



S.H.A.P.E.

Spiritual Gifts – Heart – Abilities – Personality – Experiences

A s s e s s m e n t

God has uniquely created each of us with a specific and particular S.H.A.P.E., purpose, and role in His family and in His work, where you live, work, and play, at home, next door, and around the world. This S.H.A.P.E. assessment will help you begin to discover and unlock some of the answers to your unique design, such that you might be more equipped to understand God's calling for your life.

DISCOVERTM

*Discovering God's gifts, purpose, and plan
that are uniquely YOU.*

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

As you go through this assessment, fill in your results in the spaces below.

Name: _____ Date: _____

S - list your Top 4-6 **SPIRITUAL GIFTS**:

_____	_____
_____	_____
_____	_____

H - list out the Top 3-6 people, needs, causes, etc. that touch you at the **HEART** level:

_____	_____
_____	_____
_____	_____

If you identified a “holy discontent” (one or more), list them here:

A - list out your Top 4-6 best **ABILITIES**:

_____	_____
_____	_____
_____	_____

P - record your **PERSONALITY** profile:

I am _____ / _____.
task OR people oriented structured OR unstructured

E - write down any life **EXPERIENCES** that might be helpful in serving others.

_____	_____
_____	_____
_____	_____

Spiritual Gifts Assessment Instructions

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

2. Using the Answer key on page 6, write your response to each statement in the box that corresponds to that statement. **IMPORTANT:** Answer according to who you are, not who you would like to be or think you ought to be.

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

1 = 3	20 = 2	39 = 3	58 = 1	77 = 2	96 = 3	115 = 1	T = 15	A
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4. When you have completed the assessment, please transfer your TOP 3 to 5 Spiritual Gifts to your S.H.A.P.E. Profile. (TOP 3-5 highest "T's" – corresponding letters to be transferred into profile)

Spiritual Gifts Assessment

1. I like to organize people, tasks, and events. _____
2. I would like to start churches in places where they do not presently exist. _____
3. I enjoy working creatively with wood, cloth, paints, metal, glass, or other materials. _____
4. I enjoy challenging people's perspective of God by using various forms of art. _____
5. I can readily distinguish between spiritual truth and error, good and evil. _____
6. I tend to see the potential in people. _____
7. I communicate the gospel to others with clarity and effectiveness. _____
8. I find it natural and easy to trust God to answer my prayers. _____
9. I give liberally and joyfully to people in financial need or to projects requiring support. _____
10. I enjoy working behind the scenes to support the work of others. _____
11. I view my home as a place to minister to people in need. _____
12. I take prayer requests from others and consistently pray for them. _____
13. I am approached by people who want to know my perspective on a particular passage or biblical truth. _____
14. I am able to motivate others to accomplish a goal. _____
15. I empathize with hurting people and desire to help in their healing process. _____
16. I can speak in a way that results in conviction and change in the lives of others. _____
17. I enjoy spending time nurturing and caring for others. _____
18. I am able to communicate God's word effectively. _____
19. I am often sought out by others for advice about spiritual or personal matters. _____
20. I am careful, thorough, and skilled at managing details. _____
21. I am attracted to the idea of serving in another country or ethnic community. _____
22. I am skilled in working with different kinds of tools. _____

