

ID

Identifying Your
Spiritual Gifts
Heart
Abilities
Personality
Experience



Congratulations on taking your next step toward Christ! By reviewing this S.H.A.P.E. inventory booklet, you've shown a desire to use your gifts, abilities, and passions for the glory of God—and that is an exciting next step!

We want you to know that God has created you and shaped your life in unique and wonderful ways so that you can experience the joy of His Kingdom "on Earth, as it is in Heaven" (Matthew 6:10). We all do different things to make a living, but we all have the same purpose...to use our talents, abilities, interests, personality, and experience to follow Jesus and to strengthen His Body (the Church) by making Christ-like disciples: locally, nationally, and globally. When we use our abilities for God's glory, we come to know God more fully as we obey Him, and He accomplishes His work through our lives.

One of our goals at North Ridge is to help people understand how God has shaped them, and to provide opportunities to use those gifts and abilities in ministry. In order for us to find your "best fit" in ministry, we need to know what S.H.A.P.E. you're in! To help you discover your S.H.A.P.E., please use this booklet as a worksheet to uncover your God-given gifts, passions, abilities, personalities, and experiences. Once you've worked through the booklet, you will find a form on the last page on which you may record your final results for each category.

The workbook is for you to keep and the form may be turned into the information table on Sunday or to the church office. Our goal is to have a ministry leader contact you as soon as possible upon receiving your form.

Wishing you His very best,

Pastor Doug

Discovering your unique God-Given S.H.A.P.E. to contribute in ministry and mission

You have chosen to experience "ID", designed to help you discover how God has shaped you to serve Him. God is actively working in your life and He wants you to understand and put into practice the full potential of who He's uniquely created you to be in His kingdom, for His purposes, for His glory.

God uniquely designed you for a specific purpose in His Kingdom.

"For I know the plans I have for you, declares the Lord, plans to prosper you and not to harm you, plans to give you hope and a future." Jeremiah 29:11 (NIV)

According to scripture, whatever your profession, your primary role in life is to contribute by investing your life in the mission and ministry of Jesus Christ

1. You have been created for missional living. " For we are God's workmanship, created in Christ Jesus to do good works, which God prepared in advance for us to do." Ephesians 2:10 (NIV)
2. You have been saved for missional living. "It is He who saved us and chose us for His holy work, not because we deserved it, but because that was His plan long before the world began..." 2 Timothy 1:9 (TLB)
3. You have been gifted for missional living. "As each one has received a special gift, employ it in serving one another as good stewards of the manifold grace of God." 1 Peter 4:10 (NAS)
4. You have been challenged to live missionally. "Your attitude should be the same as that of Christ Jesus...(who) made Himself nothing, taking the very nature of a servant..." Philippians 1:5-7 (NIV)
5. You will be rewarded for missional living. "Whatever you do, work at it with all your heart, as working for the Lord, not for men, since you know that you will receive an inheritance from the Lord as a reward." Colossians 3:23-24 (NIV)

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SPIRITUAL GIFTS • HEART • ABILITIES • PERSONALITY • EXPERIENCES

Romans 12:1-8, I Corinthians 12-14, Ephesians 4:11-16, I Peter 4:7-11

“Now, about spiritual gifts, I do not want you to be ignorant.” 1 Corinthians 12:1 (NIV)

What is a spiritual gift?

A spiritual gift is a special ability, given by the Holy Spirit to every believer at conversion.

“God has given each of you a gift from His great variety of spiritual gifts...” 1 Peter 4:10a (NLT)

Who receives spiritual gifts?

Every believer receives at least one spiritual gift.

“Each of you has your own gift from God; one has this gift, another has that.”
1 Corinthians 7:7b (NIV)

Why does God give spiritual gifts?

