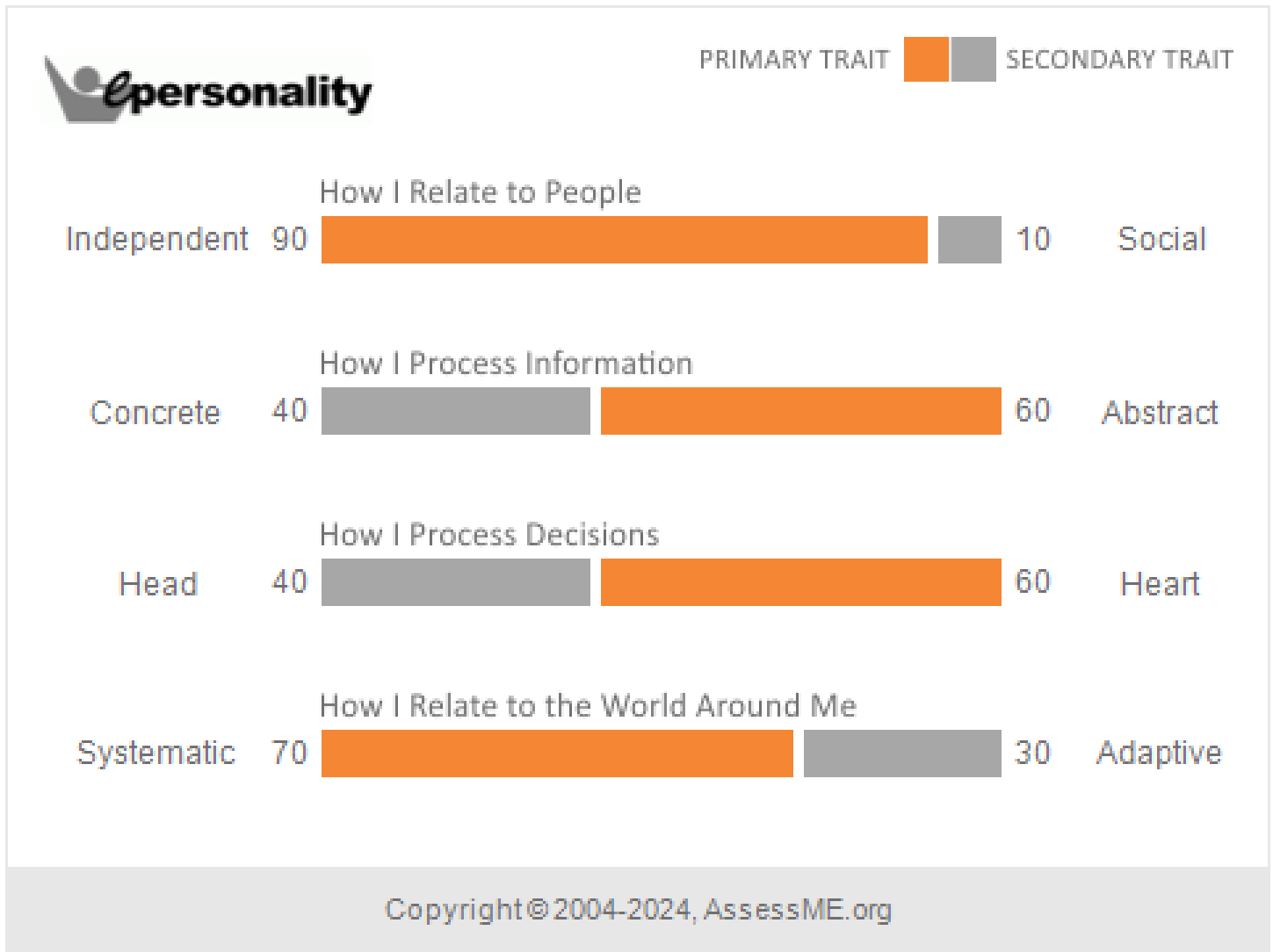


Guide



Highlights

- Gifted counselor and mentor
- Highly people-focused
- Prefers one-on-one or small group relationships
- Typically works behind the scenes
- Has significant influence on the individuals he/she serves
- A common pastoral personality

Who God Made You To Be

Guides are gifted counselors and mentors. They have a need for innovative problem solving, but are focused on people instead of systems. They want to help people grow through their developmental struggles, emotionally and spiritually. Guides may find that they play this role, perhaps informally, within

their interpersonal relationships. People who require a little extra support and grace are attracted to them. Guides value a few deep relationships rather than many social contacts.

Guides are highly sensitive individuals who are often able to gain insight into why people behave as they do, even if the other person is oblivious to their behavioral motivations. This insight is partly a natural personality characteristic, but is generally strengthened through considerable study in humanities and psychology.

Typically, Guides are not leaders in the visible sense, nor are they leaders of groups although they can function within a group context. But if leadership is defined as “Influence”, then Guides exhibit considerable influence abilities through their authentic and close relationships.

While Guides can easily gain insight into what makes others tick, the reverse is seldom true. Guides are intellectually and emotionally complex people and, along with their quiet nature, can make them difficult to become acquainted with.

Guides are quiet and unassuming individuals. Their work and ministry may never be visible and will likely never be celebrated publicly. Yet, as the Bible teaches, God places a special honor upon those parts of the Body of Christ that are less obvious.

What You Can Contribute To The Ministry

Guides often enter the ministry as small-church pastors or pastoral counselors. They can benefit a ministry through the use of their counseling and mentorship skills in one-on-one sessions with individuals. They can also help develop recovery and restoration ministries, providing support and training for other counselors and group facilitators.

As lay people, Guides can provide a good barometer for pastoral leadership because they will be keenly aware of the “feelings” of the congregation. They see themselves as highly empathetic and have strong listening skills.

How Leadership Can Support You

Guides need their own “flock” to shepherd. Leadership may consider assigning a small group, or better yet, permit the Guide to be a spiritual formation mentor for as many individuals as they can support. Leadership should also understand that the Guides are used to giving others support, but may have difficulty receiving support from others – even if they need it.