



How God Has SHAPED Me

Discovery Assessment

INTRODUCTION



The SHAPED workbook is a self-guided exploration designed to help Believers become aware of their shape for ministry or service. “Ministry” is not exclusively vocational ministry but can be the unique ministry or volunteer service God has for every Believer. This can be in the workplace, community, and/or church. The words “ministry” and “service” may be used interchangeably throughout this document. A call to serve is inherent in the invitation to follow Jesus. Understanding who God made you to be will help you discover what he’s called you to do.

“Your ministry will be most effective and fulfilling when you are using your gifts and abilities in the area of your heart’s desire in a way that best expresses your personality and experience.” – Rick Warren (Saddleback Community Church)

WHAT THE BIBLE SAYS ABOUT MINISTRY & SERVICE

Definition of “ministry”

The word “ministry” originally comes from the Greek “diakonos” which means “to serve.” A minister could mean one who was the servant of a king, who runs on errands; an attendant, a waiter (at table or in other menial duties); or a deacon, someone assigned by the church to care for the poor. Essentially, a minister is one who executes the commands of another, esp. of a master.

Another important word in the bible that is tied to service is “Avad.” Avad was primarily used three ways: to serve, to work, and to worship. God viewed service, work and worship similarly. Ministry is using whatever God has given me to serve him and the needs of others. So, when you see or hear the word “ministry”, think “service.”

Directions of Service

The Bible divides our ministry into three categories. We are instructed to offer our service:

1. To the Lord. “While they were worshipping the Lord and fasting, the Holy Spirit said, ‘Set apart for me Barnabas and Saul for the work to which I have called them.’” Acts 13:2 (NIV)
2. To believers. “God is not unjust; he will not forget your work and the love you have shown him as you have helped His people and continue to help them.” Heb. 6:10 (NIV)
3. To unbelievers. “You are the salt of the earth ... You are the light of the world.” Matt. 5:13, 14 (NIV)

Purpose of Service

God has called us to ministry because he wants to use me to build up his body. “There are different kinds of service to God, but it is the same Lord we are serving... The Holy Spirit displays God’s power through each of us as a means of helping the entire church... All of you together are the one Body of Christ and each one of you is a separate and necessary part of it.” I Cor. 12:5, 7, 27 (TLB) Service was also intended to create with and to steward the earth and its resources for the provision of ourselves and others.

HOW HAS GOD SHAPED YOU?

“Your hands formed and shaped me...” Job 10:8a (GNT)

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

“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 (TLB)

This verse makes it clear that:

- I was shaped for a purpose.
- I am unique.
- I am wonderfully complex. “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

To figure out how you’ve been created to serve, reflect on the way that God has shaped you:

Spiritual Gifts. *What am I gifted to do?* “Each man has his own gift from God; one has this gift, another has that.” 1 Cor. 7:7b (NIV)

Heart passion. *What do I love to do?* “God has put it into their hearts to accomplish his purpose...” Rev. 17:17 (NIV) “For it is God who works in you, inspiring both the will and the deed, for his own chosen purpose!” Phil. 2:13 (NEB)

Abilities. *What natural talents and skills do I have?* “There are different abilities to perform service...” 1 Cor. 12:6 (GNT) “I (God)...have given him skill, ability, and knowledge to do all kinds of work...” Exodus 31:3 (ICB) “...our competence comes from God.” 2 Cor. 3:5b (NIV)

Personality. *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 Cor. 2:11 (TLB)

Experiences. *What spiritual experiences have I had?* “There has been enough time for you to be teachers—yet you still need someone to teach you... [you are] without any experience in the matter of right and wrong.” Heb. 5:12-13 (GNT) What painful experiences have I had? “Sometimes it takes a painful experience to make us change our ways.” Prov. 20:30 (GNT) “God helps us in our troubles, so we are able to help others who have all kinds of troubles, using the same help that we ourselves have received from God.” 2 Cor. 1:4 (GNT) What educational experiences have I had? “Always remember what you have learned. Your education is your life—guard it well!” Prov. 4:13 (GNT) What ministry experiences have I had? “Because of the service by which you have proved yourselves, others will praise God for the obedience that accompanies your confession of the gospel...” 2 Cor. 9:13 (NIV)

Disciple Profile. *What’s your maturity level as a follower of Jesus?* Just as children are expected to grow up into mature adults, so too are new Believers. And as you mature, your roles and influence will likely change. “He is the one we proclaim, admonishing and teaching everyone with all wisdom, so that we may present everyone fully mature in Christ.”

