

Spiritual Gifts
Heart (Passions)
Abilities
Personal Behavior
Experiences

Church of the Palms


"Equipping Disciples for the Service of Christ"

NAME: _____

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Mission of Church of the Palms:

"Equipping Disciples for the Service of Christ"

Purpose of identifying your S.H.A.P.E.:

We are all created by God as unique individuals, with different gifts, passions and values, abilities, behavior patterns, experiences, and interests. We are so complex that we need some time and a thoughtful process to truly discover ourselves. This personal assessment can provide us with insights into how we have been prepared for discipleship to do the Lord's work on earth.

Except for the last two pages, these work sheets are for your eyes only. If you choose to turn in the summary pages (and we hope you will!) it is truly your decision. We hope that you will discover something new about yourself, or confirm some things you already know about yourself, that will show you a way to become more active in missional living. We also hope that you will choose to engage more actively in the faith community at Church of the Palms (COP).

If, however, you discover that you are called to a ministry outside COP, then this process will have served both you and the Lord well.

Be open and honest, and pray for divine guidance as you complete these survey items, and you will be blessed with what you discover about yourself and how you can use your unique gifts in a more rewarding and satisfying way.

In Christ,

Stephen McConnell
Senior Pastor



You have chosen to experience “S.H.A.P.E.”, a unique seminar designed to help you discover how God has shaped you to serve Him. God is actively working in your life, and He wants you to understand and put into practice the full potential of who He has uniquely created you to be in His kingdom, for His purposes, and for His glory.

God Uniquely Designed You For A Specific Purpose In His Kingdom.

“For I know the plans I have for you, declares the Lord, plans to prosper you and not to harm you, plans to give you hope and a future.” *Jeremiah 29:11 (NIV)*

According To Scripture, Whatever Your Profession, Your Primary Role In Life Is: Serving Jesus Christ.

1. You have been **created** to serve Christ.

“For we are God’s workmanship, created in Christ Jesus to do good works, which God prepared in advance for us to do.” *Ephesians 2:10 (NIV)*

2. You have been **saved** for Christ’s work.

“It is He who saved us and chose us for His holy work, not because we deserved it, but because that was His plan long before the world began...”
2 Timothy 1:9 (LB)

3. You have been **gifted** for Christ’s service.

“As each one has received a special gift, employ it in serving one another as good stewards of the manifold grace of God.” *1 Peter 4:10 (NAS)*

4. You have been **challenged** to serve Christ.

“Your attitude should be the same as that of Christ Jesus... (who) made Himself nothing, taking the very nature of a servant...” *Philippians 2:5-7 (NIV)*

5. You will be **rewarded** for serving Christ.

“Whatever you do, work at it with all your heart, as working for the Lord, not for men, since you know that you will receive an inheritance from the Lord as a reward.”
Colossians 3:23-24 (NIV)

SPIRITUAL GIFTS

Heart

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WHAT THE BIBLE SAYS ABOUT SPIRITUAL GIFTS

Romans 12:1-8, I Corinthians 12-14, Ephesians 4:11-16, I Peter 4:7-11

“Now, about spiritual gifts, I do not want you to be ignorant.”
– 1 Corinthians 12:1 (NIV)

1. What is a spiritual gift?

- ◆ A spiritual gift is a special ability given by the Holy Spirit to every believer at conversion so that he/she can serve others with ease, enjoyment, and effectiveness.

“Each of you should use whatever gifts you have received to serve others, faithfully administering God’s grace in it various forms.” – 1 Peter 4:10

2. Who receives spiritual gifts?

- ◆ Each and every believer receives at least one spiritual gift.

*“But **each of you** has your own gift from God; one has this gift, another has that.”* – 1 Corinthians 7:7 (TNIV)

3. Why does God give spiritual gifts?

- ◆ God gives believers spiritual gifts so that they may better serve others.

*“Each of you should use whatever gift you have received **to serve others...**”*
– 1 Peter 4:10 (TNIV)

4. What does God expect me to do with my spiritual gift?

- ◆ God wants me to recognize, energize and utilize my spiritual gift.

“Do not neglect your gift... Fan into flame the gift of God...Each of you should use whatever gift you have received...”
– 1 Timothy 4:14; 2 Timothy 1:6; 1 Peter 4:10 (TNIV)

Spiritual Gifts Survey

Directions

This is not a test, so there are no wrong answers.

Select one response you feel best characterizes you and place that number in the blank provided.

Do not spend too much time on any one item. Usually your immediate response is best.

Please give an answer for each item. Do not skip any items. Your choices are:

- | |
|---|
| 5 – Highly characteristic of me/definitely true for me |
| 4 – Most of the time this would describe me/be true for me |
| 3 – Frequently characteristic of me/true for me about 50% of the time |
| 2 – Occasionally characteristic of me/true for me about 25% of the time |
| 1 – Not at all characteristic of me/definitely untrue for me |

- _____ 1. I have the ability to make critical decisions when necessary.
- _____ 2. I have the ability to organize ideas, resources, time, and people effectively.
- _____ 3. I am willing to study and prepare for the task of teaching.
- _____ 4. I enjoy studying and learning lots of new facts.
- _____ 5. I am able to relate the truths of God to specific situations.
- _____ 6. I have given to others God's messages of warning and judgment.
- _____ 7. I am able to sense the true motivation of persons and movements.
- _____ 8. I have a natural tendency to encourage others.
- _____ 9. I have a God-given ability to help others grow in their faith.
- _____ 10. I have a special ability to trust God in difficult situations.
- _____ 11. I possess a special ability to communicate the truth of salvation.
- _____ 12. I have a strong desire to contribute to the establishment of new ministries.
- _____ 13. I take action to meet physical and practical needs.
- _____ 14. I am sensitive to the hurts of people.
- _____ 15. I experience joy in meeting needs through sharing possessions.
- _____ 16. I enjoy entertaining guests in my home.
- _____ 17. I can adapt my guidance to fit the maturity of those working with me.
- _____ 18. I can delegate and assign meaningful work.
- _____ 19. I have an ability and desire to teach others.
- _____ 20. I like to spend time digging into facts.

Spiritual Gifts Survey

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- 1 – Not at all characteristic of me/definitely untrue for me

- _____ 21. I am usually able to analyze a situation correctly.
- _____ 22. I often feel that I have a message from God to deliver to others.
- _____ 23. I can recognize when a person is genuine/honest.
- _____ 24. I can identify those who need encouragement.
- _____ 25. I am willing to take the initiative in helping other Christians grow in their faith.
- _____ 26. I am willing to yield to God's will rather than question and waver.
- _____ 27. I am willing to do whatever it takes to see others come to Christ.
- _____ 28. I would like to be more active in getting the gospel to people in other lands.
- _____ 29. It makes me happy to do things for people in need.
- _____ 30. I have an acute awareness of the emotions of other people, such as loneliness, pain, fear, and anger.
- _____ 31. I am a cheerful giver.
- _____ 32. I am able to make strangers feel at ease.
- _____ 33. I am able to communicate vision in such a way that others commit to making the vision a reality.
- _____ 34. I am successful in getting a group to do its work efficiently.
- _____ 35. I have the ability to use multiple teaching styles.
- _____ 36. I am able to discover new truths about many things.
- _____ 37. I often am consulted when fellow Christians are struggling to make difficult decisions.
- _____ 38. I have spiritual insights from Scripture concerning issues and people that compel me to speak out.
- _____ 39. I can sense when a person is acting in accord with God's will.
- _____ 40. I often think about how I can comfort and encourage others.