God gives believers spiritual gifts to serve others. “...use them (gifts) well to serve one another.”
1 Peter 4:10b (NLT)

Directions:

- Using the response sheet on the next page (tear it out if you would prefer), write your response to each statement in the block whose number corresponds to that numbered statement on the *Spiritual Gift Assessment*. Use 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
- 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 of you? What has been your experience? To what degree do these statements reflect your usual tendencies?
- As you reflect on your responses, do so first in light of your ministry experiences and how God has used you in serving others. Vocational skills and natural talents will be explored in the next section.

Response Sheet

Spiritual Gifts Assessment : Add up each column and record your top 3 scores below.

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

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

A = Administration

E = Discernment

J = Helps

O = Mercy

B = Apostleship

F = Encouragement

K = Hospitality

P = Prophecy

C = Craftsmanship

G = Evangelism

L = Intercession

Q = Shepherding

D = Creative Communication

H = Faith

M = Knowledge

R = Teaching

I = Giving

N = Leadership

S = Wisdom

Spiritual Gift Assessment Conclusions

Highest Scores

Letter

Spiritual Gift

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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 Word 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.

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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 need.
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.

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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 pay close attention to the words, phrases, and meaning of those who teach.
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 right and wrong 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 a higher percentage 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 expressions to communicate God's truth.

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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 to trust God.
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.

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- 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 opposition 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.

SPIRITUAL GIFTS • **HEART** • ABILITIES • PERSONALITY • EXPERIENCES

There is no right or wrong passion. God has given to each of us a passion in order to move us in specific ways to address the various concerns of our heart (and His). When we are pursuing our passion, or the concerns He has placed in our heart, we are very focused and highly motivated. We are not denying the significance of other's passions by devoting our best energies to the issues God has placed on our heart.

Passion answers the "where" question. Have you ever asked yourself, "Where should I serve?" When people are serving in areas where they do not express their greatest emotional energies, they eventually lose their motivation to serve. Their enthusiasm for ministry melts. And it does not take long before the hearts of those around them begin to melt too. Understanding your passion breathes purpose and power into your life and into the lives of those around you.

This Passion Assessment has been designed to assist you in getting a clearer understanding of where your passions may be. Most of us have a number of concerns and yet value them differently. For our purposes here, seek to list those issues and concerns which weigh the heaviest upon your heart, in order to identify your greatest area of passion.

Your heart or passions are the things you love to do. You have a God-given passion or deep desire to do certain things. Conversely, there are also certain things that you hate to do.

Answering the following questions will help you identify your heart's desires, things you should pursue, and also things you dislike and should avoid.

If time and money were not an obstacle and you could do anything you wanted to do, what would you do? When you are dreaming about the future and what you would like to do "some day" what is that dream?

Share about a time your heart was broken by another person's difficult need or situation so much that you had to help. Is there a reoccurring theme in the moments your heart is stirred or angered by the difficult situations you see in our community and world?

What things have you done in the past that really excited you?

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What things have you done in the past at which you excelled?

Do you have a God-given vision about doing something for the Kingdom in the future? If so, what is that vision?

What kind of things do you hate doing, things that drain you?

What causes or issues make your heart race? Circle them below:

Abuse	Addiction Recovery	At-Risk Children	College Students	Community Issues
Crisis Counseling	Designing/Developing	Disaster Relief	Discipleship	Family Violence
Financial Planning	Greeting/Welcoming	Sports Ministries	High School Students	Homelessness
Hospitality/Serving	Infants/Toddlers	Preschool	Library/Media Centers	Middle School Students
Outreach: Local	Outreach: Global	Fundraising	Music: Instrumental	Music: Vocal
Dance/Drama	Organization/Admin.	Event Planning:Outreach	Event Planning: Social	Prison Ministries
Construction/Repair	Senior Adults	Serving/Helping	Special Needs	Teaching
Marriage/Divorce	Women's Ministries	Men's Ministries	Couples' Ministries	Singles' Ministries
Parenting	Sexual Purity/chastity			

The people I would like to help most are. . .

