

# *Equipped to Serve*

*S.H.A.P.E*

*Assessments*

*Name* \_\_\_\_\_

# Why Use Assessments?

1. To Give You Direction
2. To Affirm What You Already Know
3. To Provide Guidance

## Tools to Assist You and Guide You

- ❖ **S**piritual Gifts Inventory
- ❖ **H**eat/Passion Assessment
- ❖ **A**bilities Assessment
- ❖ **P**ersonality Assessment (DISC)
- ❖ **E**xperiences of Your Life

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## Spiritual Gifts Inventory

### Houts Questionnaire

For each statement, mark to what extent it is true of your life:

MUCH = 3    SOME = 2    LITTLE = 1    NOT AT ALL = 0

- \_\_\_ 1. I have a desire to speak direct messages from God that edify, exhort, or comfort others.
- \_\_\_ 2. I have enjoyed relating to a certain group of people over a long period of time, sharing personally in their successes and their failures.
- \_\_\_ 3. People have told me that I have helped them learn biblical truth in a meaningful way.
- \_\_\_ 4. I have applied spiritual truth effectively to situations in my own life.
- \_\_\_ 5. Others have told me I have helped them distinguish key and important facts of Scripture.
- \_\_\_ 6. I have verbally encouraged the wavering, the troubled, or the discouraged.
- \_\_\_ 7. I have clearly perceived the difference between truth and error.
- \_\_\_ 8. I find I manage money well in order to give liberally to the Lord's work.
- \_\_\_ 9. I have assisted Christian leaders to relieve them for their essential job.
- \_\_\_ 10. I have a desire to work with those who have physical or mental problems to alleviate their suffering.
- \_\_\_ 11. I feel comfortable relating to ethnics and minorities, and they seem to accept me.
- \_\_\_ 12. I have led others to a decision for salvation through faith in Christ.
- \_\_\_ 13. My home is always open to people passing through who need a place to stay.
- \_\_\_ 14. When in a group, I am the one others often look to for vision and direction.
- \_\_\_ 15. When I speak, people seem to listen and agree.
- \_\_\_ 16. When a group I am in is lacking organization, I tend to step in to fill the gap.

MUCH = 3    SOME = 2    LITTLE = 1    NOT AT ALL = 0

- \_\_\_ 17. I spend at least one hour a day in prayer.
- \_\_\_ 18. Through God, I have revealed specific things that will happen in the future.
- \_\_\_ 19. I have enjoyed assuming the responsibility for the spiritual well-being of a particular group of Christians.
- \_\_\_ 20. I feel I can explain the New Testament teaching about the health and ministry of the Body of Christ in a relevant way.
- \_\_\_ 21. I can intuitively arrive at solutions to fairly complicated problems.
- \_\_\_ 22. I have had insights of spiritual truth that others have said helped bring them closer to God.
- \_\_\_ 23. I can effectively motivate people to get involved in ministry when it is needed.
- \_\_\_ 24. I have judged well between what is poor and what is good (or evil and good).
- \_\_\_ 25. My giving records show that I give considerably more than ten percent of my income to the Lord's work.
- \_\_\_ 26. Other people have told me that I have helped them become more effective in their ministries.
- \_\_\_ 27. I have cared for others when they had material or physical needs.
- \_\_\_ 28. I feel I could learn another language well in order to minister to those in a different culture.
- \_\_\_ 29. I have shared joyfully how Christ has brought me to Himself in a way that is meaningful to nonbelievers.
- \_\_\_ 30. I enjoy taking charge of church suppers or social events.
- \_\_\_ 31. I have believed God for the impossible and seen it happen in a tangible way.
- \_\_\_ 32. Other Christians have followed my leadership because they believed in me.
- \_\_\_ 33. I enjoy handling the details of organizing ideas, people, resources, and time for more effective ministry.
- \_\_\_ 34. When I hear a prayer request, I pray for that need for several days at least.
- \_\_\_ 35. People have told me that I have communicated timely and urgent messages that must have come directly from the Lord.
- \_\_\_ 36. I feel unafraid of giving spiritual guidance and direction in a group of Christians.
- \_\_\_ 37. I can devote considerable time to learning new biblical truths in order to communicate them to others.
- \_\_\_ 38. When a person has a problem, I can frequently guide him to the best biblical solution.
- \_\_\_ 39. Through study or experience, I have discerned major strategies or techniques God seems to use in furthering His kingdom.
- \_\_\_ 40. People have come to me in their afflictions or suffering and told me that they have been helped, relieved, and healed.
- \_\_\_ 41. I tend to look beneath the surface and examine people's motives.
- \_\_\_ 42. When I am moved by an appeal to give to God's work, I usually can find the money I need to do it.
- \_\_\_ 43. I have enjoyed doing routine tasks that led to more effective ministry by others.
- \_\_\_ 44. I enjoy visiting in hospitals and/or retirement homes and feel I do well in such a ministry.
- \_\_\_ 45. People of a different race or culture have been attracted to me, and we have related well.

