



DESIGN

WELCOME TO DESIGN!

One of our favorite sayings at New Hope is “the fastest way to the throne will always be through the servant’s entrance.” Jesus modeled servanthood to us, and when we develop our gifts, we begin by coming through the servant’s entrance.

DESIGN is an acrostic that stands for the different ingredients that, when combined, equal YOU! When you recognize and develop each of these six categories, you will be on your way to realizing your full potential in Christ. Three wonderful things begin to happen when you are willing to launch out and use your gifts for the sake of the Kingdom: you will know amazing joy, enjoy healthy accountability and experience accelerated spiritual growth. The more you understand the way the Lord designed you to be, the better you will be able to cooperate with His design.

My prayer is that the DESIGN course will stir your heart and give you the tools necessary to “lay hold of what Christ Jesus laid hold of for you” (Phil. 3:12). Thank you so much for being here, you are a precious and powerful part of His plan!

Through the servant’s entrance together,

A handwritten signature in black ink, reading "Pastor Wayne Cordeiro". The signature is written in a cursive, flowing style.

Pastor Wayne Cordeiro

TABLE OF CONTENTS

D.E.S.I.G.N. OVERVIEW.....	1
DESIRE.....	3
EXPERIENCES.....	7
SPIRITUAL GIFTS.....	10
INDIVIDUAL STYLE.....	15
GROWTH PHASE.....	23
NATURAL ABILITY.....	25

D.E.S.I.G.N. OVERVIEW

Finding Your Fit

*“Everyone is a perfect 10...somewhere!”
-Pastor Wayne, “Doing Church As A Team”*

Discovering My D.E.S.I.G.N. for Service:

D _____

E _____

S _____

I _____

G _____

N _____

You were DESIGNED for significance!

3 Prerequisites in finding your gifts and place

1. I have been _____ to serve.

“For we are God’s workmanship, created in Christ Jesus to do good works, which God prepared in advance for us to do.”

-Ephesians 2:10

“Before I formed you in the womb I knew you; And before you were born I consecrated you; I have appointed you a prophet to the nations.”

-Jeremiah 1:5

God has been molding and shaping you for ministry since you were born. In fact, God started uniquely designing you even before you were born!

2. I have been _____ to serve.

“If I then, the Lord and the Teacher, washed your feet, you also ought to wash one another’s feet.”

-John 13:14

3. _____ await those who serve.

“Whatever you do, work at it with all your heart, as working for the Lord, not men, since you know that you will receive an inheritance from the Lord as a reward.”

-Colossians 3:23-24

“And without faith it is impossible to please Him, for he who comes to God must believe that He is and that He is a rewarder of those who seek Him.”

-Hebrews 11:6

“Every person is absolutely unique in his or her design, and God doesn’t want you to settle for anything less than His very best!...the more you understand the way He designed you to be, the better you can cooperate with that design!”

-Wayne Cordeiro, “Doing Church As A Team”

D.E.S.I.G.N.
DESIRE

*“If all things were equal and you could do anything in the world for the Lord,
what would that be to make it feel like Christmas everyday?”
-Wayne Cordeiro, “Doing Church As A Team”*

1. Your desires are _____!

*“Delight yourself in the Lord; and He will give you the desires of your heart.”
-Psalms 37:4*

*“I will instruct you and teach you in the way which you should go; I will
counsel you with My eye upon you. Do not be as the horse or as the mule which
have no understanding, whose trappings include bit and bridle to hold them in
check, otherwise they will not come near to you.”
-Psalms 32:8-9*

*“My sheep hear My voice, and I know them, and they follow Me; and I give
unto them eternal life; and they shall never perish, neither shall any man pluck
them out of My hand.”
-John 10:27-28*

2. God gives us passions to accomplish his

_____.
*“For it is God in you to will and act according to His good purpose...”
-Philippians 2:13*

Identifying your desires will determine
_____ **you are best suited to serve.**

Identify your Desires

Please read the list below and check the passions you possess. Remember these are God-given motivations and they can be used in effective service. Almost any one of these can be identified in the ministry of one of the twelve Apostles!

I LOVE TO...