Spiritual Gifts Survey

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- _____ 41. I have trained Christians to be more obedient disciples of Christ.
- _____ 42. I can trust in God even when things look dark.
- _____ 43. I am able to present the gospel to lost persons in such a way that they accept the Lord and His salvation.
- _____ 44. I have a strong desire to take the gospel to places where it has never been heard.
- _____ 45. I am sensitive to the needs of people.
- _____ 46. I am attracted to people who are hurting.
- _____ 47. I am a generous giver.
- _____ 48. I enjoy reaching out to new people in my church and community.
- _____ 49. I can determine where God wants a group to go and help it get there.
- _____ 50. I have been able to make effective and efficient plans for accomplishing the goals of a group.
- _____ 51. I explain Scripture in such a way that others understand it.
- _____ 52. I can organize facts into meaningful presentations.
- _____ 53. I can usually see spiritual solutions to problems.
- _____ 54. I have delivered to other people; messages that have come directly from God.
- _____ 55. I can sense when a person is acting under God's leadership.
- _____ 56. I welcome opportunities to help people who need comfort, consolation, encouragement and counseling.
- _____ 57. I am able to give spiritual direction to others.
- _____ 58. I find it easy to obey God and be available for His use.
- _____ 59. I feel at ease in sharing Christ with nonbelievers.
- _____ 60. I feel that I should share the gospel with people who are different.

Spiritual Gifts Survey

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- _____ 61. I have an acute awareness of the physical needs of others.
- _____ 62. I possess an unusual capacity to understand the feelings of those in distress.
- _____ 63. I have a strong sense of stewardship based on the recognition that God owns all things.
- _____ 64. I like to meet visitors at church and make them feel welcome.
- _____ 65. I can influence others to perform to their highest God-given potential.
- _____ 66. I am skilled in setting forth positive and precise steps of action.
- _____ 67. I can give a clear, uncomplicated presentation.
- _____ 68. I have a wide range of study resources and know how to secure information.
- _____ 69. I have been able to apply biblical truth to the specific needs of people.
- _____ 70. God gives me messages to deliver to His people.
- _____ 71. I am able to sense whether people are being honest when they tell of their religious experiences.
- _____ 72. God has used me to encourage others to live Christ-like lives.
- _____ 73. I have sensed the need to help other people become more effective in their ministries.
- _____ 74. I feel assured that a situation will change for the glory of God, even when the situation seems impossible.
- _____ 75. I like to talk about Jesus to those who do not know Him.
- _____ 76. I enjoy presenting the gospel to persons of other cultures and backgrounds.
- _____ 77. I enjoy doing little things that help people.
- _____ 78. I recognize the signs of stress and distress in others.
- _____ 79. I desire to give generously and unpretentiously to worthwhile projects and ministries.
- _____ 80. I am comfortable meeting new people.

Spiritual Gifts Survey

Scoring

Follow these directions to figure your score for each spiritual gift.

- Place your numerical response (1-5) to the questions for each item number listed below the box.
- For each gift, add the numbers in the boxes and put the total in the TOTAL box on the right side.

LEADERSHIP	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	=	<input type="text"/>
	Item 1		Item 17		Item 33		Item 49		Item 65		TOTAL
ADMINISTRATION	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	=	<input type="text"/>
	Item 2		Item 18		Item 34		Item 50		Item 66		TOTAL
TEACHING	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	=	<input type="text"/>
	Item 3		Item 19		Item 35		Item 51		Item 67		TOTAL
KNOWLEDGE	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	=	<input type="text"/>
	Item 4		Item 20		Item 36		Item 52		Item 68		TOTAL
WISDOM	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	=	<input type="text"/>
	Item 5		Item 21		Item 37		Item 53		Item 69		TOTAL
PROPHECY	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	=	<input type="text"/>
	Item 6		Item 22		Item 38		Item 54		Item 70		TOTAL
DISCERNMENT	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	=	<input type="text"/>
	Item 7		Item 23		Item 39		Item 55		Item 71		TOTAL
EXHORTATION	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	=	<input type="text"/>
	Item 8		Item 24		Item 40		Item 56		Item 72		TOTAL
SHEPHERDING	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	=	<input type="text"/>
	Item 9		Item 25		Item 41		Item 57		Item 73		TOTAL
FAITH	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	=	<input type="text"/>
	Item 10		Item 26		Item 42		Item 58		Item 74		TOTAL
EVANGELISM	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	=	<input type="text"/>
	Item 11		Item 27		Item 43		Item 59		Item 75		TOTAL
APOSTLESHIP	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	=	<input type="text"/>
	Item 12		Item 28		Item 44		Item 60		Item 76		TOTAL
SERVICE/HELPER	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	=	<input type="text"/>
	Item 13		Item 29		Item 45		Item 61		Item 77		TOTAL
MERCY	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	=	<input type="text"/>
	Item 14		Item 30		Item 46		Item 62		Item 78		TOTAL
GIVING	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	=	<input type="text"/>
	Item 15		Item 31		Item 47		Item 63		Item 79		TOTAL
HOSPITALITY	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	+	<input type="text"/>	=	<input type="text"/>
	Item 16		Item 32		Item 48		Item 64		Item 80		TOTAL