When you minister in a way that is consistent with how you are SHAPED, you can expect:

- Fruitfulness - external effectiveness, productivity
- Fulfillment - inner satisfaction, sense of well-being

Your ministry will be most effective and fulfilling when you are using your gifts and abilities in your heart’s desire in a way that best expresses your personality and experience! Success is doing what God made me to do! “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 all for their service. The Spirit’s presence is shown in some way in each person for the good of all.” 1 Cor. 12:4-7 (GNT)

TAKING THE ASSESSMENT:

- Have fun! These are not “tests” and there are no right or wrong answers. The purpose is to show how you are unique!
- Each tool is self-evaluating. No one is “rating” you on this, and what is important are your feelings, not

others'. However it may be helpful to ask for additional input from those closest to you after you've filled in your own responses.

- The value of each of these tools will vary depending on your age, how long you've been a Christian, your ministry experience, your background, your honesty, and how much time and serious thinking you're willing to invest in them!
- As you complete each tool, fill in your results on the form called "Profile Summary and Personal Growth Plan" at the end of the SHAPED assessment.
- Your assessment will feed into your Personal Growth Plan.
- Keep perspective. We are all growing and learning, transforming. This takes time! As you develop a personal growth plan, resist the temptation to feel overwhelmed. Focus on only 2-3 areas at a time.

If you want to go a little deeper and learn more about service and ministry, jump to the end of this document in the [Going Deeper](#) section.

Please see our [acknowledgements](#) to those who generously allowed us to use and adapt much of this material.

SPIRITUAL GIFTS

Unwrapping My Spiritual Gifts



“Now about spiritual gifts, brothers, I do not want you to be uninformed.” 1 Cor. 12:1 (BSB)

What the Bible says about spiritual gifts

Spiritual Gift: A special ability, given by the Holy Spirit to every believer at their conversion, to be used to minister to others and thereby build up the Body of Christ.

10 truths about spiritual gifts

1. *Only believers have spiritual gifts.* “The person without the Spirit does not accept the things that come from the Spirit of God but considers them foolishness, and cannot understand them because they are discerned only through the Spirit.” 1 Cor. 2:14 (NIV)
2. *Every Christian has at least one gift.* “I wish that all men were as I am. But each man has his own gift from God; one has this gift, another has that.” 1 Cor. 7:7 (BSB)
3. *No one receives all the gifts.* “Now you are the body of Christ, and each of you is a member of it. And in the church God has appointed first of all apostles, second prophets, third teachers, then workers of miracles, and those having gifts of healing, helping, administration, and various tongues. Are all apostles? Are all prophets? Are all teachers? Do all work miracles? Do all have gifts of healing? Do all speak in tongues? Do all interpret?” 1 Cor. 12:27-30 (BSB)
4. *No single gift is given to everyone.* 1 Cor. 12:29-30 (see above scriptures)
5. *You can't earn a spiritual gift.* “But to each one of us grace has been given as Christ apportioned it.” Eph. 4:7 (NIV)
6. *The Holy Spirit decides what gifts I get.* “All these are the work of one and the same Spirit, and he distributes them to each one, just as he determines.” 1 Cor. 12:11 (NIV)
7. *The gifts I'm given are permanent.* “...for God's gifts and his call are irrevocable.” Rom. 11:29 (NIV)
8. *I am to develop the gifts God gives me.* “Do not neglect your gift, which was given you through prophecy when the body of elders laid their hands on you. Be diligent in these matters; give yourself wholly to them, so that everyone may see your progress.” 1 Tim. 4:14-15 (NIV)
9. *It's a sin to waste the gifts God gave me.* “So then, men ought to regard us as servants of Christ and stewards of the mysteries of God. Now it is required of stewards that they be found faithful.” 1 Cor. 4:1-2 (BSB); Mt. 25:14-30
10. *Using my gifts glorifies God and grows me.* “This is to my Father's glory, that you bear much fruit, showing yourselves to be my disciples.” John 15:8 (NIV)

