



**Spiritual Gifts**

**Heart**

**Abilities**

**Personality**

**Experiences**

## 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 p. 13.

GIFTS	TRAITS OR DESCRIPTIONS	TOTALS
Administration	<ul style="list-style-type: none"> <li>○ Delegates responsibilities easily</li> <li>○ Organizes effectively</li> <li>○ Enjoys completing projects</li> <li>○ Enjoys planning and administrative skills</li> <li>○ Successfully sets and achieves goals and objectives</li> </ul>	___ of 5
Craftsmanship	<ul style="list-style-type: none"> <li>○ Takes pleasure in drawing/designing objects</li> <li>○ Finds joy in painting or creating handcrafted objects</li> <li>○ Experiences fulfillment in completing projects</li> <li>○ Enjoys time spent in creating beauty</li> <li>○ Finds satisfaction in repairing and maintaining things</li> </ul>	___ of 5
Evangelism	<ul style="list-style-type: none"> <li>○ Enjoys talking to others about faith in Jesus Christ</li> <li>○ Challenged by the opportunity of talking to nonbelievers about the Christian life</li> <li>○ Seeks out nonbelievers in a continual manner in order to share with them about Christ</li> <li>○ Takes satisfaction from sharing the Gospel message with others and persuading them to respond</li> <li>○ Finds a certain pleasure in making new friends and sharing the love of Christ with them.</li> </ul>	___ of 5
Exhortation/ Wisdom	<ul style="list-style-type: none"> <li>○ Speaks words of encouragement to those who are troubled discouraged, or unsure of themselves</li> <li>○ Enjoys helping others resolve difficult or complicated problems</li> <li>○ Accurately applies truth to daily life in spite of crises or</li> </ul>	___ of 5

	<ul style="list-style-type: none"> <li>○ conflict</li> <li>○ A good counselor of others feeling perplexed or guilty</li> <li>○ Regularly helps others through difficulty by offering Biblical solutions which bring comfort or direction.</li> </ul>	
Giving	<ul style="list-style-type: none"> <li>○ Conscientiously manages money well in order to be able to give liberally to the Lord's work</li> <li>○ Consistently contributes to the Lord's work out of gratitude for what He has done</li> <li>○ Feels deeply moved by urgent financial needs in the work of God's kingdom</li> <li>○ Is content with maintaining a lower standard of living in order to financially benefit God's work</li> <li>○ Finds a certain pleasure in using financial resources to help others.</li> </ul>	____ of 5
Hospitality	<ul style="list-style-type: none"> <li>○ Readily provides food/shelter graciously and willingly to people in need</li> <li>○ Enjoys having guests in the home and sharing freely with those in need</li> <li>○ Making visitors and guests feel comfortable and a part of things</li> <li>○ Willingly opens home to guests or strangers even when it is not convenient</li> <li>○ Sees his/her home as a resource from God to share with others.</li> </ul>	____ of 5
Intercession	<ul style="list-style-type: none"> <li>○ Prays faithfully for the needs of others without prodding</li> <li>○ Prays for others when could be doing other things</li> <li>○ Feels secure in the knowledge that prayers continually work miracles in own life and the lives of others</li> <li>○ Knows that praying for others will bring tangible results</li> <li>○ Regards prayer as a favorite spiritual exercise.</li> </ul>	____ of 5
Knowledge	<ul style="list-style-type: none"> <li>○ Frequently discovers new truths</li> <li>○ Has the confidence that insights will bring changes in the attitude and convictions of others</li> <li>○ Acquires and masters new facts and principles which aid others in their growth and stability</li> <li>○ Enjoys reading and studying to learn more about Biblical truth</li> <li>○ Distinguishes key Biblical truths and facts that benefit self and others.</li> </ul>	____ of 5
Leadership	<ul style="list-style-type: none"> <li>○ Enjoys persuading other people to accomplish preset goals and objectives</li> <li>○ Shows success in leading other people toward accomplishing specific tasks</li> <li>○ Others follow example</li> <li>○ Leads small or large groups of people in decision-making processes</li> </ul>	____ of 5