- DESIGN AND DEVELOP** – I love to make something out of nothing. I enjoy getting something started from scratch.
- PIONEER** – I love to test out and try new concepts. I am not afraid to risk failure.
- ORGANIZE** – I love to bring order out of chaos. I enjoy organizing something that is already started.
- OPERATE/MAINTAIN** – I love to efficiently maintain some things that are already organized.
- SERVE OR HELP** – I love to assist others in their responsibility. I enjoy helping others succeed.
- ACQUIRE AND POSSESS** – I love to shop, collect, or obtain things. I enjoy getting the highest quality for the best price.
- EXCEL** – I love to be the best and make my team the best. I enjoy setting and attaining the highest standard.
- INFLUENCE** – I love to convert people to my way of thinking. I enjoy shaping the attitudes and behaviors of others.
- PERFORM** – I love to be on stage and receive the attention of others. I enjoy being in the limelight.
- IMPROVE** – I love to make things better. I enjoy taking something that someone else has designed or started and improve it.
- REPAIR** – I love to fix what is broken or change what is out of date.

- **LEAD AND BE IN CHARGE** – I love to lead the way, oversee and supervise. I enjoy determining how things will be done.
- **PERSEVERE** – I love to see things to completion. I enjoy persisting at something until it is finished.
- **FOLLOW THE RULES** – I love to operate by policies and procedures. I enjoy meeting the expectations of an organization or boss.
- **PREVAIL** – I love to fight for what is right and oppose what is wrong. I enjoy overcoming injustice.

PERSONAL PROFILE

DESIRE

1. What do I have a desire/passion for, and what motivates me most (from “Identify Your Desire” list)?

I love to _____

I love to _____

I love to _____

2. What would my friends say that I am really interested in or passionate about?

3. If all things were equal and I could do anything in the world for the Lord, what would it be to make it feel like Christmas everyday?

D.E.S.I.G.N.
EXPERIENCES

“Your experiences are important considerations in seeking and finding your design. What tasks and what projects have influenced you? God will use even the negative experiences to complete your design.”

-Wayne Cordeiro, Doing Church As A Team

1. Experiences... Of _____.

“And we know that in all things, God works for the good of those who love Him, who have been called according to His purpose.”

-Romans 8:28

- God never wastes a _____!

“So then, those who suffer according to God’s will should commit themselves to their faithful Creator and continue to do good.”

-1 Peter 4:19

“Praise be to the God and Father of our Lord Jesus Christ, the Father of compassion and the God of all comfort, who comforts us in all our troubles, so that we can comfort those in any trouble with the comfort we ourselves receive from God.”

-2 Cor. 1: 3-4

2. Experiences... Not of pain but of _____.

“As for you, you meant evil against me, but God meant it for good in order to bring about this present result, to preserve many people alive.”

-Genesis 50:20

3. Experiences... In the _____.

“Saul was in hearty agreement with putting him (Stephen) to death. And on that day a great persecution began against the church in Jerusalem, and they were all scattered throughout the regions of Judea and Samaria, except the apostles. ...Saul began ravaging the church, entering house after house, and dragging off men and women, he would put them in prison.”

-Acts 8:1-3

“As he neared Damascus on his journey, suddenly a light from heaven flashed around him. He fell to the ground and heard a voice say to him, “Saul, Saul, why do you persecute Me?” “Who are you, Lord?” Saul asked. “I am Jesus, whom you are persecuting,” He replied. “Now get up and go into the city, and you will be told what you must do.”

-Acts 9:3-5

4. Your... _____ Experiences.

“I am a Jew, born in Tarsus of Cilicia, but brought up in this city. I studied under Gamaliel and was thoroughly trained in the law of our ancestors. I was just as zealous for God as any of you are today.”

-Acts 22:3

PERSONAL PROFILE
EXPERIENCES

1. Please write down one painful, hurtful experience you have gone through and what it taught you.

2. If you have served in ministry before, what did you do?

3. What educational experiences did you enjoy (favorite subjects in school, seminars or training you have received)?

D.E.S.I.G.N.
SPIRITUAL GIFTS

**1. A spiritual gift is a _____
_____ received from the Holy Spirit.**

“I wish that all of you were as I am. But each of you has your own gift from God; one has this gift, another has that.”

-1 Corinthians 7:7

“Every person who knows Jesus Christ is endowed with one or more spiritual gifts...God never intended for His ministry to cease when He ascended into heaven, so He decided that His ministry would be carried on through Believers. Knowing that we could never do it on our own, He distributed gifts to His church through which He would carry on His work.”