MUCH = 3    SOME = 2    LITTLE = 1    NOT AT ALL = 0

- \_\_\_ 46. Non-Christians have noted that they feel comfortable when they are around me and that I have a positive effect on them toward developing a faith in Christ.
- \_\_\_ 47. When people come to our home, they indicate that they "feel at home" with us.
- \_\_\_ 48. Other people have told me that I had faith to accomplish what seemed impossible to them.
- \_\_\_ 49. When I set goals, others seem to accept them readily.
- \_\_\_ 50. I have been able to make effective and efficient plans for accomplishing the goals of a group.
- \_\_\_ 51. Intercessory prayer is one of my favorite ways of spending time.
- \_\_\_ 52. I sometimes have a strong sense of what God wants to say to people in response to a particular situation.
- \_\_\_ 53. I have helped fellow believers by guiding them to relevant portions of the Bible and praying with them.
- \_\_\_ 54. I feel I can communicate biblical truths to others and see resulting changes in knowledge, attitudes, values, or conduct.
- \_\_\_ 55. Some people indicate that I have perceived and applied biblical truth to the specific needs of fellow believers.
- \_\_\_ 56. I study and read quite a bit in order to learn new biblical truths.
- \_\_\_ 57. I have a desire to effectively counsel the perplexed, the guilty, or the addicted.
- \_\_\_ 58. I have accurately recognized whether a person's teaching is from God, from Satan, or of human origin.
- \_\_\_ 59. I am so confident that God will meet my needs that I give to Him sacrificially and consistently.
- \_\_\_ 60. When I do things behind the scenes and others are helped, I am joyful.
- \_\_\_ 61. People call on me to help those who are less fortunate.
- \_\_\_ 62. I would be willing to leave comfortable surroundings if it would enable me to share Christ with more people.
- \_\_\_ 63. I get frustrated when others don't seem to share their faith with unbelievers as much as I do.
- \_\_\_ 64. Others have mentioned to me that I am a very hospitable person.
- \_\_\_ 65. There have been times when I have felt sure I knew God's specific will for the future growth of His work, even when others have not been so sure.
- \_\_\_ 66. When I join a group, others seem to back off and expect me to take the leadership.
- \_\_\_ 67. I am able to give directions to others without using persuasion to get them to accomplish a task.
- \_\_\_ 68. Others have told me that my prayers for them have been answered in tangible ways.
- \_\_\_ 69. I sometimes feel that I know exactly what God wants to do in ministry at a specific point in time.
- \_\_\_ 70. People have told me that I have helped them be restored to the Christian community.
- \_\_\_ 71. Studying the Bible and sharing my insights with others is very satisfying for me.
- \_\_\_ 72. I have felt an unusual presence of God and personal confidence when important decisions needed to be made.
- \_\_\_ 73. I have the ability to discover new truths for myself through reading or observing situations firsthand.

MUCH = 3    SOME = 2    LITTLE = 1    NOT AT ALL = 0

- \_\_\_\_\_ 74. I have urged others to seek biblical solutions to their afflictions or sufferings.
- \_\_\_\_\_ 75. I can see through a phony before his phoniness is clearly evident to most other people.
- \_\_\_\_\_ 76. I have been willing to maintain a lower standard of living in order to benefit God's work.
- \_\_\_\_\_ 77. When I serve the Lord, I really don't care who gets the credit.
- \_\_\_\_\_ 78. I would enjoy spending time with a lonely, shut-in person or someone in prison.
- \_\_\_\_\_ 79. More than most, I have had a strong desire to see peoples of other countries won to the Lord.
- \_\_\_\_\_ 80. I am attracted to non-believers because of my desire to win them to Christ.
- \_\_\_\_\_ 81. I have desired to make my home available to those in the Lord's service whenever needed.
- \_\_\_\_\_ 82. Others have told me that I am a person of unusual vision, and I agree.
- \_\_\_\_\_ 83. When I am in charge, things seem to run smoothly.
- \_\_\_\_\_ 84. I have enjoyed bearing the responsibility for the success of a particular task within my church.
- \_\_\_\_\_ 85. When I pray, God frequently speaks to me, and I recognize His voice.

