



S.H.A.P.E. ASSESSMENT TEST

S.H.A.P.E. Assessment

Spiritual Gifts – Heart – Abilities – Personality – Experiences

(adapted from materials prepared for Saddleback Community Church)

Understanding who God made you to be, will help you discover what He's called you to do. In order to help you better understand who God made you to be, we'll utilize an acrostic made popular by Pastor Rick Warren and Pastor Erik Rees of Saddleback Church in Southern California.

The acrostic is the word S.H.A.P.E. As you begin unpacking your God-given "S.H.A.P.E.", it is our earnest prayer that you will understand more fully what it means for you to serve God and His Kingdom – so that your passion can meet God's purpose!

ABOUT S.H.A.P.E. – Five Ways God Has Shaped You:

S – Spiritual Gifts – What has God supernaturally gifted me to do?

H – Heart – What do I have passion for and love to do?

A – Abilities – What natural talents and skills do I have?

P – Personality – Where does my personality best suit me to serve?

E – Experiences – What spiritual experiences have I had? What painful experiences have I had? What educational experiences have I had? What ministry experiences have I had?

"Your ministry will be most effective and fulfilling when you are using your gifts and abilities in the area of your heart's desire in a way that best expresses your personality and experience." – Rick Warren

Special Thanks to all those servants of Christ who provide us those resources:

Purpose Driven Life – Rick Warren (Saddleback Community Church)

S.H.A.P.E. – Erik Rees (Saddleback Community Church)

S.H.A.P.E. Assessment – Darell Hailey (Love Releases)

S.H.A.P.E. Inventory – Gene Wilkes

Spiritual Gift Answer Key:

1=	20=	39=	58=	77=	96=	115=	T=	A
2=	21=	40=	59=	78=	97=	116=	T=	B
3=	22=	41=	60=	79=	98=	117=	T=	C
4=	23=	42=	61=	80=	99=	118=	T=	D
5=	24=	43=	62=	81=	100=	119=	T=	E
6=	25=	44=	63=	82=	101=	120=	T=	F
7=	26=	45=	64=	83=	102=	121=	T=	G
8=	27=	46=	65=	84=	103=	122=	T=	H
9=	28=	47=	66=	85=	104=	123=	T=	I
10=	29=	48=	67=	86=	105=	124=	T=	J
11=	30=	49=	68=	87=	106=	125=	T=	K
12=	31=	50=	69=	88=	107=	126=	T=	L
13=	32=	51=	70=	89=	108=	127=	T=	M
14=	33=	52=	71=	90=	109=	128=	T=	N
15=	34=	53=	72=	91=	110=	129=	T=	O
16=	35=	54=	73=	92=	111=	130=	T=	P
17=	36=	55=	74=	93=	112=	131=	T=	Q
18=	37=	56=	75=	94=	113=	132=	T=	R
19=	38=	57=	76=	95=	114=	133=	T=	S

PLEASE FOLD THIS SECTION BEFORE ENTERING THE SPIRITUAL GIFTS ASSESSMENT (This to ensure that you are not influenced at all while answering the various questions)

Spiritual Gift Assessment Key:

A = Administration / Organisation	K = Hospitality
B = Apostleship / Missionary (Church-planting)	L = Intercession
C = Craftsmanship	M = Knowledge
D = Creative Communication	N = Leadership
E = Discernment	O = Mercy
F = Encouragement / Exhortation	P = Prophecy / Preaching
G = Evangelism	Q = Shepherding / Pastorship
H = Faith	R = Teaching
I = Giving	S = Wisdom
J = Helps / Service	

PERSONAL APPLICATION = Now let's begin unwrapping your gifts (Page 7).
We've divided this list of gifts into five categories:

Serving gifts, Speaking gifts, Support gifts and Other Possible gifts.

As you begin reading through the descriptions below simply check off your initial impressions concerning yourself. Remember, you have at least one and perhaps several spiritual gifts.

ABOUT SPIRITUAL GIFTS

“Now about spiritual gifts, brothers, I do not want you to be ignorant.”

1 Corinthians 12:1 (NIV)

A spiritual gift is a special ability given by the Holy Spirit to serve others and strengthen the Body of Christ. Ways To Discover Our Spiritual Gifts:

- Experiment – It’s easier to discover your gift through ministry than to discover your ministry through your gift.
- Read and study – There are a number of books that talk about spiritual gifts.
- Take assessments – Like this S.H.A.P.E. assessment.
- Ask others for input – Others will often see gifts in us that we can’t see ourselves.

