then sink yourself into that. Don’t be impressed with yourself. Don’t compare yourself with others. Each of you must take responsibility for doing the creative best you can with your own life.*

You are at your best when you do what God created you to do best. To accept your natural, God-given talents is to accept yourself the way God created you.



WE RECOMMEND THAT —
BEFORE YOU CONTINUE
READING — YOU TAKE THE
CLIFTON STRENGTHSFINDER
ASSESSMENT.

YOUR SIGNATURE THEMES

List your signature themes
1.
2.
3.
4.
5.

GETTING THE MOST FROM GOD'S WORD

American Bible Society recommends two Bible reading methods designed to help you get the most from God's Word. Used by millions around the world, they are time-tested ways to engage Scripture as part of a life-long journey of growing intimacy with God.

The LORD says, "My word is like the snow and the rain that come down from the sky to water the earth. They make the crops grow and provide seed for planting and food to eat. So also will be the word that I speak — it will not fail to do what I plan for it; it will do everything I send it to do."

— Isaiah 55.1a, 10, 11

Suggested steps to help you dive deeper and live in your strengths:

- 1 Utilize one of two Bible reading methods as you work through your talents.
- 2 Read reflectively your top five signature talent themes.
- 3 Begin to live out your God-given strengths, and share your discoveries with others you are journeying with, your small group, and your faith community.

THE PR3 METHOD (PRAY, READ, REFLECT, RESPOND)

PRAY with focus and openness to see what God has for you.

Pray for God's guidance and blessing.

READ the selected section of Scripture slowly and carefully.

Take note of intriguing words and phrases. Read them a second time and meditate on what they are communicating to you.

REFLECT on what strikes you as you read.

What does this passage of Scripture teach you about God's values?

How does the passage serve to deepen your understanding of God's Word and your relationship to God?

RESPOND to the passage.

Speak to God directly about what's on your mind and in your heart. Open your mind and heart to what God's Word is communicating to you, and look for ways to live out what you've uncovered.

S SCRIPTURE

Slowly and carefully read through the passage. Imagine what the people in the passage were experiencing. Write down a verse that stands out to you.

O OBSERVATION

Write down your observations about the passage. Summarize the passage and think about what God has to say to you.

A APPLICATION

Write down how the passage applies to your daily life. How can you respond in the way Jesus taught?

P PRAYER

Write down an honest and heartfelt prayer. Remember that God always listens and already knows your needs.

ACHIEVER

Achiever Strength Highlight — People strong in the Achiever theme have a great deal of stamina and work hard. They take great satisfaction from being busy and productive.

SCRIPTURAL SUPPORT FOR THE ACHIEVER STRENGTH

Proverbs 6.6-8 — Lazy people should learn a lesson from the way ants live. They have no leader, chief, or ruler, but they store up their food during the summer, getting ready for winter.

Hebrews 6.11,12 — Our great desire is that each of you keep up your eagerness to the end, so that the things you hope for will come true. We do not want you to become lazy, but to be like those who believe and are patient, and so receive what God has promised.

James 2.14-17 — My friends, what good is it for one of you to say that you have faith if your actions do not prove it? Can that faith save you? Suppose there are brothers or sisters who need clothes and don't have enough to eat. What good is there in your saying to them, "God bless you! Keep warm and eat well!" — if you

don't give them the necessities of life? So it is with faith: if it is alone and includes no actions, then it is dead.

A WIFE OF NOBLE CHARACTER — ACHIEVER AT WORK

Proverbs 31.1, 2, 8-31- These are the solemn words which King Lemuel's mother said to him: "You are my own dear son, the answer to my prayers. What shall I tell you? . . .

"Speak up for people who cannot speak for themselves. Protect the rights of all who are helpless. Speak for them and be a righteous judge. Protect the rights of the poor and needy." How hard it is to find a capable wife! She is worth far more than jewels! Her husband puts his confidence in her, and he will never be poor. As long as she lives, she does him good and never harm. She keeps herself busy making wool and linen cloth. She brings home food from out-of-the-way places, as merchant ships do. She gets up before daylight to prepare food for her family and to tell her servant women what to do. She looks at land and buys it, and with money she has earned she plants a vineyard. She is a hard worker, strong and industrious. She knows the value of everything she makes, and works late into the night. She spins her

own thread and weaves her own cloth. She is generous to the poor and needy. She doesn't worry when it snows, because her family has warm clothing. She makes bedspreads and wears clothes of fine purple linen. Her husband is well known, one of the leading citizens. She makes clothes and belts, and sells them to merchants. She is strong and respected and not afraid of the future. She speaks with a gentle wisdom. She is always busy and looks after her family's needs. Her children show their appreciation, and her husband praises her. He says, 'Many women are good wives, but you are the best of them all.' Charm is deceptive and beauty disappears, but a woman who honors the LORD should be praised. Give her credit for all she does. She deserves the respect of everyone."

DEEPER DIVE

What can you learn from the daily routine illustrated in Proverbs 31?

What motivations cause the wife of noble character to be "goal oriented"?

Are there things in your daily life that give you a sense of intensity?

MAKING IT HAPPEN – PROVERBS 31

Key Thought Starter – God has created those with Achiever to have the ability to be passionate Kingdom workers who have an innate drive to accomplish important tasks every day.

Overview: The Proverbs 31 Woman is an incredible example of an individual living out her strength in everyday activity, which results in incredible blessing for everyone around her.

Scripture Outline

1. Motivated by a Sense of Purpose to be a Hard Worker Who Seeks
 - a. The well-being of her husband (31.12)
 - b. Her family (31.15, 21)
 - c. And others (31.15b, 20)
2. Empowered by Incredible Stamina Given by God
 - a. Getting up early and working late (31.15)
 - b. Considers, plans, and implements (31.13-18)
3. Astonishing, Daily, Respected Accomplishments
 - a. Results in productivity (31.13-18)
 - b. Generates a community of respect (31.10, 23, 25, 28, 29)

Challenge: Use your stamina and hard work to accomplish Kingdom impact and lead by example.

Appreciation: Help an Achiever celebrate his/her accomplishments.

Small Group Questions

1. What motivated the Proverbs 31 Woman to be such a hard worker?
2. What range of activity did she consider to be her field of work?
3. What characterized the way in which she went about her business?
4. How can you achieve your goals in ministry with similar Christ-like attitude?

ACTIVATOR

Activator Strength Highlight — People strong in the Activator theme can make things happen by turning thoughts into actions. They are often impatient.

SCRIPTURAL SUPPORT FOR THE ACTIVATOR STRENGTH

James 1.22-24 — Do not deceive yourselves by just listening to his word; instead, put it into practice. If you listen to the word, but do not put it into practice you are like people who look in a mirror and see themselves as they are. They take a good look at themselves and then go away and at once forget what they look like.

Ecclesiastes 11.4-6 — If you wait until the wind and the weather are just right, you will never plant anything and never harvest anything. God made everything, and you can no more understand what he does than you understand how new life begins in the womb of a pregnant woman. Do your planting in the morning and in the evening, too. You never know whether it will all grow well or whether one planting will do better than the other.

NEHEMIAH — ACTIVATING HIS TEAM

Nehemiah 2.9-18 — The emperor sent some army officers and a troop of cavalry with me, and I made the journey to West-of-Euphrates. There I gave the emperor's letters to the governors. But Sanballat, from the town of Beth Horon, and Tobiah, an official in the province of Ammon, heard that someone had come to work for the good of the people of Israel, and they were highly indignant. I went on to Jerusalem, and for three days I did not tell anyone what God had inspired me to do for Jerusalem. Then in the middle of the night I got up and went out, taking a few of my companions with me. The only animal we took was the donkey that I rode on. It was still night as I left the city through the Valley Gate on the west and went south past Dragon's Fountain to the Rubbish Gate. As I went, I inspected the broken walls of the city and the gates that had been destroyed by fire. Then on the east side of the city I went north to the Fountain Gate and the King's Pool. The donkey I was riding could not find any path through the rubble, so I went down into Kidron Valley and rode along, looking at the wall. Then I returned the way I had come and went back into the city

through the Valley Gate. None of the local officials knew where I had gone or what I had been doing. So far I had not said anything to any of the other Jews — the priests, the leaders, the officials, or anyone else who would be taking part in the work. But now I said to them, "See what trouble we are in because Jerusalem is in ruins and its gates are destroyed! Let's rebuild the city walls and put an end to our disgrace." And I told them how God had been with me and helped me, and what the emperor had said to me. They responded, "Let's start rebuilding!" And they got ready to start the work.

DEEPER DIVE

What caused Nehemiah to initiate rebuilding the walls of Jerusalem?

How did Nehemiah's Activator change his people?

Are there things that cause you to take action quickly?

LET'S START BUILDING – NEHEMIAH 2.9-18

Key Thought Starter – God has created those with Activator to ask, “When can we start?”

Overview: The story about rebuilding the walls of Jerusalem is a testimony of a leader who had a catalytic sense of urgency. Nehemiah knew that he would not be judged by what he said or what he thought, but by what he did. In turn, he cast a vision, motivated the people, and created momentum to start rebuilding. The walls were rebuilt in 52 days!

Scripture Outline

1. The Leader's Initiation – Nehemiah wasted no time, he researched the need and learned about the challenge before him (2.12-15)
 - a. He got up in the middle of the night to inspect
 - b. He made a thorough inspection
2. The Leader's Call (2.17)
 - a. He told the people about the trouble
 - b. He called them to rebuild the walls
3. The Leader's Resource (2.18)
 - a. He told them of God's grace
 - b. He told them of the king's blessing
4. The Leader's Satisfaction (2.18)
 - a. The people's response – “Let's start rebuilding.”
 - b. The people prepared to begin the good work

Challenge: Use your creative momentum, initiation, and instigation to move God's people.

Appreciation: Encourage those with the Activator talent to continue to bring a catalytic sense of urgency to help people get started and quickly do Kingdom work.

Small Group Questions

1. What things did Nehemiah use to spark the rebuilding of the walls?
2. What do you think motivated Nehemiah the most to rebuild the walls?
3. Do you face any major 'walls' that must be rebuilt in your life? What are they and how might faith in God help you confront them?
4. How often do you want to do things now, rather than simply talk about doing them? Has your Activator talent ever prompted you to get people to take action? If so, describe what happened.

ADAPTABILITY

Adaptability Strength Highlight – People strong in the Adaptability theme prefer to “go with the flow.” They tend to be “now” people who take things as they come and discover the future one day at a time.

SCRIPTURAL SUPPORT FOR THE ADAPTABILITY STRENGTH

Matthew 6.25-34 — “This is why I tell you: do not be worried about the food and drink you need in order to stay alive, or about clothes for your body. After all, isn’t life worth more than food? And isn’t the body worth more than clothes? Look at the birds: they do not plant seeds, gather a harvest and put it in barns; yet your Father in heaven takes care of them! Aren’t you worth much more than birds? Can any of you live a bit longer by worrying about it? And why worry about clothes? Look how the wild flowers grow: they do not work or make clothes for themselves. But I tell you that not even King Solomon with all his wealth had clothes as beautiful as one of these flowers. It is God who clothes the wild grass — grass that is here today and gone tomorrow, burned up in the oven. Won’t he be all the more sure to clothe you? What little faith you have! So do not start worrying: ‘Where will my food come from? or my drink? or my clothes?’ (These are the things the pagans are

always concerned about.) Your Father in heaven knows that you need all these things. Instead, be concerned above everything else with the Kingdom of God and with what he requires of you, and he will provide you with all these other things. So do not worry about tomorrow; it will have enough worries of its own. There is no need to add to the troubles each day brings.”

ABRAM — A MODEL OF ADAPTABILITY*

Genesis 12.1-10 — The LORD said to Abram, “Leave your country, your relatives, and your father’s home, and go to a land that I am going to show you. I will give you many descendants, and they will become a great nation. I will bless you and make your name famous, so that you will be a blessing. I will bless those who bless you, but I will curse those who curse you. And through you I will bless all the nations.” When Abram was seventy-five years old, he started out from Haran, as the LORD had told him to do; and Lot went with him. Abram took his wife Sarai, his nephew Lot, and all the wealth and all the slaves they had acquired in Haran, and they started out for the land of Canaan. When they arrived in Canaan, Abram traveled through the land until he came to the sacred tree of Moreh, the holy place at Shechem. (At that time the Canaanites were still living in the land.) The LORD appeared to Abram and said to him,

“This is the country that I am going to give to your descendants.” Then Abram built an altar there to the LORD, who had appeared to him. After that, he moved on south to the hill country east of the city of Bethel and set up his camp between Bethel on the west and Ai on the east. There also he built an altar and worshiped the LORD. Then he moved on from place to place, going toward the southern part of Canaan. But there was a famine in Canaan, and it was so bad that Abram went farther south to Egypt, to live there for a while.

*God changed Abram’s name to Abraham (Genesis 17.5) because he would be “the ancestor of many nations.”

DEEPER DIVE

What caused Abram to be flexible and be willing leave his country?

How would Abram’s Adaptability bring about a blessing for an entire nation?

Are there things that cause you to “go with the flow”?

GOING WITH THE FLOW – GENESIS 12.1-10

Key Thought Starter – God has created those with Adaptability to be able to live in the moment and discover their future one choice at a time.

Overview: In this story, God called Abram to leave the land of his birth to the land that God had prepared for him. His adaptability enabled him to respond willingly to the demands of a moment that tried his faith and obedience while setting him apart for God.

Scripture Outline

1. The Leader’s Call and God’s Promise (12.1-3)
 - a. Leave homeland
 - b. Descendants, nation, and blessing
2. The Leader’s Obedience (12.4-5)
 - a. He left Haran
 - b. He set out for Canaan
3. The Leader’s Flexibility (12.6-10)
 - a. Shechem
 - b. Bethel
 - c. Negev
 - d. Egypt

Challenge: Creative spontaneity, detours, and change in direction may provide opportunity for faith and obedience to grow while leading to God’s blessing.

Appreciation: Encourage leaders with the Adaptability talent to continue to react with immediacy and a willingness to go where change takes you.

Small Group Questions

1. Why do you think Abram was willing to leave his country and follow God’s call? Have you ever experienced such a call? When?
2. Are you facing a change in direction in your life? What is it and how might faith in God help you confront it?
3. Does your Adaptability talent help you see the future as a place that you create out of the choices you make right now? If so, describe that process.
4. How often do people describe you as a ‘river,’ with the ability to ‘go with the flow’?

ANALYTICAL

Analytical Strength Highlight
— People strong in the Analytical theme search for reasons and causes. They have the ability to think about all the factors that might affect a situation.

SCRIPTURAL SUPPORT FOR THE ANALYTICAL STRENGTH

Luke 14.28 — If one of you is planning to build a tower, you sit down first and figure out what it will cost, to see if you have enough money to finish the job.

John 20.24-29 — One of the twelve disciples, Thomas (called the Twin), was not with them when Jesus came. So the other disciples told him, “We have seen the Lord!” Thomas said to them, “Unless I see the scars of the nails in his hands and put my finger on those scars and my hand in his side, I will not believe.” A week later the disciples were together again indoors, and Thomas was with them. The doors were locked, but Jesus came and stood among them and said, “Peace be with you.” Then he said to Thomas, “Put your finger here, and look at my hands; then reach out your hand and put it in my side. Stop

your doubting, and believe!” Thomas answered him, “My Lord and my God!” Jesus said to him, “Do you believe because you see me? How happy are those who believe without seeing me!”

SOLOMON AND THE ANALYTICAL STRENGTH

1 Kings 3.5-15 — That night the LORD appeared to him in a dream and asked him, “What would you like me to give you?” Solomon answered, “You always showed great love for my father David, your servant, and he was good, loyal, and honest in his relation with you. And you have continued to show him your great and constant love by giving him a son who today rules in his place. O LORD God, you have let me succeed my father as king, even though I am very young and don’t know how to rule. Here I am among the people you have chosen to be your own, a people who are so many that they cannot be counted. So give me the wisdom I need to rule your people with justice and to know the difference between good and evil. Otherwise, how would I ever be able to rule this great people of yours?” The LORD was pleased that Solomon had asked for this, and so he said to him, “Because you have asked for the wisdom to rule justly, instead of long life for yourself or riches or the death of your enemies, I will do what you have

asked. I will give you more wisdom and understanding than anyone has ever had before or will ever have again. I will also give you what you have not asked for: all your life you will have wealth and honor, more than that of any other king. And if you obey me and keep my laws and commands, as your father David did, I will give you a long life.” Solomon woke up and realized that God had spoken to him in the dream. Then he went to Jerusalem and stood in front of the LORD’s Covenant Box and offered burnt offerings and fellowship offerings to the LORD. After that he gave a feast for all his officials.