Spiritual Gifts Listed in the Bible

1. **LEADERSHIP** – Romans 12:6, 8 – This gift is used by God for the purpose of discovering and casting the “big picture” vision. Individuals with this gift are able to convey vision to the body of Christ and to inspire believers to use their gifts to accomplish the mission. **Key words – vision, lead.**
2. **ADMINISTRATION** – 1 Corinthians 12:28 – Persons with the gift of administration are typically detailed organizers and strategic thinkers with the ability to take a big picture vision and break it down into stages of development and orderly tasks. They are good at delegating tasks and monitoring their progress. **Key words – strategy, organize.**
3. **TEACHING** – Romans 12:6-7 – This gift is given to serve and strengthen the body of Christ by teaching sound doctrine in relevant ways and empowering people to gain a sound and mature spiritual education. It is their passion to make biblical concepts clear and understandable and they seek opportunities to help others grasp biblical truth. **Key words – teach, train.**
4. **KNOWLEDGE** – 1 Corinthians 12:7-8 – The gift of knowledge usually manifests itself from learning and teaching. It is the God-given desire and ability to learn, to know, and to explain the precious truths of God’s Word. They are drawn to extensive study of God’s Word and the historical context in which it was written. **Key words – scholar, knowledgeable.**
5. **WISDOM** – 1 Corinthians 12:7-8 – Wisdom is the gift that discerns the work of the Holy Spirit. Individuals with this gift are often sought after by members of the body who need counsel and sound advice. They have the ability to offer practical ways to apply biblical truth in real-world situations. They recognize God as the primary source of wisdom and direction. **Key words – wise, direction.**
6. **PROPHECY** – Ephesians 4:7, 11 – The gift of prophecy is proclaiming the Word of God boldly. This builds up the body and leads to conviction of sin. Prophecy usually manifests itself in preaching and teaching. It includes both “forth telling” (preaching) and “foretelling” (revelation). They frequently receive and share specific direction from God for comforting, challenging, and confronting His people. **Key words – confrontation, boldness.**
7. **DISCERNMENT** – 1 Corinthians 12:7-10 – Discernment aids the body by recognizing peoples’ true intentions. Discernment tests the message and actions of others for the protection and well-being of the body. They are able to “read” others and are most often correct in their assessment. They can recognize the spiritual source of a message. **Key words – discerning, authenticity.**
8. **EXHORTATION** – Romans 12:6, 8 – Possessors of this gift help others live God-centered lives through inspiration, encouragement, counseling, and empowerment. This gift is also known as “encouragement”. Individuals with this gift are able to help believers trust in the sovereignty of God in difficult times. They see the circumstances of life from a spiritual rather than a physical perspective. They look to the eternal rather than the temporal. **Key words – encourage, inspire.**

- 9. SHEPHERDING** – Ephesians 4:7, 11 – The gift of shepherding is manifested in persons who look out for the spiritual welfare of others. Although pastors, like shepherds, do care for members of the church, this gift is not limited to a pastor or staff member. Individuals having this gift have the ability to develop personal, trust-based relationships with a small number of people. **Key words – guide, mentor.**
- 10. FAITH** – 1 Corinthians 12:7, 9 – Faith trusts God to work beyond the human capabilities of people. Believers with this gift encourage others to trust God in the face of apparently insurmountable odds. They typically have a passionate prayer life and embrace ideas that most see as impossible. **Key words – believe, trust.**
- 11. EVANGELISM** – Ephesians 4:7-11 – Those with the gift of evangelism lead others to Christ effectively and enthusiastically. They have a deep concern for those who do not know Christ. They are good at building relational bridges with non-believers and seem to have a sense when a person is open to Christ’s message of forgiveness. **Key words – witness, outreach.**
- 12. APOSTLESHIP** – Ephesians 4:7, 11 – Apostles motivate the body to look beyond its walls in order to carry out the Great Commission. Apostleship provides people with the desire and ability to start new endeavors for God, most often churches. They are eager to be known as ambassadors for Christ in the world. **Key words – motivator, entrepreneur.**
- 13. SERVICE/HELPER** – 1 Corinthians 12:28 – Those with the gift of service/helping recognize practical needs in the body and joyfully give assistance to meeting those needs. Those exercising this gift typically take on the challenges of ministry that occur “behind the scenes” and do not seek recognition for their service. They have a servant heart and are fulfilled in serving others. **Key words – assisting, servant.**
- 14. MERCY** – Romans 12:6, 8 – Persons with this gift aid the body by empathizing with hurting members. They keep the body healthy and unified by keeping others aware of the needs within the church. This gift is seen in Christians that are drawn to minister to the needs of those in hospitals, nursing homes, prisons, etc. They are able to connect at a deep level with those who are grieving and walk with them through difficult seasons of life. **Key words – care, empathize.**
- 15. GIVING** – Romans 12:6, 8 – Members with the gift of giving give freely and joyfully to the work and mission of the body beyond the tithe. Cheerfulness and liberality are characteristics of individuals with this gift. They prefer their donations to be anonymous and recognize that their resources are merely tools for God’s use. **Key words – generosity, abundance.**
- 16. HOSPITALITY** – 1 Peter 4:9-10 – Those with this gift have the ability to make visitors, guests and strangers feel at ease. Persons with this gift integrate new members into the body and are known for making those around them feel valued and significant. They desire that people always feel loved and welcomed and often have gatherings at their home for fellowship. **Key words – welcome, valued.**

Spiritual Gifts

HEART

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1. What is meant by “heart”?

- ◆ “Heart” is a God-given, deep-seated emotional attachment to a particular area of human need or ministry that compels us to make a difference.

“For God is working in you, giving you the desire and the power to do what pleases him.” – Philippians 2:13 (NLT)

“Never be lacking in passion, but keep your spiritual intensity, serving the Lord with all your heart.” – Romans 12:11

2. How does God use my “heart” for His glory?

- ◆ “Heart” is the means by which God moves and motivates you with emotional energy.

*“Then the family heads of Judah and Benjamin, and the priests and Levites—**everyone whose heart God had moved**—prepared to go up and build the house of the Lord in Jerusalem.” – Ezra 1:5*

God uses a burning desire, an intense feeling, a deep-seated concern, a gut-wrenching attachment, a heart-felt connection, or a passionate mission.

3. Why does God use my “heart” for His purposes?

- ◆ “Heart” is the way that God directs and draws you to the focus of your ministry.

*“I went to Jerusalem, and after staying there three days I set out during the night with a few men. I had not told anyone what **my God had put in my heart to do for Jerusalem.**” – Nehemiah 2:11-12*

*“It has always been **my ambition to preach the gospel** where Christ was not known, so that I would not be building on someone else's foundation.”
– Romans 15:20*

God may direct your “Heart” to ...Right a wrong...Meet a need...Solve a problem...Serve a cause...Change a life

“Listening to Your Heart”

A Ministry Passion Assessment

Description and Directions:

Description:

The purpose of this assessment is to assist you in the identification and articulation of your God-given Ministry Passion. The results will release greater motivation and enthusiasm in your life and ministry.

Directions:

1. You may not be able to answer all of the questions. That is OK. The assessment is designed to explore a variety of ways God speaks to our Heart about our Ministry Passion. He has probably spoken to you in some of these ways, but not all of them.
2. Prayerfully consider your responses to each question.
3. Since this is an individual exercise, complete the Assessment on your own. (You can talk about it with others afterwards).
4. There are no right or wrong answers. You have permission to say what is truly in *your* heart.
5. At this point, do not consider *whether* you could do it or *how* you could do it. All you need to do right now is **name** it.
6. Assume there are no obstacles to hinder you from fulfilling your heart’s desire or ministry passion. Assume everything is taken care of – family, money, career, time, etc.

Questions:

1. **What Moves You?** If you could snap your fingers and know that you could not fail, what would you do for others? What do you really want to do for God? What moves your heart to take action?

