

# **EQUIPPED TO SERVE**

## **S.H.A.P.E. ASSESSMENT**



CHURCH OF THE  
**SAVIOR**

## ABOUT THE SHAPE ASSESSMENT

The S.H.A.P.E. assessment was developed by Rick Warren and Saddleback church, and it is designed to help you better understand your gifts, your passions, and how you can serve in your church. The assessment has five sections that are meant to capture a wholistic view of your unique abilities:

- **Spiritual Gifts Inventory:** the first section of the assessment will help you determine what gifts God has given to you.
- **Heart / Passion Assessment:** next, you will consider what you are passionate about.
- **Abilities Assessment:** in this section, you will list the special skills and abilities you possess.
- **Personality Assessment:** using the DISC assessment, you will gain insight into your personality and motivations.
- **Experiences:** in this last section, you will describe the experiences that have shaped you, whether those are spiritual, educational or professional experiences.

This summary of your gifts, passions, skills and experience will help you uncover and develop your areas of ministry both inside and outside of the church. The goal of this assessment is to give you direction, affirm what you already know, and provide guidance.

### SPIRITUAL GIFTS INVENTORY

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

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

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

Using the answer key on page 7, write your response to each statement in the box that corresponds to that statement.

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

1 = 3	20 = 2	39 = 3	58 = 1	77 = 2	96 = 3	115 = 1	T = 15	A
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When you have completed the assessment, please transfer your top three spiritual gifts to your S.H.A.P.E. Profile on page 17.

- \_\_\_\_\_ 1. I like to organize people, tasks, and events.
- \_\_\_\_\_ 2. I would like to start churches in places where they do not presently exist.
- \_\_\_\_\_ 3. I enjoy working creatively with wood, cloth, paints, metal, glass, or other materials.
- \_\_\_\_\_ 4. I enjoy challenging people's perspective of God by using various forms of art.
- \_\_\_\_\_ 5. I can readily distinguish between spiritual truth and error, good and evil.
- \_\_\_\_\_ 6. I tend to see the potential in people.
- \_\_\_\_\_ 7. I communicate the gospel to others with clarity and effectiveness.
- \_\_\_\_\_ 8. I find it natural and easy to trust God to answer my prayers.
- \_\_\_\_\_ 9. I give liberally and joyfully to people in financial need or to projects requiring support.
- \_\_\_\_\_ 10. I enjoy working behind the scenes to support the work of others.
- \_\_\_\_\_ 11. I view my home as a place to minister to people in need.
- \_\_\_\_\_ 12. I take prayer requests from others and consistently pray for them.
- \_\_\_\_\_ 13. I am approached by people who want to know my perspective on a particular passage or biblical truth.
- \_\_\_\_\_ 14. I am able to motivate others to accomplish a goal.
- \_\_\_\_\_ 15. I empathize with hurting people and desire to help in their healing process.
- \_\_\_\_\_ 16. I can speak in a way that results in conviction and change in the lives of others.
- \_\_\_\_\_ 17. I enjoy spending time nurturing and caring for others.
- \_\_\_\_\_ 18. I am able to communicate God's work effectively.
- \_\_\_\_\_ 19. I am often sought out by others for advice about spiritual or personal matters.
- \_\_\_\_\_ 20. I am careful, thorough, and skilled at managing details.
- \_\_\_\_\_ 21. I am attracted to the idea of serving in another country or ethnic community.
- \_\_\_\_\_ 22. I am skilled in working with different kinds of tools.
- \_\_\_\_\_ 23. I enjoy developing and using my artistic skills (art, drama, music, photography, etc.).
- \_\_\_\_\_ 24. I frequently am able to judge a person's character based upon first impressions.
- \_\_\_\_\_ 25. I enjoy reassuring and strengthening those who are discouraged.
- \_\_\_\_\_ 26. I consistently look for opportunities to build relationships with non-Christians.
- \_\_\_\_\_ 27. I have confidence in God's continuing provision and help, even in difficult times.
- \_\_\_\_\_ 28. I give more than a tithe so that kingdom work can be accomplished.
- \_\_\_\_\_ 29. I enjoy doing routine tasks that support the ministry.
- \_\_\_\_\_ 30. I enjoy meeting new people and helping them to feel welcomed.
- \_\_\_\_\_ 31. I enjoy praying for long periods of time and receive leadings as to what God wants me to pray for.
- \_\_\_\_\_ 32. I receive information from the Spirit that I did not acquire through natural means.
- \_\_\_\_\_ 33. I am able to influence others to achieve a vision.
- \_\_\_\_\_ 34. I can patiently support those going through painful experiences as they try to stabilize their lives.
- \_\_\_\_\_ 35. I feel responsible to confront others with the truth.

