



## **Discovering your S.H.A.P.E.**

**S**piritual Gifts

**H**eart (Passions)

**A**bilities

**P**ersonal Behavior

**E**xperiences

***"Equipping Disciples for the Service of Christ"***

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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.

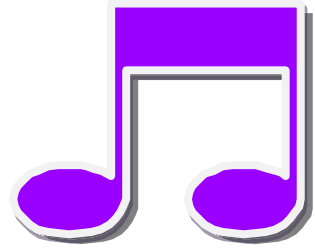
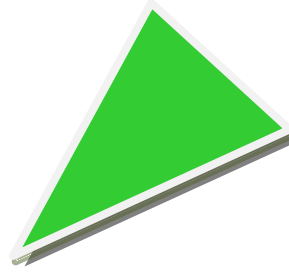
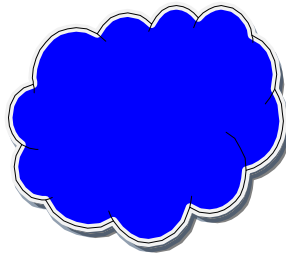
Except for the last page, these work sheets are for your eyes only. If you choose to turn in the summary page (and we hope you will!) it is truly your decision. We hope that you will discover something new about yourself, or confirm some things you already know about yourself, that will show you a way 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



## Discovering Your Unique God-Given S.H.A.P.E. For Discipleship

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

Abilities

Personal Behavior

Experiences

## 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.

“God has given gifts to each of you from His great variety of spiritual gifts. Manage them well so that God’s generosity can flow through you.”

*1 Peter 4:10 (NLT)*

### 2. Who receives spiritual gifts?

- ◆ Every believer receives at least one spiritual gift.

“Each of you has your own gift from God; one has this gift, another has that.”

*1 Corinthians 7:7b (TNIV)*

### 3. Why does God give spiritual gifts?

- ◆ God gives believers spiritual gifts to serve others.

“Each one should use whatever gift he has received to serve others...”

*1 Peter 4:10 (NIV)*

# 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:

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

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

- \_\_\_\_\_ 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.**

1. Place your numerical response (1-5) to the questions for each item number listed below the box.
2. 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, know, and 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

Abilities

Personal Behavior

Experiences

**Your values or passions are the things you love to do and things that make life worth living. You have a God-given passion or deep desire to have or do certain things. Conversely, there are also certain things that you hate to do or that do not touch you deeply.**

**Answering the following questions will help you identify your heart's desires, things you should pursue, and also things you dislike and should avoid.**

1. If you could do anything you wanted to do, what would you do?
2. What are the things that really should be done to improve life, things that you feel compelled to do or see done?
3. When you are dreaming about the future and what you would like to do "someday," what is that dream?
4. What things have you done in the past that really excited you?
5. What things have done in the past that you excelled at?
6. What kind of things do you hate doing, things that drain you?
7. Do you have a God-given vision about doing something for the church in the future? If so, what is that vision?

Spiritual Gifts

Heart

## **ABILITIES**

Personal Behavior

Experiences

**Abilities include both natural talents and life gifts that you may have and also special skills or knowledge you may have gained. An example of a natural talent is playing the piano by ear. An example of a special skill is playing the piano by reading the notes. Answering the following questions can help you to recognize some of your abilities.**

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 BEHAVIOR STYLE

Experiences

### A. You've Got Style!

1. Definition of Personal Behavior Style:
  - The quality or fact of being a particular type of person
  - Habitual patterns and qualities of behavior
  - Distinctive individual qualities considered collectively
  - One's customary frame of mind or natural disposition
2. There Are Four Basic Personality Types/Styles:
  - **"D"**      **D**ominance
  - **"I"**      **I**nfluence
  - **"S"**      **S**teadiness
  - **"C"**      **C**onscientiousness

### B. Guidelines for Using Personal Behavior Assessment Tools:

1. No person is a single behavior type; you are identifying your "comfort zone".
2. There is neither a right nor wrong, nor a best or worst behavior style.
3. The purpose for identifying your behavior style is to help you understand yourself and how you typically relate with others.
4. The purpose for identifying behavior styles is not just to put people in little boxes or to judge their behavior.
5. This discovery of your behavior style is based on your point of view. It is how you see yourself.
6. This behavior style assessment tool is not a test. There are no right or wrong answers.
7. This behavior style assessment tool does not measure deep psychological behavior.
8. Choose one consistent environment for this assessment – home or work, or school.
9. Do not "try" to be any specific behavior style.
10. Be honest with your responses to get an accurate assessment – how you really are now.

