WELCOME TO THE PROCESS!!

These assessment tools are designed to help you in the process of self-discovery. They are relatively simple but can have a huge impact on your life. They are meant to help you clarify how God has uniquely wired you, but that is only the starting point. Remember they are only as good as the application of your SHAPE into your life and ministry. When you are done, enter your results on the <u>GREEN PAGE 14</u>.

WHAT IS S.H.A.P.E.?

Spiritual Gifts

A special capacity for service given by God to every believer for the benefit of His Church, the Body of Christ

Heart

A God-given desire that invigorates and motivates you to meaningful ministry involvement for God's kingdom.

Abilities

Talents and skills given by God to every human being for His glory (whether people love Him or not) that demonstrate His common grace to everyone.

Personal Style

Your natural and energized approach to life and relationships.

Experiences

Events and situations in your life that God has used to mold you into who you are.

SPIRITUAL GIFTS INVENTORY

Directions:

- 1. Read the traits for each spiritual gift and check every phrase that you think fits you.
- 2. Count the checked boxes in each category and record the total in the accompanying blank.
- 3. Choose your top three gifts and record on the GREEN PAGE 14.

GIFTS	TRAITS OR DESCRIPTIONS	TOTALS
Administration	 □ Delegates responsibilities easily □ Organizes effectively □ Enjoys completing projects □ Enjoys planning and administrative skills □ Successfully sets and achieves goals and objectives 	of 5
Apostleship	Apostleship Are driven to start new endeavors for God Often welcome risky new challenges Enjoy making a difference in the lives of believers and unbelievers. Adapt well to different cultures and surroundings. Willingly work hard to see churches reach their full potential for God.	
Craftsmanship	☐ Takes pleasure in drawing/designing objects ☐ Finds joy in painting or creating handcrafted objects ☐ Experiences fulfillment in completing projects ☐ Enjoys time spent in creating beauty ☐ Finds satisfaction in repairing and maintaining things	of 5

Discernment	 □ Find it easy to "read" others, even on first impression, and are most often right □ Recognize the spiritual source of a message - whether it is from God, Satan, or man. □ Recognize inconsistencies in others. □ Easily identify people's true motives and agendas. □ Perceive when the truth is twisted or communicated with error. 	of 5
Encouragement	 □ Are driven to inspire others and impact their lives positively for Christ. □ Rejoice with those whose reliance on Christ has helped them overcome difficult life situations. □ Seek opportunities to help others reach their full potential in Christ. □ Are natural encouragers, whether in words or through actions. □ Rejoice at other's successes. 	of 5
Evangelism	 Enjoys talking to others about faith in Jesus Christ Challenged by the opportunity of talking to nonbelievers about the Christian life Seeks out nonbelievers in a continual manner in order to share with them about Christ, Takes satisfaction from sharing the Gospel message with others and persuading them to respond Finds a certain pleasure in making new friends and sharing the love of Christ with them. 	of 5
Exhortation/ Wisdom	 □ Speaks words of encouragement to those who are troubled discouraged, or unsure of themselves □ Enjoys helping others resolve difficult or complicated problems □ Accurately applies truth to daily life in spite of crises or conflict □ A good counselor of others feeling perplexed or guilty □ Regularly helps others through difficulty by offering Biblical solutions which bring comfort or direction. 	of 5
Faith	 □ Find it natural and easy to trust God to answer prayer □ Are challenged by ideas most see as impossible. □ Trust God in circumstances where success cannot be guaranteed by human effort alone. □ Regularly challenge others to trust God. □ Able to move forward in spite of opposition or lack of support when it is believed that God's blessing is on an undertaking 	of 5
	 □ Conscientiously manages money well in order to be able to give liberally to the Lord's work □ Consistently contributes to the Lord's work out of gratitude for what He had done □ Feels deeply moved by urgent financial needs in the work of God's kingdom □ Is content with maintaining a lower standard of living in order to financially benefit God's work □ Finds a certain pleasure in using financial resources to help others. 	of 5
Healing	 □ Believe firmly that people can be supernaturally healed. □ Feel love and desire to pray for and help those who are sick □ Have experienced someone recover miraculously after praying for them. □ Often sought by others for spiritual, emotional. or physical healing. □ Continue to pray for healing even when the answer has not been readily apparent 	of 5
Hospitality	 □ Readily provides food/shelter graciously and willingly to people in need □ Enjoys having guests in the home and sharing freely with those in need □ Making visitors and guests feel comfortable and a part of things □ Willingly opens home to guests or strangers even when it is not convenient □ Sees his/her home as a resource from God to share with others. 	of 5

