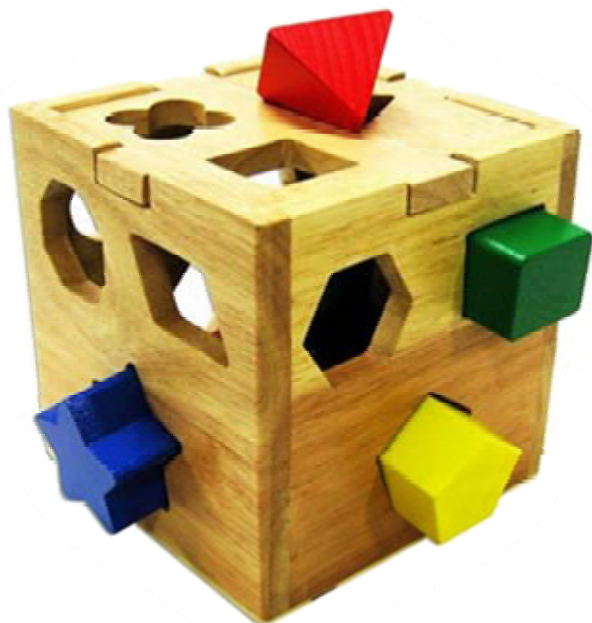


*"Your hands
shaped me
and made me."*

- Job 10:8



How has God shaped me?

The Bible states that it is God who created us and that He has a unique plan and purpose for each one of our lives.

In Job 10:8, Job declares, "Your hands **shaped** and **made** me..." Job 10:8a (NIV)

In Psalm 139:14-16, the psalmist says to God, "Thank you for making me so **wonderfully complex!** It is amazing to think about. Your workmanship is marvelous... You were there while I was being **formed**... You saw me **before I was born** and scheduled each day of my life before I began to breathe." Psalm 139:14-16 (Living)

Believe it or not, God has made you just the way you are, with certain gifts, desires, abilities, a unique personality and unique experiences so that you can be all that he has created you to be, and do all that he has created you to do.

Understanding how you have been shaped in each of these areas is key to understanding who God has created you to be, and is foundational to ultimately fulfilling the purpose God has for your life.

1. God created you for relationship with Him
2. God designed you for a specific life task
 - a. You were created for a purpose Eph. 2:10
 - b. You were designed for a task Ps. 139:13-16

God has been molding and shaping you for ministry since you were born. In fact, God started uniquely shaping you even before you were born!

1. You were **created** for a purpose.
2. You are **unique!** No one is exactly like you!
3. You are wonderfully **complex!**

In Ministry...Function follows Form!

*"What right do you have, a human being, to cross-examine God? The pot has no right to say to the potter: **Why did you make me this shape?** A potter can do what he likes with the clay!"*

-- Romans 9:20-21

Ministry is determined by several factors.

*"There are different kinds of **SPIRITUAL GIFTS** but the same Spirit gives them. There are different **WAYS OF SERVING**, but the same Lord is served. There are different **ABILITIES** to perform service, but the same God gives ability to everyone for their service. The Spirit's presence is shown **IN SOME WAY** in each one for the good of all." I Corinthians 12:4-7 (GN)*

My SHAPE will determine my ministry!

What is SHAPE?

S. Spiritual Gifts, What am I gifted to do?

"But each man has his own gift from God; one has this gift, another has that." (1 Corinthians 7:7, NIV)

H. Heart, What do I love to do?

"for it is God who works in you to will and to act according to his good purpose." (Philippians 2:13, NIV)

A. Abilities, What natural talents and skills do I have?

"and I have filled him with the Spirit of God, with skill, ability and knowledge in all kinds of crafts" (Exodus 31:3, NIV)

P. Personal Style, Where does my personality best suit me to serve?

"No one can really know what anyone else is thinking or what he is really like, except that person himself." (1 Corinthians 2:11, Living)

E. Experiences, What experiences have you had?

"Always remember what you have learned. Your education is your life — guard it well!" (Proverbs 4:13, Good News)

How Paul's Ministry was SHAPED

Paul's SPIRITUAL GIFTS

And of this gospel I was appointed a herald and an apostle and a teacher. (2 Timothy 1:11, NIV)

Paul's HEART

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, NIV)

For God, who was at work in the ministry of Peter as an apostle to the Jews, was also at work in my ministry as an apostle to the Gentiles. (Galatians 2:8, NIV)

However, I consider my life worth nothing to me, if only I may finish the race and complete the task the Lord Jesus has given me—the task of testifying to the gospel of God's grace. (Acts 20:24, NIV)

Paul's ABILITY

Paul went to see them, and because he was a tentmaker as they were, he stayed and worked with them. Every Sabbath he reasoned in the synagogue, trying to persuade Jews and Greeks. (Acts 18:2-4, NIV)

Paul's PERSONALITY

For you have heard of my previous way of life in Judaism, how intensely I persecuted the church of God and tried to destroy it. I was advancing in Judaism beyond many Jews of my own age and was extremely zealous for the traditions of my fathers. (Galatians 1:13-14, NIV)

Paul's EXPERIENCES

You, however, know all about my teaching, my way of life, my purpose, faith, patience, love, endurance, persecutions, sufferings--what kinds of things happened to me in Antioch, Iconium and Lystra, the persecutions I endured. Yet the Lord rescued me from all of them. (2 Timothy 3:10-11, NIV)

Finding my SHAPE

When we understand our SHAPE and plug into a ministry that God wants us to be serving in, we are both more fruitful and fulfilled. This packet will take you on a process of self-discovery to help you identify your unique SHAPE, which will in turn help you find your ministry. Remember, this packet is meant to serve as a tool to help you discover how God has made and equipped you. The results are only as good as what you put into it. You can help confirm your results through these methods...

S. Study – We have found these books to be helpful in the development of one's SHAPE.

T. Trial and error - Experiment with different areas of service. It is easier to discover your gift through ministry than to discover your ministry through your gift. We encourage you to try a few ministries and see what fits and what does not, and then stay committed to what fits your SHAPE.

A. Analyze – Take the time to pray, journal and reflect on the way God has SHAPED you and how every aspect of your SHAPE interrelates. God often uses your entire SHAPE to be expressed in an area of service.

R. Request input from others - Ask others what gifts they see in you.

T. Take training – Explore the different classes and resources that the church and our association offer to enhance your ministry.

