

WHAT YOU DO BEST

Unleashing the
Power of Your
Spiritual Gifts,
Relational Style,
and Life Passions

FROM THE AUTHOR OF *NETWORK*

BRUCE BUGBEE

A PDF COMPANION TO THE AUDIOBOOK

ZONDERVAN REFLECTIVE

What You Do Best

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This book contains stories from the author’s career as an executive coach, leadership developer, and pastor. Names have been changed to protect the privacy of individuals listed. Any similarity in detail is purely coincidental.

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INTENTIONAL CREATION

REFLECTION:

Questions for Journaling and Discussion

Use these questions to process and personalize what you've just read.

1. Do you agree or disagree with Bruce's distinction between "yourself" and "your self"? Do you feel it is a meaningful distinction? Why or why not?
2. Have you ever felt like a plant struggling to survive in the wrong environment? Describe your situation.
3. Imagine you were planted exactly where you could thrive and bear fruit as a follower of Jesus. What difference would it make to you? To others?
4. In the Quick Self-Check in this chapter, which statement is most true of you right now? Explain.
5. How important is self-love in order to "love your neighbor as yourself"? What keeps you from having more self-love?
6. What is the one question you most hope this book will answer for you?

WHERE IS IT WRITTEN?

Scripture Passages for Further Study

For I am confident of this very thing, that He who began a good work among you will complete it by the day of Christ Jesus.

Philippians 1.6

Matthew 22.36-40

Ephesians 4.11-16

John 13.3-9

1 Peter 2.9-10

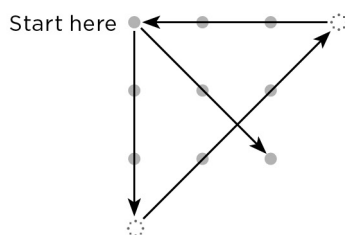


WHO DOES GOD SAY YOU ARE?

Nine-Dot Exercise



Nine-Dot Exercise Solution



REFLECTION:

Questions for Journaling and Discussion

1. A plate, cup, and fork are each designed to function differently. If you knew how you were designed, how might you function differently from others?
2. When you tried to connect the dots, did you succeed? What did you discover about your ability to break free from your assumptions?
3. Do you think it will be easy or hard to let go of some of your long-held self-perceptions? Explain.
4. Why is it important to know who God says you are?
5. As you begin this process of self-discovery, what are a few assumptions you have?
6. Which one of the commitments you made at the end of this chapter will be the most challenging to keep? What can you do to strengthen your ability to keep that commitment?

WHERE IS IT WRITTEN?

Scripture Passages for Further Study

“The LORD does not look at the things people look at. People look at the outward appearance, but the LORD looks at the heart.”

1 Samuel 16.7 NIV

Isaiah 29.16

Romans 9.21

Isaiah 45.9

Ephesians 2.10

Isaiah 64.8



WHAT'S THE BIG DEAL ABOUT SPIRITUAL GIFTS?

REFLECTION:

Questions for Journaling or Discussion

1. What do you see as the greatest benefit of spiritual gifts? Explain.
2. If you had to give an account to God today for how you have used your spiritual gift(s) in your life so far, what would you say?
3. How is your community being affected by those who are using their spiritual gifts? By those who are not?
4. "If we fail to use our gifts, we become grace robbers." Do you agree or disagree? Explain.
5. In terms of fulfilling your life's purpose, what does it mean to you to know your gifts are permanent (that is, irrevocable)?

WHERE IS IT WRITTEN?

Scripture Passages for Further Study

The gifts and the calling of God are irrevocable.

Romans 11.29

Matthew 25.14–30

Ephesians 4.11–16

Acts 2.42–44

1 Timothy 4.14

Romans 12.1

1 Peter 4.8–11

1 Corinthians 12



THE BENEFITS OF SPIRITUAL GIFTS

REFLECTION:

Questions for Journaling or Discussion

1. In this chapter, a spiritual gift is described as “a God-given ability distributed by the Holy Spirit to every believer according to God’s design for the common good of his people.” What part of this description most encourages you? What part creates the greatest challenge?
2. If you really knew your spiritual gift(s) with absolute clarity, how might you be more focused to pursue its expression in your life?
3. When it comes to using spiritual gifts, in what ways does spiritual pride or false humility evidence itself in your life? What can you do to counter these temptations?
4. How would you answer this question posed in this chapter: *Am I doing my part and making my appropriate contribution to the body?*
5. What has been your greatest learning or insight from these first four chapters?

WHERE IS IT WRITTEN?

Scripture Passages for Further Study

I . . . urge you to walk in a manner worthy of the calling with which you have been called.

Ephesians 4.1

Matthew 5.13–16

John 15.11 (fulfilled)

Matthew 25.14–30

Romans 12.1–2

(faithful)

1 Corinthians 12.27

John 15.8 (fruitful)



5 YOU'VE GOT GIFTS!

Definitely Yes	Maybe/ Unsure	Definitely No	Spiritual Gift	Description
			Administration	The God-given ability to understand what makes an organization function, and the special ability to plan and execute procedures that accomplish the goals of the ministry
			Apostleship	The God-given ability to start and oversee the development of new churches or ministry structures
			Craftsmanship	The God-given ability to creatively design and/or construct items to be used for ministry
			Creative Communication	The God-given ability to communicate God's truth through a variety of art forms
			Discernment	The God-given ability to distinguish between truth and error and to discern the spirits, differentiating between good and evil, right and wrong
			Encouragement	The God-given ability to present truth so as to strengthen, comfort, or urge to action those who are discouraged or wavering in their faith

Definitely Yes	Maybe/ Unsure	Definitely No	Spiritual Gift	Description
			Evangelism	The God-given ability to effectively communicate the gospel to unbelievers so they respond in faith and move toward discipleship
			Faith	The God-given ability to act on God's promises with confidence and unwavering belief in his ability to fulfill his purposes
			Giving	The God-given ability to contribute money and resources to the work of the Lord with cheerfulness and liberality
			Healing	The God-given ability to be God's means for restoring people to wholeness
			Helps	The God-given ability to attach spiritual value to the accomplishment of practical and necessary tasks that free up, support, and meet the needs of others
			Hospitality	The God-given ability to care for people by providing a safe place for them to belong, connect, and be valued
			Intercession	The God-given ability to consistently pray on behalf of and for others, thus seeing frequent and specific results
			Interpretation	The God-given ability to make known to the body of Christ the message of one who is speaking in tongues
			Knowledge	The God-given ability to bring truth to the body through a revelation or biblical insight