Infants	Moms	Divorced	Career women	Parents
Unemployed	Prisoners	Children	Single parents	Widowed
Young marrieds	Empty nesters	Elderly	Poor	Youth
College students	Singles	Refugees	Homeless	Disabled

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Heart Summary

I have a growing conviction I should be involved in:

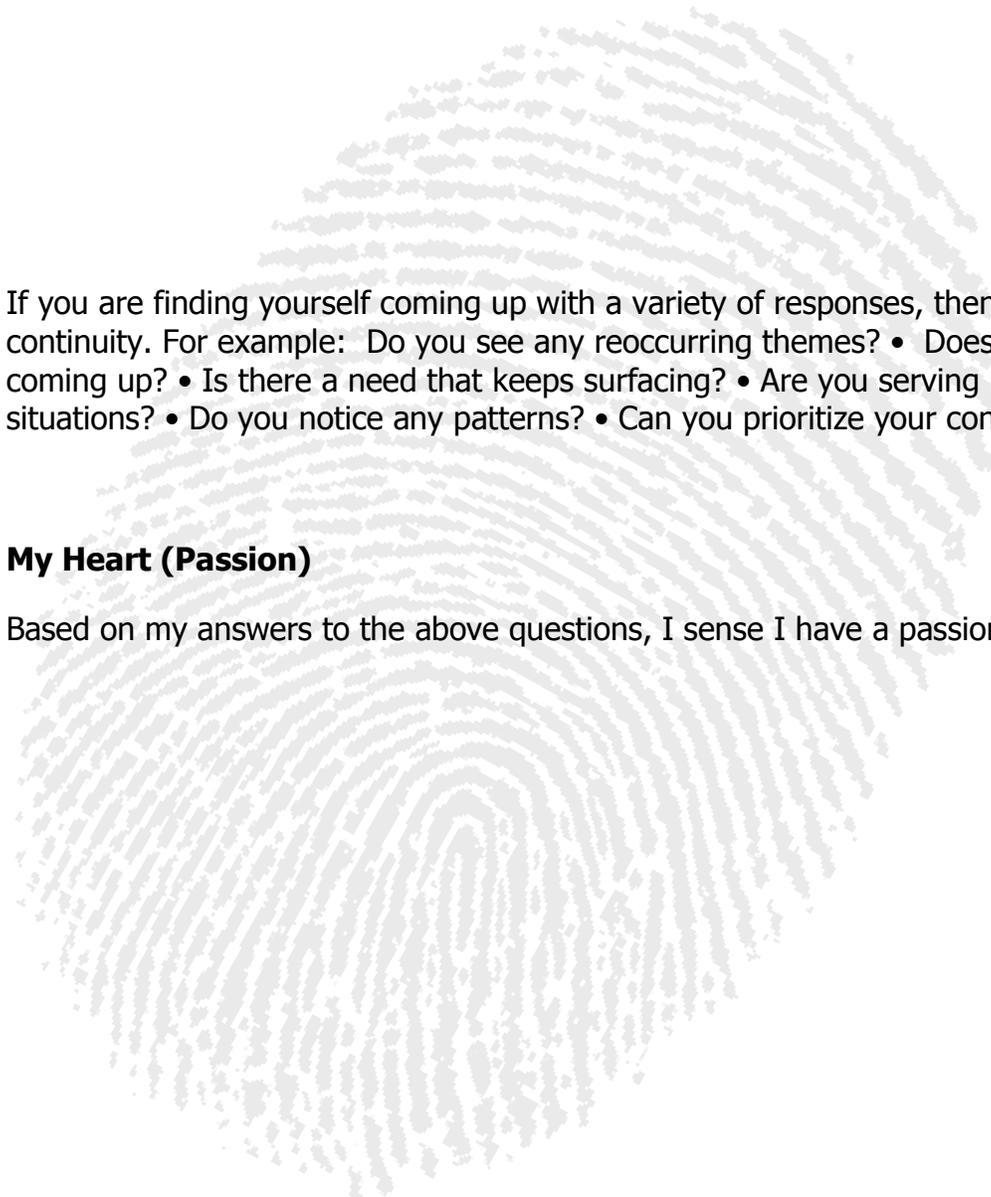
I have a sense that God may be calling me to a ministry of:

I think the area where I could make the most significant contribution is:

If you are finding yourself coming up with a variety of responses, then consider where there may continuity. For example: Do you see any reoccurring themes? • Does a particular age group keep coming up? • Is there a need that keeps surfacing? • Are you serving in a similar role in different situations? • Do you notice any patterns? • Can you prioritize your concerns?