The purpose of spiritual gifts

Not for my benefit, but for others. “Each one, as a good manager of God's different gifts, must use for the good of others the special gift he has received from God.” 1 Peter 4:10 (GNT) “The Holy Spirit displays God's power through each of us as a means of helping the entire church.” 1 Cor. 12:7 (TLB)

To produce maturity and stability in our church family. "It was He who 'gave gifts to people'... to build up the Body of Christ. And so we shall all come together to that oneness in our faith... we shall become mature... [t]hen we shall no longer be children, carried by the waves and blown about by every shifting wind..." Eph. 4:11-14 (GNT)

Spiritual gift biblical references

The Bible does not lock us into tight restrictions as to the number of spiritual gifts, or even their definitions. The four major lists of gifts are found in:

Romans 12:3-8 (NIV) For by the grace given me I say to every one of you: Do not think of yourself more highly than you ought, but rather think of yourself with sober judgment, in accordance with the faith God has distributed to each of you. For 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, though many, form one body, and each member belongs to all the others. We have different gifts, according to the grace given to each of us. If your gift is prophesying, prophesy in accordance with your faith. If it is serving, then serve; if it is teaching, then teach; if it is to encourage, then give encouragement; if it is giving, then give generously; if it is to lead, do it diligently; if it is to show mercy, do it cheerfully.

1 Cor. 12:1-11, 27-31 (NIV) Now about gifts of the Spirit, brothers and sisters, I do not want you to be uninformed. You know that when you were pagans, somehow or other you were influenced and led astray to mute idols. Therefore I want you to know that no one who is speaking by the Spirit of God says, "Jesus be cursed," and no one can say, "Jesus is Lord," except by the Holy Spirit. There are different kinds of gifts, but the same Spirit distributes them. There are different kinds of service, but the same Lord. There are different kinds of working, but in all of them and in everyone it is the same God at work. Now to each one the manifestation of the Spirit is given for the common good. To one there is given through the Spirit a message of wisdom, to another a message of knowledge by means of the same Spirit, to another faith by the same Spirit, to another gifts of healing by that one Spirit, to another miraculous powers, to another prophecy, to another distinguishing between spirits, to another speaking in different kinds of tongues, and to still another the interpretation of tongues. All these are the work of one and the same Spirit, and he distributes them to each one, just as he determines... Now you are the body of Christ, and each one of you is a part of it. And God has placed in the church first of all apostles, second prophets, third teachers, then miracles, then gifts of healing, of helping, of guidance, and of different kinds of tongues.

Eph. 4:11-12 (BSB) It was he who gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers, to equip the saints for works of ministry, to build up the body of Christ.

1 Peter 4:9-11 (NIV) Offer hospitality to one another without grumbling. Each of you should use whatever gift you have received to serve others, as faithful stewards of God's grace in its various forms. If anyone speaks, they should do it as one who speaks the very words of God. If anyone serves, they should do so with the strength God provides, so that in all things God may be praised through Jesus Christ. To him be the glory and the power for ever and ever. Amen.

Spiritual Gifts Assessment

As you read through the following list, highlight or circle your initial impression concerning yourself in the fifth column. Remember you can have many gifts. Reflect upon what people have affirmed about you. Examples: "Matt, I always feel so encouraged after talking with you" or "Emily, you really help me sort out the confusing stuff in my life." These highlight the gifts of encouragement and wisdom.

You likely have spiritual gifts that neither you nor others are yet aware of. As you minister and serve in new settings or situations, "hidden gifts" may emerge.

You may find it helpful to circle/highlight statements or words in columns 3 and 4. The more statements or words you have in any one gift, the higher your number will be in the "Personal Assessment" column.

The more active you have been in ministry and service, the clearer your sense of your spiritual gifts will be. If ministry or the teaching on spiritual gifts is new to you, then you may find yourself circling “4-not sure” quite often.

