

**CONFIDENTIAL**

## Life Purpose & Self Discovery Report

*A supplemental report to The CALL Vocational & Life Purpose Guide*

*For:*

**TBD**

*February 9, 2011*

Please Note...

The CALL is NOT a test...it is an AFFIRMATION.

There is no right or wrong score.

Whatever your scores, those are the best for you.

When you know your purpose in life, decision making becomes easy.

*Prepared By:*

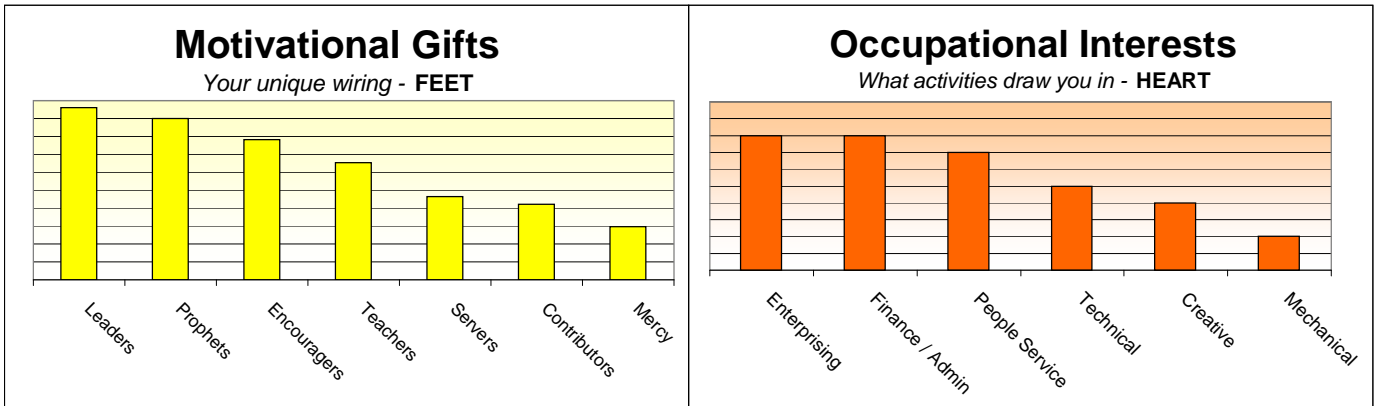
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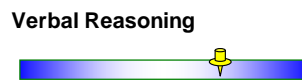
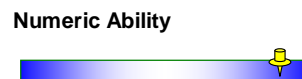
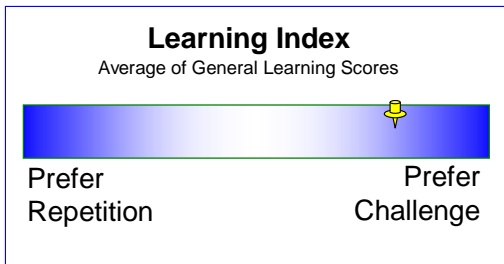
# Strengths Dashboard



**PROPHETS** are driven by truth and justice  
**SERVERS** are driven to complete practical tasks for others  
**TEACHERS** are driven to learn and share the learnings  
**ENCOURAGERS** are driven to motivate, coach and uplift  
**CONTRIBUTORS** are driven to invest in worthy causes  
**LEADERS** are driven to get results using a proven system / team  
**MERCY** are driven to see and respond to emotional needs

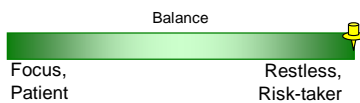
**Enterprising** = interest in promoting, selling and presenting  
**Financial / Administrative** = interest in office data and processes  
**People Service** = interest in helping and socializing with people  
**Technical** = interest in science and technology  
**Mechanical** = working with things, tools, machines or outdoors  
**Creative** = being original, artistic, expressive & creative