Definitely Yes	Maybe/ Unsure	Definitely No	Spiritual Gift	Description
			Leadership	The God-given ability to cast vision, motivate, and direct people to harmoniously accomplish the purposes of God
			Mercy	The God-given ability to cheerfully and practically help those who are suffering or in need
			Miracles	The God-given ability to authenticate the ministry and message of God through supernatural intervention that glorifies God
			Prophecy	The God-given ability to reveal truth and proclaim it in a timely and relevant manner for understanding, correction, repentance, or edification
			Shepherding	The God-given ability to nurture, care for, and guide people toward ongoing spiritual maturity and Christlikeness
			Teaching	The God-given ability to understand, clearly explain, and apply the Word of God, thus causing greater Christlikeness in the lives of listeners
			Tongues	The God-given ability to speak, worship, or pray in a language unknown to the speaker
			Wisdom	The God-given ability to apply spiritual truth effectively to meet a need in a specific situation

How to Set Up Your RIGHT4 YOU Online Profile

To SET UP your online RIGHT4 YOU Profile:

- Go to www.brucebugbee.com/profiles.
- Follow the instructions to create your account and use the registration code: R4U.

To RETURN to your RIGHT4 YOU Profile:

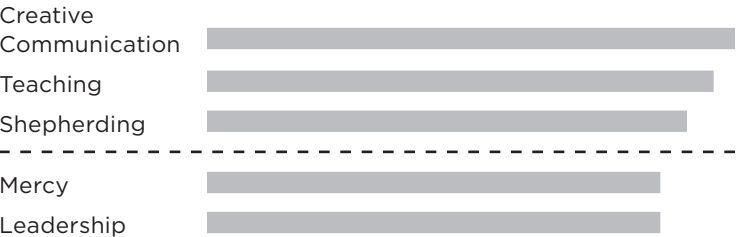
- Go to www.brucebugbee.com/profiles.
- Follow the instructions to access your account with username and password.

BONUS MATERIAL! Get a *free* one-page description of each of the twenty-three spiritual gifts. Just click “Gift Descriptions” at www.brucebugbee.com/profiles.

Example of Your Spiritual Gift Results

YOUR SPIRITUAL GIFTS

You appear to reflect the following spiritual gifts:



REFLECTION:

Questions for Journaling or Discussion

1. What did you most identify with in “The Animal School” story? Explain.
2. In your opinion, why does God want us to excel?
3. What word(s) best describes how you felt when you saw the results of your Spiritual Gifts Assessment?

☐ Affirmed	☐ Guilty	☐ Other:
☐ Surprised	☐ Embarrassed	
☐ Confused	☐ Frustrated	
☐ Excited	☐ Disappointed	

4. How accurate do you think your gift results are? *Circle the number.*

Nope, not accurate								Nailed it!	
1	2	3	4	5	6	7	8	9	10

5. Share your top gifts with someone who knows you well, and ask them, “From what you know of me, do you think these might be my spiritual gifts?” What did they say?

Nope, not accurate								Nailed it!	
1	2	3	4	5	6	7	8	9	10

WHERE IS IT WRITTEN?

Scripture Passages for Further Study

One and the same Spirit works all these things, distributing to each one individually just as He wills.

1 Corinthians 12.11

Exodus 31.3-5

1 Corinthians 12.8-11, 28

Psalms 150.3-5

Ephesians 4.11

Romans 12.6-8

1 Peter 4.9-10



WHAT SPIRITUAL GIFTS ARE *NOT*

The Relationship Between Natural Talents and Spiritual Gifts

	Natural Talents	Spiritual Gifts
A	God-given	God-given
B	Given at physical birth	Given at spiritual birth
C	God's common grace	God's specific grace
D	Sometimes a talent can be transformed by the Holy Spirit	May or may not correlate to a person's natural talents
E	Vary in degree and kind: Athlete Manager Musician Carpenter Etc.	Vary in degree and kind: Administration Leadership Creative Communication Craftsmanship Etc.

REFLECTION:

Questions for Journaling or Discussion

1. Why do you think it's important to be clear about what the spiritual gifts are—and what they are not?
2. Which of the four things listed below is hardest for you to differentiate from a spiritual gift? Explain.

Natural talents

Fruit of the Spirit

Spiritual practices

Position titles

3. To further your own journey toward spiritual maturity, which spiritual practices are you curious to engage in more deeply?
4. Reflect on your current relational roles and organizational positions at work, in your church, or in the community. Based on how you understand your spiritual gifts, what may need to change? How can you make relational, ministry, and marketplace choices that are based more closely on your gifts?
5. What insight from this chapter gives you a better understanding of who you are—and gives you greater freedom to live as God made you to be?

WHERE IS IT WRITTEN?

Scripture Passages for Further Study

Therefore, whether you eat or drink, or whatever you do, do all things for the glory of God. 1 Corinthians 10.31

1 Corinthians 13.1–8

Galatians 5.22–23

James 1.16–18

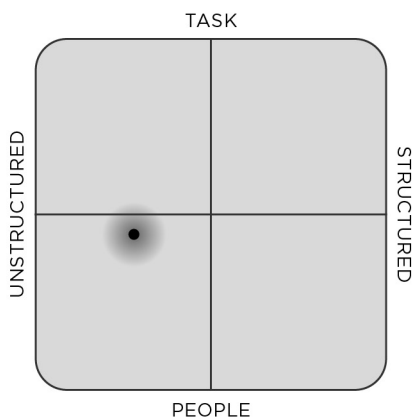


YOU'VE GOT STYLE!

Example of Your Relational Style Results

YOUR PERSONAL STYLE

You appear to be a **People/Unstructured** person.



- Your Results Put You HERE
- Your Comfort Zone

We can all move a few steps from who we are and still be in our comfort zone.

REFLECTION:

Questions for Journaling or Discussion

1. Looking at your Relational Style results, what stands out most to you? Explain.
2. Can you think of a personal experience when the ways you prefer to be energized were not received well by those around you? Explain.
3. How has the way you organize your life caused tension in a personal or work relationship?
4. Can you think of a time when those around you stifled your relational style? How did it feel? How did you respond?
5. Knowing what you now know about your relational style, what will you do differently to both honor your style and create more harmony with those around you?
6. How can you and your team (those you serve or work alongside) better encourage and honor each other's relational styles?

WHERE IS IT WRITTEN?