Gifts and Definitions	Description	Distinctives People with this gift...	Traits	Personal Assessment
Administration To pilot or steer a ship I Cor. 12:28 Acts 6:1-7 Ex. 18:13-26	The divine enablement to understand what makes an organization function, and the special ability to plan and execute procedures that accomplish the goals of the ministry.	Develop strategies or plans to reach identified goals. Assist ministries to become more effective and efficient. Create order out of chaos. Manage or coordinate a variety of responsibilities to accomplish a task. Organize people, tasks or events.	Thorough Objective Responsible Organized Goal-oriented Efficient Conscientious	7-definitely me 6-likely me 5-possibly me 4-not sure 3-probably not me 2-unlikely me 1-definitely not me
Apostleship To be sent with a message I Cor. 12:28-29 Eph. 4:11-12 Rom. 1:5 Acts 13:2-3	The divine enablement to start and oversee the development of new churches or ministry structures	Pioneer and establish new ministries or churches. Adapt to different surroundings by being culturally sensitive and aware. Desire to minister to unreached people in other communities or countries. Have responsibilities to oversee ministries or groups of churches. Demonstrate authority and vision for the mission of the church.	Adventurous Entrepreneurial Persevering Adaptable Risk-taking Cause-driven Culturally Sensitive	7-definitely me 6-likely me 5-possibly me 4-not sure 3-probably not me 2-unlikely me 1-definitely not me
Celibacy To remain single or unmarried 1 Cor. 7:7-8, 26, 37 Matt. 19:10-12 NOTE: The word does not appear in scripture, but the concept is there	The divine enablement to remain single and enjoy it: to be unmarried and not suffer undue sexual temptations, and to be celibate to be a better steward of other gifts.	Are single and enjoy it. Believe God has called them to be Single. Feel they would not enjoy the commitment of marriage. Have little problems controlling their sexual desires. Identify with Paul’s desire for others to be single as he was. Channel resources otherwise routed to family needs toward ministry.	Self-controlled Complete Independent Focused Content Effective Joyful	7-definitely me 6-likely me 5-possibly me 4-not sure 3-probably not me 2-unlikely me 1-definitely not me
Craftsmanship To craft, design, build Ex. 31:35; 35:31-35 Acts 9:36-39 2 Kings 22:5-6	The divine enablement to design creatively and/or construct items to be used for ministry.	Work with wood, cloth, paints, metal, glass and other raw materials. Make things which increase the effectiveness of others' ministries. Enjoy serving with their hands to meet tangible needs. Design and build tangible items and resources for ministry use. Work with different kinds of tools and are skilled with their hands.	Creative Designer Handy Resourceful Practical Behind the scenes Helpful	7-definitely me 6-likely me 5-possibly me 4-not sure 3-probably not me 2-unlikely me 1-definitely not me

<p>Creative Communication To communicate artistically</p> <p>Ps. 150:3-5 2 Sam. 6:14-15 Mark 4:2, 33</p>	<p>The divine enablement to communicate God's truth through a variety of art forms</p>	<p>Use the arts to communicate God's Truth. Develop and use artistic skills such as drama, art, writing, music, etc. Use variety and creativity to captivate people and cause them to consider Christ's message. Demonstrate fresh ways to express the Lord's ministry and message.</p>	<p>Expressive Imaginative Idea-oriented Artistic Creative Unconventional Sensitive</p>	<p>7-definitely me 6-likely me 5-possibly me 4-not sure 3-probably not me 2-unlikely me 1-definitely not me</p>
<p>Discernment To judge, cut, critique</p> <p>1 Cor. 12:10 1 John 1:4 Acts 5:1-10</p>	<p>The divine enablement to distinguish between truth and error, to discern the spirits, differentiating between good and evil, right and wrong.</p>	<p>Distinguish truth from error. Identify deception in others with accuracy and appropriateness. Determine whether a word attributed to God is authentic. Recognize inconsistencies in a teaching, prophetic message or interpretation. Can sense the presence of evil.</p>	<p>Sensitive Good judgment Intuitive Feeling-oriented Observant Reflective Conscientious</p>	<p>7-definitely me 6-likely me 5-possibly me 4-not sure 3-probably not me 2-unlikely me 1-definitely not me</p>
<p>Encouragement To come along side of</p> <p>Rom. 12:8 Acts 11:22-24 Acts 15:30-32</p>	<p>The divine ability to present truth to strengthen, comfort or urge to action those who are discouraged or wavering in their faith.</p>	<p>Come to the side of those who are discouraged to strengthen and reassure them. Challenge, comfort or confront others to trust and hope in the promises of God. Urge others to action by applying biblical truth. Motivate others to grow. Emphasize God's promises to have confidence in his will.</p>	<p>Positive Motivating Challenging Affirming Reassuring Supportive Trustworthy</p>	<p>7-definitely me 6-likely me 5-possibly me 4-not sure 3-probably not me 2-unlikely me 1-definitely not me</p>
<p>Evangelism To bring good news</p> <p>Eph. 4:11 Acts 8:26-40 Luke 19:1-10</p>	<p>The divine enablement to communicate the gospel effectively to unbelievers so they respond in faith and move toward discipleship</p>	<p>Communicate the message of Christ with clarity and conviction. Seek out opportunities to talk to unbelievers about spiritual matters. Challenge unbelievers to faith and to become fully devoted followers of Christ. Adapt their presentation of the gospel to connect with the individual's needs. Seek opportunities to build relationships with unbelievers.</p>	<p>Sincere Candid Respected Influential Spiritual Confident Commitment-oriented</p>	<p>7-definitely me 6-likely me 5-possibly me 4-not sure 3-probably not me 2-unlikely me 1-definitely not me</p>
<p>Faith To trust, have confidence, believe</p> <p>1 Cor. 12:9; 13:2 Heb 11:1 Rom. 4:18-21</p>	<p>The divine enablement to act on God's promises with confidence and unwavering belief in God's ability to fulfill his purposes.</p>	<p>Believe the promises of God and inspire others to do the same. Act in complete confidence of God's ability to overcome obstacles. Demonstrate the attitude of trust in God's will and his promises. Advance the cause of Christ because they go forward when others will not. Ask God for what is needed and trust him for his provision.</p>	<p>Prayerful Optimistic Trusting Assured Positive Inspiring Hopeful</p>	<p>7-definitely me 6-likely me 5-possibly me 4-not sure 3-probably not me 2-unlikely me 1-definitely not me</p>