	<ul style="list-style-type: none"> <li>○ Positively motivates others to accomplish a task.</li> </ul>	
Mercy	<ul style="list-style-type: none"> <li>○ Works joyfully with people who are ignored by the majority of those around them</li> <li>○ Talks cheerfully and compassionately with the elderly and shut-ins</li> <li>○ Enjoys working with those in jails and prisons</li> <li>○ Joyfully works with others who can do little if anything in response</li> <li>○ Enjoys doing things to comfort people during sickness or times of trouble.</li> </ul>	____ of 5
Music	<ul style="list-style-type: none"> <li>○ Joyfully sings praises to God either alone or with other people</li> <li>○ Gives others pleasure by playing a musical instrument effectively</li> <li>○ Finds much pleasure in expressing praise through music</li> <li>○ Knows that singing has been a spiritual encouragement to others</li> <li>○ Finds pleasure in playing a musical instrument alone or with a group of people.</li> </ul>	____ of 5
Serving	<ul style="list-style-type: none"> <li>○ Enjoys being called on to do special jobs</li> <li>○ Enjoys routine work at church that would seemingly bore other people</li> <li>○ Experiences satisfaction in doing menial tasks for the glory of God</li> <li>○ Is content to take orders rather than give them</li> <li>○ Gladly responds when others express a need for help.</li> </ul>	____ of 5
Shepherding	<ul style="list-style-type: none"> <li>○ Takes responsibility to care and nurture the whole person in their walk with God</li> <li>○ Provides guidance and oversight to a group of God's people</li> <li>○ Models with their life what it means to be a fully devoted follower of Jesus</li> <li>○ Establishes trust and confidence through long-term relationships</li> <li>○ Leads and protects those within their span of care.</li> </ul>	____ of 5
Teaching	<ul style="list-style-type: none"> <li>○ Enjoys helping other people learn Biblical facts and principles which aid in the building up of their lives</li> <li>○ Finds joy in sharing with children or adults knowledge about learning and applying God's word</li> <li>○ Sees the faith of others' strengthened by teaching about Christ</li> <li>○ Enjoys presenting and discussing Biblical truths with others</li> <li>○ Freely and effectively shares the love of Christ with children and/or adults in an effective and meaningful manner.</li> </ul>	____ of 5

<p>Writing</p>	<ul style="list-style-type: none"> <li>○ Enjoys formulating thoughts and ideas into effective written form</li> <li>○ Feels secure in the fact that words written will be of benefit to those who read them</li> <li>○ Composes or arranges articles in an efficient meaningful style</li> <li>○ Finds much pleasure in composing and writing paragraphs and stories for the edification of others</li> <li>○ Feels confident that literary skill will aid others and that they will be built up and informed because of it.</li> </ul>	<p>____ of 5</p>
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Rank the order your top three gifts from the Spiritual Gifts Inventory.

1. \_\_\_\_\_ 2. \_\_\_\_\_ 3. \_\_\_\_\_

List your top 3 GIFTS on p. 13.

## HEART PASSION ASSESSMENT

### Heart Passion for a Role

What do you like doing? Check 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 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:
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Choose your top 3 roles and record them on p. 13.

### Heart Passion for Specific People

Who do you like to help? Check the following types of people you feel you most passionately about.

- Infants/Babies
- Couples
- Young Marrieds
- Middle School Students

- Preschool Children
- Singles
- Elementary Children
- Toddlers
- College
- High School Students
- Older Adults 60+
- Women
- Single Parents
- Men
- Families
- Widowed
- Young Adults (Post-College – Early Career)
- Other \_\_\_\_\_

Choose your top 3 people and record them on p. 13.

### Heart Passion for a Cause

What do I get excited about? Check the causes you are most passionate about.

- At Risk Children
- Relief Efforts
- Compulsive Behavior Recovery
- Homelessness
- Financial Management
- Health and/or Fitness
- Evangelism
- Illness Support
- Fellowship
- Abuse/ Violence
- Business Career Decisions
- Disabilities
- Education
- Environment
- Grief Recovery
- Law & Justice Mediation
- Mobilizing Volunteers
- Music or Art
- Parenting
- Prayer
- Worship
- Families/Marriage
- Divorce Recovery
- Missions
- Drug and Alcohol Recovery
- Athletics
- Other \_\_\_\_\_

Choose your top 3 causes and record them on p. 13.

## ABILITIES ASSESSMENT

What God-given abilities have you discovered? Check the abilities that apply to you.

