

Character Analysis

This analysis will help you develop a character profile by identifying your aptitudes (or spiritual gifts), tendencies and interests. You may use this as a stand-alone assessment or as supplementary worksheets for the book, *Making the Transition*.

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Contents

Aptitude Analysis.....	-2-
Tendency Analysis.....	-6-
Interests Analysis.....	-8-
Results.	-10-

Aptitude Analysis

To the left of each statement below, enter a number that shows how accurately it describes you. For example, if you almost always are “very organized and enjoy organizing others,” then enter a 4 beside the statement. After completing the entire analysis, add the numbers for each group of statements and record the amount in the “Total” space after each group. The totals should range from 0 to 12.

Scoring system

- 4: almost always true
- 3: often true
- 2: sometimes true
- 1: occasionally true
- 0: never true

Analysis

- Very organized and enjoy organizing others.
- Feel comfortable delegating responsibilities to others.
- Usually enjoy working within an organization, overseeing business matters, relating to staff, and doing needed office work.

A1 Total

- Comfortable being in charge of several projects or groups of people simultaneously.
- Able to see the “big picture,” but don’t enjoy working with details.
- May start many projects, but have difficulty finishing them.

A2 Total

- Experience very little sexual desire or consider the desire unimportant.
- Except for peer pressure, enjoy remaining single and feel no need to get married.
- View being single as an opportunity to focus on other interests.

A3 Total

- Enjoy working with your hands and tools, designing and building tangible works.
- Your work is often detailed, even immaculate.
- Focus on the usable and tangible, such as tools and the practical items you create.

A4 Total

- Comfortable with confrontation.
- Intolerant of oppressive situations, not hesitant to confront anyone you consider oppressive.
- Great appreciation for power and authority in various forms.

A5 Total

- Able to recognize inconsistencies in the teachings, relationships and motives of others.

- ___ Quick to identify deception.
- ___ Able to identify others' incorrect beliefs and practices.

___ **A6 Total**

- ___ Often give a course of action to resolve someone's problem.
- ___ Strengthen and reassure those who are discouraged.
- ___ Encourage or challenge people, motivating them to grow.

___ **A7 Total**

- ___ Optimistic, persuasive speech; enjoy talking with people.
- ___ Talk openly and comfortably with strangers about what you are promoting.
- ___ Alert to people's needs and how you can meet those needs.

___ **A8 Total**

- ___ Consistently move forward with optimism in spite of opposition or obstacles.
- ___ Consistently act on what you believe, and encourage others to do so.
- ___ Have an unshakable confidence in God and trust Him even in "impossible" situations.

___ **A9 Total**

- ___ Have a keen awareness of music, color, drama, movement and so on.
- ___ View the arts as a tool to influence people's thinking or feelings.
- ___ Often looking for fresh and new ways to move your audience.

___ **A10 Total**

- ___ Live a conservative lifestyle and manage your money well to free more of it for giving.
- ___ Prefer to give anonymously to someone in need.
- ___ Prefer to give someone something, rather than do something for them.

___ **A11 Total**

- ___ Pray for or care for those who are ill or distressed.
- ___ Deep awareness of a person's suffering, coupled with the desire to relieve it.
- ___ Strong desire to restore people to wholeness (spiritual, mental, emotional, or physical).

___ **A12 Total**

- ___ Find small things that need to be done and do them without being asked.
- ___ Help wherever needed, even with routine or mundane tasks.
- ___ Emphasize assisting others, not just getting things done.

___ **A13 Total**

- ___ Happier with guests in your home than being alone.
- ___ Enjoy entertaining both friends and strangers.
- ___ Not reluctant to open your home to someone who needs a safe, warm environment.

___ **A14 Total**

- ___ Frequently speak in another's behalf, often with great commitment and intensity.