<p>Giving To give part of, share</p> <p>Rom. 12:8 2 Cor. 6:8 Luke 21:1-4</p>	<p>The divine enablement to contribute money and resources to the work of the Lord with cheerfulness and liberality.</p>	<p>Manage their finances and limit their lifestyle to give as much of their resources as possible. Support the work of ministry with sacrificial gifts to advance the Kingdom. Meet tangible needs that enable spiritual growth to occur. Provide resources, generously and cheerfully, trusting God for his provision. May have a special ability to make money so that they may use it to further God's work.</p>	<p>Stewardship oriented Responsible Resourceful Charitable Trusts in God Disciplined Unselfish</p>	<p>7-definitely me 6-likely me 5-possibly me 4-not sure 3-probably not me 2-unlikely me 1-definitely not me</p>
<p>Healing To restore instantaneously</p> <p>1 Cor. 12:9, 28, 30 Acts 3:1-16 Mark 2:1-12</p> <p>NOTE: The word is plural - connoting different kinds of healing such as emotional, relational, spiritual, and physical.</p>	<p>The divine enablement to be God's means for restoring people to wholeness.</p>	<p>Demonstrate the power of God Bring restoration to the sick and diseased. Authenticate a message from God through healing. Use it as an opportunity to communicate a biblical truth and to see God glorified. Pray, touch or speak words that miraculously bring healing to one's body.</p>	<p>Compassionate Trusts in God Prayerful Full of faith Humble Responsive Obedient</p>	<p>7-definitely me 6-likely me 5-possibly me 4-not sure 3-probably not me 2-unlikely me 1-definitely not me</p>
<p>Helps To take the place of someone, obtain relief</p> <p>1 Cor. 12:28 Rom. 12:7 Acts 6:1-4 Rom. 16:1-2</p>	<p>The divine enablement to accomplish practical and necessary tasks which free up, support and meet the needs of others during times of stress, sickness, overwork, misfortunes and poverty.</p>	<p>Serve behind the scenes wherever needed to support the gifts and ministries of others. See the tangible and practical things to be done and enjoy doing them. Sense God's purpose and pleasure in meeting everyday responsibilities. Attach spiritual value to practical Service. Enjoy knowing that they are freeing up others to do what God has called them to do.</p>	<p>Available Willing Helpful Reliable Loyal Dependable</p> <p>Whatever-it-takes attitude</p>	<p>7-definitely me 6-likely me 5-possibly me 4-not sure 3-probably not me 2-unlikely me 1-definitely not me</p>
<p>Hospitality To love strangers</p> <p>1 Pet. 4:9-10 Rom. 12:13 Heb. 13:1-2</p>	<p>The divine enablement to care for people by providing fellowship, food and shelter.</p>	<p>Provide an environment where people feel valued and cared for. Meet new people and help them to feel welcomed. Create a safe and comfortable setting where relationships can develop. Seek ways to connect people together into meaningful relationships. Set people at ease in unfamiliar surroundings.</p>	<p>Friendly Gracious Inviting Trusting Caring Responsive Warm</p>	<p>7-definitely me 6-likely me 5-possibly me 4-not sure 3-probably not me 2-unlikely me 1-definitely not me</p>

