

# My S.H.A.P.E. Profile

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**S** – My Top **SPIRITUAL GIFTS**:

_____	_____
_____	_____
_____	_____

**H** – The Top 3-6 people, needs, causes, etc. that touch me at the **HEART** level:

_____	_____
_____	_____
_____	_____

My “Holy Discontent(s)” are:

_____	_____
_____	_____
_____	_____

**A** - My 4-6 Best **ABILITIES**:

_____	_____
_____	_____
_____	_____

**P** - My **PERSONALITY** profile:

I am \_\_\_\_\_ / \_\_\_\_\_.  
task OR people oriented      structured OR unstructured

**E** - Life **EXPERIENCES** that give me an advantage in serving others.

_____	_____
_____	_____
_____	_____

# Spiritual Gifts

## Spiritual Gifts Assessment Instructions

1. Read each of the following statements and rate them according to the following scale:
  - a. 3 = Consistently, definitely true
  - b. 2 = Most of the time, usually true
  - c. 1 = Some of the time, once in a while
  - d. 0 = Not at all, never
2. 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.

3. 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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4. When you have completed the assessment, please transfer your TOP 3 to 5 Spiritual Gifts to your S.H.A.P.E. Profile. (TOP 3-5 highest "T's" – corresponding letters to be transferred into profile)

## Spiritual Gifts 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 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. \_\_\_\_
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. \_\_\_\_

**Spiritual Gifts 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

**Spiritual Gift ASSESSMENT KEY:**

<b>A = Administration</b> _____	<b>K = Hospitality</b> _____
<b>B = Apostleship (i.e. Missions)</b> _____	<b>L = Intercession</b> _____
<b>C = Craftsmanship</b> _____	<b>M = Knowledge</b> _____
<b>D = Creative Communication</b> _____	<b>N = Leadership</b> _____
<b>E = Discernment</b> _____	<b>O = Mercy</b> _____
<b>F = Encouragement</b> _____	<b>P = Prophecy</b> _____
<b>G = Evangelism</b> _____	<b>Q = Shepherding</b> _____
<b>H = Faith</b> _____	<b>R = Teaching</b> _____
<b>I = Giving</b> _____	<b>S = Wisdom</b> _____
<b>J = Helps</b> _____	

# HEART

“Delight yourself in the Lord and He will give you the desires of your heart”

Psalms 37:4

What are you passionate about? What do you love?

What affects you at a heart level?

**1. What drives, motivates and/or excites you?**

- What would you do if you knew you could not fail?
- What do you love to do? (i.e. fishing, sewing, soccer, playing music, reading etc)
- What pushes you to action?

**2. Who are the people you most want to help?**

- Who do you care about? (i.e. homeless, orphans, refugees, hurting friends etc)
- Who do you naturally connect with? (i.e. people with similar interests, the outcasts, athletes, intellectuals, hurting etc)
- Who do you feel you can be yourself around? (i.e. friends, community, etc)

**3. What are the needs you feel most drawn to?**

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

**4. What “cause” are you most passionate about?**

- What cause or issue fires you up/ makes your heart race?
- What breaks your heart/ wrecks you?

# 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.
- € Building: The ability to construct, make assemble.
- € Coaching: The ability to prepare, instruct, train, equip, develop.
- € Communicating: The ability to share, convey, impart.
- € Competing: The ability to contend, win, battle.
- € 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.
- € Coordination: The ability to organize, match, harmonize.
- € Counseling: The ability to guide, advise, support, listen, care for.
- € Decorating: The ability to beautify, enhance, adorn.
- € 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.
- € Encouraging: The ability to cheer, inspire, support.
- € Engineering: The ability to construct, design, plan.
- € Excelling: The ability to be the best and make my team the best, setting and attaining the highest standard.
- € 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.
- € 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.
- € 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.
- € 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.
- € Promoting: The ability to sell, sponsor, endorse, showcase.
- € Recruiting: The ability to draft, enlist hire, engage.
- € Repairing: The ability to fix, mend, restore, heal.
- € Researching: The ability to seek, gather, examine, study.
- € Resourcing: The ability to furnish, provide, deliver.
- € 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.
- € 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.



