

SHAPE

Your hands have made me and fashioned me, an intricate unity.

From Job 10:8

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

YOUR SHAPE INVENTORY

It has been observed that the believer's life is a work of divine art. God has been lovingly and knowingly crafting your life since before you were born. Your history, your character, your experiences, your interests and your gifts merge to make you perfectly designed for God's work.

You were designed to make a difference in your circles of influence in our world today. In your home and in your neighborhood, as a citizen of this country and this world, God invites you to be His partner in being the very presence of Christ. You were truly made "for such a time as this."

The SHAPE inventory is a tool to help you discover how your unique makeup can be best used to make a difference in your world. This self-inventory is designed in 5 stages, each relating to the letters in the acrostic SHAPE: Spiritual gifts, Heart, Aptitude, Personality and Experience.

Directions: complete each level of the 5 stages. When you complete each stage, enter your results on **page 17**.

INVOLVEMENT IN THE CHURCH IS MOLDED BY YOUR "SHAPE"

Five aspects of your life and experience shape you for service:

Spiritual Gifts	The spiritual abilities God has given you to do His work
Heart	Your interests and passions – the things that draw you in
Abilities	Natural skills and talents that you have acquired
Personality	The unique DNA of your personality
Experience	Your life story, including family, challenges and successes

ONLINE RESOURCES

You can find the following free self-testing inventories online. Please note that these are tools. Your own results can vary, reflecting what is going on in your life at the time the test is taken and the natural growth and changes that occur in your life.

TEST TYPE	FOCUS	WEB ADDRESS
Spiritual Gifts Test	Standard Motivational Gifts	www.churchgrowth.com
Personality Profile	Based on the Four Temperaments	www.4marks.com (This is a Catholic-affiliated, cross-denominational resource)
	Based on Myers-Briggs "Types"	www.humanmetrics.com

YOUR FIRST **S**HAPE SPIRITUAL GIFTS

(A complete spiritual gifts test is available on line at www.churchgrowth.org.)

The Bible lists three categories of supernatural gifts:

- (1) **Functional Gifts** (sometimes called the “office” gifts, because they apply to job descriptions in the structure or organization of the church),
- (2) **Gifts of the Spirit**, and
- (3) **Motivational Gifts**.

For our purposes we will give only a brief sketch of the first two categories of gifts. We will focus mainly on the Motivational Gifts.

Functional Gifts

According to Ephesians 4:11–12, the five ministry offices Christ has given to the church are apostle, prophet, evangelist, pastor and teacher. These tend to be exercised in the ongoing operation of the local church in the form of the various clergy and leadership roles of the church.

Gifts of the Spirit

According to 1 Corinthians 12:7-11, there are nine spiritual gifts the Holy Spirit gives to the church. These function in a supernatural way, relying on the immediate expression of God through the Holy Spirit. They are:

Utterance Gifts

- Tongues – The ability to speak in an language, earthly or heavenly, unknown to the speaker.
- Interpretation of Tongues – The ability to interpret a message in tongues.
- Prophecy – A timely word from God for the edification, exhortation, and comfort of the church.

Revelation Gifts

- Word of Wisdom – A word of insight given by God for a certain situation.
- Word of Knowledge – A factual statement revealed by God.
- Discerning of Spirits – Ability to see into the heavenly realm.

Power Gifts

- Faith – Supernatural ability to believe God for something.
- Working of Miracles – Supernatural implementation of a physical miracle.
- Gifts of Healing – The ability to see God manifest a healing in a person’s life.

Motivational Gifts

Therefore, I urge you, brothers, in view of God's mercy, to offer your bodies as living sacrifices, holy and pleasing to God—this is your spiritual act of worship.

Romans 12:1

Just as each of us has one body with many members and these members do not all have the same function, so in Christ, we who are many form one body, and each member belongs to all the others. We have different gifts, according to the grace given us. If a man's gift is prophesying let him use it in proportion to his faith. If it is serving, let him serve; if it is teaching, let him teach; if it is encouraging, let him encourage; if it is contributing to the needs of others, let him give generously; if it is leadership, let him govern diligently; if it is showing mercy, let him do it cheerfully.