<p>Intercession To plead on behalf of someone</p> <p>Rom. 8:26-27 John 17:9-26 1 Tim. 2:1-2 Col. 1:9-12; 4:12-13</p>	<p>The divine enablement to pray consistently on behalf of and for others, seeing frequent and specific results.</p>	<p>Feel compelled to pray earnestly on behalf of someone or some cause. Have a daily awareness of the spiritual battles being waged and pray. Are convinced God moves in direct response to prayer. Pray in response to the leading of the Spirit, whether they understand it or not. Exercise authority and power for the protection of others and the equipping of them to serve.</p>	<p>Advocate Caring Sincere Peacemaker Trustworthy Burden bearer Spiritually-sensitive</p>	<p>7-definitely me 6-likely me 5-possibly me 4-not sure 3-probably not me 2-unlikely me 1-definitely not me</p>
<p>Interpretation To translate the meaning of</p> <p>1 Cor. 12:10; 14:5; 14:26-28</p>	<p>The divine enablement to make known to the body of Christ the message of one who is speaking in tongues or other languages.</p>	<p>Respond to a message spoken in tongues by giving an interpretation. Glorify God and demonstrate his power through this miraculous manifestation. Edify the body by interpreting a timely message from God. Understand an unlearned language and communicate that message to the body of Christ. Are sometimes prophetic when exercising an interpretation of tongues for the church.</p>	<p>Obedient Responsive Devoted Responsible Spiritually-sensitive Discerning Wise</p>	<p>7-definitely me 6-likely me 5-possibly me 4-not sure 3-probably not me 2-unlikely me 1-definitely not me</p>
<p>Knowledge To know</p> <p>1 Cor. 12:8 Mark 2:6-8 John 1:45-50</p>	<p>The divine enablement to bring truth to the body through a revelation or biblical insight.</p>	<p>Receive truth which enables them to serve the body better. Search the scriptures for insight, understanding and truth. Have an unusual insight or understanding that serves the church. Organize information for teaching and practical use. Gain knowledge which was not attained by natural observation or means.</p>	<p>Inquisitive Responsive Observant Insightful Reflective Studious Truthful</p>	<p>7-definitely me 6-likely me 5-possibly me 4-not sure 3-probably not me 2-unlikely me 1-definitely not me</p>
<p>Leadership To stand before</p> <p>Rom. 12:8 Heb. 13:17 Luke 22:25-26</p>	<p>The divine enablement to cast vision, motivate and direct people to accomplish the purposes of God harmoniously.</p>	<p>Provide direction for God's people or ministry. Motivate others to perform to the best of their abilities. Present the "big picture" for others to see. Model the values of the ministry. Take responsibility and establish goals.</p>	<p>Influential Diligent Visionary Trustworthy Persuasive Motivating Goal-setter</p>	<p>7-definitely me 6-likely me 5-possibly me 4-not sure 3-probably not me 2-unlikely me 1-definitely not me</p>
<p>Martyrdom To be a witness</p> <p>1 Cor. 13:1-3 Acts 7:59-60 2 Cor. 1:8-11 Phil. 3:10</p>	<p>The divine enablement to consistently and joyously undergo suffering for the faith, even unto death.</p>	<p>See physical life and safety as less important than the causes of the Kingdom. Are able to forgive quickly when persecuted or made fun of. Experience joy in times of hardship and persecution. Understand the powerful message and witness involved in giving up for others. Are drawn to "closed" mission fields.</p>	<p>Sacrificial Unselfish Forgiving Joyful Non-conformist Daring Strong conviction</p>	<p>7-definitely me 6-likely me 5-possibly me 4-not sure 3-probably not me 2-unlikely me 1-definitely not me</p>

<p>Mercy To have compassion</p> <p>Rom. 12:8 Matt. 5:7 Mark 10:46-52 Luke 10:25-37</p>	<p>The divine enablement to help those who are suffering or needy in a cheerful and practical manner.</p>	<p>Focus upon alleviating the sources of pain or discomfort in suffering people. Address the needs of the lonely and forgotten. Express love, grace and dignity to those facing hardships and crisis. Serve in difficult or unsightly circumstances and do so cheerfully. Concern themselves with individual or social issues that oppress people.</p>	<p>Empathetic Caring Responsive Kind Compassionate Sensitive Burden bearing</p>	<p>7-definitely me 6-likely me 5-possibly me 4-not sure 3-probably not me 2-unlikely me 1-definitely not me</p>
<p>Miracles To do powerful deeds</p> <p>1 Cor. 12:10, 28-29 John 2:1-11 Luke 5:1-11</p>	<p>The divine enablement to authenticate the ministry and message of God through supernatural interventions which glorify him.</p>	<p>Speak God's truth and have it authenticated by an accompanying miracle. Express confidence in God's faithfulness and ability to manifest his presence. Bring the ministry and message of Jesus Christ with power. Claim God to be the source of the miracle and glorify him. Represent Christ and point people to a relationship with Christ.</p>	<p>Bold Venturesome Authoritative God-fearing Convincing Prayerful Responsive</p>	<p>7-definitely me 6-likely me 5-possibly me 4-not sure 3-probably not me 2-unlikely me 1-definitely not me</p>
<p>Missionary Sent out on a mission</p> <p>Eph. 3:2 Acts 9:15 1 Cor. 9:19-23</p> <p>NOTE: The word does not appear in scripture, but the concept is there.</p>	<p>The divine enablement to use one's other spiritual gifts in another culture.</p>	<p>Are able and willing to adapt to the patterns of other cultures. Have a special warmth for other races and cultures. Enjoy interacting with ethnics and minorities. See the Kingdom of God as crossing nationalistic boundaries. Have burden to see other countries won to the Lord.</p>	<p>Flexible Adaptable Risk-taking Venturesome Takes initiative Heart for people Focused</p>	<p>7-definitely me 6-likely me 5-possibly me 4-not sure 3-probably not me 2-unlikely me 1-definitely not me</p>
<p>Prophecy To speak before, to speak forth</p> <p>Rom. 12:6 1 Cor. 12:10, 28; 13:2 2 Pet. 1:19-21</p>	<p>The divine enablement to reveal truth and proclaim it in a timely and relevant manner for understanding, correction, repentance or edification; there may be immediate or future implications.</p>	<p>Expose sin or deception in others for the purpose of reconciliation. Speak a timely word from God causing conviction, repentance and edification. See truth that others often fail to see and challenge them to respond. Warn of God's immediate or future judgment if there is no repentance. Understand God's heart and mind through experiences he takes them through.</p>	<p>Discerning Compelling Uncompromising Outspoken Authoritative Convincing Confronting</p>	<p>7-definitely me 6-likely me 5-possibly me 4-not sure 3-probably not me 2-unlikely me 1-definitely not me</p>
<p>Service Waiter on tables, attendant, aid</p> <p>Rom. 12:6, 7 2 Cor. 9:12-15 Luke 22:24-27</p>	<p>The divine enablement to identify the physical needs in the congregation, on the mission field and in the community and to seek available resources to meet those needs.</p>	<p>Help people while others are still talking about it. Enjoy performing tasks for others without payment. Respond cheerfully when invited to do a job, even though it seems menial. Prefer action and "doing" versus sitting around talking or listening to someone talk.</p>	<p>Trustworthy Available Willing Helpful Reliable Loyal Resourceful</p>	<p>7-definitely me 6-likely me 5-possibly me 4-not sure 3-probably not me 2-unlikely me 1-definitely not me</p>