2. What Needs Grip You? What do you repeatedly see that annoys or angers you that if changed, would be more glorifying to God and uplifting to others? What unmet needs in the lives of other can keep you up at night?

3. Who Do You Care About? Who do you feel you can most profoundly influence for God? What age range do you feel drawn to? What affinity group does your heart go out to?

Some Possible People Groups: (It is OK if you do not have a desire to make a difference in these areas).

- | | | |
|--|--|---|
| <input type="checkbox"/> Infants | <input type="checkbox"/> Children | <input type="checkbox"/> Youth |
| <input type="checkbox"/> Teen moms | <input type="checkbox"/> Single parents | <input type="checkbox"/> College students |
| <input type="checkbox"/> Divorced | <input type="checkbox"/> Widowed | <input type="checkbox"/> Singles |
| <input type="checkbox"/> Career women | <input type="checkbox"/> Young marrieds | <input type="checkbox"/> Refugees |
| <input type="checkbox"/> Parents | <input type="checkbox"/> Empty nesters | <input type="checkbox"/> Homeless |
| <input type="checkbox"/> Unemployed | <input type="checkbox"/> Elderly | <input type="checkbox"/> Disabled |
| <input type="checkbox"/> Prisoners | <input type="checkbox"/> Poor | <input type="checkbox"/> Hospitalized |
| <input type="checkbox"/> Professionals | <input type="checkbox"/> Migrant workers | <input type="checkbox"/> Children of divorce |
| <input type="checkbox"/> Ethnic group | <input type="checkbox"/> Alcoholics / Addicts | <input type="checkbox"/> International students |
| <input type="checkbox"/> Unchurched | <input type="checkbox"/> Cults / Other religions | <input type="checkbox"/> Street gang members |
| <input type="checkbox"/> Military people | <input type="checkbox"/> Other: _____ | |

4. What Cause Will You Help Champion? What cause makes your heart race? What social issue tugs at your heart? What is it in our society that really bugs you? (See list on following page.)

Some Possible Social Issues or Causes: (It is OK if you do not have a desire to make a difference in these areas).

- | | | |
|---|--|--|
| <input type="checkbox"/> Environment | <input type="checkbox"/> Abuse / Violence | <input type="checkbox"/> Alcoholism |
| <input type="checkbox"/> At-risk children | <input type="checkbox"/> Parenting | <input type="checkbox"/> Homosexuality |
| <input type="checkbox"/> Discipleship | <input type="checkbox"/> HIV / AIDS | <input type="checkbox"/> Health care |
| <input type="checkbox"/> Politics | <input type="checkbox"/> Law / Justice system | <input type="checkbox"/> Racism |
| <input type="checkbox"/> Educational issues | <input type="checkbox"/> Homelessness | <input type="checkbox"/> Compulsive behavior |
| <input type="checkbox"/> Marriage / Family | <input type="checkbox"/> Divorce | <input type="checkbox"/> Disabilities |
| <input type="checkbox"/> Poverty / Hunger | <input type="checkbox"/> Drug abuse / recovery | <input type="checkbox"/> Sanctity of life |
| <input type="checkbox"/> Literacy | <input type="checkbox"/> Nutrition | <input type="checkbox"/> Child care |
| <input type="checkbox"/> Immigration issues | <input type="checkbox"/> Peacekeeping | <input type="checkbox"/> Financial stewardship |
| <input type="checkbox"/> Abortion | <input type="checkbox"/> Civil rights | <input type="checkbox"/> Prayer |
| <input type="checkbox"/> Other: _____ | | |

5. What Dream Will You Fulfill? What have you dreamed about doing or imagined yourself becoming involved in? What secret ambition have you wanted to pursue but were afraid to tell anyone about? When you are alone, do you ever wonder, "What if...?"? Does your response to that question create emotional energy? What is it?

6. For What Would You Like to Be Remembered? At the end of your life, you would love to be able to look back and know you had done something about ...

Conclusions: Reviewing your responses to the above questions, how might you summarize your heartfelt passion in a phrase or a sentence? I have a passion for (to):

Which one of the following Ministry Passion Categories best reflects your area of passion? Where do you have a heart for ministry?

Check Here	Passion Category	Description
	Celebration Ministries	<i>The heart of these ministries is directed toward God by engaging the church in the Word, worship, song, the arts, etc.</i>
	Outreach Ministries	<i>The heart of these ministries is focused on relating, reaching, and connecting unbelievers and the unchurched to a relationship with Christ and his church.</i>
	Connecting Ministries	<i>The heart of these ministries is assimilating visitors, attenders, and members into a relationship with Christ and the church through hospitality, fellowship, belonging, and encouragement.</i>
	Equipping Ministries	<i>The heart of these ministries is maturing believers in the area of their gifts, ministry, training and leadership. It serves a variety of life-stage and affinity-based groups for growth, accountability, and service.</i>
	Caring Ministries	<i>The heart of these ministries is assisting people in the church and in the community with their physical, emotional, relational, and spiritual health through the grace, love, and resources of the kingdom.</i>
	Supporting Ministries	<i>The heart of these ministries is freeing other people, leaders, and ministries from practical concerns to keep focused on their ministry goals. They involve structuring the systems and procedures to serve and support people and ministries.</i>

Spiritual Gifts

Heart

ABILITIES

Personal Behavior

Experiences

➤ **What is meant by natural abilities?**

- ◆ A natural ability is a special talent or skill that God distributes to his children at birth or develops in them through life's circumstances for the benefit of others.

"Then Moses summoned Bezalel and Oholiab and every skilled person to whom the LORD had given ability and who was willing to come and do the work." – Exodus 36:2

"What do you have that you did not receive [from God]?" – 1 Corinthians 4:7b

➤ **Why does God give us special abilities, skills and talents?**

- ◆ Possessing natural abilities produces spiritual responsibilities.

What I'm *able* to do, God *wants* me to do.

*"To one he gave five talents of money, to another two talents, and to another one talent, **each according to his ability**. Then he went on his journey."*

– Matthew 25:15

➤ **How does God want us to use our natural abilities?**

- ◆ Every ability, no matter how great or how insignificant, can be used for the glory of God and the good of others.

"Another of his disciples, Andrew, Simon Peter's brother, spoke up, 'Here is a boy with five small barley loaves and two small fish, but how far will they go among so many?' Jesus said, 'Have the people sit down.' There was plenty of grass in that place, and the men sat down, about five thousand of them. Jesus then took the loaves, gave thanks, and distributed to those who were seated as much as they wanted. He did the same with the fish. When they had all had enough to eat, he said to his disciples, 'Gather the pieces that are left over. Let nothing be wasted.' So they gathered them and filled twelve baskets with the pieces of the five barley loaves left over by those who had eaten." – John 6:8-13

"So whether you eat or drink or whatever you do, do it all for the glory of God." – 1 Corinthians 10:31

1. What things do you do well naturally, that you have a natural aptitude for, things that come very easily for you? (For example, organizing, building things, creating, relating to others, repairing things, problem solving, etc.)