Intercession	 □ Prays faithfully for the needs of others without prodding □ Prays for others when could be doing other things □ Feels secure in the knowledge that prayers continually work miracles in own life and the lives of others □ Knows that praying for others will bring tangible results □ Regards prayer as a favorite spiritual exercise. 	of 5
Interpretation	 □ Often feel comfortable around and seek out foreign speaking people □ Able to understand other languages, customs, and cultures that I have never studied. □ Have a clear idea of what God is saying, even though the language used by the speaker is unknown to them at the specific time. □ Able to translate words and messages of God in a way that edifies, comforts, and exhorts believers. □ Able to convey meaning of sounds, words, and utterances that glorify God, made by others. 	of 5
Knowledge	 □ Frequently discovers new truths □ Has the confidence that insights will bring changes in the attitude and convictions of others □ Acquires and masters new facts and principles which aid others in their growth and stability □ Enjoys reading and studying to learn more about Biblical truth □ Distinguishes key Biblical truths and facts that benefit self and others. 	of 5
Leadership	☐ Enjoys persuading other people to accomplish preset goals and objectives☐ Shows success in leading other people toward accomplishing specific tasks☐ Others follow example☐ Leads small or large groups of people in decision-making processes☐ Positively motivates others to accomplish a task.	of 5
Mercy	 □ Works joyfully with people who are ignored by the majority of those around them □ Talks cheerfully and compassionately with the elderly and shut-ins □ Enjoys working with those in jails and prisons □ Joyfully works with others who can do little if anything in response □ Enjoys doing things to comfort people during sickness or times of trouble. 	of 5
Music	 □ Joyfully sings praises to God either alone or with other people □ Gives others pleasure by playing a musical instrument effectively □ Finds much pleasure in the routine practice of singing hymns and other Gospel selections □ Knows that singing has been a spiritual encouragement to others □ Finds pleasure in playing a musical instrument alone or with a group of people. 	of 5
	☐ Takes responsibility to care and nurture the whole person in their walk with God ☐ Have compassion on wandering believers and want to protect them ☐ Can faithfully provide long-term support and concern for others ☐ Establishes trust and confidence through long-term relationships ☐ Enjoy patiently nurturing others to full development as believers	of 5
Prophecy/ Exhortation	 □ Are known for communicating God's Word leading to conviction and change in the lives of other. □ Feel responsible to confront others with the truth. □ Boldly expose cultural trends, teachings, or events which contradict Biblical principles. □ See most actions as right or wrong and feel the need to correct the wrong. □ Willing to speak God's truth even in places where it is unpopular or difficult for others to accept. 	of 5

Serving	☐ Enjoys being called on to do special jobs ☐ Enjoys routine work at church that would seemingly bore other people ☐ Experiences satisfaction in doing menial tasks for the glory of God ☐ Is content to take orders rather than give them ☐ Gladly responds when others express a need for help.	of 5
Shepherding	 □ Takes responsibility to care and nurture the whole person in their walk with God □ Provides guidance and oversight to a group of God's people □ Models with their life what it means to be a fully devoted follower of Jesus □ Establishes trust and confidence through long-term relationships □ Leads and protects those within their span of care. 	of 5
Teaching	 Enjoys helping other people learn Biblical facts and principles which aid in the building up of their lives Finds joy in sharing with children or adults knowledge about learning and applying God's word Sees the faith of others' strengthened by teaching about Christ Enjoys presenting and discussing Biblical truths with others Freely and effectively shares the love of Christ with children and/or adults in an effective and meaningful manner. 	of 5
Tongues	 □ Believe God is prompting them to communicate his message, often through prayer, in a specific language unknown to them. □ Intercede for others in prayer using unknown words, sounds, and utterances. □ Desire opportunities to pray using these unknown languages for God's glory. □ Share with others words and/or messages of God given to them in unknown or foreign languages. □ Feel compelled and able to communicate God's word to persons of other languages and/or cultures. 	of 5
Writing	 □ Enjoys formulating thoughts and ideas into effective written form □ Feels secure in the fact that words written will be of benefit to those who read them □ Composes or arranges articles in an efficient meaningful style □ Finds much pleasure in composing and writing paragraphs and stories for the edification of others □ Feels confident that literary skill will aid others and that they will be built up and informed because of it. 	of 5
Wisdom	 □ Have contributed spiritual insight to the solution of conflicts or problems. □ Are sought after by others for advice/wisdom in resolving difficult or complicated problems. □ Take pleasure in counseling others □ Are known for making correct decisions and judgments □ Am able to share in a way that helps clarify what is needed to resolve a problem 	of 5
Rank in order you	r top three gifts from the Spiritual Gifts Inventory.	