## Tim Keller's List of Skills, Passions, Talents and Gifts

Dr. Tim Keller once commented that if you lift up the lid of a piano and sing a B-flat notes, only the B-flat string will vibrate. Why? Because it was built to pick up that wave length; the other strings are deaf to B-flat. So too, there are needs and activities that we vibrate to because of the way God has built us.

Read the seven different groups below that relate to skills, talents, and gifts. Try to identify one (or more) group that you “vibrate” to in interest or experience. Note that our unique design is usually reflected in a combination of these groups.

**Adventuring** (def): abilities that use physical strength and dexterity, as well as courage and boldness, to accomplish tasks some may consider uncertain or risky.

- ☐ **Faith** – The God-given ability to believe God for the unlikely.
- ☐ **Cross Cultural** – The interest or desire to travel or live in among people different from your culture of origin. The ability to adapt to another culture.
- ☐ **Evangelism** – The desire or interest in sharing the truth of the gospel to people unaware or resistant to it.
- ☐ **Spontaneous Fun** – The ability to delay routine responsibilities and get involved in impromptu activities designed to develop relationships for Kingdom purposes.
- ☐ **Prayer** – The passion to plead to God for His kingdom to come and His will to be done on earth as it is in heaven. The ability to pray with unusual perseverance with the result that answers to prayer requests are often experienced, sometimes in remarkable ways.

**Artistic** (def): creative abilities used to communicate feelings, ideas, concepts and philosophical perspectives.

- ☐ **Service** – The God-given ability to detect and meet needs through various expressions of love and labor, including **musical & creative communications**, which is the ability to communicate God's truth through a variety of art forms..
- ☐ **Acting** – People who enjoy performing on stage or in video productions.
- ☐ **Costuming (Drama)** – Those who enjoy developing outfits and accessories for dramatic productions.
- ☐ **Art** – People with the skills and ability to express themselves through drawings, painting and sculpture.
- ☐ **Crafts** – Persons who enjoy leading children in doing crafts either in Sunday school or other activities.
- ☐ **Building Crafts** – People who get a kick out of designing craft projects which can be used by different age groups in the children's ministry.

- ☐ **Creativity** - People who can use their imagination to arrange or bring something about.
- ☐ **Data Base Development**– People who understand computing data bases and how to effectively develop them for use in ministry applications.
- ☐ **Cross Cultural** – The interest or desire to travel or live in among people different from your culture of origin. The ability to adapt to another culture.
- ☐ **Decorating** – People with the skills and interests in designing and furnishing rooms or buildings.
- ☐ **Food Preparation** – Persons who enjoy planning and preparing food for groups ranging in size from very small to very large numbers of people.
- ☐ **Spontaneous Fun**– The ability to delay routine responsibilities and get involved in impromptu activities designed to develop relationships for Kingdom purposes.
- ☐ **Gardening and Landscaping**– People who enjoy designing, developing and/or maintaining beautiful grounds by playing in the dirt.
- ☐ **Graphics Design** – People who have the skills, ability, and experience to express their artistry through the use of computer graphics
- ☐ **Audio, Video & Lighting Tech** – People with the experience, or desire to learn, in the use of audio, video and lighting equipment to support our technical team.
- ☐ **Music – Children’s** - People with training and skills in vocal and/or instrumental music, to work with children in order to lead them to worship God and understand His love.
- ☐ **Music – Instrumental** - People with training and skills in instrumental music who will use these skills in musical performance, or train others in developing their instrumental skills, in order to lead people in the worship God and to understand His love.
- ☐ **Music – Vocal** - People with training and skills in vocal performance, who will use these skills, or train others in the use of their vocal gifts, in order to lead people in the worship God and to understand His love.
- ☐ **Photography** – People who enjoy illuminating God’s creation through the artistic use of the medium of photography.
- ☐ **Puppeteering** – People who enjoy acting through the use of puppets in order to communicate to children in a fresh and creative manner.
- ☐ **Video Scripting** – People who enjoy writing and can help express a concept or idea through word, audio and video, so that it is a clear expression of the desired message.
- ☐ **Story Boarding** – People who enjoy planning by creatively organizing random ideas into coherent schemes.
- ☐ **Web Site Creation** – People who understand computers and the internet, as well as web design and updating, and desire to promote the Kingdom of God through world class website development.
- ☐ **Writing** – People who express ideas well by composing them in written formats.
- ☐ **Creative/Interpretive Movement** –People with training and skills in creative and interpretive movement, who will use these skills, or train others in the use of their skills, in order to lead in the worship of God and in understanding His love.
- ☐ **Stage/Set Design** - People with the ability and desire to creatively design sets for artistic productions.
- ☐ **Story Telling** – The ability to make stories come alive and real in creative and innovative ways, particularly for children.

