

SHAPE ASSESSMENT

Spiritual Gifts: (Rom. 12:3-8; I Cor. 12:1-11, 27-31; Eph. 4:11-12; I Peter 2: 9-11)
(Adapted from Debbie Hensleigh Seminars)

Other passages mention or illustrate numerous gifts that are not necessarily included in the 4 lists given above.

Seven spiritual gifts are listed in Romans 12. We call these seven the “motivational” gifts. The seven gifts include basic ways we are moved to action through serving the Lord. All gifts, Biblically speaking, are given to help the Church fulfill her purposes—communicating God’s word, educating God’s people, demonstrating God’s love and celebrating God’s indwelling presence in believers.

On the next page are a series of statements whose numbers correspond to the boxes shown below. For each statement, place your responses on the appropriate lines. Respond to each statement with the numbers:

- “4” = Strongly Agree
- “3” = Mostly Agree
- “2” = Mostly Disagree
- “1” = Strongly Disagree

Caution: Don’t try and think about how specific answers reflect spiritual gifts as you respond. Try to answer as you are NOW, not as you HOPE to be or feel you SHOULD be in the future...

- | | | | | | |
|--------|--------|--------|--------|--------|--------|
| ___1. | ___2. | ___3. | ___4. | ___5. | ___6. |
| ___7. | ___8. | ___9. | ___10. | ___11. | ___12. |
| ___13. | ___14. | ___15. | ___16. | ___17. | ___18. |
| ___19. | ___20. | ___21. | ___22. | ___23. | ___24. |
| ___25. | ___26. | ___27. | ___28. | ___29. | ___30. |
| ___31. | ___32. | ___33. | ___34. | ___35. | |

1. You immediately judge actions as either right or wrong.
2. You regularly respond to the practical needs of others.
3. You want to make sure that statements, even words and context, are true and accurate.
4. You motivate people to become what you see they could be: victorious.
5. You find ways to give generously of your money.
6. You can visualize the final result of a major undertaking, break it down into steps and plan goals accordingly.
7. You often think of others' hurts and needs.
8. You react strongly to people who are not what they appear to be or who ignore sinful blind spots.
9. You enjoy serving to free others for more important things.
10. You study to gain as much knowledge as you can.
11. You have a knack for communicating practical steps of action to others.
12. You delight in giving a gift that meets a specific need.
13. You enjoy coordinating the efforts of many to reach a common goal.
14. It bothers you a lot when people are insensitive to others' feelings.
15. People have said you are insensitive or judgmental.
16. You get caught neglecting your own work (even personal needs or priorities) as you are busy serving others.
17. You react strongly to people who make unfounded statements.
18. You recognize trials as opportunities.
19. You often consider how your money might be best used by God.
20. You enjoy the responsibility of a large task.
21. You are the first to notice genuine love, inner joy or hurt feelings in others.
22. You are the first to confront someone on an area of sin, even though it might offend.
23. You easily remember the personal likes and dislikes of others.
24. You check the credentials, knowledge and sources of those who teach.
25. You enjoy implementing change to help people grow.
26. You desire to motivate others to be givers.
27. You build a team to accomplish goals or projects.
28. You give special attention to friends in need.
29. Maintaining Biblical standards are more important to you than keeping the peace.
30. You would rather do than delegate.
31. When presented with an argument, you use logic rather than emotion or opinion.
32. You like to counsel others, especially those who are developing in ministry.
33. You often give over and above your tithe.
34. You are willing to endure negative reaction in order to accomplish a task.
35. You attract people who tell you their problems.

Heart:

What are your passions?

If you were given a day to do whatever you wanted, what would you do?

If you could design your own full-time job, what would it look like?

If you were REQUIRED to spend 10 hours in ministry (No more...no less) in ministry, what would you do?

Abilities:

What are my top 3 Talents? (“natural abilities”)

1.

2.

3.

What are my top 3 skills? (“acquired abilities”)

1.

2.

3.

Example: Joe is a great musician. One of his top talents would be his ability to understand music, rhythm, and what sounds good. One of his top skills would be playing the piano, which he has practiced now for 12 years. Joe’s “talent” augments his acquired skills.

Personality Assessment (D.I.S.C)

The following survey is NOT a test: (adapted from Larry Burkett Seminars)

There are NO right or wrong answers. The results will help you gain understanding of your basic personality characteristics shared by most people with that profile.

Cautions:

Personality surveys tend to be influenced by the situation focus a person has when responding. Consider the focus specified in the directions and try to keep that focus throughout your survey (ie: mother, student, teacher, etc.)