DEEPER DIVE

What motivated Solomon to ask for wisdom?

How did Solomon’s Analytical approach impact his life and his people?

Are there people who might benefit from the data and facts that you have been recently considering?

SEEKING THE BEST – 1 KINGS 3.5-15

Key Thought – God has created those with Analytical talent to be able to search for reasons and causes and to think through all the factors that might affect a situation.

Overview: Early in King Solomon’s reign the Lord comes to him in a dream and offers to grant him whatever he wants from his hand. As Solomon analyzes his responsibilities, he realizes that the best thing he can ask for is not power or wealth but wisdom. His response pleases the Lord and Solomon is on the path to becoming the wisest man on earth.

Scripture Outline

1. The Lord’s Gracious Offer (3.5)
2. Solomon’s Gracious Response (3.6-9)
 - a. Solomon expresses gratitude for God’s goodness
 - b. Solomon analyzes his new role as king
 - c. Solomon requests wisdom to govern and distinguish right from wrong
3. The Lord’s Gracious Blessing (3.10-15)
 - a. God grants Solomon’s request for wisdom
 - b. God promises more blessings than Solomon requests
 - c. God’s conditional promise of long life

Challenge: Use your Analytical talent to help a person or group that is struggling to organize a large body of information or bring structure to their ideas.

Appreciation: Give the Analytical person enough time to do a task correctly by checking with them as they progress. Adjust deadlines when possible.

Small Group Questions

1. What motivates Solomon to ask for wisdom?
2. How does Solomon’s Analytical approach impact his life and his people?
3. Are there people who might benefit from the data and facts that you have been recently considering?
4. Are there any emotionally charged issues facing your team that can use your logical, objective, dispassionate thinking?

ARRANGER

Arranger Strength Highlight – People strong in the Arranger theme can organize, but they also have a flexibility that complements this ability. They like to figure out how all of the pieces and resources can be arranged for maximum productivity.

SCRIPTURAL SUPPORT FOR THE ARRANGER STRENGTH

Psalm 8:4-6 — What are human beings, that you think of them; mere mortals, that you care for them? Yet you made them inferior only to yourself; you crowned them with glory and honor. You appointed them rulers over everything you made; you placed them over all creation.

Proverbs 15:22 — Get all the advice you can, and you will succeed; without it you will fail.

I Corinthians 12:18 — As it is, however, God put every different part in the body just as he wanted it to be.

JETHRO'S ARRANGER STRENGTH HELPS MOSES

Exodus 18:13-26 — The next day Moses was settling disputes among the people, and he was kept busy from morning till night. When Jethro saw everything that Moses had to do, he asked, “What is all this that you are doing for the people? Why are you doing this all alone, with people standing here from morning till night to consult you?” Moses answered, “I must do this because the people come to me to learn God’s will. When two people have a dispute, they come to me, and I decide which one of them is right, and I tell them God’s commands and laws.” Then Jethro said, “You are not doing this right. You will wear yourself out and these people as well. This is too much for you to do alone. Now let me give you some good advice, and God will be with you. It is right for you to represent the people before God and bring their disputes to him. You should teach them God’s commands and explain to them how they should live and what they should do. But in addition, you should choose some capable men and appoint them as leaders of the people: leaders of thousands, hundreds, fifties, and tens. They must be God-fearing men who can be trusted and who cannot be bribed.

Let them serve as judges for the people on a permanent basis. They can bring all the difficult cases to you, but they themselves can decide all the smaller disputes. That will make it easier for you, as they share your burden. If you do this, as God commands, you will not wear yourself out, and all these people can go home with their disputes settled.” Moses took Jethro’s advice and chose capable men from among all the Israelites. He appointed them as leaders of thousands, hundreds, fifties, and tens. They served as judges for the people on a permanent basis, bringing the difficult cases to Moses but deciding the smaller disputes themselves.

DEEPER DIVE

What caused Jethro to suggest that Moses consider delegating responsibility?

How did Jethro’s Arranger tactic benefit Moses and the Hebrew people?

Are there big events that you are currently planning for?

MANAGING CONFUSION – EXODUS 18:13-26

Key Thought Starter – God created those with Arranger to bring organization to complex situations and place people in the right positions.

Overview: Moses labors to settle the numerous disputes among the tribes of Israel. Jethro observes Moses’ methods and offers counsel on how to better organize the people so that he can more efficiently solve their problems through a system of capable leaders.

Scripture Outline

- Jethro perceives that there is a problem (18.13-16)
 - He observes Moses
 - He asks him questions
 - He listens to Moses
- Jethro confronts Moses (18.17-19)
 - Jethro is honest with Moses
 - Jethro develops Moses’ understanding
 - Jethro offers wise counsel
- Jethro’s advice (18.20-23)
 - Teach and model what is right before the Lord
 - Delegate responsibility to capable people who fear the Lord
 - Understand that, ultimately, the Lord directs our way
- Moses implements the plan (18.24-26)
 - Moses takes Jethro’s advice
 - Jethro stays until the plan is in place

Challenge: Use your Arranger ability to assess, advise and manage a better way forward.

Appreciation: Help an Arranger do what they do best – organize complex situations. Be open-minded and support their efforts to bring efficiency to our Kingdom efforts.

Small Group Questions

- Jethro celebrates the accomplishments of God with Moses earlier in the chapter. How is it that he can then confront Moses about the way in which he was settling disputes among the people? What does this tell us?
- How does Jethro confront Moses? What is important about the way that he does it?
- List all the elements that Jethro considers and uses to make Moses’ task more efficient.
- How can we apply Jethro’s example to increase efficiency or production in our ministry?

BELIEF

Belief Strength Highlight — People strong in the Belief theme have certain core values that are unchanging. Out of these values emerges a defined purpose for their life.

SCRIPTURAL SUPPORT FOR THE BELIEF STRENGTH

Matthew 28.18-20 — Jesus drew near and said to them, “I have been given all authority in heaven and on earth. Go, then, to all peoples everywhere and make them my disciples: baptize them in the name of the Father, the Son, and the Holy Spirit, and teach them to obey everything I have commanded you. And I will be with you always, to the end of the age.”

John 20.27-29 — Then he said to Thomas, “Put your finger here, and look at my hands; then reach out your hand and put it in my side. Stop your doubting, and believe!” Thomas answered him, “My Lord and my God!” Jesus said to him, “Do you believe because you see me? How happy are those who believe without seeing me!”

JOSHUA’S BELIEF STATEMENT

Joshua 24.14-27 — “Now then, Joshua continued, “honor the LORD and serve him sincerely and faithfully. Get rid of the gods which your ancestors used to worship in Mesopotamia and in Egypt, and serve only the LORD. If you are not willing to serve him, decide today whom you will serve, the gods your ancestors worshiped in Mesopotamia or the gods of the Amorites, in whose land you are now living. As for my family and me, we will serve the LORD.” The people replied, “We would never leave the LORD to serve other gods! The LORD our God brought our fathers and us out of slavery in Egypt, and we saw the miracles that he performed. He kept us safe wherever we went among all the nations through which we passed. As we advanced into this land, the LORD drove out all the Amorites who lived here. So we also will serve the LORD; he is our God.” Joshua said to the people, “But you may not be able to serve the LORD. He is a holy God and will not forgive your sins. He will tolerate no rivals, and if you leave him to serve foreign gods, he will turn against you and punish you. He will destroy you, even though he was good to you before.” The people said to Joshua, “No! We will serve the LORD.” Joshua told them, “You are your own witnesses to the fact that you have chosen to serve

the LORD.” “Yes,” they said, “we are witnesses.” “Then get rid of those foreign gods that you have,” he demanded, “and pledge your loyalty to the LORD, the God of Israel.” The people then said to Joshua, “We will serve the LORD our God. We will obey his commands.” So Joshua made a covenant for the people that day, and there at Shechem he gave them laws and rules to follow. Joshua wrote these commands in the book of the Law of God. Then he took a large stone and set it up under the oak tree in the LORD’s sanctuary. He said to all the people, “This stone will be our witness. It has heard all the words that the LORD has spoken to us. So it will be a witness against you, to keep you from rebelling against your God.”

DEEPER DIVE

What can we learn from Joshua’s Belief statement, “As for my family and me . . .?”

What effect did Joshua’s Belief have on his people?

Are there any key people that have influenced your beliefs?

WHOLE-HEARTED PURSUIT – JOSHUA 24.14-27

Key Thought Starter – God has created those with Belief to whole-heartedly pursue what God values.

Overview: Joshua proclaims the goodness of the Lord. He urges the tribes of Israel to put away any foreign gods and, instead, serve only the true God who has rescued them from Egypt and given them a home in the Promised Land. Joshua declares that he will serve the Lord and makes a covenant with the people to do the same.

Scripture Outline

1. Joshua commands the Israelites to follow the Lord (24.14-15a)
 - a. Our God deserves a response
 - b. Honor and serve God with all sincerity and truth
 - c. Compels those around him to make a choice
2. Joshua declares that he will follow the Lord (24.15b-19)
 - a. He and his household will serve the Lord
 - b. Serving God is not easy
3. Joshua holds the people accountable to serve the Lord (24.20-28)
 - a. He witnesses the fact that the people have chosen to follow God
 - b. He charges the people to live in accordance with their promise
 - c. He makes a visible covenant with the people

Challenge: Let your zeal for what is right before God shine before others.

Appreciation: Encourage someone with godly convictions to share them with others so that we might continue to build up the Kingdom of God.

Small Group Questions

1. What does Joshua’s belief in an all-powerful God communicate to those around him?
2. In what manner did Joshua correspond with the Israelites? How did the people respond to Joshua’s belief?
3. Why did Joshua enter into a covenant with the people? How did he do it? Why is this important?
4. How can we use our belief in the almighty Lord to lift up and edify the Church on earth?

COMMAND

Command Strength Highlight — People strong in the Command theme have presence. They can take control of a situation and make decisions.

SCRIPTURAL SUPPORT FOR THE COMMAND STRENGTH

Exodus 5.1 — Then Moses and Aaron went to the king of Egypt and said, “The LORD, the God of Israel, says, ‘Let my people go, so that they can hold a festival in the desert to honor me.’”

1 Samuel 17.37 — David said, “The LORD has saved me from lions and bears; he will save me from this Philistine.”

Ephesians 4.25-27 — No more lying, then! Each of you must tell the truth to the other believer, because we are all members together in the body of Christ. If you become angry, do not let your anger lead you into sin, and do not stay angry all day. Don’t give the Devil a chance.

JESUS — TAKING CHARGE

John 2.13-22 — It was almost time for the Passover Festival, so Jesus went to Jerusalem. There in the Temple he found people selling cattle, sheep, and pigeons, and also the moneychangers sitting at their tables. So he made a whip from cords and drove all the animals out of the Temple, both the sheep and

the cattle; he overturned the tables of the moneychangers and scattered their coins; and he ordered those who sold the pigeons, “Take them out of here! Stop making my Father’s house a marketplace!” His disciples remembered that the Scripture says, “My devotion to your house, O God, burns in me like a fire.” The Jewish authorities came back at him with a question, “What miracle can you perform to show us that you have the right to do this?” Jesus answered, “Tear down this Temple, and in three days I will build it again.” “Are you going to build it again in three days?” they asked him. “It has taken forty-six years to build this Temple!” But the temple Jesus was speaking about was his body. So when he was raised from death, his disciples remembered that he had said this, and they believed the Scripture and what Jesus had said.

DEEPER DIVE

What caused Jesus to take charge in the Temple?

What did Jesus’ Command reveal about his ministry from this moment forward?

What are the things you like being in charge of at work or at home?

WITH AUTHORITY – JOHN 2.13-22

Key Thought Starter – God has created those with Command to assess situations, take action and tell others what needs to be done.

Overview: Jesus enters the temple, God’s house of prayer and worship, and finds merchants and money changers conducting business. He is incensed and driven to change the offensive conduct.

Scripture Outline

1. Jesus assesses the situation and finds things wrong at the temple (2.13-14)
 - a. Jesus sees the merchants selling animals in the temple
 - b. Jesus sees the money changers in the temple
2. Jesus acts to make the necessary changes (2.15)
 - a. Jesus makes a whip
 - b. Jesus drives animals out of temple
 - c. Jesus turns over the money changers’ tables
3. Jesus orders changes to be made (2.16-17)
 - a. Jesus banishes pigeon sellers
 - b. Jesus forbids the market at the temple
4. Jesus prophesies His resurrection (2.18-22)
 - a. Jesus is challenged by Jewish authorities
 - b. Jesus responds with authority
 - c. Jesus’ disciples later recall his prophecy and believe the Scriptures

Challenge: Explain to others how you can take action that brings order to an out of control situation.

Appreciation: Encourage a person with Command to be direct and succinct when they communicate what needs to be done.

Small Group Questions

1. What does Jesus see when He enters the temple? Why is Jesus enraged by what He sees?
2. What does Jesus do to bring the situation back to proper order?
3. What can we do to bring an out of control situation back to order? Who can help?
4. How can our use of Command help restore Kingdom living?

COMMUNICATION

Communication Strength Highlight — People strong in the Communication theme generally find it easy to put their thoughts into words. They are good conversationalists and presenters.

SCRIPTURAL SUPPORT FOR THE COMMUNICATION STRENGTH

Ecclesiastes 12.9-11 — But because the Philosopher was wise, he kept on teaching the people what he knew. He studied proverbs and honestly tested their truth. The Philosopher tried to find comforting words, but the words he wrote were honest. The sayings of the wise are like the sharp sticks that shepherds use to guide sheep, and collected proverbs are as lasting as firmly driven nails. They have been given by God, the one Shepherd of us all.

Matthew 7.28, 29 — When Jesus finished saying these things, the crowd was amazed at the way he taught. He wasn't like the teachers of the Law; instead, he taught with authority.

Romans 10.14, 15 — But how can they call to him for help if they have not believed? And how can they believe if they have not heard the message? And how can they hear if the message is not proclaimed? And how can the message be proclaimed if the messengers are not sent out? As the Scripture says, "How

wonderful is the coming of messengers who bring good news!"

AARON — COMMUNICATION STRENGTH

Exodus 4.10-17, 27-31 — But Moses said, "No, LORD, don't send me. I have never been a good speaker, and I haven't become one since you began to speak to me. I am a poor speaker, slow and hesitant." The LORD said to him, "Who gives man his mouth? Who makes him deaf or dumb? Who gives him sight or makes him blind? It is I, the LORD. Now, go! I will help you to speak, and I will tell you what to say." But Moses answered, "No, LORD, please send someone else." At this the LORD became angry with Moses and said, "What about your brother Aaron, the Levite? I know that he can speak well. In fact, he is now coming to meet you and will be glad to see you. You can speak to him and tell him what to say. I will help both of you to speak, and I will tell you both what to do. He will be your spokesman and speak to the people for you. Then you will be like God, telling him what to say. Take this walking stick with you; for with it you will perform miracles." . . . Meanwhile the LORD had said to Aaron, "Go into the desert to meet Moses." So he went to meet him at the holy mountain; and when he met him, he kissed him. Then Moses told Aaron everything that the LORD had said when he told him to return to Egypt; he also told him about the miracles which the LORD had ordered him to perform.

So Moses and Aaron went to Egypt and gathered all the Israelite leaders together. Aaron told them everything that the LORD had said to Moses, and then Moses performed all the miracles in front of the people. They believed, and when they heard that the LORD had come to them and had seen how they were being treated cruelly, they bowed down and worshiped.

DEEPER DIVE

What caused the LORD to utilize Aaron's Communication strengths?

How did Aaron's Communication strength serve to complement Moses?

Are there situations at work where your Communication strength is a benefit?

SILENCE IS NOT GOLDEN — EXODUS 4.10-17, 27-31

Key Thought Starter – God has created those with Communication to bring attention to messages that must be heard while connecting with others through words.

Overview: Moses lacked confidence to speak for God – for he had never been a 'good speaker.' So God enlisted Aaron to become God and Moses' 'spokesperson.' This story demonstrates how those who are verbally expressive can pique our interest, sharpen our world, and inspire us to act.

Scripture Outline

1. The Leader's Hesitation and Inadequacy (4.10-13)
 - a. Moses recognized he had never been eloquent
 - b. God's reaction
 - c. Moses' request
2. The Lord's Concession and Instruction (4.14-17)
 - a. The Lord selects Aaron
 - b. Aaron will speak for Moses
 - c. Aaron will speak to the people
3. The Collaboration (4.27-28)
 - a. The Lord communicates to Aaron
 - b. Moses communicates to Aaron
4. The Connection Through Communication (4.29-31)
 - a. The people gathered
 - b. The people amazed
 - c. The people's response

Challenge: Use creative stories and storytellers to capture and draw people to God and God's message and miracles.