Scripture Passage for Further Study

*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 NIV



DEVELOPING YOUR STYLE

REFLECTION:

Questions for Journaling or Discussion

1. “Your relational style explains your behavior; it doesn’t excuse it.” Agree? Disagree? Explain.
2. How does your relational style affect the way you view and understand God? How does it affect the way you view and understand others?
3. Share one of your childhood messages that you now know is not true of you. What practical step can you take to live into who God made you to be?
4. From what you’ve learned about your relational style, what roles in your faith community, neighborhood, school, or work would best fit you and honor the way God designed you?

WHERE IS IT WRITTEN?

Scripture Passages for Further Study

Check out each of these followers of Christ in Scripture. From their words in the passages below, what can you learn about their personal styles?

Disciple	Scripture Passage
John	John 1.14; 3.16–17; 10.11–18; 11.35; 14.16–18; 1 John
Luke	Luke 1.1–4
Peter	John 18.10
Paul	1 Corinthians 9.19–23
Thomas	John 20.24–25



WHAT'S THE BIG DEAL ABOUT PASSION?

REFLECTION:

Questions for Journaling or Discussion

1. When you read about the author's experience of seeing the homeless man at the red light, did it remind you of a time you saw a need and did not respond? Describe.
2. Have you ever been swept up in someone else's "passion projection" and turned your focus from your own passion to theirs? How can you better applaud their passion and pursue your own? Explain.
3. With all the legitimate and critical needs in the world, what can you do to retain a caring heart without feeling overwhelmed?
4. How does it make you feel to know that God desires to guide you toward addressing the needs he has specifically purposed for you?
5. When Alan's dreams of becoming a missionary pilot were thwarted, he continued to be involved in aviation and missions as a volunteer. Do you think it makes a difference to God whether you are a paid or unpaid server? Why?
6. What are your two most nagging questions right now about finding your life passion?

WHERE IS IT WRITTEN?

Scripture Passages for Further Study

“If you remain in Me, and My words remain in you, ask whatever you wish, and it will be done for you.” Jesus, John 15.7

Psalms 37.3–5

Acts 9.1–31

Galatians 1.15–16



YOU'VE GOT PASSION!

Example of Your Life Passion Results

YOUR MINISTRY PASSION

You appear to have a passion to or for . . .

Teens and families in and outside the church. Raising leaders to meet these needs.

You feel your passion is in the area of . . .

First choice: **Equipping Ministries**

The heart of these ministries is maturing believers in the area of their gifts, ministry, training, and leadership. It serves a variety of life-stage and affinity groups for growth, accountability, and service.

Second choice: **Celebration Ministries**

The heart of these ministries is directed toward God by engaging the church in the Word, worship, song, the arts, and so forth.

REFLECTION:

Questions for Journaling or Discussion

1. Which of the seven passion indicators regularly show up in your own life? What do they tell you about your area(s) of passion?
 - has body language
 - imagines
 - brings joy and success
 - absorbs
 - fulfills
 - energizes
 - honors, benefits, and transforms
2. Which of these passion indicators would others most likely see in the way you express your passion?
3. Bruce identified three passion confusers that can make it difficult to identify your passion. What other things hinder you from gaining or maintaining passion clarity?
4. Imagine a day in the future when you're deeply involved in your passion area. You're pursuing it wholeheartedly and seeing the fruit of your efforts. What emotions do you feel as you imagine that day? What barriers do you foresee when it comes to making that day a reality?
5. Imagine a team or faith community where every person is using their spiritual gifts within their God-given area of passion. What would it feel like to be part of that community? How might those outside the community perceive its people?

WHERE IS IT WRITTEN?

Scripture Passages for Further Study

*“These things I have spoken to you so that My joy may be in you,
and that your joy may be made full.”* Jesus, John 15.11

Isaiah 25.1

Romans 15.13

Romans 12.2

Other: _____



PUTTING THE PIECES TOGETHER

My RIGHT4 YOU Profile

Spiritual Gift(s)	1. 2. 3.
Relational Style	_____ + _____ (Task or People) (Structured or Unstructured)
Passion	

Relationship Between Like-Minded Passions and Common Commitments

Passion	Gifts	Possible Expressions
Children	Administration	Plan agenda, crafts, activities, or check-in/check-out procedures
		Strategically plan lessons, events, goals
		Organize people and resources to impact kids
	Teaching	Write curriculum
		Teach a class or small group; tutor students
		Teach parenting skills for healthy child development
	Mercy	Work with struggling kids and their families
		Alleviate sources of dysfunction/pain in kids
		Advocate for children who have special needs
Discipleship (growing spiritually)	Hospitality	Create safe places and times for spiritual conversations
		Connect new people so everyone is valued and feels a sense of belonging
		Invite spiritual mentors to your gatherings
	Encouragement	Come alongside others as they explore faith
		Challenge people who are spiritually complacent
		Point people to trust in the promises of God
	Intercession	Ask God's Spirit to reveal truth for deeper faith
		Listen for God's voice in making decisions
		Pray for others to understand God's grace

Relationship Between Spiritual Gifts and Relational Styles

Spiritual Gift	Relational Style	Possible Expressions
Leadership	Task / Structured	1. Give direction and oversee the plan. 2. Assign roles and provide specific next steps. 3. Create short- and long-term goals to fulfill the mission.
	Task / Unstructured	1. Provide hands-on help to discern the best path forward. 2. Observe what others have done and then take the next step. 3. Give clear directions and delegate others to develop an effective process.
	People / Structured	1. Make good use of people's differences to best accomplish the mission. 2. Interact with each team member to pursue team synergy. 3. Organize the mission around relational energy in the group.
	People / Unstructured	1. Build a healthy team culture with subordinates who will carry out the vision. 2. Delegate the specifics to others who are detail-minded. 3. Encourage managers to use their gifts to the fullest.
Creative Communication	Task / Structured	1. Design or create sets, lighting schematics, or choreography for a live event. 2. Build a spreadsheet that helps ensure deliverables happen and the message moves forward on schedule. 3. Write a month's worth of compelling social media posts.
	Task / Unstructured	1. Focus on a clear message. 2. Incorporate different elements to enhance the message. 3. Arrange the flow with a variety of sights, sounds, emotions.
	People / Structured	1. Write daily tweets that capture your organization's personality. 2. Choreograph the dance team's next performance. 3. Brainstorm themes for this year's Christmas party.
	People / Unstructured	1. Interview guests on a casual, fun podcast that tells people's stories. 2. Write human interest blogs that communicate the why behind your organization's mission. 3. Deliver talks or messages that engage people's emotions.