My Heart (Passion)

Based on my answers to the above questions, I sense I have a passion to (for):



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Talents/Skills are special abilities acquired at birth or learned skills through education or experience which have been developed into areas of competency.

List those talents, acquired skills and special abilities where you have developed some confidence and competence. Include task functions as well as relational abilities and roles in which you have attained a level of proficiency.

Abilities include both natural talents or aptitudes that you may have and special skills or knowledge you may have learned. An example of a natural talent is playing the piano by ear. An example of a special skill is playing the piano by reading the notes.

Answering the following questions will help you analyze your abilities.

What things do you do well naturally, that you have a natural aptitude for, that come very easy for you? (For example, organizing, building, creative, relational, repairing, solving problems, etc.)

What things are you able to do well because of special training, education, or practice? (For example, computer skills, musical instruments, drama, special events, leadership training, carpentry, etc.)

What things in the lists above do you also really enjoy doing and receive a sense of fulfillment in doing?

What abilities, skills, and trades do you have? Circle them below:

Arts/Crafts	Computer Technology	Food Preparations	Secretarial
Office Support	Library Science	Power Point	Landscaping
Videographer	Fundraising	Translating	Administration
Decorating/Design	Strategic Planning	Photography	Programming
Vocalist	Web Design	Medical Training	Traveling
Athletics/Sports	Electrical/Sound Wiring	Performing Arts/Drama	Communication Specialist
Electrician	Public Speaking	Coordinating Events	Event Planning
Van/Bus Driver	Serving	Visualizing	Audio/Visual
Facilities Management	Craftsmanship/Repairs	Vehicle Maintenance	Plumber
Puppets	Notary	Recruiting	Welcoming
Data Entry	Finance/Accounting	Personnel Management	Graphic Design
Carpenter	Sewing	Painting	Teaching
Writing	Editing	Musician	Sign language

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You've Got Personality!

1. Definition of Personality/Temperament

- The quality or fact of being a particular person
- Habitual patterns and qualities of behavior
- Distinctive individual qualities considered collectively
- One's customary frame of mind or natural disposition

2. There are four basic personality types/styles:

- Dominance/Choleric/Lion
- Influence/Sanguine/Otter
- Steadiness/Phlegmatic/Retriever
- Conscientiousness/Melancholy/Beaver

Guidelines for Using Personality Assessment Tools:

1. No person is a single common personality type.
2. There is not a right or wrong nor a best or worst personality type.
3. The purpose for identifying your personality type is to help you understand yourself and how to better relate to others.
4. The purpose for identifying personality types is neither to put people in little boxes nor to judge their behavior.
5. The discovery of your personality type is based on your point of view. It's how you see yourself.
6. This personality assessment tool is not a test. There is no right or wrong answer.
7. This personality assessment tool does not measure psychological behavior.
8. Choose an environment – home, work or school.
9. Don't desire to be a specific personality.
10. Be honest with your responses to get an accurate assessment.

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Circle only one answer in each group:

1. When I'm at a party
 - A. I can't wait to leave because it's a waste of my time.
 - B. I am the life of the party.
 - C. I spend the time catching up with old friends.
 - D. I plan on whom I will talk with and for what reason.