- \_\_\_ 36. I have compassion for wandering believers and want to protect them.
- \_\_\_ 37. I can spend time in study knowing that presenting truth will make a difference in the lives of people.
- \_\_\_ 38. I can often find simple, practical solutions in the midst of conflict or confusion.
- \_\_\_ 39. I can clarify goals and develop strategies or plans to accomplish them.
- \_\_\_ 40. I am willing to take an active part in starting a new church.
- \_\_\_ 41. I enjoy making things for use in ministry.
- \_\_\_ 42. I help people understand themselves, their relationships and God better through artistic expression.
- \_\_\_ 43. I can see through phoniness or deceit before it is evident to others.
- \_\_\_ 44. I give hope to others by directing them to the promises of God.
- \_\_\_ 45. I am effective at adapting the gospel message so that it connects with an individual's felt needs.
- \_\_\_ 46. I believe that God will help me to accomplish great things.
- \_\_\_ 47. I manage my money well in order to free more of it for giving.
- \_\_\_ 48. I willingly take on a variety of odd jobs around the church to meet the needs of others.
- \_\_\_ 49. I genuinely believe the Lord directs strangers to me who need to get connected to others.
- \_\_\_ 50. I am conscious of ministering to others as I pray.
- \_\_\_ 51. I am committed, and schedule blocks of time for reading and studying Scripture, to understand Biblical truth fully and accurately.
- \_\_\_ 52. I can adjust my leadership style to bring out the best in others.
- \_\_\_ 53. I enjoy helping people sometimes regarded as undeserving or beyond help.
- \_\_\_ 54. I boldly expose cultural trends, teachings, or events, which contradict Biblical principles.
- \_\_\_ 55. I like to provide guidance for the whole person – relationally, emotionally, spiritually, etc.
- \_\_\_ 56. I can devote considerable time to learning new Biblical truths in order to communicate them to others.
- \_\_\_ 57. I can easily select the most effective course of action from among several alternatives.
- \_\_\_ 58. I can identify and effectively use the resources needed to accomplish tasks.
- \_\_\_ 59. I can adapt well to different cultures and surroundings.
- \_\_\_ 60. I can visualize how something should be constructed before I build it.
- \_\_\_ 61. I like finding new and fresh ways of communicating God's truth.
- \_\_\_ 62. I tend to see rightness or wrongness in situations.
- \_\_\_ 63. I reassure those who need to take courageous action in their faith, family, or life.
- \_\_\_ 64. I invite unbelievers to accept Christ as their Savior.
- \_\_\_ 65. I trust God in circumstances where success cannot be guaranteed by human effort alone.
- \_\_\_ 66. I am challenged to limit my lifestyle in order to give away higher percentages of my income.
- \_\_\_ 67. I see spiritual significance in doing practical tasks.