2. What things are you able to do well because of special training, education, or practice? (For example, computer skills, musical instruments, drama, singing, planning special events, leadership training, carpentry, electrical, plumbing, etc.)

3. What things in the lists above do you also really enjoy doing and receive a sense of fulfillment in doing?

Spiritual Gifts

Heart

Abilities

PERSONAL BEHAVIORAL STYLE

Experiences

1. What is my personal behavioral style?

- ◆ Personal style consists of your unique, God-given behavioral characteristics which indicate the way you normally prefer to relate to people and respond to the world around you. It is your behavioral DNA or simply the way God has individually “wired” you.

“You made all the delicate, inner parts of my body and knit me together in my mother’s womb. Thank you for making me so wonderfully complex! Your workmanship is marvelous—how well I know it. You watched me as I was being formed in utter seclusion, as I was woven together in the dark of the womb.” – Psalm 139:13-15 (NLT)

“For we are God’s workmanship, created in Christ Jesus to do good works, which God prepared in advance for us to do.” – Ephesians 2:8-10 (NIV)

2. Are some behavioral styles better for ministry than others?

- ◆ There are no “right” or “wrong” behavioral styles for ministry, but some may “fit” a particular ministry better than others. When you are required to minister in a manner that is ‘out of character’ for your behavioral style, it creates tension, requires extra effort & energy, & produces less than the best results.
- ◆ *“Each of us did the work the Lord gave us. I planted the seed in your hearts, and Apollos watered it, but it was God who made it grow...The one who plants and the one who waters work together with the same purpose. And both will be rewarded for their own hard work. For we are both God’s workers.”* 1 Corinthians 3:5b-6, 8-9a (NLT)

3. What is the relationship between my personal style and ministry?

- ◆ Your personal style will affect how you use your spiritual gifts and abilities.

4. If God made me this way, how am I responsible for bad behavior?

- ◆ While your personal style can explain your behavior, it does not excuse it!

“Pay careful attention to your own work, for then you will get the satisfaction of a job well done, and you won’t need to compare yourself to anyone else. For we are each responsible for our own conduct.” – Galatians 6:4-5 (NLT)

Behavior Style Assessment

Please assign a number 1, 2, 3, or 4 to each word in **EACH ROW ACROSS** the page. Number 4 is most like you *really* are, and Number 1 is least like you *really* are (**NOT** how you would like to be someday or how you hope people see you). You must choose **one** 1, 2, 3, and 4, in **EACH of the 20 ROWS** of words across the page. **EACH of the 20 ROWS** across the page should equal 10.

1. ___ Confident	___ Enthusiastic	___ Calm	___ Accurate	= 10
2. ___ Problem Solver	___ Fun-loving	___ Accommodating	___ Reserved	= 10
3. ___ Self-reliant	___ Creative	___ Cautious Humor	___ Discerning	= 10
4. ___ Likes Having Authority	___ Group-oriented	___ Even-tempered	___ Analytical	= 10
5. ___ Bold	___ Initiator	___ Patient	___ Conscientious	= 10
6. ___ Action-minded	___ Enjoys Change	___ Good Listener	___ Predictable	= 10
7. ___ Strong-willed	___ Visionary	___ Peacemaker	___ Practical	= 10
8. ___ Goal-driven	___ Risk-taker	___ Sensitive	___ Under Control	= 10
9. ___ Competitive	___ Motivator	___ Loyal	___ Scheduled	= 10
10. ___ Controlling	___ Outgoing	___ Non-demanding	___ Systematic	= 10
11. ___ Decisive	___ Tells Good Stories	___ Enjoys Stability	___ Courteous	= 10
12. ___ Forceful	___ Friendly	___ Steady	___ Careful	= 10
13. ___ Results-oriented	___ Optimistic	___ Supportive	___ Perfectionist	= 10
14. ___ Takes Charge	___ Talks a Lot	___ Thoughtful	___ Orderly	= 10
15. ___ Independent	___ Enjoys Life	___ Tolerant	___ Persistent	= 10
16. ___ Opinionated	___ Energetic	___ Relational	___ Inquisitive	= 10
17. ___ Causes Change	___ Likes Variety	___ Sympathetic	___ Detailed	= 10
18. ___ Impatient	___ Spontaneous	___ Easygoing	___ Consistent	= 10
19. ___ Accepts Challenges	___ Inspirational	___ Warm	___ Quality Focus	= 10
20. ___ Not Easily Discouraged	___ Impulsive	___ Avoids Confrontations	___ Serious-minded	= 10
				= 200

TEAMWORK

All Behavior Styles Working Together as a Team

	Description of My Behaviors	To Be a Better Team Member I Need
Dominance	<p>I am action-oriented. I make quick decisions. I can solve difficult problems. I am forceful and strong-willed. I lead others to get the job done. I am very competitive. I can take the heat.</p>	<p>Direct answers, bottom-line information. Wide range of responsibilities. Authority to function. Freedom from controls and restrictions. Challenges and changes. To be surrounded by "people" persons. To pace myself and relax more.</p>
Influence	<p>I am energetic and full of life. I love fun and laughter. I am creative and innovative. I can inspire and motivate others. I love to express my thoughts. I want to work with others, not alone. I am spontaneous and impulsive.</p>	<p>Public recognition of ability. Freedom of expression. Freedom from control and details. Opportunities to talk. Enthusiastic, fun atmosphere. Coaching from "task" persons. To be accountable for responsibilities.</p>
Steadiness	<p>I am warm and relational. I am a good follower and team player. I do not like negative people. I try to avoid conflict. I love to serve others. I am a good listener. I am supportive and encouraging.</p>	<p>Stable, secure environment. Sincere appreciation. Group identification. Minimal conflict. Standard procedures. Help in accepting changes. Encouragement to grow.</p>
Conscientiousness	<p>I want things done right. I am accurate and consistent. I seek to do excellent work. I am not outgoing most of the time. I love weighing pros and cons. I want a systematic approach. I need time to make decisions.</p>	<p>Businesslike atmosphere. Answers to questions. Controlled environment. Opportunities to use special skills. Performance expectations. Feedback on performance. Encouragement to be flexible.</p>

THE PERCEPTION BARRIER

We tend to view other team members in terms of their negatives, not their positives, especially those with different behavior styles from ours.