SPIRITUAL GIFTS

Directions:

Respond to each statement on the Spiritual Gift Assessment pages which follow, according to the following scale:

- 3 = Consistently, definitely true
2 = Most of the time, usually true
1 = Some of the time, once in a while
0 = Not at all, never

Using the Answer key on page 6,
write your response to each statement in the box that corresponds to that statement.

Important: Answer according to who you are, not who you would like to be or think you ought to be. How true are these statements for you? What has been your experience? To what degree do these statements reflect your usual tendencies?

Total each row and record that number in the Total (T) space.

Example:

1= 3	20= 2	39= 3	58= 1	77= 2	96= 3	115= 1	T= 15	A
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When you have completed the assessment, please transfer your TOP THREE TO FIVE Spiritual Gifts to your S.H.A.P.E. Profile. (Top 3-5 highest “T’s” = corresponding letters to be transferred into profile)

Note: Healing, Interpretation, Miracles, Music and Tongues are not included in the Spiritual Gift Assessment because their presence in the life of a believer is generally self-evident.

SPIRITUAL GIFT ASSESSMENT

- 1) I like to organize people, tasks, and events.
- 2) I would like to start churches in places where they do not presently exist.
- 3) I enjoy working creatively with wood, cloth, paints, metal, glass, or other materials.
- 4) I enjoy challenging people's perspective of God by using various forms of art.
- 5) I can readily distinguish between spiritual truth and error, good and evil.
- 6) I tend to see the potential in people.
- 7) I communicate the gospel to others with clarity and effectiveness.
- 8) I find it natural and easy to trust God to answer my prayers.
- 9) I give liberally and joyfully to people in financial need or to projects requiring support.
- 10) I enjoy working behind the scenes to support the work of others.
- 11) I view my home as a place to minister to people in need.
- 12) I take prayer requests from others and consistently pray for them.
- 13) I am approached by people who want to know my perspective on a particular passage or biblical truth.
- 14) I am able to motivate others to accomplish a goal.
- 15) I empathize with hurting people and desire to help in their healing process.
- 16) I can speak in a way that results in conviction and change in the lives of others.
- 17) I enjoy spending time nurturing and caring for others.
- 18) I am able to communicate God's work effectively.
- 19) I am often sought out by others for advice about spiritual or personal matters.
- 20) I am careful, thorough, and skilled at managing details.
- 21) I am attracted to the idea of serving in another country or ethnic community.
- 22) I am skilled in working with different kinds of tools.
- 23) I enjoy developing and using my artistic skills (art, drama, music, photography, etc...).
- 24) I frequently am able to judge a person's character based upon first impressions.
- 25) I enjoy reassuring and strengthening those who are discouraged.
- 26) I consistently look for opportunities to build relationships with non-Christians.
- 27) I have confidence in God's continuing provision and help, even in difficult times.
- 28) I give more than a tithe so that kingdom work can be accomplished.
- 29) I enjoy doing routine tasks that support the ministry.
- 30) I enjoy meeting new people and helping them to feel welcomed.
- 31) I enjoy praying for long periods of time and receive leadings as to what God wants me to pray for.

- 32) I receive information from the Spirit that I did not acquire through natural means.
- 33) I am able to influence others to achieve a vision.
- 34) I can patiently support those going through painful experiences as they try to stabilize their lives.
- 35) I feel responsible to confront others with the truth.
- 36) I have compassion for wandering believers and want to protect them.
- 37) I can spend time in study knowing that presenting truth will make a difference in the lives of people.
- 38) I can often find simple, practical solutions in the midst of conflict or confusion.
- 39) I can clarify goals and develop strategies or plans to accomplish them.
- 40) I am willing to take an active part in starting a new church.
- 41) I enjoy making things for use in ministry.
- 42) I help people understand themselves, their relationships and God better through artistic expression.
- 43) I can see through phoniness or deceit before it is evident to others.
- 44) I give hope to others by directing them to the promises of God.
- 45) I am effective at adapting the gospel message so that it connects with an individual's felt needs.
- 46) I believe that God will help me to accomplish great things.
- 47) I manage my money well in order to free more of it for giving.
- 48) I willingly take on a variety of odd jobs around the church to meet the needs of others.
- 49) I genuinely believe the Lord directs strangers to me who need to get connected to others.
- 50) I am conscious of ministering to others as I pray.
- 51) I am committed, and schedule blocks of time for reading and studying Scripture, to understand Biblical truth fully and accurately.
- 52) I can adjust my leadership style to bring out the best in others.
- 53) I enjoy helping people sometimes regarded as undeserving or beyond help.
- 54) I boldly expose cultural trends, teachings, or events, which contradict Biblical principles.
- 55) I like to provide guidance for the whole person – relationally, emotionally, spiritually, etc...
- 56) I can devote considerable time to learning new Biblical truths in order to communicate them to others.
- 57) I can easily select the most effective course of action from among several alternatives.