1.	2.	3.

List your top 3 GIFTS on GREEN PAGE 14.

1.	You receive a phone call. The person says, "I have some good news and some bad news." The bad news is that you have just been fired from your job. The good news is that I want to give you a new job and it will be literally the job of your dreams. Describe this job and it is yours." What would you say?
2.	What is it in life that really "turns your crank", "floats your boat" i.e. something that you could stay up late talking about?
3.	Describe one of your most fulfilling and enjoyable achievements. What did you do? What encouragement did you get from others? How did you feel while doing it? (Remember, this is a fulfilling and enjoyable achievement. You might have won the Nobel Peace Prize but hated the process and will never do it again.)
4.	Think of a famous person or a person that you know well. Write their name down and what one of their passions are. (Example: Billy Graham—Reaching people for Christ)
5.	What do you think some of your friends would say about you?
imp	d had a purpose in giving you your inborn interests. In fact, your emotional heartbeat reveals a very portant key to understanding God's design and intention for your life. These heartbeats are described as sions in three different areas Roles, People and Causes.

HEART PASSION FOR A ROLE

WHAT DO YOU LIKE DOING?

Checkmark the roles you find fulfilling. If none apply to you or you think of another one, write it down on the "other" line at the end of the assessment.

I LOVE	E TO
	DESIGN/DEVELOP: I love to make something out of nothing. I enjoy getting something started from
	scratch.
	PIONEER: I love to test and try out new concepts. I am not afraid to risk failure.
	ORGANIZE: I love to bring order out of chaos. I enjoy organizing something that is already started.
	OPERATE/MAINTAIN: I love to efficiently maintain something that is already organized.
	SERVE/HELP: I love to assist others in their responsibility. I enjoy helping others succeed.
	ACQUIRE/POSSESS: I love to shop, collect or obtain things. I enjoy getting the highest quality for the
	best price.
	EXCEL: I love to be the best and make my team the best. I enjoy setting and attaining the highest
	standard.
	INFLUENCE: I love to convert people to my way of thinking. I enjoy shaping the attitudes and
	behavior of others.
	PERFORM: I love to be on stage and receive the attention of others. I enjoy being in the limelight.
	IMPROVE: I love to make things better. I enjoy taking something that someone else has designed or
	started and improve it.
	REPAIR: I love to fix what is broken or change what is out of date.
	LEAD/BE IN CHARGE: I love to lead the way, oversee and supervise. I enjoy determining how things
	will be done.
	PERSEVERE: I love to see things to completion. I enjoy persisting at something until it is finished.
	FOLLOW THE RULES: I love to operate by policies and procedures. I enjoy meeting the expectations
	of an organization or boss.
	PREVAIL: I love to fight for what is right and oppose what is wrong. I enjoy overcoming injustice.
	OTHER:

Choose your top 3 ROLES and record them on GREEN PAGE 14.

HEART PASSION FOR SPECIFIC PEOPLE

WHOM DO YOU LIKE TO HELP?

□ Other _____

Checkmark the following people on whom you feel can have the greatest impact.
☐ Infants/Babies
□ Couples
☐ Young Marrieds
☐ Jr. High Students
☐ Preschool Children
☐ Singles
☐ Elementary Children
☐ Toddlers
□ College
☐ Sr. High Students
☐ Older Adults 60+
☐ Women
☐ Single Parents
☐ Men
□ Families
☐ Widowed
☐ Young Adults (Post-College – Early Career)
☐ Empty nesters

Choose your top 3 PEOPLE and record them on GREEN PAGE 14.

HEART PASSION FOR A CAUSE

WHAT DO I GET EXCITED ABOUT?

Checkmark what cause(s) that get the adrenalin flowing.

At Risk Children	Grief Recovery
Relief Efforts	Law & Justice
Compulsive Behavior Recovery	Mediation
Homelessness	Mobilizing Volunteers
Financial Management	Music or Art
Health and/or Fitness	Parenting
Evangelism	Prayer
Illness Support	Race
Fellowship	Worship
Abuse/ Violence	Families/Marriage
Blindness	Divorce Recovery
Breast Cancer	Science and/or Technology
Cancer	World Missions
Business	Urban Missions
Career Decisions	Drug and Alcohol Recovery
Deafness	Athletics
Disabilities	Ethics
Education	Sexuality &/or Gender issues
Environment	Other
Bible	

Choose your top 3 CAUSES and record them on GREEN PAGE 14.