## Thinking Style / Pace (Need for mental challenge or repetition) - HEAD

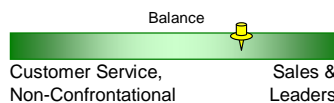


## Personality & Behavior Traits (How You Carry Things Out) - HANDS

### Energy



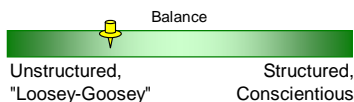
### Assertiveness



### Socialability



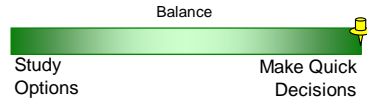
### Manageability



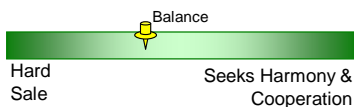
### Attitude



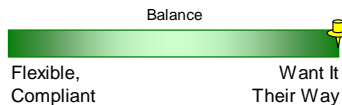
### Decisiveness



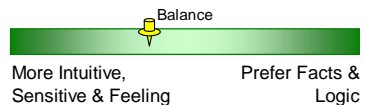
### Accommodating



### Independence



### Objective Judgement



**Distortion:** 7 >7 means valid answers, <6 could mean false positives

# Motivational Gifts

Your Score	Motivational Gift	Your Ranking
<b>1. (Spiritual) Truth Speaker/Visionary (Prophet)</b>		
<b>9.00</b>	This (SPIRITUAL) pathway is all about what is right and what is wrong. People on this road are perceptive, decisive and boldly proclaim to others what they believe is right. Truth is often more important than relationships or results. This is the pathway that is a moral compass and leads others to justice and righteousness.	<b>2</b>
<b>2. (Physical) Cleansing &amp; Practical Service (Server)</b>		
<b>4.64</b>	This (PHYSICAL) pathway is all about expediting acts of practical service (works) for others. People on this road take initiative without to complete whatever tasks are necessary to free up other people to be on the road, generally without being asked. Often focused more on results than relationships or truth (Martha).	<b>5</b>
<b>3. (Mental) Deep-Rooted Understanding (Teacher)</b>		
<b>6.54</b>	This (MENTAL) pathway is all about accurately thinking through & interpreting the truth. People on this road are curious and want to know why. Will present evidence and let others draw their own conclusion. Driven more by knowledge than relationships or results.	<b>4</b>
<b>4. (Relational) Timely Illuminations (Encourager)</b>		
<b>7.83</b>	This (RELATIONAL) pathway is all about personal connections that are uplifting, encouraging and inspiring to others. People on this road are often positive, affirming, popular, good story tellers, and get along well with everyone. They are driven more by good healthy relations than by works or academic knowledge.	<b>3</b>
<b>5. (Economic) Resource Supplier/Giver (Contributor)</b>		
<b>4.23</b>	This (ECONOMIC/FINANCIAL) pathway is all about wise investment that yields an abundant harvest through the 3T's: time, talent & treasure. People on this road are self-sufficient, hard-working and low key (quiet). Overly generous to the right cause, they are very balanced between their head (truth), heart (relationships) and hands (results).	<b>6</b>
<b>6. (Functional) Visionary/Administrator/Orchestrator (Leader)</b>		
<b>9.60</b>	This (FUNCTIONAL) pathway is all about a workable process to achieve and maintain worthwhile goals. People on this road have a take charge ability to stand before people to get results. Usually stronger at either setting a vision; implementing somebody else's vision; or maintaining the status quo with excellence (see p. 11). Results rule.	<b>1</b>
<b>7. (Emotional) Worship and Compassion (Mercy)</b>		
<b>2.98</b>	This (EMOTIONAL) pathway is all about experiencing healthy emotional fulfillment. People on this road tend to have strong emotional energy. They desire closeness, loyalty and to be genuinely valued as individuals. Strongly driven by their hearts to have loving relationships.	<b>7</b>

# Life Purpose Call Report for TBD

## Truth Speaker/Visionary (Prophet)

Pathway # 1 of 7

Your Ranking is:

2

out of 7

### TYPICAL BEHAVIORS OF A PROPHET:

All about truth and justice - sees in black or white. Tends to be hot or cold. Not afraid to confront. Takes initiative. Likes newness. Lousy at maintaining things (prefers to improve things or quit). A compulsive verbal expressive who can be a good orator. Quick to judge. Often over-confident and fearless unless wounded. Will stand up for principle over people. Impulsive. Can be persistent. Tends to overstate. Fiercely competitive. "Wrong is wrong, right is right." Believes in full disclosure. Open about own shortcomings. Very hard on themselves. Focuses more on what they see now. Wide range of emotions. May have difficulty maintaining relationships. Could die for a good cause. Strong advocate. Fair referee.

### DESCRIPTORS:

Serious, introspective, intense, decisive, perceiver, visionary, bottom liner, policeman, enforcer, judge, legalist, prosecutor, stimulator, fire and brimstone preacher, firefighter, crisis manager, revolutionary

### STRENGTHS:

Direction-setter, voice of conscience and righteousness, advocate for justice, willing to die for a worthy cause, a truth speaker, can be a mouthpiece for God, ability to identify and follow principles, devotion to truth and honesty, willing to blow the whistle

### POTENTIAL CHALLENGE AREAS:

May be too stubborn, polarizing, and focus more on problems than solutions & people. Can be blunt, opinionated, intolerant, too idealistic or critical, unforgiving, prideful or controlling.

CAREER OPPORTUNITIES	MINISTRY AND CHURCH ROLES
Crisis leader, advocate, prosecutor, entrepreneur, preacher, politician, editorialist, change agent, consultant, writer, speaker, referee, judge, lawyer, law-enforcement	Prayer, intercessory prayer, discipline, security, outreach, adult Bible study, leadership

FACTOR	IMMATURITY	MATURITY
NAMES	False prophet, rebel-rouser, legalist, activist, scoundrel, critical, political, provoker	Principled, godly, bold, articulate, compelling, preacher, authoritative, truthful, Bible scholar, statesman
SELLS	What people want to hear; expects personal gain	What people need to hear; expects nothing in return
FOCUS	On critical self-centeredness	On God

# Life Purpose Call Report for TBD

## Cleansing and Practical Service (Server)

Pathway # 2 of 7

Your Ranking is:

5

out of 7

### TYPICAL BEHAVIORS OF A SERVER:

All about doing practical tasks - is more alert to the physical needs of others (comfort, food, health) than anybody. Completes practical tasks without being asked. Hard to say no (volunteering champ). Can be a people-pleaser. Tendency to over-commit. Quickest to apologize (needs approval). Not ego driven - willing to share honor. Hard worker. May enable people by doing all their work as opposed to empowering them. Strong purity of motive, without guile. Self-sufficient - does not call in IOUs. Prefers to be behind-the-scenes as a second banana or support person, not the leader.

### DESCRIPTORS:

Meticulous, detailed, high-energy, expediter, helper, good neighbor, yes person, people pleaser, minister, social worker, handy man, worker, laborer, server, butler, attendant, volunteer, jack of all trades, reliable, dependable, trustworthy, good Samaritan, confidant, help mate, trusted assistant.

### STRENGTHS:

Does more physical labor than anyone, flexible-- will drop what they're doing to help, outstanding memory for likes and dislikes of people, hospitality, strong loyalty, prays and works hard to make leadership look good, works behind the scenes to keep everything going, keeps things clean and orderly, strong ability to persevere in the worst conditions, anticipates needs of others.

### POTENTIAL CHALLENGE AREAS:

Can be overly dependent on appreciation. Can be ridiculed, pigeonholed, and made fun of due to superior work ethic and accomodating ways. Often manipulated because of natural desire to please others.

CAREER OPPORTUNITIES	MINISTRY AND CHURCH ROLES
Hospitality: food, lodging, maintenance, volunteering, blue-collar work, physical labor, customer service, working with children, working as an assistant anything.	Office / secretarial assistance, food ministry, childcare, nursery ministries, custodial support, repair, maintenance, hospitality, shut-in ministry, half-way house, nursing home ministry.

FACTOR	IMMATURITY	MATURITY
NAMES	Slave, pushover, co-dependent, dysfunctional	Appreciated, loved, respected, surpasses all service expectations, loyal, dependable, trustworthy
WANTS	Appreciation, respect, more money	To win people over by their example, no matter how long it takes
FOCUS	Selfish, conditional expectations	Selfless

# Life Purpose Call Report for TBD

## Deep-Rooted Understanding (Teacher)

Pathway # 3 of 7

Your Ranking is:

4

out of 7

### TYPICAL BEHAVIORS OF A TEACHER:

Driven to learn and share what's learned - seeks to verify truth. Accuracy is critical. Usually has an unhurried pace. Dislikes being told what to think. Prefers to figure things out themselves-- a thinker. Reluctant to tell others what to think but will report evrything they have learned. Tends to be nonjudgmental. Lousy at returning phone calls, e-mails, books etc. because of the intensity of their deep thinking intensity. May have difficulty with punctuality, managing money and other "to do" tasks--"absent-minded professor". Excellent at outlining the big picture and synthesizing all the research, data, statistics and resources available.

### DESCRIPTORS:

Likes to read and study, good communicator, researcher, academic, thinker, knowledgeable, trivia expert, answer man, investigator, detective, auditor, professor, well-informed, reflective, lifelong learner, scholar, unemotional, self-motivated.

### STRENGTHS:

Insightful, historian, ability to recall detail, ability to connect the dots, creativity, curiosity, need to go deep to get understanding, excellent resource to report research findings, low key, non-judgmental approach, humorous, attentive.

### POTENTIAL CHALLENGE AREAS:

Can be prideful, have know-it-all attitude. Difficulty coming to conclusions. Wants to do more research. Reluctant to tell people what to think. May overwhelm people with too much information. Needs deadlines. May temporarily forget about practical appointments and tasks. Can be legalistic, intolerant, dogmatic or unfriendly.

CAREER OPPORTUNITIES	MINISTRY AND CHURCH ROLES
Research, curriculum, investigator, auditor. Writing, editing, professor, historian, resource finder.	Research, curriculum development, children's or adult's Sunday school teacher, advanced Bible studies, workshop leader, writing, editing, professor, Bible historian, resource finder.

FACTOR	IMMATURITY	MATURITY
NAMES	False teacher, Laziness, Day-dreamer, Lack of character	Excitement in researching theology, Insightful presentations, Applying book smarts to street smarts
WANTS	Balance. Immature teachers are brilliant at work and a disaster at home.	To explain God's truth in a compelling way
FOCUS	Self-centeredness	Connecting all the dots to God

# Life Purpose Call Report for TBD

## Timely Illuminations and Affirmations (Encourager)

Pathway # 4 of 7

Your Ranking is:

3

out of 7

### TYPICAL BEHAVIORS OF AN ENCOURAGER:

All about cheerleading - a party looking for a place to happen. Natural ability to connect with strangers and become friends. Above-average need to have a "people fix". Master communicator: personable and great storyteller. Can often re-tell a story better than the originator. Natural reporter. Hates rejection from insiders. Wants to be included. Struggles with time management. Often juggles more than they can handle and does not get enough sleep. Very positive and optimistic. A natural networker and schmoozer. Dislikes criticism and negativity. Affirming and complimentary.

### DESCRIPTORS:

Counselor, coach, exhorter, mentor, optimist, positivity, group-minded, inspirational, motivator, personal advisor, image-conscious, responsive, involved, connected, affirming, flexible, enthusiastic, cheerleader, persuasive, leader, decisive.

### STRENGTHS:

Challenges growth, natural ability to relate well with people, affinity, storytelling, salesmanship, offering hope, optimism and positive thinking, popular, enthusiasm and excitement, motivational.

### POTENTIAL CHALLENGE AREAS:

Can be interruptive, compromising or pushy. Can be swayed by groupthink. May have difficulty keeping confidences. May have a tendency to give up on non-responsive people. Can be overly talkative or stretchers of the truth.

CAREER OPPORTUNITIES	MINISTRY AND CHURCH ROLES
Drama, counseling, mentoring, marketing, sales, public relations, diplomacy, speaking, announcing, storytelling, greeting, coaching, board member, legislator.	High school ministry, counseling, mentoring, coaching, evangelism, missions, youth ministry, singles ministry, shepherding, retreat speaker.

FACTOR	IMMATURITY	MATURITY
NAMES	Gossip, manipulator, attention getter, follower of the world, popular and elite, critical	Friend, counselor, mentor, uplifting, positive, wise, influential, evangelical, disciple-maker
WANTS	World approval	Whatever God would have them do
FOCUS	Drawing attention to self	Drawing attention to God

# Life Purpose Call Report for TBD

## Resource Supplier / Giver (Contributor)

Pathway # 5 of 7

Your Ranking is:

6

out of 7

### TYPICAL BEHAVIORS OF A CONTRIBUTOR:

Has distinct ability to rightly evaluate causes - thinks generationally (how can they bless their grandchildren?). Does not have a welfare spirit--- very reluctant to accept handouts, special treatment or freebies. Would rather give than receive. Self-sufficient. Intuitive sense of what is right and what is wrong. Intuitive sense of hidden motives (more so with women contributors). Prefers to be low key and private. Does not like to draw attention to themselves. Values privacy. Refuses to be hustled. Detests high pressure tactics. Not confrontational. Astute at finding unseen options. Opportunistic without being competitive. Trustworthy with money. More charitable with tried and proven efforts, not startups or panhandlers. May tend to hoard assets and be stingy before age 50. May be overly generous later in adult life. Seems to have an innate ability to manage money, invest wisely, and avoid scams. Often owns their own business.

### DESCRIPTORS:

Trustee, steward, giver, value builder, investor, employer, trustworthy, well-balanced, good support person, friendly.

### STRENGTHS:

Can quickly assess the genuine worth of a cause, industrious, hard-working, blessed, ability to multiply and increase value.

### POTENTIAL CHALLENGE AREAS:

Can be overly focused on money, manipulative, or even tempted to steal. May have a tendency to trust their ability and not God's. In building their nest eggs, they may be too stingy with their family. Can be overly generous or stingy. Prone to give without their mates approval.

CAREER OPPORTUNITIES	MINISTRY AND CHURCH ROLES
Executive positions, financial and accounting positions, creative problem-solving, benevolence, long range planning, programs that have a generational impact.	Missions, outreach, TV/radio ministry, political causes, prayer / intercessory prayer, financial support, treasury.

FACTOR	IMMATURITY	MATURITY
NAMES	Stingy, selfish, supporter of worldly causes, trusting money for their security.	Generous, quiet overachiever, resourceful, economical, well-balanced.
WANTS	To avoid losing money. Dislikes giving to the religious causes.	People and causes who are trustworthy
FOCUS	Personal wealth. Greed.	Giving to Godly causes.

# Life Purpose Call Report for TBD

## Administrator / Orchestrator (Leader)

Pathway # 6 of 7

Your Ranking is: 1 out of 7

### Insight on three different aspects of Leadership:

<b>8.88</b>	<b>Visionary Leadership:</b> Knowing & Convincing Others Where To Go
<b>8.59</b>	<b>Organizational Leadership:</b> Implementing Change
<b>5.79</b>	<b>Administrative Leadership:</b> Maintaining the Status Quo

### TYPICAL BEHAVIORS OF A LEADER:

All about achieving results - tends to thrive on pressure by creating an image of intense busyness. May create stress to perform better due to adrenaline. May find it difficult to retire as most leaders have an excellent work ethic. May tend to drive others too hard. True leaders take responsibility and do not finger point. Leaders rarely volunteer but are very effective if they are recruited. Leaders have a "can-do" attitude. Leaders have little desire to be stroked, affirmed, or patted on the back. Results matter.

### DESCRIPTORS:

Orchestrator, organizer, results-getter, one who stands up, ruler, commander, communicates clearly, project-oriented, delegator, a finisher.

### STRENGTHS:

Driven to get results with a proven system utilizing a team, decisive, assertive, strategic, focused, determined, purposeful, resourceful, persuasive.

### POTENTIAL CHALLENGE AREAS:

May be bossy, insensitive, callous or domineering. May value results over people and truth. Can be procrastinating, forgetful or messy.

CAREER OPPORTUNITIES	MINISTRY AND CHURCH ROLES
Change implementer, manager, supervisor, authority, board member, executive, coordinator, organizer, librarian, logistics, planning, problem-solving, project management, special events, crowd control.	Organizer, committee leader / chairman, planner, Sunday school superintendent, missions coordinator, troubleshooter.

FACTOR	IMMATURITY	MATURITY
NAMES	Dictator, tyrant, empire builder, control freak.	Godly goals, respected authority, effective use of resources.
WANTS	Control	Mission
FOCUS	What ever will advance them personally	What ever will advance others

# Life Purpose Call Report for TBD

## Worship and Compassion (Mercy)

Pathway # 7 of 7

Your Ranking is:

7

out of 7

### TYPICAL BEHAVIORS OF A MERCY PERSON:

Drawn to others with emotional hurts or needs - those with the gift of Mercy are a safe haven for those who are hurting or wounded. Strangers will share their deepest secrets because of a deep caring spirit. Mercy people can sense those who are hurting right away. Usually, a Mercy person will have one or two close intimate friends. They tend to be more sensual and engage in touching, hugging, and physical contact more than others. They have the greatest challenge maintaining moral purity before marriage. Mercy people carry intense feelings and emotions and may take longer to adjust to change. They hate to confront. They are more subjective and intuitive. They are more inclined toward the arts and music. Because they are overly kind, they attract abuse and become victims. They can become an enabler. They are often drawn to prophets. They have a predisposition to worship. They are the most sensitive, nurturing and loving of all the gifts. They can also be easily led astray by the wrong crowd. Often artistic and creative. Prefers comfort and being casual. Likes pets.

### DESCRIPTORS:

Kind, emotional, compassionate, loving, nurturing, artistic, sensitive, empathetic, caring, good listener, peacemaker, understanding, non-confrontational

### STRENGTHS:

Relationships, supportive, quick to forgive, empathy, comfortable, loving, self-sacrifice, affectionate, loyal, easy to get along with.

### POTENTIAL CHALLENGE AREAS:

Can be easily wounded, compromising, indecisive, undependable. May get duped easily from the wrong crowd and pursue illegal and/or immoral activities that result in an emotional and temporary thrill. They have a greater difficulty sorting out conflicting emotions.

CAREER OPPORTUNITIES	MINISTRY AND CHURCH ROLES
Elderly care, special needs, nursing, cosmetology, arts, music, drama, social work, missions, counseling, preschool.	Counseling, help lines, food ministries, prison visitation, clothing bank, care of children, elderly, women's shelters, etc.

FACTOR	IMMATURITY	MATURITY
NAMES	Free spirit, promiscuous, overly sensual, easily led astray.	Creative, compassionate, genuinely caring and concerned, emotionally supportive.
WANTS	To get approval and acceptance from others.	To worship God.
FOCUS	On getting emotionally high	On intimacy with God

# Life Purpose Call Report for TBD

## *Preferences*

Thinking Style will provide insights in the following ways:

Your preference score for the <b>sciences</b> :	<b>19</b>
Your preference score for the <b>humanities</b> :	<b>15</b>

Your preference score to learning <b>by the book</b> :	<b>17</b>
Your preference score to learning through <b>reasoning</b> :	<b>17</b>

Your preference for <b>repetition</b> :	<b>2.6</b>
Your preference for <b>challenge</b> :	<b>8.4</b>