

Introduction

Is This Learning Lab for You?

- Do you feel unfulfilled in your work, ministry, or even family roles?
- Do you ever ask yourself, “what am I here for?”
- Do you wonder if there is more to life than this?
- Do you wish you could know your life callings?

If you answered “**yes**” to any of the above, then this Learning Lab could be for you.

Extensive research indicates that those who know their strengths and focus their roles around their strengths are more fulfilled and enjoy a greater quality of life. Based on John 10:10 this is the abundant life that Jesus came to give you.

The Strengths Learning Lab has three simple objectives. It is designed to:

- Help you discover and learn your God-given strengths
- Provide you with a process to help you prioritize your life roles and fulfill your life callings
- Connect you with supporting relationships that can encourage you as you discover and make desired changes that fulfill your life callings.

The 12 Week Learning Lab Process:

Healthy change always has a price. As you seek to make a change and fulfill your life calling you will need to invest time and be open to engaging in supportive relationships. Research suggests that 12 weeks is a reasonable amount of time required to build supportive relationships.

1. **To Start**, your journey begins with 3 self-discovery exercises using 3 online tools. They include:
 - the world-renowned StrengthsFinder2.0, (See page5)
 - the very popular 5 Love Languages, (See page9)
 - the Biblically-based Spiritual Gifts inventory (See page9)
2. **Your First Small Group meeting** is the beginning of your relationship-building 12-week journey. This is a time for introduction, sharing and confirming important agreements using the member agreement guideline. **Please see page 3.**
3. **The Following 10 weekly meetings**, are study and discussion weeks. Each week you will:
 - a. Invest about 30 minutes in homework using one lesson of the 10-self-study toolset. This we will describe in detail in the following “Self-Study Toolset” description.
 - b. With the help of a facilitator, you will meet with few friends for about one hour, to share what you learned in your self-study, discuss application-oriented questions that are based on your self-study, and support each other as you apply what you have learned to your everyday life.
4. In the **Last meeting** we review lessons learned, celebrate changes made, and consider next steps.

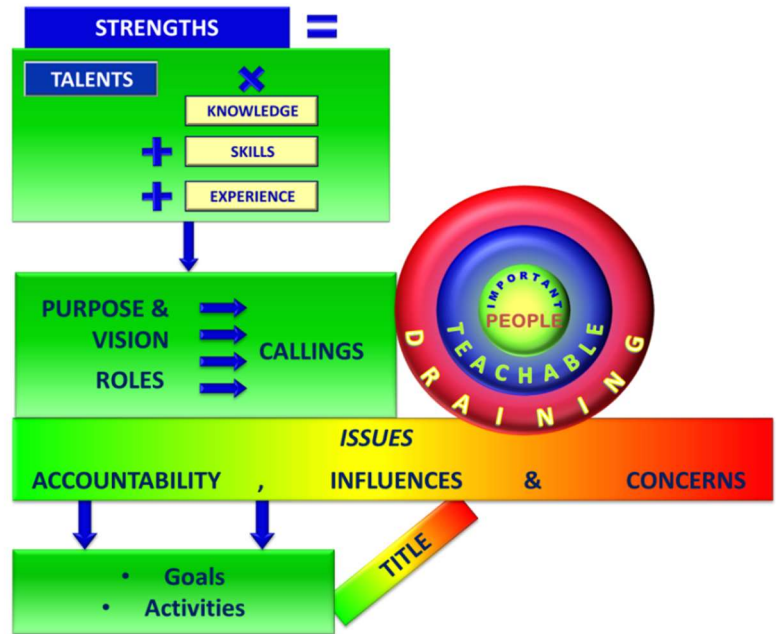
Please, carefully read this introduction and do the 3 discovery exercises. (pages 5 – 9) For Maximum value, allow about 2 hours for these exercises.

please be prepared to share the results of your three discovery exercises during our first group meeting.

