

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 page 13.

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 Sheet (pg. 13).

GIFTS	TRAITS OR DESCRIPTIONS	TOTALS
Administration	<input type="checkbox"/> Delegates responsibilities easily <input type="checkbox"/> Organizes effectively <input type="checkbox"/> Enjoys completing projects <input type="checkbox"/> Enjoys planning and administrative skills <input type="checkbox"/> Successfully sets and achieves goals and objectives	____ of 5
Craftsmanship	<input type="checkbox"/> Takes pleasure in drawing/designing objects <input type="checkbox"/> Finds joy in painting or creating handcrafted objects <input type="checkbox"/> Experiences fulfillment in completing projects <input type="checkbox"/> Enjoys time spent in creating beauty <input type="checkbox"/> Finds satisfaction in repairing and maintaining things	____ of 5
Evangelism	<input type="checkbox"/> Enjoys talking to others about faith in Jesus Christ <input type="checkbox"/> Challenged by the opportunity of talking to nonbelievers about the Christian life <input type="checkbox"/> Seeks out nonbelievers in a continual manner in order to share with them about Christ, <input type="checkbox"/> Takes satisfaction from sharing the Gospel message with others and persuading them to respond <input type="checkbox"/> Finds a certain pleasure in making new friends and sharing the love of Christ with them.	____ of 5
Exhortation/ Wisdom	<input type="checkbox"/> Speaks words of encouragement to those who are troubled, discouraged, or unsure of themselves <input type="checkbox"/> Enjoys helping others resolve difficult or complicated problems <input type="checkbox"/> Accurately applies truth to daily life in spite of crises or conflict <input type="checkbox"/> A good counselor of others feeling perplexed or guilty <input type="checkbox"/> Regularly helps others through difficulty by offering Biblical solutions which bring	____ of 5

	comfort or direction.	
Giving	<input type="checkbox"/> Conscientiously manages money well in order to be able to give liberally to the Lord's work <input type="checkbox"/> Consistently contributes to the Lord's work out of gratitude for what He had done <input type="checkbox"/> Feels deeply moved by urgent financial needs in the work of God's kingdom <input type="checkbox"/> Is content with maintaining a lower standard of living in order to financially benefit God's work <input type="checkbox"/> Finds a certain pleasure in using financial resources to help others.	<u> </u> of 5
Hospitality	<input type="checkbox"/> Readily provides food/shelter graciously and willingly to people in need <input type="checkbox"/> Enjoys having guests in the home and sharing freely with those in need <input type="checkbox"/> Making visitors and guests feel comfortable and a part of things <input type="checkbox"/> Willingly opens home to guests or strangers even when it is not convenient <input type="checkbox"/> Sees his/her home as a resource from God to share with others.	<u> </u> of 5
Intercession	<input type="checkbox"/> Prays faithfully for the needs of others without prodding <input type="checkbox"/> Prays for others when could be doing other things <input type="checkbox"/> Feels secure in the knowledge that prayers continually work miracles in own life and the lives of others <input type="checkbox"/> Knows that praying for others will bring tangible results <input type="checkbox"/> Regards prayer as a favorite spiritual exercise.	<u> </u> of 5
Knowledge	<input type="checkbox"/> Frequently discovers new truths <input type="checkbox"/> Has the confidence that insights will bring changes in the attitude and convictions of others <input type="checkbox"/> Acquires and masters new facts and principles which aid others in their growth and stability <input type="checkbox"/> Enjoys reading and studying to learn more about Biblical truth <input type="checkbox"/> Distinguishes key Biblical truths and facts that benefit self and others.	<u> </u> of 5
Leadership	<input type="checkbox"/> Enjoys persuading other people to accomplish preset goals and objectives <input type="checkbox"/> Shows success in leading other people toward accomplishing specific tasks <input type="checkbox"/> Others follow example <input type="checkbox"/> Leads small or large groups of people in decision-making processes <input type="checkbox"/> Positively motivates others to accomplish a task.	<u> </u> of 5
Mercy	<input type="checkbox"/> Works joyfully with people who are ignored by the majority of those around them <input type="checkbox"/> Talks cheerfully and compassionately with the elderly and shut-ins <input type="checkbox"/> Enjoys working with those in jails and prisons <input type="checkbox"/> Joyfully works with others who can do little if anything in response <input type="checkbox"/> Enjoys doing things to comfort people during sickness or times of trouble.	<u> </u> of 5
Music	<input type="checkbox"/> Joyfully sings praises to God either alone or with other people <input type="checkbox"/> Gives others pleasure by playing a musical instrument effectively <input type="checkbox"/> Finds much pleasure in the routine practice of singing hymns and other Gospel selections <input type="checkbox"/> Knows that singing has been a spiritual encouragement to others <input type="checkbox"/> Finds pleasure in playing a musical instrument alone or with a group of people.	<u> </u> of 5
Serving	<input type="checkbox"/> Enjoys being called on to do special jobs <input type="checkbox"/> Enjoys routine work at church that would seemingly bore other people <input type="checkbox"/> Experiences satisfaction in doing menial tasks for the glory of God <input type="checkbox"/> Is content to take orders rather than give them	<u> </u> of 5