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## Spiritual Gifts Inventory

### Houts Questionnaire

In the grid below, enter the numerical value of each of your responses next to the number of the corresponding statement.

MUCH = 3    SOME = 2    LITTLE = 1    NOT AT ALL = 0

Then add up the numbers that you have recorded in each row and place the sum in the "Total" column.

VALUES OF ANSWERS					TOTAL	GIFT
1	18	35	52	69		A. Prophecy
2	19	36	53	70		B. Pastoring
3	20	37	54	71		C. Teaching
4	21	38	55	72		D. Wisdom
5	22	39	56	73		E. Knowledge
6	23	40	57	74		F. Encouragement
7	24	41	58	75		G. Discernment
8	25	42	59	76		H. Giving
9	26	43	60	77		I. Serving
10	27	44	61	78		J. Mercy
11	28	45	62	79		K. Missions
12	29	46	63	80		L. Evangelism
13	30	47	64	81		M. Hospitality
14	31	48	65	82		N. Faith
15	32	49	66	83		O. Leadership
16	33	50	67	84		P. Administration
17	34	51	68	85		S. Intercession

# Monitoring My Heartbeat

## *Discovering Your True Passion*

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)

### **Please answer the questions below.**

***Five passion principles that will help you know your true passion:***

1. What drives you / What do my dreams and desires drift toward?
  
2. Who do you care about / Who do I feel I can most profoundly influence for God?
  
3. What needs will you meet / What are the top two needs I love meeting?
  
4. What cause will you help conquer / What cause or issue makes my heart race?
  
5. What dream will you fulfill / What pursuit would release the passion in my life for 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***

# Evaluate Your Heart/Passion

**Circle all the words 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 improve it.

Influence – I love to convert people to my way of thinking. I enjoy shaping the attitudes and behavior of others.

Lead/Be In Charge – I love to lead the way, oversee, and supervise. I enjoy determining how things will be done.

Repair – I love to fix, 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, 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.



# Heart (Passions) Assessment

Check all the words that best describe what you have a heart for or what motivates you most:

- Building Maintenance
- Career Planning
- Children
- Coaching
- Decorating
- Design Work
- Developing Leaders
- Discipleship
- Drama
- Elementary Students
- Encouragement of Others
- Equipping
- Evangelism
- Families
- Fellowship
- Financial Issues
- Food Service
- Gardening
- Health Education
- Helping
- Junior High Students
- Mentoring
- Missions
- Music
- Organization
- Parenting
- People
- Physical Fitness
- Prayer
- Pre-School
- Proofreading
- Relationship with God
- Sr. High Students
- Service
- Single Parents
- Small Groups
- Sports
- Teaching
- Technology
- Teen Parents
- Unemployed
- Vision
- Worship
- Writing
- Written Word of God

# Heart/Passion Assessment continued

## Who I Love to Work With Most - (Pick two)

Pre-school  
Elementary  
Junior High

Senior High  
Young Married  
Single Parents

I chose these groups because \_\_\_\_\_

\_\_\_\_\_

## The Serving Opportunities That Excite Me Most-

(List three)

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

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

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

## List Five Areas You Have Previously Served or Currently Serve

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

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

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

4. \_\_\_\_\_

5. \_\_\_\_\_

# Abilities Assessment

As you read through each area, check the talents or skills in which you have proven ability and enjoy doing. You are not making a commitment to serve in any areas where you check a box. Be honest and fair in your self-evaluation. Rate each one accordingly:

I love to work in the following areas:

Like it    Love it    Live Without It

## Abilities

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

## PERSONALITY ASSESSMENT

On these pages, you will see 26 groups of words describing style. Each group contains 4 lines of words. For each group select the line of words that best describes you on the job. Please remember there are no right or wrong answers. The more accurate you are in selecting the words that best describe you on the job, the more you'll gain from this assessment. When you are finished, total the number of each symbol you have marked and put those numbers on the scoring section at the bottom of the next page.