REFLECTION:

Questions for Journaling or Discussion

1. As you put together the puzzle pieces of your RIGHT4 YOU Profile (included in this PDF), what jumps out at you that you've never noticed before? Explain.
2. Most people need time to consider how the parts of their profile work together. But right now, what is your biggest question?
3. Describe a time when you confused your spiritual gifts, relational style, and life passion. How might that situation have turned out differently if you'd had more clarity?
4. Consider the concept, "You can have any spiritual gift with any personal style and with any life passion," which we explored in this chapter. What personal significance does this reality have for you? Explain.
5. Of the possible roles you listed, which two or three excite you the most? Which would be most challenging? Which would bring you the greatest fruitfulness and fulfillment?
6. How would your family, vocation, and faith community be different if everyone were living and serving according to their profile?

WHERE IS IT WRITTEN?

Scripture Passages for Further Study

And we know that God causes all things to work together for good to those who love God, to those who are called according to His purpose.

Romans 8.28

Matthew 6.10

Ephesians 4.15-16

1 Corinthians 3.5-9

Philippians 4.6-7



TIMING, AVAILABILITY, MATURITY, DEVELOPMENT

REFLECTION:

Questions for Journaling and Discussion

1. Which of the following do you think will be the most difficult for you to navigate moving forward? Explain.
 - Time
 - Availability
 - Maturity
 - Development
2. What are some of your initial thoughts about what you will need to do (or not do) in order to move toward God's purpose for your life?
3. How important do you think rest is in your life's journey? Do you take a regular sabbath? If so, is it weekly? Monthly? How might your life be more fruitful if you incorporated a sabbath into your life's rhythm?
4. Did you find it helpful to think about your spiritual growth in terms of the four stages? Why? Where would you identify yourself today?
 - Exploring or unsure
 - New or young believer

- Growing believer
 - Guiding believer
5. What do you think Bruce means when he says, “Your destination is a journey”? Do you agree or disagree? Explain.

WHERE IS IT WRITTEN?

Scriptures for Further Study

Then I heard the voice of the Lord, saying, “Whom shall I send, and who will go for Us?” Then I said, “Here am I. Send me!” Isaiah 6.8

1 Samuel 3.4a
Ecclesiastes 3.1-13
Isaiah 40.31

Luke 8.11-15
Ephesians 5.15-17
2 Peter 3.17-18



THE HEART OF THE MATTER

SELF-CHECK: Love Quotient

1. _____ [your name] is patient.

Seldom

Sometimes

Always

1

2

3

4

5

2. _____ is kind.

Seldom

Sometimes

Always

1

2

3

4

5

3. _____ does not envy.

Seldom

Sometimes

Always

1

2

3

4

5

4. _____ does not boast.

Seldom

Sometimes

Always

1

2

3

4

5

5. _____ is not proud.

Seldom

Sometimes

Always

1

2

3

4

5

6. _____ does not dishonor others.

Seldom

Sometimes

Always

1

2

3

4

5

7. _____ is not self-seeking.

Seldom		Sometimes		Always
1	2	3	4	5

8. _____ is not easily angered.

Seldom		Sometimes		Always
1	2	3	4	5

9. _____ keeps no record of wrongs.

Seldom		Sometimes		Always
1	2	3	4	5

10. _____ does not delight in evil but rejoices with the truth.

Seldom		Sometimes		Always
1	2	3	4	5

11. _____ always protects.

Seldom		Sometimes		Always
1	2	3	4	5

12. _____ always trusts.

Seldom		Sometimes		Always
1	2	3	4	5

13. _____ always hopes.

Seldom		Sometimes		Always
1	2	3	4	5

14. _____ always perseveres.

Seldom		Sometimes		Always
1	2	3	4	5

15. _____ never fails.

Seldom		Sometimes		Always
1	2	3	4	5

SELF-CHECK: Motivation

1. I serve out of love rather than obligation.

Seldom		Sometimes		Always
1	2	3	4	5

2. I care about what God sees rather than what others see.

Seldom		Sometimes		Always
1	2	3	4	5

3. My agenda is God first rather than me first.

Seldom		Sometimes		Always
1	2	3	4	5

4. I demonstrate humility rather than pride.

Seldom		Sometimes		Always
1	2	3	4	5

5. My attitude is “I’ll do whatever it takes” rather than “It’s not my job.”

Seldom		Sometimes		Always
1	2	3	4	5

6. I desire results that are God-honoring rather than self-seeking.

Seldom		Sometimes		Always
1	2	3	4	5

7. I seek to make a lasting impact rather than a good first impression.

Seldom		Sometimes		Always
1	2	3	4	5

REFLECTION:

Questions for Journaling and Discussion

1. Think of a time when you accomplished something good, but you did it with . . .
 - apathy and indifference: Why do you think you felt apathetic or indifferent?
 - contagious enthusiasm: Why do you think you felt enthusiastic? What does this tell you about how you're wired?
2. At this point in your life, what are your greatest motivations to serve and use your gifts?
3. Which of the qualities from your Love Quotient (found in this PDF) is easiest for you to express? Which is hardest?
4. "If you loved God more, you would serve him better." Do you agree or disagree with this statement? Explain.
5. Describe the difference between someone who is loving but not using their spiritual gifts and someone who is using their spiritual gifts but is not very loving. How do you think each is viewed by others? By themselves? By God?
6. How do you avoid being addicted to mediocrity in your life?
7. What do you most need to do to increase your motivation to fulfill your life purpose?

WHERE IS IT WRITTEN?
Scriptures for Further Study

You were called to freedom, brothers and sisters; only do not turn your freedom into an opportunity for the flesh, but serve one another through love. Galatians 5.13

Matthew 5.16

Acts 2.42-47

John 13.35

1 Corinthians 12-13

John 15.8-11

1 John 4.8



WHO HAS YOUR EAR?

REFLECTION:

Questions for Journaling and Discussion

1. Describe a time in your life when you discovered that what seemed to be true was not really true. What was that experience like? How did you feel?
2. When you get conflicting input or suggestions from others, how do you make your decision? Are you more likely to follow the voices around you or God's voice within you? Why?
3. How would you answer the question, "Why are you doing what others can do while leaving undone what only you can do?"
4. Do you feel you need to make a relational or positional transition? What is moving you to do so? What will be your first step in this transition?
5. If you are in a misfit role or relationship, what part of it do you need to own? What will it look like for you to make it right or "leave well"?

WHERE IS IT WRITTEN?
Scripture for Further Study

“If anyone has ears to hear, let them hear.”