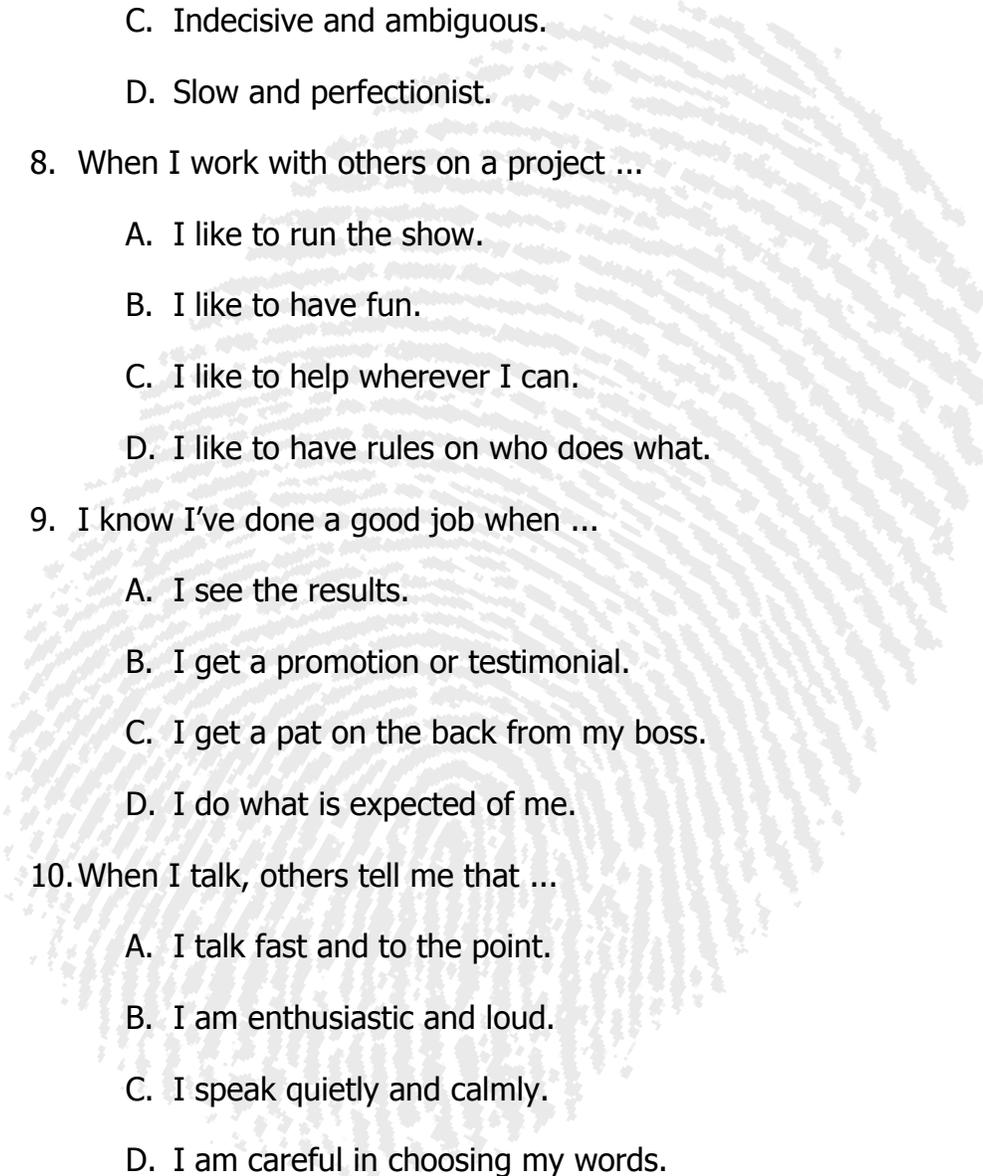
2. When I'm running any type of meeting ...
 - A. I try to keep it short and to the point.
 - B. I try to keep it entertaining and lively.
 - C. I try to avoid conflicts in the group.
 - D. I try to present as much information as possible.

3. When I get stuck in traffic ...
 - A. I go over a list of things I have to do.
 - B. I dream about being on a Caribbean vacation.
 - C. I get concerned about keeping my appointment waiting.
 - D. I think about traffic patterns and how I can avoid this in the future.