-Wayne Cordeiro, Doing Church As A Team

2. Spiritual gifts are to be _____ and

_____.
“Do not neglect your gift, which was given you through prophecy when the body of elders laid their hands on you.”

-1 Timothy 4:14

3. Using my gifts will _____ God.

“This is to my Father’s glory, that you bear much fruit, showing yourselves to be My disciples.”

-John 15:8

**4. Spiritual gifts indicate _____ you will do
when you serve.**

Take the Spiritual Gifts test at www.enewhope.org/spiritualgifts.

What Gifts Do I Have?

Four of the major lists of gifts are found in the following scriptures.

“To one there is given through the Spirit a message of wisdom, to another a message of knowledge by means of the same Spirit, to another faith by the same Spirit, to another gifts of healing by that one Spirit, to another miraculous powers, to another prophecy, to another distinguishing between spirits, to another speaking in different kinds of tongues, and to still another the interpretation of tongues.”
-1 Corinthians 12:8-10

“We have different gifts, according to the grace given to each of us. If your gift is prophesying, then prophesy in accordance with your faith; if it is serving, then serve; if it is teaching, then teach; if it is to encourage, then give encouragement; if it is giving, then give generously; if it is to lead, do it diligently; if it is to show mercy, do it cheerfully.”
-Romans 12:6-8

PERSONAL PROFILE

SPIRITUAL GIFTS

Please review the spiritual gifts listed and check the top three (3) spiritual gifts which you know or think you have.

- | | | |
|---|---|---|
| <input type="checkbox"/> Administration | <input type="checkbox"/> Helps | <input type="checkbox"/> Mercy |
| <input type="checkbox"/> Apostleship | <input type="checkbox"/> Hospitality | <input type="checkbox"/> Miracle Working |
| <input type="checkbox"/> Celibacy | <input type="checkbox"/> Intercession | <input type="checkbox"/> Missionary |
| <input type="checkbox"/> Discernment | <input type="checkbox"/> Interpretation of
Tongues | <input type="checkbox"/> Pastor |
| <input type="checkbox"/> Evangelism | <input type="checkbox"/> Word of
Knowledge | <input type="checkbox"/> Word of Prophecy |
| <input type="checkbox"/> Exhortation | <input type="checkbox"/> Leadership | <input type="checkbox"/> Service |
| <input type="checkbox"/> Faith | <input type="checkbox"/> Martyrdom | <input type="checkbox"/> Teaching |
| <input type="checkbox"/> Giving | | <input type="checkbox"/> Gift of Tongues |
| <input type="checkbox"/> Healing | | <input type="checkbox"/> Word of Wisdom |

Linking Your Spiritual Gift to Your Passion

Same Passion... Different Gifts

	Bob	Nancy	Frank
Same Passion	Children with difficult life situations		
Different Spiritual Gift	Administration	Giving	Teaching
Possible Areas of Service	<ul style="list-style-type: none"> • Organizing events to serve children • Coordinating classes and training • Identifying resources and people to meet needs 	<ul style="list-style-type: none"> • Funding a program and materials • Adopting a child or family • Support training for volunteer workers 	<ul style="list-style-type: none"> • Teaching parents and guardians • Leading a study

Different Passion...Same Gifts

	Curt	Bonnie	Lynne
Same Passion	Senior Citizens	Homeless	Discipleship
Same Spiritual Gift	Teaching		
Possible Areas of Service	<ul style="list-style-type: none"> • Leading Bible study in retirement homes • Teaching Sunday school classes for or on the aging 	<ul style="list-style-type: none"> • Leading devotionals in homeless shelters • Teaching Sunday school classes on homelessness 	<ul style="list-style-type: none"> • Small group leader • Writing self-guided training programs

D.E.S.I.G.N.
INDIVIDUAL STYLE

“Each of us has a unique temperament reflected in what we usually call our personality or individual style. Some of us are more extroverted than others, some are more introverted, some are very structured, and others spontaneous.

The more you understand the way God created you, the better you can cooperate with it.”

-Wayne Cordeiro, “Doing Church As A Team”

1. Personal style is _____.

“For you created my inmost being; You knit me together in my mother’s womb. I praise You because I am fearfully and wonderfully made; Your works are wonderful, I know that full well. My frame was not hidden from You when I was made in the secret place, when I was woven together in the depths of the earth. Your eyes saw my unformed body; all the days ordained for me were written in Your book before one of them came to be.”