Example:

<input checked="" type="checkbox"/>	Self-reliant
<input type="checkbox"/>	Sociable, enjoys company of others
<input type="checkbox"/>	Patient, steady, tolerant
<input type="checkbox"/>	Soft-spoken, mild, reserved

<input type="checkbox"/> Challenges tradition and routine <input checked="" type="checkbox"/> People-oriented <input type="checkbox"/> Brings different ideas together <input checked="" type="checkbox"/> Prefers planned change
<input type="checkbox"/> Values time <input checked="" type="checkbox"/> Dislikes detail work <input type="checkbox"/> Can't sit still <input checked="" type="checkbox"/> Quiet and modest
<input type="checkbox"/> Prefers deliberate planning <input checked="" type="checkbox"/> Organizes when pressured <input type="checkbox"/> Likes to call the shots <input checked="" type="checkbox"/> Uses diplomacy
<input checked="" type="checkbox"/> Uses analytical methods <input type="checkbox"/> Moves things quickly <input type="checkbox"/> Needs time to adjust <input checked="" type="checkbox"/> Desires flexibility
<input type="checkbox"/> Desires direct answers <input type="checkbox"/> Obliging, helpful <input checked="" type="checkbox"/> Needs to be in control of work space <input checked="" type="checkbox"/> Likes to feel important

<input checked="" type="checkbox"/> Prefers to work alone <input type="checkbox"/> Loyal <input checked="" type="checkbox"/> Wants variety <input type="checkbox"/> Likes to delegate
<input checked="" type="checkbox"/> Shows optimism <input type="checkbox"/> Impatient <input checked="" type="checkbox"/> Accurate <input type="checkbox"/> Takes responsibility
<input type="checkbox"/> Impulsive <input checked="" type="checkbox"/> Initiates new contacts with people <input type="checkbox"/> Moderate risk taker <input checked="" type="checkbox"/> Careful decision maker
<input checked="" type="checkbox"/> Displays emotion <input type="checkbox"/> Family oriented <input checked="" type="checkbox"/> Sensitive <input type="checkbox"/> Wants to be in control
<input type="checkbox"/> Tolerant of others' actions <input checked="" type="checkbox"/> Well-disciplined, self-controlled <input checked="" type="checkbox"/> Convincing, assuring <input type="checkbox"/> Takes action

- |  |
|--|
| <input type="checkbox"/> Bold and daring<br><input checked="" type="radio"/> Optimistic, positive view<br><input checked="" type="radio"/> Ready to help<br><input checked="" type="radio"/> Cautious, careful                                     |
| <input checked="" type="radio"/> Willing to share<br><input checked="" type="radio"/> Easy to be with<br><input type="checkbox"/> Outspoken, speaks freely<br><input checked="" type="radio"/> Soft-spoken, reserved                               |
| <input checked="" type="radio"/> Kind<br><input checked="" type="radio"/> Light-hearted<br><input type="checkbox"/> Decisive, certain of decisions<br><input checked="" type="radio"/> Agreeable   |
| <input type="checkbox"/> Challenger, takes action<br><input checked="" type="radio"/> Charming, attracts others<br><input checked="" type="radio"/> Even-tempered, calm<br><input checked="" type="radio"/> Humble, reserved, modest               |
| <input checked="" type="radio"/> Quiet thinker<br><input checked="" type="radio"/> Open-minded<br><input type="checkbox"/> Tough<br><input checked="" type="radio"/> Protective  |
| <input checked="" type="radio"/> Modest yet independent<br><input checked="" type="radio"/> Energetic<br><input type="checkbox"/> Cool under pressure<br><input checked="" type="radio"/> Honest, has integrity                                    |
| <input checked="" type="radio"/> Avoids mistakes by planning<br><input type="checkbox"/> Stands up to others<br><input checked="" type="radio"/> Concerned for others' feelings<br><input checked="" type="radio"/> Keeps people interested        |
| <input type="checkbox"/> Takes full responsibility<br><input checked="" type="radio"/> Follows detailed instruction<br><input checked="" type="radio"/> Likes close supervision<br><input checked="" type="radio"/> Applauds the efforts of others |