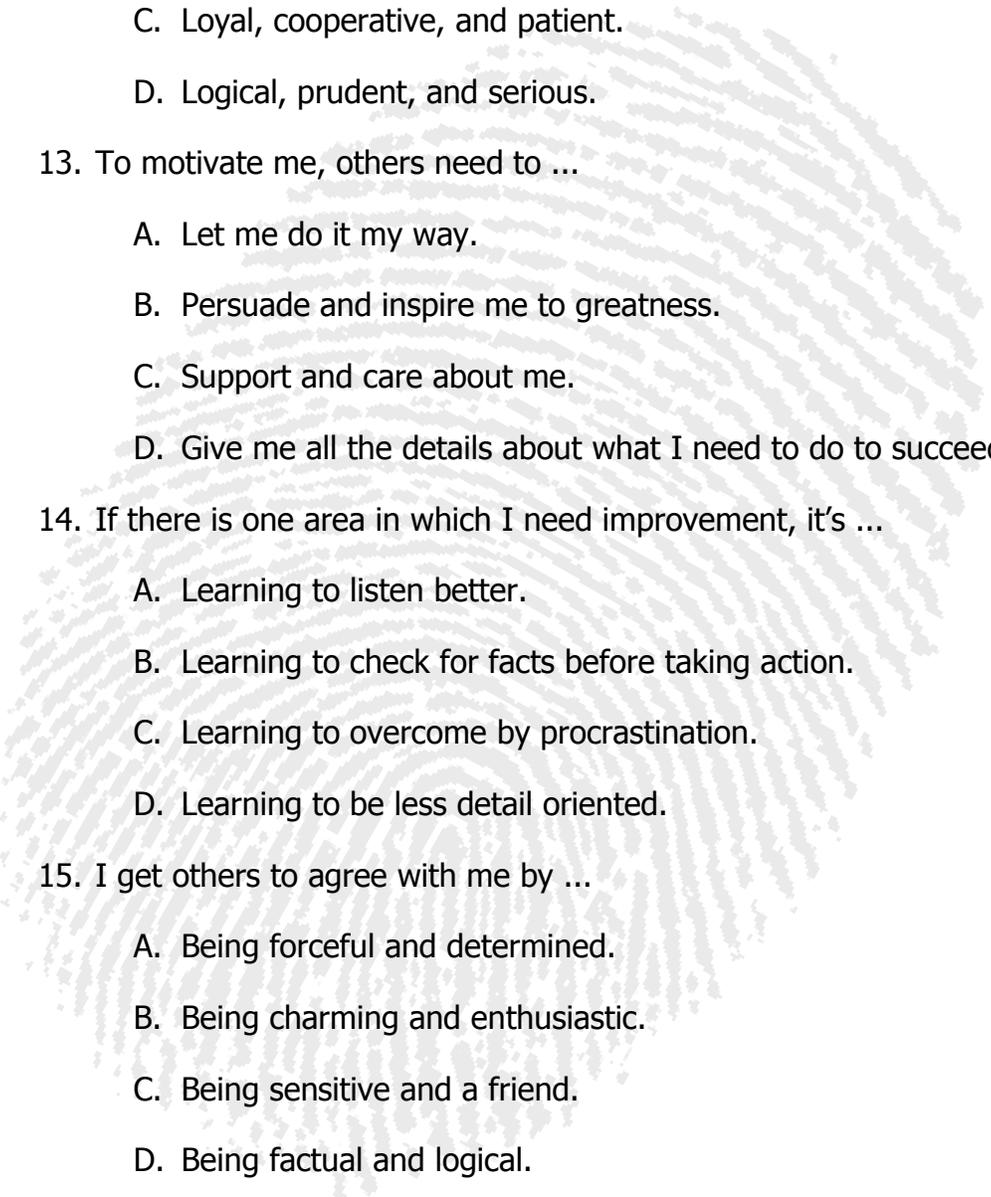
4. I believe that clothes ...
 - A. Should be neat, clean, and traditional.
 - B. Should be an expression of a person's personality.
 - C. Should be quiet and inoffensive to others.
 - D. Should be good quality and utilitarian.