ABILITIES ASSESSMENT

WHAT GOD-GIVEN ABILITIES HAVE SURFACED THROUGHOUT YOUR LIFE?

Checkmark the abilities that apply to you:

Adapting: adjust, change, alter, modify
Analyzing: examine, investigate, probe, evaluate
Artistic ability: conceptualize, draw, paint, photograph, etc.
Athletic ability: coach or participate in a sport
Building: construct, make, assemble
Classifying ability: systematize and file books, data, records, and materials
Cooking ability: prepare meals for large and small groups
Coaching: prepare, instruct, train, equip, develop
Communicating: share, convey, impart an idea, concept, or thought with others
Connecting: link together, involve, relate
Consulting: advice, discuss, confer
Counseling ability: listen, encourage, and guide with sensitivity
Counting ability: work with numbers, data or money
Creating: artistic, creative, aesthetic
Decorating ability: beautify a setting for a special event
Designing: conceptualize, palm , create
Developing ability: improve, tinker, make better, modify
Editing ability: proofread or rewrite
Encouraging: cheer, inspire, support
Entertaining ability: perform, act, dance, speak
Evaluating ability: analyze data and draw conclusions
Facilitating: help, assist, aid, make possible
Graphics ability: layout, design, create visual displays or banners
Hobby-related ability: work with hands in a certain activity
Improving: enhance, enrich, make better, modify
Interviewing ability: talking with people and discovering what people are like
Landscaping ability: gardening and work with plants
Leadership ability: "head honcho", coordinate, cast vision, direct, lead
Learning ability: observe, practice, research, study
Linguistic ability: speak and write in various languages What Language?
Managing ability: supervise people to accomplish a task or event
Mechanical Operating ability: operate tools or machinery

Mentoring: advise, guide, teach
Motivating: provoke, induce, prompt
Musical ability: sing or play a musical instrument List specific skill(s):
Organizational ability: bring order and organization to people and programs
Pioneering: Bring about something new, groundbreaking, original
Planning ability: strategize, design, and organize programs or events
Promoting ability: advertise or promote events and activities
Public Relations ability: handle complaints and unhappy people with care and maturity
Recruiting ability: enlist and motivate people to get involved
Relational: able to converse with and relate well with people from various backgrounds
Repairing ability: fix, restore, maintain
Researching ability: read, gather information, collect data
Resourceful ability: search out and find resources at a lower cost
Sewing/Needlework ability: work with a needle and thread or with a sewing machine
Strategizing: ability to think and plan ahead, calculate, scheme
Teaching ability: explain, train, demonstrate, tutor
Technical ability: operate or repair various equipment
Visualizing ability: conceptualize, picture, dream
Welcoming ability: convey warmth, develop rapport, making others feel welcome
Writing ability: write articles, papers, letters, books
Other:

Choose your top 3 ABILITIES and record them on GREEN PAGE 14.

PERSONAL STYLE ASSESSMENT

It is obvious that God does not use a cookie cutter to create people. He makes us all unique and that includes our own personal style. God loves variety and He made introverts and extroverts — He made people who love routine and those who love variety — He made some "thinkers" and some "feelers" and some "doers". How did He make you?

Place a checkmark next to appropriate descriptions. Add them up and double the total in each of the four boxes.

No score in any box can exceed 28 points

С	CL	TP	A
□ Takes charge	□ Takes risk	☐ Loyal	□ Deliberate
Determined	□ Visionary	Non-demanding	Controlled
☐ Assertive	■ Motivator	Even keel	□ Reserved
☐ Firm	Energetic	Avoids conflict	Predictable
■ Bold	☐ Fun Loving	Enjoys routine	Practical
Purposeful	Likes variety	Dislikes pushiness	Orderly
Enterprising	Very verbal	Good listener	☐ Factual
Competitive	Promoter	Adaptable	Discerning
Decision maker	Enjoys change	Sympathetic	Detailed
□ Leader	Creative	Thoughtful	Analytical
Goal driven	Group oriented	Nurturing	Inquisitive
Self-reliant	Mixes well	Patient	□ Precise
Enjoys challenges	Avoids detail	Tolerant	Persistent
☐ Adventurous	Optimistic	Deep relationships	☐ Scheduled
Total x2 =	Total x2 =	Total x2 =	Total x2 =

Transfer your totals for each box (C, CL, TP & A) to GREEN PAGE 14.