- Feel another person's problem, yet trust God to resolve their issue.
- Gladly offer support for the disadvantaged and represent the defenseless.
- A15 Total**

- Intuitively understand the meaning of something spoken in an unknown language.
- Speak intuitively, wanting others to understand your feelings.
- Motivated to explain God's statements to others so they understand.
- A16 Total**

- Readily take responsibility for directing people.
- See the long-range goal, then motivate and guide others to reach that goal.
- Able to influence others and get them to accept your position or goal.
- A17 Total**

- Usually patient and lenient toward people.
- Have a strong desire to help those who are hurting so they will feel better.
- Usually full of joy, even when working around great suffering.
- A18 Total**

- Enjoy the challenge and excitement of taking on seemingly impossible situations.
- More extreme in your attitudes and behavior than your peers.
- Want respect for doing what no one else could do.
- A19 Total**

- Enjoy contact with other cultures.
- Not strongly attached to your native culture.
- Easily adapt to different cultures and surroundings.
- A20 Total**

- Interested in developing long-term relationships so you can support and encourage people.
- Patient with people, yet firm when they need correction.
- Feel responsible for other people's personal development.
- A21 Total**

- Have an intense desire to see God's will done and people's lives changed.
- Have a high level of emotion that compels you to act, adding intensity to what you do.
- Very sensitive, yet willing to confront those who need to change.
- A22 Total**

- Your personal needs and well-being seem unimportant.
- Willing to experience what others would consider intolerable.
- Consider your mission or cause much more important than personal needs.
- A23 Total**

- Have a skill you enjoy using to do work for others.

- Prefer to specialize in your work, developing certain skills.
- Have very high standards for your work, higher than those of the person you work for.
- A24 Total**

- Frequently aware of God's desire to speak or minister to believers.
- Praying in a spiritual language in public is very fulfilling.
- Aware of the power of speaking God's words even if you do not know the language.
- A25 Total**

- Strongly motivated to help others mature, and become more useful and effective.
- Able to explain ideas so others can easily understand and apply them.
- Enjoy learning and using what you learn to benefit others.
- A26 Total**

- Deliberately lower your standard of living to serve more effectively.
- Consider most conveniences and consumer goods unimportant, compared to your work.
- Not interested in obtaining wealth and possessions, except to advance a cause.
- A27 Total**

- Intuitively knowledgeable of details or specific information.
- Frequently offer insight that helps people with their problems.
- Sensitive to details others are not aware of.
- A28 Total**

- Extraordinary insight into the nature of problems.
- Giving helpful, practical advice to others facing complicated life situations.
- Speak appropriate truth at right time, applying knowledge effectively.
- A29 Total**

Tendency Analysis

Use the same method as in the previous section to show how accurately each statement below describes you. After completing the entire analysis, add the numbers for each group of statements and record the amount in the "Total" space after each group. The totals should range from 0 to 12.

Scoring system

- 4: almost always true
- 3: often true
- 2: sometimes true
- 1: occasionally true
- 0: never true

Analysis

- ___ Easily interact with people and are very expressive of your thoughts or feelings.
- ___ Being around people and activity energizes you.
- ___ Have a strong social presence.
- ___ **T1a Total**

- ___ Introspective and contemplative.
- ___ Energized and refreshed by being alone.
- ___ In a crowd, typically watch and listen rather than participate.
- ___ **T1b Total**

- ___ First thoughts about a situation are usually positive or favorable.
- ___ Usually expect the best possible outcome.
- ___ Encourage others to be hopeful and confident.
- ___ **T2a Total**

- ___ First thoughts about a situation are usually of the possible or real problems.
- ___ Usually expect problems to occur.
- ___ Encourage others to be cautious and careful.
- ___ **T2b Total**

- ___ Interested in people's activities, the details of their lives, how they are getting along.
- ___ Concerned for people's well-being and want to provide necessary care or assistance.
- ___ Easily remember information about people.
- ___ **T3a Total**

- ___ Recognize the great importance of material goods and their vital roles.
- ___ Enjoy working with equipment, furniture, tools or machinery.
- ___ Take very good care of possessions.
- ___ **T3b Total**

- ___ Exercise frequently to stay in shape.
- ___ Very conscious of personal grooming and wardrobe.
- ___ Alert to diet and nutrition.
- ___ **T3c Total**

- ___ Facts and data are very valuable.
- ___ Collect information by memorizing it or gathering it in printed form.
- ___ Rewarding to have information someone needs and provide it to them.
- ___ **T3d Total**