5. If what I say is challenged by other ...
 - A. I remind them why I know what I am talking about.
 - B. I try to persuade them to see my point of view.
 - C. I ask them why they feel that way.
 - D. I recite the research behind my statements.

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6. When I am assigned a project to do ...
- A. I need only the outline of what has to be done, and then just leave it to me.
 - B. I need to know what the outcome should look like and what's in it for me.
 - C. I need to know where this fits in with what everyone is doing.
 - D. I need to know as much information as possible before I begin.
7. In making decisions, other people accuse me of being too...
- A. Objective and detached.
 - B. Impulsive and emotional.
 - C. Indecisive and ambiguous.
 - D. Slow and perfectionist.
8. When I work with others on a project ...
- A. I like to run the show.
 - B. I like to have fun.
 - C. I like to help wherever I can.
 - D. I like to have rules on who does what.
9. I know I've done a good job when ...
- A. I see the results.
 - B. I get a promotion or testimonial.
 - C. I get a pat on the back from my boss.
 - D. I do what is expected of me.
10. When I talk, others tell me that ...
- A. I talk fast and to the point.
 - B. I am enthusiastic and loud.
 - C. I speak quietly and calmly.
 - D. I am careful in choosing my words.
- 

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11. In giving others information ...
- A. I forget the details and give them the big picture.
 - B. I forget the facts and go on gut feel.
 - C. I tell them how it relates to them.
 - D. I give them accurate details.
12. My friends would describe me as ...
- A. Pragmatic, independent, and blunt.
 - B. Outgoing, fun to be with, and spontaneous.
 - C. Loyal, cooperative, and patient.
 - D. Logical, prudent, and serious.
13. To motivate me, others need to ...
- A. Let me do it my way.
 - B. Persuade and inspire me to greatness.
 - C. Support and care about me.
 - D. Give me all the details about what I need to do to succeed.
14. If there is one area in which I need improvement, it's ...
- A. Learning to listen better.
 - B. Learning to check for facts before taking action.
 - C. Learning to overcome by procrastination.
 - D. Learning to be less detail oriented.
15. I get others to agree with me by ...
- A. Being forceful and determined.
 - B. Being charming and enthusiastic.
 - C. Being sensitive and a friend.
 - D. Being factual and logical.
- 

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16. I prefer to spend my leisure time ...

- A. In competitive activities.
- B. In social event.
- C. In family activities.
- D. In solitary activities.

17. I get my best results when ...

- A. I take quick action.
- B. I work with others.
- C. I am patient and unpressured.
- D. I have all the facts.

18. I can't stand it when someone ...

- A. Wastes my time.
- B. Double check my work and questions me.
- C. Betrays my trust.
- D. Makes a decision without all the facts.

Personality Style Assessment

To determine your personality style, total up the number of times your circled the letter for your answer:

a. _____ b. _____ c. _____ d. _____

A. Dominance (D)

B. Influence (I)

C. Steadiness (S)

D. Conscience (C)

SPIRITUAL GIFTS • HEART • ABILITIES • PERSONALITY • **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 will help you identify life experiences that can be used effectively in future ministry.