C =	CL =	TP =	A=
COACH You will naturally	CHEERLEADER You will naturally	TEAM PLAYER You will naturally	ANANLYST You will naturally
Gravitate to positions of leadership Be decisive and quick to make decisions Avoid chit-chat and want to "get to the point" Have the time orientation of "let's do it now!" Love to overcome obstacles and take on challenges May not see the impact of your words or criticisms on others Says, "Okay team, this is what we need to do!"	Make life fun! Love to talk to others Easily get excited and encouraged • Enjoy groups and high activity level Avoid details, close accountability and deadlines Have the future oriented time frame of "it'll all work out!" Says, "Go team! We can do it!"	 Want to go deep in your relationships Express tremendous loyalty to those you love Listen attentively (and at length) to another's problems Be more sensitive to needs of others than other bents Carry emotional and financial stability Prefer stability even if it means peace at all costs. Says, "Remember that we're a team!" 	Want to do things right and by the book Strive for accuracy and quality, not quickness • See a person's past as a key to trusting them in the future Want clearly defined tasks, limited risk, and an open door environment for asking questions of clarification Be very creative in designing helpful systems, if encouraged and allowed to work at your own pace Be so good at taking things apart, you can also take people apart and become a strong critic when wronged Says, "To be effective this team needs to follow the playbook!"

EXPERIENCE ASSESSMENT

	RK EXPERIENCES It jobs have you been most eff	ective	in and enjoyed the most? List th	iem	below
Fron	E EXPERIENCES in what problems, hurts, pains ick all that apply to you.		nsfer your results to GREEN PAGE 14		ırn help others?
	Abortion Abuse Adoption Alcoholism Alzheimer's/Dementia Annulment of Marriage Bankruptcy Cancer Chronic Pain Crisis Pregnancy Death/Grief		Depression Dysfunctional Family Divorce Drug Abuse/Addiction Eating Disorder Extended Court Proceedings Extended Job Loss Extended Physical Illness/Injury Handicapped/Disabled Homeless		Prison Recovery Program
	<u>Tran</u> :	sfer yo	ur results to green sheet GREEN PA	GE :	<u>14</u> .
	IISTRY EXPERIENCES ere have you enjoyed serving in th	ne past	? Check all that apply to you.		
	Usher/Greeter Teacher (Adults) Teacher/Helper (Youth) Teacher/Helper (Children) Teacher Training Ministry Small Group Host Small Group Leader Coffee Host Kitchen Music (instrument) Music (Vocal) Mission Trip Urban Missions Tutoring Deacon Elder Drama		Mentor Financial Counselor Coach (Baseball) Coach (Basketball) Coach (Soccer) Calling Team Meals Ministry Counseling Clothing closet Bus/Van Driver Video Sound Board Library Hospital Care Prayer Team Food Pantry		Prison Ministry Program/Event coordinator Retreat Planning Parking Cars Set up/ Tear Down Speaker/Trainer Writing Tape/CD Ministry Cleaning Crew Office Work ESL Ministry Building Maintenance/Repair Recovery Ministry Special Needs Children Other

Transfer your results to green sheet GREEN PAGE 14.

GREEN SHEET

YOUR S.H.A.P.E. PROFILE

Name		DOR			
Address					
City	State	Zip			
Home Phone	Work or Cell Phone				
Email		(List only if you actually check it!)			
List your top 3 SPIRITUAL GIFTS					
1	2	3			
List your passion for your top 3 R	OLES				
1	2	3			
List your passion for your top 3 P	EOPLE				
1	2	_ 3			
List your passion for your top 3 C	AUSES				
1	2	_ 3			
List your top 3 ABILITIES					
1	2	3			
List total for each PERSONALITY	STYLE				
Coach Cheerlea	der Team Player	Analyst			
List any WORK EXPERIENCES tha	at you have had that could be used	d in God's Kingdom:			
1	2	3			
List any LIFE EXPERIENCES that <u>y</u>	you have had that could be used i	n God's Kingdom:			
1	2	3			
List any MINISTRY EXPERIENCES	that you have had that could be u	used in God's Kingdom:			
1	2	_ 3			

How would you describe where you are in your Spiritual Journey with Christ right now? Check the appropriate box.

Seeker: Seeking information about and exposure to Christianity and Christians, have not yet committed life to Christ. New Believer: Brand new to faith and the Bible. Growing Believer: Established in the basics of Bible study, personal devotions, etc. Leading Believer: Vibrant relationship with Christ, established in the basics, ready to lead others toward a deeper relationship with Christ.				
currently serving at Grace?				
>				
feel this is where God is wanting you to serve at this time?				
What other areas or ministries do you sense God wanting you to serve in the body of Christ?				
ther areas or ministries do you sense dod wanting you to serve in the body or offist?				