- ___ Enjoy theorizing about hypothetical situations.
- ___ Frequently pursuing new ideas or following new developments.
- ___ Often ask, "What if . . .?"
- ___ **T3e Total**

- ___ Enjoy warm friendships that allow you to share your feelings with each other.
- ___ Enjoy experiences that offer many different sensations.
- ___ Frequently express your feelings in conversation.
- ___ **T3f Total**

- ___ Is important that you be productive.
- ___ Enjoy focusing attention and energy on your work.
- ___ Get great satisfaction from putting in a good day's work.
- ___ **T3g Total**

- ___ Generally more concerned with standards and values than with feelings.
- ___ Interested in order and propriety.
- ___ Typically do what you think should be done.
- ___ **T4a Total**

- ___ Primary emphasis is on feelings and relationships rather than rules.
- ___ Strive for harmony and fairness in life.
- ___ Typically do what you want to do.
- ___ **T4b Total**

- ___ Like to plan ahead and schedule important tasks.
- ___ Appreciate timeliness and are good at coordinating people and work.
- ___ Prefer to keep your environment clean and organized.
- ___ **T5a Total**

- ___ Flexible and spontaneous, "go with the flow."
- ___ Procrastinate unpleasant tasks, then a last-minute burst of energy meets the deadline.
- ___ Tidy environment may be nice, but disorder and confusion do not bother you.
- ___ **T5b Total**

Interests Analysis

Give careful thought to the questions below and answer them as honestly as possible.

Questions

1. If you could do anything in the world knowing you would succeed, what would it be?
2. Where would you like to make a difference?
3. Where do you like to be or what do you like to do in your spare time?
4. What do you like to think about in your spare time?
5. What do you like to talk about the most?
6. What subjects are you most knowledgeable about?
7. What are your hobbies?
8. What do you want others to remember about you?
9. What would others say is your greatest interest?
10. What kind of people are you most comfortable with? The least comfortable?
11. What age group do you enjoy working with the most? The least?
12. What environment is most comfortable to you? The least comfortable?
13. What issues or causes do you feel strongly about?

14. What situations do you observe other people in that make you want to do something?
15. If you could solve any world problem, what would it be?
16. What do you enjoy doing for others?
17. Imagine you could earn a living doing anything you wanted, and that you had the skills and resources to do it. What would you do?
18. Imagine you had three hours of spare time in which you could do anything you wanted, and that you had the skills and resources to do it. What would you do?

Summary

Identifying your compelling interest, preferred environment or passion may not be easy and may require careful thought. Look for common themes in your answers to the questions above, because they can give you important clues. Based on your answers and other observations about yourself, try to define your compelling interests very briefly in the space below.

Results

Aptitudes

The Aptitude Analysis section examined 29 aptitudes (A1 to A29). You should have a number in each box labeled A1 through A29; each number is the total for an aptitude and should range from 0 to 12. Transfer those numbers to the corresponding spaces below.

- A1 ___ Administration
- A2 ___ Apostleship
- A3 ___ Celibacy
- A4 ___ Craftsmanship
- A5 ___ Deliverance
- A6 ___ Discernment
- A7 ___ Encouragement
- A8 ___ Evangelism
- A9 ___ Faith
- A10 ___ Fine Arts
- A11 ___ Generosity
- A12 ___ Healing
- A13 ___ Helping
- A14 ___ Hospitality
- A15 ___ Intercession
- A16 ___ Interpreting of Tongues
- A17 ___ Leadership
- A18 ___ Mercy
- A19 ___ Miracles
- A20 ___ Missionary
- A21 ___ Pastoral Care
- A22 ___ Prophetic Insight
- A23 ___ Self-sacrifice
- A24 ___ Serving
- A25 ___ Speaking in Tongues
- A26 ___ Teaching
- A27 ___ Voluntary Poverty
- A28 ___ Word of Knowledge
- A29 ___ Word of Wisdom

Your highest scores should identify your strongest aptitudes. For example, if A24 has one of your highest scores, then Serving is probably one of your strongest aptitudes. Having several strong aptitudes is normal, so identify your top three and mark them with stars. Your absolute scores are not as important as the relative differences.