Romans 12:4-8

These passages illustrate how God has uniquely made each one of us with a different core makeup. The term "motivational gifts" refers to how we are created to respond differently to any given situation. The person whose motivational gift is teaching, for example, is analytical, looking for ways he can communicate to others in a way that helps them better understand the situation. The person with the gift of serving, by contrast, looks for ways to resolve issues through hands-on effort, usually preferring to work "behind the scenes" over being an up-front person.

Each of the 7 motivational gifts is defined below according to its unique strengths and weakness.

1. Prophecy

Strengths

People with the gift of Prophecy have the ability to verbalize thoughts (no loss of words). They have a burning desire to see people totally sold out to God. They are usually very bold and frank. Their talk is straight and their standards are strict, they will not compromise (John the Baptist constantly rebuked Herod for his ungodly living). They will usually exercise any of the other spiritual gifts in the same bold, frank way.

People with the motivational gift of Prophecy have insight into the plan of God. They tend to be more sensitive and quicker to discern good or evil. Example: Peter's exposure of Ananias & Sapphira. (Acts 5). This gift is needed to bring an awareness of things that may need to be dealt with, things that others aren't typically inclined to notice. Their bold, straight talk is also needed to speak truth into the lives of others and to motivate others to be fully devoted followers of Christ.

Weaknesses

They are more sensitive to things that are wrong than those with other motivational gifts are. This may result in their being against more things than they are for, or at least it may appear that way to others. If something is partly right and partly wrong, they have a tendency to see it as all wrong. They tend to view things in extremes of either all right or all wrong. They tend to point out problems but not see the solutions to them. They have a tendency to tell all the weaknesses and faults of everything. They expect others to do the same with them and will probably accuse them of dishonesty if they don't. They are driven by the desire to be totally open and honest; therefore, they often share opinions, which would have been better left unsaid. They have a tendency to be unaware of the needs and hurts of others.

2. Mercy

Strengths

People with the gift of mercy have an amazing ability to assist those in need and to show great empathy and compassion for those who suffer physically, emotionally, or spiritually. Sincere kindness and compassion is their lifestyle! They are very sensitive to the needs and hurts of others and want to help in “bearing the burdens” of those who are hurting. They also have the ability to discern the motives of others, but are more likely to discern and recognize good motives. (Luke concentrates on the widow’s two mites being “all her living”).

They are drawn to those who may be outcasts or “outsiders”. Example: Luke’s gospel focuses on the ministry of Jesus to the outcast. Luke gave the account of Jesus preaching the gospel to the poor. (Luke 4:18). He portrayed Jesus eating with publicans and sinners. He gave Jesus’ parable of the good Samaritan, the prodigal son, and the rich man and Lazarus.

This gift is a gentle, loving, comforting gift and one of the most needed in the body of Christ. Which is why 1/3 of those in God’s family have this special motivational gift. Mercy is vitally important for the health, growth and effectiveness of the Kingdom of God.

Weaknesses

Their extreme sensitivity causes them to get their feelings hurt easily. Their feelings sometimes override their faith. They also have a tendency to base decisions on emotion rather than reason. They may become too protective of the person(s) they are caring for. Without realizing it, they often may identify too strongly with those who have been hurt. They may condemn and withdraw from people who appear insensitive to others. They have a tendency to take up offenses for those who have been hurt. If they aren’t discerning as to why people suffer, they may give sympathy and encouragement to those who are suffering as a direct result of violating rules and laws. The mercy person needs to be careful not to *rescue* people from their circumstances and possibly from what God is trying to do in their life. They find it very hard to be firm and decisive, because they don’t want to hurt or offend other people. Often the lack of firmness and decisiveness only causes greater hurt and disappointment.

3. Serving

Strengths

This gift, like the gift of mercy, makes up 1/3 of the motivational gifts that have been given to body of Christ. This gift is the reason that so much is accomplished in the Kingdom of God. People with the gift of serving aren’t the type to sit around, plan, strategize and contemplate for hours, days...or years. These are the precious saints who see a need then roll up their sleeves and get to work. They have insight into the practical needs of others and a burning desire to meet the practical and physical needs of the body of Christ. The need they see will draw them to the job that needs to be done. They are very sacrificial people with extraordinary stamina.