- 58) I can identify and effectively use the resources needed to accomplish tasks.
- 59) I can adapt well to different cultures and surroundings.
- 60) I can visualize how something should be constructed before I build it.
- 61) I like finding new and fresh ways of communicating God's truth.
- 62) I tend to see rightness or wrongness in situations.
- 63) I reassure those who need to take courageous action in their faith, family, or life.
- 64) I invite unbelievers to accept Christ as their Savior.
- 65) I trust God in circumstances where success cannot be guaranteed by human effort alone.
- 66) I am challenged to limit my lifestyle in order to give away higher percentages of my income.
- 67) I see spiritual significance in doing practical tasks.
- 68) I like to create a place where people do not feel that they are alone.
- 69) I pray with confidence because I know that God works in response to prayer.
- 70) I have insight or just know something to be true.
- 71) I set goals and manage people and resources effectively to accomplish them.
- 72) I have great compassion for hurting people.
- 73) I see most actions as right or wrong, and feel the need to correct the wrong.
- 74) I can faithfully provide long-term support and concern for others.
- 75) I like to take a systematic approach to my study of the Bible.
- 76) I can anticipate the likely consequences of an individual's or a group's action.
- 77) I like to help organizations or groups become more efficient.
- 78) I can relate to others in culturally sensitive ways.
- 79) I honor God with my handcrafted gifts.
- 80) I apply various artistic expressions to communicate God's truth.
- 81) I receive affirmation from others concerning the reliability of my insights or perceptions.
- 82) I strengthen those who are wavering in their faith.
- 83) I openly tell people that I am a Christian and want them to ask me about my faith.
- 84) I am convinced of God's daily Presence and action in my life.
- 85) I like knowing that my financial support makes a real difference in the lives and ministries of God's people.
- 86) I like to find small things that need to be done and often do them without being asked.

- 87) I enjoy entertaining people and opening my home to others.
- 88) When I hear about needy situations, I feel burdened to pray.
- 89) I have suddenly known some things about others, but did not know how I knew them.
- 90) I influence others to perform to the best of their capability.
- 91) I can look beyond a person's handicaps or problems to see a life that matters to God.
- 92) I like people who are honest and will speak the truth.
- 93) I enjoy giving guidance and practical support to a small group of people.
- 94) I can communicate Scripture in ways that motivate others to study and want to learn more.
- 95) I give practical advice to help others through complicated situations.
- 96) I enjoy learning about how organizations function.
- 97) I enjoy pioneering new undertakings.
- 98) I am good at and enjoy working with my hands.
- 99) I am creative and imaginative.
- 100) I can identify preaching, teaching, or communication which is not true to the Bible.
- 101) I like motivating others to take steps for spiritual growth.
- 102) I openly and confidently tell others what Christ has done for me.
- 103) I am regularly challenging others to trust God.
- 104) I give generously due to my commitment to stewardship.
- 105) I feel comfortable being a helper, assisting others to do their job more effectively.
- 106) I do whatever I can to make people feel that they belong.
- 107) I am honored when someone asks me to pray for them.
- 108) I discover important Biblical truths when reading or studying Scripture which benefit others in the Body of Christ.
- 109) I am able to cast a vision that others want to be a part of.
- 110) I enjoy bringing hope and joy to people living in difficult circumstances.
- 111) I will speak God's truth, even in places where it is unpopular or difficult for others to accept.
- 112) I can gently restore wandering believers to faith and fellowship.
- 113) I can present information and skills to others at a level that makes it easy for them to grasp and apply to their lives.
- 114) I can apply Scriptural truth that others regard as practical and helpful.

- 115) I can visualize a coming event, anticipate potential problems, and develop backup plans.
- 116) I am able to orchestrate or oversee several church ministries.
- 117) I am able to design and construct things that help the church.
- 118) I regularly need to get alone to reflect and develop my imagination.
- 119) I can sense when demonic forces are at work in a person or situation.
- 120) I am able to challenge or rebuke others in order to foster spiritual growth.
- 121) I seek opportunities to talk about spiritual matters with unbelievers.
- 122) I can move forward in spite of position or lack of support when I sense God's blessing on an undertaking.
- 123) I believe I have been given an abundance of resources so that I may give more to the Lord's work.
- 124) I readily and happily use my natural or learned skills to help wherever needed.
- 125) I can make people feel at ease even in unfamiliar surroundings.
- 126) I often see specific results in direct response to my prayers.
- 127) I confidently share my knowledge and insights with others.
- 128) I figure out where we need to go and help others to get there.
- 129) I enjoy doing practical things for others who are in need.
- 130) I feel compelled to expose sin wherever I see it and to challenge people to repentance.
- 131) I enjoy patiently but firmly nurturing others in their development as believers.
- 132) I enjoy explaining things to people so that they can grow spiritually and personally.
- 133) I have insights into how to solve problems that others do not see.