**Influencing** (def): abilities used to intentionally and directly motivate people to do or believe something.

- ☐ **Teaching** - The God-given desire and ability to understand, explain and apply God's Word to the lives of those listening.
- ☐ **Exhortation** – The God-given ability to arouse others to action, causing them to follow a specific course of action.
- ☐ **Evangelism** – The God-given desire and ability to effectively communicate the message of the gospel of Christ to unbelievers.
- ☐ **Pastor-Teacher** – The God-given desire and ability to pastor God's people primarily through the proclaiming and teaching God's Word.
- ☐ **Leadership** – The God-given ability to attract, lead and motivate people to accomplish their work of ministry.
- ☐ **Faith** – The God-given ability to believe God for the unlikely.
- ☐ **Business** – People who have background and experience in running managing and leading business ventures.
- ☐ **Financial Counseling** – People who understand financial planning and are able to help others apply these principles.
- ☐ **Counseling** – One who is able to provide advice, opinion or instruction regarding issues, concerns, or circumstances.
- ☐ **Cross Cultural** – The interest or desire to travel or live in among people different from your culture of origin. The ability to adapt to another culture.
- ☐ **Discipleship** – People with a spiritual life product who desire to intentionally impart that product and are willing to spend enough time doing the right things to make that happen.
- ☐ **Distance Learning** – People who know how to design educational initiatives and curriculum for learning vehicles such as on-line training, as well as video & audio adaptations.
- ☐ **Greeting and Ushering** – People who enjoy helping visitors, regular attenders and members during worship services and other programs by providing friendly service and direction.
- ☐ **Journalism and Reporting** – Persons who enjoy gathering, writing, editing and publishing news and information.
- ☐ **Knowledge** – The capacity to gain deep insight into biblical truth by means of careful research and serious study. The ability to uncover the great principles of God's Word.
- ☐ **Language** The training, skill and/or cultural background to speak one or more languages other than English.
- ☐ **Public Relations** - The skills and ability to promote information and good will that secures public notice.
- ☐ **Mentoring** – One willing to serve as a friend and counselor, guiding others using lessons learned usually through their own life experience.
- ☐ **Prayer** – The passion to plead to God for His kingdom to come and His will to be done on earth as it is in heaven. The ability to pray with unusual perseverance with the result that answers to prayer requests are often experienced, sometimes in remarkable ways.
- ☐ **Producing Events** – Persons who enjoy organizing and coordinating programs and productions, helping the people involved fulfill their roles in the accomplishment of the activity.