Appreciation: Encourage those with the Communication talent to explain, host, speak, write and bring ideas and events to life – making them vivid and exciting!

Small Group Questions

1. What do you think caused Aaron to step up to be used as God's mouthpiece? Have you ever experienced that same call? When?
2. Like Moses, are there things that you are not good at that make you feel inadequate? How might collaborating with another person help you confront them?
3. Has your Communication talent ever prompted you to tell a story to help others understand God's message? If so, briefly retell the story.
4. How does talking things out edify a group and bring understanding to a discussion?

COMPETITION

Competition Strength Highlight – People strong in the Competition theme measure their progress against the performance of others. They strive to win first place and revel in contests. (They can energize others to move to higher levels of excellence.)

SCRIPTURAL SUPPORT FOR THE COMPETITION STRENGTH

1 Corinthians 9.24-26a — Surely you know that many runners take part in a race, but only one of them wins the prize. Run, then, in such a way as to win the prize. Every athlete in training submits to strict discipline, in order to be crowned with a wreath that will not last; but we do it for one that will last forever. That is why I run straight for the finish line.

DAVID DEMONSTRATES THE COMPETITION STRENGTH

1 Samuel 1.24-37a; 40-47 — When the Israelites saw Goliath, they ran away in terror. “Look at him!” they said to each other. “Listen to his challenge! King Saul has promised to give a big reward to the man who kills him; the king will also give him his daughter to marry and will not require his father’s family to pay taxes.” David asked the men who were near him, “What will

the man get who kills this Philistine and frees Israel from this disgrace? After all, who is this heathen Philistine to defy the army of the living God?” They told him what would be done for the man who killed Goliath. Eliab, David’s oldest brother, heard David talking to the men. He became angry with David and said, “What are you doing here? Who is taking care of those sheep of yours out there in the wilderness? You smart aleck, you! You just came to watch the fighting!” “Now what have I done?” David asked. “Can’t I even ask a question?” He turned to another man and asked him the same question, and every time he asked, he got the same answer. Some men heard what David had said, and they told Saul, who sent for him. David said to Saul, “Your Majesty, no one should be afraid of this Philistine! I will go and fight him.” “No,” answered Saul. “How could you fight him? You’re just a boy, and he has been a soldier all his life!” “Your Majesty,” David said, “I take care of my father’s sheep. Any time a lion or a bear carries off a lamb, I go after it, attack it, and rescue the lamb. And if the lion or bear turns on me, I grab it by the throat and beat it to death. I have killed lions and bears, and I will do the same to this heathen Philistine, who has defied the army of the living God. The LORD has saved me from lions and bears; he will save me from this Philistine.” . . . He took his shepherd’s stick and then picked up five smooth stones from the stream and put them in his bag. With his sling ready, he went out to meet Goliath.

The Philistine started walking toward David, with his shield bearer walking in front of him. He kept coming closer, and when he got a good look at David, he was filled with scorn for him because he was just a nice, good-looking boy. He said to David, “What’s that stick for? Do you think I’m a dog?” And he called down curses from his god on David. “Come on,” he challenged David, “and I will give your body to the birds and animals to eat.” David answered, “You are coming against me with sword, spear, and javelin, but I come against you in the name of the LORD Almighty, the God of the Israelite armies, which you have defied. This very day the LORD will put you in my power; I will defeat you and cut off your head. And I will give the bodies of the Philistine soldiers to the birds and animals to eat. Then the whole world will know that Israel has a God, and everyone here will see that the LORD does not need swords or spears to save his people. He is victorious in battle, and he will put all of you in our power.”

DEEPER DIVE

What caused David to “step up to the plate” and respond to Goliath?

What impact did David’s Competition have on the balance of power for the battle?

How do you use your Competition to inspire and even push people in your group to achieve more?

THE ULTIMATE YARDSTICK – 1 SAMUEL 17

Key Thought Starter – God has created those whose strength is Competition with an aspiration to win and be the best. Simply put, the scoreboard measures progress and validates victory.

Overview: The Israelites feared Goliath but David challenged and defeated the giant. Ultimately, David won because he understood Goliath was picking a fight with God. The story points to a realization that true power and victory comes from the Lord.

Scripture Outline

1. The Motivation To Compete (17.26-29)
 - a. A king’s reward
 - b. A shepherd’s question
 - c. A desire to compete
2. The Misunderstood Comparison (17.32-37)
 - a. David’s willingness to go to battle
 - b. The king’s reply
 - c. David’s proof of worthiness
 - d. The king’s release
3. A Misjudged Opponent (17.41-44)
 - a. A despised competitor
 - b. A rival insulted
4. A Declaration To Succeed (17.45-47)
 - a. In the name of the Lord
 - b. The victory guaranteed
 - c. The Lord’s glory

Challenge: Love competing and trust God for the victory.

Appreciation: Enjoy those with the Competition talent and encourage them to strive to win the things of the Kingdom of God.

Small Group Questions

1. What do you think really motivated David to challenge Goliath? Have you ever experienced that same motivation? When?
2. Do you face any “Goliaths” in your life? What are they and how might faith in God help you confront them?
3. Has your Competition talent ever prompted you to respond to a challenge? If so, describe the contest.
4. How often do you get the chance to go against the best?

CONNECTEDNESS

Connectedness Strength Highlight — People strong in the Connectedness theme have faith in the links between all things. They believe there are few coincidences and that almost every event has a reason.

SCRIPTURAL SUPPORT FOR THE CONNECTEDNESS STRENGTH

Genesis 45.3-8 — Joseph said to his brothers, “I am Joseph. Is my father still alive?” But when his brothers heard this, they were so terrified that they could not answer. Then Joseph said to them, “Please come closer.” They did, and he said, “I am your brother Joseph, whom you sold into Egypt. Now do not be upset or blame yourselves because you sold me here. It was really God who sent me ahead of you to save people’s lives. This is only the second year of famine in the land; there will be five more years in which there will be neither plowing nor reaping. God sent me ahead of you to rescue you in this amazing way and to make sure that you and your descendants survive. So it was not really you who sent me here, but God. He has made me the king’s highest official. I am in charge of his whole country; I am the ruler of all Egypt.

Hebrews 11.1-3 — To have faith is to be sure of the things we hope for, to be certain of the things we cannot see. It was by their faith that people of ancient times won God’s approval. It is by faith that we understand that the universe was created by God’s word, so that what can be seen was made out of what cannot be seen.

Romans 8.38, 39 — For I am certain that nothing can separate us from his love: neither death nor life, neither angels nor other heavenly rulers or powers, neither the present nor the future, neither the world above nor the world below — there is nothing in all creation that will ever be able to separate us from the love of God which is ours through Christ Jesus our Lord.

CONNECTEDNESS AND THE BODY

1 Corinthians 12.18-27 — As it is, however, God put every different part in the body just as he wanted it to be. There would not be a body if it were all only one part! As it is, there are many parts but one body. So then, the eye cannot say to the hand, “I don’t need you!” Nor can the head say to the feet, “Well, I don’t need you!” On the contrary, we cannot do without the parts of the body that seem to be weaker; and those parts that

we think aren’t worth very much are the ones which we treat with greater care; while the parts of the body which don’t look very nice are treated with special modesty, which the more beautiful parts do not need. God himself has put the body together in such a way as to give greater honor to those parts that need it. And so there is no division in the body, but all its different parts have the same concern for one another. If one part of the body suffers, all the other parts suffer with it; if one part is praised, all the other parts share its happiness. All of you are Christ’s body, and each one is a part of it.

DEEPER DIVE

What role does Connectedness play in combating division in the body?

How can Connectedness change the way the body interacts?

How would you define your sense of purpose in life?

WE ARE ALL CONNECTED

– 1 CORINTHIANS 12.18-27

Key Thought Starter – God has created those with Connectedness with an innate sense that we are part of something larger and bigger than ourselves.

Overview: The apostle Paul illustrates God’s desire and design for the Church and the kingdom by alluding to a human body. He tells us that Christ and his Church form one body, with Christ as the head. The members of the body are variously gifted for the benefit of the whole body. Each particular member is necessary for the full functioning of the body. The passage illustrates the Latin phrase *E pluribus unum* (Out of many one).

Scripture Outline

1. Connected Diversity (12.14-17)
 - a. Design – Each different; Different functions
 - b. Intent – Diversity builds up one another
2. Connected Distribution (12.18-20)
 - a. Placement – Where God wanted each part
 - b. Purpose – Each contribute to the Body to God’s glory
3. Connected Dependency (12.21)
 - a. Scheme – Need each other
 - b. Blueprint – Accountability and Encouragement
4. Connected Dignity (12.22-25)
 - a. Plan — Equal worth
 - b. Aim – Guard dignity
5. Connected Dynamic (12.26)
 - a. Devotion – Empathy
 - b. Commitment – Honor

Challenge: Help others see the interconnectedness of God’s hand in our lives and relationships.

Appreciation: Ask those with Connectedness how they see God working in and around your difficult situations.

Small Group Questions

1. Why do you think Paul used the human body to illustrate our connectedness to Christ? What other things could he have used to make his point?
2. In what way does Paul’s allusion help us grasp the mystery of the body of Christ?
3. Has your Connectedness talent ever caused people to think you were philosophical? If so, describe the conversation.
4. How often do you get the chance to be part of something bigger than yourself?

CONSISTENCY

Consistency Strength Highlight — People strong in the Consistency theme are keenly aware of the need to treat people the same. They try to treat everyone in the world with consistency by setting up clear rules and adhering to them.

SCRIPTURAL SUPPORT FOR THE CONSISTENCY STRENGTH

Matthew 5.45b — For he makes his sun to shine on bad and good people alike, and gives rain to those who do good and to those who do evil.

Romans 12.3 — And because of God's gracious gift to me I say to every one of you: Do not think of yourself more highly than you should. Instead, be modest in your thinking, and judge yourself according to the amount of faith that God has given you.

Galatians 3.28 — So there is no difference between Jews and Gentiles, between slaves and free people, between men and women; you are all one in union with Christ Jesus.

Ephesians 4.4-6 — There is one body and one Spirit, just as there is one hope to which God has called you. There is one Lord, one faith, one baptism; there is one God and Father of all people, who is Lord of all, works through all, and is in all.

JAMES ADDRESSES CONSISTENCY

James 2.1-10 — My friends, as believers in our Lord Jesus Christ, the Lord of glory, you must never treat people in different ways according to their outward appearance. Suppose a rich man wearing a gold ring and fine clothes comes to your meeting, and a poor man in ragged clothes also comes. If you show more respect to the well-dressed man and say to him, "Have this best seat here," but say to the poor man, "Stand over there, or sit here on the floor by my feet," then you are guilty of creating distinctions among yourselves and of making judgments based on evil motives. Listen, my dear friends! God chose the poor people of this world to be rich in faith and to possess the kingdom which he promised to those who love him. But you dishonor the poor! Who are the ones who oppress you and drag you before the judges? The rich! They are the ones who speak evil of that good name which has been given to you. You will be doing the right thing if you obey

the law of the Kingdom, which is found in the Scripture, "Love your neighbor as you love yourself." But if you treat people according to their outward appearance, you are guilty of sin, and the Law condemns you as a lawbreaker. Whoever breaks one commandment is guilty of breaking them all.

DEEPER DIVE

What caused James to take such a firm position on Consistency?

How did James' Consistency help people recognize their inconsistencies?

Are there things you do to ensure that people are being treated the same?

FAIR AND BALANCED – JAMES 2.1-10

Key Thought Starter – God has created those with Consistency to have the ability and desire to treat those around us with equality and respect.

Overview: James admonishes the church to show impartiality to one another and not judge people by outward appearance and material wealth. The riches of this world do not equate to the faith we possess, which is borne out in love for God and for one another.

Scripture Outline

1. Our fallen appraisal (2.1-4)
 - a. Our personal estimation is often flawed
 - b. Judging based upon material wealth
2. God's interaction (2.5)
 - a. God chose the poor of this world to be rich in faith and inherit the Kingdom of Heaven
 - b. Inheritance is based upon God's grace, not our merit
3. Implications of grace-filled living (2.6-10)
 - a. We must love one another
 - b. Esteem others with impartiality

Challenge: Use your gift of consistency to uphold biblical values inside and outside the church.

Appreciation: Thank someone who shows a consistent approach to people, problem solving, and the peace that it brings.

Small Group Questions

1. Why does James admonish us to be wary of showing partiality? Why is it sin to judge a person based on their external image?
2. How does being partial to something differ from discernment?
3. Why do you think that God chooses to confound the wisdom of this world?
4. What are some ways that we can attempt to avoid partiality and favoritism?

CONTEXT

Context Strength Highlight — People strong in the Context theme enjoy thinking about the past. They understand the present by researching its history.

SCRIPTURAL SUPPORT FOR THE CONTEXT STRENGTH

1 Samuel 1.6, 7 — Samuel continued, “The LORD is the one who chose Moses and Aaron and who brought your ancestors out of Egypt. Now stand where you are, and I will accuse you before the LORD by reminding you of all the mighty actions the LORD did to save you and your ancestors.”

Ecclesiastes 3.15 — Whatever happens or can happen has already happened before. God makes the same thing happen again and again.

Hebrews 1.1, 2 — In the past God spoke to our ancestors many times and in many ways through the prophets, but in these last days he has spoken to us through his Son. He is the one through whom God created the universe, the one whom God has chosen to possess all things at the end.

CONTEXT STRENGTH IN DEUTERONOMY

Deuteronomy 4.1-10 — Then Moses said to the people, “Obey all the laws that I am teaching you, and you will live and occupy the land which the LORD, the God of your ancestors, is giving you. Do not add anything to what I command you, and do not take anything away. Obey the commands of the LORD your God that I have given you. You yourselves saw what the LORD did at Mount Peor. He destroyed everyone who worshiped Baal there, but those of you who were faithful to the LORD your God are still alive today. I have taught you all the laws, as the LORD my God told me to do. Obey them in the land that you are about to invade and occupy. Obey them faithfully, and this will show the people of other nations how wise you are. When they hear of all these laws, they will say, ‘What wisdom and understanding this great nation has!’ No other nation, no matter how great, has a god who is so near when they need him as the LORD our God is to us. He answers us whenever we call for help. No other nation, no matter how great, has laws so just as those that I have taught you today. Be on your guard! Make certain that you do not forget, as long as you live, what you have seen with your own eyes. Tell your children and your

grandchildren about the day you stood in the presence of the LORD your God at Mount Sinai, when he said to me, ‘Assemble the people. I want them to hear what I have to say, so that they will learn to obey me as long as they live and so that they will teach their children to do the same.’”

DEEPER DIVE

What impressed you about Moses’ use of Context in this passage?

Why do you think Moses challenged the people “not to forget”?

What do you do to collect/organize history and your memories?

LOOKING BACK TO MOVE FORWARD – DEUTERONOMY 4.1-10

Key thought – God has created those with Context to have the ability to understand God’s present work based on what he has done in the past.

Overview: As Moses prepares to give Israel the covenant laws that would set them apart from their neighbors, he does this in the context of their experience of God in history.

Scripture Outline

1. The Call to Obedience of God’s Covenant Law (4.1-2)
2. The Context for Obedience to God’s Covenant Law (4.3-4)
 - a. The judgment of disobedience
 - b. The blessing of obedience
3. The Consequences of Obedience to God’s Covenant Law (4.5-8)
 - a. The gift of wisdom and discernment
 - b. The gift of an intimate relationship with God
 - c. The gift of the respect of their neighbors
4. The Challenge to Remain Faithful to God’s Covenant Law (4.9-10)
 - a. A challenge to guard their hearts
 - b. A challenge to teach future generations

Challenge: Use your ability to understand God’s present work based on what he has done in the past to connect people’s stories with God’s story.

Appreciation: Encourage a person with Context to strengthen the culture of your organization by researching and presenting how the best of its past informs its present goals and values.

Small Group Questions

1. How does Moses help God’s people learn from the past in order to move forward?
2. Why does Moses emphasize God’s law to the Israelites? What is the relationship between remembering the law and obedience?
3. How does reflecting on God’s past work help us understand what he wants us to do in the present?
4. What is the proper use of tradition or history in a group or organization? How can you help your group learn from the past?

DELIBERATIVE

Deliberative Strength Highlight
— People strong in the Deliberative theme are best described by the serious care they take in making decisions or choices. They anticipate the obstacles.