- Artistic ability: conceptualize, draw, paint, photograph, etc.
- Athletic ability: coach or participate in a sport
- Classifying ability: systematize and file books, data, records, and materials
- Cooking ability: prepare meals for large and small groups
- Counseling ability: listen, encourage, and guide with sensitivity
- Counting ability: work with numbers, data or money
- Decorating ability: beautify a setting for a special event
- Developing ability: improve, tinker, make better, modify
- Editing ability: proofread or rewrite
- Entertaining ability: perform, act, dance, speak
- Evaluating ability: analyze data and draw conclusions
- Graphics ability: layout, design, create visual displays
- Hobby-related ability: work with hands in a certain activity
- 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
- Managing ability: supervise people to accomplish a task or event
- Mechanical Operating ability: operate tools or machinery
- Musical ability: sing or play a musical instrument
- Organizational ability: bring order and organization to people and programs
- 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
- Repairing ability: fix, restore, maintain
- Researching ability: read, gather information, collect data
- Resourceful ability: search out and find resources at a lower cost
- 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 p. 13.

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## 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?

Circle the words that best describes your personality

<b>C</b>	<b>CL</b>	<b>TP</b>	<b>A</b>
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:

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C = COACH

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!"

CL = CHEERLEADER You will naturally...

- Love to talk to others
- Make life fun!
- 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!"

TP = TEAM PLAYER

You will naturally...

- 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 types
- Carry emotional and financial stability
- Prefer stability...even if it means peace at all costs.
- Says, "Remember that we're a team!"

A = ANALYST

You will naturally...

- 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!"

Transfer your results to p. 13.

## EXPERIENCE ASSESSMENT

### MINISTRY EXPERIENCES

Where have you enjoyed serving in the past? Check all that apply to you.

- Greeter/Hospitality
- Teacher (Adults)
- Teacher/Helper (Youth)
- Teacher/Helper (Children)
- Leadership Role
- Meals
- Music (Instrument)
- Music (Vocal)
- Missions
- Small Group Leader
- Mentor
- Financial Counselor
- Peer Counseling
- Video
- Sound Board
- Hospital Visitation
- Coffee Team
- Prayer Team
- Construction/Facilities
- Event Coordinator
- Parking/Security Team
- Set Up/Tear Down
- Special Needs Adults/Children
- Speaker/Large Group Communicator
- Other: \_\_\_\_\_

### WORK EXPERIENCES

What jobs have you been most effective in and enjoyed the most? List them below

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### LIFE EXPERIENCES

From what problems, hurts, pains or trials have you learned that you can in turn help others?

- Abortion
- Abuse
- Adoption
- Alcoholism
- Alzheimer's/Dementia
- 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
- Military Wartime Service
- Miscarriage
- Orphaned
- Prison
- Recovery Program
- Remarried, Separated and/or Restored Marriage
- Suicide
- Widowed
- Other \_\_\_\_\_

Transfer your results to p. 13.

## Your SHAPE for Ministry

List your top 3 SPIRITUAL GIFTS

1. \_\_\_\_\_ 2. \_\_\_\_\_ 3. \_\_\_\_\_

List your passion for your top 3 ROLES

1. \_\_\_\_\_ 2. \_\_\_\_\_ 3. \_\_\_\_\_

List your passion for your top 3 PEOPLE

1. \_\_\_\_\_ 2. \_\_\_\_\_ 3. \_\_\_\_\_

List your passion for your top 3 CAUSES

1. \_\_\_\_\_ 2. \_\_\_\_\_ 3. \_\_\_\_\_

List your top 3 ABILITIES

1. \_\_\_\_\_ 2. \_\_\_\_\_ 3. \_\_\_\_\_

List total for each PERSONALITY STYLE

Coach \_\_\_\_\_ Cheerleader \_\_\_\_\_ Team Player \_\_\_\_\_ Analyst \_\_\_\_\_

List top 3 WORK EXPERIENCES that you have had that could be used in God's Kingdom:

1. \_\_\_\_\_ 2. \_\_\_\_\_ 3. \_\_\_\_\_

List top 3 LIFE EXPERIENCES that you have had that could be used in God's Kingdom:

1. \_\_\_\_\_ 2. \_\_\_\_\_ 3. \_\_\_\_\_

List top 3 MINISTRY EXPERIENCES that you have had that could be used in God's Kingdom:

1. \_\_\_\_\_ 2. \_\_\_\_\_ 3. \_\_\_\_\_

How would you describe where you are in your Spiritual Journey with Christ right now?

- 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.

For more resources to help you become more like Christ for the sake of others, join the community at [www.becomingmore.online](http://www.becomingmore.online).