- ☐ **Story Boarding** – People who enjoy planning by creatively organizing random ideas into coherent schemes.
- ☐ **Theology** – People who study God’s truth in a systematic way and enjoy applying it to problems or opportunities.
- ☐ **Writing and Editing** – People who express ideas well by composing them in written formats, and who can help edit material for publication or production.
- ☐ **Volunteer Development** – People who enjoy helping others identify their gifts, skills, and passions, and work with them to find their best niche in ministry.
- ☐ **Small Group Leadership** – People who enjoy teaching and leading in a group of three to nine people, and who want to see these people grow and mature.
- ☐ **Mentor** – One willing to serve as a friend and counselor, guiding others using lessons learned usually through their own life experience.
- ☐ **Recruitment and Mobilization**
- ☐ **Coaching** - Persons who have skills in a particular sport to teach, encourage, and lead children, adolescents or adults.
- ☐ **Entrepreneur** - People who are energized by casting vision for and starting new ministries or re-vamping old ones.

**Investigating** (def): abilities used to experiment and use math, data, formulas and logic to achieve results.

- ☐ **Administration** – The God-given ability to give guidance and direction to the people and affairs of the church.
- ☐ **Business** – People who have background and experience in running managing and leading business ventures.
- ☐ **Legal** – People with legal training and skills who are willing to use them to serve others.
- ☐ **Medical Skills** – People with training and skills in the medical arts and are willing to use them to serve others.
- ☐ **Financial Counseling** – People with training and skills in financial planning who are willing to use them to serve others.
- ☐ **Computer** – People with an understanding of computer hardware and software operations, who are willing to use these skills to serve others..
- ☐ **Creativity** – People who can use their imagination to arrange or bring something about.
- ☐ **Data Base Development** – People who understand computing data bases and how to effectively develop them for use in ministry applications.
- ☐ **Distance Learning** – People who know how to design educational initiatives and curriculum development through distance learning vehicles such as on-line training, as well as video & audio adaptations.
- ☐ **Journalism and Reporting** – Persons who enjoy gathering, writing, editing and publishing news and information.
- ☐ **Knowledge** – The capacity to gain deep insight into biblical truth by means of careful research and serious study. The ability to uncover the great principles of God’s Word.
- ☐ **Language** – The training, skill and/or cultural background to speak one or more languages other than English.

- ❑ **Research** – People who enjoy using libraries, the internet, and research methods to uncover literature, data and information useful for sermon preparation, ministry planning, and program evaluation.
- ❑ **Theology** – People who study God’s truth in a systematic way and enjoy applying it to problems or opportunities.

## **Operating** (def): the abilities to operate machinery or skilled equipment.

- ❑ **Service** – The God-given ability to detect and meet needs through various expressions of love and labor, including **craftsmanship**, which is the desire and ability to facilitate the ministry by constructing the necessary tools for ministry.
- ❑ **Audio, Video & Lighting Tech** – People with the experience, or desire to learn, in the use of audio, video and lighting equipment to support our technical team.
- ❑ **Video Editing** - People who enjoy editing video productions in order to express a concept or idea so that it is a clear expression of the desired message.
- ❑ **Computer** – People with an understanding of computer hardware and software operations, who are willing to use these skills to serve others.
- ❑ **Stage/Set Construction** – People with the ability and desire to use tools and building materials to build visual tools that enhance the message of the Kingdom.
- ❑ **Carpentry** – People with the skills of woodworking and cabinet-making who want to invest these abilities in helping others.
- ❑ **Electrician** – People with the skills of planning and wiring electrical systems who want to invest these abilities in helping others.
- ❑ **Painting** – People who enjoy painting and want to use this to help others.
- ❑ **Data Base Development** – People who understand computing data bases and how to effectively develop them for use in ministry applications.
- ❑ **Data Entry** – People who desire to serve by entering data and maintaining systems for existing ministry databases.
- ❑ **Word Processing** – People who enjoy keyboarding and are willing to use that skill to support administrative functions.
- ❑ **Building Crafts** – People who get a kick out of designing craft projects which can be used by different age groups in the children’s ministry.
- ❑ **Food Preparation** – Persons who enjoy planning and preparing food for groups ranging in size from very small to very large numbers of people.
- ❑ **Gardening and Landscaping** – People who enjoy designing, developing and/or maintaining beautiful grounds by playing in the dirt.
- ❑ **Medical Skills** – People with training and skills in the medical arts and are willing to use them to serve others.
- ❑ **Music** – People with training and skills in vocal and/or instrumental music, to either work with groups (children, youth, adults) or use these skills in musical performance, to lead others to worship God and understand His love.
- ❑ **Photography** – People who enjoy illuminating God’s creation through the artistic use of the medium of photography.