SERVING GIFTS

ADMINISTRATION / ORGANISATION (1 Corinthians 14:40)

The supernatural ability to organize and manage people, resources, and time for effective ministry. The ability to coordinate many details in a purposeful and strategic manner, thus executing the plans of leadership.

DISCERNMENT (1 Corinthians 12:10)

The supernatural ability to distinguish right from wrong, truth from error, and to give an immediate evaluation based on God's truth. The ability to discern whether the source of a person's motives (or an experience) is from Satan, self, or God's Spirit.

FAITH (1 Corinthians 12:9; 13:2)

The supernatural ability to trust God for what cannot be seen and to act on God's promises, regardless of what the circumstances indicate. The willingness to risk failure in pursuit of a God-given vision, expecting God to handle the obstacles.

GIVING (Romans 12:8)

The supernatural ability to generously and cheerfully contribute material resources and/or money so that the Body may grow and be strengthened. The supernatural ability to earn and manage money so it may be given to support the ministry of others.

HELPS / SERVICE (1 Corinthians 12:28)

The supernatural ability to recognize unmet needs in the church family, and take the initiative to provide practical assistance quickly, cheerfully, and without a need for recognition. The propensity to invest your own talents, time and energy in helping someone else accomplish the purposes of Christ, thus helping others increase the effectiveness of their own ministry and "S.H.A.P.E."

HOSPITALITY (1 Peter 4:9-10)

The supernatural ability to make others feel warmly welcomed, accepted, and comfortable. The supernatural ability to coordinate social factors that promote fellowship and unity.

LEADERSHIP (Romans 12:8)

The supernatural ability to clarify and communicate the purpose and direction (“vision”) of a ministry in a way that attracts others to get involved. The supernatural ability to recognize the “S.H.A.P.E.” of others and involve them in effective accomplishment of ministry. The supernatural ability to motivate others by example to work together in accomplishing a ministry goal.

MERCY (Romans 12:8)

The supernatural ability to detect physical, mental and emotional pain and empathize with those who are suffering, whether in or outside of the church family. The supernatural ability to provide compassionate and cheerful support to those experiencing distress, crisis, or pain.

CREATIVE COMMUNICATION (Psalm 144:9)

The supernatural ability to use the imagination or original ideas to create something. The supernatural ability to create and develop ‘new’ (fresh) ideas to transfer God’s truth and touch people’s lives and hearts. The supernatural ability to develop all kinds of artistic skills and use them afterwards for ministry. The ability to express worship through a variety of art forms.

CRAFTMANSHIP (Ephesians 2:10)

The supernatural ability to design and make something made by hands. The supernatural ability to skillfully use all kinds of tools and equipments for various kinds of works. The supernatural ability to build, maintain, or beautify the place of worship for God’s glory.

SPEAKING GIFTS

EXHORTATION / ENCOURAGEMENT (Ro. 12:8)

The supernatural ability to motivate God's people to apply and act on biblical principles, especially when they are discouraged or wavering in their faith. The supernatural ability to bring out the best in others (by encouragement or rebuke) and challenge them to develop their potential.

KNOWLEDGE (1 Corinthians 12:8)

The supernatural ability to discover, collect, analyze, organize and communicate information that is vital to individual believers or the entire church family. The ability to comprehend a large amount of information and provide it when needed for effective decision-making.

PROPHECY / PREACHING (1 Cor. 14:3, 24, 25)

The supernatural ability to publicly communicate God's Word in an inspired way that convinces unbelievers and both challenges and comforts believers. The ability to persuasively declare God's will. One whose ministry focus is to edify, exhort and console primarily believers from the word of God. (Note: Prophets are also to pass judgment on what has been preached by other prophets, yet each remains humble and submissive to the other prophets.)

TEACHING (1 Corinthians 14:26)

The supernatural ability to educate God's people by clearly explaining and applying the Bible in a way that brings understanding and enlightenment. The ability to equip and train other believers for ministry.