- |  |
|--|
| <input checked="" type="radio"/> Methodical, accurate<br><input checked="" type="radio"/> Generous, willing to share<br><input checked="" type="radio"/> Fun to be with<br><input type="checkbox"/> Seeks to win                                     |
| <input checked="" type="radio"/> Likes being with others<br><input type="checkbox"/> Assertive<br><input checked="" type="radio"/> Self-controlled<br><input checked="" type="radio"/> Understanding of others                                       |
| <input type="checkbox"/> Determined, stands firm<br><input checked="" type="radio"/> Can talk yourself out of situations<br><input checked="" type="radio"/> Will do as told<br><input checked="" type="radio"/> Open to suggestions                 |
| <input checked="" type="radio"/> Makes decisions using reason<br><input checked="" type="radio"/> Good at scheduling<br><input checked="" type="radio"/> Self-assured<br><input type="checkbox"/> Firm in getting results                            |
| <input checked="" type="radio"/> Imaginative and entertaining<br><input type="checkbox"/> Strong inner drive<br><input checked="" type="radio"/> Likes a well ordered situation<br><input checked="" type="radio"/> Sees things as they actually are |
| <input type="checkbox"/> Invents new ideas<br><input checked="" type="radio"/> Organizes various types of people<br><input checked="" type="radio"/> Gets ahead steadily<br><input checked="" type="radio"/> Works facts in logic order              |
| <input checked="" type="radio"/> Resolves conflict between others<br><input checked="" type="radio"/> Provides support for others<br><input checked="" type="radio"/> Conscientious<br><input type="checkbox"/> Can-do attitude                      |
| <input checked="" type="radio"/> Good at investigating problems<br><input checked="" type="radio"/> Good at judging others' work<br><input checked="" type="radio"/> Relieves tension with humor<br><input type="checkbox"/> Fast-paced              |

Total number of:          **D**           **I**           **S**           **C**

<p style="text-align: center;"><b>D</b> <b>DOMINANCE</b></p>	<p><b>VALUE TO ORGANIZATION</b></p> <ul style="list-style-type: none"> <li>• Bottom-line organizer</li> <li>• Forward-looking</li> <li>• Challenge-oriented</li> <li>• Initiates activity</li> <li>• Innovative</li> </ul>
<p><b>DESCRIPTORS</b></p> <p>Adventuresome Competitive Daring Decisive Direct Innovative Persistent Problem solver Result-oriented Self-starter</p>	<p><b>IDEAL ENVIRONMENT:</b></p> <ul style="list-style-type: none"> <li>• Freedom from controls, supervision, and details</li> <li>• An innovative and futuristic-oriented environment</li> <li>• Forum to express ideas and viewpoints</li> <li>• Non-routine work</li> <li>• Work with challenge and opportunity</li> </ul>

<p style="text-align: center;"><b>I</b> <b>INFLUENCE</b></p>	<p><b>VALUE TO ORGANIZATION</b></p> <ul style="list-style-type: none"> <li>• Optimism and enthusiasm</li> <li>• Creative problem solving</li> <li>• Motivates others toward goals</li> <li>• Team player</li> <li>• Negotiates conflicts</li> </ul>
<p><b>DESCRIPTORS</b></p> <p>Charming Confident Convincing Enthusiastic Inspiring Optimistic Persuasive Popular Sociable Trusting</p>	<p><b>IDEAL ENVIRONMENT</b></p> <ul style="list-style-type: none"> <li>• High degree of people contact</li> <li>• Freedom from control and detail</li> <li>• Freedom of movement</li> <li>• Forum for ideas to be heard</li> <li>• Democratic supervisor with whom to associate</li> </ul>



<p style="text-align: center;"><b>S</b> <b>STEADINESS</b></p>	<p><b>VALUE TO ORGANIZATION</b></p> <ul style="list-style-type: none"> <li>• Dependable team player</li> <li>• Work for a leader and a cause</li> <li>• Patient and empathetic</li> <li>• Logical step-wise thinker</li> <li>• Service-oriented</li> </ul>
<p><b>DESCRIPTORS</b></p> <p>Amiable Friendly Good listener Patient Relaxed Sincere Stable Steady Team player Understanding</p>	<p><b>IDEAL ENVIRONMENT</b></p> <ul style="list-style-type: none"> <li>• Stable and predictable environment</li> <li>• Environment that allows time to change</li> <li>• Long-term work relationships</li> <li>• Little conflict between people</li> <li>• Freedom from restrictive rules</li> </ul>