Seeking Your Spiritual Gift

A **Spiritual Gifts Inventory** is a personal assessment tool developed to assist you in the process of identifying which spiritual gifts you may possess. This inventory consists of eighty (80) statements. Some of these statements communicate concrete actions; some are descriptive terms; others are statements of personal values and beliefs.

Directions

As you read each statement, decide to what extent that statement is characteristic of or descriptive of you (as you are now, not as you might like to be). Use the following scale to make your assessment:

5Highly Characteristic of Me (90% or more of the time)
4Very Characteristic of Me (75%)
3Mildly Characteristic of Me (50%)
2Only Somewhat Characteristic of Me (25%)
1Not At All Characteristic of Me (Less than 10% of the time)

Select the appropriate numerical response for each item and record that number in the space provided. Read each statement once and record your initial reactions; do not spend too much time on any one item. In general, your immediate response is the best one. Please response to each item.

1		I have the ability to organize ideas, resources, time, and people effectively.
2		I am willing to study and prepare for the task of teaching.
3		I am able to relate the truths of God to specific situations.
4		I have a God-given ability to help others grow in their faith.
5		I possess a special ability to communicate the truth of salvation.
6		I have the ability to make critical decisions when necessary.
7		I am sensitive to the hurts of people.
8		I experience joy in meeting needs through sharing possessions.
9		I enjoy studying.
10		I have delivered God's message of warning and judgment.
11		I am able to sense the true motivation of persons and movements.
12		I have a special ability to trust God in difficult situations.
13		I have a strong desire to contribute to the establishment of new churches.
14		I take action to meet physical and practical needs rather than merely talking about or planning to help.
15		I enjoy entertaining guests in my home.
16		I have a natural tendency to encourage others.
17		I can delegate and assign meaningful work.

18	I have an ability and desire to teach.
19	I am usually able to analyze a situation correctly.
20	I am willing to take the initiative in helping other Christians grow in their faith.
21	I am willing to do whatever it takes to see others come to Christ.
22	I can adapt my guidance to fit the maturity of those working with me.
23	I have an acute awareness of the emotions of other people, such as loneliness, pain, fear, and anger.
24	I am a cheerful giver.
25	I spend time digging into facts.
26	I feel that I have a message from God to deliver to others.
27	I can recognize when a person is genuine/honest.
28	I am willing to yield to God's will rather than question and waver.
29	I would like to be more active in getting the gospel to people in other lands.
30	It makes me happy to do things for people in need.
31	I am able to make strangers feel at ease.
32	I can identify those who need encouragement.
33	I am successful in getting a group to do its work joyfully.
34	I have the ability to plan learning approaches.
35	I often am consulted when fellow Christians are struggling to make difficult decisions.
36	I have trained Christians to be more obedient disciples of Christ.
37	I am able to present the gospel to lost persons in such a way that they accept the Lord and His salvation.
38	I am a person of vision (a clear mental portrait of a preferable future given by God). I am able to communicate vision in such a way that others commit to making the vision a reality.
39	I am attracted to people who are hurting.
40	I am a generous giver.
41	I am able to discover new truths.
42	I have spiritual insights from Scripture concerning issues and people that compel me to speak out.
43	I can sense when a person is acting in accord with God's will.
44	I can trust in God even when things look dark.
45	I have a strong desire to take the gospel to places where it has never been heard.
46	I am sensitive to the needs of people.
47	I enjoy reaching out to new people in my church and community.
48	I think about how I can comfort and encourage others in my congregation.
49	I have been able to make effective and efficient plans for accomplishing the goals of a group.

50	I explain Scripture in such a way that others understand it.
51	I can usually see spiritual solutions to problems.
52	I am able to give spiritual direction to others.
53	I feel at ease in sharing Christ with nonbelievers.
54	I can determine where God wants a group to go and help it get there.
55	I possess an unusual capacity to understand the feelings of those in distress.
56	I have a strong sense of stewardship based on the recognition that God owns all things.
57	I can organize facts into meaningful relationships.
58	I have delivered to other persons messages that have come directly from God.
59	I can sense when a person is acting under God's leadership.
60	I try to be in God's will continually and be available for His use.
61	I feel that I should take the gospel to people who have different beliefs from me.
62	I have an acute awareness of the physical needs of others.
63	I like to meet visitors at church and make them feel welcome.
64	I welcome opportunities to help people who need comfort, consolation, encouragement, and counseling.
65	I am skilled in setting forth positive and precise steps of action.
66	I can give a clear, uncomplicated presentation.
67	I have been able to apply biblical truth to the specific needs of my church.
68	I have sensed the need to help other people become more effective in their ministries.
69	I like to talk about Jesus to those who do not know Him.
70	I can influence others to perform to their highest God-given potential.
71	I recognize the signs of stress and distress in others.
72	I desire to give generously and unpretentiously to worthwhile projects and ministries.
73	I have a wide range of study resources and know how to secure information.
74	God gives me messages to deliver to His people.
75	I am able to sense whether people are being honest when they tell of their religious experiences.
76	I feel assured that a situation will change for the glory of God even when the situation seems impossible.
77	I enjoy presenting the gospel to persons of other cultures and backgrounds.
78	I enjoy doing little things that help people.
79	I have the ability to make strangers feel comfortable in my home.
80	God has used me to encourage others to live Christ-like lives.

Directions for Scoring the Inventory

Transfer your numerical responses to each statement to the appropriate place in the table below. Write a number in each space. When all responses have been transferred to the table, total the number in each row. Record the totals in the last column of the table.

Spiritual Gifts	#	Resp.	#	Resp.	#	Resp.	#	Resp.	#	Resp.	Totals
Administration	1		17		33		49		65		
Teaching	2		18		34		50		66		
Wisdom	3		19		35		51		67		
Shepherding	4		20		36		52		68		
Evangelism	5		21		37		53		69		
Leadership	6		22		38		54		70		
Mercy	7		23		39		55		71		
Giving	8		24		40		56		72		
Knowledge	9		25		41		57		73		
Prophecy	10		26		42		58		74		
Discernment	11		27		43		59		75		
Faith	12		28		44		60		76		
Missionary	13		29		45		61		77		
Service / Helps	14		30		46		62		78		
Hospitality	15		31		47		63		79		
Exhortation	16		32		48		64		80		

Each row in the table represents a spiritual gift described in the scriptures. Based on the information that you provided about yourself in the inventory, the total scores recorded in the last column of each row are an indicator of which spiritual gift(s) that you might possess. A high score (between 20 and 25) in one or more of the twenty categories means that you have described yourself as having characteristics highly consistent with that gift. These scores, however, are only an initial indicator of your giftedness. As you continue to explore your giftedness using these materials, please feel free to challenge, to disagree with, or to affirm the results of the inventory as appropriate.

Primary Gifts

(The two gifts with the first and second highest totals)

Secondary Gifts

(The two gifts with the third and fourth highest totals)

Defining Spiritual Gifts

Ken Hemphill defines a spiritual gift as “an individual manifestation of grace from the Father that enables you to serve Him and thus play a vital role in His plan for the redemption of the world.” Peter Wagner defines a spiritual gift as “a special attribute given by the Holy Spirit to every member of the Body of Christ according to God’s grace for use within the context of the Body.” I like to use this definition:

A spiritual gift is an expression of the Holy Spirit in the life of believers which empowers them to serve the body of Christ, the church.

Romans 12:6-8; 1 Corinthians 12:8-10, 28-30; Ephesians 4:11; and 1 Peter 4:9-11 contain representative lists of gifts and roles God has given to the church. A definition of these gifts follows.

- **Administration**—Persons with the gift of administration lead the body by steering others to remain on task. Administration enables the body to organize according to God-given purposes and long-term goals (1 Cor. 12:28).
- **Teaching**—Teaching is instructing members in the truths and doctrines of God’s Word for the purposes of building up, unifying, and maturing the body (1 Cor. 12:28; Rom. 12:7; Eph. 4:11).
- **Wisdom**—Wisdom is the gift that discerns the work of the Holy Spirit in the body and applies His teachings and actions to the needs of the body (1 Cor. 12:28).
- **Shepherding**—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 (Eph. 4:11).
- **Evangelism**—God gifts his church with evangelists to lead others to Christ effectively and enthusiastically. This gift builds up the body by adding new members to its fellowship (Eph. 4:11).
- **Leadership**—Leadership aids the body by leading and directing members to accomplish the goals and purposes of the church. Leadership motivates people to work together in unity toward common goals (Rom. 12:8).
- **Mercy**—Cheerful acts of compassion characterize those with the gift of mercy. 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 (Rom. 12:8).
- **Giving**—Members with the gift of giving give freely and joyfully to the work and mission of the body. Cheerfulness and liberality are characteristics of individuals with this gift (Rom. 12:8).
- **Knowledge**—The gift of knowledge manifests itself in teaching and training in discipleship. It is the God-given ability to learn, know, and explain the precious truths of God’s Word. A word of knowledge is a Spirit-revealed truth (1 Cor. 12:28).
- **Prophecy**—The gift of prophecy is proclaiming the Word of God boldly. This builds up the body and leads to conviction of sin. Prophecy manifests itself in preaching and teaching (1 Cor. 12:10; Rom. 12:6).
- **Discernment**—Discernment aids the body by recognizing the true intentions of those within or related to the body. Discernment tests the message and actions of others for the protection and well-being of the body (1 Cor. 12:10).
- **Faith**—Faith trusts God to work beyond the human capabilities of the people. Believers with this gift encourage others to trust in God in the face of apparently insurmountable odds (1 Cor. 12:9).

- **Missionary** (*i.e. Apostleship*)—The church sends apostles from the body to plant churches or be missionaries. Apostles motivate the body to look beyond its walls in order to carry out the Great Commission (1 Cor. 12:28; Eph. 4:11).
- **Service/Helps**—Those with the gift of service/helps recognize practical needs in the body and joyfully give assistance to meeting those needs. Christians with this gift do not mind working behind the scenes (1 Cor. 12:28; Rom. 12:7).
- **Hospitality**—Those with this gift have the ability to make visitors, guests, and strangers feel at ease. They often use their home to entertain guests. Persons with this gift integrate new members into the body (1 Pet. 4:9).
- **Exhortation**—Possessors of this gift encourage members to be involved in and enthusiastic about the work of the Lord. Members with this gift are good counselors and motivate others to service. Exhortation exhibits itself in preaching, teaching, and ministry (Rom. 12:8).

God has gifted you with an expression of His Holy Spirit to support His vision and mission of the church. It is a worldwide vision to reach all people with the gospel of Christ. As a servant leader, God desires that you know how He has gifted you. This will lead you to where He would have you serve as part of His vision and mission for the church.

Tips on Taking and Interpreting the Inventory

1. If you received a high score on several of the gifts (in other words, no one or two gifts stand out among the others), take the inventory a second time and be more discriminating about your responses (*i.e.* fewer 5's and 4's).
2. If you received low scores on all of the gifts (*i.e.* no one or two gifts stand out among the others), take the inventory a second time and be less discriminating about your responses (*i.e.* more 5's and 4's).

Questions for Interpreting the Results of Your Inventory

- Do you agree with the results of your inventory?
- Were you surprised by any of the results?
- Have other persons affirmed these same gifts in you?
- Are these gifts consistent with your understanding of your own personality?
- Can you identify ways in which these gifts may be integrated and used in ministry?

Hearing Your Heart

Check the following Roles you enjoy fulfilling

1. My Passion for a Role: *I love to...*

- Design / Develop** - I love to make something out of nothing. I enjoy getting something started from scratch.
- Pioneer** - I love to test and try out new concepts. I am not afraid to risk failure.
- Organize** - I love to bring order out of chaos. I enjoy organizing something that is already started.
- Operate / Maintain** - I love to efficiently maintain something that is already organized.
- Serve / Help** - I love to assist others in their responsibilities. I enjoy helping others succeed.
- Acquire / Possess** - I love to shop, collect, or obtain things. I enjoy getting the highest quality for the best price.
- Excel** - I love to be the best and make my team the best. I enjoy setting and attaining the highest standard.
- Influence** - I love to convert people to my way of thinking. I enjoy shaping the attitudes and behavior of others.
- Perform** - I love to be on stage and receive the attention of others. I enjoy being in the limelight.
- Improve** - I love to make things better. I enjoy taking something that someone else has designed or started and improve it.
- Repair** - I love to fix what is broken or change what is out of date.
- Lead / Be in Charge** - I love to lead the way, oversee and supervise. I enjoy determining how things will be done.
- Persevere** - I love to see things to completion. I enjoy persisting at something until it is finished.
- Follow the Rules** - I love to operate by policies and procedures. I enjoy meeting the expectations of an organization or boss.
- Prevail** - I love to fight for what is right and oppose what is wrong. I enjoy overcoming injustice.
- Other** _____

2. My Passion for a Cause: *I get excited about...*

- Child Care Abortion Literacy Education Abuse Hunger Injustice
- Family Addictions Disabilities Racism Divorce Parenting Sports
- Health care Poverty Politics Cancer Blind/Deaf Environment AIDS
- Technology Church Worship Discipleship Fellowship Homelessness
- At-Risk Children Financial Management Homosexuality Reaching the lost
- Others: _____

3. My passion for people: *I love to be or work with...*

- Infants Children Youth Singles College/Career Seniors
- Men Women Parents Young Marrieds Empty nesters Disabled
- Single parents Teen moms Young moms Career women Divorced Widowed
- Poor Homeless Unemployed Hospitalized Prisoners Refugees
- Others: _____

Other questions to consider:

- What do I like to work with? People, things or information?

- If you knew you couldn't fail what would you attempt to do for God with your life?

- At the end of my life, I'd love to be able to look back and see that I'd done something about:

Assessing Your Abilities

HOW TO DISCOVER YOUR ABILITIES

STEP 1: List and describe you accomplishments since childhood

EXAMPLES: I put on plays for the neighborhood kids with costumes, props, etc. We made costumes, a stage and wrote the whole play. I started a kool-aid stand and got other kids to work with me. Soon we had 3 kool-aid stands in our neighborhood. I ran for president of everything and I won sometimes. I won a prize at the fair in the dress making competition. I read twenty books one summer in junior high.

WHAT TO INCLUDE: Accomplishments at home, school, work etc.; things you **enjoyed** doing, things you believe you **did well**. Give specific details about what you did, and forget what other people might think about it.

GUIDELINES:

1. Remember, you're recalling things you enjoyed doing and did well (accomplishments not just pleasant experiences.)

BAD EXAMPLE: Had a great vacation in Canada.

GOOD EXAMPLE: Took some great pictures on my vacation.

2. You do not have to cover every year of your life. Just focus on what **you feel** are the highlights of things you've done.

MY HIGHLIGHTS OF THINGS I DID WELL AND ENJOYED...

During my elementary school years:

As a teenager:

As an Adult:

STEP 2: Look over your list of accomplishments. Circle all verbs that denote actions performed while you were doing each achievement. Now compare those verbs to the list below and check those abilities you feel you have.

SPECIALIZED ABILITIES

1. **Entertaining ability:** To perform, act, speak, sing
2. **Recruiting ability:** to enlist and motivate people to get involved
3. **Interview ability:** to discover what others are really like
4. **Researching ability:** to read, gather information, collect data
5. **Artistic ability:** to create or design
6. **Graphics ability:** to lay out, design, create visual displays or banners
7. **Evaluating ability:** to analyze data and draw conclusions
8. **Planning ability:** to strategize, design and organize programs and events
9. **Managing ability:** to supervise people to accomplish a task or event and coordinate the details
10. **Counseling/Encouraging ability:** to listen, encourage and guide with sensitivity
11. **Athletic ability:** to coach or participate in a sport
12. **Teaching ability:** to explain, train, demonstrate, tutor
13. **Writing ability:** to write articles, letters, books
14. **Linguistic ability:** to speak and write in one or more of the following languages

<input type="checkbox"/> American Sign	<input type="checkbox"/> Chinese	<input type="checkbox"/> Italian	<input type="checkbox"/> Korean
<input type="checkbox"/> Spanish	<input type="checkbox"/> Arabic	<input type="checkbox"/> Dutch	<input type="checkbox"/> Other Asian
<input type="checkbox"/> French	<input type="checkbox"/> Greek	<input type="checkbox"/> Farsi	<input type="checkbox"/> Other Slavic Languages
<input type="checkbox"/> German	<input type="checkbox"/> Kurdish	<input type="checkbox"/> Russian	<input type="checkbox"/> Other European
<input type="checkbox"/> Romanian	<input type="checkbox"/> Tagalog	<input type="checkbox"/> Japanese	<input type="checkbox"/> Other Middle Eastern
<input type="checkbox"/> Portuguese	<input type="checkbox"/> Hebrew	<input type="checkbox"/> African Languages	<input type="checkbox"/> Other _____
<input type="checkbox"/> Danish	<input type="checkbox"/> Hindi	<input type="checkbox"/> Swedish	
15. **Editing ability:** to proofread or rewrite
16. **Promoting ability:** to advertise or promote events and activities
17. **Repairing ability:** to fix, restore, maintain
18. **Hobby related ability:** to work with your hands in the following areas

<input type="checkbox"/> Canning	<input type="checkbox"/> Knitting/Crocheting	<input type="checkbox"/> Woodworking	<input type="checkbox"/> Cooking
<input type="checkbox"/> Sewing	<input type="checkbox"/> Furniture Construction/Repair	<input type="checkbox"/> Gardening	<input type="checkbox"/> Other _____
19. **Feeding ability:** to create meals for large or small groups
20. **Recall ability:** to remember or recall names and faces
21. **Mechanical operating ability:** to operate equipment, tools or machinery

22. **Technical ability:** to operate/repair equipment in the following area(s)

- Recording Studio PowerPoint Audio/Technical Support Video Artist/Technician
 Lighting Technician Media/Tape Information Systems (Web) Set Up/Tear Down
 Other _____

23. **Resourceful ability:** to search out and find inexpensive materials or resources needed

24. **Counting ability:** to work with numbers, data or money

25. **Classifying ability:** to systematize and file books, data, records and materials so they can be retrieved easily

26. **Public Relations ability:** to handle complaints and unhappy people with care and maturity

27. **Welcoming ability:** to convey warmth, develop rapport, make others feel comfortable

28. **Musical ability:** to sing or play a musical instrument

29. **Landscaping ability:** to do gardening and work with plants

30. **Decorating ability:** to beautify a setting for a special event

31. Other _____

Pursuing Your Personality

In the box below, write your name:



Now write your name with the opposite hand:



WHAT HAPPENED?

When you tried to do something that was not natural to you...

1. You felt uncomfortable.
2. It took extra time and effort.
3. You still did a lousy job at it!

The same things are true when we try to minister in areas that are not suited to our personality. God has wired your temperament in a unique way. This factor is very important in matching you to the right ministry.

It's obvious that God has not used a cookie cutter to stamp out people in a process of uniformity. He loves variety — just look around! And there is no “right” or “wrong” temperament. We need opposites to give balance in the body of Christ.

The next assessment will deal with discovering your personality type. There are lots of other profiles that have been implemented by businesses, churches, social websites, etc. They all utilize different terms for the results. The key is that there are generally FOUR primary personality types. Each person has some of the traits from each profile, but there are usually only one or two that will truly stand out from the others.

PERSONALITIES PROFILE EXERCISE SHEET

Directions: In each of the following rows of four across, fill in the circle of the word that **most** often applies to you. *Be sure to ONLY mark one in each row.*

STRENGTHS

1.	<input type="radio"/> Adventurous	<input type="radio"/> Adaptable	<input type="radio"/> Animated	<input type="radio"/> Analytical
2.	<input type="radio"/> Persistent	<input type="radio"/> Playful	<input type="radio"/> Persuasive	<input type="radio"/> Peaceful
3.	<input type="radio"/> Submissive	<input type="radio"/> Self-sacrificing	<input type="radio"/> Sociable	<input type="radio"/> Serious
4.	<input type="radio"/> Considerate	<input type="radio"/> Controlled	<input type="radio"/> Competitive	<input type="radio"/> Convincing
5.	<input type="radio"/> Refreshing	<input type="radio"/> Respectful	<input type="radio"/> Reserved	<input type="radio"/> Resourceful
6.	<input type="radio"/> Satisfied	<input type="radio"/> Sensitive	<input type="radio"/> Self-reliant	<input type="radio"/> Spirited
7.	<input type="radio"/> Planner	<input type="radio"/> Patient	<input type="radio"/> Positive	<input type="radio"/> Promoter
8.	<input type="radio"/> Sure	<input type="radio"/> Spontaneous	<input type="radio"/> Scheduled	<input type="radio"/> Shy
9.	<input type="radio"/> Orderly	<input type="radio"/> Obliging	<input type="radio"/> Outspoken	<input type="radio"/> Optimistic
10.	<input type="radio"/> Friendly	<input type="radio"/> Faithful	<input type="radio"/> Funny	<input type="radio"/> Forceful
11.	<input type="radio"/> Daring	<input type="radio"/> Delightful	<input type="radio"/> Diplomatic	<input type="radio"/> Detailed
12.	<input type="radio"/> Cheerful	<input type="radio"/> Consistent	<input type="radio"/> Cultured	<input type="radio"/> Confident
13.	<input type="radio"/> Idealistic	<input type="radio"/> Independent	<input type="radio"/> Inoffensive	<input type="radio"/> Inspiring
14.	<input type="radio"/> Demonstrative (open)	<input type="radio"/> Decisive	<input type="radio"/> Dry Humor	<input type="radio"/> Deep
15.	<input type="radio"/> Mediator	<input type="radio"/> Must Be Accurate	<input type="radio"/> Mover	<input type="radio"/> Mixes Easily
16.	<input type="radio"/> Thoughtful	<input type="radio"/> Tenacious (firm)	<input type="radio"/> Talker	<input type="radio"/> Tolerant
17.	<input type="radio"/> Listener	<input type="radio"/> Loyal	<input type="radio"/> Leader	<input type="radio"/> Lively
18.	<input type="radio"/> Contented	<input type="radio"/> Chief	<input type="radio"/> Chart Maker	<input type="radio"/> Cute
19.	<input type="radio"/> Perfectionist	<input type="radio"/> Puts Up With	<input type="radio"/> Productive	<input type="radio"/> Popular
20.	<input type="radio"/> Bouncy	<input type="radio"/> Bold	<input type="radio"/> Behaved	<input type="radio"/> Balanced

NON-STRENGTHS

21.	<input type="radio"/> Blank	<input type="radio"/> Bashful	<input type="radio"/> Brassy	<input type="radio"/> Bossy
22.	<input type="radio"/> Undisciplined	<input type="radio"/> Unsympathetic	<input type="radio"/> Unenthusiastic	<input type="radio"/> Unforgiving
23.	<input type="radio"/> Restrained	<input type="radio"/> Resentful	<input type="radio"/> Resistant	<input type="radio"/> Repetitious
24.	<input type="radio"/> Fussy	<input type="radio"/> Fearful	<input type="radio"/> Forgetful	<input type="radio"/> Frank
25.	<input type="radio"/> Impatient	<input type="radio"/> Insecure	<input type="radio"/> Indecisive	<input type="radio"/> Interrupts
26.	<input type="radio"/> Unpopular	<input type="radio"/> Uninvolved	<input type="radio"/> Unpredictable	<input type="radio"/> Unaffectionate
27.	<input type="radio"/> Headstrong	<input type="radio"/> Haphazard	<input type="radio"/> Hard to Please	<input type="radio"/> Hesitant
28.	<input type="radio"/> Plain	<input type="radio"/> Pessimistic	<input type="radio"/> Proud	<input type="radio"/> Permissive
29.	<input type="radio"/> Absentminded	<input type="radio"/> Anxious	<input type="radio"/> Argumentative	<input type="radio"/> Alienated
30.	<input type="radio"/> Naïve	<input type="radio"/> Negative	<input type="radio"/> Nervy	<input type="radio"/> Nonchalant
31.	<input type="radio"/> Worrier	<input type="radio"/> Withdrawn	<input type="radio"/> Workaholic	<input type="radio"/> Wants Credit
32.	<input type="radio"/> Too Sensitive	<input type="radio"/> Tactless	<input type="radio"/> Timid	<input type="radio"/> Talkative
33.	<input type="radio"/> Doubtful	<input type="radio"/> Disorganized	<input type="radio"/> Domineering	<input type="radio"/> Depressed
34.	<input type="radio"/> Inconsistent	<input type="radio"/> Introvert	<input type="radio"/> Intolerant	<input type="radio"/> Indifferent
35.	<input type="radio"/> Messy	<input type="radio"/> Moody	<input type="radio"/> Mumble	<input type="radio"/> Manipulative
36.	<input type="radio"/> Slow	<input type="radio"/> Stubborn	<input type="radio"/> Show-Off	<input type="radio"/> Skeptical
37.	<input type="radio"/> Loner	<input type="radio"/> Lord-over	<input type="radio"/> Lazy	<input type="radio"/> Loud
38.	<input type="radio"/> Sluggish	<input type="radio"/> Suspicious	<input type="radio"/> Short temper	<input type="radio"/> Scatterbrained
39.	<input type="radio"/> Revengeful	<input type="radio"/> Restless	<input type="radio"/> Reluctant	<input type="radio"/> Rash
40.	<input type="radio"/> Compromising	<input type="radio"/> Critical	<input type="radio"/> Crafty	<input type="radio"/> Changeable

PERSONALITIES PROFILE SCORING SHEET

Directions: 1) Transfer your answers onto the scoring sheet below. Place an X in front of the adjective corresponding to your answers on the previous pages. 2) Enter the number of X's on the Total line below the Strengths section for each column, then do the same for the Non-Strengths section. 3) Combine the totals from your Strengths and Non-Strengths. 4) *The temperament with the highest score is your dominant type.*

STRENGTHS

- | | | | |
|---|--|--------------------------------------|---|
| 1. <input type="checkbox"/> Adventurous | <input type="checkbox"/> Animated | <input type="checkbox"/> Adaptable | <input type="checkbox"/> Analytical |
| 2. <input type="checkbox"/> Persuasive | <input type="checkbox"/> Playful | <input type="checkbox"/> Peaceful | <input type="checkbox"/> Persistent |
| 3. <input type="checkbox"/> Strong-willed | <input type="checkbox"/> Sociable | <input type="checkbox"/> Submissive | <input type="checkbox"/> Self-sacrifice |
| 4. <input type="checkbox"/> Competitive | <input type="checkbox"/> Convincing | <input type="checkbox"/> Controlled | <input type="checkbox"/> Considerate |
| 5. <input type="checkbox"/> Resourceful | <input type="checkbox"/> Refreshing | <input type="checkbox"/> Reserved | <input type="checkbox"/> Respectful |
| 6. <input type="checkbox"/> Self-Reliant | <input type="checkbox"/> Spirited | <input type="checkbox"/> Satisfied | <input type="checkbox"/> Sensitive |
| 7. <input type="checkbox"/> Positive | <input type="checkbox"/> Promoter | <input type="checkbox"/> Patient | <input type="checkbox"/> Planner |
| 8. <input type="checkbox"/> Sure | <input type="checkbox"/> Spontaneous | <input type="checkbox"/> Shy | <input type="checkbox"/> Scheduled |
| 9. <input type="checkbox"/> Outspoken | <input type="checkbox"/> Optimistic | <input type="checkbox"/> Obliging | <input type="checkbox"/> Orderly |
| 10. <input type="checkbox"/> Forceful | <input type="checkbox"/> Funny | <input type="checkbox"/> Friendly | <input type="checkbox"/> Faithful |
| 11. <input type="checkbox"/> Daring | <input type="checkbox"/> Delightful | <input type="checkbox"/> Diplomatic | <input type="checkbox"/> Detailed |
| 12. <input type="checkbox"/> Confident | <input type="checkbox"/> Cheerful | <input type="checkbox"/> Consistent | <input type="checkbox"/> Cultured |
| 13. <input type="checkbox"/> Independent | <input type="checkbox"/> Inspiring | <input type="checkbox"/> Inoffensive | <input type="checkbox"/> Idealistic |
| 14. <input type="checkbox"/> Decisive | <input type="checkbox"/> Demonstrative | <input type="checkbox"/> Dry Humor | <input type="checkbox"/> Deep |
| 15. <input type="checkbox"/> Mover | <input type="checkbox"/> Mixes Easily | <input type="checkbox"/> Mediator | <input type="checkbox"/> Musical |
| 16. <input type="checkbox"/> Tenacious | <input type="checkbox"/> Talker | <input type="checkbox"/> Tolerant | <input type="checkbox"/> Thoughtful |
| 17. <input type="checkbox"/> Leader | <input type="checkbox"/> Lively | <input type="checkbox"/> Listener | <input type="checkbox"/> Loyal |
| 18. <input type="checkbox"/> Chief | <input type="checkbox"/> Cute | <input type="checkbox"/> Contented | <input type="checkbox"/> Chart Maker |
| 19. <input type="checkbox"/> Productive | <input type="checkbox"/> Popular | <input type="checkbox"/> Permissive | <input type="checkbox"/> Perfectionist |
| 20. <input type="checkbox"/> Bold | <input type="checkbox"/> Bouncy | <input type="checkbox"/> Balanced | <input type="checkbox"/> Behaved |