- \_\_\_ 68. I like to create a place where people do not feel that they are alone.
- \_\_\_ 69. I pray with confidence because I know that God works in response to prayer.
- \_\_\_ 70. I have insight or just know something to be true.
- \_\_\_ 71. I set goals and manage people and resources effectively to accomplish them.
- \_\_\_ 72. I have great compassion for hurting people.
- \_\_\_ 73. I see most actions as right or wrong, and feel the need to correct the wrong.
- \_\_\_ 74. I can faithfully provide long-term support and concern for others.
- \_\_\_ 75. I like to take a systematic approach to my study of the Bible.
- \_\_\_ 76. I can anticipate the likely consequences of an individual's or a group's action.
- \_\_\_ 77. I like to help organizations or groups become more efficient.
- \_\_\_ 78. I can relate to others in culturally sensitive ways.
- \_\_\_ 79. I honor God with my handcrafted gifts.
- \_\_\_ 80. I apply various artistic expressions to communicate God's truth.
- \_\_\_ 81. I receive affirmation from others concerning the reliability of my insights or perceptions.
- \_\_\_ 82. I strengthen those who are wavering in their faith.
- \_\_\_ 83. I openly tell people that I am a Christian and want them to ask me about my faith.
- \_\_\_ 84. I am convinced of God's daily presence and action in my life.
- \_\_\_ 85. I like knowing that my financial support makes a real difference in the lives and ministries of God's people.
- \_\_\_ 86. I like to find small things that need to be done and often do them without being asked.
- \_\_\_ 87. I enjoy entertaining people and opening my home to others.
- \_\_\_ 88. When I hear about needy situations, I feel burdened to pray.
- \_\_\_ 89. I have suddenly known some things about others, but did not know how I knew them.
- \_\_\_ 90. I influence others to perform to the best of their capability.
- \_\_\_ 91. I can look beyond a person's handicaps or problems to see a life that matters to God.
- \_\_\_ 92. I like people who are honest and will speak the truth.
- \_\_\_ 93. I enjoy giving guidance and practical support to a small group of people.
- \_\_\_ 94. I can communicate Scripture in ways that motivate others to study and want to learn more.
- \_\_\_ 95. I give practical advice to help others through complicated situations.
- \_\_\_ 96. I enjoy learning about how organizations function.
- \_\_\_ 97. I enjoy pioneering new undertakings.
- \_\_\_ 98. I am good at and enjoy working with my hands.
- \_\_\_ 99. I am creative and imaginative.
- \_\_\_ 100. I can identify preaching, teaching, or communication which is not true to the Bible.
- \_\_\_ 101. I like motivating others to take steps for spiritual growth.
- \_\_\_ 102. I openly and confidently tell others what Christ has done for me.

- \_\_\_\_\_ 103. I am regularly challenging others to trust God.
- \_\_\_\_\_ 104. I give generously due to my commitment to stewardship.
- \_\_\_\_\_ 105. I feel comfortable being a helper, assisting others to do their job more effectively.
- \_\_\_\_\_ 106. I do whatever I can to make people feel that they belong.
- \_\_\_\_\_ 107. I am honored when someone asks me to pray for them.
- \_\_\_\_\_ 108. I discover important Biblical truths when reading or studying Scripture which benefit others in the Body of Christ.
- \_\_\_\_\_ 109. I am able to cast a vision that others want to be a part of.
- \_\_\_\_\_ 110. I enjoy bringing hope and joy to people living in difficult circumstances.
- \_\_\_\_\_ 111. I will speak God's truth, even in places where it is unpopular or difficult for others to accept.
- \_\_\_\_\_ 112. I can gently restore wandering believers to faith and fellowship.
- \_\_\_\_\_ 113. I can present information and skills to others at a level that makes it easy for them to grasp and apply to their lives.
- \_\_\_\_\_ 114. I can apply Scriptural truth that others regard as practical and helpful.
- \_\_\_\_\_ 115. I can visualize a coming event, anticipate potential problems, and develop backup plans.
- \_\_\_\_\_ 116. I am able to orchestrate or oversee several church ministries.
- \_\_\_\_\_ 117. I am able to design and construct things that help the church.
- \_\_\_\_\_ 118. I regularly need to get alone to reflect and develop my imagination.
- \_\_\_\_\_ 119. I can sense when demonic forces are at work in a person or situation.
- \_\_\_\_\_ 120. I am able to challenge or rebuke others in order to foster spiritual growth.
- \_\_\_\_\_ 121. I seek opportunities to talk about spiritual matters with unbelievers.
- \_\_\_\_\_ 122. I can move forward in spite of position or lack of support when I sense God's blessing on an undertaking.
- \_\_\_\_\_ 123. I believe I have been given an abundance of resources so that I may give more to the Lord's work.
- \_\_\_\_\_ 124. I readily and happily use my natural or learned skills to help wherever needed.
- \_\_\_\_\_ 125. I can make people feel at ease even in unfamiliar surroundings.
- \_\_\_\_\_ 126. I often see specific results in direct response to my prayers.
- \_\_\_\_\_ 127. I confidently share my knowledge and insights with others.
- \_\_\_\_\_ 128. I figure out where we need to go and help others to get there.
- \_\_\_\_\_ 129. I enjoy doing practical things for others who are in need.
- \_\_\_\_\_ 130. I feel compelled to expose sin wherever I see it and to challenge people to repentance.
- \_\_\_\_\_ 131. I enjoy patiently but firmly nurturing others in their development as believers.
- \_\_\_\_\_ 132. I enjoy explaining things to people so that they can grow spiritually and personally.
- \_\_\_\_\_ 133. I have insights into how to solve problems that others do not see.