WISDOM (1 Corinthians 2:6-16; 12:8)

The supernatural ability to understand how God's Word relates to life's experiences and to communicate God's perspective on specific life situations in a simple and understandable way.

SUPPORT GIFTS

APOSTLESHIP / MISSIONARY (Eph. 4:11; 2 Tim. 1:11)

One who has been called out and set apart by the Holy Spirit and through the church sent out to preach the gospel, proclaim the word of God, teaching, exhorting and strengthening the souls of those who respond to their message. It is a multi-gifted person whose ministry is to exercise the gifts given in establishing new churches. (Acts 13:2-5, 14:3, 21-23; Romans 15:20)

EVANGELISM (Ephesians 4:11; Acts 8:26-40)

A gifted person equipped for a special ministry primarily to unbelievers to communicate the Good News of Jesus in a positive, non-threatening way. (Acts 21:8; 2 Timothy 4:5)

SHEPHERDING / PASTORSHIP (Eph. 4:11; Acts 20:17-32)

This is that person in a local church whose ministry is to “shepherd the flock,” or show great care and concern for the overall well being of the members, and “to teach”, or to clearly explain with relevant application the truths of Scripture. The overall goal of the pastor is to equip the saints for ministry. This requires multiple gifts, but different ones will have different combinations of gifts, so the effectiveness of their ministry in the several areas will not be the same.

INTERCESSION (Colossians 1:9-12)

The supernatural ability to pray for the needs of others in the church family over extended periods of time on a regular basis. The ability to persist in prayer and not be discouraged until the answer arrives.

OTHER POSSIBLE GIFTS

HEALING (Acts 5:14-16)

The supernatural ability, at the prompting and through the power of the Holy Spirit, to bring about in specific instances physical, emotional or spiritual healing. In the biblical pattern, healings were attendant to ministry and were a validation of the person, their ministry and the truth proclaimed.

INTERPRETATIONS OF TONGUES (1 Cor. 12:10, 30)

The supernatural ability to interpret or fully explain in the common language of those present what was spoken by another exercising their spiritual gift of tongues.

KINDS OF TONGUES (Acts 2:4-21;10:46)

The supernatural ability to speak in a language unknown to the speaker that declares the mighty deeds of God, gives thanks to and blesses God, but which may be discernable to a person familiar with that language.

(1 Cor.12:10, 28,30; 14:14-17, 22)

MIRACLES (Acts 5:12-14; Acts 14:3)

The supernatural ability, at the prompting and in the power of the Holy Spirit, to effect acts, events or conditions outside the realm of natural causes and effects, yet which are readily discernible through the natural senses. According to the biblical patterns, miracles are attendant to ministry and are a validation of the person, their ministry and the truth proclaimed.

MUSIC (1 Corinthians 14:26; Eph. 5:18-19)

The supernatural ability to celebrate God's presence through music, either vocal or instrumental, and to participate in leading the church family in worship.

After having discovered all those gifts, please pray and ask the Lord what are your TOP FIVE Gifts that we recommend you to develop to be more efficient in God's calling upon your life.

My top five Spiritual Gifts are:

1.
2.
3.
4.
5.

ABOUT HEART

“Delight yourself in the LORD and he will give you the desires of your heart.” Psalms 37:4 (NIV)

Another way to think of your heart is to think about passion!

Take a moment to think about these questions:

What drives you?

- What would you do for God if you knew you couldn't fail?
- What pushes you to action?
- What moves you so deeply that it keeps you awake at night?

Who are the people you most want to help?

- Who do you feel you can influence the most?
- Is there an age range you feel most drawn to? If so, what age group?
- Is there an affinity group I feel most drawn to?

What are the needs I feel most drawn to?

- What are the top two needs I love to meet for people?
- Why do I love meeting those needs?

What cause am I most passionate about?

- What cause or issue makes my heart race?
- Where could I make the greatest impact for God?

HEART

Directions: Please check each box that you feel applies to you.

The people I would like to serve most are:

- | | | | |
|---|---------------------------------------|---|---|
| <input type="checkbox"/> Children | <input type="checkbox"/> Homeless | <input type="checkbox"/> Single Parents | <input type="checkbox"/> Young Married |
| <input type="checkbox"/> College Students | <input type="checkbox"/> Hospitalized | <input type="checkbox"/> Singles | <input type="checkbox"/> Youth |
| <input type="checkbox"/> Disabled | <input type="checkbox"/> Infants | <input type="checkbox"/> Teen Moms | <input type="checkbox"/> Poor |
| <input type="checkbox"/> Divorced | <input type="checkbox"/> Men | <input type="checkbox"/> Unemployed | <input type="checkbox"/> Orphans |
| <input type="checkbox"/> Elderly | <input type="checkbox"/> Parents | <input type="checkbox"/> Widowed | <input type="checkbox"/> Non-christians |
| <input type="checkbox"/> Empty Nesters | <input type="checkbox"/> Prisoners | <input type="checkbox"/> Women | <input type="checkbox"/> Other:..... |
| <input type="checkbox"/> Christians (Church members, leaders, Missionaries, etc.) | | | <input type="checkbox"/> Other:..... |