23. I enjoy developing and using my artistic skills (art, drama, music, photography, etc...). _____
24. I frequently am able to judge a person's character based upon first impressions. _____
25. I enjoy reassuring and strengthening those who are discouraged. _____
26. I consistently look for opportunities to build relationships with non-Christians. _____
27. I have confidence in God's continuing provision and help, even in difficult times. _____
28. I give more than a tithe so that kingdom work can be accomplished. _____
29. I enjoy doing routine tasks that support the ministry. _____
30. I enjoy meeting new people and helping them to feel welcomed. _____
31. I enjoy praying for long periods of time and receive leadings as to what God wants me to pray for. _____
32. I receive information from the Spirit that I did not acquire through natural means. _____
33. I am able to influence others to achieve a vision. _____
34. I can patiently support those going through painful experiences as they try to stabilize their lives. _____
35. I feel responsible to confront others with the truth. _____
36. I have compassion for wandering believers and want to protect them. _____
37. I can spend time in study knowing that presenting truth will make a difference in the lives of people. _____
38. I can often find simple, practical solutions in the midst of conflict or confusion. _____
39. I can clarify goals and develop strategies or plans to accomplish them. _____
40. I am willing to take an active part in starting a new church. _____
41. I enjoy making things for use in ministry. _____
42. I help people understand themselves, their relationships and God better through artistic expression. _____
43. I can see through phoniness or deceit before it is evident to others. _____
44. I give hope to others by directing them to the promises of God. _____
45. I am effective at adapting the gospel message so that it connects with an individual's felt needs. _____
46. I believe that God will help me to accomplish great things. _____
47. I manage my money well in order to free more of it for giving. _____
48. I willingly take on a variety of odd jobs around the church to meet the needs of others. _____
49. I genuinely believe the Lord directs strangers to me who need to get connected to others. _____
50. I am conscious of ministering to others as I pray. _____
51. I am committed, and schedule blocks of time for reading and studying Scripture, to understand Biblical truth fully and accurately. _____
52. I can adjust my leadership style to bring out the best in others. _____
53. I enjoy helping people sometimes regarded as undeserving or beyond help. _____
54. I boldly expose cultural trends, teachings, or events, which contradict Biblical principles. _____
55. I like to provide guidance for the whole person - relationally, emotionally, spiritually, etc... _____
56. I can devote considerable time to learning new Biblical truths in order to communicate them to others. _____
57. I can easily select the most effective course of action from among several alternatives. _____
58. I can identify and effectively use the resources needed to accomplish tasks. _____
59. I can adapt well to different cultures and surroundings. _____
60. I can visualize how something should be constructed before I build it. _____

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

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

Spiritual Gifts ANSWER KEY:

1 =	20 =	39 =	58 =	77 =	96 =	115 =	T =	A
2 =	21 =	40 =	59 =	78 =	97 =	116 =	T =	B
3 =	22 =	41 =	60 =	79 =	98 =	117 =	T =	C
4 =	23 =	42 =	61 =	80 =	99 =	118 =	T =	D
5 =	24 =	43 =	62 =	81 =	100 =	119 =	T =	E
6 =	25 =	44 =	63 =	82 =	101 =	120 =	T =	F
7 =	26 =	45 =	64 =	83 =	102 =	121 =	T =	G
8 =	27 =	46 =	65 =	84 =	103 =	122 =	T =	H
9 =	28 =	47 =	66 =	85 =	104 =	123 =	T =	I
10 =	29 =	48 =	67 =	86 =	105 =	124 =	T =	J
11 =	30 =	49 =	68 =	87 =	106 =	125 =	T =	K
12 =	31 =	50 =	69 =	88 =	107 =	126 =	T =	L
13 =	32 =	51 =	70 =	89 =	108 =	127 =	T =	M
14 =	33 =	52 =	71 =	90 =	109 =	128 =	T =	N
15 =	34 =	53 =	72 =	91 =	110 =	129 =	T =	O
16 =	35 =	54 =	73 =	92 =	111 =	130 =	T =	P
17 =	36 =	55 =	74 =	93 =	112 =	131 =	T =	Q
18 =	37 =	56 =	75 =	94 =	113 =	132 =	T =	R
19 =	38 =	57 =	76 =	95 =	114 =	133 =	T =	S

Spiritual Gift ASSESSMENT KEY:

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

Heart

*"Delight yourself in the LORD and he will give you the desires of your heart."
- Psalms 37:4*

What are you passionate about? What do you love?
What touches you deeply at the heart level?

Read and reflect on the following questions:

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

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

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

- Who do you care about (i.e. at risk youth, students, single parents, teachers, terminally ill, etc.)?
- Who do you naturally connect with (i.e. neighbors, business associates, sports team parents, etc.)?
- Who do you feel like you can be yourself with (i.e. elementary aged kids, college students, senior adults, etc.)?

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

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

4. What "cause" are you most passionate about?

- What cause or issue fires you up / makes your heart race?
- What breaks your heart (i.e. child exploitation, homelessness, etc.)?
- What is your "holy discontent" (see next page)? What can't you stand? What wrecks you?

Identifying your “Holy Discontent”

Check each box below that especially causes you to feel anger or sadness.

- Abortion – protecting unborn children
- Abortion – caring for and providing guidance to pregnant mothers such that they would choose life
- Abortion – ministering to and caring for the women who feel remorse for their action
- Abused children or women
- Adoption and the incredible need to provide families and homes for children
- Alzheimer’s Disease and the hurt, pain, and challenges families face because of it
- AIDS and the lack of help and compassion for those dying with this disease
- Children failing in school because they don’t have a caring adult to help them
- Children forced into prostitution
- Children who are completely unaware of the gospel and love of Christ
- Children who are without the love of a mother, father, or both
- Children suffering from debilitating or terminal illnesses
- Developmentally Disabled adults and the lack of caring people willing to love them
- Divorce – couples who don’t have anyone encouraging them towards reconciliation
- Divorce – children who are deeply wounded emotionally by their parents’ divorce
- Elderly persons that are neglected by their families in assisted living and nursing homes
- Foster children and their need for safe, loving homes
- Homelessness
- Homeless children and the need to love and care for them while in shelters
- Immigrant children who are failing in school because they don’t know English
- Immigrant parents who can’t find work because they don’t speak English
- Internationals among us and their needs for relationship and the gospel
- Isolation of people and lack of community among neighbors in our society
- Military – caring for those with family members serving in the military
- Military – caring for those who have lost a loved one serving in the military
- Natural disasters and the inability for local church to mobilize and respond quickly during crisis
- Prisoners and the intense loneliness and lack of hope they experience while serving time
- Public schools and Christians often being known for their complaining (and being a part of the problem) rather than helping (and being a part of the solution)
- Refugees who arrive in the U.S. and feel completely lost and all alone
- Refugees who don’t have any idea about life in the U.S. (i.e. grocery shopping, technology, finances, etc.)
- Single mothers who have been abused, abandoned, and taken advantage of
- Single mothers lacking the skills necessary to provide for their children
- Teenage children in prison with no hope or knowledge of God’s love for them
- Teenage girls working in the adult entertainment industry
- Teenage pregnancy
- Volunteers and missionaries lacking prayer support for their ministries

Read each statement, and then check each box that you feel applies to you.

The people I would like to serve most are:

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

The issues or causes I feel most strongly about are:

- | | | |
|--|---|---|
| <input type="checkbox"/> Abuse/Violence | <input type="checkbox"/> Environment | <input type="checkbox"/> Parenting |
| <input type="checkbox"/> Alcoholism | <input type="checkbox"/> Ethics | <input type="checkbox"/> Policy/Politics |
| <input type="checkbox"/> At-risk Children | <input type="checkbox"/> Finances | <input type="checkbox"/> Poverty/Hung |
| <input type="checkbox"/> Compulsive Behavior | <input type="checkbox"/> Health/Fitness | <input type="checkbox"/> Sanctity of Life |
| <input type="checkbox"/> Deafness | <input type="checkbox"/> HIV/AIDS | <input type="checkbox"/> Sexuality |
| <input type="checkbox"/> Disabilities | <input type="checkbox"/> Homelessness | <input type="checkbox"/> Spiritual Apat |
| <input type="checkbox"/> Divorce | <input type="checkbox"/> Injustice Issues | <input type="checkbox"/> Other: _____ |
| <input type="checkbox"/> Drug Abuse | <input type="checkbox"/> Law/Justice System | <input type="checkbox"/> Other: _____ |
| <input type="checkbox"/> Education | <input type="checkbox"/> Marriage/Family | <input type="checkbox"/> Other: _____ |

Abilities

Each of us has abilities that we have discovered and learned over our lifetime.