# 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.

<hr style="border: none; border-top: 1px solid black;"/>	<hr style="border: none; border-top: 1px solid black;"/>	<hr style="border: none; border-top: 1px solid black;"/>	<hr style="border: none; border-top: 1px solid black;"/>	
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
<hr style="border: none; border-top: 1px solid black;"/>	+	<hr style="border: none; border-top: 1px solid black;"/>	+	<hr style="border: none; border-top: 1px solid black;"/>
				= 200

# TEAMWORK

## All Behavior Styles Working Together as a Team

	Description of My Behaviors	To Be a Better Team Member I Need
<b>Dominance</b>	<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>
<b>Influence</b>	<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>
<b>Steadiness</b>	<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>
<b>Conscientiousness</b>	<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
<b>D</b>	Decisive Independent Efficient Practical Determined	Harsh Pushy Dominating Severe Tough
<b>I</b>	Stimulating Enthusiastic Dramatic Outgoing Personable	Excitable Egotistical Reactive Manipulative Talkative
<b>S</b>	Supportive Willing Dependable Reliable Agreeable	Conforming Too Nice Dependent Slow Retiring
<b>C</b>	Thorough Persistent Orderly Serious Industrious	Critical Stuffy Indecisive Moralistic Picky

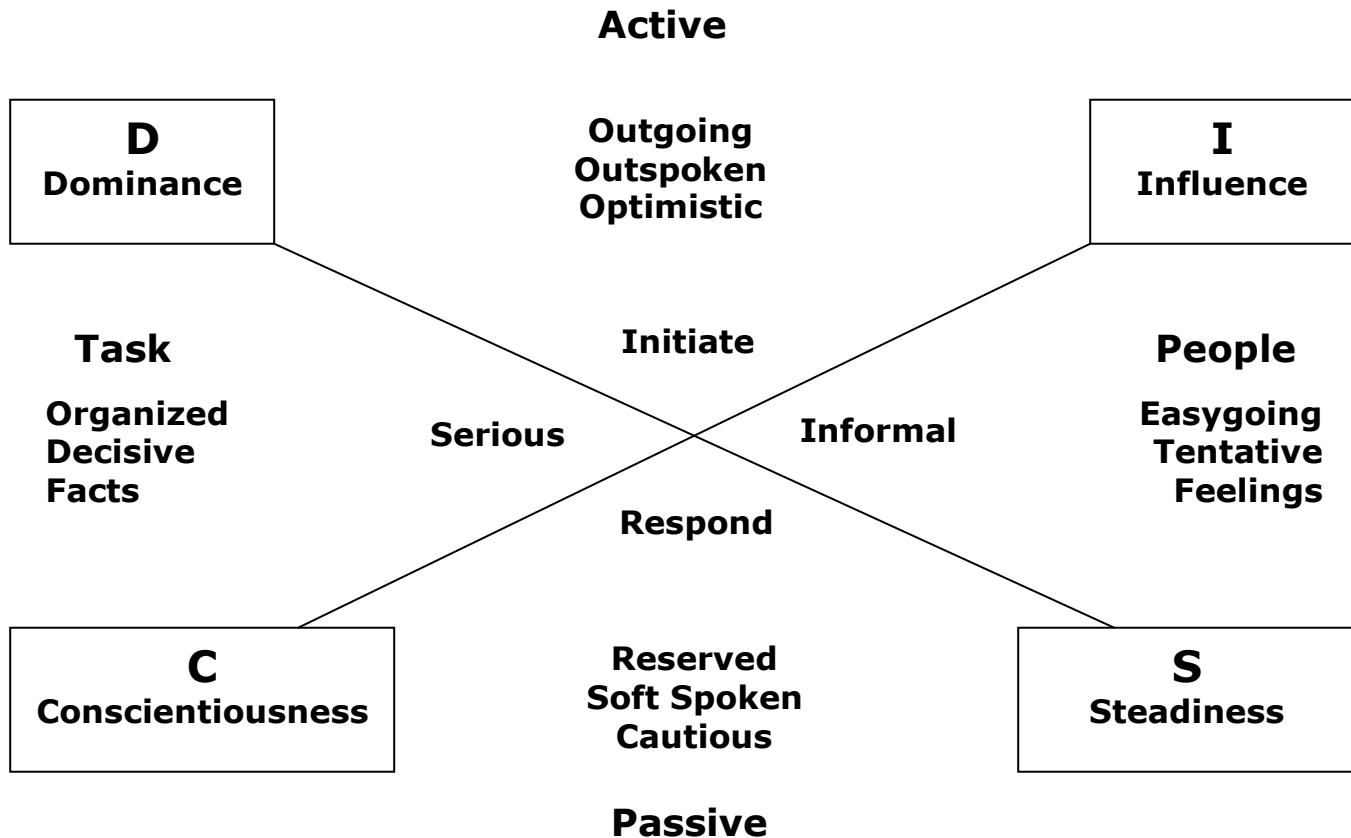
### How to overcome the perception barrier and build commitment to team members:

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

	<b>D</b>	<b>I</b>	<b>S</b>	<b>C</b>
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**

**All life experiences are used by God to prepare you for future ministry and success. God uses both the good and the bad experiences of life to teach you and to prepare you for what is ahead.**

**Answering the following questions can help you to identify life experiences that could be used effectively in future ministry.**

1. What are the *educational* experiences you have had? Include school, special training, certifications, and apprenticeships?
2. What are the *vocational* experiences you have had? Include fields of experience, types of work, and job assignments?
3. What are the *ministry* experiences you have had? Include positions and roles you have had and types of ministries?
4. What are the *cross-cultural* experiences you have had? Include countries/locations, relationships, and mission experiences?
5. What are the *painful* experiences of life you have had (such as health issues, broken relationships, or financial problems)?

# MY PERSONAL S.H.A.P.E. PROFILE

Date: \_\_\_\_\_

Name: \_\_\_\_\_ Birth Date: \_\_\_\_ / \_\_\_\_ / \_\_\_\_

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

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Home Phone: \_\_\_\_\_ Work Phone: \_\_\_\_\_

E-Mail: \_\_\_\_\_ Cell Phone: \_\_\_\_\_

**S**piritual Gifts - My primary spiritual gifts are:

\_\_\_\_\_

**H**earth - The opportunities to serve that I am most passionate about are:

\_\_\_\_\_

**A**ilities - The natural talents and special skills I have are:

\_\_\_\_\_

**P**ersonal Behavior Style - My behavior style is: D I S C

\_\_\_\_\_

**E**xperiences - Areas in which I am most experienced are:

\_\_\_\_\_

## (FOR YOUR RECORDS)

Please review the M.A.P.S. brochure for ministry and fellowship opportunities. Is there a COP ministry that you have a heart for? Is there one missing that you would add?



# MY PERSONAL S.H.A.P.E. PROFILE

Date: \_\_\_\_\_

Name: \_\_\_\_\_ Birth Date: \_\_\_\_/\_\_\_\_/\_\_\_\_

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

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Home Phone: \_\_\_\_\_ Work Phone: \_\_\_\_\_

E-Mail: \_\_\_\_\_ Cell Phone: \_\_\_\_\_

**S**piritual Gifts - My primary spiritual gifts are:

\_\_\_\_\_

**H**earth - The ministries I am most passionate about are:

\_\_\_\_\_

**A**ilities - The natural talents and special skills I have are:

\_\_\_\_\_

**P**ersonal Behavior Style - My behavior style is:    D    I    S    C

\_\_\_\_\_

**E**xperiences - Areas in which I am most experienced are:

\_\_\_\_\_

**(FOR COP USE)**

Please review the M.A.P.S. brochure for ministry and fellowship opportunities. Is there a COP ministry that you have a heart for? Is there one missing that you would add?