Totals: **Lion** **Otter** **G. Retriever** **Beaver**

NON-STRENGTHS

- | | | | |
|---|---|---|---|
| 21. <input type="checkbox"/> Bossy | <input type="checkbox"/> Brassy | <input type="checkbox"/> Blank | <input type="checkbox"/> Bashful |
| 22. <input type="checkbox"/> Unsympathetic | <input type="checkbox"/> Undisciplined | <input type="checkbox"/> Unenthusiastic | <input type="checkbox"/> Unforgiving |
| 23. <input type="checkbox"/> Resistant | <input type="checkbox"/> Repetitious | <input type="checkbox"/> Reticent | <input type="checkbox"/> Resentful |
| 24. <input type="checkbox"/> Frank | <input type="checkbox"/> Forgetful | <input type="checkbox"/> Fearful | <input type="checkbox"/> Fussy |
| 25. <input type="checkbox"/> Impatient | <input type="checkbox"/> Interrupts | <input type="checkbox"/> Indecisive | <input type="checkbox"/> Insecure |
| 26. <input type="checkbox"/> Unaffectionate | <input type="checkbox"/> Unpredictable | <input type="checkbox"/> Uninvolved | <input type="checkbox"/> Unpopular |
| 27. <input type="checkbox"/> Head Strong | <input type="checkbox"/> Haphazard | <input type="checkbox"/> Hesitant | <input type="checkbox"/> Hard to Please |
| 28. <input type="checkbox"/> Proud | <input type="checkbox"/> Permissive | <input type="checkbox"/> Plain | <input type="checkbox"/> Pessimistic |
| 29. <input type="checkbox"/> Argumentative | <input type="checkbox"/> Angered Easily | <input type="checkbox"/> Aimless | <input type="checkbox"/> Alienated |
| 30. <input type="checkbox"/> Nervy | <input type="checkbox"/> Naïve | <input type="checkbox"/> Nonchalant | <input type="checkbox"/> Negative |
| 31. <input type="checkbox"/> Workaholic | <input type="checkbox"/> Wants Credit | <input type="checkbox"/> Worrier | <input type="checkbox"/> Withdrawn |
| 32. <input type="checkbox"/> Tactless | <input type="checkbox"/> Talkative | <input type="checkbox"/> Timid | <input type="checkbox"/> Too Sensitive |
| 33. <input type="checkbox"/> Domineering | <input type="checkbox"/> Disorganized | <input type="checkbox"/> Doubtful | <input type="checkbox"/> Depressed |
| 34. <input type="checkbox"/> Intolerant | <input type="checkbox"/> Inconsistent | <input type="checkbox"/> Indifferent | <input type="checkbox"/> Introvert |
| 35. <input type="checkbox"/> Manipulative | <input type="checkbox"/> Messy | <input type="checkbox"/> Mumbles | <input type="checkbox"/> Moody |
| 36. <input type="checkbox"/> Stubborn | <input type="checkbox"/> Show-Off | <input type="checkbox"/> Slow | <input type="checkbox"/> Skeptical |
| 37. <input type="checkbox"/> Lord-over | <input type="checkbox"/> Loud | <input type="checkbox"/> Lazy | <input type="checkbox"/> Loner |
| 38. <input type="checkbox"/> Short Temper | <input type="checkbox"/> Scatterbrain | <input type="checkbox"/> Sluggish | <input type="checkbox"/> Suspicious |
| 39. <input type="checkbox"/> Rash | <input type="checkbox"/> Restless | <input type="checkbox"/> Reluctant | <input type="checkbox"/> Revengeful |
| 40. <input type="checkbox"/> Crafty | <input type="checkbox"/> Changeable | <input type="checkbox"/> Compromising | <input type="checkbox"/> Critical |

Totals: **Lion** **Otter** **G. Retriever** **Beaver**

My Personality Type: Primary _____

Blended _____

	Lion	Otter	Golden Retriever	Beaver
Other Names:	<i>Paul</i>	<i>Peter</i>	<i>Abraham</i>	<i>Moses</i>
	<i>Dominant</i>	<i>Inspiring</i>	<i>Supportive</i>	<i>Conscientious</i>
	<i>Choleric</i>	<i>Sanguine</i>	<i>Phlegmatic</i>	<i>Melancholy</i>
	<i>Powerful</i>	<i>Popular</i>	<i>Peaceful</i>	<i>Perfect</i>
	<i>Rabbit</i>	<i>Tigger</i>	<i>Pooh</i>	<i>Eeyore</i>
	<i>Lucy</i>	<i>Snoopy</i>	<i>Charlie Brown</i>	<i>Linus</i>

Other personality assessments personify the various temperaments using different words or descriptions. We've listed a few of the more common equivalents from other assessments

Look at the definitions of each of the various personality styles that follow. Notice the strengths and weaknesses of your individual personality style. For many people, this gives tremendous insight into why it is that people do what they do—it's hardwired into their DNA. Understanding your strengths and weaknesses can help you be more proactive in the way you respond and communicate with others... which in turn will only help to strengthen the Church and the ministry for which God wants you to be a part.

DEFINITIONS OF PERSONALITY STYLES

Lion – *Works toward achieving goals and results.* Among the most powerful of the cat family, they tends to roar when angry or announcing possession of its territory. They are very comfortable in an aggressive environment.

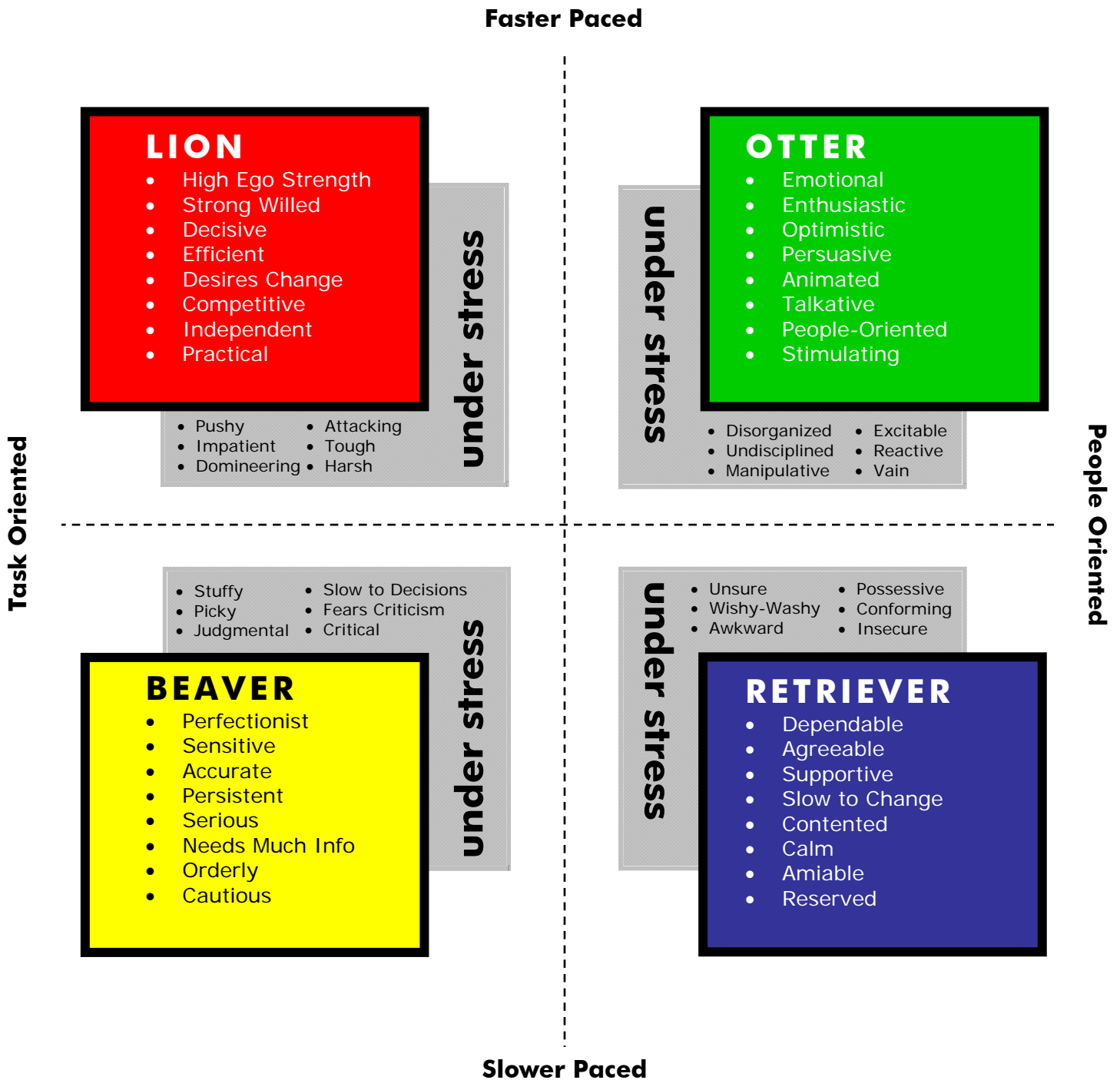
Otter – *Works toward relating to people through verbal persuasion.* Among the most playful and sociable animals on earth, they tend to be quite active and noisy, particularly in groups... they are most often observed creating a fun environment with other otters.