Read through this list of specialized abilities and check the ones that you excel at and love doing:

- Adapting: The ability to adjust, change, alter, modify.
- Administrating: The ability to govern, run, rule.
- Analyzing: The ability to examine, investigate, probe, evaluate.
- Building: The ability to construct, make assemble.
- Coaching: The ability to prepare, instruct, train, equip, develop.
- Communicating: The ability to share, convey, impart.
- Competing: The ability to contend, win, battle.
- Computing: The ability to add, estimate, total, calculate.
- Connecting: The ability to link together, involve, relate.
- Consulting: The ability to advise, discuss, confer.
- Cooking: The ability to prepare, serve, feed, cater.
- Coordination: The ability to organize, match, harmonize.
- Counseling: The ability to guide, advise, support, listen, care for.
- Decorating: The ability to beautify, enhance, adorn.
- Designing: The ability to draw, create, picture, outline.
- Developing: The ability to expand, grow, advance, increase.
- Directing: The ability to aim, oversee, manage, subervise.
- Editing: The ability to correct, amend, alter, improve.
- Encouraging: The ability to cheer, inspire, support.
- Engineering: The ability to construct, design, plan.
- Excelling: The ability to be the best and make my team the best, setting and attaining the highest standard.
- Facilitating: The ability to help, aid, assist, make possible.
- Forecasting: The ability to predict, calculate, see trends, patterns, and themes.
- Implementing: The ability to apply, execute, make happen.
- Improving: The ability to better, enhance, further, enrich.
- Influencing: The ability to affect, sway, shape, change.
- Landscaping: The ability to garden, plant, improve.
- Leading: The ability to pave the way, direct, excel, win.
- Learning: The ability to study, gather, understand, improve, expand self.
- Managing: The ability to run, handle, oversee.
- Mentoring: The ability to advise, guide, teach.
- Motivating: The ability to provoke, induce, prompt.
- Negotiating: The ability to discuss, consult, settle.
- Operating: The ability to run mechanical or technical things.
- Organizing: The ability to simplify, arrange, fix classify, coordinate.

- Performing: The ability to sing, speak, dance, play an instrument, act out.
- Persevering: The ability to see things to completion, persisting at something until it is finished.
- Pioneering: The ability to bring about something new, groundbreaking, original.
- Planning: The ability to arrange, map out, prepare.
- Promoting: The ability to sell, sponsor, endorse, showcase.
- Recruiting: The ability to draft, enlist hire, engage.
- Repairing: The ability to fix, mend, restore, heal.
- Researching: The ability to seek, gather, examine, study.
- Resourcing: The ability to furnish, provide, deliver.
- Serving: The ability to help, assist, fulfill.
- Shopping: The ability to collect, or obtain things, getting the highest quality for the best price.
- Strategizing: The ability to think ahead, calculate, scheme.
- Teaching: The ability to interpret, decode, explain, speak.
- Traveling: The ability to journey, visit, explore.
- Visualizing: The ability to picture, imagine, envision, dream, conceptualize.
- Welcoming: The ability to entertain, greet, embrace, make comfortable.
- Writing: The ability to compose, create, record.

Personality

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

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

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

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

How are you Energized?

I'm more comfortable:

doing things for people 1 2 3 4 being with people

When doing a task, I tend to:

focus on the goal 1 2 3 4 focus on the relationship

I get more excited about:

advancing a cause 1 2 3 4 creating a community

I feel I've accomplished something when I've:

gotten a job done 1 2 3 4 built a relationship

It is more important to start a meeting:

on time 1 2 3 4 when everyone gets there

I'm more concerned with:

meeting a deadline 1 2 3 4 maintaining the team

I place higher value on:

action 1 2 3 4 communication

Add all the prior numbers and record the total here. TOTAL = _____

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

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

How are you Organized?

While on vacation, I prefer to: be spontaneous	1	2	3	4	follow a set plan
I prefer to set guidelines that are: general	1	2	3	4	specific
I prefer to: leave my options open	1	2	3	4	settle things now
I prefer projects that have: variety	1	2	3	4	routine
I like to: play it by ear	1	2	3	4	stick to a plan
I find routine: boring	1	2	3	4	restful
I accomplish tasks best: by working it out as I go	1	2	3	4	by following a plan

Add all the prior numbers and record the total here. TOTAL = _____

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

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

Record your results:

I am _____ / _____.
task-oriented OR people-oriented unstructured OR structured

Experience

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

- 2 Corinthians 1:3-4

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

- Spiritual experiences: meaningful decisions, times with God, times you felt especially close to God.

- Painful experiences: problems, hurts, trials, etc...

- Educational experiences: favorite subjects in school, special training, etc...

- Ministry experience: how you've served in the past