<p style="text-align: center;"><b>C</b> <b>COMPLIANCE</b></p>	<p><b>VALUE TO ORGANIZATION</b></p> <ul style="list-style-type: none"> <li>• Maintains high standards</li> <li>• Conscientious and steady</li> <li>• Defines, clarifies, gets information and tests</li> <li>• Objective – “the anchor of reality”</li> </ul>
<p><b>DESCRIPTORS</b></p> <p>Accurate Analytical Conscientious Courteous Diplomatic Fact-finder High standards Mature Patient Precise</p>	<p><b>IDEAL ENVIRONMENT</b></p> <ul style="list-style-type: none"> <li>• Where critical thinking is needed</li> <li>• Technical work or specialized area</li> <li>• Close relationship with a small group</li> <li>• Familiar work environment</li> <li>• Private office or work area</li> </ul>

# Experiences

## Examining My Experiences

Please answer the following four questions.

One of the most overlooked factors in determining the ministry God has for me is my past experience, particularly the hurts and problems I'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 in the "school of hard knocks."

❖ What **Educational** experiences have I had? \_\_\_\_\_

\_\_\_\_\_

*Take hold of instruction; do not let go. Guard her, for she is your life.*  
Proverbs 4:13

❖ What **Ministry** experiences have I had? \_\_\_\_\_

\_\_\_\_\_

*Because of the proof given by this ministry, they will glorify God for your obedience to your confession of the gospel of Christ and for the liberality of your contribution to them and to all.* 2 Corinthians 9:13

❖ What **Painful** experiences have I had? \_\_\_\_\_

\_\_\_\_\_

*(God)...wonderfully comforts and strengthens us in our hardships and trials. And why does he do this? So that when others are troubled, needing our sympathy and encouragement, we can pass on to them the same help and comfort God has given us!* 2 Corinthians 1:3-4 (LB)

❖ What **Spiritual** experiences have I had? \_\_\_\_\_

\_\_\_\_\_

*For though by this time you ought to be teachers, you have need again for someone to teach you the elementary principles of the oracles of God, and you have come to need milk and not solid food. For everyone who partakes only of milk is not accustomed to the word of righteousness, for he is an infant.*  
Hebrews 5:12-13

Your experiences are foundational to who you are. All of your past experiences are a part of your SHAPE and God can use them if you will let Him!



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

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

Age: \_\_\_\_\_

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

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

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

### **S**piritual Gifts

Results of Spiritual Gifts Survey (p. 5)

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

### **H**earth Beat

Results of Heart Beat Exercise (p. 11)

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

Briefly list examples from your life achievements:

*Elementary School Years:*

*"Thirty-something" Years:*

*Teen Years:*

*Complete up to the present:*

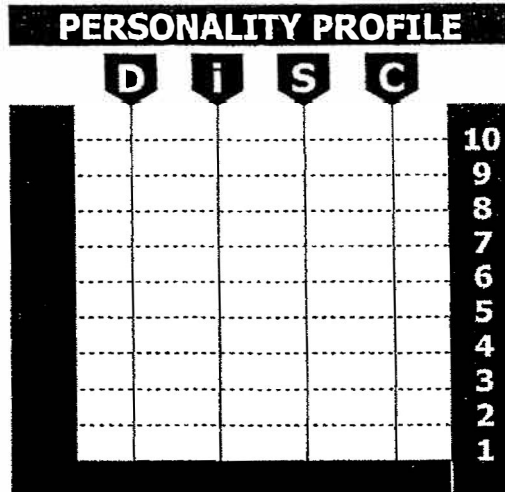
*College or Early 20's:*

### **A**bilities

Please List any abilities or skills in the space below:

# **P**ersonality

Plot your graph points from p.12 on this chart:



Your two highest traits, in order of strength (eg. I-D) \_\_\_\_\_

# **E**vangelism Style

What style of evangelism comes most naturally to you?  
\_\_\_\_\_

# **E**xperiences

Please list two experiences from p.15: