

Interpreting your PLACE Profile

You Are God's Workmanship

5 Key Insights

to understanding your PLACE Profile

1 Overwhelm + Tunnel Vision

Your whole PLACE Profile is made up of several different but equally important pieces. Sometimes people can feel overwhelmed by all this new information so they only focus on one part of their profile — we call this “tunnel vision.” It’s understandable how someone would get tunnel vision but it’s important to remember that if you’re only looking at one piece, you’re not getting the full picture.

Imagine that your PLACE Profile is a cinematic movie — starring you! What if you sat down in the theater to see the film but you were only able to see the bottom half of the screen. You’ll have some idea of what the movie is about but you’re definitely not getting the full picture. Or what if you pulled out a jigsaw puzzle on a rainy day but decided to not use a third of the pieces? Some parts of the puzzle will look done, but the rest will be incomplete. Focusing on only certain pieces of your PLACE Profile is exactly the same.

You may be more interested initially by the Spiritual Gifts section of your profile, but without the context of the other pieces, like your DISC Personality, you won’t fully understand the incredible offerings you have. Or worse, you will interpret a piece of your profile as proof that you are lacking in some way — when nothing could be further from the truth. God has uniquely created each person (Ephesians 2:10) and you are an important part of God’s plan, just as you are. Don’t get overwhelmed or let tunnel vision stop you from realizing your true purpose and meaning. God has created you to make a powerful impact for good in this world, your PLACE Profile is just one step along your journey.

2 Removing Tunnel Vision

In a good meal, you need a mix of salt, acid, fat, and heat to really get that delicious flavor. One element interacts with another and brings out a wholly unique flavor that neither ingredient can achieve on their own. The salt in a meal might **intensify** the heat, or the fat might **temper** the acid. If you're making a barbeque sauce, a little bit of brown sugar might be just what you need to **balance** the flavors, whereas if you're making egg salad, sugar is going to **conflict** with a lot of those flavors.



All the different elements of your PLACE Profile (ie. Personality; Spiritual Gifts; Abilities; Passion; Experiences of Life) are like separate ingredients — and taking the necessary time to understand each element means you're going to create the best recipe for your future!

To remove tunnel vision and truly understand your PLACE Profile, use this thought experiment. Ask yourself:

“How does one element of my PLACE Profile (ie. Personality; Spiritual Gifts; Abilities; Passion; Experiences of Life) intensify, balance, temper, or conflict with another element?”

Here are some example questions to get you started:

Does one element of my place profile **intensify** another element?

Example: Does my spiritual gift of mercy intensify my passion for helping those who are homeless?

Does one element of my place profile **balance** another element?

Example: Does my spiritual gift of administration balance my personality trait of spontaneity?

Does one element of my place profile **temper** another element?

Example: Does my experience of being homeless temper my personality trait of judging others?

Does one element of my place profile **conflict** with another element?

Example: Does my task-oriented D-Driven personality conflict with my Ability to be Social and near the center of groups?

Several examples in “Interpreting the PLACE Profile” video are given that show how this key insight can be fleshed out practically. After watching the video or even stopping the video as you are watching to review your PLACE Profile, ask yourself how each element in your PLACE Profile may intensify, balance, temper and/or conflict with another element.

3 Understanding the Language

Have you ever joined a new community, whether it's a new job or university or even a new church, and there was certain jargon that everyone used that you weren't quite familiar with? Like how "Political Science" gets shortened to "poly sci" at a university — it's a small detail but it makes a big difference.

It's important to understand the language and jargon you're dealing with otherwise a lot of time and energy can get wasted on confusion and frustration. The "Interpreting The PLACE Profile" video points out how the workbook or online explanatory material can serve as the expert in helping you understand how the language is used with each element within your PLACE Profile.



To interpret the PLACE Profile accurately you must understand what is meant by the language used for each PLACE element (ie. Personality; Spiritual Gifts; Abilities; Passion; Experiences of Life) and the sub-elements (ie. artistic Ability; Spiritual Gift of giving; Passion for repairing, etc.).

For example, the Spiritual Gift of encouragement doesn't mean simply saying nice and polite words to someone, within the context of your PLACE Profile, the Spiritual Gift of encouragement is referring to giving those who are facing challenges the steps to overcoming their obstacles and achieving their goals.

4

Nature vs Nurture

In the context of our faith, “nature” means the parts of our personality that are given to us by God, and “nurture” is referring to the parts of our personality that life develops within us. We’re all born with unique gifts (and challenges) that we learn to work with and develop over time. You may have had life experiences that taught you to develop skills that maximized your strengths and minimized your weaknesses. This is perfectly normal, we are all balancing our God given nature and our earthly given nurture, trying to be the best version of ourselves that we can be. But somewhere along the way, you may have enhanced strengths that weren’t as natural to your God-given design, based on how God has uniquely created you. Maybe you were rewarded growing up for being very organized but in reality, you’re not someone who naturally enjoys being the organizer in a group. And you might carry around the belief that good people are always organized so you want to identify as someone who is organized.

Allow your PLACE assessments to be a safe place to explore these types of personal reflections. Take into account your God-given nature versus your life experiences designed nature. Both are essential pieces in the puzzle of truly understanding yourself based on your exposure to ideas and people. Sometimes this exploration will reveal answers, and sometimes it will only reveal more questions. Either way, this contemplation of the self is an important part of finding your true path.

And finally, God may decide through His Holy Spirit that empowers you as His workmanship to do things through you that are just unexplainable through how you understand yourself through the PLACE Profile. He usually works in ways we can understand, but we must be aware and recognize that His thoughts are not our thoughts, neither are His ways our ways (Isaiah 55:8).

5 Practice Makes Perfect

While we will never achieve perfection this side of heaven, we can become more skilled at using the tools we have, like the PLACE Profile, to help understand how we are uniquely created by God. Instead of completing these assessments, reading over what describes you, and then putting the material away (*never to be picked up again*) make a commitment to pull out your assessment, regularly review the material, and create a ritual of self-reflection and improvement.

It takes practice and engagement with a tool like PLACE to fully grasp how you “are God’s handiwork, created in Christ Jesus to do good works, which God prepared in advance for us to do.” (Ephesians 2:10)

What Next?

- Watch “Interpreting The PLACE Profile” video and put into practice these 5 key insights to understand and interpret your PLACE Profile accurately.
- Use the self-understanding you gain from reviewing your PLACE Profile to leverage the best of yourself in the service of God. Our hope is that PLACE will empower you to be the most impactful version of yourself in fulfilling God’s purpose for your life.