- ❑ **Web Site Maintenance** – People who understand computers and the internet, as well as web design, and desire to promote the Kingdom of God through the maintenance of a world class website.

**Organizing** (def): abilities to carry out systematic processes, organize details, establish plans, and arrange schedules.

- ❑ **Administration** – The God-given ability to give guidance and direction to the people and affairs of the church.
- ❑ **Service** – The God-given ability to detect and meet needs through various expressions of love and labor, including **hospitality**, which is the desire and ability to provide an environment of inclusion for new and needy people.
- ❑ **Accounting** – The knowledge and ability to use generally accepted accounting practices.
- ❑ **Business** – People who have background and experience in running managing and leading business ventures.
- ❑ **Financial Counseling** – People who understand financial planning and are able to help others apply these principles.
- ❑ **Data Base Development** – People who understand computing data bases and how to effectively develop them for use in ministry applications.
- ❑ **Distance Learning** – People who know how to design educational initiatives and curriculum for learning vehicles such as on-line training, as well as video & audio adaptations.
- ❑ **Building Crafts** – People who get a kick out of designing craft projects which can be used by different age groups in the children's ministry.
- ❑ **Food Management** – The ability to plan and oversee food service, including management of volunteer and paid preparers and servers, for groups ranging in size from very small to very large numbers of people.
- ❑ **Greeting and Ushering** – People who enjoy helping visitors, regular attenders and members during worship services and other programs by providing friendly service and direction.
- ❑ **Producing Events** – Persons who enjoy organizing and coordinating programs and productions, helping the people involved fulfill their roles in the accomplishment of the activity.
- ❑ **Research** – People who enjoy using libraries, the internet, and research methods to uncover literature, data and information useful for sermon preparation, ministry planning, and program evaluation.
- ❑ **Scripting (Video)** – People who enjoy writing and can help express a concept or idea through word, audio and video, so that it is a clear expression of the desired message.
- ❑ **Story Boarding** – People who enjoy planning by creatively organizing random ideas into coherent schemes.
- ❑ **Web Site Creation & Maintenance** – People who understand computers and the internet, as well as web design and updating, and desire to promote the Kingdom of God through world class website development.
- ❑ **Editing** – People with grammatical and writing skill who can help edit material for publication or production.
- ❑ **Librarian** – Persons who love books and materials, and enjoy organizing them in such a way as to make them available to children and adults.

- ❑ **Volunteer Scheduling** – People who enjoy coordinating tasks and people, planning how to recruit and organize volunteers to complete projects.
- ❑ **Office Support** – People who love to come alongside of ministry and administrative staff, supporting them in their office functions, so that they can be more efficient and effective.
- ❑ **Mailing Coordination** – People who enjoy organizing large mailing projects, using volunteers to complete the task on schedule.

**Social** (def): abilities used to encourage, develop, support and help others to be more effective in their daily lives.