**Spiritual Gifts Answer Key:**

Enter your scores from the questions below, and enter the total of each row. Your highest scores indicate your areas of greatest spiritual gifting.

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 Gifts Assessment Key:**

A = Administration	K = Hospitality
B = Apostleship / Missions	L = Intercession
C = Craftsmanship	M = Knowledge
D = Creative Communication	N = Leadership
E = Discernment	O = Mercy
F = Encouragement	P = Prophecy
G = Evangelism	Q = Shepherding / Pastoring
H = Faith	R = Teaching
I = Giving	S = Wisdom
J = Helps / Service	

## HEARTBEAT: DISCOVERING YOUR TRUE PASSION

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The Bible uses the term “heart” to represent the center of your motivation, desires, and inclinations: “Delight yourself in the Lord and he will give you the desires of your heart” (Psalm 37:4 NIV). In this section, you will work through several exercises that will help you define your passions.

**Answer the questions below; these five passion principles will help you know your true heart:**

1. What drives you? In what direction do your dreams and desires move?
2. Who do you care about? Who do you feel you can most profoundly influence for God?
3. What needs will you meet? What are the top two needs you love meeting?
4. What cause will you help conquer? What cause or issue makes your heart race?
5. What dream will you fulfill? What pursuit would release your passions to serve God?

*Passion is the fuel of life. It is the great source of energy and drive.  
It's what makes us explore new vistas, develop new  
relationships, and seek solutions to perplexing problems.  
-- Bob Buford, Halftime*



**Circle the words below that best describe what you have a heart for or what motivates you most:**

- **Acquire/Possess:** I love to shop, collect, or obtain things. I enjoy getting the highest quality for the best price.
- **Design/Develop:** I love to make something out of nothing. I enjoy getting something started from scratch.
- **Excel:** I love to be the best and make my team the best. I enjoy setting and attaining the highest standard.
- **Follow the Rules:** I love to operate by policies and procedures. I enjoy meeting the expectations of an organization or boss.
- **Improve:** I love to make things better. I enjoy taking something that someone else has designed or started and improving it.
- **Influence:** I love to convert people to my way of thinking. I enjoy shaping the attitudes and behavior of others.
- **Lead:** I love to lead the way, oversee, and supervise. I enjoy determining how things will be done.
- **Repair:** I love to fix and repair mechanical kinds of things (inanimate objects).
- **Organize:** I love to bring order out of chaos. I enjoy organizing something that is already started.
- **Perform:** I love to be on stage and receive the attention of others. I enjoy being in the limelight.
- **Persevere:** I love to see things to completion. I enjoy persisting at something until it is finished.
- **Evangelize:** I love sharing the plan of salvation with anyone I meet.
- **Prevail:** I love to fight for what is right and oppose what is wrong. I enjoy overcoming injustice.
- **Writing:** I love to write articles, stories, and/or books.
- **Proofreading:** I love proofreading my written material as well as articles written by others.
- **Serve/Help:** I love to assist others in their responsibility. I enjoy helping others succeed.

**The people I would like to serve most are:**

- |   |   |  |
|---|---|--|
| <input type="checkbox"/> Children         | <input type="checkbox"/> Infants        | <input type="checkbox"/> Widowed       |
| <input type="checkbox"/> College Students | <input type="checkbox"/> Men            | <input type="checkbox"/> Women         |
| <input type="checkbox"/> Disabled         | <input type="checkbox"/> Parents        | <input type="checkbox"/> Young Married |
| <input type="checkbox"/> Divorced         | <input type="checkbox"/> Prisoners      | <input type="checkbox"/> Youth         |
| <input type="checkbox"/> Elderly          | <input type="checkbox"/> Single Parents | <input type="checkbox"/> Poor          |
| <input type="checkbox"/> Empty Nesters    | <input type="checkbox"/> Singles        | <input type="checkbox"/> Other: _____  |
| <input type="checkbox"/> Homeless         | <input type="checkbox"/> Teen Moms      | <input type="checkbox"/> Other: _____  |
| <input type="checkbox"/> Hospitalized     | <input type="checkbox"/> Unemployed     | <input type="checkbox"/> Other: _____  |