Weaknesses

They want the job done quickly, so they hate red tape and sometimes find it hard to work under authority. They will ask and expect others to be as dedicated and hard working as they are, especially members of their own family. They expect everyone to be like them and they don’t understand why people drag their feet when there’s a job to be done. A good Biblical example of

this is the story of Martha and Mary in Luke 10. They can tend to get carried away with the practical needs and forget that people have spiritual needs.

It is difficult for them to say, “no” to needs. This may lead them to get involved in too many projects at the same time, which may result in neglected responsibilities at home. They will tend to wear themselves out physically if they aren’t careful to hear from God first on what they should and shouldn’t be doing. They can become so bent on serving others and meeting needs that they will also neglect their own spiritual need to spend time in prayer and the Word. The most important priorities can get shoved aside in order to take care of what seems “urgent”.

It is also difficult for this person to delegate jobs to others. They have a tendency to want to do it themselves because they feel they can do it better than anyone else can.

4. Teaching

Strengths

The ability to clearly and accurately communicate the truths of the Bible so that people can understand and apply them in their own lives. They give clear Biblical insight dealing with life situations. The person with the teaching gift believes teaching is the basis for the Christian life.

He or she genuinely loves research and will go to great pains to tie old truth with new. Example: genealogies, and the phrase, “That the scripture might be fulfilled”, are proof of this. They love word studies and use words accurately. They are painfully disturbed when people take scripture out of context to prove a point.

Weaknesses

They have a tendency to criticize sound teaching because of technical flaws. It is difficult for them to endorse the teaching of others if they are able to spot little factual errors. The primary tool of people with the gift of teaching is their mind; they sometimes tend to rely on their knowledge more than the Holy Spirit.

They can seem to have a certain lack of warmth in their personality. They may appear to be harsh, hard, cold and even threatening because they are so fact oriented

5. Exhortation

Strengths

People with the gift of exhortation (or encouragement) have the special ability to encourage, comfort, challenge or rebuke others toward right action in such a way that they respond and act. Their constant theme is, “what is impossible with men is possible with God”. They see suffering as an opportunity to prove God’s power. They can look beyond the present circumstances and situations to see what a person can be with God’s grace.

They are practical rather than philosophical. Their faith is not mental assent but they truly believe that God’s grace is sufficient.

Weaknesses

They have a tendency to give advice before discerning the type of person or problem, and before getting all the facts.

They tend to disqualify any teaching that neglects practical application. They also have a tendency to treat family and friends as projects rather than people. The delight of an exhorter is to be able to successfully help people with problems however, because of this they are willing to give whatever time is required to achieve results. All too often, this cuts into family responsibilities. They assume their families will understand until they learn differently. They also can allow other people's problems to take priority over their personal time in prayer and God's Word.

6. Giving

Strengths

People with the gift of giving have the desire and ability to give freely, cheerfully and sacrificially of their money or possessions for the sake of Christ and His body. They give liberally to see the Kingdom of God advance. They see money and possessions as tools to serve God and set them aside for special use.

They show a strong interest in the people and causes they support. They are very discerning of the ability of ministries to be fruitful and effective even when other people can't see it. They also want to have a definite part in the ministries they support.

Weaknesses

People with the gift of giving get upset when they see people waste. They use their giving to motivate others to give. In the counsel of doing this, they may put excessive pressure on others to give.

If they're not careful, they can corrupt people by giving too much to them. There are people who can't handle money.

They often have a hard time taking their hands off what they give, because they want to control how the money is spent.

7. Administration

Strengths

The person with the gift of administration has a special ability to provide overall vision for the body of Christ and manage others in such a way that they willingly follow and work together. They provide oversight for the vision and direction for the overall process (the big picture). These people are able to share vision effectively with others, and involve many people in the process of getting the task completed.

This person is a person of action; he or she keeps things moving toward the goal. They are gifted in organizing what they are responsible for and eager to complete the task and get going with something else.

They are able to see the abilities in others and delegate jobs and responsibilities. They are able to listen and come up with answers to problems.

Weaknesses

They have a tendency to delegate too much work to others. They sometimes fail to give proper explanations and praise to others. They may become unresponsive to suggestions and appeals from others. The person with the administration gift can also have a tendency to view people as human resources rather than human beings.

Ordinarily, they will stay on the sidelines until they are asked to be in charge of a project because they need to have the full support of those who appoint them. However, it is difficult for them to stand by and watch mismanagement and inefficiency therefore, they may take charge prematurely.

They tend to show favoritism to those who appear to be more loyal. The single most important quality to them is loyalty. They want to know where they stand with each person.

WHAT IS YOUR MOTIVATIONAL GIFTS “MIX”?

The Spiritual Gifts Inventory (online or printed test published by Team Ministry) will give you a good assessment of your spiritual gifts. Chances are you have discovered that you have more than one spiritual gift.

This is called your gift mix. If you have one primary gift that is quite strong and another one or two that are somewhat strong, you would consider that your mix. Or perhaps you have two that are virtually equal. Whatever you consider your strongest motivational gifts to be is your gift mix.

*Enter your results on your Personal Shape Inventory, **page 17**.*

YOUR SECOND **SHAPE** **HEART**

Delight yourself in the Lord and he will give you the desire of your heart.
Psalms 37:4

The things you like, the people you enjoy being around, the pastimes that draw you in, and the troubled spots of your world that you desire to change – these indicate your ministry heart. The Lord places a desire for specific ministry on your heart and then enables you to fulfill that passion.

Take a Spiritual EKG

The key to understanding your heartbeat for ministry is to look at where your heart has been throughout your life. Think back and highlight some of the things you did well and enjoyed throughout your life from grade school to the present:

1. _____

2. _____

3. _____

4. _____

5. _____

(The more you can list the better. Use another sheet of paper if you need it.)

Examine these achievements for a common thread. Then simply ask yourself: “What do I love to do?”

WHAT DO YOU LOVE TO DO?

Take a look at the list of activities and interests on the next page. Circle the items in which you have the greatest interest.

Prayerfully consider these areas and consider what ministries might best implement them.

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.

OPERATE/MAINTAIN – I love to efficiently maintain something that is already organized.

SERVE/HELP – I love to assist others in their responsibility. 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.

PERSIST/PERSISTENT – 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.

ORGANIZE - I love to bring order out of chaos. I enjoy handling, managing and delegating all of the details to make things happen.

START UP – I love to start new works (ministries) or projects, get them running well and train others to take it over so that I can begin another necessary work.

WHAT IS YOUR HEART?

*After reviewing the items above, you will have a good idea what your areas of interest are. Enter your results on your Personal Shape Inventory, **page 17**.*

YOUR THIRD SHAPE ABILITIES

Look over your list of accomplishments again. 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.

26 SPECIALIZED ABILITIES

Entertaining	to perform, act, sing, speak
Recruiting	to enlist and motivate people to get involved
Interviewing	to discover what others are really like
Researching	to read, collect information, collect data
Artistic	to conceptualize, draw, paint, photograph, or make renderings
Graphics	to lay out, design, create visual displays or banners
Evaluating	to analyze data and draw conclusions
Planning	to strategize, design and organize programs and events
Managing	to supervise people to accomplish a task or event and coordinate the details involved
Counseling	to listen, to encourage and guide with sensitivity
Teaching	to explain, train, demonstrate, and tutor
Writing	to write articles, letters, books
Editing	to proofread or rewrite
Promoting	to advertise or promote events and activities
Repairing	to fix, restore, and maintain
Feeding	to create meals for large or small groups
Recall	to remember or recall names and faces
Mechanical operating	to operate equipment, tools or machinery
Resourceful	to search out and find inexpensive materials or resources needed
Counting	to work with numbers, data or money
Classifying	to systematize and file books, data, records and materials so they can be retrieved easily
Public Relations	to handle complaints and unhappy customers with care and courtesy
Welcoming	to convey warmth making others feel comfortable
Composing	to write music or lyrics
Landscaping	to do gardening and work with plants
Decorating	to beautify a setting for a special event
Others...	