Type	Positive Characteristics	Possible Negatives
D	Decisive Independent Efficient Practical Determined	Harsh Pushy Dominating Severe Tough
I	Stimulating Enthusiastic Dramatic Outgoing Personable	Excitable Egotistical Reactive Manipulative Talkative
S	Supportive Willing Dependable Reliable Agreeable	Conforming Too Nice Dependent Slow Retiring
C	Thorough Persistent Orderly Serious Industrious	Critical Stuffy Indecisive Moralistic Picky

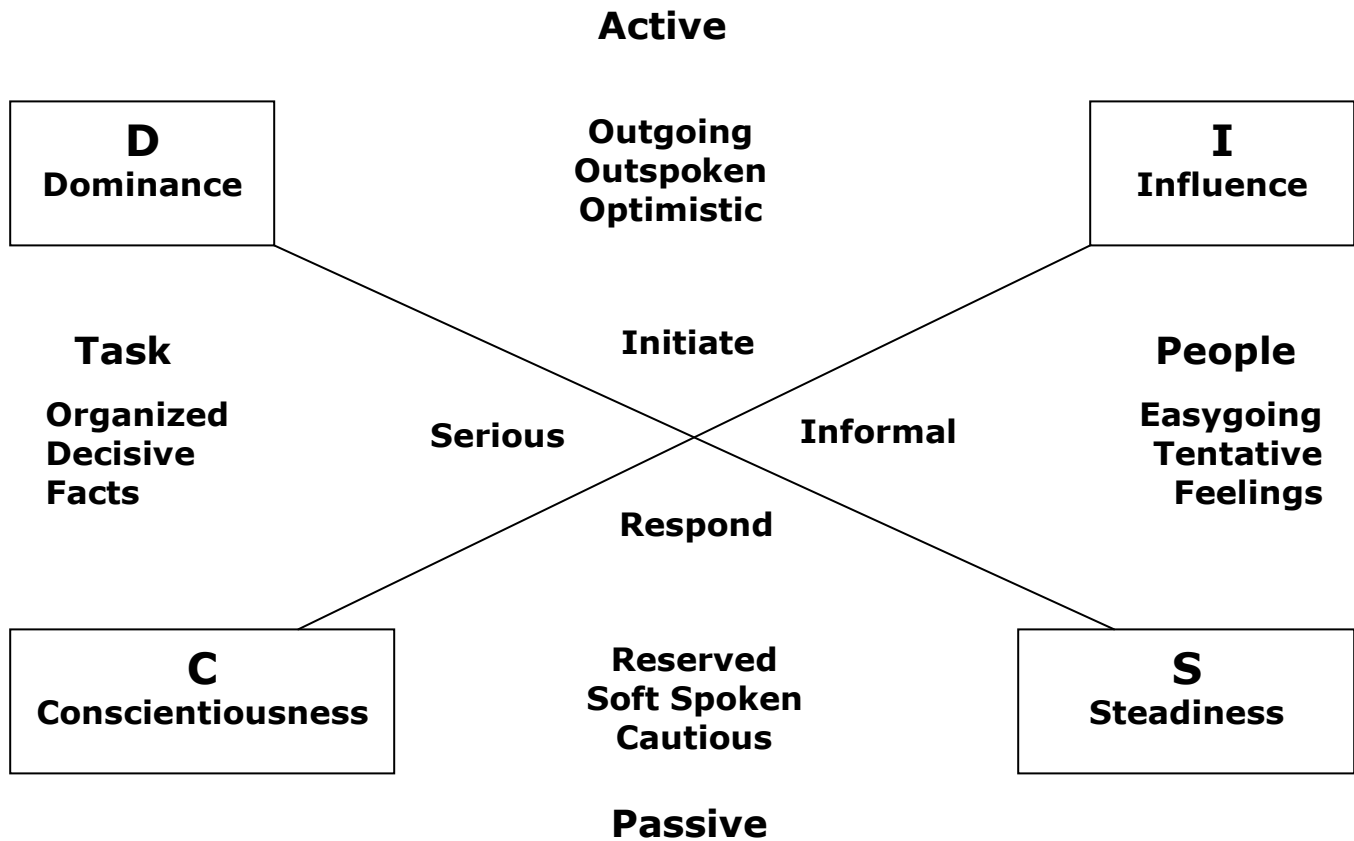
How to overcome the perception barrier and build commitment to team members:

1. View them in terms of their positive, not their negative characteristics.
2. Become a champion of their positive contributions.
3. Be available to complement their negative side with your positive side.
4. Ask them to complement your negative side with their positive side.

UNDERSTANDING YOUR TEAM'S COMBINED STYLE

	D	I	S	C
Value to the Team	Takes initiative	Influences people	Builds relationships	Focuses on details
Major Positive Characteristics	Strength of purpose; goal oriented; gets things done	Enthusiasm; gets people motivated, involved	Good people skills; good team player and concern for feelings of others	Thoroughness; accuracy in analyzing all the data
Major Negative Characteristics	Can be insensitive to feelings of others; impatient	Impulsiveness; may not focus attention on detail/facts	May sacrifice results for harmony; reluctant to initiate	Overly cautious; can be too thorough and lose sight of time
Motivated By	Results; challenge; action	Recognition; approval; visibility	Relationships; appreciation; inclusion	Being Right; quality; validation
Time Management	Focus: Now; efficient use of time; likes to get to the point	Focus: Future; tends to rush to the next exciting thing	Focus: Present; spends time in personal interaction, sometimes to the detriment of the task	Focus: Past; works more slowly to ensure accuracy
Communication	One-way – often not a good listener; better at initiating communication	Enthusiastic; stimulating; often one-way; can inspire others	Two-way flow; a good listener - especially in relation to feelings	Good listener; especially in relation to facts and processes
Emotional Response	Detached; independent	High and Low; excitable	Warm; friendly	Sensitive; careful
Decision Making	Intentional; always makes decisions with goal in mind	Intuitive; quick; lots of wins and losses	Relational; makes decisions more slowly with input from others	Reluctant; thorough; needs lots of evidence and time
Behavior Under Stress	Autocratic	Attacking	Acquiescing	Avoiding
Would Improve Effectiveness By	Listening	Slowing Down	Initiating	Being Flexible

BEHAVIOR STYLE: BLENDS (Vertical and Horizontal) And OPPOSITES (Diagonals)



1. DISC (Dominance, Influence, Steadiness, Conscientiousness)
Inscape Publishing, Inc. Minneapolis, Minnesota
2. Hippocrates' Four Temperaments (Choleric, Sanguine, Phlegmatic, Melancholy)
Spirit-Controlled Temperament
By Tim LaHaye, Tyndale House Publishers
3. Animal Characters (Lion, Otter, Retriever, Beaver)
Make Love Last Forever
By Gary Smalley, Lifeway Press
4. The Personality Compass (North, South, East, West)
By Turner and Greco, Barnes and Noble

Spiritual Gifts

Heart

Abilities

Personal Behavior

Experiences

1. What is God's perspective on my past experiences?

- ◆ God has shaped your past with purpose.

“And we know that God causes all things to work together for good to those who love God, to those who are called according to His purpose... [to be] conformed to the likeness of his Son.” – Romans 8:28 (NASB)

*“You intended to harm me, but God intended it all for good. He brought me to this position so I could save the lives of many people.”
– Genesis 50:20 (Joseph to his brothers)*

- ◆ God uses our past experiences to equip us for ministry.