Do not jump ahead or analyze survey results. Do not make assumptions about where your answers lead as you respond. Following the instructions one step at a time, honestly, gives the most accurate picture.

This survey may look similar to others you have taken, but there are some important differences in this rating system. Be sure you understand each direction and example before proceeding. Ask for help if needed!

This survey is designed to be used by people with various backgrounds of education and experience.

Focus:

The focus for this survey is your typical behavior. Respond based on how you most naturally behave—not how you think you ought to behave. (ie: “I always wanted to be like this...”)

Respond:

Rate each line of words from left to right on a “4,3,2,1” scale:

“4” = most like you (your naturally motivated behavior)

“1” = least like you

****Use all 4 ratings in each line/question and use each number rating ONLY one time per line.**

Final Caution:

We all have ideas about how we would like to act in order to be more “acceptable” to others. That is NOT what you are looking for in this survey. Think of yourself and answer based on your instinctive behavior regardless of whether you consider it “good” or “bad”. There are NO “good” or “bad” answers!

- | | | | |
|------------------------|-----------------------|-------------------------|---------------------|
| ___ 1. Enthusiastic | ___ 2. Loyal | ___ 3. Detailed | ___ 4. Commanding |
| ___ 5. Lenient | ___ 6. Expressive | ___ 7. Decisive | ___ 8. Particular |
| ___ 9. Convincing | ___ 10. Tough-minded | ___ 11. Meticulous | ___ 12. Kind |
| ___ 13. Independent | ___ 14. Follow rules | ___ 15. Peaceful | ___ 16. Fun-loving |
| ___ 17. Hi standards | ___ 18. Understanding | ___ 19. People-oriented | ___ 20. Daring |
| ___ 21. Charitable | ___ 22. Promoter | ___ 23. Risk taker | ___ 24. Serious |
| ___ 25. Cheerful | ___ 26. Courageous | ___ 27. Precise | ___ 28. Merciful |
| ___ 29. Confident | ___ 30. Logical | ___ 31. Supportive | ___ 32. Inspiring |
| ___ 33. Conscientious | ___ 34. Patient | ___ 35. Good Mixer | ___ 36. Fearless |
| ___ 37. Non-conforming | ___ 38. Talkative | ___ 39. Gentle | ___ 40. Analytical |
| ___ 41. Organized | ___ 42. Adventurous | ___ 43. Popular | ___ 44. Even-paced |
| ___ 45. Good Listener | ___ 46. Factual | ___ 47. Take charge | ___ 48. Uninhibited |
| ___ 49. Aggressive | ___ 50. Cooperative | ___ 51. Vibrant | ___ 52. Accurate |
| ___ 53. Efficient | ___ 54. Direct | ___ 55. Gracious | ___ 56. Excitable |
| ___ 57. Influencing | ___ 58. Accomodating | ___ 59. Focused | ___ 60. Frank |
| ___ 61. Agreeable | ___ 62. Animated | ___ 63. Forceful | ___ 64. Systematic |

Scoring Key:

- | | | | |
|--------|--------|--------|--------|
| ___ 4 | ___ 1 | ___ 2 | ___ 3 |
| ___ 7 | ___ 6 | ___ 5 | ___ 8 |
| ___ 10 | ___ 9 | ___ 12 | ___ 11 |
| ___ 13 | ___ 16 | ___ 15 | ___ 14 |
| ___ 20 | ___ 19 | ___ 18 | ___ 17 |
| ___ 23 | ___ 22 | ___ 21 | ___ 24 |
| ___ 26 | ___ 25 | ___ 28 | ___ 27 |
| ___ 29 | ___ 32 | ___ 31 | ___ 30 |
| ___ 36 | ___ 35 | ___ 34 | ___ 33 |
| ___ 37 | ___ 38 | ___ 39 | ___ 40 |
| ___ 42 | ___ 43 | ___ 44 | ___ 41 |
| ___ 47 | ___ 48 | ___ 45 | ___ 46 |
| ___ 49 | ___ 51 | ___ 50 | ___ 52 |
| ___ 54 | ___ 56 | ___ 55 | ___ 53 |
| ___ 60 | ___ 57 | ___ 58 | ___ 59 |
| ___ 63 | ___ 62 | ___ 61 | ___ 64 |

Experiences:

What are some Spiritual experiences I've had?

What are some painful experiences I've had?

What is my educational experience?

What is my ministry experience?