The issues or causes I feel most strongly about are:

- | | | | |
|--|---|--|--|
| <input type="checkbox"/> Abuse/Violence | <input type="checkbox"/> Drug Abuse | <input type="checkbox"/> Homelessness | <input type="checkbox"/> Sanctity of Life |
| <input type="checkbox"/> Alcoholism | <input type="checkbox"/> Education | <input type="checkbox"/> Injustice issues | <input type="checkbox"/> Future Generation |
| <input type="checkbox"/> At-risk children | <input type="checkbox"/> Environment | <input type="checkbox"/> Law/ Justice system | <input type="checkbox"/> Spiritual apathy |
| <input type="checkbox"/> Compulsive behavior | <input type="checkbox"/> Ethics | <input type="checkbox"/> Marriage/ Family | <input type="checkbox"/> Unity of Christians |
| <input type="checkbox"/> Deafness | <input type="checkbox"/> Finances | <input type="checkbox"/> Parenting | <input type="checkbox"/> Praise & Worship |
| <input type="checkbox"/> Disabilities | <input type="checkbox"/> Health/fitness | <input type="checkbox"/> Policy/ Politics | <input type="checkbox"/> Art & Performance |
| <input type="checkbox"/> Divorce | <input type="checkbox"/> HIV/AIDS | <input type="checkbox"/> Poverty/ Hunger | <input type="checkbox"/> Other:..... |
| <input type="checkbox"/> Technology | <input type="checkbox"/> Sexuality | <input type="checkbox"/> World Mission | <input type="checkbox"/> Other:..... |
| <input type="checkbox"/> Church Planting | <input type="checkbox"/> Music | <input type="checkbox"/> Prayer movement | <input type="checkbox"/> Other:..... |

What is the vision/ mission (if any) that God has put on your heart?.....

.....

ABOUT ABILITIES

Each of us has abilities that we have discovered and learned over our lifetime. Read Through This List of Specialized Abilities and Check the Ones That You Excel at and Love Doing:

- ☐ Adapting – The ability to adjust, change, alter, modify
- ☐ Administrating – The ability to govern, run, rule
- ☐ Analyzing – The ability to examine, investigate, probe, evaluate
- ☐ Artistic – The ability to conceptualize, draw, paint, photograph, or make renderings
- ☐ Building – The ability to construct, make, assemble
- ☐ Classifying – The ability to systematize and file books, data, records and materials so they can be retrieved easily
- ☐ Coaching – The ability to prepare, instruct, train, equip, develop
- ☐ Communicating – The ability to share, convey, impart
- ☐ Competing – The ability to contend, win, battle
- ☐ Composing – The ability to write music or lyrics
- ☐ Computing – The ability to add, estimate, total, calculate
- ☐ Connecting – The ability to link together, involve, relate
- ☐ Consulting – The ability to advise, discuss, confer
- ☐ Cooking – The ability to prepare, serve, feed, cater (create meals for large or small groups)
- ☐ Coordination – The ability to organize, match, harmonize
- ☐ Counseling – The ability to support, listen, care for, to encourage and guide with sensitivity
- ☐ Counting – The ability to work with numbers, data or money
- ☐ Decorating – The ability to enhance, adorn, beautify a setting for a special event
- ☐ Designing – The ability to draw, create, picture, outline
- ☐ Developing – The ability to expand, grow, advance, increase
- ☐ Directing – The ability to aim, oversee, manage, supervise
- ☐ Editing – The ability to correct, amend, alter, improve, proofread or rewrite
- ☐ Encouraging – The ability to cheer, inspire, support
- ☐ Engineering – The ability to construct, design, plan
- ☐ Entertaining – The ability to perform, act, sing, speak
- ☐ Excelling – The ability to be the best and make my team the best, setting and attaining the highest standard.
- ☐ Evaluating – The ability to analyze data and draw conclusions
- ☐ Facilitating – The ability to help, aid, assist, make possible
- ☐ Forecasting – The ability to predict, calculate, see trends, patterns, and themes
- ☐ Implementing – The ability to apply, execute, make happen
- ☐ Improving – The ability to better, enhance, further, enrich
- ☐ Influencing – The ability to affect, sway, shape, change