SCRIPTURAL SUPPORT FOR THE DELIBERATIVE STRENGTH

Luke 14.28-32 — “If one of you is planning to build a tower, you sit down first and figure out what it will cost, to see if you have enough money to finish the job. If you don’t, you will not be able to finish the tower after laying the foundation; and all who see what happened will make fun of you. ‘You began to build but can’t finish the job!’ they will say. If a king goes out with ten thousand men to fight another king who comes against him with twenty thousand men, he will sit down first and decide if he is strong enough to face that other king. If he isn’t, he will send messengers to meet the other king to ask for terms of peace while he is still a long way off.”

Ephesians 5.15, 16 — So be careful how you live. Don’t live like ignorant people, but likewise people. Make good use of

every opportunity you have, because these are evil days.

James 1.19, 20 — Remember this, my dear friends! Everyone must be quick to listen, but slow to speak and slow to become angry. Human anger does not achieve God’s righteous purpose.

GIDEON AND THE DELIBERATIVE STRENGTH

Judges 6.33-40 — Then all the Midianites, the Amalekites, and the desert tribes assembled, crossed the Jordan River, and camped in Jezreel Valley. The spirit of the LORD took control of Gideon, and he blew a trumpet to call the men of the clan of Abiezer to follow him. He sent messengers throughout the territory of both parts of Manasseh to call them to follow him. He sent messengers to the tribes of Asher, Zebulun, and Naphtali, and they also came to join him. Then Gideon said to God, “You say that you have decided to use me to rescue Israel. Well, I am putting some wool on the ground where we thresh the wheat. If in the morning there is dew only on the wool but not on the ground, then I will know that you are going to use me to rescue Israel.” That is exactly what happened. When Gideon got up early

the next morning, he squeezed the wool and wrung enough dew out of it to fill a bowl with water. Then Gideon said to God, “Don’t be angry with me; let me speak just once more. Please let me make one more test with the wool. This time let the wool be dry, and the ground be wet.” That night God did that very thing. The next morning the wool was dry, but the ground was wet with dew.

DEEPER DIVE

What caused Gideon to want to avoid making a poor decision?

Did his Deliberative strengths impact Gideon’s interaction with God?

Are there things that you do to help others think through decisions?

ARE YOU SURE ABOUT THIS LORD?

– JUDGES 6.33-40

Key Thought – God has created those with Deliberative to be able to anticipate obstacles and take serious care in making decisions or choices.

Overview: At a time when Israel needs strong leadership, God calls an unlikely young man named Gideon from the weakest tribe to be his instrument of deliverance. Knowing the risk and not wanting to make a poor decision, Gideon tests God in an unusual way. While “putting out a fleece” is not a recommended way to discern God’s will, the Lord graciously yields to Gideon’s request for assurance before taking action.

Scripture Outline

1. Gideon Calls an Army (6.33-35)
 - a. The Spirit of the Lord falls on Gideon
 - b. Gideon’s Clan Responds to the Call to Arms
 - c. Gideon Considers the Cost (see also Luke 14.28-32)
 - d. Gideon Calls for More Men
2. Gideon Confirms the Lord’s Favor (6.36-40)
 - a. The first test: a wet fleece and dry ground
 - b. The second test: a dry fleece and wet ground

Challenge: Whatever your role, take responsibility for helping others think through their decisions.

Appreciation: Encourage someone with the Deliberative strength to take the lead in a situation where caution and the ability to anticipate danger is needed.

Small Group Questions

1. What causes Gideon to want to avoid making a poor decision?
2. How does his Deliberative strength impact Gideon’s interaction with God?
3. What are some possible tension points for a deliberative person who is trusting God today?
4. What ‘fleece’ have you asked of God? How do you help others think through decisions?

DEVELOPER

Developer Strength Highlight — People strong in the Developer theme recognize and cultivate the potential in others. They spot the signs of each small improvement and derive satisfaction from these improvements.

SCRIPTURAL SUPPORT FOR THE DEVELOPER STRENGTH

1 Timothy 4.15, 16 — Practice these things and devote yourself to them, in order that your progress may be seen by all. Watch yourself and watch your teaching. Keep on doing these things, because if you do, you will save both yourself and those who hear you.

1 Thessalonians 2.7b-12 — But we were gentle when we were with you, like a mother taking care of her children. Because of our love for you we were ready to share with you not only the Good News from God but even our own lives. You were so dear to us! Surely you remember, our friends, how we worked and toiled! We worked day and night so that we would not be any trouble to you as we preached to you the Good

News from God. You are our witnesses, and so is God, that our conduct toward you who believe was pure, right, and without fault. You know that we treated each one of you just as parents treat their own children. We encouraged you, we comforted you, and we kept urging you to live the kind of life that pleases God, who calls you to share in his own Kingdom and glory.

BARNABAS — A DEVELOPER

Acts 11.22-26 — The news about this reached the church in Jerusalem, so they sent Barnabas to Antioch. When he arrived and saw how God had blessed the people, he was glad and urged them all to be faithful and true to the Lord with all their hearts. Barnabas was a good man, full of the Holy Spirit and faith, and many people were brought to the Lord. Then Barnabas went to Tarsus to look for Saul. When he found him, he took him to Antioch, and for a whole year the two met with the people of the church and taught a large group. It was at Antioch that the believers were first called Christians.

Acts 15.35-40 — Paul and Barnabas spent some time in Antioch, and together with many others they taught and preached the word of the Lord. Sometime later Paul said to Barnabas, “Let us go back and visit the believers in every town where we preached the word of the Lord, and let us find out how they are getting along.” Barnabas wanted to take John Mark with them, but Paul did not think it was right to take him, because he had not stayed with them to the end of their mission, but had turned back and left them in Pamphylia. There was a sharp argument, and they separated: Barnabas took Mark and sailed off for Cyprus, while Paul chose Silas and left, commended by the believers to the care of the Lord’s grace.

DEEPER DIVE

What dimensions of Developer are evident in Barnabas and in these passages?

How did Barnabas’ Developer strength impact his relationship with both Paul and John Mark?

What motivates you to help others grow?

DISCIPLE-MAKING – ACTS 11.22-26; 15.35-40

Key Thought Starter – God has created those with Developer to see potential in people and be compelled to nurture it.

Overview: Barnabas, a Developer, is compelled to invest in the spiritual growth of the church in Antioch. Barnabas goes to Tarsus to find Paul. Then, he convinces Paul to accompany him to Antioch to help further develop the church. Later, Paul and Barnabas decide to visit all the churches they started. Barnabas wants to bring John Mark. Paul disagrees. They part and begin two separate missions trips.

Scripture Outline

1. Barnabas invested in people’s spiritual development (11.23-26; 15.35)
 - a. Barnabas urged people to be faithful and true to the Lord
 - b. Barnabas brought many people to the Lord
 - c. Barnabas sought after Saul (Paul) to accompany him to Antioch to minister
 - d. Barnabas and Paul met with and taught a large group in Antioch for a year
2. Paul thought that Barnabas should not invest further in John Mark (15.36-39a)
 - a. Barnabas wanted John Mark to join the next missions trip
 - b. Paul objects to taking John Mark because he had left them on a previous journey in Pamphylia
 - c. Barnabas and Paul had a sharp argument
3. Barnabas and Paul Part ways (15.39b-40)
 - a. Barnabas continues investing in John Mark
 - b. Barnabas chose to leave with John Mark
 - c. Paul chose to leave with Silas

Challenge: Choose one person and share with them the great potential you see in them.

Appreciation: Ask a Developer to consider several people in your group and explain the hidden potential they see and how they would plan to develop this potential.

Small Group Questions

1. When Barnabas first arrived in Antioch what did he encourage the church to do?
2. Why did Barnabas seek out Paul for this essential ministry?
3. While preparing for the second missionary journey, what was the disagreement? How was it decided? What do you think Barnabas saw in John Mark?
4. What do you see in someone that others may not see in him/her? Name a person who has personally invested in your growth and development.

DISCIPLINE

Discipline Strength Highlight — People strong in the Discipline theme enjoy routine and structure. Their world is best described by the order they create.

SCRIPTURAL SUPPORT FOR THE DISCIPLINE STRENGTH

1 Chronicles 28.19 — King David said, “All this is contained in the plan written according to the instructions which the LORD himself gave me to carry out.”

Proverbs 21.5 — Plan carefully and you will have plenty; if you act too quickly, you will never have enough.

1 Corinthians 14.40 — Everything must be done in a proper and orderly way.

THE ISRAELITES ARE TO EXHIBIT DISCIPLINE BY FOLLOWING THE TEN COMMANDMENTS

Exodus 20.1-17 — God spoke, and these were his words: “I am the LORD your God who brought you out of Egypt, where you were slaves. Worship no god but me. Do not make for yourselves images of anything in heaven or on earth or in the water under the earth. Do not bow down to any idol or worship it, because I am the LORD your God and I tolerate no rivals. I bring punishment on those who hate me and on their descendants down to the third and fourth generation. But I show my love to thousands of generations of those who love me and obey my laws. Do not use my name for evil purposes, for I, the LORD your God, will punish anyone who misuses my name. Observe the Sabbath and keep it holy. You have six days in which to do your work, but the seventh day is a day of rest dedicated to me. On that day no one is to work — neither you, your children, your slaves, your animals, nor the foreigners who live

in your country. In six days I, the LORD, made the earth, the sky, the seas, and everything in them, but on the seventh day I rested. That is why I, the LORD, blessed the Sabbath and made it holy. Respect your father and your mother, so that you may live a long time in the land that I am giving you. Do not commit murder. Do not commit adultery. Do not steal. Do not accuse anyone falsely. Do not desire another man’s house; do not desire his wife, his slaves, his cattle, his donkeys, or anything else that he owns.”

DEEPER DIVE

How did the giving of the Ten Commandments instill Discipline in the lives of the Israelites?

In what ways do the Ten Commandments help us to function more efficiently and effectively?

Are there things that you utilize to help you structure your day?

CREATING ORDER – EXODUS 20.1-17

Key Thought Starter – God has created those with Discipline to have an incredible diligence to create order in all that we think, say and do.

Overview: God initiates a system of rules called the Ten Commandments for right conduct and healthy relationship with Him and one’s neighbor.

Scripture Outline

1. The Lord is a Law-Giver and is
 - a. A deliverer who loves His people (20.2,6)
 - b. The one and only true God (20.3)
 - c. A jealous God (20.4-5,7)
2. The Lord Creates Order
 - a. Worship God as Lord (20.3)
 - b. Honor the parents placed over you (20.12)
 - c. Respect and value the people in your life (20.13-17)
3. God’s Order Brings
 - a. A Sabbath Day Rest (20.9-11a)
 - b. Blessing (20.11b)

Challenge: Use your uncanny ability to generate structure to bring order, rest and blessing into the Kingdom mission around you.

Appreciation: Observe and learn from those with tremendous discipline – but don’t let them miss out on new adventures serving God.

Small Group Questions

1. God spoke and gave us ten commands by which to live. Where else has God spoken and created order?
2. Why is it essential to live by the Ten Commandments?
3. Is it possible to live within the parameters of these rules and obtain happiness?
4. Do you see a progression of values within the commandments? Using this example, how can you create order in your personal life and community?

EMPATHY

Empathy Strength Highlight – People strong in the Empathy theme can sense the feelings of others people by imagining themselves in others' lives or others' situations.

SCRIPTURAL SUPPORT FOR THE EMPATHY STRENGTH

2 Kings 20.4-6 — Isaiah left the king, but before he had passed through the central courtyard of the palace the LORD told him to go back to Hezekiah, ruler of the LORD's people, and say to him, "I, the LORD, the God of your ancestor David, have heard your prayer and seen your tears. I will heal you, and in three days you will go to the Temple. I will let you live fifteen years longer. I will rescue you and this city Jerusalem from the emperor of Assyria. I will defend this city, for the sake of my own honor and because of the promise I made to my servant David."

Romans 12.15 — Be happy with those who are happy, weep with those who weep.

JESUS DEMONSTRATING EMPATHY OVER LAZARUS

John 11.17-44 — When Jesus arrived, he found that Lazarus had been buried four days before. Bethany was less than two miles from Jerusalem, and many Judeans had come to see Martha and

Mary to comfort them about their brother's death. When Martha heard that Jesus was coming, she went out to meet him, but Mary stayed in the house. Martha said to Jesus, "If you had been here, Lord, my brother would not have died! But I know that even now God will give you whatever you ask him for." "Your brother will rise to life," Jesus told her. "I know," she replied, "that he will rise to life on the last day." Jesus said to her, "I am the resurrection and the life. Those who believe in me will live, even though they die; and those who live and believe in me will never die. Do you believe this?" "Yes, Lord!" she answered. "I do believe that you are the Messiah, the Son of God, who was to come into the world." After Martha said this, she went back and called her sister Mary privately. "The Teacher is here," she told her, "and is asking for you." When Mary heard this, she got up and hurried out to meet him (Jesus had not yet arrived in the village, but was still in the place where Martha had met him.) The people who were in the house with Mary comforting her followed her when they saw her get up and hurry out. They thought that she was going to the grave to weep there. Mary arrived where Jesus was, and as soon as she saw him, she fell at his feet. "Lord," she said, "if you had been here, my brother would not have died!" Jesus saw her weeping, and he saw how the people with her were weeping also; his heart was touched, and he was deeply moved. "Where have you buried him?" he asked them. "Come and see, Lord," they answered. Jesus wept. "See

how much he loved him!" the people said. But some of them said, "He gave sight to the blind man, didn't he? Could he not have kept Lazarus from dying?" Deeply moved once more, Jesus went to the tomb, which was a cave with a stone placed at the entrance. "Take the stone away!" Jesus ordered. Martha, the dead man's sister, answered, "There will be a bad smell, Lord. He has been buried four days!" Jesus said to her, "Didn't I tell you that you would see God's glory if you believed?" They took the stone away. Jesus looked up and said, "I thank you, Father, that you listen to me. I know that you always listen to me, but I say this for the sake of the people here, so that they will believe that you sent me." After he had said this, he called out in a loud voice, "Lazarus, come out!" He came out, his hands and feet wrapped in grave cloths, and with a cloth around his face. "Untie him," Jesus told them, "and let him go."

DEEPER DIVE

What elements of Jesus' Empathy are evident in this passage?

How did Jesus' Empathy change the lives of Martha, Mary, and Lazarus?

Is there a person that you have encountered this week who was impacted by your Empathy?

JESUS WEPT – JOHN 11.17-44

Key Thought Starter – God created those with Empathy to resonate with the feelings of others and take action.

Overview: Lazarus dies and Jesus goes to Bethany. Jesus encounters Martha first and has a theological discussion. Next, Jesus meets with Mary and has an emotional encounter that moves him to tears and then action. Jesus prays to His Father then returns Lazarus to life.

Scripture Outline

1. Jesus arrives at Bethany (11.17-32)
 - a. Jesus meets Martha and has an intellectual encounter
 - b. Jesus meets Mary and has an emotional encounter
2. Jesus feels the emotional pain of Lazarus' mourners (11.33-35)
 - a. Jesus saw Mary and the people weeping
 - b. Jesus' heart was touched and was deeply moved
 - c. Jesus wept
3. Jesus raises Lazarus from death (11.38-44)
 - a. Jesus was again deeply moved and went to the grave
 - b. Jesus orders the stone taken away
 - c. Jesus prays to His Father and commands Lazarus to come out

Challenge: Communicate to others how you perceive the emotional state of people and groups.

Appreciation: Consult someone with empathy to better understand how a person is feeling about a situation or event and the best way to respond.

Small Group Questions

1. Who does Jesus meet first when he arrives in Bethany? What is their discussion about?
2. Who does Jesus meet next when he arrives in Bethany? How is this encounter different from the first one?
3. What is Jesus' reaction to these encounters? How does He respond?
4. Name a time when someone accurately knew how you felt and responded in a helpful way. What can you do to help a person who is in emotional pain?

FOCUS

Focus Strength Highlight — People strong in the Focus theme can take a direction, follow through, and make the corrections necessary to stay on track. They prioritize, then act.

SCRIPTURAL SUPPORT FOR THE FOCUS STRENGTH

Luke 9.51 — As the time drew near when Jesus would be taken up to heaven, he made up his mind and set out on his way to Jerusalem.

Hebrews 12.1,2 — As for us, we have this large crowd of witnesses around us. So then, let us rid ourselves of everything that gets in the way, and of the sin which holds on to us so tightly, and let us run with determination the race that lies before us. Let us keep our eyes fixed on Jesus, on whom our faith depends from beginning to end. He did not give up because of the cross! On the contrary, because of the joy that was waiting for him, he thought nothing of the disgrace of dying on the cross, and he is now seated at the right side of God's throne.