“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

- ◆ God wants us to review and reflect upon our past experiences for spiritual insight and direction

“Jesus replied, ‘You do not realize now what I am doing, but later you will understand.’” – John 13:7

2. What past experiences can God use for His glory?

- ◆ Positive Experiences and Achievements

- ◆ Painful Experiences and Low Points

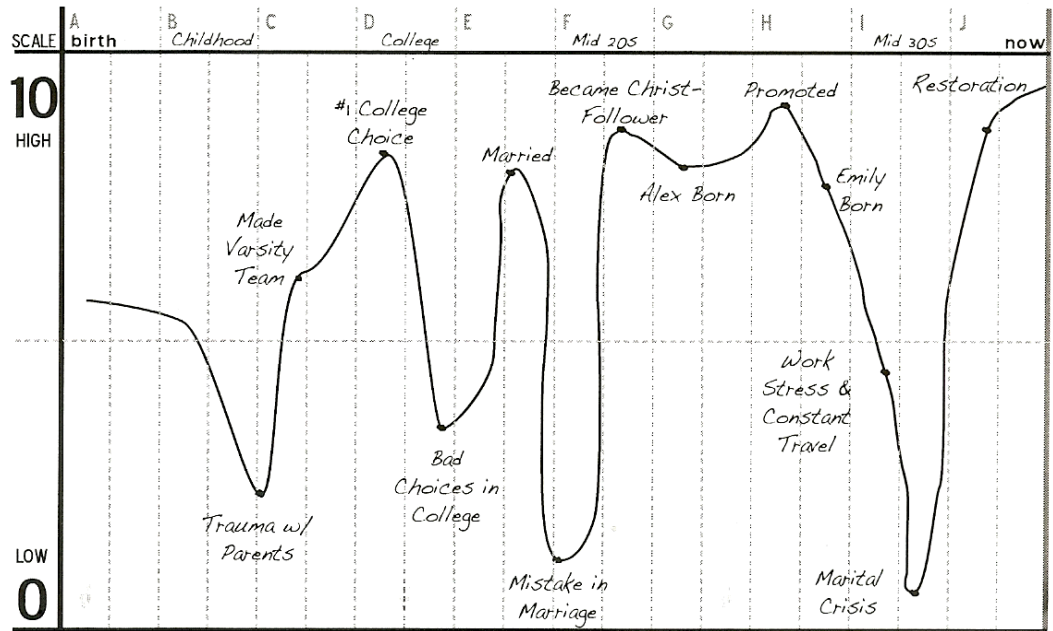
1. *Personal (Positive or Painful)*
2. *Vocational (Positive or Painful)*
3. *Relational (Positive or Painful)*
4. *Educational (Positive or Painful)*
5. *Spiritual (Positive or Painful)*

To help you pinpoint the significant past experiences of your life, you'll find two timelines to the right. The top timeline is a sample and the bottom one is for your use. After reading these instructions, reflect on your life and begin filling out your timeline.

Instructions:

1. Use another sheet of paper to make a list of 15-20 significant events and important circumstances from your life (include both positive and painful experiences).
2. Go to the timeline and label the divisions on the top of the timeline with your years of life (e.g., age 5, age 25, etc.) or life-stages (e.g., college, early marriage, etc.)
3. Using the vertical scale of 0-10 and the horizontal scale of your life, place a dot for each of the major events of your life. "0" represents the lowest, painful events, and "10" represents the highest, positive events. Place a dot to represent each event, when it happened on the time-line, and how high or low the event was in your experience. (You may want to use a pencil).
4. Connect the dots with a line.
5. Now reflect upon your life and transfer the results to the positive or painful experiences assessment.

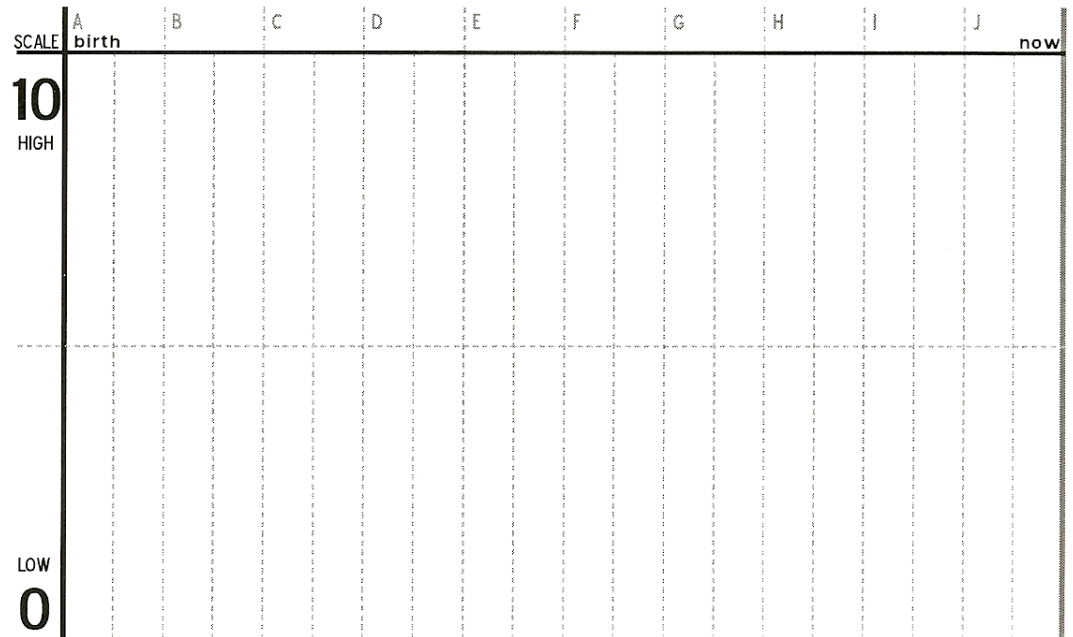
SAMPLE TIMELINE



LEARNING

I longed for connection with my parents, but they were lost in their own troubles. I felt valuable when I was achieving in sports, academics, or work. When I am over-achieving I often neglect important relationships. When I feel like I am under-achieving I'm tempted to escape into unhealthy behaviors. My best moments have been about relationships (--with God, new friends, etc)

PERSONAL TIMELINE



LEARNING

Examining Your Past Experiences

Significant Personal Achievements:

1. _____
2. _____
3. _____

Significant Vocational Achievements:

1. _____
2. _____
3. _____

Significant Relational Achievements:

1. _____
2. _____
3. _____

Significant Educational Achievements:

1. _____
2. _____
3. _____

Significant Spiritual Achievements:

1. _____
2. _____
3. _____

Significant Personal Low Points:

1. _____

2. _____

3. _____

Significant Vocational Low Points:

1. _____

2. _____

3. _____

Significant Relational Low Points:

1. _____

2. _____

3. _____

Significant Educational Low Points:

1. _____

2. _____

3. _____

Significant Spiritual Low Points:

1. _____

2. _____

3. _____

“Life can only be understood backwards, but it must be lived forwards.”