Mark 4.23 NIV

Psalms 51.10–12

Romans 12.18

Matthew 16.13–23

1 Corinthians 1.10–13



15 INTENTIONAL LIVING

REFLECTION:

Questions for Journaling and Discussion

1. Read the two statements below. What do they cause you to feel? Comfort, fear, peace, anxiety, hope, challenge, confusion, or _____?
 - “He who began a good work in you will carry it on to completion.”
 - “God loves you just the way you are. He loves you so much that he doesn’t want you to stay the way you are.”
2. When Jesus called out to Peter in the boat and said, “Come,” Peter simply obeyed and followed. Because he obeyed, he got to do something truly miraculous. He walked on water! If you were to “step out of the boat” in faith, trusting Jesus, what miracle would you like to experience in your life?
3. What is the most significant manifestation of God’s power you have experienced in your life to date?
4. What has been your greatest failure or sense of personal brokenness? How did God restore you and give you hope?
5. Think of the first time you can remember saying yes to Jesus. (Perhaps now will be that time!) Jesus is once again inviting you to say yes and follow him. How will your yes today be different? Explain.

WHERE IS IT WRITTEN?

Scripture Passages for Further Study

I urge you to live a life worthy of the calling you have received. Be completely humble and gentle; be patient, bearing with one another in love. Make every effort to keep the unity of the Spirit through the bond of peace. Ephesians 4.1–3 NIV

He has made everything beautiful in its time. He has also set eternity in the human heart; yet no one can fathom what God has done from beginning to end. I know that there is nothing better for people than to be happy and to do good while they live. That each of them may eat and drink, and find satisfaction in all their toil—this is the gift of God.

Ecclesiastes 3.11–13 NIV

Just as you received Christ Jesus as Lord, continue to live your lives in him, rooted and built up in him, strengthened in the faith as you were taught, and overflowing with thankfulness.

Colossians 2.6–7 NIV

Matthew 4.18–20

John 21.18–21

Matthew 14.22–33

Other: _____

MY RIGHT4 YOU PROFILE

The following pages include three assessments that make up the foundation of your RIGHT4 YOU Profile:

1. Spiritual Gifts Assessment
2. Relational Style Assessment
3. Life Passion Assessment

You may complete these assessments online at www.brucebugbee.com/profiles or within this book, using a pencil or pen. In either case, you may find it helpful to record your results in the profile below for easy reference.

RIGHT4 YOU ONLINE: *brucebugbee.com/profiles*

The purchase price of this book includes a registration code for completing your assessments online. Record your online username, password, and code here for ease of reference.

My username: _____

My password: _____

My registration code: _____

MY RIGHT4 YOU PROFILE

For easy reference, feel free to note your assessment results here.

Spiritual Gifts

Based on my assessment (completed online or in this PDF), my top three **spiritual gifts** are:

- 1. _____
- 2. _____
- 3. _____

Relational Style

Based on my assessment (completed online or in this PDF), my **relational style** is best described as:

_____ / _____
(People or Task) (Structured or Unstructured)

Life Passion

Based on my assessment (completed online or in this PDF), my **life passions** are:

- _____
- _____
- _____

SPIRITUAL GIFTS ASSESSMENT

This assessment will help you determine your top spiritual gift(s). As you read through each statement, ask yourself, *How true is this of me? What has been my level of experience in this area? To what degree does this statement reflect my natural tendency?* Answer according to who you are today, not who you wish you were or think you should be.

DIRECTIONS

1. Read and respond to each statement below, giving yourself a score of 0 to 3, based on the scale provided below.
2. Place your score in the appropriately numbered box on the Spiritual Gifts Tally Card.
3. Add the numbers in each column and enter the total in the corresponding box below that column.
4. Transfer your top three spiritual gifts to your RIGHT4 YOU Profile, found in this PDF.

Score	Meaning
3	Consistently / Definitely true
2	Most of the time / Usually true
1	Some of the time / Sometimes true
0	Never / Not at all true

SPIRITUAL GIFTS TALLY CARD

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19							
20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38							
39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57							
58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76							
77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95							
96	97	98	99	100	101	102	103	104	105	106	107	108	109	110	111	112	113	114							
115	116	117	118	119	120	121	122	123	124	125	126	127	128	129	130	131	132	133	134	135	136	137			
Total:																									
A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W			
Top Three Gifts:																									

SPIRITUAL GIFTS STATEMENTS

1. I can coordinate people, tasks, and events to meet a need.
2. I enjoy working creatively with wood, cloth, paints, metal, glass, or other materials.
3. I enjoy developing and using my artistic skills (art, drama, music, photography, and so forth).
4. When I see spiritual complacency, I am willing to challenge it.
5. I don't experience anxiety because I am confident that God not only can handle a situation but will do so.
6. I give freely and joyfully to people in financial need or to important projects that need funding.
7. I enjoy working behind the scenes to support the work of others.
8. I view my home as a safe, caring place for friends and guests.
9. I am honored to pray regularly for someone, a need, or a situation.
10. I like to set goals and can motivate and influence others to achieve a mission that advances God's work on earth.
11. I empathize with hurting people and desire to help them in their healing process.
12. I am drawn to the idea of serving in another country or in an ethnic community that is different from my own.
13. I have delivered a timely, crucial, or influential message to others that I sensed came from God while I was praying.
14. I can communicate God's message of love and salvation with clarity and conviction.
15. I establish trust and confidence through long-term relationships.
16. I communicate messages from God's Word effectively.
17. I can readily distinguish between spiritual truth and error, good and evil.
18. I enjoy research and persistently pursue truth.
19. Others often seek me out for advice about personal and spiritual matters.
20. I am careful, thorough, and skilled at managing details.
21. I am skilled in working with different kinds of tools.

22. I help people better understand themselves, their relationships, and God through my artistic expression.
23. I enjoy reassuring and building up those who are discouraged.
24. I have confidence in God's continuing provision and help, even in difficult times.
25. I give more than a traditional tithe (10 percent) of my income to support God's work.
26. I enjoy doing routine tasks that support a project or meet the needs of my team.
27. I enjoy meeting new people and helping them feel welcomed.
28. I enjoy praying for long periods of time and receive promptings about what God wants me to pray for.
29. It's quite natural for me to lead, and it's more comfortable for me to lead than not to lead.
30. I can patiently provide support and care for those going through painful experiences as they work toward stabilizing their lives.
31. I am energized by taking an active role in starting a new team, project, ministry, or business venture.
32. I have sensed insights from God about someone else's life, and when I share those insights with them, it helped them see God's desire for their future.
33. After I shared my faith with others, they prayed to receive Christ into their lives.
34. I can faithfully walk with others over time to provide them with relational and spiritual insights and support.
35. I can simply and practically explain and clarify the meaning of a Bible passage to those who are confused or don't understand its meaning.
36. I have a "sixth sense" and get insights into a person's character based on first impressions.
37. I receive information I sense is from God that I did not acquire through natural means.
38. I can find simple, practical solutions to a problem in the midst of conflict or confusion.