The Self Study Toolset

The study contents are illustrated by the attached topical framework. Please go to <https://nomoreoverload.com/home/lys/sss/>. There you will find:

- An introduction video and **links to the 10 video lessons** associated with this guide.
- A link to download **the Strengths Workshop Resource Book**. This book will be used in the 5 optional reading assignments that you may find helpful.
- **Link to The Going Deeper Resources** should you wish to invest more time in learning how to develop your strengths.



Self-Study Learning Process

We call this a “Lab” because you are expected to work. The process includes self-study plus relationship-building activities. The self-study is provided in the form of short videos along with thinking exercises. While you are doing this on your own, you are not alone. Jesus said, **“I am with you always.”** We believe He is your constant companion and friend.

Let us explain how this works and how you can engage Jesus and others in this development process. Each Lesson provides:

- **Short video** instructions based on true-life stories and common-sense observations. This will serve as a springboard to thinking or coaching application-oriented exercises.
- **Questions or thinking exercise:** Think of Jesus as your coach. Picture Him sitting beside you asking you these questions. **Choose some or all** the questions. You may like to speak your thoughts as you think and write your answers.
- **Application:** What is the most important thing you learned from this lesson and how do you wish to apply it?
- **Tell Jesus.** Thank him and tell Him what you have learned and what you wish to do about it. Ask for His help and guidance.
- **Share what you learned:** To gain multiplied value, **share** your findings. This has dual benefits. First, it will help you articulate what you have learned and affirm your learning and commitment. Second, it is your opportunity to help others gain from your experience.
- **Optional Reading:** For those who like to study by reading, you will find 5 reading assignments using sections from the free Strengths Workshop resource book. This resource book holds more information than we could cover in the videos.

Your discovery exercises and lesson notes give you space to write your thoughts so you can remember them and refer to them in the future and share them with others. The space provided for your note may be too small for some. We recommend you print these notes single-sided to give you the extra space on the opposite side of the page.

The Strengths Learning Lab Group Member Agreement and Guidelines

As I join this group my sincere desire for myself and other group members is to:

- Discover, articulate and communicate our God given strength
- Apply our strengths so we can fulfill our God given callings

AGREEMENTS:

- **Prepare:** I will devote at least 30 minute a week and be prepared to share what I learn in my Strengths Self Study.
- **Priority.** Because I believe in the value of relationship, I agree to give priority to our group meetings. I will let my facilitator know if I am running late, or unable to attend.
- **Participation.** I will encourage, support, and stand behind other group members as we learn and grow together.
- **Confidentiality.** I want this group to be a safe place for all of us. I agree that whatever is shared here stays here. This includes what is shared through phone calls, e-mails, etc.
- **Openness.** I want our group to be a place where we can take off our masks, be ourselves, and be accepted for who we are. I will seek to be open and honest.
- **Respect.** I agree to communicate in ways that are respectful, and to give advice only when it is requested. I will strive to listen much, speak with wisdom and share the truth in loving ways.
- **Conflicts.** I will seek to resolve any conflict or offence by obeying Christ's instructions to address the matter in personal confidentially.
- **Accessibility.** As God enables me, I agree to give other group member the right to connect with me when they need my, support, help, encouragement, and or accountability.

This is my personal agreement.

Signed: _____ **Date:** _____

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1. Discover Your Strengths

You cannot use your strengths unless you know your strengths. Peter Drucker, the world-renowned leadership guru wrote *“most people do not know their strengths and those who think they do are often wrong.”*

There are several online tools help you in the process of discovering your strengths. For this Learning Lab we will use the World Renowned Clifton Strengths Finder 2.0 <https://www.gallup.com/cliftonstrengths/en/home.aspx>. The reports you will get from this tools will form the foundations of our discussions.

This online tool is used by 90% of the world's largest corporations and many of the leading universities. The reports you will get are very much worth the small fee you will pay as you may refer to them for many years to come.

Please go to <https://www.gallup.com/cliftonstrengths/en/home.aspx>. There you will learn more about the Clifton Strengths Finder, how to purchase a code that enables you to do the online assessment. At a minimum you will need to get the reports for your top five strengths themes at the lower cost. Should you need help please contact **Gallup Online Support at 888-274-5447**.

Strengths in Your Own Words

The following exercise is very important. It is designed to help you articulate your five top strengths if you have not done this yet. Please read the instructions carefully.

This is a five-part exercise. Each part may take you fifteen to thirty minutes. Try to space **the parts** out over several days. Your goal is to clearly describe your strengths in your own words. To help you do this:

- Refer to the Strengths Theme descriptions
- Highlight adjectives, attributes, words or terms that best describe you.
- These descriptions are not all-inclusive. If you think of other talents, attributes, or adjectives that are important to you but are not included in your report, be sure to consider them.
- Once you have selected your most important attributes, talents and adjectives list them and include them in simple statements that you can read to a friend. **Describe your strengths in your own words.** If it helps, start your statements with **“I am ...”**

How you see your strengths could be the most important skill you will learn from this Learning Lab. Defining your strengths is a process. The more you apply it the better you get at it. The following templates describe each of your strength's themes in your own words. Try to use bullets or brief sentences that are easy to recall. **Picture yourself sharing your descriptions with a friend.** Occasionally, go back to this exercise to refine your statements.

Strengths Theme 1, In Your Own Words

- List the adjectives, or terms you highlighted for this theme.
- In your own words describe your strengths using short sentences. It would be helpful to start each sentence with the word “I am...”

Strength-1	•
Adjectives that describe me	• I am

Strengths Theme 2, In Your Own Words

- List the adjectives, or terms you highlighted for this theme.
- In your own words describe your strengths using short sentences. It would be helpful to start each sentence with the word “I am...”

Strength-2	•
Adjectives that describe me	• I am

Strengths Theme 3, In Your Own Words

- Follow the instructions given in Exercise 2.
- In your own words describe your strengths using short sentences. It would be helpful to start each sentence with the word “I am...”

Strength-3	•
Adjectives that describe me	• I am

Strengths Theme 4, In Your Own Words

- Follow the instructions given in Exercise 2.
- In your own words describe your strengths using short sentences. It would be helpful to start each sentence with the word “I am...”

Strength 4	•
Adjectives that describe me	• I am

Strengths Theme 5, In Your Own Words

- Follow the instructions given in Exercise 2.
- In your own words describe your strengths using short sentences. It would be helpful to start each sentence with the word "I am..."

Strength-5	
Adjectives that describe me	<ul style="list-style-type: none"> • I am

OPTIONAL: Your Strengths Summary

- Examine all your five descriptions. Note all the adjectives you wrote, list them in the adjectives column, and then use them to create your short strengths summary statement.

My Adjectives	My Strengths Summary Statement
Adjectives that describe me	<ul style="list-style-type: none"> • I am

2. Discover Your Spiritual Gifts

The theme of Spiritual Gifts has some strong biblical foundations. While they are interpreted in many ways, it is helpful that you define them in your own words. There are many tools to help you with this discovery. Please take the survey at <http://www.spiritualgiftstest.com/>. Below, in order of priority, briefly describe your top three spiritual gifts in your own words. **Picture yourself sharing this with a friend.**

Spiritual Gift	Your Description
1.	
2.	
3.	

3. Discover Your Love Language

We all need to be affirmed and encouraged in our unique way. One of the best resources on this subject is *The Five Love Languages*. Please take a short survey at <http://www.5lovelanguages.com/> and then enter your Love Language scores in the table below.

• Acts of Service		• Physical Touch		• Quality Time	
• Receiving Gifts		• Words of Affirmation			

Choose your favorite love language and describe it in your own words.

Lesson 1: Discover Your Strengths

Objective: To help you understand the tools and start the process of discovering your strengths.

Video 1 Notes:

- **John 10.10:** Living in the sweet spot of life and playing to your strengths

Write your one prayer request to God.

- **Matthew 25:** Talent stewardship. (To know your strengths and invest your strengths)
- Strengths are focusing on what is good – Talents
- About StrengthsFinder 2.0

Go back to your first discovery exercise, “Discovering your Strengths”.

What would you say if Jesus asked you these questions? Write your answer.

- Which of your top five strengths would you consider your favorite strength or the one that describes who you truly are? Why?
- Reflect on your past and present life; what strengths have you used to help you do things that brought you lots of joy, meaning, and fulfillment?

Application

- ✓ What is the most important point...?
- ✓ What are you going to do about it..?

Talk with Jesus

- ✓ Thank Him for the talents He gave you.
- ✓ Tell Him the most important thing you learned
- ✓ Ask Him to help you apply what you have learned.

Share what you learned:

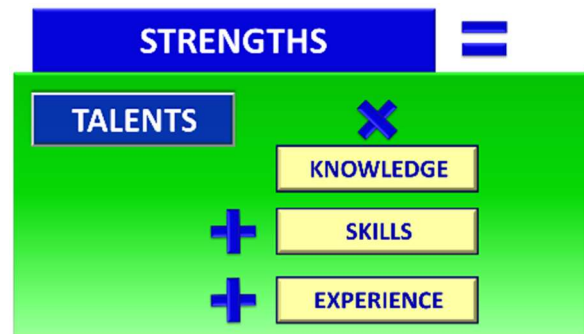
I will share what I learned with _____ on _____

Lesson 2: Know Your Strengths

- **Objective:** To help you know the theology and science of strengths

Video 2 Notes:

- **Genesis 1.26:** Created in the image of God
 - Be holy for God is holy.
 - With God’s attributes, you are created to do good works.
- **Strength** is the **ability** to deliver consistent near-perfect performance in a given activity” ...
Defined by a formula that starts with Talents
- **Talents** “Naturally recurring patterns of thoughts, feelings or behaviors that can be productively applied” They start developing **before birth...**”
- **Knowledge ...a**
- **Skills ...**
- **Experience ...**



Go back to your first discovery exercise, “Discovering your Strengths”.

What would you say if Jesus asked you these questions? Write your answer.

- How do you feel when you learn that you are created in God’s image?
- What comes to your mind when you think of the fact that God gave you your strengths because He trusts you to do good work?
- Go back to the “Discovering your Strengths” exercise you did. Read the description you wrote and update it if you wish.

Application

- ✓ What is the most important point you learned from this lesson...?
- ✓ What are you going to do about it?

Talk with Jesus

- ✓ Thank him, that you are made in His image
- ✓ Tell Him the most important thing you learned
- ✓ Ask Him to help you apply it

Share what you learned:

- Read your strengths description with a friend. (Look in the mirror exercise)

Optional Reading Resource

From the Strengths Workshop, resource book read the comments and do all the exercises up to the end of Exercise 2.

▪ What is the best thing you have learned?

▪ What do you plan to do as a result of what you learned?

▪ Tell Jesus about it.

Lesson 3: Tell Me About Yourself

Objective: To help you identify the myths that often hold you back from playing to your strengths

Video 3 Notes:

- **Overcoming the myth that holds us back**
- As you grow you do not change but you become more **aware** of who you are.
- You gain the greatest results if you invest in your strengths, not your weaknesses.
- To be successful do not try to be a “well-rounded player” but focus on your strengths as part of a well-rounded team.
- **Not good enough?** Remember Philippians 4:8 *“Whatsoever things are true, whatsoever things are honest, whatsoever things are just, whatsoever things are pure, whatsoever things are lovely, whatsoever things are of good report; if there be any virtue, and if there be any praise, think on these things.”*

Go back to your first discovery exercise, “Discovering your Strengths”.

What would you say if Jesus asked you these questions? Write your answer.

- What are the myths that hold you back from playing to your strengths?
- Create a talent inventory table that lists:
 - Your talents (Adjectives)
 - Skills, knowledge, and experience (Competencies)
 - Likes
 - Dislikes
- **Picture yourself in a job interview where Jesus says, “Tell me about yourself.”**

Application

- ✓ What is the most important point...?
- ✓ What are you going to do about it..?

Talk with Jesus

- ✓ Tell Him the most important thing you learned
- ✓ Ask Him to help you apply it

Share what you learned:

Rehearse your NEW job interview with a friend. Always be prepared for your next opportunity to play to your strengths.

Lesson 4: Strengths in Weakness

Objective: To help you compensate for your weakness and protect against the shadow side of strengths

Video 4 Notes:

- **2 Corinthians 12:7-9:** His strength is made perfect in weakness.
- Lesser strengths, not weaknesses
- **You have a support system, “Others.”** Know them by their strengths not weaknesses.
- **The shadow side** of your strengths. Find your way of escape. 1 Corinthians 10:13
- **Update your strengths inventory** to include the risks that come with the shadow side of your strengths.

Go back to your first discovery exercise, "Discovering your Strengths".

What would you say if Jesus asked you these questions? Write your answer.

- What are your lesser strengths and what support systems can you use to compensate for your lesser strengths?
- Examine the list of shadows in the next page:
 - What adjectives best describe your shadow?
 - What do you need to do to protect yourself and others from the shadow side of your strengths?

Application

- ✓ What is the most important point...?
- ✓ What are you going to do about it..?

Talk with Jesus

- ✓ Thank Him for the people in your life
- ✓ Ask Him to help you with your shadow
- ✓ Tell Him the most important thing you learned
- ✓ Ask him to help you apply it

Share what you learned:

Share what I learned about the shadow side of strengths with _____

The Shadow Side of Strengths – Examples

- Achiever:** workaholic, overcommitted, ruthless, unrestrained . . .
- Activator:** impatient, driven, obstinate ...
- Adaptability:** submissive, reactionary, unreasonable, directionless ...
- Analytical:** self-possessed, critical, nitpicking, never satisfied...
- Arranger:** critical, demanding, offensive, nonconforming ...
- Belief:** dogged, elitist, stubborn, opinionated, dogmatic, goody-goody ...
- Command:** bossy, abrupt, inflexible, stubborn, insensitive ...
- Communication:** garrulous, verbose, longwinded, talkative...
- Competition:** strong-willed, insensitive, uncaring, selfish, self-seeking, offensive ...
- Connectedness:** idealistic, easy to take advantage of, adolescent, naïve ...
- Consistency:** stubborn, disinterested, strict, uncooperative, unrealistic ...
- Context:** closed-minded, unimaginative, counterintuitive, inexperienced ...
- Deliberative:** aloof, withdrawn, introverted, unfriendly, time-waster ...
- Developer:** naïve, unwise, unrealistic, easy to take advantage of ...
- Discipline:** obstinate, rigid, mechanical, impersonal, detached, unrealistic ...
- Empathy:** soft, over-involved, gullible, susceptible, naïve ...
- Focus:** absorbed, intense, stressed, stubborn, single-minded ...
- Futuristic:** dreamer, impractical, unrealistic, unreasonable, irrational, misleading ...
- Harmony:** irresolute, indecisive, weak, non-confrontational, flattering
- Ideation:** dreamer, unrealistic, self-absorbed, introspective, unrealistic ...
- Includer:** indiscriminate, naïve, adolescent, gullible, unsystematic ...
- Individualization:** overly-patient, indecisive, undiscerning ...
- Input:** irresolute, indecisive, faltering, vacillating, slow to act, cluttered ...
- Intellection:** loner, bookish, smug, academic, non-productive, irrelevant ...
- Learner:** bookish, uninspiring, unrelated, academic, non-productive ...
- Maximizer:** picky, demanding, challenging, uncompromising ...
- Positivity:** insincere, naïve, superficial, dishonest, Pollyanna ...
- Relator:** cliquish, clannish, plays favorites, disingenuous, hypocritical...
- Responsibility:** micro-managing, perfectionist, stickler, obsessive ...
- Restorative:** critical, punitive, negative, critical, focused on weakness ...
- Self-assurance:** arrogant, conceited, proud, stubborn, persistent, self-righteous ...
- Significance:** self-absorbed, needy, self-centered, insecure, uneasy ...
- Strategic:** disrespectful, offensive, invasive, belittling, impatient ...
- WOO:** fake, insincere, dishonest, shallow, compromising ...

Optional Reading Resource

From the Strengths Workshop, resource book read from where you stopped up to the end of Exercise 13.

- What is the best revelation/insight you have learned?

- What do you plan to do as a result of what you learned?

- Tell Jesus about it.

Lesson 5: You Have a Calling

Objective: To give you a process to discover the roles you are called to play

Video 5 Notes:

- **God is a perfect parent.** He uses all the experiences of life for the purpose of developing His children.
- **Your callings are** for developing you and your relationship with God.
- **Your callings start with a purpose** - to glorify God and enjoy Him forever.
- **What do you want to be** when you grow up ...
- **Look for** “where God is working and join Him.” Quote by Dr. Henry Blackaby
- **Find a role model**

Go back to your first discovery exercise, “Discovering your Strengths”.

What would you say if Jesus asked you these questions? Write your answer.

- What is your life purpose?
- Where do you see God working? How can you join Him?
- Who is your model?
- What do you want to be when you grow up?

Application

- ✓ What is the most important point...?
- ✓ What are you going to do about it..?

Talk with Jesus

- ✓ Tell Him the most important thing you learned
- ✓ Ask Him to help you apply it

Share what you learned:

Share what you learned about calling with a friend _____

Lesson 6: You Are Unique

Objective: To help you appreciate the uniqueness of your strengths combinations and how they relate to developing your God-given roles.

Video 6 Notes:

- **You** have a very unique combination of strengths. God does not mass produce. Psalm 139:14
- Successful people:
 - Focus and invest in their strengths
 - Surround themselves with other strengths
 - Take time to know others

- Examine the Four Domains of Strengths. Where do you see your top five strengths? How does this reflect in the roles you choose to play?

- Avoid “Title imposed roles”.

Executing	Influencing	Relationship	Strategic Thinking
. Achiever	. Activator	. Adaptability	. Analytical
. Arranger	. Command	. Developer	. Context
. Belief	. Communication	. Connectedness	. Futuristic
. Consistency	. Competition	. Empathy	. Ideation
. Deliberative	. Maximizer	. Harmony	. Input
. Discipline	. Self-Assurance	. Includer	. Intellection
. Focus	. Significance	. Individualization	. Learner
. Responsibility	. Woo	. Positivity	. Strategic
. Restorative		. Relator	

Go back to your first discovery exercise, “Discovering your Strengths”.

What would you say if Jesus asked you these questions? Write your answer.

- What do you think and how do you feel about the fact that you are very unique?
- Where are you tempted with “Title imposed roles”
- From the list below, what role would you choose to play in the life of your church, family, or workplace? Why would you choose this role? Why?

List of Roles

- | | | | | |
|--------------------------------------|--------------------------------------|----------------------------------|----------------------------------|------------------------------------|
| <input type="radio"/> Administrator | <input type="radio"/> Advisor | <input type="radio"/> Boss | <input type="radio"/> Builder | <input type="radio"/> Change agent |
| <input type="radio"/> Coach | <input type="radio"/> Director | <input type="radio"/> Healer | <input type="radio"/> Influencer | <input type="radio"/> Inspector |
| <input type="radio"/> Leader | <input type="radio"/> Manager | <input type="radio"/> Negotiator | <input type="radio"/> Operator | <input type="radio"/> Organizer |
| <input type="radio"/> Overseer | <input type="radio"/> Owner | <input type="radio"/> Catalyst | <input type="radio"/> Peacemaker | <input type="radio"/> Pioneer |
| <input type="radio"/> Problem solver | <input type="radio"/> Promoter | <input type="radio"/> Provider | <input type="radio"/> Resource | <input type="radio"/> Stimulator |
| <input type="radio"/> Teacher | <input type="radio"/> Troubleshooter | <input type="radio"/> Visionary | <input type="radio"/> Watchdog | <input type="radio"/> Add more |

Application

- ✓ What is the most important point...?