	<input type="checkbox"/> Gladly responds when others express a need for help.	
Shepherding	<input type="checkbox"/> Takes responsibility to care and nurture the whole person in their walk with God <input type="checkbox"/> Provides guidance and oversight to a group of God's people <input type="checkbox"/> Models with their life what it means to be a fully devoted follower of Jesus <input type="checkbox"/> Establishes trust and confidence through long-term relationships <input type="checkbox"/> Leads and protects those within their span of care.	<u> </u> of 5
Teaching	<input type="checkbox"/> Enjoys helping other people learn Biblical facts and principles which aid in the building up of their lives <input type="checkbox"/> Finds joy in sharing with children or adults knowledge about learning and applying God's word <input type="checkbox"/> Sees the faith of others' strengthened by teaching about Christ <input type="checkbox"/> Enjoys presenting and discussing Biblical truths with others <input type="checkbox"/> Freely and effectively shares the love of Christ with children and/or adults in an effective and meaningful manner.	<u> </u> of 5
Writing	<input type="checkbox"/> Enjoys formulating thoughts and ideas into effective written form <input type="checkbox"/> Feels secure in the fact that words written will be of benefit to those who read them <input type="checkbox"/> Composes or arranges articles in an efficient meaningful style <input type="checkbox"/> Finds much pleasure in composing and writing paragraphs and stories for the edification of others <input type="checkbox"/> Feels confident that literary skill will aid others and that they will be built up and informed because of it.	<u> </u> of 5

Rank the order your top three gifts from the Spiritual Gifts Inventory.

1. _____ 2. _____ 3. _____

HEART PASSION ASSESSMENT

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 there name down and what one of there passions are. (Example: Billy Graham—Reaching people for Christ)
 5. What do you think some of your friends would say about you?

God had a purpose in giving you your inborn interests. In fact, your emotional heartbeat reveals a very important key to understanding God's design and intention for your life. These heartbeats are described as passions 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 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:** _____

HEART PASSION FOR SPECIFIC PEOPLE

WHOM DO YOU LIKE TO HELP?

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)
- Other _____

HEART PASSION FOR A CAUSE

WHAT DO I GET EXCITED ABOUT?

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

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

ABILITIES ASSESSMENT

WHAT GOD-GIVEN ABILITIES HAVE SURFACED THROUGHOUT YOUR LIFE?

Checkmark 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 or banners
- 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 What Language?
- 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
- Sewing/Needlework ability:** work with a needle and thread or with a sewing machine
- 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:** _____

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 for total in each of the four boxes.
No score in any box can exceed 28 points

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

Chart each of these totals from above onto the graph below.

PERSONALITY GRAPH	L (C)	O (CL)	G (TP)	B (A)
30-	--	--	--	--
26-	--	--	--	--
22-	--	--	--	--
18-	--	--	--	--
14-	--	--	--	--
10-	--	--	--	--
6-	--	--	--	--
2-	--	--	--	--

0-	-	-	-	-
C = COACH You will naturally...	CL = CHEERLEADER You will naturally...	TP = TEAM PLAYER You will naturally...	A = ANALYST You will naturally...	
<ul style="list-style-type: none"> • 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!” 	<ul style="list-style-type: none"> • 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!” 	<ul style="list-style-type: none"> • 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!” 	<ul style="list-style-type: none"> • 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

WORK EXPERIENCES

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

Transfer your results to green sheet

LIFE EXPERIENCES

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

Check all that apply to you.