Golden Retriever – *Works toward supporting and cooperating with others.* Among the most loyal, stable of domestic animals, they tends to be friendly, reliable and trustworthy... and can be very protective of family members. They are most comfortable in a safe, stable environment.

Beaver – *Works toward doing things right and focus on detail.* Among the most intelligent of all the mammals in efficiency and technical skills in organizing its domain. Instinctively, a beaver is gifted at solving the most difficult technical problems in building and construction of things... they are very comfortable working alone or in very small groups.

How does my relationship style relate to servant leadership? How can my own God-given temperament be used by God to make a difference in my church and community?

CHARACTERISTICS OF PERSONALITY STYLES



Note that each style has its own strengths and weaknesses. No one style can meet every need, and no one style is more important or more needed than another. God intentionally created a variety of styles and blends to accomplish His purposes here on earth. At times the diversity of styles within the church may produce conflict, but it provides an important element within the Church—**balance**. This should serve to remind us that God needs each one of us, and that we all need each other.

Find your Behavior Style in the CHARTS below to read about your Strengths, Motivations, Fears, and Desires. This is an opportunity to remind yourself of who you are in Christ and to think about how He can use you in ministry. Honestly be grateful for your strengths, and objectively consider the weaknesses you need to overcome.

LION

STRENGTH: Self reliant, decisive
MOTIVATED BY: Control and authority
FEARS: Being taken advantage of
TENDS TO BE: Impatient
DESIRES: Direct communication
WANTS YOU TO: Follow and support their goals
RECOVERY NEEDS: Physical Time
LIMITATIONS: Domineering / pushy

Control Specialists
Asks: "WHAT?"

OTTER

STRENGTH: Optimistic, persuasive
MOTIVATED BY: Social recognition
FEARS: Loss of social approval
TENDS TO BE: Disorganized
DESIRES: Flexibility, freedom
WANTS YOU TO: Recognize their ideas / achievements
RECOVERY NEEDS: Social Time
LIMITATIONS: Reactive

Communication Specialists
Asks: "WHO?"

BEAVER

STRENGTH: Accurate, precise
MOTIVATED BY: "Doing things right."
FEARS: Criticism of their work
TENDS TO BE: Overly critical
DESIRES: Logical approach
WANTS YOU TO: Accept their thoughts
RECOVERY NEEDS: Quiet Time
LIMITATIONS: Analysis paralysis

Information Specialists
Asks: "WHY?"

GOLDEN RETRIEVER

STRENGTH: Patient
MOTIVATED BY: Traditional Practices
FEARS: Confrontation and change
TENDS TO BE: Indecisive
DESIRES: Appreciation and stability
WANTS YOU TO: Be sensitive to their feelings
RECOVERY NEEDS: Free Time
LIMITATIONS: Wishy-washy

Harmonizing Specialists
Asks: "HOW?"

Examining Your Experiences

God also uses your personal experience to minister to others, particularly the hurts and problems you've overcome with God's help. List any experiences you feel comfortable sharing that you've had in any of the following areas.

YOUR SPIRITUAL EXPERIENCES, Meaningful decisions / times with God

- MY SPIRITUAL JOURNEY

Testimony - This is how and when I became a Christian, and what it has meant to me since then.

Times I have felt close to God, and meaningful spiritual experiences that stand out in my mind.

YOUR PAINFUL EXPERIENCES, Problems, hurts, trials that have taught you

- These are the kind of trials or problems I could share with someone else and encourage a fellow Christian who is going through the same experience.

YOUR EDUCATIONAL EXPERIENCES, What were your favorite subjects in school?

- My favorite subjects in school.

YOUR EDUCATIONAL EXPERIENCES (Continued),

- Seminars or training that has been meaningful to me:

YOUR MINISTRY EXPERIENCES, How have you served in the past.

	Church or Organization:	Where: Position of service	Years involved
1.			
2.			
3.			
4.			
5.			
6.			

What Is My SHAPE?

Date: _____ Age: _____ Gender: _____

Name: _____

Address: _____

City: _____ State: _____ Zip: _____

Email: _____ Years at Vansickle: _____

Marital Status: Single Married Widowed

- Please complete all information requested above.
- Please be sure to transfer all scores to the appropriate place below after taking inventory.
- Please return this page to the Church office at your earliest convenience.

Spiritual Gifts

Spiritual Gifts I believe I have:

1. _____ 2. _____ 3. _____

Heart

Who and what do I have a passion for?

1. _____ 2. _____

How would you state your passion in 3-5 words?

Abilities

I feel I have these specialized abilities:

1. _____ 2. _____ 3. _____

Personality

Type:

Traits:

Experiences

Key Experiences in my life:

1. _____

2. _____

3. _____