

APPENDIX

HOW TO TAKE THE PERSONALITY ASSESSMENT

Step 1: Answer each question under sections 1-4 by circling the number that best describes you. Allow yourself two to three minutes to complete this step before moving on to other steps.

Step 2: Add the total of circled numbers for the five statements under each section. Write each total on the indicated total line for each section.

Step 3: Identify the group with the highest totaled number and the second highest totaled number to discover your dominant personality traits.

Box 1 = "D" personality

Box 2 = "I" personality

Box 3 = "S" personality

Box 4 = "C" personality

Write your predominant personality traits sequence in the top right hand corner (DI, ID, SC, CD, etc.).

Step 4: Read the description of your most predominant personality trait (D, I, S, C) and the description of your two highest personality traits together (D/I, I/D, S/C, C/D, etc.).

HOW TO TAKE THE SPIRITUAL GIFTS ASSESSMENT

Step 1: Respond to the spiritual gifts statements on pages 43-44 by writing the number that indicates how each statement describes you in the blanks on page 45:

- 1 - Almost never
- 2 - Sometimes
- 3 - Almost always

Allow yourself six minutes to answer all questions before moving on to other steps.

Step 2: Add each line on page 45 left to right and place the totaled number in the total column.

Step 3: identify your three highest totaled numbers with the corresponding letter and the spiritual gift it represents (listed on the pages following the assessment).

Step 4: Read about your gifts.

Connect with a team or Group that complements your personality, highest rated spiritual gifts, and availability to serve.

TELLING YOUR STORY

Telling your story through looking back at themes and learnings

Review your gift assessment, the landscape of life exercise and the skills, passions, experiences and losses exercise.

How is your story emerging? Are there themes? Are there areas of passion and interest that are becoming clear? Are there skills and experiences that God wants to have you use to help others? How might your spiritual gifts play into these areas of learning as well?

Spend time in quiet and ask the Holy Spirit to lead you... to give understanding to your life of circumstances and experiences... to give understanding to how you have been made uniquely by Him.

What are you sensing from the Holy Spirit as you look at the journey of your life so far?

What step can you take to serve in the church that would help others and help you discover who God made you to be at the same time?

What might God help clarify as you take a step into serving others in the church?

TEAM DESCRIPTIONS

A-Team

Our team uses our gift of administration to support All Shores teams by using computer skills, data entry, and attention to details.

Needed: Background check, 18+

Care Team

Our team partners with those in need (surgery, care, etc.) and encourages them via phone, text or email.

Communication Team

Our team uses photography, video, marketing, design and a social media to capture what God is doing at All Shores and promote it.

Events Team

Our team works behind the scenes to maintain and support every area of our church, including baptism, conferences, and special events.

First Responders

Our team of health care professionals serves by providing basic medical care in the event of an accident or emergency.

Needed: Medical certification, Background check

Global Outreach Team

Our team facilitates events, fundraisers, and trips abroad to support, encourage and engage in ministry around the globe.

Greeter Team

Our team welcomes people to All Shores at the front doors and in our lobbies.

Group Leaders

Our team is trained to facilitate Groups and equipped to build relationships while helping group members discover their next steps.

Needed: Background check

Journey Host Team

Our team serves as hosts of the Journey, greeting guests and providing materials and assistance to those discovering their next steps at All Shores.

Hospitality Team

Our team brings a personal touch to our worship experience by hosting in the lobby, and in the auditorium.

Local Outreach Team

Our team facilitates serving opportunities through local partners and other campus outreach expressions

New Believers Team

Our team focuses on evangelism, prepares for and hosts the All Shores' baptism experience, as well as any New Believers' Groups.

Online Campus Team

Our team connects with guests of Highlands from around the world through our Online Campus experience with prayer and online conversations.

Parking Team

Our team serves as the first impression for those coming to Highlands by welcoming people on and off the property and by providing a safe and efficient parking experience.

Needed: Age 15+

Prayer Team

Our team provides prayer covering for services, teams and ministries at All Shores.

Production Team

Our team assists in the production of the worship experience, using lights, cameras, and other elements.

Shore Kids A-Team

Our team serves during the week. They help prepare curriculum and classrooms for the upcoming Sunday. They ensure that our classrooms have the proper materials and snacks needed for Sunday morning.

Needed: Background Check

Shore Kids Team

Our team invests in the lives of children through worship, Biblical teaching, videos, Small Groups, and games.

Needed: Background Check

Shore Kids Lobby Team

Our team connects with parents and kids in the lobby, and answering questions, streamlining the drop-off and check-in process, and making sure families feel “at home”.

Needed: Background Check, 18+

Usher Team

Our team assists people to their seats, facilitates the offering, and helps maintain a distraction-free service environment.

Warehouse Youth

Our team helps students get connected to our All Shores Students ministry through student night, Small Groups, retreats, and conferences.

Needed: Background check

Worship

Our team facilitates a powerful worship experience through vocals, instruments, and audio engineering.

Needed: Skill in playing one or more instruments (including vocals) – visit allshores.org/worshipauditions

ANSWER KEY

stepONE – Take a Step

- Page 7: Experiencing God’s radical love, grow together in Christ, Radically loving, Growing together in Christ
- Page 8: Worship, Groups, connect
- Page 9: Care, grow
- Page 10: Serving
- Page 11: The church deployed, begin, listen, eat, serve, share, friends, relatives, acquaintances, neighbors, co-workers
- Page 12: Pastors, the Local Board of Administration, the ‘GLR’ of the Wesleyan Church

stepTWO – Discover your Design

- Page 16: Gifts and passions, life experience, pain
- Page 17: Discover, develop, use, serve God, serving others

stepTHREE – Abide with God

- Page 40: Source, life, bearing lots of fruit, living without true fruit

stepFOUR – Deploy and Serve

- Page 44: I want to, doing something, with people