PAUL KEEPS HIS FOCUS

Philippians 3.9b-20 — I now have the righteousness that is given through faith in Christ, the righteousness that comes from God and is based on faith. All I want is to know Christ and to experience the power of his resurrection, to share in his sufferings and become like him in his death, in the hope that I myself will be raised from death to life. I do not claim that I have already succeeded or have already become perfect. I keep striving to win the prize for which Christ Jesus has already won me to himself. Of course, my friends, I really do not think that I have already won it; the one thing I do, however, is to forget what is behind me and do my best to reach what is ahead. So I run straight toward the goal in order to win the prize, which is God's call through Christ Jesus to the life above. All of us who are spiritually mature should have this same attitude. But if some of you have a different attitude, God will make this clear to you. However that may be, let us go forward according to the same rules we have followed until now. Keep on imitating me, my friends. Pay attention to those who follow the right example that we have set for you. I have told you this many times before, and now I repeat

it with tears: there are many whose lives make them enemies of Christ's death on the cross. They are going to end up in hell, because their god is their bodily desires. They are proud of what they should be ashamed of, and they think only of things that belong to this world. We, however, are citizens of heaven, and we eagerly wait for our Savior, the Lord Jesus Christ, to come from heaven.

DEEPER DIVE

What dimension does Focus have on Paul's striving to win the prize?

How did Paul's Focus accentuate his understanding of his relationship with God?

Are there people that you are presently helping to focus on the future?

INTENTIONALLY SINGLE-MINDED

– PHILIPPIANS 3.9B-20

Key Thought Starter – God has created those with Focus to be intensely and intentionally single-minded until the goal is reached.

Overview: The Apostle Paul presses forward to win the prize to which God calls him – that is, to become like Jesus. In order to do so, he has to forget the things which are behind, so as not to be content with past achievements or present measures of success. He reaches and stretches himself forward towards his prize, becoming more and more like his Savior and Lord.

Scripture Outline

1. Focus on your purpose – to know Christ (3.9b-11)
 - a. Power of his resurrection
 - b. Fellowship of his sufferings
 - c. Become like him
2. Focus not on the past (3.12-13)
 - a. Forget the bad
 - b. Forget the good
3. Focus on the present (3.13)
 - a. Faith in Jesus
 - b. Live day by day
4. Focus on the future – be like Jesus (3.14)
 - a. God's prize
 - b. God's call to the life above
5. Focus on unity (3.15-20)
 - a. Be of the same attitude and rules
 - b. Follow the right example set by Paul
 - c. Eagerly wait for our Savior as a citizen of heaven

Challenge: Seek clarity through concentration and direction to persevere.

Appreciation: Encourage leaders with the Focus talent to evaluate and determine priorities and to get on course quickly.

Small Group Questions

1. Why do you think Paul uses athletic imagery to illustrate our need to focus on Christ? What other images could he have used to make his point?
2. Do you think Paul was able to consistently forget what was behind in order to reach what was ahead?
3. Has your Focus talent ever forced you to filter and instinctively evaluate whether or not a particular action will help you move forward toward your goal? If so, describe the situation.
4. How often do you begin with the end in mind?

FUTURISTIC

Futuristic Strength Highlight — People strong in the Futuristic theme are inspired by the future and what could be. They inspire others with their visions of the future.

SCRIPTURAL SUPPORT FOR THE FUTURISTIC STRENGTH

Jeremiah 29.11 — I alone know the plans I have for you, plans to bring you prosperity and not disaster, plans to bring about the future you hope for.

Joel 2.28 — Afterward I will pour out my Spirit on everyone: your sons and daughters will proclaim my message; your old people will have dreams, and your young people will see visions.

Matthew 26.64 — Jesus answered him, “So you say. But I tell all of you: from this time on you will see the Son of Man sitting at the right side of the Almighty and coming on the clouds of heaven!”

Hebrews 11.16 — Instead, it was a better country they longed for, the heavenly country. And so God is not ashamed for them to call him their God, because he has prepared a city for them.

JOSEPH THE FUTURIST

Genesis 37.5-8 — One time Joseph had a dream, and when he told his brothers about it, they hated him even more. He said, “Listen to the dream I had. We were all in the field tying up sheaves of wheat, when my sheaf got up and stood up straight. Yours formed a circle around mine and bowed down to it.”

“Do you think you are going to be a king and rule over us?” his brothers asked. So they hated him even more because of his dreams and because of what he said about them. Then Joseph had another dream and told his brothers, “I had another dream, in which I saw the sun, the moon, and eleven stars bowing down to me.” He also told the dream to his father, and his father scolded him: “What kind of a dream is that? Do you think that your mother, your brothers, and I are going to come and bow down

to you?” Joseph’s brothers were jealous of him, but his father kept thinking about the whole matter.

DEEPER DIVE

What informed Joseph’s understanding of the future?

How did Joseph’s Futuristic vision impact his father?

Does your vision of the future help you create and contribute to the groups you belong to?

A PREFERRED FUTURE... SEEING THINGS GOD’S WAY – GENESIS 37.5-8

Key Thought Starter – God created those with Futuristic to have the ability to envision the possible future.

Overview: Joseph has two dreams that he does not completely understand and he shares these with his brothers and father. They react with anger, hatred and jealousy. His father even rebukes him. Yet, God brings his dream to reality in the future.

Scripture Outline

1. Joseph dreams about what has not yet happened (37.5-10)
 - a. Joseph’s first dream depicts his brothers bowing down to him
 - b. Joseph’s second dream depicts his father, mother, and brothers bowing down to him
 - c. God fulfills these dreams
2. Joseph’s dreams are misunderstood (37.8-11)
 - a. Joseph’s brothers misunderstand his dreams
 - b. Joseph’s father misunderstands his dream
3. Joseph’s dreams seem possible to him (37.6-11)
 - a. Joseph’s father continues to think about the dream
 - b. Joseph is not afraid to communicate the dream

Challenge: Use great wisdom and discernment to communicate your dream/vision to others. They may not see things as clearly as you do.

Appreciation: Help a Futurist to describe the dream/vision more clearly by asking questions and offering your understanding of the vision.

Small Group Questions

1. How well defined are Joseph’s dreams? Do his brothers and father completely understand them?
2. How can Joseph’s dream be better understood and more easily received?
3. Describe a dream that you have for the future.
4. How clearly and precisely defined is your dream?

HARMONY

Harmony Strength Highlight – People strong in the Harmony theme look for consensus. They don't enjoy conflict; rather they seek areas of agreement.

SCRIPTURAL SUPPORT FOR THE HARMONY STRENGTH

Romans 12.16-18 — Have the same concern for everyone. Do not be proud, but accept humble duties. Do not think of yourselves as wise. If someone has done you wrong, do not repay him with a wrong. Try to do what everyone considers to be good. Do everything possible on your part to live in peace with everybody.

I Corinthians 1.10 — By the authority of our Lord Jesus Christ I appeal to all of you, my friends, to agree in what you say, so that there will be no divisions among you. Be completely united, with only one thought and one purpose.

Philippians 2.1-5 — Your life in Christ makes you strong, and his love comforts you. You have fellowship with the Spirit, and you have kindness and compassion for one another. I urge you, then, to

make me completely happy by having the same thoughts, sharing the same love, and being one in soul and mind. Don't do anything from selfish ambition or from a cheap desire to boast, but be humble toward one another, always considering others better than yourselves. And look out for one another's interests, not just for your own. The attitude you should have is the one that Christ Jesus had.

ABRAM AND LOT CHOOSE HARMONY

Genesis 13.8-18 — Then Abram said to Lot, "We are relatives, and your men and my men shouldn't be quarreling. So let's separate. Choose any part of the land you want. You go one way, and I'll go the other." Lot looked around and saw that the whole Jordan Valley, all the way to Zoar, had plenty of water, like the Garden of the LORD or like the land of Egypt. (This was before the LORD had destroyed the cities of Sodom and Gomorrah.) So Lot chose the whole Jordan Valley for himself and moved away toward the east. That is how the two men parted. Abram stayed in the land of Canaan, and Lot settled among

the cities in the valley and camped near Sodom, whose people were wicked and sinned against the LORD. After Lot had left, the LORD said to Abram, "From where you are, look carefully in all directions. I am going to give you and your descendants all the land that you see, and it will be yours forever. I am going to give you so many descendants that no one will be able to count them all; it would be as easy to count all the specks of dust on earth! Now, go and look over the whole land, because I am going to give it all to you." So Abram moved his camp and settled near the sacred trees of Mamre at Hebron, and there he built an altar to the LORD.

DEEPER DIVE

What caused Abram to initiate a peaceful alternative?

How did Abram's Harmony change his relationship with Lot?

Are there routines you employ to promote harmony?

THE BLESSINGS OF SEEKING PEACE – GENESIS 13.8-18

Key Thought – God has created those with Harmony to have the ability to defuse conflict by looking for areas of agreement and building consensus.

Overview: Abram uses the strength of Harmony to avoid conflict between himself and his nephew Lot by offering Lot his choice of the land. Lot's choice will later prove unwise and God blesses Abram's gracious offer.

Scripture Outline

1. Abram's Gracious Offer (13.8-9)
 - a. Abram's offer is based on a desire to create harmony and avoid conflict
 - b. Abram's offer shows a spirit of humility to preserve peace
2. Lot's Unwise Choice (13.10-13)
 - a. Lot's choice is based on first appearances
 - b. Lot's choice is based on his own assessment
3. Abram's Faith Results in God's blessing (13.14-18)
 - a. A blessing of land
 - b. A blessing of descendants
 - c. A blessing of right relationship with the Lord

Challenge: Use your ability to find common ground to create harmony in your team.

Appreciation: Encourage a team member with the Harmony strength not to simply run away from conflict but to use his or her consensus building skills to resolve conflict without confrontation.

Small Group Questions

1. How does Abram's willingness to sacrifice his personal gain defuse a potential conflict?
2. How are humility and peace-making related in this passage?
3. How does Abram's Harmony strength change his relationship with Lot?
4. In what ways does seeking consensus strengthen your group for future opportunities?

IDEATION

Ideation Strength Highlight — People strong in the Ideations theme are fascinated by ideas. They are able to find connections between seemingly disparate phenomena.

SCRIPTURAL SUPPORT FOR THE IDEATION STRENGTH

Isaiah 43.19 — Watch for the new thing I am going to do. It is happening already — you can see it now! I will make a road through the wilderness and give you streams of water there.

Isaiah 65.17, 18 — The LORD says, “I am making a new earth and new heavens. The events of the past will be completely forgotten. Be glad and rejoice forever in what I create. The new Jerusalem I make will be full of joy, and her people will be happy.”

Romans 12.2 — Do not conform yourselves to the standards of this world, but let God transform you inwardly by a

complete change of your mind. Then you will be able to know the will of God — what is good and is pleasing to him and is perfect.

THINK OF EXCELLENCE

Philippians 4.1-9 — So then, my friends, how dear you are to me and how I miss you! How happy you make me, and how proud I am of you! This, dear friends, is how you should stand firm in your life in the Lord. Euodia and Syntyche, please, I beg you, try to agree as sisters in the Lord. And you too, my faithful partner, I want you to help these women; for they have worked hard with me to spread the gospel, together with Clement and all my other fellow workers, whose names are in God’s book of the living. May you always be joyful in your union with the Lord. I say it again: rejoice! Show a gentle attitude toward everyone. The Lord is coming soon. Don’t worry about anything, but in all your prayers ask God for what you need, always asking him with a thankful heart. And God’s peace, which is far beyond human understanding, will keep

your hearts and minds safe in union with Christ Jesus. In conclusion, my friends, fill your minds with those things that are good and that deserve praise: things that are true, noble, right, pure, lovely, and honorable. Put into practice what you learned and received from me, both from my words and from my actions. And the God who gives us peace will be with you.

DEEPER DIVE

What is compelling about the connections Paul makes in this passage?

How did Paul’s Ideation point those in Philippi toward a better point of view?

Are there people with whom you share your new and best ideas?

SHAPING CONCEPTS – PHILIPPIANS 4.1-9

Key Thought Starter – God has created those with Ideation to see and enjoy multiple concepts and connections leading to new ideas.

Overview: Paul loves and misses the Philippians. He instructs them on how to have a better and a more peaceful life. He directly addresses a church conflict in order to restore peace. He instructs them on attitudes and imperatives for peaceful living.

Scripture Outline

1. Paul appreciates the Philippians (4.1)
 - a. Paul misses them
 - b. Paul is happy and proud of them
2. Paul pleads for agreement (4.2-3)
 - a. Paul challenges Euodia and Syntyche
 - b. Paul introduces a mediator
 - c. Paul reminds them of their unity of effort
3. Paul gives instructions on practicing unity, resulting in peace (4.4-7)
 - a. Be joyful
 - b. Be gentle
 - c. Don’t worry
 - d. Be thankful
4. Paul provides imperatives to the Philippians (4.8-9)
 - a. Fill minds with positive thoughts
 - b. Practice what they learned from him

Challenge: Explain to others how you see connections that undergird unifying concepts.

Appreciation: Encourage a person with Ideation to examine a complex situation or problem, then ask them to list a number of creative and/or unique possible solutions.

Small Group Questions

1. How does Paul encourage the Philippians?
2. What instructions does Paul give to the Philippians?
3. With what concepts or ideas does Paul encourage the Philippians to fill their minds?
4. With what concepts or ideas should you fill your mind in order to please the Lord and bring peace?

INCLUDER

Includer Strength Highlight — People strong in the Includer theme are accepting of others. They show awareness of those who feel left out, and make an effort to include them.

SCRIPTURAL SUPPORT FOR THE INCLUDER STRENGTH

John 3.16 — For God loved the world so much that he gave his only Son, so that everyone who believes in him may not die but have eternal life.

Romans 15.7 — Accept one another, then, for the glory of God, as Christ has accepted you.

Ephesians 2.13 — But now, in union with Christ Jesus you, who used to be far away, have been brought near by the blood of Christ.

Acts 10.34, 35 — Peter began to speak: “I now realize that it is true that God treats everyone on the same basis. Those who fear him and do what is right are acceptable to him, no matter what race they belong to.”

INCLUDER IN RUTH

Ruth 2.11-23 — Boaz answered, “I have heard about everything that you

have done for your mother-in-law since your husband died. I know how you left your father and mother and your own country and how you came to live among a people you had never known before. May the LORD reward you for what you have done. May you have a full reward from the LORD God of Israel, to whom you have come for protection!” Ruth answered, “You are very kind to me, sir. You have made me feel better by speaking gently to me, even though I am not the equal of one of your servants.” At mealtime Boaz said to Ruth, “Come and have a piece of bread, and dip it in the sauce.” So she sat with the workers, and Boaz passed some roasted grain to her. She ate until she was satisfied, and she still had some food left over. After she had left to go and gather grain, Boaz ordered the workers, “Let her gather grain even where the bundles are lying, and don’t say anything to stop her. Besides that, pull out some heads of grain from the bundles and leave them for her to pick up.” So Ruth gathered grain in the field until evening, and when she had beaten it out, she found she had nearly twenty-five pounds. She took the grain back into town and showed her mother-in-law how much she had gathered. She also gave her the food left over from the meal. Naomi asked her, “Where did you gather all this grain today? Whose field have you been working in? May God bless the

man who took an interest in you!” So Ruth told Naomi that she had been working in a field belonging to a man named Boaz. “May the LORD bless Boaz!” Naomi exclaimed. “The LORD always keeps his promises to the living and the dead.” And she went on, “That man is a close relative of ours, one of those responsible for taking care of us.” Then Ruth said, “Best of all, he told me to keep gathering grain with his workers until they finish the harvest.” Naomi said to Ruth, “Yes, daughter, it will be better for you to work with the women in Boaz’ field. You might be molested if you went to someone else’s field.” So Ruth worked with them and gathered grain until all the barley and wheat had been harvested. And she continued to live with her mother-in-law.

DEEPER DIVE

What caused Boaz to include Ruth and not allow her to be left out or behind?

When Boaz demonstrated Includer, how did it impact the lives of Ruth and Naomi?

What motivates you to include others and invite them to be part of your groups?

WELCOME TO THE FAMILY – RUTH 2.11-23

Key Thought Starter – God created those with Includer to have the ability to incorporate others into a group. This skill is essential to build up the church of God.

Overview: Boaz hears of how Ruth has taken care of her mother-in-law and blesses her for her faithfulness. As Ruth works in his fields, he provides sustenance and protection for Ruth and, in turn, Naomi. Naomi sees Boaz as the providential means of God’s promise to her.