**The issues or causes I feel most strongly about are:**

- |  |  |   |
|--|--|---|
| <input type="checkbox"/> Abuse/Violence      | <input type="checkbox"/> Ethics              | <input type="checkbox"/> Policy/ Politics |
| <input type="checkbox"/> Alcoholism          | <input type="checkbox"/> Finances            | <input type="checkbox"/> Poverty/ Hunger  |
| <input type="checkbox"/> At-risk children    | <input type="checkbox"/> Health/fitness      | <input type="checkbox"/> Sanctity of Life |
| <input type="checkbox"/> Compulsive behavior | <input type="checkbox"/> HIV/AIDS            | <input type="checkbox"/> Sexuality        |
| <input type="checkbox"/> Deafness            | <input type="checkbox"/> Homelessness        | <input type="checkbox"/> Spiritual apathy |
| <input type="checkbox"/> Disabilities        | <input type="checkbox"/> Injustice issues    | <input type="checkbox"/> Other: _____     |
| <input type="checkbox"/> Divorce             | <input type="checkbox"/> Law/ Justice system | <input type="checkbox"/> Other: _____     |
| <input type="checkbox"/> Drug Abuse          | <input type="checkbox"/> Marriage/ Family    | <input type="checkbox"/> Other: _____     |
| <input type="checkbox"/> Education           | <input type="checkbox"/> Parenting           | <input type="checkbox"/> Other: _____     |
| <input type="checkbox"/> Environment         |  |   |

**Three serving opportunities that excite me most:**

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

**Five areas where you currently serve (or have previously served):**

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_
5. \_\_\_\_\_

## ABILITIES ASSESSMENT

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As you read through this list, mark the talents or skills in which you have proven ability and that you enjoy doing. You are not making a commitment to serve in any of these areas. Be honest and fair in your self-evaluation. Rate these areas by:

- Circling boxes for abilities that you love
- Checking boxes for abilities you like
- Putting an X in boxes for abilities you have but don't enjoy using

- |   |  |
|---|--|
| <input type="checkbox"/> Administration Skills    | <input type="checkbox"/> Intercession            |
| <input type="checkbox"/> Artistic                 | <input type="checkbox"/> Landscaping             |
| <input type="checkbox"/> Audio-Visual             | <input type="checkbox"/> Leadership Skills       |
| <input type="checkbox"/> Career Counseling        | <input type="checkbox"/> Legal Knowledge         |
| <input type="checkbox"/> Childcare                | <input type="checkbox"/> Marketing               |
| <input type="checkbox"/> Clerical Skills          | <input type="checkbox"/> Mechanical Aptitude     |
| <input type="checkbox"/> Coaching                 | <input type="checkbox"/> Medical Knowledge       |
| <input type="checkbox"/> Communication            | <input type="checkbox"/> Music-Instrumental      |
| <input type="checkbox"/> Compassion               | <input type="checkbox"/> Music-Vocal             |
| <input type="checkbox"/> Computer Graphics        | <input type="checkbox"/> Organization            |
| <input type="checkbox"/> Computer Skills          | <input type="checkbox"/> Painting                |
| <input type="checkbox"/> Computerized Photography | <input type="checkbox"/> Photography             |
| <input type="checkbox"/> Construction             | <input type="checkbox"/> Prayer                  |
| <input type="checkbox"/> Cooking/Providing Meals  | <input type="checkbox"/> Pre-press Production    |
| <input type="checkbox"/> CPR/First Aid            | <input type="checkbox"/> Problem Solving         |
| <input type="checkbox"/> Craftsmanship            | <input type="checkbox"/> Public Speaking         |
| <input type="checkbox"/> Creative                 | <input type="checkbox"/> Puppets                 |
| <input type="checkbox"/> Creative Communications  | <input type="checkbox"/> Script Writing          |
| <input type="checkbox"/> Data Entry               | <input type="checkbox"/> Set Design/Construction |
| <input type="checkbox"/> Decorating               | <input type="checkbox"/> Sewing                  |
| <input type="checkbox"/> Desktop Publishing       | <input type="checkbox"/> Sound Mixing            |
| <input type="checkbox"/> Editing                  | <input type="checkbox"/> Sports Coach            |
| <input type="checkbox"/> Elementary Education     | <input type="checkbox"/> Teaching                |
| <input type="checkbox"/> Encourager               | <input type="checkbox"/> Team Building           |
| <input type="checkbox"/> Event Planning           | <input type="checkbox"/> Team Player             |
| <input type="checkbox"/> Facilitation             | <input type="checkbox"/> Technical Skills        |
| <input type="checkbox"/> Floral Design            | <input type="checkbox"/> Video Production        |
| <input type="checkbox"/> Foreign Language         | <input type="checkbox"/> Word Processing         |
| <input type="checkbox"/> Gardening                | <input type="checkbox"/> Writing                 |
| <input type="checkbox"/> Good Listener            | <input type="checkbox"/> Youth Games             |
| <input type="checkbox"/> Graphic Design           |  |