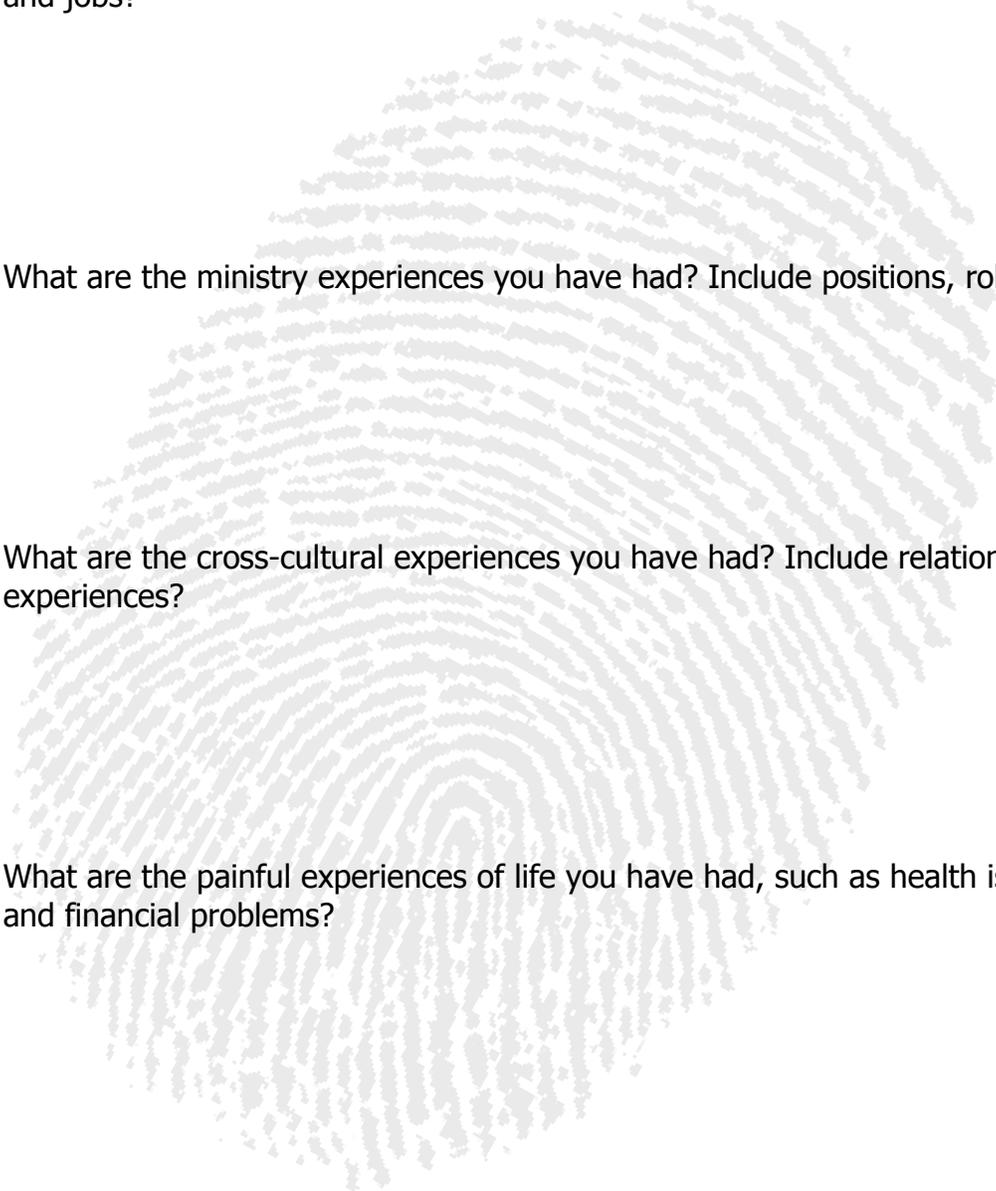
What are the educational experiences you have had? Include school, special training, and apprenticeships?

What are the vocational experiences you have had? Include fields of experience, types of work, and jobs?

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

What are the cross-cultural experiences you have had? Include relationships and missions experiences?

What are the painful experiences of life you have had, such as health issues, broken relationships, and financial problems?



S.H.A.P.E. Profile

Date: _____

Name: _____

Phone: _____ E-Mail: _____

Spiritual Gifts - My primary spiritual gifts are...

Heart - The ministries I am most passionate about are...

Abilities - The natural talents and special skills I have are...

Personality - My personality type is...

Experiences - Areas in which I am most experienced are...

Keep this copy for yourself

S.H.A.P.E. Profile

Date: _____

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Turn this copy into the Information Table on Sunday or to the church office

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