

# Live & Disciple out of Your Design

## I. Intro: **Why work on Understanding Ourselves**

*Choose a verse or quote that speaks to you about why we should invest in studying our personal design. Share that with the group and why you resonate with it.*

### **VERSES...**

#### **1 Corinthians 12:18-19 (ESV)**

But as it is, God arranged the members in the body, each one of them, as he chose.

If all were a single member, where would the body be?

#### **1 Corinthians 4:1-2 (ESV)**

This is how one should regard us, as servants of Christ and stewards of the mysteries of God.

Moreover, it is required of stewards that they be found faithful.

#### **1 Peter 4:10-11 (HCSB)**

Based on the gift each one has received, use it to serve others, as good managers of the varied grace of God. If anyone speaks, [it should be] as one who speaks God's words; if anyone serves, [it should be] from the strength God provides, so that God may be glorified through Jesus Christ in everything. To Him belong the glory and the power forever and ever. Amen.

#### **Romans 12:3-5 (HCSB)**

For by the grace given to me, I tell everyone among you not to think of himself more highly than he should think. Instead, think sensibly, as God has distributed a measure of faith to each one.

#### **Galatians 6:4-5 (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.

#### **Psalms 139:14 (ESV)**

I praise you, for I am fearfully and wonderfully made. Wonderful are your works; my soul knows it very well.

#### **Parable of the Talents (Matthew 25:14-30)**

#### **Matthew 25:24-27 (HCSB)**

<sup>24</sup> "Then the man who had received one talent also approached and said, 'Master, I know you. You're a difficult man, reaping where you haven't sown and gathering where you haven't scattered seed.

<sup>25</sup> So I was afraid and went off and hid your talent in the ground. Look, you have what is yours.'

<sup>26</sup> "But his master replied to him, 'You evil, lazy slave! If you knew that I reap where I haven't sown and gather where I haven't scattered, then you should have deposited my money with the bankers. And when I returned I would have received my money back with interest.'

### **QUOTES...**

"When we recognize, celebrate, and develop the diversity of talent that live among us, we are fulfilling God's purpose not just for our individual lives but also for the Church." *Living Your Strengths*

**God-given identity:** A specific and unique design that God creates for each individual.

**Self-created Identity:** A sense of ourselves that we create in response to life experiences and desires.

“Too much time spent looking at our lives can be a bad thing. No time spent looking at our lives is perhaps even worse.” *Brooke Lee, Identity: A Soul Journey*

“Men go abroad to wonder at the height of mountains, at the huge waves of the sea, at the long courses of the rivers, at the vast compass of the ocean, at the circular motion of the stars; and they pass by themselves without wondering.” *Augustine of Hippo*

“The goal of studying yourself is to construct a useful profile of God’s sovereign design of you; one that you can understand, own, communicate, and manage as a good steward of the gifts of His grace in your life.” *The Navigators Personal Contribution Assessment*

## II. Myers-Briggs

|                  |   |
|------------------|---|
| <b>INTROVERT</b> | Recharges through time alone; reflective; disengages to think; prefers privacy      |
| <b>EXTRAVERT</b> | Recharges through time with others; talkative; engages with others to think; open   |
| <b>SENSOR</b>    | Current tangible realities, literal, specifics, concrete, sequential, pragmatic     |
| <b>INTUITOR</b>  | Abstract connections, themes, big picture, hunches, innovative, speculative         |
| <b>THINKER</b>   | Reasonableness, truth over tact, logical, questioning, analyzing, brief, competence |
| <b>FEELER</b>    | Harmony of relationships or values, tact over truth, empathetic, accommodating      |
| <b>JUDGER</b>    | Decisive, planned, orderly, move to closure, goal-oriented, systematic, steady      |
| <b>PERCEIVER</b> | Flexible, adaptable, spontaneous, process-oriented, casual, tolerant, responsive    |

***Are you more of an Introvert? Or an Extravert?***

***What difference does it make to know this distinction?***

*A self-guided Myers-Briggs assessment is on the materials table. Feel free to pick up one.*

## III. CliftonStrengths

**Should we work on our weaknesses more than on our natural talents?**

Research has shown that our time is much better spent developing skills in innate talents. The Minnesota Reading Study example...

In life, we have to do many things that do not come easily to us. We all have to learn to compensate for the Strengths we do not have. But greater rewards come to those who invest more time and effort in developing their God-given talents. They can reflect God through their unique talents which have been developed into Strengths. **Strengths = Talent + Skills + Knowledge x Experience**

### Introduction to the Strengths

- A Strength is a talent theme—a grouping of innate talents that work together.
- The theory of the CliftonStrengths
- There are 34 Strengths, grouped into four domains. Most people have 10-14 Primary Strengths.
- Our primary Strengths do three things:
  - They **reward** us.

--They **drive** us.

--They strongly influence our **identity, worldview, and values**.

- Because Strengths are innate, they are our God-given design.  
We can learn to use them in ways that honor God, serve others, and bring us joy.

***Do you think of yourself more as a...***

- Do-er?
- Thinker?
- Influencer?
- Relationship-builder?

Choose one of the categories and look over the Strengths pages under the category you chose. Pick out one of the Strengths with which you resonate. Read it through and share how you experience one aspect of this Strength. It can be something you do, how you think, how you have seen this Strength in your life, or maybe how God has used you through it.

On the last page of this handout there is a list of all 34 Strengths by Domain. To take the CliftonStrengths assessment, go to [gallup.com/cliftonstrengths](https://gallup.com/cliftonstrengths) .

## **IV. Discipleship by Design**

If we use what we are naturally good at and enjoy, we will bring the best of us to those we serve. If we recognize what others are naturally good at and enjoy, we can draw out the best of them.

God designed each of us with purpose. So that we reflect Him as only we can, so that we fulfill certain roles and carry certain responsibilities, and so that we enjoy what we do. He has called us to live out of our design in ways that honor Him, serve others, and give us joy.

### **Bringing the Best of You**

When we disciple others out of our Strengths, they learn more from us, and see greater joy in our walk with God. We bring the best of ourselves to them. When we recognize innate talents and values in those we disciple, we can bring out the best of them in their walk with God—and they will experience greater joy and freedom.

Make a list of the essentials of discipleship that you want to communicate and instill in a person or group you are discipling. You might want to make a primary and a secondary list, and order them in the order you think they will be needed. As you see what God is doing in that person's life, adjust the order and the methods you use to build these new ways of life into them.

# CliftonStrengths Domains

Most people have 10-14 Primary Strengths.

Multiple Strengths within a domain are strengthened by one another.

A dominant domain often orients the direction in which other Strengths are used.