-Psalm 139:13-16

2. There is no _____ or _____ personality.

3. Discovering your _____ will help you _____ others.

Take the Personality Assessment on pages 19-22.

Elements of Your Individual Style

1. How are you ENERGIZED: Task-Oriented or People-Oriented?

- **Task Oriented: You are energized by** _____ **that will serve people.**
- **People Oriented: You are energized by** _____ **with people and are more focused on** _____.

Both Task-Oriented and People-Oriented individuals value relationships with others and accomplishing tasks. They only differ in their means of achieving them. You will be more energized when you can serve in a position that reflects your individual style.

2. How Are You ORGANIZED? Unstructured or Structured?

- **Unstructured Individuals: Prefer variety, options and** _____ **in your activities.**
- **Structured Individuals: Prefer a detailed, planned and** _____ **lifestyle.**

Both Unstructured and Structured individuals value being organized. They only differ in their approach to organization. You will serve more effectively and be more organized when you serve in a position that reflects your Individual Style.

The Four Personality Quadrants

1. Task/Unstructured

If you tend to be task/unstructured, you like general guidelines, versatility, helping wherever needed, and tangible results.

If this is your Personality, consider serving in an area of ministry where you can fulfill a _____ of responsibilities.

For example: Room set up volunteer, sound and lighting technician.

2. Task/Structured

If you tend to be task/structured, you like to get the job done, focus on results, follow an agenda, and appreciate clear direction.

If this is your Personality, consider serving in an area of ministry where you will clearly know _____ the goals are and _____ the task is to be accomplished.

For example: Membership database support, drama set designer, special events organizer, building projects volunteer.

3. People/Unstructured

If you are people/unstructured, you like unstructured situations, are very conversational, you relate well to others, and tend to be flexible.

If this is your Personality, consider serving in an area of ministry where you have the freedom to respond to people _____.

For example: Crisis hotline counselor, youth ministry leader, hospital visitation, greeter.

4. People/Structured

If you are people/structured, you like defined relationships and feel secure in familiar relationships and surroundings.

If this is your Personality, consider serving in an area of ministry where you would interact with people in more _____ or _____ settings.

For example: Usher, small group leader, bookstore clerk.

Personality Assessment

Directions

1. For each item, circle the number you think best describes what you prefer to do or be in most situations.
2. Do not answer according to what you feel is expected by a spouse, family member, employer, etc.
3. Select the behavior or perspective that would come naturally to you if you knew that there were no restrictions on or consequences for your personal expression.

How are You Energized?

I'm more comfortable...	Doing things for people	1 2 3 4 5	Being with people
When doing a task, I tend to...	Focus on the goal	1 2 3 4 5	Being with people
I get more excited about...	Advancing a cause	1 2 3 4 5	Creating community
I feel I have accomplished something when I've...	Gotten a job done	1 2 3 4 5	Built a relationship
It is more important to start a meeting...	on time	1 2 3 4 5	when everyone gets there
I'm more concerned with...	meeting a deadline	1 2 3 4 5	maintaining the team
I place a higher value on...	action	1 2 3 4 5	communication

How are You Energized? E=_____ Total

How are You Organized?

While on vacation, I prefer to...	be spontaneous	1 2 3 4 5	follow a plan
I prefer to set guidelines that are...	general	1 2 3 4 5	specific
I prefer to...	leave my options open	1 2 3 4 5	settle things now
I prefer projects that have...	variety	1 2 3 4 5	routine
I like to...	play it by ear	1 2 3 4 5	stick to a plan
I find routine...	boring	1 2 3 4 5	restful
I accomplish tasks best...	by working it out as I go	1 2 3 4 5	by following a plan

How are You Organized? E= _____ Total

“E” SCALE (Task Oriented)											
7											
				10							
Task/ Unstructured				14	Task/ Structured						
18											
“O” SCALE (Unstructured)	7	10	14	18	21	24	28	32	35	“O” SCALE (Structured)	
24											
People/ Unstructured				28	People/ Structured						
32											
35											
“E” SCALE (People Oriented)											

Directions

1. On the grid above, put an X on the “O” scale that corresponds to your “O” total.
2. On the grid above, put an X on the “E” scale that corresponds to your “E” total.
3. Draw a VERTICAL line through the X marked on the “O” scale.
4. Draw a HORIZONTAL line through the X marked on the “E” scale.
5. Your PERSONAL STYLE is indicated where the lines meet.