Scripture Outline

1. Boaz takes notice of Ruth
 - a. He hears of Ruth’s actions towards her mother-in-law (2.11a)
 - b. He takes note of Ruth’s sacrifice (2.11b)
 - c. He recognizes where Ruth has placed her trust (2.12b)
2. Boaz invites Ruth to draw closer to him
 - a. He shares his food (2.14)
 - b. He offers his protection (2.15)
 - c. He allows Ruth to make a profit at his expense (2.16)
3. Reciprocal blessing in following the Lord
 - a. Boaz asks God to bless Ruth for her faithfulness (2.12a)
 - b. Ruth blesses Naomi with the gains from Boaz’s field (2.18)
 - c. Naomi implores God to bless Boaz for administering God’s providence (2.20)

Challenge: Speak up for those who are on the outskirts of the group. Use your gift of inclusion to bring equality to those around you.

Appreciation: Encourage someone with Includer to leverage this ability to strengthen and build up the entire Church body.

Small Group Questions

1. What does Boaz do in order to include and provide for Ruth? Why does he do it?
2. What elements of this story foreshadow God’s provision for his people through Jesus Christ?
3. When people intercede for each other and call upon the name of the Lord, what does that do to the group dynamic?
4. How can you better invite those who are outside the group to participate inside the group?

INDIVIDUALIZATION

Individualization Strength Highlight — People strong in the Individualization theme are intrigued with the unique qualities of each person. They have a gift for figuring out how people who are different can work together productively.

SCRIPTURAL SUPPORT FOR THE INDIVIDUALIZATION STRENGTH

1 Samuel 16.7 — But the LORD said to him, “Pay no attention to how tall and handsome he is. I have rejected him, because I do not judge as people judge. They look at the outward appearance, but I look at the heart.”

Matthew 10.1-5a — Jesus called his twelve disciples together and gave them authority to drive out evil spirits and to heal every disease and every sickness. These are the names of the twelve apostles: first, Simon (called Peter) and his brother Andrew; James and his brother John, the sons of Zebedee; Philip and Bartholomew; Thomas and Matthew, the tax collector; James son of Alphaeus, and Thaddaeus; Simon

the Patriot, and Judas Iscariot, who betrayed Jesus. These twelve men were sent out by Jesus.

1 Corinthians 12.12, 28 — Christ is like a single body, which has many parts; it is still one body, even though it is made up of different parts. . . . In the church God has put all in place: in the first place apostles, in the second place prophets, and in the third place teachers; then those who perform miracles, followed by those who are given the power to heal or to help others or to direct them or to speak in strange tongues.

MOSES AND THE STRENGTH OF INDIVIDUALIZATION

Exodus 35.30-36.1 — Moses said to the Israelites, “The LORD has chosen Bezalel, the son of Uri and grandson of Hur from the tribe of Judah. God has filled him with his power and given him skill, ability, and understanding for every kind of artistic work, for planning skillful designs and working them in gold, silver, and bronze; for cutting jewels to be set; for carving wood; and for every other kind of artistic work. The LORD has given to him and to Oholiab son of Abisamach, from the tribe of Dan, the ability to teach their crafts to others. He has given them skill in all kinds of

work done by engravers, designers, and weavers of fine linen; blue, purple, and red wool; and other cloth. They are able to do all kinds of work and are skillful designers. “Bezalel, Oholiab, and all the other workers to whom the LORD has given skill and understanding, who know how to make everything needed to build the sacred Tent, are to make everything just as the LORD has commanded.”

DEEPER DIVE

What impressed you about the details in this passage?

How did Moses use Individualization to highlight the uniqueness of those mentioned in the passage?

Are there things you do that help you identify strengths in other people?

UNIQUELY CREATED FOR GOD’S PURPOSE – EXODUS 35.30-36.1

Key Thought Starter – God has created those with Individualization to harness the right people with the right skills to be used at the right time for His purposes.

Overview: Moses (under God’s direction) enlists Bezalel and Oholiab to make the sacred tent because of the unique gifts God has given them to do artistic work and to teach others these skills.

Scripture Outline

1. Moses knows Bezalel’s and Oholiab’s unique strengths and abilities were given by God (35.30-35)
 - a. God gave Bezalel skill, ability, and understanding for every kind of artistic work
 - b. God gave Bezalel and Oholiab the ability to teach their crafts to others
2. Moses gave Bezalel and Oholiab a sacred task assigned by God (36.1)
 - a. Bezalel, Oholiab, and others were to make everything to build the sacred tent
 - b. Bezalel and Oholiab were to make everything just as the Lord commanded

Challenge: Use your Individualization strength to help put the right person in the right job.

Appreciation: Consult someone with Individualization when preparing to make personnel decisions.

Small Group Questions

1. Why did God choose Bezalel and Oholiab to build the sacred tent?
2. Where did their unique abilities originate?
3. What unique skills did Bezalel and Oholiab have?
4. What unique skills has God given you? Share a time when you felt that you were doing what you were made to do.

INPUT

Input Strength Highlight – People strong in the Input theme have a craving to know more. They often like to collect and archive all kinds of information.

SCRIPTURAL SUPPORT FOR THE INPUT STRENGTH

Proverbs 2.1-6 — My child, learn what I teach you and never forget what I tell you to do. Listen to what is wise and try to understand it. Yes, beg for knowledge; plead for insight. Look for it as hard as you would for silver or some hidden treasure. If you do, you will know what it means to fear the LORD and you will succeed in learning about God. It is the LORD who gives wisdom; from him come knowledge and understanding.

John 21.25 — Now, there are many other things that Jesus did. If they were all written down one by one, I suppose

that the whole world could not hold the books that would be written.

2 Timothy 4.13 — When you come, bring my coat that I left in Troas with Carpus; bring the books too, and especially the ones made of parchment.

EZRA AND INPUT STRENGTH

Ezra 7.1-10 — Many years later, when Artaxerxes was emperor of Persia, there was a man named Ezra. He traced his ancestors back to Aaron, the High Priest, as follows: Ezra was the son of Seraiah, son of Azariah, son of Hilkiyah, son of Shallum, son of Zadok, son of Ahitub, son of Amariah, son of Azariah, son of Meraioth, son of Zerariah, son of Uzzi, son of Bukki, son of Abishua, son of Phinehas, son of Eleazar, son of Aaron. Ezra was a scholar with a thorough knowledge of the Law which the LORD, the God of Israel, had given to Moses. Because Ezra had the blessing of the LORD his God, the emperor gave him

everything he asked for. In the seventh year of the reign of Artaxerxes, Ezra set out from Babylonia for Jerusalem with a group of Israelites which included priests, Levites, Temple musicians, Temple guards, and workers. They left Babylonia on the first day of the first month, and with God's help they arrived in Jerusalem on the first day of the fifth month. Ezra had devoted his life to studying the Law of the LORD, to practicing it, and to teaching all its laws and regulations to the people of Israel.

DEEPER DIVE

What impressed you about Ezra's devotion to a life of study?

How did Ezra's Input inform his appreciation of the Law of the LORD?

How do you feed your Input on a daily and weekly basis?

INQUISITIVELY DEVOTED – EZRA 7.1-10

Key Thought Starter – God has created those with Input to possess an active mind that leads them to become extremely knowledgeable in one or more areas.

Overview: Ezra returns to Jerusalem with a second group of people 80 years after Zerubbabel first arrived. He finds the people living contrary to God's law. Ezra prays for guidance, studies God's law and follows through with action that restores the people of God.

Sermon Outline

1. The soil of a devoted life (7.1-6a)
 - a. Heritage and devotion
 - b. Preparation and devotion
2. The source of a scholarly, devoted life (7.6b-9)
 - a. The hand of God
 - b. The grace of the king
 - c. A return to his roots
3. The success of a devoted life (7.10)
 - a. Studying the law
 - b. Practicing the law
 - c. Teaching the law

Challenge: Be a resource collector for people in your group.

Appreciation: Encourage leaders with Input talent to collect ideas, books, memorabilia, quotations, and facts to facilitate growth and performance.

Small Group Questions

1. What do you think Ezra thought when he found the people living contrary to God's Law? How do you believe he felt?
2. Why do you think Ezra craved to know more about God and the Law?
3. Does your Input talent cause you to hang on to things that could be helpful to others? If so, describe them.
4. How often do you get to provide relevant and tangible help?

INTELLECTION

Intellection Strength Highlight — People strong in the Intellection theme are characterized by their intellectual activity. They are introspective and appreciate intellectual discussions.

SCRIPTURAL SUPPORT FOR THE INTELLECTION STRENGTH

Luke 2.17-19 — When the shepherds saw him, they told them what the angel had said about the child. All who heard it were amazed at what the shepherds said. Mary remembered all these things and thought deeply about them.

Luke 2.46, 47 — On the third day they found him in the Temple, sitting with the Jewish teachers, listening to them and asking questions. All who heard him were amazed at his intelligent answers.

PETER ENCOURAGES INTELLECTION

1 Peter 1.13 — So then, have your minds ready for action. Keep alert and set your hope completely on the blessing which will be given you when Jesus Christ is revealed.

INTELLECTION ON MARS HILL

Acts 17.16-33 — While Paul was waiting in Athens for Silas and

Timothy, he was greatly upset when he noticed how full of idols the city was. So he held discussions in the synagogue with the Jews and with the Gentiles who worshiped God, and also in the public square every day with the people who happened to come by. Certain Epicurean and Stoic teachers also debated with him. Some of them asked, “What is this ignorant show-off trying to say?” Others answered, “He seems to be talking about foreign gods.” They said this because Paul was preaching about Jesus and the resurrection. So they took Paul, brought him before the city council, the Areopagus, and said, “We would like to know what this new teaching is that you are talking about. Some of the things we hear you say sound strange to us, and we would like to know what they mean.” (For all the citizens of Athens and the foreigners who lived there liked to spend all their time telling and hearing the latest new thing.) Paul stood up in front of the city council and said, “I see that in every way you Athenians are very religious. For as I walked through your city and looked at the places where you worship, I found an altar on which is written, ‘To an Unknown God.’ That which you worship, then, even though you do not know it, is what I now proclaim to you. God, who made the world and everything in it, is Lord of heaven and earth and does not live in temples made by human hands. Nor does he need anything that we can supply by working for him, since it is he himself who gives life and breath and everything else to everyone. From one human being he created all races of people and made them live throughout the whole earth.

He himself fixed beforehand the exact times and the limits of the places where they would live. He did this so that they would look for him, and perhaps find him as they felt around for him. Yet God is actually not far from any one of us; as someone has said, ‘In him we live and move and exist.’ It is as some of your poets have said, ‘We too are his children.’ Since we are God’s children, we should not suppose that his nature is anything like an image of gold or silver or stone, shaped by human art and skill. God has overlooked the times when people did not know him, but now he commands all of them everywhere to turn away from their evil ways. For he has fixed a day in which he will judge the whole world with justice by means of a man he has chosen. He has given proof of this to everyone by raising that man from death!” When they heard Paul speak about a raising from death, some of them made fun of him, but others said, “We want to hear you speak about this again.” And so Paul left the meeting.

DEEPER DIVE

What caused Paul to utilize his Intellection in such a way?

How did Paul’s Intellection inform his innovated approach with the philosophers on Mars Hill?

Are there big ideas that stimulate your own thinking?

REASONING TOWARD COMMON GROUND – ACTS 17.16-33

Key Thought – God has created those with Intellection to enjoy thinking about things which creates the potential for depth of understanding and wisdom.

Overview: In his engagement with the Jews and Greeks in Athens, Paul demonstrates the fruit of his Intellection strength. Provoked by the prevalence of idols, he finds common ground to reason with the Athenians using his knowledge of rhetoric and philosophy.

Scripture Outline

1. Paul Engages the Athenians (17.16-18)
 - a. Paul’s distress over the spiritual state of Athens
 - b. Paul holds discussions with the Jews and God-fearers
 - c. Paul debates the Stoics and Epicureans
2. The City Leaders Inquire of Paul (17.19-21)
 - a. City is intellectually curious about Paul’s teaching
 - b. Paul gains an audience at the Areopagus
3. Paul Speaks on Mars Hill (17.22-33)
 - a. Paul finds common ground
 - b. Paul defines God as the Creator, Ordainer and Sustainer of all things
 - c. Paul declares our obligation to seek God
 - d. Paul calls his hearers to change

Challenge: Carve out time on a weekly basis to think about what God has been teaching you and share those insights with others.

Appreciation: Encourage a person with the Intellection strength to spend time writing down his or her thoughts as a way to refine and clarify the thinking process.

Small Group Questions

1. What is Paul’s level of acceptance of the religious practices in Athens?
2. How does Paul’s Intellection inform his innovative approach with the philosophers on Mars Hill?
3. How does taking the time to think about and understand another person’s beliefs and environment help us find common ground to share God’s message?
4. What areas of study might stimulate your thinking and make you more effective in your organization?

LEARNER

Learner Strength Highlight — People strong in the Learner theme have a great desire to learn and want to continuously improve. In particular, the process of learning, rather than the outcome, excites them.

SCRIPTURAL SUPPORT FOR THE LEARNER STRENGTH

Daniel 1.3-6 — The king ordered Ashpenaz, his chief official, to select from among the Israelite exiles some young men of the royal family and of the noble families. They had to be handsome, intelligent, well-trained, quick to learn, and free from physical defects, so that they would be qualified to serve in the royal court. Ashpenaz was to teach them to read and write the Babylonian language. The king also gave orders that every day they were to be given the same food and wine as the members of the royal court. After three years of this training they were to appear before the king. Among those chosen were Daniel, Hananiah, Mishael, and Azariah, all of whom were from the tribe of Judah.

Matthew 11.29, 30 — “Take my yoke and put it on you, and learn from me, because I am gentle and humble in spirit; and you will find rest. For the yoke I will give you is easy, and the load I will put on you is light.”

Colossians 1.9, 10 — For this reason we have always prayed for you, ever since we heard about you. We ask God to fill you with the knowledge of his will, with all the wisdom and understanding that his Spirit gives. Then you will be able to live as the Lord wants and will always do what pleases him. Your lives will produce all kinds of good deeds, and you will grow in your knowledge of God.

2 Timothy 3.14-17 — But as for you, continue in the truths that you were taught and firmly believe. You know who your teachers were, and you remember that ever since you were a child, you have known the Holy Scriptures, which are able to give you the wisdom that leads to salvation through faith in Christ Jesus. All Scripture is inspired by God and is useful for teaching the truth, rebuking error, correcting faults, and giving instruction for right living, so that the person who serves God may be fully qualified and equipped to do every kind of good deed.

MARY — A CONSUMMATE LEARNER

Luke 10.38-42 — As Jesus and his disciples went on their way, he came to a village where a woman named Martha welcomed him in her home. She had a sister named Mary, who sat down at the feet of the Lord and listened to his teaching. Martha was upset over all the work she had to do, so she came and said, “Lord, don’t you care that my sister has left me to do all the work by myself? Tell her to come and help me!” The Lord answered her, “Martha, Martha! You are worried and troubled over so many things, but just one is needed. Mary has chosen the right thing, and it will not be taken away from her.”

DEEPER DIVE

What do you find most interesting about Mary’s encounter with Jesus?

How did Mary’s Learner strength allow Jesus to speak into Martha’s life?

Are there people with whom you enjoy discussing concepts?

LEARNING AS A LIFESTYLE – LUKE 10.38-42

Key Thought Starter – God has created those with Learner to be passionately engaged in the process of learning.

Overview: Martha mistakenly thinks that her busy service is the most fitting act of worship for her Lord. As it turns out, Mary embodies the highest call of every Christian—to humbly learn at the feet of Jesus.

Scripture Outline

1. Mary prefers to spend time learning rather than doing busy tasks
 - a. Mary sits at the feet of Jesus and listens to His teaching (10.39)
 - b. Mary does this in spite of Martha being upset (10.40)
2. Martha prefers to keep busy taking care of home responsibilities
 - a. Martha welcomes Jesus into her home (10.38)
 - b. Martha does all the work herself (10.40a)
 - c. Martha is upset that Mary does not help her (10.40b)
3. Jesus commends Mary’s choice
 - a. Jesus tells Martha not to be worried and troubled (10.41)
 - b. Jesus explains to Martha that Mary has chosen the right thing that will not be taken away (10.42)

Challenge: Commit to learning something new about God from the Bible every day.

Appreciation: Ask a Learner to share some new thing he or she is learning about God.

Small Group Questions

1. On what is Martha focused? What is Mary’s focus?
2. Why does Jesus react to Martha as He does? What does Jesus mean by: “Mary has chosen the right thing that will not be taken away from her”?
3. How can you choose the right thing that will not be taken away from you?
4. Share a time when you were very excited about learning something new.