- ❑ **Teaching** – The God-given desire and ability to understand, explain and apply God’s Word to the lives of those listening.
- ❑ **Evangelism** – The God-given desire and ability to effectively communicate the message of the gospel of Christ to unbelievers.
- ❑ **Pastor-Teacher** – The God-given desire and ability to pastor God’s people primarily through the proclaiming and teaching God’s Word
- ❑ **Shepherding (Pastor)** – The God-given desire and ability to provide leadership, care and nurture for individuals or groups of people in the church over an extended period of time.
- ❑ **Mercy** – The God-given ability to hurt for those who hurt and to do what is necessary to help relieve them from their distress.
- ❑ **Service** – The God-given ability to detect and meet needs through various expressions of love and labor, including **hospitality**, which is the desire and ability to provide an environment of inclusion for new and needy people.
- ❑ **Hospitality** – The ability to welcome individuals or groups into one’s home or place of work in order to share fellowship, food, or lodging.
- ❑ **Caregiving** – People who like to come alongside those who are hurt, confused, or struggling and support them until they recover and regain strength.
- ❑ **Compassion** – Persons who feel deep sympathy for others struck by misfortune, accompanied by the desire to alleviate the suffering.
- ❑ **Counseling** One who is able to provide advice, opinion or instruction regarding issues, concerns, or circumstances.
- ❑ **Cross Cultural** – The interest or desire to travel or live in among people different from your culture of origin. The ability to adapt to another culture.
- ❑ **Discipleship** – People with a spiritual life product who desire to intentionally impart that product and are willing to spend enough time doing the right things to make that happen.
- ❑ **Distance Learning** – People who know how to design educational initiatives and curriculum for learning vehicles such as on-line training, as well as video & audio adaptations.
- ❑ **Encouragement** – Persons who desire to inspire and stimulate others toward belief and confidence in God and themselves.
- ❑ **Evangelism** - The God-given desire and ability to effectively communicate the message of the gospel of Christ to unbelievers.
- ❑ **Spontaneous Fun** – The ability to delay routine responsibilities and get involved in impromptu activities designed to develop relationships for Kingdom purposes.



- ☐ **Greeting and Ushering** – People who enjoy helping visitors, regular attenders and members during worship services and other programs by providing friendly service and direction.
- ☐ **Language** - The training, skill and/or cultural background to speak one or more languages other than English.
- ☐ **Public Relations** - The skills and ability to promote information and good will that secures public notice.
- ☐ **Medical Skills** – People with training and skills in the medical arts and are willing to use them to serve others.
- ☐ **Mentor** - – One willing to serve as a friend and counselor, guiding others using lessons learned usually through their own life experience.
- ☐ **Prayer** – The passion to plead to God for His kingdom to come and His will to be done on earth as it is in heaven. The ability to pray with unusual perseverance with the result that answers to prayer requests are often experienced, sometimes in remarkable ways.
- ☐ **Writing** - People who express ideas well by composing them in written formats.
- ☐ **Telephoning** – People who enjoy contacting others by telephone – even people they don't know – to solicit information or deliver a message.
- ☐ **Reception/Phone Answering** – People who enjoy receiving calls and helping take messages or direct the caller to the person or location desired.
- ☐ **Sign Language** - People with training and skills in sign language, who will use these skills, or train others in sign language, in order to lead or support ministry to the deaf..
- ☐ **Disabled/Special Education/Special Needs** – People with training and skills and/or a deep concern that children and adults with special needs receive ministry in the church
- ☐ **Food Serving** – People who enjoy caring for others by serving them meals.

## ***Six Effective Evangelistic Styles***

### **Reflective Analysis of Personality Traits Impacting the Sharing of our Faith**

(October 2013 – Adapted by Dennis Williams from an

internet article posted by Al Maxey March 2008)

<http://www.zianet.com/maxey/reflx341.htm>)

This simple questionnaire and the information provided, are intended to help equip followers of Christ in our ability to help others come to know Him. The information and questionnaire presented here are presented and adapted from the book / training, *Becoming a Contagious Christian* (by Bill Hybels, Mark Mittelberg and Lee Strobel). Additional information has been added by Dr. Dean Osuch, Pastor at Peachtree Corners Baptist Church and Drue Warner, Pastor at Perimeter Church (Johns Creek, GA).

### **INSTRUCTIONS**

**STEP 1:** On the questionnaire, rank, on a scale of 0 – 3, the 36 statements that are listed.

- 3 - Very much like me
- 2 - Somewhat like me
- 1 - Very Little like me
- 0 - Not at all like me

**STEP 2:** On the grid at the bottom of the page, fill your answers in next to the corresponding question number. See below.