- ✓ What are you going to do about it..?

Talk with Jesus

- ✓ Thank Him that you are uniquely created.
- ✓ Tell Him the most important learned
- ✓ Ask Him to help you apply it

Share what you learned:

Take time to talk to a friend about your unique strengths and the roles you love to play.

Optional Reading Resource

From the Strengths Workshop resource book, read from where you stopped up to the end of Exercise 21.

- What is the best thing you have learned?

- What do you plan to do as a result of what you learned?

- Tell Jesus about it.

Lesson 7: People, Issues and Callings

Objective: To help you prioritize your roles and your impact on people and issues as you fulfill your life callings

Video 7 Notes:

- Life purpose is “to glorify God and enjoy Him forever”.
- God calls you to play roles in His kingdom. Your roles are your life callings.
- There are “Leadership roles, Project roles, and Operational roles”.
- Relationships are the most important part of your life.
- Inventory your Important People, Teachable people, and Draining People.
- Issues are the subject of your callings. Where do you say, “I wish I could...”

Go back to your first discovery exercise, “Discovering your Strengths”.

What would you say if Jesus asked you these questions? Write your answer.

- Who are the important people in your life?
- From the list below what issues or needs ignite your interest and passions and make you say, “I wish I could...” Why?

List of Issues

- | | | | |
|-------------------------------------|--|----------------------------------|--------------------------------------|
| <input type="radio"/> Abortion | <input type="radio"/> Abuse | <input type="radio"/> Addiction | <input type="radio"/> Administration |
| <input type="radio"/> Arts | <input type="radio"/> Children | <input type="radio"/> Corruption | <input type="radio"/> Crime |
| <input type="radio"/> Disasters | <input type="radio"/> Disease | <input type="radio"/> Divorce | <input type="radio"/> Education |
| <input type="radio"/> Environment | <input type="radio"/> Ethics | <input type="radio"/> Faith | <input type="radio"/> Family Life |
| <input type="radio"/> Finances | <input type="radio"/> Fitness | <input type="radio"/> Health | <input type="radio"/> Homelessness |
| <input type="radio"/> Hunger | <input type="radio"/> Immigrants | <input type="radio"/> Leadership | <input type="radio"/> Marriage |
| <input type="radio"/> Money | <input type="radio"/> Multiculturalism | <input type="radio"/> Old age | <input type="radio"/> Parenting |
| <input type="radio"/> People Groups | <input type="radio"/> Persecution | <input type="radio"/> Politics | <input type="radio"/> Refugees |
| <input type="radio"/> Security | <input type="radio"/> Politics | <input type="radio"/> Slavery | <input type="radio"/> Spirituality |
| <input type="radio"/> Sports | <input type="radio"/> Technology | <input type="radio"/> Travel | <input type="radio"/> War |
| <input type="radio"/> Water | <input type="radio"/> Youth | <input type="radio"/> Add more | <input type="radio"/> Add more |

Application

- ✓ What is the most important point?
- ✓ What are you going to do about it?

Talk with Jesus

- ✓ Thank Him for the important people. Pray for the teachable people
- ✓ Tell Him the most important thing you learned
- ✓ Ask Him to help you apply it

Share what you learned:

Show special appreciation to one or two of your important people. Share what you learned.