“E” SCALE
(Task Oriented)

7

10

Task/
Unstructured

14

Task/
Structured

18

“O” SCALE
(Unstructured)

7

10

14

18

21

24

28

32

35

“O” SCALE
(Structured)

24

People/
Unstructured

28

People/
Structured

32

35

“E” SCALE
(People Oriented)

PERSONAL PROFILE

INDIVIDUAL
PERSONALITY

My personality is:

_____ Task/Unstructured _____ Task/Structured

_____ People/Unstructured _____ People/Structured

Check the result of your personality assessment here.

D.E.S.I.G.N.
GROWTH PHASE

“Long for the pure milk of the Word, that by it you may grow in respect to salvation.”

-1 Peter 2:2

1. Many of us have to _____ things before we learn new ones.

“For we are God’s workmanship, created in Christ Jesus to do good works, which God prepared in advance for us to do.”

-Ephesians 2:10

2. Your _____ is where you are on your maturity journey.

“And as He was going along by the sea of Galilee, He saw Simon and Andrew...casting their nets in the sea, for they were fishermen. And Jesus said to them, “Follow Me, and I will make you become fishers of men.” And they immediately left the nets and followed Him.”

-Mark 1:16-18

3. Growth doesn’t happen in a day, but it does happen

“If you know these things, you are blessed if you do them.”

-John 13:17

PERSONAL PROFILE
GROWTH PHASE

1. I have been a Christian since: _____

2. My current availability per week would be:

_____ 1-2 hours _____ 2-4 hours _____ 4 + hours not sure

D.E.S.I.G.N.
NATURAL ABILITIES

“All of us have seen ‘natural athletes’ who seem to excel in any sport they dive into. People have natural abilities in other areas as well, whether it is in computers, working with children, mechanics, electronics, or problem solving. Our natural abilities are an important component in who God made us to be.”

-Wayne Cordeiro, Doing Church As A Team

“There are different abilities to perform service”

-1 Corinthians 12:6

Four myths about natural abilities

- 1. MYTH: People aren’t born with natural abilities. All skills must be learned by experience.**
- 2. MYTH: If you have certain natural abilities, you will be very aware that you have them.**
- 3. MYTH: Skills that I use at work are only usable in that environment. I couldn’t use them to serve in ministry.**
- 4. MYTH: Most people only have a few natural abilities.**

CHECKLIST OF NATURAL ABILITIES

Please place an "X" by the abilities you know or think you may have.

- Recruiting ability: to enlist and motivate people to get involved.
- Interview ability: to discover what others are really like.
- Researching ability: to read, gather information, collect data.
- Artistic ability: to conceptualize, picture, draw, paint, photograph, or make renderings.
- Graphic ability: to lay out, design, create visual displays or banners.
- Evaluating ability: to analyze data and draw conclusions.
- Planning ability: to strategize, design and organize programs and events.
- Managing ability: to supervise people to accomplish a task or event and coordinate the details involved.
- Counseling ability: to listen, encourage and guide with sensitivity.
- Teaching ability: to explain, train, demonstrate, tutor.
- Writing ability: to write articles, letter, books.
- Editing ability: to proofread or rewrite.
- Promoting ability: to advertise or promote events and activities.
- Repairing ability: to fix, restore, maintain.
- Feeding ability: to create meals for large or small groups.
- Recall ability: to remember or recall names and faces.
- Mechanical operating ability: to operate equipment, tools or machinery.
- Resourceful ability: to search out and find inexpensive materials/resources needed.

- Counting ability: to work with numbers, data or money.
- Classifying ability: to systematize and file books, data, records and materials so they can be retrieved easily.
- Public Relations ability: to handle complaints and unhappy customers with care and courtesy.
- Welcoming ability: to convey warmth and develop rapport, making others feel comfortable.
- Composing ability: to write music or lyrics.
- Landscaping ability: to do gardening and work with plants.
- Decorating ability: to beautify a setting for a special event.

PERSONAL PROFILE

NATURAL ABILITIES

1. List three natural abilities you checked off that you know or think you have, from your Checklist of Natural Abilities.

a. _____

b. _____

c. _____

2. Other jobs or skills I have experience in:

3. The one thing I do best:



NEW
INSTITUTE
Leaders For Tomorrow



NewHope
OAHU