39. I can clarify goals and develop strategies or plans to accomplish them.
40. I can visualize how something should be constructed before I build it.
41. I like finding new, fresh ways of communicating God's truths.
42. I give hope to others by directing them to the promises of God.
43. I easily trust God for extraordinary needs.
44. I manage my money well so that I can free more of it to give away.
45. I willingly take on a variety of odd jobs at church, at work, or in my community to meet the needs of others.
46. I genuinely believe God sends people my way who are looking for a sense of belonging and connection to others.
47. When I pray for others, I am aware that I am caring for them and helping them.
48. I am chosen as the group's spokesperson when in discussion groups.
49. I am drawn toward people who are sometimes regarded as undeserving or beyond help.
50. I relate to others in culturally sensitive ways.
51. I speak biblical truth in a timely and culturally sensitive way in order to strengthen, encourage, and comfort God's people.
52. I'd rather be around non-Christians than Christians so that I can build relationships with them.
53. I enjoy giving practical support, nurture, and spiritual guidance to a group of people.
54. When I speak or teach, people respond to my presentation with action.
55. I recognize phoniness or deceit in someone before it becomes evident to others.
56. I am not satisfied with superficial understanding or speculation; I seek certainty and truth.
57. I am surprised by how many people are unable to solve problems and seem to lack common sense.

58. I can identify and effectively employ the resources needed to accomplish tasks.
59. I am good at working with my hands, and I enjoy doing so.
60. I seek solitude to reflect, innovate, be inspired, and develop my imagination.
61. I reassure those who need to take courageous action in their faith, family, or life.
62. I am unwavering in my belief that God will work in circumstances where human effort alone cannot guarantee success.
63. I choose to limit my spending so I can give away a higher percentage of my income.
64. I see spiritual significance in doing practical tasks.
65. I rarely meet someone I don't like or wouldn't want to include at work, in a social setting, or at church.
66. I pray with confidence because I know that God responds to prayer.
67. I set goals and direct people to accomplish them effectively.
68. I have deep compassion for hurting people.
69. I view the overall picture of a situation and am not hindered by problems along the way.
70. When I have sensed God revealing insights to me about future events or situations, they turned out just as I thought they would.
71. I boldly speak to others about pursuing a relationship with Christ, and I often see a positive response from those who are listening.
72. When I speak gently to someone who is wandering from their faith or drifting from community, they often return.
73. I get frustrated when I see people's lack of biblical knowledge.
74. When someone is causing dissension or speaking against God's truth, I feel God helps me see whether they're speaking from an error in truth, a mental or emotional challenge, or an evil influence.
75. When reading or studying Scripture, I can identify important biblical truths and themes that could benefit others.

76. Looking at the actions of an individual or group, I can anticipate the likely consequences.
77. I like to help groups and teams function with greater efficiency.
78. I work behind the scenes to make things that honor God and can be helpful or useful for others.
79. The way I say and do things seems to spark insight in others, who often tell me, “I’ve never thought of it that way.”
80. I find great joy in affirming the value and worth of others.
81. When I see God’s presence and activity, I move toward it despite any opposition or a lack of support.
82. For fundraising campaigns and special projects, I like to contribute financially in a way that inspires others to give generously.
83. I like to find things that need to be done—and do them without being asked.
84. For me, the greatest times of joy are times of social interaction and relational connection.
85. When I hear about a troubling situation, I feel compelled to pray.
86. I motivate others to perform to the best of their ability.
87. I look beyond a person’s limitations, problems, or challenges to see a life that matters to God and an opportunity to help them overcome.
88. I value cultural sensitivity and am comfortable with people from different racial, ethnic, gender, and socioeconomic groups.
89. I feel compelled to speak the words I sense God gives me to strengthen, encourage, and comfort others.
90. I talk openly about spiritual things, hoping people will ask me about my faith.
91. I invest in other people, guiding them with truth, encouragement, care, and wisdom.
92. I communicate biblical truths in ways that motivate others to want to know more.
93. Others affirm the reliability of the insights and perceptions I’ve had about them and others.

94. I have known things about others but did not know how I knew them.
95. I give practical advice to help others through complicated situations.
96. I can visualize a coming event, anticipate potential problems, and develop strategies to overcome them.
97. I am a resourceful person who can find the best materials and tools needed to build whatever is needed.
98. I use various forms of the arts to draw people closer to God and his truth.
99. I like motivating others to take steps toward spiritual growth.
100. I regularly challenge others to trust God.
101. I manage my money and donate to well-led organizations and projects that are making a difference for Christ in the lives of people.
102. I show my love for others in actions more than words.
103. I do whatever I can to make visitors and marginalized people feel like they belong.
104. God gives me a sense of peace that my prayers are being answered, even when I cannot see the results.
105. When I cast a vision for a project or goal, others want to follow and be a part of it.
106. I enjoy bringing hope, joy, and comfort to people who are working through a crisis or chronic difficulty in their lives.
107. I relate to leaders who often follow me into new ventures.
108. I sense God reveals to me certain things others cannot yet see, so that when I speak to them about those things, they can understand God's activity in their lives.
109. I love to connect with people outside of my faith community, no matter where they are in their spiritual journey.
110. I take responsibility for nurturing the whole person in their walk with God.
111. I present information and insights to others in ways that make it easier for them to understand and apply to their lives.

112. I sometimes sense that I can see into the spiritual realm, where spirits have been revealed and identified to me by God.
113. The truths I learn and the understandings I gain create a burden for me because I feel responsible to handle the information wisely.
114. When faced with how to apply biblical truths practically in a difficult or complex situation, I sense God guiding me to a workable solution.
115. I long to bring order to organizational chaos.
116. I have good hand-eye coordination and dexterity.
117. I have a sense of the whole and can communicate a biblical truth artistically by putting things together in a harmonious flow.
118. I carefully challenge or rebuke others in order to help them grow spiritually.
119. I find it natural to believe in God for things that others see as impossible.
120. I have been given an abundance of financial and material resources so I can give more to God's work.
121. When a task needs to be done, I find it difficult to say no.
122. I can make people feel at ease even in unfamiliar surroundings.
123. I see specific results in direct response to my prayers.
124. I figure out where we need to go and help others get there.
125. I am motivated by compassion to remove the source of someone else's sufferings.
126. God's authority and power can be seen in me through the ventures and new places he has led me to.
127. I feel compelled to expose wrongdoing whenever I see it. I am comfortable challenging people to discontinue that behavior and make things right.
128. I'm constantly thinking of ways to bring up spiritual matters with friends who do not know God.
129. I feel responsible to help oversee and protect people from things that might keep them from a relationship with God and each other.