WHAT ARE YOUR ABILITIES?

After reviewing the items above, you will have a good idea what your abilities are. Enter your results on your Personal Shape Inventory, page 17.

YOUR FOURTH SHAPE
PERSONALITY

A Short Personality Guide

Answer the following questions – do not dwell on the answers. Circle the one most like you. Tally your letters A, B, C, D at the bottom of the page.

For more complete personality profile tests, visit www.4marks.com > *temperaments* (a Catholic-affiliated, cross-denominational resource), or www.humanmetrics.com.

1. If we were going to do a drama presentation here at First Assembly would you rather be the:
 - A. Director
 - B. Cast Member, preferably the star
 - C. Behind the scenes, doing sets, costumes, etc.
 - D. The audience
2. If you could not be your first choice, what would be your second choice?
 - A. Director
 - B. Cast Member, preferably the star
 - C. Behind the scenes, doing sets, costumes, etc.
 - D. The audience
3. Do you consider yourself more:
 - A. Adventurous
 - B. Inspiring
 - C. Analytical
 - D. Adaptable
4. Are you:
 - A. Bossy
 - B. Brassy
 - C. Bashful
 - D. Blank
5. When you are in a group are you more:
 - A. Talkative
 - B. Outspoken
 - C. Reserved
 - D. Friendly
6. While in work situations at home or on the job are you:
 - A. Productive
 - B. Popular
 - C. Perfectionist
 - D. Pleasant
7. Or do you tend towards:
 - A. Workaholic
 - B. Wanting credit
 - C. Hard to please
 - D. Worrier
8. Do others say you are:
 - A. Confident
 - B. Cheerful
 - C. Organized
 - D. Peaceful
9. As a child were you:
 - A. Self Sufficient
 - B. Imaginative
 - C. Intense
 - D. Little Trouble

Number of each: A___ B___ C___ D___

Now circle the highest number.

Answer key:

- A – Choleric
- B – Sanguine
- C – Melancholy
- D - Phlegmatic

SANGUINE - POPULAR

STRENGTHS

appealing personality
talkative, storyteller
life of the party
good sense of humor
physically holds on to listener
emotional & expressive
cheerful
curious
wide-eye-/innocent
lives in the present
changeable disposition
volunteers for jobs
inspires others
makes friends easily
loves people
thrives on compliments
doesn't hold grudges
prevents dull moments

WEAKNESSES

compulsive talker
exaggerates & elaborates
dwells on trivia
scares others off
has restless energy
has loud voice & laugh
controlled by circumstances
gets angry easily
seems phony to some
forgets obligations
doesn't follow through
undisciplined
easily distracted
hates to be alone
needs to be center of stage
answers for others
makes excuses
repeats stories

PHLEGMATIC - PEACEFUL

STRENGTHS

low-key personality
easygoing & relaxed
calm, cool & collected
consistent life
sympathetic, kind
keeps emotions hidden
all-purpose person
competent, steady
peaceful, agreeable
mediates problems
avoids conflicts
finds the easy way
easy to get along with
pleasant, enjoyable
good listener
dry sense of humor
enjoys watching people
has many friends

WEAKNESSES

indecisive
avoids responsibility
quite will of iron
selfish
self-righteous
not goal oriented
hard to get moving
discourages others
would rather watch
dampens enthusiasm
is not exciting
indifferent to plans
judges others
sarcastic & teasing
resists change
too compromising
resents being punished
stays uninvolved

CHOLERIC – “DIRECTOR”

STRENGTHS

born leader
dynamic & active
compulsive need for change
must correct wrongs
strong willed & decisive
unemotional
goal oriented
sees the whole picture
organizes well
moves quickly to action
delegates work
makes the goal
stimulates activity
has little need for friends
will work for group activity
will lead & organize
is usually right
excels in emergencies