– Soren Kierkegaard

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

Date: _____

Name: _____ Birth Date: _____ / _____ / _____

Address: _____ City: _____ State: _____ Zip: _____

Home Phone: _____ Work Phone: _____

E-Mail: _____ Cell Phone: _____

Spiritual Gifts: What I am gifted to do.

At this time, I feel that my three primary spiritual gifts are:

1. _____ 2. _____ 3. _____

Hearth: What I have a passion for.

At this time, I would say that my ministry passion is to (or for):

And I think that the category that best reflects my heart's desire for ministry is:

- | | | |
|---|--|--|
| <input type="checkbox"/> Celebration Ministries | <input type="checkbox"/> Connecting Ministries | <input type="checkbox"/> Equipping Ministries |
| <input type="checkbox"/> Outreach Ministries | <input type="checkbox"/> Caring Ministries | <input type="checkbox"/> Supporting Ministries |

Abilities: What I naturally excel at.

I feel that my top natural abilities & special skills I can use to glorify God are:

1. _____ 2. _____ 3. _____

Personal Behavioral Style: How God has wired me.

My personal style is: Dominance Influence Steadiness Conscientious

My behavioral tendency is to be: Task-Oriented People-Oriented
 Structured Unstructured

Experiences: Where I have been.

Positive experiences from my past which I feel could help others include:

Painful experiences from my past which I feel could help others include:

As a disciple of Christ, I will be more focused, fruitful, fulfilled, and faithful when I use my *Spiritual gifts* and *natural Abilities* in the area of my *Heart's desire* and *past Experiences* in a way that best expresses my *Personal behavioral style*.

Time Availability: My schedule or stage in life that may affect my service.

Check Here	Time Availability	Description
	Unavailable	Cannot serve at this time as my time schedule or stage in life will not allow it.
	Limited	1 - 2 hours per week
	Moderate	2 - 4 hours per week
	Expanding	4 or more hours per week

Spiritual Maturity: My maturity level should match my ministry.

Check Here	Spiritual Maturity	Description
	Seeker/Unsure	I am not sure how to describe my current level of spiritual maturity and wonder if I even have a personal relationship with Jesus.
	New/Young Believer	I have just recently become a Christian and am just beginning my journey with Jesus.
	Stable/Growing Follower	I am regular in worship, fellowship, giving, and pursuing a life of greater devotion to Christ. I am sensitive to the leading of the Spirit in my life.
	Modeling/Mature Christian	I am a fully devoted follower of Jesus. I have reached a level in my walk with God that others look to me as an example of faithfulness.

Some of My Ministry Possibilities:

1. _____ 2. _____
3. _____ 4. _____

Please review the M.A.P.S. or Mission Matters brochures for ministry and fellowship opportunities. Is there a COP ministry that you have a heart for? Is there a Christian ministry in our community or within God's worldwide mission that you can identify with? Is there one missing that you would add?

(FOR YOUR RECORDS)

Time Availability: My schedule or stage in life that may affect my service.

Check Below	Time Availability	Description
	Unavailable	Cannot serve at this time as my time schedule or stage in life will not allow me to.
	Limited	1 - 2 hours per week
	Moderate	2 - 4 hours per week
	Expanding	4 or more hours per week

Spiritual Maturity: My current maturity level should match my ministry.

Check Below	Spiritual Maturity	Description
	Seeker/Unsure	I am not sure how to describe my current level of spiritual maturity and wonder if I even have a personal relationship with Jesus.
	New/Young Believ	I have just recently become a Christian and am just beginning my journey with Jesus.
	Stable/Growing Follow	I am regular in worship, fellowship, giving, and pursuing a life of greater devotion to Christ. I am sensitive to the leading of the Spirit in my life.
	Modeling/Mature Christia	I am a fully devoted follower of Jesus. I have reached a level in my walk with God that others look to me as an example of faithfulness.

Career Experiences: (Check all that apply)

- | | | |
|---|--|--|
| <input type="checkbox"/> Accountant/Bookkeeper | <input type="checkbox"/> Child Care Specialist | <input type="checkbox"/> Interpreter |
| <input type="checkbox"/> Actor | <input type="checkbox"/> Chiropractor | <input type="checkbox"/> Legal Assistant |
| <input type="checkbox"/> Advertising/Marketing/PR | <input type="checkbox"/> Clergy | <input type="checkbox"/> Mechanic |
| <input type="checkbox"/> Ambulance Driver/EMT | <input type="checkbox"/> Programmer/Analyst | <input type="checkbox"/> Medical Doctor |
| <input type="checkbox"/> Architect | <input type="checkbox"/> General Contractor | <input type="checkbox"/> Musician |
| <input type="checkbox"/> Artist _____ | <input type="checkbox"/> Counselor | <input type="checkbox"/> Nurse |
| <input type="checkbox"/> Attorney | <input type="checkbox"/> Customer Service Rep | <input type="checkbox"/> Painter |
| <input type="checkbox"/> Audio Visual Operator | <input type="checkbox"/> Database Manager | <input type="checkbox"/> Photographer |
| <input type="checkbox"/> Baker | <input type="checkbox"/> Dental Hygiene/Assistant. | <input type="checkbox"/> Plumber |
| <input type="checkbox"/> Barber/Stylist | <input type="checkbox"/> Dentist | <input type="checkbox"/> Police Worker |
| <input type="checkbox"/> Brick/Block Mason | <input type="checkbox"/> Dietitian | <input type="checkbox"/> Psychologist |
| <input type="checkbox"/> Bus Driver | <input type="checkbox"/> Electrician | <input type="checkbox"/> Real Estate Broker |
| <input type="checkbox"/> Business Manager | <input type="checkbox"/> Engineer | <input type="checkbox"/> Sales Person |
| <input type="checkbox"/> Cabinet Maker/Carpenter | <input type="checkbox"/> Fireman | <input type="checkbox"/> Secretary/Admin Support |
| <input type="checkbox"/> Cashier | <input type="checkbox"/> Flight Attendant | <input type="checkbox"/> Teacher/Educator |
| <input type="checkbox"/> Chef/Cook | <input type="checkbox"/> Florist | <input type="checkbox"/> Veterinarian |
| <input type="checkbox"/> Chemist | <input type="checkbox"/> Human Resources | <input type="checkbox"/> Web Designer |
| | <input type="checkbox"/> HVAC Repair | <input type="checkbox"/> Other _____ |

Some of My Ministry Interests/Possibilities: (Blue Sheet Focus)

- 1.
- 2.

(FOR CHURCH OF THE PALMS)