These results are tentative and you should consider them as possibilities for several reasons. For one, the questionnaire is simple and rather short, so it has a larger margin of error than a much larger analysis would have.

Unfortunately, we are unable or unwilling to see ourselves as we really are. We may try to emulate someone we admire or put on a mask that represents who we think we should be. You probably even answered some of the questions the way you think a Christian *should*.

Another factor is that we don't really know who we are, so God has to show us through revelation, teaching and life experiences. He peels off our facades layer by layer, gradually revealing our true qualities and the sins for which we must repent.

So be alert to self-deception. Realize you don't see yourself as you really are, which even affects the way you completed the analysis. Your results may be accurate or they may just be a starting point, so consider them possibilities.

When you complete the Personal Profile in Part 5, you will have opportunity to adjust your results as needed.

You may have scored high on an aptitude you do not think you have. If you really do not have that aptitude, the wording of the analysis statements may have caused you to respond incorrectly, giving you a false score. It is also possible you do have the aptitude and have not yet discovered it. The high scores merely suggest your strongest aptitudes and give you something to consider.

Your lowest scores identify what you are not. Knowing which aptitudes you do not have is as important as knowing which ones you do. This might show why you have trouble doing what others can do so easily.

Read the chapters in Part 3 of this workbook that describe your strongest aptitudes. Prayerfully consider the sections describing the perversion and redemption of your aptitudes, because these probably reveal the present state of your character and what God intends for it to become.

Tendencies

The Tendency Analysis section examined five basic tendencies (T1 to T5, each having two or more possibilities: a, b, and so on). You should have a number in each box labeled T1a through T5b; each number is the total for a tendency and should range from 0 to 12. Transfer those numbers to the corresponding spaces below.

General Orientation

T1a ___ Extrovert

T1b ___ Introvert

Perspective

T2a ___ Optimism

T2b ___ Pessimism

Priorities

T3a ___ People

T3b ___ Physical Objects

T3c ___ Physical Body

T3d ___ Information

T3e ___ Ideas

T3f ___ Feelings

T3g ___ Results

Issue Perception

T4a ___ Objective

T4b ___ Subjective

Orderliness

T5a ___ Structured

T5b ___ Flexible

Consider each tendency separately. For example, General Orientation has two options: extrovert and introvert. The absolute scores are not as important as the relative differences. If one score is much higher than the other, then you have a strong orientation; you may be a strong extrovert, for example. On the other hand, if the results for T1a and T1b are about the same, you have some of both orientations.

As with the aptitude analysis, consider these results as possibilities or merely starting points. After you read the tendency descriptions, you will have opportunity to adjust your results when you complete the Personal Profile in Part 5.

Read the chapters in Part 4 of this workbook that describe your tendencies. Prayerfully consider the sections describing the perversion and redemption of your tendencies.

Interests

Your compelling interests motivate you to do something and they help define the environment in which you enjoy using your abilities. Using the results of your "Interest Analysis," try to identify your compelling interests and record them in the space below.

Many experiences in life influence or even determine your interests. Not all of those experiences are from God, however, and not all of your reasons for being interested are godly. Therefore, examining your interests to see whether they are from God -- or what aspect may be from Him -- is important. If one of your interests seems ungodly, consider whether it is a sinful perversion of a God-given interest. God gave you interests compatible with His plan for your life so you'll be motivated to do His will. Sin has obscured or perverted those interests, as it has your character, but with God's help, you can identify the interests He gave you and discover they clarify your life purpose.

This may be more difficult than identifying your aptitudes and tendencies, but the results can be very worthwhile. Try not to prejudge your interests, thinking they are unreasonable or impossible to fulfill. The purpose is to identify what really interests you, what makes you come alive.

Don't be concerned at this stage about accurately identifying your compelling interests. When you read the descriptions of your aptitudes and tendencies, you will see how sin perverts every good thing God gave you, including your interests, and how He redeems them. That will help you see past their sinful expressions to identify your God-given compelling interests.