WEAKNESSES

bossy
impatient
quick tempered
can't relax
comes on too strong
inflexible
is unsympathetic
little tolerance for mistakes
doesn't analyze details
bored by trivia
demanding of others
demands loyalty in the ranks
tends to use people
dominates others
decides for others
knows everything
is too independent
may be right, but unpopular

MELANCHOLY - PERFECT

STRENGTHS

analytical
deep & thoughtful
serious & purposeful
genius prone
talented & creative
artistic or musical
sensitive to others
self-sacrificing
idealistic
schedule oriented
high standards, perfectionist
orderly, organized
economical
sees the problems
finds creative solutions
makes friends cautiously
content to stay in background
needs to finish what she starts

WEAKNESSES

remembers the negatives
moody & depressed
enjoys being hurt
has false humility
selective hearing
self-centered
persecution complex
not people oriented
chooses difficult work
too much time planning
hard to please
deep need for approval
lives through others
insecure socially
critical of others
holds back affection
unforgiving
suspicious of people

WHAT IS YOUR PERSONALITY PROFILE?

After reviewing the items above and taking one of the personality tests, you will have a good idea what your personality type. Enter your results on your Personal Shape Inventory, page 17.

YOUR FIFTH SHAPE: EXPERIENCES

“And we know that all things God works for the good of those who love Him....”

Romans 8:28

GOD USES ALL OUR LIFE EXPERIENCES

What is your life story? There is not a moment of your life that has escaped God’s view. God knows how your family experience has molded you. God has seen the friends and people of influence who have shaped your life. Your education, your career, your pastimes, all are part of the work of art that is your life today.

He has seen the achievements and the losses, the highs and the lows, the challenges and the blessings. You know this is true: they have had much to do with making you who you are.

God wants you to be open to ministering to people who are going through what you’ve already been through. Paul writes, “(God)...wonderfully comforts and strengthens us in our hardships and trials. And why does He do this? So that when others are troubled, needing our sympathy and encouragement, we can pass on to them the same help and comfort God has given us!” (2 Corinthians 1:3-4)

SIGNIFICANT LIFE EXPERIENCES

Record your story on the next page. Feel free to use additional pages or to note your thoughts on your computer – the more the better!

HOW HAVE YOUR EXPERIENCES SHAPED YOU?

After completing this section, enter your results on your Personal Shape Inventory, page 17.

SIGNIFICANT LIFE EXPERIENCES

Relational Experiences: *Who in your life, including family, friends and mentors, have influenced you most? How?*

Spiritual Experiences: *How have meaningful spiritual decisions, as well as day-to-day spiritual disciplines – made you who you are?*

Painful Experiences: *What have problems, crises and hurts taught you about yourself?*

Educational Experiences: *How have your educational experiences shaped you?*

Occupational Experiences: *How have significant experiences from your career equipped you?*

Ministry Experiences: *In what ways have you served as a volunteer or church worker in the past?*

PERSONAL SHAPE ASSESSMENT

Summarize your SHAPE results below. Review your responses from each of the 5 SHAPE areas, and enter them on the lines provided.

Spiritual Gifts

Hearth

Abilities

Personality

Experience

A FEW FINAL QUESTIONS

- To what age or people group do you feel drawn?
- To which are you more attracted: working with people or working with projects?
- How would you like to grow personally as a result of your ministry involvement?
- What new skills would you like to acquire?
- How would you say the Lord is leading you right now in terms of serving in His church?
- Do you think you're best suited for working within the church or outside the church?
- If you knew you could not fail, in what area of ministry would you most like to serve?

Now review your results. Prayerfully consider what ministry areas these responses might prepare you for. Then think about the various ministries available at San Diego First Assembly.

FINALLY, MAKE CONTACT.

Feel free to connect with any pastor or ministry leader to find out what is involved in getting involved. (You don't need to wait to be asked!) The church office can help you with contact information. Ask questions as if you were interviewing for a job. Find out what the job description is, what kind of time is required, what skills they're looking for – things like that. You can even ask what the perks are – but expect to find that most of them will be discovered in the work itself!