## PERSONALITY ASSESSMENT: DISC

In each row below, circle the word that you feel describes you best right now. Then, transfer your answers to the scoring sheet on the next page and add up each column. Your highest score is your predominant personality type.

	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>
1.	Restrained	Forceful	Careful	Expressive
2.	Pioneering	Correct	Exciting	Satisfied
3.	Willing	Animated	Bold	Precise
4.	Argumentative	Doubting	Indecisive	Unpredictable
5.	Respectful	Outgoing	Patient	Daring
6.	Persuasive	Self-reliant	Logical	Gentle
7.	Cautious	Even-tempered	Decisive	Life of the party
8.	Popular	Assertive	Perfectionist	Generous
9.	Colorful	Modest	Easy-going	Unyielding
10.	Systematic	Optimistic	Persistent	Accommodating
11.	Relentless	Humble	Neighborly	Talkative
12.	Friendly	Observant	Playful	Strong-willed
13.	Charming	Adventurous	Disciplined	Deliberate
14.	Restrained	Steady	Aggressive	Attractive
15.	Enthusiastic	Analytical	Sympathetic	Determined
16.	Commanding	Impulsive	Slow-paced	Critical
17.	Consistent	Forceful character	Lively	Laid back
18.	Influential	Kind	Independent	Orderly
19.	Idealistic	Popular	Pleasant	Outspoken
20.	Impatient	Serious	Procrastinator	Emotional
21.	Competitive	Spontaneous	Loyal	Thoughtful
22.	Self-sacrificing	Considerate	Convincing	Courageous
23.	Dependent	Flighty	Stoic	Pushy
24.	Tolerant	Conventional	Stimulating	Directing

DISC assessment adapted from Heartland Church ([heartcc.org/qa/wp-content/uploads/2016/02/DISC-Assessment.pdf](http://heartcc.org/qa/wp-content/uploads/2016/02/DISC-Assessment.pdf))

**DISC scoring sheet:**

In each row below, circle the letter that corresponds to the word you choose on the previous page -- for example, if the word you circled in row 1 was "Careful," circle the letter "C" in row 1 below. Then add up how many letters are circled in each column and enter the total at the bottom. When you have added your scores, transfer them to your S.H.A.P.E. profile on p. 18.

For an explanation of each DISC personality type, see pages 14-15.

	<b>D</b>	<b>I</b>	<b>S</b>	<b>C</b>
<b>1.</b>	B	D	A	C
<b>2.</b>	A	C	D	B
<b>3.</b>	C	B	A	D
<b>4.</b>	A	D	C	B
<b>5.</b>	D	B	C	A
<b>6.</b>	B	A	D	C
<b>7.</b>	C	D	B	A
<b>8.</b>	B	A	D	C
<b>9.</b>	D	A	C	B
<b>10.</b>	C	B	D	A
<b>11.</b>	A	D	C	B
<b>12.</b>	D	C	A	B
<b>13.</b>	B	A	D	C
<b>14.</b>	C	D	B	A
<b>15.</b>	D	A	C	B
<b>16.</b>	A	B	C	D
<b>17.</b>	B	C	D	A
<b>18.</b>	C	A	B	D
<b>19.</b>	D	B	C	A
<b>20.</b>	A	D	C	B
<b>21.</b>	A	B	C	D
<b>22.</b>	D	C	B	A
<b>23.</b>	D	B	A	C
<b>24.</b>	D	C	A	B
<b>Column Total:</b>				

## DISC PERSONALITY TYPES: D (LION) - DOMINANT, DECISIVE

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**Characteristics:** Direct, decisive, dominant, confident, risk takers, problem solvers, self-starters.