MAXIMIZER

Maximizer Strength Highlight
— People strong in the Maximizer theme focus on strengths as a way to stimulate personal and group excellence. They seek to transform something strong into something superb.

SCRIPTURAL SUPPORT FOR THE MAXIMIZER STRENGTH

Numbers 18.28-30 — You are to give this special contribution for the LORD to Aaron the priest. Give it from the best that you receive. When you have presented the best part, you may keep the rest, just as the farmer keeps what is left after he makes his offering.

2 Corinthians 8.7 — You are so rich in all you have: in faith, speech, and knowledge, in your eagerness to help and in your love for us. And so we want you to be generous also in this service of love.

MAXIMIZER IN THE PARABLE OF THE TALENTS

Matthew 25.14-29 — “At that time the Kingdom of heaven will be like this. Once there was a man who was about to leave home on a trip; he called his servants and put them in charge of his property. He gave to each one

according to his ability: to one he gave five thousand gold coins, to another he gave two thousand, and to another he gave one thousand. Then he left on his trip. The servant who had received five thousand coins went at once and invested his money and earned another five thousand. In the same way the servant who had received two thousand coins earned another two thousand. But the servant who had received one thousand coins went off, dug a hole in the ground, and hid his master’s money. After a long time the master of those servants came back and settled accounts with them. The servant who had received five thousand coins came in and handed over the other five thousand. ‘You gave me five thousand coins, sir,’ he said. ‘Look! Here are another five thousand that I have earned.’ ‘Well done, you good and faithful servant!’ said his master. ‘You have been faithful in managing small amounts, so I will put you in charge of large amounts. Come on in and share my happiness!’ Then the servant who had been given two thousand coins came in and said, ‘You gave me two thousand coins, sir. Look! Here are another two thousand that I have earned.’ ‘Well done, you good and faithful servant!’ said his master. ‘You have been faithful in managing small amounts, so I will put you in charge of large amounts. Come on in and share my happiness!’ Then the servant who had received one thousand

coins came in and said, ‘Sir, I know you are a hard man; you reap harvests where you did not plant, and you gather crops where you did not scatter seed. I was afraid, so I went off and hid your money in the ground. Look! Here is what belongs to you.’ ‘You bad and lazy servant!’ his master said. ‘You knew, did you, that I reap harvests where I did not plant, and gather crops where I did not scatter seed? Well, then, you should have deposited my money in the bank, and I would have received it all back with interest when I returned. Now, take the money away from him and give it to the one who has ten thousand coins. For to every person who has something, even more will be given, and he will have more than enough; but the person who has nothing, even the little that he has will be taken away from him.’”

DEEPER DIVE

What characters in this parable demonstrate Maximizer?

How does this passage inspire you toward personal and group excellence?

How do you help people discover their greatest talents?

MAXIMUM RETURN ON INVESTMENT

— MATTHEW 25.14-29

Key Thought Starter – God created those with Maximizer to be compelled to make the good excellent.

Overview: The master goes on a long trip and leaves each of three servants 5,000, 2,000, and 1,000 coins respectively. When he returns he is very happy with the two servants who doubled their coins but is angry with the servant who buried his coins and returned the same amount given to him.

Scripture Outline

1. The master knew each servant’s ability (25.14-19)
 - a. He knew how much each could handle
 - b. He trusted and expected the best from each servant when he left for a long journey
2. The master had expectation that each could increase his coins and was excited about the first two servants doubling his investment (25.19-23)
 - a. He was pleased with the first servant who doubled his coins and rewarded him
 - b. He was pleased with the second servant who doubled his coins and rewarded him
3. The master was disappointed and angry with the third servant who didn’t increase what he had been given (25.24-28)
 - a. The servant, paralyzed by fear, hid his coins in the ground where they did not grow
 - b. The master’s high expectations were dashed so he took his coins and punished this servant by giving his coins to the first servant

Challenge: Clearly communicate your expectations for improvement and excellence to others.

Appreciation: Ask the Maximizer how they would make things best.

Small Group Questions

1. Why do you think the master gave a different number of coins to the three servants? What do you think he expected them to do with the coins?
2. Why did he react to each of the three servants the way he did?
3. Name a time when you expected great things from another person. How did you feel when your expectations were exceeded? How did you feel if your expectations were not met?
4. Share a time in your life when you achieved excellence that others recognized and appreciated.

POSITIVITY

Positivity Strength Highlight — People strong in the Positivity theme have an enthusiasm that is contagious. They are upbeat and can get others excited about what they are going to do.

SCRIPTURAL SUPPORT FOR THE POSITIVITY STRENGTH

Proverbs 17.22 — Being cheerful keeps you healthy. It is slow death to be gloomy all the time.

Nehemiah 8.10 — “Now go home and have a feast. Share your food and wine with those who don’t have enough. Today is holy to our LORD, so don’t be sad. The joy that the LORD gives you will make you strong.”

Luke 15.32 — “But we had to celebrate and be happy, because your brother was dead, but now he is alive; he was lost, but now he has been found.”

1 Thessalonians 5.16-18 — Be joyful always, pray at all times, be thankful in all circumstances. This is what God wants from you in your life in union with Christ Jesus.

THE PSALMIST, FREELY EXPRESSING HIS POSITIVITY

Psalms 100 — Sing to the LORD, all the world! Worship the LORD with joy; come before him with happy songs! Acknowledge that the LORD is God. He made us, and we belong to him; we are his people, we are his flock. Enter the Temple gates with thanksgiving; go into its courts with praise. Give thanks to him and praise him. The LORD is good; his love is eternal and his faithfulness lasts forever.

DEEPER DIVE

What images in this psalm are used to influence our attitudes, motivations, and behaviors?

How is Positivity used to inform our understanding of God?

Do others notice your positive outlook?

SING TO THE LORD! – PSALM 100

Key Thought Starter – God has created those with Positivity to be incredibly optimistic and abundantly generous with praise.

Overview: The extremely positive psalmist exhorts others to worship the Lord and focus on God’s positive attributes.

Scripture Outline

1. The psalmist exhorts others to worship enthusiastically (100.1-4)
 - a. Sing to the LORD
 - b. Worship the LORD with joy
 - c. Acknowledge the LORD
 - d. Give thanksgiving and praise to the LORD
2. The Psalmist praises the positive attributes of God (100.5)
 - a. The LORD is good
 - b. The LORD’s love is eternal
 - c. The LORD’s faithfulness lasts forever

Challenge: Use your positivity and enthusiasm to focus others on the awesomeness of God.

Appreciation: Consult someone with positivity when you or others need encouragement or need your spirits lifted.

Small Group Questions

1. What does the Psalmist encourage the readers to do?
2. Why does the Psalmist encourage the readers to do this?
3. How do you feel after you enthusiastically read this Psalm aloud?
4. Share a time when you were down and someone encouraged you to have a more positive view of the situation. How can you encourage someone who seems down to be more positive?

RELATOR

Relator Strength Highlight — People strong in the Relator theme enjoy close relationships with others. They find deep satisfaction in working hard with friends to achieve a goal.

SCRIPTURAL SUPPORT FOR THE RELATOR STRENGTH

1 Samuel 18.3 — Jonathan swore eternal friendship with David because of his deep affection for him.

Proverbs 18.24 — Some friendships do not last, but some friends are more loyal than brothers.

Philippians 2.22 — And you yourselves know how he has proved his worth, how he and I, like a son and his father, have worked together for the sake of the gospel.

ELIJAH AND ELISHA SHARED THE RELATOR STRENGTH

2 Kings 2.1-12 — The time came for the LORD to take Elijah up to heaven in a whirlwind. Elijah and Elisha set out from Gilgal, and on the way Elijah said to Elisha, “Now stay here; the LORD has ordered me to go to Bethel.” But Elisha answered, “I swear by my loyalty to the

living LORD and to you that I will not leave you.” So they went on to Bethel. A group of prophets who lived there went to Elisha and asked him, “Do you know that the LORD is going to take your master away from you today?” “Yes, I know,” Elisha answered. “But let’s not talk about it.” Then Elijah said to Elisha, “Now stay here; the LORD has ordered me to go to Jericho.” But Elisha answered, “I swear by my loyalty to the living LORD and to you that I will not leave you.” So they went on to Jericho. A group of prophets who lived there went to Elisha and asked him, “Do you know that the LORD is going to take your master away from you today?” “Yes, I know,” Elisha answered. “But let’s not talk about it.” Then Elijah said to Elisha, “Now stay here; the LORD has ordered me to go to the Jordan River.” But Elisha answered, “I swear by my loyalty to the living LORD and to you that I will not leave you.” So they went on, and fifty of the prophets followed them to the Jordan. Elijah and Elisha stopped by the river, and the fifty prophets stood a short distance away. Then Elijah took off his cloak, rolled it up, and struck the water with it; the water divided, and he and Elisha crossed to the other side on dry ground. There, Elijah said to Elisha, “Tell me what you want me to do for you before I am taken

away.” “Let me receive the share of your power that will make me your successor,” Elisha answered. “That is a difficult request to grant,” Elijah replied. “But you will receive it if you see me as I am being taken away from you; if you don’t see me, you won’t receive it.” They kept talking as they walked on; then suddenly a chariot of fire pulled by horses of fire came between them, and Elijah was taken up to heaven by a whirlwind. Elisha saw it and cried out to Elijah, “My father, my father! Mighty defender of Israel! You are gone!” And he never saw Elijah again. In grief Elisha tore his cloak in two.

DEEPER DIVE

What is the significance of Elisha going with Elijah to Bethel, Jericho, and the Jordan?

How does the relationship of Elijah and Elisha inspire you in your relationship with God?

Who are some friends that you have known the longest and you have the deepest relationship with?

TRUE FRIENDSHIP – 2 KINGS 2.1-12

Key Thought Starter – God has created those with Relator to be deeply loyal people who need time with their close friends and yearn to remain with them until the end.

Overview: Elisha knows that Elijah will be taken away into heaven soon. He insists on remaining by Elijah’s side while traveling to Bethel, to Jericho, and across the Jordan River. But, God divides Elisha from Elijah by a chariot of fire and carries Elijah into heaven in a whirlwind.

Scripture Outline

1. Elisha insists on spending every remaining moment with Elijah
 - a. Elisha follows even though Elijah tells him to stay behind (2.2,4,6)
 - b. Elisha stays with Elijah till the very end (2.11)
2. Elisha’s separation from Elijah is painful
 - a. Elisha does not want to talk about the impending separation (2.3,5)
 - b. Elisha tears his cloak in grief when separated (2.12)
3. Elisha is a loyal friend until the very end
 - a. Elisha tells Elijah that he will not leave him (2.2,4,6)
 - b. Elisha follows Elijah until the end (2.12)
 - c. Elisha is separated from Elijah by a supernatural intervention (2.11)

Challenge: Explain to your friends how important they are to you and how much you enjoy spending time with them in work and in play.

Appreciation: Encourage a Relator to work on a project with a small group of committed friends.

Small Group Questions

1. Why do you think it is important for Elisha to remain by Elijah’s side, and how do you think Elisha felt when Elijah told him to remain behind?
2. Why didn’t Elisha want to talk to the other prophets about Elijah’s departure?
3. Why do you think God sent a chariot of fire? How do you think Elisha felt after Elijah was taken up in a whirlwind?
4. Name a special time you have had with your close friends that served to deepen your relationship.

RESPONSIBILITY

Responsibility Strength Highlight — People strong in the Responsibility theme take psychological ownership of what they say they will do. They are committed to stable values such as honesty and loyalty.

SCRIPTURAL SUPPORT FOR THE RESPONSIBILITY STRENGTH

Proverbs 22.1 — If you have to choose between a good reputation and great wealth, choose a good reputation.

Matthew 25.34-40 — “Then the King will say to the people on his right, ‘Come, you that are blessed by my Father! Come and possess the kingdom which has been prepared for you ever since the creation of the world. I was hungry and you fed me, thirsty and you gave me a drink; I was a stranger and you received me in your

homes, naked and you clothed me; I was sick and you took care of me, in prison and you visited me.’ The righteous will then answer him, ‘When, Lord, did we ever see you hungry and feed you, or thirsty and give you a drink? When did we ever see you a stranger and welcome you in our homes, or naked and clothe you? When did we ever see you sick or in prison, and visit you?’ The King will reply, ‘I tell you, whenever you did this for one of the least important of these followers of mine, you did it for me!’”

James 1.22 — Do not deceive yourselves by just listening to his word; instead, put it into practice.

DANIEL SHOWS RESULTS OF RESPONSIBILITY STRENGTH

Daniel 6.1-5 — Darius decided to appoint a hundred and twenty governors to hold office throughout his empire. In addition, he chose Daniel and two others to supervise the governors and to look after the king’s interests.

Daniel soon showed that he could do better work than the other supervisors or the governors. Because he was so outstanding, the king considered putting him in charge of the whole empire. Then the other supervisors and the governors tried to find something wrong with the way Daniel administered the empire, but they couldn’t, because Daniel was reliable and did not do anything wrong or dishonest. They said to each other, “We are not going to find anything of which to accuse Daniel unless it is something in connection with his religion.”

DEEPER DIVE

What caused Darius to choose Daniel to look after his interests?

How did Daniel’s Responsibility affect the other supervisors and governors?

Are there things that you would like more responsibility for at this time?

THE BLESSINGS OF A RESPONSIBLE SPIRIT – DANIEL 6.1-5

Key Thought – God has created those with Responsibility to have a sense of ownership for what needs to be done, leading others to trust them to get things done.

Overview: Although Daniel is an exile in a foreign land, his Responsibility strength brings him to the attention of the king and leads to his receiving even greater responsibility. His impeccable character leads evil men to plot his ruin, but God remains faithful to Daniel and ultimately delivers him from their plot.

Scripture Outline

1. The New King’s Organization (6.1-2)
 - a. Selection of governors
 - b. Increased accountability
 - c. Daniel’s duty to support the king’s interests
2. The Captive’s Dependable Character (6.3)
 - a. Daniel’s spirit of excellence
 - b. Daniel’s reward
3. The Reaction of the other officials to Daniel’s Success (6.4-5)
 - a. A jealous spirit
 - b. A search for a flaw

Challenge: Carefully select areas of responsibility that utilize your expertise and maximize your team’s effectiveness.

Appreciation: Protect the person with Responsibility from taking on too much.

Small Group Questions

1. What causes Darius to choose Daniel to look after his interests?
2. How does Daniel’s responsibility affect the other supervisors and governors? Why?
3. How are people who have Responsibility perceived in your group?
4. What makes them so effective, and how could this negatively impact their work life balance?

RESTORATIVE

Restorative Strength Highlight — People strong in the Restorative theme are adept at dealing with problems. They are good at figuring out what is wrong and resolving it.

SCRIPTURAL SUPPORT FOR THE RESTORATIVE STRENGTH

Psalms 23 — The LORD is my shepherd; I have everything I need. He lets me rest in fields of green grass and leads me to quiet pools of fresh water. He gives me new strength. He guides me in the right paths, as he has promised. Even if I go through the deepest darkness, I will not be afraid, LORD, for you are with me. Your shepherd's rod and staff protect me. You prepare a banquet for me, where all my enemies can see me; you welcome me as an honored guest and fill my cup to the brim. I know that your goodness and love will be with me all my life; and your house will be my home as long as I live.

Galatians 6.1 — My friends, if someone is caught in any kind of wrongdoing, those of you who are spiritual should set him right; but you must do it in a gentle way. And keep an eye on yourselves, so that you will not be tempted, too.

RESTORATIVE AT LEVI'S BANQUET

Luke 5.27-32 — After this, Jesus went out and saw a tax collector named Levi, sitting in his office. Jesus said to him, "Follow me." Levi got up, left everything, and followed him. Then Levi had a big feast in his house for Jesus, and among the guests was a large number of tax collectors and other people. Some Pharisees and some teachers of the Law who belonged to their group complained to Jesus' disciples. "Why do you eat and drink with tax collectors and other outcasts?" they asked. Jesus answered them, "People who are well do not need a doctor, but only those who are sick. I have not come to call respectable people to repent, but outcasts."

DEEPER DIVE

Why do you think Jesus chose Levi to host a big feast?

How did Jesus use the Restorative strength to energize those whom he was trying to reach?

Are there people in your life that you are helping in the process of restoration?

I HAVE A SOLUTION – LUKE 5.27-32

Key Thought Starter – God has created those with Restorative abilities to be able to solve complex situations and restore the love of Christ to troubled areas.

Overview: Jesus communicates with a tax collector called Levi. Afterwards, Jesus celebrates with Levi and his friends to which the Pharisees take exception. Jesus confesses that He did not come to this world to heal those that are well; He came to restore the outcasts.