- | | | |
|--|---|---|
| <input type="checkbox"/> Abortion
<input type="checkbox"/> Abuse
<input type="checkbox"/> Adoption
<input type="checkbox"/> Alcoholism
<input type="checkbox"/> Alzheimer's/Dementia
<input type="checkbox"/> Annulment of Marriage
<input type="checkbox"/> Bankruptcy
<input type="checkbox"/> Cancer
<input type="checkbox"/> Chronic Pain
<input type="checkbox"/> Crisis Pregnancy
<input type="checkbox"/> Death/Grief | <input type="checkbox"/> Depression
<input type="checkbox"/> Dysfunctional Family
<input type="checkbox"/> Divorce
<input type="checkbox"/> Drug Abuse/Addiction
<input type="checkbox"/> Eating Disorder
<input type="checkbox"/> Extended Court Proceedings
<input type="checkbox"/> Extended Job Loss
<input type="checkbox"/> Extended Physical Illness/Injury
<input type="checkbox"/> Handicapped/Disabled
<input type="checkbox"/> Homeless | <input type="checkbox"/> Military Wartime Service
<input type="checkbox"/> Miscarriage
<input type="checkbox"/> Orphaned
<input type="checkbox"/> Prison
<input type="checkbox"/> Recovery Program
<input type="checkbox"/> Remarried
<input type="checkbox"/> Separated and/or Restored Marriage
<input type="checkbox"/> Suicide
<input type="checkbox"/> Widowed
<input type="checkbox"/> Other _____ |
|--|---|---|

MINISTRY EXPERIENCES

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

- | | | |
|---|---|--|
| <input type="checkbox"/> Usher/Greeter
<input type="checkbox"/> Teacher (Adults)
<input type="checkbox"/> Teacher/Helper (Youth)
<input type="checkbox"/> Teacher/Helper (Children)
<input type="checkbox"/> Teacher Training Ministry
<input type="checkbox"/> Host
<input type="checkbox"/> Kitchen
<input type="checkbox"/> Music (Instrument)
<input type="checkbox"/> Music (Vocal)
<input type="checkbox"/> Mission Trip
<input type="checkbox"/> Urban Missions
<input type="checkbox"/> Tutoring
<input type="checkbox"/> Deacon
<input type="checkbox"/> Elder
<input type="checkbox"/> Drama
<input type="checkbox"/> Small Group Leader | <input type="checkbox"/> Mentor
<input type="checkbox"/> Financial Counselor
<input type="checkbox"/> Coach (Baseball)
<input type="checkbox"/> Coach (Basketball)
<input type="checkbox"/> Coach (Soccer)
<input type="checkbox"/> Calling Team
<input type="checkbox"/> Meals Ministry
<input type="checkbox"/> Counseling
<input type="checkbox"/> Clothing Closet
<input type="checkbox"/> Bus/Van Driver
<input type="checkbox"/> Video
<input type="checkbox"/> Sound Board
<input type="checkbox"/> Library
<input type="checkbox"/> Hospital Care
<input type="checkbox"/> Coffee
<input type="checkbox"/> Prayer Team | <input type="checkbox"/> Prison Ministry
<input type="checkbox"/> Program/Event Coordinator
<input type="checkbox"/> Retreat Planning
<input type="checkbox"/> Parking Cars
<input type="checkbox"/> Set up/ Tear down
<input type="checkbox"/> Speaker/Trainer
<input type="checkbox"/> Writing
<input type="checkbox"/> Tape/CD Ministry
<input type="checkbox"/> Cleaning Crew
<input type="checkbox"/> Office Work
<input type="checkbox"/> ESL Ministry
<input type="checkbox"/> Home Construction Ministry
<input type="checkbox"/> Recovery Ministry
<input type="checkbox"/> Special Needs Children
<input type="checkbox"/> Other _____ |
|---|---|--|

GREEN SHEET

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

Name _____ DOB _____

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 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 any WORK EXPERIENCES that you have had that could be used in God's Kingdom:

1. _____ 2. _____ 3. _____

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

1. _____ 2. _____ 3. _____

List any 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?

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.

Are you currently serving at New Life? _____

Where? _____