Confrontational					
#1	#7	#13	#19	#25	#31
Intellectual					
#2	#8	#14	#20	#26	#32
Testimonial					
#3	#9	#15	#21	#27	#33
Interpersonal					
#4	#10	#16	#22	#28	#34
Invitational					
#5	#11	#17	#23	#29	#35
Serving					
#6	#12	#18	#24	#30	#36

**STEP 3:** Total your answers, row by row from left to right, and list them out to the right side of the grid.

**STEP 4:** Take notice of your totals. The highest totals represent the evangelistic styles that are most like you. The lowest totals represent the evangelistic styles that are least like you.

**STEP 5:** Read through the summaries of each evangelistic style (those that are most and least like you), and ask God to apply, to your heart and mind, that which encourages and convicts you, so that, through your life, your evangelism effectiveness would increase and many others would be brought closer to and/or into relationship with Jesus Christ.

## *Evangelism Styles Questionnaire*

### Scoring Totals:

3-Very much 2-Somewhat 1-Very Little 0-Not at all (Based on your overall tendencies/preferences)

- \_\_\_ 1. In conversations, I like to approach topics directly, without much small talk or beating around the bush.
- \_\_\_ 2. I have a hard time getting out of bookstores or libraries without getting a bunch of books that will help me better understand issues being debated in society.
- \_\_\_ 3. I often tell stories about my personal experiences in order to illustrate a point I am trying to make.
- \_\_\_ 4. I am a "people person" who places a high value on friendship.
- \_\_\_ 5. I enjoy including or adding new people to activities I am involved in.
- \_\_\_ 6. I see needs in people's lives that others often overlook.
- \_\_\_ 7. I do not shy away from putting a person on the spot when it seems necessary.
- \_\_\_ 8. I tend to be analytical.
- \_\_\_ 9. I often identify with others by using phrases like "I used to think that too" or "I once felt the way you do."
- \_\_\_ 10. Other people have commented about my ability for developing new friendships.
- \_\_\_ 11. To be honest, even if I knew the answers, I am more comfortable having someone "better qualified" explain Christianity to my friends.
- \_\_\_ 12. I find fulfillment in helping others often in behind-the-scenes ways.
- \_\_\_ 13. I do not have a problem confronting my friends with the truth even if it risks hurting the relationship.
- \_\_\_ 14. In conversations, I naturally focus on the questions that are holding up a person's spiritual progress.
- \_\_\_ 15. When I tell people of how I came to Christ, I have found that they have been interested in hearing it.
- \_\_\_ 16. I would rather delve into personal life issues than abstract theological ideas.
- \_\_\_ 17. If I knew of a high quality outreach event that my friends would enjoy, I would make a big effort to bring them.
- \_\_\_ 18. I prefer to show love through my actions more than my words.
- \_\_\_ 19. I believe that real love often means telling someone the truth, even when it hurts.
- \_\_\_ 20. I enjoy discussions and debates on difficult questions.
- \_\_\_ 21. I intentionally share my mistakes with others when it will help them relate to the solutions I have found.
- \_\_\_ 22. I prefer getting involved in discussions concerning a person's life before dealing with the details of their beliefs.
- \_\_\_ 23. I tend to watch for spiritually strategic events to bring people to (such as Christian concerts, outreach events, seeker services).
- \_\_\_ 24. When people are spiritually closed, I have found that my quiet demonstrations of Christian love sometimes make them more receptive.
- \_\_\_ 25. A motto that would fit me is: "Make a difference or a mess, but do something."
- \_\_\_ 26. I often get frustrated with people when they use weak arguments or poor logic.
- \_\_\_ 27. People seem interested in hearing stories about things that have happened in my life.
- \_\_\_ 28. I enjoy long talks with friends.
- \_\_\_ 29. I am always looking for a match between the needs and interests of my friends and the various events, books, etc., that they would enjoy or benefit from.
- \_\_\_ 30. I feel more comfortable physically assisting a person in the name of Christ than getting involved in religious discussions.
- \_\_\_ 31. I sometimes get in trouble for lacking gentleness and sensitivity in the way I interact with others.
- \_\_\_ 32. I like to get at the underlying reasons for opinions that people hold.
- \_\_\_ 33. I am still amazed at how God brought me to faith in Him and I am motivated to tell people about it.
- \_\_\_ 34. People generally consider me to be an interactive, sensitive, and caring kind of person.
- \_\_\_ 35. A highlight of my week would be to take a guest with me to an appropriate church event.
- \_\_\_ 36. I tend to be more practical and action-oriented than philosophical and idea-oriented.