- 130. When I have been studying, I struggle with communicating only those things that will help God's people learn what they need at the moment.
- 131. I can sense when evil forces are at work in a person or situation.
- 132. I love to learn new things and then share them with others.
- 133. I like to read and study the book of Proverbs because its simple and powerful truths are expressed in such clear and practical ways.

For these final four statements, place a check mark on your tally card if you have *repeatedly* experienced any of the following:

- 134. I laid my hands on someone and prayed for their healing—and they were physically, emotionally, or spiritually healed and set free.
- 135. When I hear someone speak in tongues, I sometimes sense God's Spirit revealing that person's message to me, and I can interpret it for the group.
- 136. I have experienced God's power within me to drive out demons, and the impossible has become possible. I also have witnessed his supernatural intervention in nature.
- 137. I often speak in a language I don't understand—and someone nearby can interpret what I said.

SPIRITUAL GIFTS KEY

A	Administration	M	Prophecy
B	Craftsmanship	N	Evangelism
C	Creative Communication	O	Shepherding
D	Encouragement	P	Teaching
E	Faith	Q	Discernment
F	Giving	R	Knowledge
G	Helps	S	Wisdom
H	Hospitality	T	Healing
I	Intercession	U	Interpretation
J	Leadership	V	Miracles
K	Mercy	W	Tongues
L	Apostleship	Other	

SPIRITUAL GIFTS SUMMARY

My top three spiritual gifts are:

- 1. _____
- 2. _____
- 3. _____

Transfer these results to your RIGHT4 YOU Profile, found in this PDF.

RELATIONAL STYLE ASSESSMENT

This assessment helps you determine your relational style. As you read the statements on each continuum, ask yourself, *Which preference best describes me?*

Remember, there are no right or wrong responses. Resist the urge to answer according to what a spouse, family member, church leader, or employer expects of you. Select the behavior or perspective that comes most naturally to you when there are no restrictions, pressures, or consequences for your personal self-expression.

DIRECTIONS

1. In the Energized (E) and Organized (O) Scales below, read each preference statement and choose the number along the continuum that best describes you.
2. Total your “E” and “O” scores and write them in the box below each section; then plot your results on the graph provided.

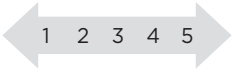
ENERGIZED (E) SCALE

How are you energized? Circle the number that best indicates your preferences on each continuum.

1. I am more comfortable . . .

Doing things for people  Being with people

2. When doing a task, I tend to . . .

Focus on the goal  Focus on relationships

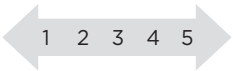
3. I get more excited about . . .

Advancing a cause  Creating community

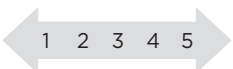
4. I feel a sense of accomplishment or fulfillment when I . . .

Complete a job  Build a relationship

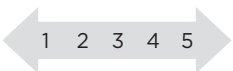
5. It is more important to start a meeting . . .

On time  Once everyone has arrived

6. I am more concerned with . . .

Meeting a deadline  Maintaining the team

7. I place a higher value on . . .

Action  Communication

My Energized (E) Scale Total: _____

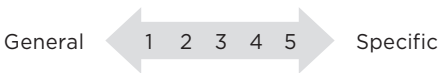
ORGANIZED (O) SCALE

How are you organized? Mark the number that best indicates your preferences on each continuum.

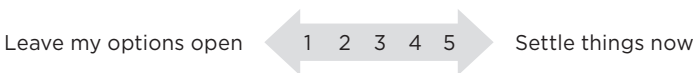
1. I prefer to ...



2. I prefer guidelines that are ...



3. I like to ...



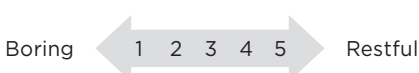
4. I prefer projects that have ...



5. I like to ...



6. I find routine ...



7. I like to accomplish tasks by ...

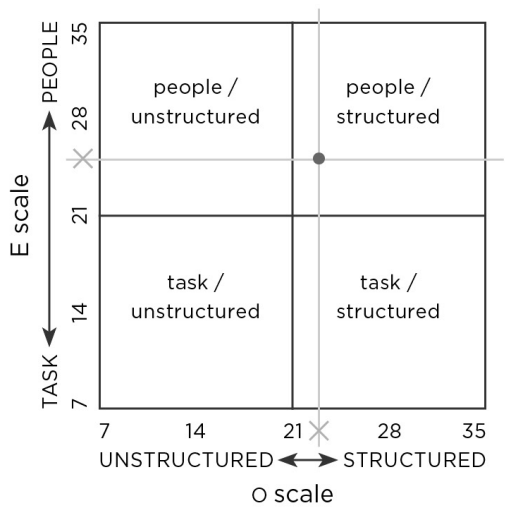


My Organization (O) Scale Total: _____

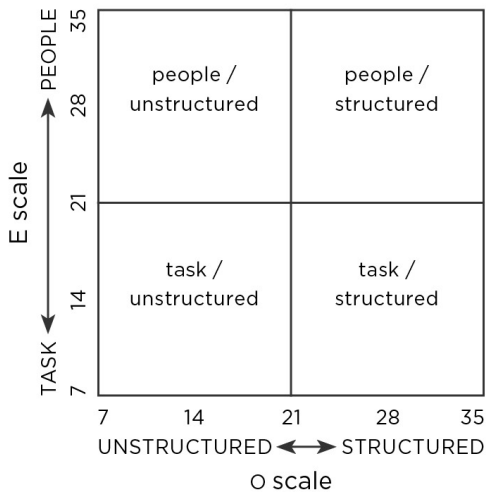
GRAPHING YOUR RELATIONAL STYLE

- 1. **Mark your Energized “E” Scale score on the vertical column** to the left of the graph below. This reflects whether you are more energized by people or tasks.
- 2. **Mark your Organized “O” Scale score on the horizontal row** below the graph. This reflects whether you prefer to function in a structured or unstructured environment.
- 3. **Draw a line from left to right** through the mark you placed for your E Scale.
- 4. **Draw a line from top to bottom** through the mark you placed for your O Scale (see examples below).
- 5. **Notice in which quadrant your two lines intersect.** Your Personal Style is indicated by that quadrant.