- ☐ Interviewing – The ability to discover what others are really like
- ☐ Landscaping – The ability to garden, plant, improve
- ☐ Leading – The ability to pave the way, direct, excel, win
- ☐ Learning – The ability to study, gather, understand, improve, expand self
- ☐ Managing – The ability to run, handle, oversee (supervise people to accomplish a task or event and coordinate the details involved)
- ☐ Mentoring – The ability to advise, guide, teach
- ☐ Motivating – The ability to provoke, induce, prompt
- ☐ Negotiating – The ability to discuss, consult, settle
- ☐ Operating – The ability to run mechanical or technical things (operate equipment, machinery & tools)
- ☐ Organizing – The ability to simplify, arrange, fix, classify, coordinate
- ☐ Performing – The ability to sing, speak, dance, play an instrument, act out.
- ☐ Persevering – The ability to see things to completion, persisting at something until it is finished.
- ☐ Pioneering – The ability to bring about something new, groundbreaking, original
- ☐ Planning – The ability to arrange, map out, prepare, strategize, design and organize programs and events
- ☐ Promoting – The ability to sell, sponsor, endorse, showcase, advertise or promote
- ☐ Public Relations – The ability to handle complaints and unhappy customers with care and courtesy

- ☐ Recall – The ability to remember or recall names and faces
- ☐ Recruiting – The ability to draft, hire, engage, enlist and motivate people to get involved
- ☐ Repairing – The ability to fix, mend, restore, heal and maintain
- ☐ Researching – The ability to seek, gather, examine, study, read, collect information, collect data
- ☐ Resourcing – The ability to furnish, provide, deliver, search out and find inexpensive materials or resources needed
- ☐ Serving – The ability to help, assist, fulfill
- ☐ Shopping – The ability to collect, or obtain things, getting the highest quality for the best price.
- ☐ Strategizing – The ability to think ahead, calculate, scheme
- ☐ Teaching – The ability to interpret, decode, explain, speak, explain, train, demonstrate and tutor
- ☐ Traveling – The ability to journey, visit, explore
- ☐ Visualizing – The ability to picture, imagine, envision, dream, conceptualize
- ☐ Welcoming – The ability to entertain, greet, embrace, make comfortable
- ☐ Writing – The ability to compose, create, record, write articles, letters, books

OTHERS?

Point to remember!

The human body has many parts, but the many parts make up one whole body. So it is with the body of Christ. (1 Corinthians 12:12)

We are all different with different gifts and talents but we are ALL members of the same Body. We don't NEED to have all the gifts to be able to serve the Lord. He created us just as we are to be able to serve him according to HIS perfect plans. But we are called to develop all those gifts (Mathew 25: 14-21- The Parable of the Talents).

ABOUT PERSONALITY

Definition of Personal Behavior Style or Personality:

The quality or fact of being a particular type of person; Habitual patterns and qualities of behavior; Distinctive individual qualities considered collectively;

One's customary frame of mind or natural disposition

Check those personality characteristics which typify how you see yourself and how others might see you:

- | | | | |
|--|--|--------------------------------------|---|
| <input type="checkbox"/> Bold | <input type="checkbox"/> Steadfast | <input type="checkbox"/> Orderly | <input type="checkbox"/> Big-Picture Oriented |
| <input type="checkbox"/> Talkative | <input type="checkbox"/> Eager | <input type="checkbox"/> Organized | <input type="checkbox"/> Gentle |
| <input type="checkbox"/> Compassionate | <input type="checkbox"/> Accommodating | <input type="checkbox"/> Persuasive | <input type="checkbox"/> Quiet |
| <input type="checkbox"/> Precautionary | <input type="checkbox"/> Careful | <input type="checkbox"/> Responsive | <input type="checkbox"/> Results-Focused |
| <input type="checkbox"/> Venturesome | <input type="checkbox"/> Self-Assured | <input type="checkbox"/> Open-minded | <input type="checkbox"/> Flexible |
| <input type="checkbox"/> Decisive | <input type="checkbox"/> Enthusiastic | <input type="checkbox"/> Mild | <input type="checkbox"/> Humble |
| <input type="checkbox"/> Empathetic | <input type="checkbox"/> Loyal | <input type="checkbox"/> Sincere | <input type="checkbox"/> Earnest |
| <input type="checkbox"/> Hospitable | <input type="checkbox"/> Easygoing | <input type="checkbox"/> Restless | <input type="checkbox"/> Fast-Paced |
| <input type="checkbox"/> Free-wheeling | <input type="checkbox"/> Reserved | <input type="checkbox"/> Visionary | <input type="checkbox"/> Meticulous |
| <input type="checkbox"/> Meek | <input type="checkbox"/> Intense | <input type="checkbox"/> Yielding | <input type="checkbox"/> Outgoing |

OTHERS?