**Value to a Team:** The D personality type is a bottom-line organizer, places high value on time frames and seeing results, may challenge the status quo, and thinks in a very innovative way.

**Basic Motivation:** Challenge and control.

**Greatest Fear:** Being taken advantage of.

**Desires:** The D personality desires freedom from others' rules. They gravitate towards having authority, personal freedom, and opportunity for advancement. They desire recognition, awards, and prestige for their work and ideas. In the work environment, D personality types focus on promoting growth and take a "bottom line" approach.

**Possible Weakness:** D personality types sometimes overstep authority, become argumentative, dislike repetition and routine, attempt too much at one time, and offend people while accomplishing their job.

**Leadership Style:** They take control and prefer to be in charge, do not like people telling them what to do, like to delegate tasks to others, often make quick decisions, and have a direct demanding approach to management.

**Following Style:** Ds respect strong leaders; want to win; desire choices, not orders; seek power, authority, and productivity; work independently; frequently "do his/her own thing"

**Personal Growth Areas:** D personality types can strive to listen more actively, be attentive to other team members' ideas, work towards consensus instead of making decisions alone, be careful to explain the "whys" of their proposals and decisions, and learn that relaxation is not a crime and self control is important.

## DISC PERSONALITY TYPES: I (MAN) - INFLUENCING, INSPIRING

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**Characteristics:** Not afraid to be the center of attention, enthusiastic, optimistic, talkative, persuasive, impulsive and emotional.

**Value to a Team:** The I personality type is a creative problem solver and great encourager and motivator of others; they go out of their way to keep things light, avoid and negotiate conflict and keep the peace.

**Basic Motivation:** Recognition and approval

**Greatest Fear:** Rejection

**Desires:** The I personality desires prestige, friendly relationships, freedom from details, opportunities to help and motivate others, and the chance to verbalize ideas.

**Possible Weakness:** I personality types are not good with detail, more concerned popularity than with tangible results and organization, not great listeners, and may give the impression of waiting to speak instead of truly listening to what someone else is saying. In some cases, gestures and facial expressions are overly used.

**Leadership Style:** People with an I personality are inspiring and enthusiastic, love to lead and influence others, are naturally great presenters, talkative, love crowds, are impressive and positive.

**Following Style:** I personalities follow with their heart, tend to be impulsive followers, want opportunities that will make them look good, talk a lot, make great first impressions, often rise to the top as leaders due to persuasiveness and high confidence; their leader may not know who is leading whom.

**Personal Growth Areas:** People who have an I personality should practice exercising control over actions, words, and emotions. They may need to slow down the pace for other team members; as natural talkers, they may need to concentrate on talking less and listening more. They also shouldn't take on more than they can accomplish.

## DISC PERSONALITY TYPES: S (OX / ANGEL) - STABLE, STEADY

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**Characteristics:** steady, stable, and predictable; even-tempered, friendly, sympathetic with others and very generous with loved ones; understanding and a good listener; servant, submissive, specialist.

**Value to a Team:** The S personality type is reliant and dependable, patient, and a good listener; they strive for consensus and seek to reconcile conflicts; they are compliant towards authority and a loyal team player, good at multi-tasking and seeing tasks through until completion.

**Basic Motivation:** Stability and support.

**Greatest Fear:** Loss of security.

**Desires:** The S personality desires sincere appreciation for their acts of kindness. They enjoy repetition and patterns and having time to adjust to change if it must occur.

**Possible Weakness:** People with an S personality resist change, take a long time to adjust, hold a grudge, can be sarcastic and passive-aggressive, and will give in rather than argue.

**Leadership Style:** The S personality types are sweet, steady and stable leaders; they are friendly and loyal, cool, reliable, relaxed, and reserved; they often miss opportunities due to caution and avoidance of change.

**Following Style:** An S wants to establish a relationship with a gentle, understanding leader who will be around for a long time; wants to serve in a stable environment; will make decisions slowly; is very at home with sensible, slow judgment; and likes a familiar and low-key environment.