Scripture Outline

1. Jesus Recognizes a Problem
 - a. While going out, Jesus approaches a tax collector (5.27a)
 - b. Jesus does not look the other way; neither should we (Gal. 6.1)
2. Jesus is Dynamic in His Actions
 - a. Countercultural: Jews and Tax Collectors typically don't mix (5.27b)
 - b. Relational: Ignores social protocol and engages with tax collectors (5.29-30)
 - c. Intentional: Jesus Calls Outcasts to Repent (5.31-32)
3. Jesus Finds a Solution
 - a. Starts with one tax collector – "Follow Me" (5.27b-28)
 - b. Uses this relationship to impact many (5.29)

Challenge: Proactively identify and solve problems and seek God's direction to expand your sphere of influence

Appreciation: Go out of your way to recognize a problem solver and encourage them to take another step to continually disciple those involved.

Small Group Questions

1. What does Jesus see in the tax collector that the Pharisees do not?
2. Why does Jesus go out of His way to eat with those on the outskirts of Jewish society? What does that tell us about how we should endeavor to treat those who are outside of your group?
3. What is the significance of Jesus' statement, "Follow Me"? How do we obey Jesus?
4. How can you restore those around you to right standing with the Lord?

SELF-ASSURANCE

Self-Assurance Strength Highlight — People strong in the Self-Assurance theme feel confident in their ability to manage their own lives. They possess an inner compass that gives them confidence that their decisions are right.

SCRIPTURAL SUPPORT FOR THE SELF-ASSURANCE STRENGTH

Matthew 3.1-6 — At that time John the Baptist came to the desert of Judea and started preaching. “Turn away from your sins,” he said, “because the Kingdom of heaven is near!” John was the man the prophet Isaiah was talking about when he said, “Someone is shouting in the desert, ‘Prepare a road for the LORD; make a straight path for him to travel!’” John’s clothes were made of camel’s hair; he wore a leather belt around his waist, and his food was locusts and wild honey. People came to him from Jerusalem, from the whole province of Judea, and from all over the country near the Jordan River. They confessed their sins, and he baptized them in the Jordan.

2 Timothy 1.12b — But I am still full of confidence, because I know whom I have trusted, and I am sure that he is able to keep safe until that Day what he has entrusted to me.

ESTHER USES SELF-ASSURANCE TO SAVE A NATION

Esther 4.5-17 — Then she called Hathach, one of the palace eunuchs appointed as her servant by the king, and told him to go to Mordecai and find out what was happening and why. Hathach went to Mordecai in the city square at the entrance of the palace. Mordecai told him everything that had happened to him and just how much money Haman had promised to put into the royal treasury if all the Jews were killed. He gave Hathach a copy of the proclamation that had been issued in Susa, ordering the destruction of the Jews. Mordecai asked him to take it to Esther, explain the situation to her, and have her go and plead with the king and beg him to have mercy on her people. Hathach did this, and Esther gave him this message to take back to Mordecai: “If anyone, man or woman, goes to the inner courtyard and sees the king without being summoned, that person must die. That is the law; everyone, from the king’s advisers to the people in the provinces, knows that. There is only one way to get around this law: if the king holds out his gold scepter to someone, then that person’s life is spared. But it has been a month since the king sent for me.” When Mordecai received Esther’s message, he sent her this warning: “Don’t imagine that you are safer than any other Jew just because you are in the royal palace. If you keep

quiet at a time like this, help will come from heaven to the Jews, and they will be saved, but you will die and your father’s family will come to an end. Yet who knows — maybe it was for a time like this that you were made queen!” Esther sent Mordecai this reply: “Go and get all the Jews in Susa together; hold a fast and pray for me. Don’t eat or drink anything for three days and nights. My servant women and I will be doing the same. After that, I will go to the king, even though it is against the law. If I must die for doing it, I will die.” Mordecai then left and did everything that Esther had told him to do.

DEEPER DIVE

What impact did Mordecai’s words have on Esther and her ability to stay strong?

How did Esther’s Self-Assurance motivate her to take action concerning the fate of her people?

How are you energized by risks and opportunities to leverage your confidence?

I KNOW I CAN DO IT – ESTHER 4.5-17

Key Thought Starter – God has created those with Self-Assurance to be compelled to do what they think is right no matter the cost.

Overview: Esther, the queen of Persia, is informed by her uncle, Mordecai, that Haman plans to have all the Jews killed. Mordecai pleads with Esther to intercede with the king for the lives of the Jewish people. In spite of the real possibility of her being killed for approaching the king without being summoned, Esther agrees to ask the king to spare the lives of the Jewish people.

Scripture Outline

1. Esther is confronted with a huge problem (4.5-8)
 - a. Haman schemes to kill all the Jews
 - b. Mordecai communicates the danger to Esther
2. Esther listens to Mordecai’s plea to take action (4.9-14)
 - a. Mordecai asks Esther to plead with the king to have mercy on her people, the Jews
 - b. Esther knows that she could be killed if she sees the king without being summoned
3. Esther is compelled to do the right thing (4.15-16)
 - a. Esther tells Mordecai to hold a fast and pray for her
 - b. Esther devises her plan to communicate with the king

Challenge: Explain how your inner compass guides you to do the right thing.

Appreciation: Encourage a person with Self-Assurance to explain how they came to their steadfast decisions.

Small Group Questions

1. What are the barriers that Esther faces in pleading with the king?
2. How much is Esther willing to risk to save the Jewish people?
3. How much are you willing to risk for God?
4. Tell about a time when you were sure that your decision was correct.

SIGNIFICANCE

Significance Strength Highlight — People strong in the Significance theme want to be very important in the eyes of others. They are independent and want to be recognized. (They are motivated by a driving force to produce transformational, lasting change — leaving a legacy.)

SCRIPTURAL SUPPORT FOR THE SIGNIFICANCE STRENGTH

1 Samuel 9.1, 2 — There was a wealthy and influential man named Kish, from the tribe of Benjamin; he was the son of Abiel and grandson of Zeror, and belonged to the family of Becorath, a part of the clan of Aphiah. He had a son named Saul, a handsome man in the prime of life. Saul was a foot taller than anyone else in Israel and more handsome as well.

John 10.10 — “The thief comes only in order to steal, kill, and destroy. I have come in order that you might have life — life in all its fullness.”

1 Corinthians 4.15,16 — For even if you have ten thousand guardians in your Christian life, you have only one father. For in your life in union with Christ Jesus I have become your father by bringing the Good News to you. I beg you, then, to follow my example.

A DIFFERENT TWIST ON SIGNIFICANCE

Matthew 5.13-16 — “You are like salt for the whole human race. But if salt loses its saltiness, there is no way to make it salty again. It has become worthless, so it is thrown out and people trample on it. You are like light for the whole world. A city built on a hill cannot be hid. No one lights a lamp and puts it under a bowl; instead it is put on the lamp stand, where it gives light for everyone in the house. In the same way your light must shine before people, so that they will see the good things you do and praise your Father in heaven.”

DEEPER DIVE

What dimensions of Significance are evident in this passage?

Why is the contrast and complement of salt and light helpful and important?

Are there times you have known when you have made a significant contribution?

LEAVING A LEGACY – MATTHEW 5.1-16

Key Thought Starter – God has created those with Significance with an innate desire of wanting more that pulls them upward, away from the mediocre towards the exceptional.

Overview: Matthew 5 is part of The Sermon on the Mount and is one of the most analyzed and discussed portions of Scripture in the New Testament, by both early and modern scholars. Here we are called to be the salt of the earth and the light of the world. By doing so we show others what Christ is like and leave a legacy.

Scripture Outline

1. The Significance of the Kingdom (5.1-12)
 - a. Those blessed and favored by God
 - b. The answer and fulfillment of our longings
2. The Significance of Our Relationship with the World and Christ (5.13-16)
 - a. Fact – We are salt and light
 - b. Followers – Blessed Ones
 - c. Disciples – Persecuted Ones
3. The Significance Of Salt (5.13)
 - a. Our presence – Benefits the world
 - b. Our preserving – Bringing out the best
4. The Significance of Light (5.14-15)
 - a. A way to see in darkness
 - b. A way out of darkness
5. The Significance of Legacy (5.16)
 - a. The world is not our home
 - b. The world around us needs us
 - c. The world will see and glorify God because of us

Challenge: Decide what your legacy will be and take incremental steps to make it happen.

Appreciation: Encourage those with the Significance talent to continue to be known and appreciated for the unique strengths they bring to life.

Small Group Questions

1. Why do you think Jesus uses the images of salt and light to make his point in this passage? What other things could he use to make his point?
2. What biblical characters are known for their significance? How do you think King Saul (in 1 Samuel 9) is significant?
3. Have you ever been motivated and influenced by the perceptions of others? If so, describe how.
4. How true is the following statement to you – “My work is my way of life”?

STRATEGIC

Strategic Strength Highlight – People strong in the Strategic theme create alternative ways to proceed. Faced with any given scenario, they can quickly spot the relevant patterns and issues.

SCRIPTURAL SUPPORT FOR THE STRATEGIC STRENGTH

Psalm 25.4, 5 — Teach me your ways, O LORD; make them known to me. Teach me to live according to your truth, for you are my God, who saves me. I always trust in you.

1 Corinthians 10.13 — Every test that you have experienced is the kind that normally comes to people. But God keeps his promise, and he will not allow you to be tested beyond your power to remain firm; at the time you are put to the test, he will give you the strength to endure it, and so provide you with a way out.

FOUR STRATEGIC FRIENDS

Mark 2.1-12 — A few days later Jesus went back to Capernaum, and the news spread that he was at home. So many people came together that there was no room left, not even out in front of the door. Jesus was preaching the message to them when four men arrived, carrying a paralyzed man to Jesus. Because of the crowd, however, they could not get the man to him. So they made a hole in the roof right above the place where Jesus was. When they had made an opening, they let the man down, lying on his mat. Seeing how much faith they had, Jesus said to the paralyzed man, “My son, your sins are forgiven.” Some teachers of the Law who were sitting there thought to themselves, “How does he dare talk like this? This is blasphemy! God is the only one who can forgive sins!” At once Jesus knew what they were thinking, so he said to them, “Why do you think such things? Is it easier to say to this paralyzed man, ‘Your sins are forgiven,’ or to say, ‘Get up, pick up your mat, and walk?’ I

will prove to you, then, that the Son of Man has authority on earth to forgive sins.” So he said to the paralyzed man, “I tell you, get up, pick up your mat, and go home!” While they all watched, the man got up, picked up his mat, and hurried away. They were all completely amazed and praised God, saying, “We have never seen anything like this!”

DEEPER DIVE

What motivated the four friends to find an alternative way to get the paralytic to Jesus?

How did Jesus react to the four friends’ Strategic tactic and faith?

How do you help other people see the big picture?

FINDING A WAY . . . SECURING SUCCESS & SATISFACTION – MARK 2.1-12

Key Thought Starter – God has created those with Strategic to have the ability to find the best route to connect people to Him.

Overview: The story of the four friends and the paralytic is a marvelous passage of those willing to consider all the possibilities so the best isn’t missed. When they were denied from entering through the front door, they made their way to the roof. In turn, Jesus saw their faith and healed the paralytic.

Scripture Outline

1. The Four Friends Knew Jesus Was the Destination (2.1-2)
 - a. Jesus had come to Capernaum
 - b. News spread that he was home
 - c. They brought the paralytic to where Jesus was
2. The Four Friends Knew to Find Another Way (2.3-4)
 - a. They could not enter through the front door
 - b. They made a mid-course correction and went to the roof
 - c. They dug through the roof and lowered the paralytic to Jesus
3. Their Way Demonstrated Great Peripheral Vision (2.5)
 - a. Jesus saw their faith
 - b. It unleashed God’s presence and power

Challenge: Use your creative anticipation, imagination, and persistence to help others consider all Kingdom possibilities.

Appreciation: Encourage those with Strategic talents to evaluate the possibilities, see patterns, and consider the whole picture to find the best route.

Small Group Questions

1. What do you think really motivated the four friends to get the paralytic to Jesus?
2. Has your strategic talent ever prompted you to interrupt someone’s talk, inconvenience an entire crowd, and ‘make a hole in someone else’s roof’? If so, describe what happened.
3. Do you face any ‘closed front doors’ in your life? What are they, and how might faith in God help you confront them?
4. How often do you ‘see’ a way when others assume there is no way?

WOO

WOO Strength Highlight — People strong in the WOO theme love the challenge of meetings new people and winning them over. They derive satisfaction from breaking the ice and making a connection with another person.

SCRIPTURAL SUPPORT FOR THE WOO STRENGTH

Matthew 9.36-38 — As he saw the crowds, his heart was filled with pity for them, because they were worried and helpless, like sheep without a shepherd. So he said to his disciples, “The harvest is large, but there are few workers to gather it in. Pray to the owner of the harvest that he will send out workers to gather in his harvest.”

Colossians 4.5, 6 — Be wise in the way you act toward those who are not believers, making good use of every opportunity you have. Your speech should always be pleasant and interesting, and you should know how to give the right answer to everyone.

Hebrews 13.2 — Remember to welcome strangers in your homes. There were some who did that and welcomed angels without knowing it.

WOO FOR THE KINGDOM OF GOD

Mark 10.13-16 — Some people brought children to Jesus for him to place his hands on them, but the disciples scolded the people. When Jesus noticed this, he was angry and said to his disciples, “Let the children come to me, and do not stop them, because the Kingdom of God belongs to such as these. I assure you that whoever does not receive the Kingdom of God like a child will never enter it.” Then he took the children in his arms, placed his hands on each of them, and blessed them.

DEEPER DIVE

What is Jesus trying to teach his disciples in this passage?

How is Woo useful in advancing the Kingdom?

In the past month, how many new people have you met?

A KINGDOM CONSTITUENCY – MARK 10.13-16

Key Thought Starter – God created those with Woo to be outgoing and to love meeting and engaging new people.

Overview: During his public ministry time, people brought their children to be blessed by Jesus. In spite of the disciples’ admonition, Jesus opened His arms, received and blessed the children. He then used this as an illustration of the humility and trust required to enter into the kingdom of God.

Scripture Outline

1. Jesus was approachable (10.13)
 - a. Jesus drew people to himself
 - b. Children were brought to Jesus
2. Jesus desired social interaction (10.13-15)
 - a. Jesus’ disciples tried to protect Him
 - b. Jesus rebuked His disciples
 - c. Jesus taught that if you want to interact with God, you must come as a child
 - d. Jesus welcomed and valued the children
3. Jesus engaged and blessed the children (10.16)
 - a. Jesus took the initiative
 - b. Jesus desired to be close the children
 - c. Jesus delighted in blessing the children

Challenge: Use your approachability and desire for social interaction to draw people towards Jesus and the Kingdom of God.

Appreciation: Identify outgoing, approachable people in your group, thank them, and encourage them to reach out to new people.

Small Group Questions

1. Why did people bring their children to Jesus?
2. What was the disciples’ reaction? Why? How did Jesus respond to this?
3. How did Jesus use this occasion to teach about the Kingdom of God? What was the teaching?
4. Name a time when you experienced being warmly welcomed into a new situation. What happened to make you feel welcomed?
5. How can you encourage people to receive the Kingdom of God like a child?

S trengths

ACTION STEPS TO ENGAGE YOUR STRENGTHS & EMPOWER YOUR COMMUNITY

1. Complete the on-line Engage Your Strengths assessment; print out and review your reports. Encourage each person in your community to complete the on-line Engage Your Strengths assessment, then print out and review his or her reports.
2. Read the Biblical Underpinnings for Strengths in this Scripture Engagement Supplement. Encourage each person in your community to do the same.
3. Enrich your understanding of your Strengths by exploring the Bible passages for each of the 34 talents in this Scripture Engagement Supplement. Encourage those in your community to also take this important step.
4. Take Your Community on a Strengths and Scripture Adventure:
 - A. Encourage those in your community to join you in completing the 40-day on line Scriptural journey at EYSJourney.com.
 - B. Teach through the 34 Scripture Outlines found in this Scripture Engagement Supplement.
 - C. Stimulate Strengths and Scripture discussion using the Small Group questions found in this Scripture Engagement Supplement.
 - D. Convene small groups of people with the same talents in their Signature Themes to share how those talents work in their lives and discuss where they see their talents in Scripture.
5. Get EYS coaching by requesting an EYS Life Coach from EYSCoach@AmericanBible.org.
6. Host an Engage Your Strengths Training Workshop by requesting an EYS Workshop from EYSCoach@AmericanBible.org.

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