Lesson 8: Goals, Accountability, and Love

Objective: To help you consider your roles and create SMART goals with accountability to fulfill them

Video 8 Notes:

- **With every issue:**
 - The scope of accountability. What you are expected to be and do
 - The scope of influence. Where you impact others to do and be...
 - Areas of concern. “None of your business “
- **Goals:**
 - SMART goals are Specific, Measurable, Agreed upon, Realistic, and Time-dependent. “A calling without a goal is no calling at all.”
 - Goals are projects that direct your commitments and reflect your priorities.
- **Spiritual Gifts.** The field or game where you use your strengths.
- **Love Languages:** Ways to replenish your emotional bank accounts.

Go back to your first discovery exercise, “Discovering your Strengths”.

What would you say if Jesus asked you these questions? Write your answer.

- Where do you need to set SMART goals?
- What do you need to do to help others replenish your emotional bank account?
- Who are the people to whom you need to communicate the love of God? Do you know their love language(s)?

Application

- ✓ What is the most important point?
- ✓ What are you going to do about it?

Talk with Jesus

- ✓ Thank him for the way He communicates his love to you
- ✓ Tell him the most important thing you learned
- ✓ Ask him to help you apply it

Share what you learned about the five love languages with a friend.

Optional Reading Resource

From the Strengths Workshop, resource book read from where you stopped up to the end of Exercise 26.

▪ What is the best thing you have learned?

▪ What do you plan to do as a result of what you learned?

▪ Tell Jesus about it.

Lesson 9: *Big Rocks in Your Jar of life*

Objective: To help start to prioritize your roles and relationships and where you spend your time

Video 9 Notes:

▪ **To define your roles:**

- Start with strengths to define how you do what you do. Use adjectives
- State responsibility for accountability
- Set smart goals for each responsibility
- Ensure you have the needed empowerment (time), authority, and accountability

▪ We are accountable for how we spend our time and money.

▪ The jar of time. Apply the principle of permanence. Start with the big rocks.

Note: For an updated paper and template on how to define roles, download <https://nomoreoverload.com/Data-Web/eStore/Papers/AboutRoles.pdf>

Go back to your first discovery exercise, “Discovering your Strengths”.

What would you say if Jesus asked you these questions? Write your answer.

- Which of your roles do you need to redefine?
- What changes do you need to make in how you prioritize your time?

Application

- ✓ What is the most important point?
- ✓ What are you going to do about it?

Talk with Jesus

- ✓ Thank Him for the roles he calls you to play
- ✓ Tell Him the most important thing you learned
- ✓ Ask Him to help you apply it

Share what you learned:

Share and discuss the “Jar of life illustration” with a friend: <https://youtu.be/Bvww2yy-dn4>

Lesson 10: Power in Low-Lying Fruits

Objective: To help you identify low-lying fruits where you are likely to start applying what you learned.

Video 10 Notes:

- Affirm the strengths of others in your family.
- Read the description and the overview of each of the 34 strengths. Ask God to help you see the strengths of others.
- Consider how you can help your church impact the world by using your God-given strengths.
- At work or the community, seek opportunities where you can play to your strengths. Volunteer if you can.
- **The greatest of these is Love.** Play your roles with the qualities of love expressed in 1 Corinthians 13.
- Be a steward of what you learned. Share and make disciples. Matthew 28

Go back to your first discovery exercise, “Discovering your Strengths”.

What would you say if Jesus asked you these questions? Write your answer.

- Where are the low-lying fruits where you can begin using your strengths?
- Can you name 3 people who can be blessed as you affirm them in their God-given strengths?
- Does your work or ministry reflect the description of love in 1 Corinthians 13?

Application

- ✓ What is the most important point?

- ✓ What are you going to do about it?

Talk with Jesus

- ✓ Thank Him for the people he has placed in your life
- ✓ Tell Him the most important thing you learned
- ✓ Ask Him to help you apply it

Share what you learned:

- Share what you learned. It will open many opportunities to impact others.

Optional Reading Resource

From the Strengths Workshop, resource book read from where you stopped up to the end of Exercise 33.

- What is the best thing you have learned?

- What do you plan to do as a result of what you learned?

- Tell Jesus about it.