**Personal Growth Areas:** S personality types often need to learn to be more direct in their interactions and to be aware of their own wants and needs. It may take intentionality to express their own thoughts, opinions, and feelings in situations, although they make excellent listeners to others.

## DISC PERSONALITY TYPES: C (EAGLE) - CAREFUL, CORRECT

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**Characteristics:** Accurate, precise, detail-oriented, conscientious, analytical, systematic, careful decision-makers, good problem solvers.

**Value to a Team:** The C personality brings perspective to groups, makes realistic estimates and will voice the problems that they see with the plan or already existing system. They are conscientious and even tempered, will complete tasks they've committed to, and will be very thorough.

**Basic Motivation:** Quality and correctness.

**Greatest Fears:** Criticism and failure.

**Desires:** A person who is a C personality wants clearly defined tasks, details, limited risks, assignments that require precision and planning, time to think, and time to prepare for changes.

**Possible Weakness:** The C personality type will avoid conflict rather than argue and it can be difficult to get them to verbalize their feelings. They can be bound by procedures and methods, find it difficult to stray from order, and obsess over small details.

**Leadership Style:** A C personality is competent, goes by the book, and does everything according to policy. They are thorough and detail oriented, very informative, serious about doing the job just right; they provide plenty of information and they focus on the problem and pitfalls.

**Following Style:** As a follower, a C will analyze each decision, loves research and development, and is quality-oriented, picky and precise. They will follow with their mind, not their heart, want time to think about decisions and to complete work with excellence; once convinced, they are excellent followers.

**Personal Growth Areas:** Because a C personality fears criticism, they tend to be over critical of others. To be open to others ideas and methods, they will need to push themselves to be decisive and take risks.

## EXPERIENCE

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One of the most overlooked factors in determining the ministry God has for you is your past experience, particularly the hurts and problems you've overcome with God's help. Since our greatest life messages come out of our weaknesses, not our strengths, we should pay close attention to what we've learned during difficult times. Answer the four questions below with highlights from your life experience.

1. What **educational** experiences have you had?

2. What **ministry** experiences have you had?

3. What **painful** experiences have you had?

4. What **spiritual** experiences have you had?



# S.H.A.P.E SUMMARY

Name: \_\_\_\_\_

Email: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_

## SPIRITUAL GIFTS

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Your top three spiritual gifts, from page 7:

1. \_\_\_\_\_

2. \_\_\_\_\_

3. \_\_\_\_\_

## HEARTBEAT

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List three areas (issues, groups of people, types of work) that you are most passionate about, based on your answers to the questions on pages 8-10:

1. \_\_\_\_\_

2. \_\_\_\_\_

3. \_\_\_\_\_

## ABILITIES

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List the abilities from page 11 that you are most excited to use as a member of our church community:

1. \_\_\_\_\_

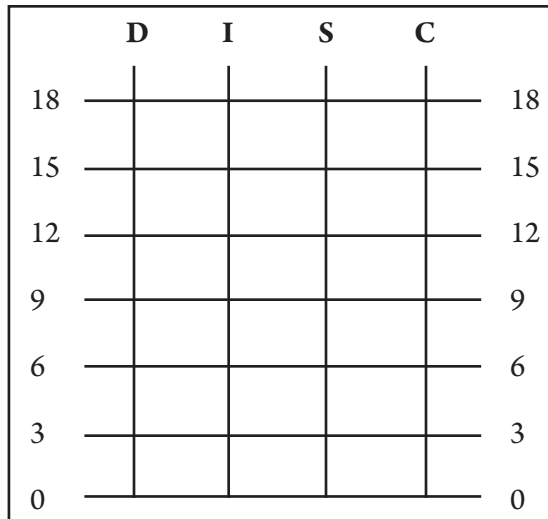
2. \_\_\_\_\_

3. \_\_\_\_\_

**PERSONALITY**

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On the graph below, plot your scores from the DISC assessment on page 13:



Your two highest traits, in order of strength (for example, D - C): \_\_\_\_\_

**EXPERIENCE**

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List two experiences from page 16 that will have the most influence on your life within and your service to our church community:

1.

2.

*If you are applying for membership at Church of the Savior,  
please submit pages 17-18 with your application.*