Are You a Round Peg in a Square Hole?
Finding Your Unique Motivated Abilities Pattern (MAP)

➢ We Each Have A Purpose
Jeremiah 1:5 – Before I formed you in the womb I knew you, before you were born I set you apart; I appointed you as a prophet to the nations.

Psalm 138:8 – The Lord will fulfill His purpose for me.

➢ We Can Discover Our Purpose
As your spiritual teacher, I give this piece of advice to each one of you. Don’t cherish exaggerated ideas of yourself or your importance, but try to have a sane estimate of your capabilities by the light of the faith that God has given to you all. (Romans 12:3)

1. Identify Events – What have you done well and enjoyed doing? (Simply identify the 3 events – do not yet answer questions 1-3)

   First event (Childhood through High School): ___________________________________________________________

   1) How did you get involved in it in the first place?

   2) What is the detailed description of what you did?

   3) What was particularly enjoyable or satisfying to you?

   Second event (First ten years after High School): __________________________________________________________

   1) How did you get involved in it in the first place?

   2) What is the detailed description of what you did?

   3) What was particularly enjoyable or satisfying to you?

   Third event (In the last ten years): _____________________________________________________________

   1) How did you get involved in it in the first place?

   2) What is the detailed description of what you did?

   3) What was particularly enjoyable or satisfying to you?
2. **Describe Events**

   Exchange page 1 with your mate. Take turns describing your 3 events to each other. Ask your mate Questions 1-3 for each event and write the answers on your mate’s paper.

3. **Identify Aspects Of MAP**

   Get your own page 1 back. Use the checklist at the end to identify for yourself the following from the events described. Circle the ones that apply to all the events.
   1) Abilities – identify 2-7
   2) Subject matter – identify 2- 4
   3) Circumstances – identify 2- 4
   4) Relational mode – identify 1 or a combination of 2
   5) One result – try to identify the one common motivational thrust in each of the events described

   Trade sheets with your mate again, and with their help see if any additions should be made and get their opinion on the ones you’ve circled.

4. **Summarize Into MAP**

   Still holding your mate's paper, pull together descriptions in each of the five areas to form a few descriptive phrases about your mate’s motivational design.

   1) _____________________________________________________________
   2) _____________________________________________________________
   3) _____________________________________________________________
   4) _____________________________________________________________
   5) _____________________________________________________________

   Share your descriptions with your mate. Talk about the kinds of vocations that would fit your MAP.

➤ **Conclusion**

Your Spiritual Gifts and your MAP are part of God's purpose for you.
1. God gave you a job(s) to do...
2. He gave you what I need to do it...
3. You’re going to feel good about yourself when you do it

➤ **Couple Sharing Assignment**

Read Romans 12:4-8 and 1 Corinthians 12 and discuss the following questions.
1. What are my spiritual gifts?
2. How do they fit with my MAP?
CHECKLIST FOR AIDING IN MAP DISCOVERY

1. ABILITIES:

Administer/Maintain
Analyze/Evaluate
Control/Schedule
Convince/Persuade
Coordinate/Act as Liaison
Counsel/Advise
Create/Shape
Design/Draw
Develop/Build
Do/Execute
Formulate/Theorize
Implement/Follow Up
Innovate/Improvise
Interview/Investigate
Learn/Study
Manipulate/Motivate
Assemble/Make
Build Relationships
Observe/Comprehend
Operate/Run
Organize/Put Together
Perform/Entertain
Plan/Schedule
Practice/Perfect
Promote/Publish
Research/Experiment
Scheme/Strategize
Synthesize/Harmonize
Systematize/Proceduralize
Teach/Train/Speak
Write/Communicate

2. SUBJECT MATTER:

Art/Design
Controls/Budgets/Schedules
Efficiency/Productivity
Enterprise/Business
Figures/Details
Graphics/Decoration
Ideas/Concepts
Living Things
Methods/Procedures
Money/Profits
Needs/Causes
New Things or Ideas
Organizations/Group Activity
People Relationships
Physical/Structural Things
Policy/Strategy
Projects/Programs
Stress Circumstances
Systems
Technical (Mechanical or Chemical) Things/
Hardware/Equipment
Words/Language/Symbols

3. CIRCUMSTANCES:

Competition/Test
Constraints/Deadlines
Enterprise/Business
Needs/Causes
New/Novel Situation
Organization/Group Activity
Growth Opportunity/ Potential
Projects/Programs
Methods/Procedures
Stress Circumstances
Structural Situation
Trouble/Difficulty
4. RELATIONAL MODE OF OPERATION:

Team Member
Must operate in company with others.
Contribution merged with efforts of others.

Individualist
Content to operate with others or by himself.
Wants role and contribution defined and traceable to his own efforts.
Wants to be able to secure results primarily through his own efforts.

Participating Leader
Involved with subordinates in the act.
Influences their actions by example or expertise.
While leading, may still tend to be preoccupied with his personal tasks.

Coordinator
Causes actions by others who are not required to report to him.
Prefers to operate without hire-fire or confronting authority.

Director
Directs the actions of others to perform exactly his way.
Gets involved at the level of detail.
Uses people as extensions of himself.

Manager
Manages the talents of others to bring about a result.
Normally allows others to determine what they will perform.
May tend to delegate authority and responsibility while still maintaining overall control.

Coach
Develops others’ talents in support role.
Does not normally participate in act.
Does not focus on or control outcome or result.

5. ONE RESULT/MOTIVATIONAL THRUST:

<table>
<thead>
<tr>
<th>Apply/Actualize/Realize</th>
<th>Influence/Have Impact On</th>
</tr>
</thead>
<tbody>
<tr>
<td>Acquire/Possess</td>
<td>Make the Grade/Fulfill My Expectations</td>
</tr>
<tr>
<td>Be in Charge/Command</td>
<td>Master/Perfect</td>
</tr>
<tr>
<td>Develop/Build</td>
<td>Organize/Operate</td>
</tr>
<tr>
<td>Discover/Learn</td>
<td>Overcome/Combat</td>
</tr>
<tr>
<td>Excel/Be the Best</td>
<td>Pioneer/Explore</td>
</tr>
<tr>
<td>Exploit/Achieve Potential</td>
<td>Serve/Help</td>
</tr>
<tr>
<td>Gain Response/Gratitude</td>
<td>Shape/Influence/Control</td>
</tr>
<tr>
<td>Improve/Do Better</td>
<td>Stand Out/Be Key/Be Special</td>
</tr>
</tbody>
</table>

This checklist and preceding material were adapted from the book THE TRUTH ABOUT YOU by Arthur F. Miller and Ralph T. Mattson published by Flemming H. Revell Company, 1977.