Another way to describe your personality is to use the following scale to rank where you stand on each trait. If needed, use the descriptions below for definitions of each trait, circle your ranking appropriately:

Introverted	1	2	3	4	5	6	7	8	Extraverted
Controlled	1	2	3	4	5	6	7	8	Spontaneous
Intuitive	1	2	3	4	5	6	7	8	Sensing
Thinking	1	2	3	4	5	6	7	8	Feeling
Task-Oriented	1	2	3	4	5	6	7	8	People-oriented
Structured	1	2	3	4	5	6	7	8	Unstructured

Introverted: They enjoy being with people, but socializing drains their energy. Solitude is needed to “recharge”.

Extraverted: They enjoy solitude, but it drains their emotional energy. Socialization is needed to recharge”.

Controlled: They prefer outcomes to processes and enjoy structure, deadlines, and checklists.

Spontaneous: They prefer processes to outcomes and tend to lose their checklists, but this doesn’t bother them. They “go with the flow”.

Intuitive: They like metaphor and imagery. They tend to understand complex ideas suddenly, with- out knowing why or how and are more interested in “what might be” versus what “is”.

Sensing: They gather info bit by bit, then focus on facts, data, and experience. They are more interested in “what is” versus “what might be”.

Thinking: They make decisions based on “thinking”. They focus on facts, data, rules, and proce- dures rather than how decisions will affect people.

Feeling: They make decisions based on “feeling”. They focus on how decisions will affect people rather than solely on facts, data, etc...

Task-Oriented: They are comfortable doing things for people, tend to focus on the goal(action), excited about advancing a cause & more concerned with meeting deadlines.

People-oriented: They are comfortable being with people, tend to focus on relationships (communication), excited about creating community & more concerned with maintaining the team.

Structured: They prefer to follow a set plan, prefer to settle things now, prefer projects that have routine, find routine restful and accomplish tasks best by following a plan.

Unstructured: They prefer to be spontaneous, prefer to leave options open, prefer projects that have variety, find routine boring and accomplish tasks best by working it out as they go.

ABOUT EXPERIENCES

All life experiences are used by God to prepare you for future ministry and success. God uses both the good and the bad experiences of life to teach you and to prepare you for what is ahead. Answering the following questions can help you to identify life experiences that could be used effectively in future ministry.

1. What are the spiritual experiences you have had? Include meaningful decisions, times with God, times you felt especially close to God, etc.?

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2. What are the educational experiences you have had? Include school, special training, certifications, favorite subjects in school and apprenticeships?

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3. What are the vocational experiences you have had? Include fields of experience, types of work, and job assignments?

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4. What are the ministry experiences you have had? Include positions and roles you have had and types of ministries?

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5. What are the cross-cultural experiences you have had? Include families, relationships, countries/ locations, and mission experiences?

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6. What are the painful experiences of life you have had (such as health issues, broken relationships, problems, hurts, trials or financial problems)?

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S.H.A.P.E. APPLICATIONAs you reflect on this exercise and what it might mean in terms of serving others – what ministries (within churches or organisations) are you currently aware of where your S.H.A.P.E. would give you an opportunity to serve effectively?

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If there are no ministries where your S.H.A.P.E. seems to fit, what kind of opportunity for service could God be calling you to be a part of praying for and/or initiating based on your S.H.A.P.E.?

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My SHAPE Profile

Discovering your shape is the first step in finding your place in ministry and fulfilling your Kingdom Purpose. This worksheet is meant to put all the pieces together in one place for you to see how God has uniquely shaped you.

Spiritual Gifts:

My top five Spiritual Gifts are:

1.
2.
3.
4.
5.

Heart:

The thing that really drives me is...

.....
.....
.....

The people I really care about are...

.....
.....

I want to help these people meet the following needs...

.....
.....

The cause I will help conquer is...

.....

The dreams I will do my best to fulfill are...

.....
.....
.....

Abilities:

My top five Abilities are:

1.
2.
3.
4.
5.

Personality:

I would describe my personality as...

.....
.....
.....
.....

Experience:

The lessons I have learned from my positive and painful experiences include...

.....
.....
.....

Out of all my experiences, good and bad, which ones do I believe will help me most in serving and ministering to others ... and in what way?

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