In the example below, the E and O Score lines connect in the “People/Structured” quadrant of our graph.



In which quadrant does your intersection fall? Mark your E and O Scale numbers on the graph below and then draw your horizontal and vertical lines to discover your relational style.



RELATIONAL STYLE SUMMARY

My relational style is best described as:

_____ / _____

(Task or People) (Unstructured or Structured)

Transfer these results to your RIGHT4 YOU Profile, found in this PDF.

LIFE PASSION ASSESSMENT

This assessment helps you identify different ways your God-given life passion may have already shown up in your life. By getting clear on your passion, you'll be better equipped to express that passion (or those passions) through your life, work, ministry, and community activities.

The assessment includes three exercises:

1. Self-Reflection Prompts
2. Positive Experiences
3. Passion Categories

Things to Remember

There are no right or wrong answers. Give yourself permission to write whatever you want. If you don't have an answer for every question or you can't complete every section, that's okay. Just prayerfully consider your responses and do your best to answer honestly.

This is an individual exercise. Complete the assessment on your own, without the influence of others. You can talk about your results with other people afterward if you desire their input.

Dream big. Assume there are no obstacles to hinder you from fulfilling your heart's desire (your life passion). Don't answer a question based on whether you think you could succeed or how you might do so. Assume everything is taken care of—family, money, career, time, and so forth—and simply focus on naming that area of passion.

EXERCISE 1: Self-Reflection Prompts

Prayerfully ponder and respond to the prompts below. Write from your heart to best capture your thoughts, reflections, and emotions.

1. If I could snap my fingers to be guaranteed success, what would I do for others?
2. What regularly annoys or angers me about this world that if changed would honor God or bring the compassion of Christ to others?
3. At the end of my life, I hope to look back and know I've done something to make a positive difference about . . .
4. I care about certain things more than others. I care most about . . .

EXERCISE 2: Positive Experiences

Complete the chart below to capture positive experiences in your life and spot themes or patterns that might give you insight into your life passion. Your experiences may have occurred at home, work, school, or during free time. *Examples: A time you fixed a clock, developed a computer program, comforted a friend, organized an event, had a meaningful conversation, were part of a group, took a trip, received an award, helped someone move, built a house, won an election, or gave to someone in need.*

Directions

1. **List your most meaningful positive life experiences.** Name five to seven experiences that left a positive impact on your life—things you feel good about, even if others didn't notice.
2. **Briefly describe why each experience meant so much to you.**
3. **Look over what you've written.** What theme(s) do you notice? What patterns repeat themselves? Write those themes and patterns below the chart.

	Positive Experience	Why was this experience meaningful to me?	Possible Theme
A			
B			
C			
D			
E			
F			
G			

Recurring Themes

Strongest Recurring Theme: _____

Second-Strongest Recurring Theme: _____

EXERCISE 3: Passion Categories

Some passions center around a people group or a social issue. Consider the lists below and check any that resonate with you. Feel free to add your own group or issue. *(Note: It's okay if nothing resonates with you. Perhaps your life passion isn't related to people groups or social issues.)*

People Groups

- | | |
|---|--|
| ☐ Infants | ☐ Divorced people |
| ☐ Children | ☐ People who are grieving |
| ☐ Teens | ☐ Women in business |
| ☐ Teen moms | ☐ Young married couples |
| ☐ Single parents | ☐ Refugees |
| ☐ College students | ☐ Parents |
| ☐ Single adults | ☐ Empty nesters |

- | | |
|---|--|
| ☐ Ethnic group: _____ | ☐ Incarcerated individuals |
| ☐ Racial group: _____ | ☐ People who are poor |
| ☐ Religious group: _____ | ☐ Hospitalized or sick people |
| ☐ People who are homeless | ☐ LGBTQ+ individuals |
| ☐ Job seekers | ☐ Homebound people |
| ☐ Senior citizens | ☐ _____ |
| ☐ People with disabilities | |

Social Issues

- | | |
|---|---|
| ☐ Environment | ☐ Mental illness |
| ☐ Global warming | ☐ Economics |
| ☐ Childcare | ☐ Spreading my faith |
| ☐ Gender identity | ☐ Technology |
| ☐ Discipleship | ☐ Health care |
| ☐ AIDS/HIV prevention | ☐ Poverty |
| ☐ Politics | ☐ Abortion/unplanned pregnancy |
| ☐ Violence | ☐ Hunger/food security |
| ☐ Gangs | ☐ Literacy |
| ☐ Injustice | ☐ Nutrition and health |
| ☐ Racism | ☐ Equal rights |
| ☐ Equal opportunity employment | ☐ Diversity |
| ☐ Women's issues | ☐ Censorship |
| ☐ Clean water | ☐ Immigration |
| ☐ Education | ☐ _____ |
| ☐ Recovery from addiction | |

Based on your responses above, which one or two passion categories below best reflect the overall area of your passion?

✓	Passion Category	Description
	Celebration	<i>People with this passion primarily connect with God by engaging in worship, the arts, creativity, the exploration of Scripture, and the like.</i>
	Outreach	<i>People with this passion primarily focus on connecting with others who don't identify as Christians, hoping to lead them into a relationship with Christ and his church and a discovery of his purposes.</i>
	Connection	<i>People with this passion are drawn toward individuals who are unconnected, inviting them into community with Christ and his people through hospitality, encouragement, and a sense of belonging.</i>
	Equipping	<i>People with this passion are generally maturing believers in the development of their spiritual gifts, ministry expertise, and leadership. They seek to develop others through a variety of life stages and affinity-based groups for growth, accountability, and purpose.</i>
	Caregiving	<i>People with this passion enjoy assisting others with their physical, emotional, relational, and spiritual health through the love and resources of God's people.</i>
	Supporting	<i>People with this passion enjoy assisting others from behind the front lines of ministry or marketplace endeavors. They are energized by doing supportive tasks that free others to maximize their kingdom impact.</i>

Understanding the category or categories you're drawn toward might confirm a certain passion area that is becoming clearer to you—or it might not. If you're feeling clear on your life passion but it doesn't easily fit into one of these categories, no problem. The categories are simply another angle to help you narrow down where your passion(s) may lie.

Life Passion Summary

Based on these three exercises, here’s how I understand my life passion(s) today:

My life passion is for (or to):

My life passion most closely fits closest this passion category:

Transfer these results to your RIGHT4 YOU Profile, found in this PDF.