### Confrontational

#1	#7	#13	#19	#25	#31
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### Intellectual

#2	#8	#14	#20	#26	#32
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### Testimonial

#3	#9	#15	#21	#27	#33
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### Interpersonal

#4	#10	#16	#22	#28	#34
----	-----	-----	-----	-----	-----

### Invitational

#5	#11	#17	#23	#29	#35
----	-----	-----	-----	-----	-----

### Serving

#6	#12	#18	#24	#30	#36
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**Total your scores  
(from right to left)  
The highest number  
totals represent  
your natural  
evangelistic style(s).**

# Personality

Understanding the personality God has given you will help you more effectively express your spiritual gifts, heart, and abilities for His sake.

We Are Going to Focus on Only Two Aspects of Your Personality:

1) How you are energized and 2) how you are organized.

For each statement, choose the number towards the statement that most accurately describes what you would prefer in most situations.

## How are you Energized?

I'm more comfortable:

doing things for people	1	2	3	4	being with people
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When doing a task, I tend to:

focus on the goal	1	2	3	4	focus on the relationship
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I get more excited about:

advancing a cause	1	2	3	4	creating a community
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I feel I've accomplished something when I've:

gotten a job done	1	2	3	4	built a relationship
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It is more important to start a meeting:

on time	1	2	3	4	when everyone gets there
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I'm more concerned with:

meeting a deadline	1	2	3	4	maintaining the team
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I place higher value on:

action	1	2	3	4	communication
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Add all the prior numbers and record the total here. TOTAL = \_\_\_\_\_

If your score was 7 to 17, you are more TASK-ORIENTED.

If your score was 18 to 28, you are more PEOPLE-ORIENTED.

## How are you Organized?

While on vacation, I prefer to:

be spontaneous	1	2	3	4	follow a set plan
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I prefer to set guidelines that are:

general	1	2	3	4	specific
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I prefer to:

leave my options open	1	2	3	4	settle things now
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I prefer projects that have:

variety	1	2	3	4	routine
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I like to:

play it by ear	1	2	3	4	stick to a plan
----------------	---	---	---	---	-----------------

I find routine:

boring	1	2	3	4	restful
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I accomplish tasks best:

by working it out as I go	1	2	3	4	by following a plan
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**Add all the prior numbers and record the total here. TOTAL = \_\_\_\_\_**

If your score was 7 to 17, you are UNSTRUCTURED.

If your score was 18 to 28, you are STRUCTURED.

**Record your results:**

I am \_\_\_\_\_ / \_\_\_\_\_.  
task-oriented OR people-oriented      unstructured OR structured

# Experience

*"Praise be to the God and Father of our Lord Jesus Christ, the Father of compassion and the God of all comfort, who comforts us in all our troubles, so that we can comfort those in any trouble with the comfort we ourselves have received from God."*

- 2 Corinthians 1:3-4

**Take a moment to think about these different experiences and how they have impacted your life:**

- Spiritual experiences: meaningful decisions, times with God, times you felt especially close to God.
- Painful experiences: problems, hurts, trials, etc...
- Educational experiences: favorite subjects in school, special training, etc...
- Ministry experience: how you've served in the past