Shepherding (Pastor) To shepherd a flock Eph. 4:11-12 1 Pet. 5:1-4 John 10:1-18	The divine enablement to nurture, care for and guide people toward on-going spiritual maturity and becoming like Christ.	Take responsibility to nurture the whole person in their walk with God. Provide guidance and oversight to a group of God's people. Model with their life what it means to be a fully devoted follower of Jesus. Establish trust and confidence through long-term relationships. Lead and protect those within their span of care.	Influencing Nurturing Guiding Discipling Protective Supportive Relational	7-definitely me 6-likely me 5-possibly me 4-not sure 3-probably not me 2-unlikely me 1-definitely not me
Teaching To instruct Rom. 12:7 1 Cor 12:28-29 Acts 18:24-28 2 Tim. 2:2	The divine enablement to understand, clearly explain and apply the word of God, causing greater Christlikeness in the lives of the listeners.	Communicate biblical truth that inspires greater obedience to the word. Challenge listeners simply and practically with the truths of scripture. Present the whole counsel of God for maximum life change. Give attention to detail and accuracy. Prepare through extended times of study and reflection.	Disciplined Perceptive Teachable Authoritative Practical Analytical Articulate	7-definitely me 6-likely me 5-possibly me 4-not sure 3-probably not me 2-unlikely me 1-definitely not me
Tongues Tongue, language 1 Cor. 12:10, 28-30 1 Cor. 13:1; 14:1-33 Acts 2:1-11 Note: Distinct from "prayer language" which is used mostly in non-public setting.	The divine enablement to speak, worship or pray in a language unknown to the speaker; people with this gift may receive a spontaneous message from God which is made known to his body through the gift of interpretation.	Express with an interpretation a word by the Spirit which edifies the body. Communicate a message given by God for the church. Speak in a language they have never learned and do not understand. Worship the Lord with unknown words too deep for the mind to comprehend. Experience an intimacy with God which inspires them to serve and edify others.	Sensitive Prayerful Responsive Trusting Devoted Spontaneous Receptive	7-definitely me 6-likely me 5-possibly me 4-not sure 3-probably not me 2-unlikely me 1-definitely not me
Voluntary Poverty Living at poverty level 1 Cor. 13:3 Luke 12:33-34 2 Cor. 8:9; 11:23, 37	The divine enablement to renounce material comfort and luxury with the purpose of living at the poverty level of a given community to serve God more effectively.	Are attracted to areas of poverty. Demonstrate love and ministry to the poor. Give above the tithe to needy programs. Lay down material wealth or possession for the sake of spiritual blessings.	Non-conformist Sacrificial Giving Empathic Sensitive Advocate Justice	7-definitely me 6-likely me 5-possibly me 4-not sure 3-probably not me 2-unlikely me 1-definitely not me
Wisdom To apply truth practically 1 Cor. 12:8 James 3:13-18 1 Cor. 2:3-14 Jer. 9:23-24	The divine enablement to apply spiritual truth effectively to meet a need in a specific situation.	Focus on the unseen consequences in determining the next steps to take. Receive an understanding of what is necessary to meet the needs of the body. Provide divinely given solutions amid conflict and confusion. Hear the Spirit provide direction for God's best in each situation. Apply spiritual truth in specific and practical ways.	Sensible Insightful Practical Wise Fair Experienced Common sense	7-definitely me 6-likely me 5-possibly me 4-not sure 3-probably not me 2-unlikely me 1-definitely not me

NOW TRANSFER WHAT YOU BELIEVE TO BE YOUR 3-7 MOST DEFINITE SPIRITUAL GIFTS, THOSE YOU ASSESSED AS A

“6” OR “7”, TO THE “PROFILE SUMMARY” AT THE END OF THE ASSESSMENT.

The preceding spiritual gifts definitions, descriptions, distinctives, and traits were taken from several sources including *Spiritual Gifts Discernment Questionnaire* and *The Church: A Functioning Organism* by Gary Troyer and *Networking: The Right People in the Right Places for the Right Reasons*. See the Acknowledgments in the front of this workbook.

Want to learn more? Jump to the Going Deeper section at the end of this assessment to learn more about: [Cautions About Spiritual Gifts](#), [Why do only those who have accepted Christ receive spiritual gifts?](#), [Is there a difference between Spiritual gifts and natural talents?](#), and [Articles on Spiritual Gifts](#).

HEART

MONITORING MY HEARTBEAT



The Bible talks about your “heart” a lot. But what exactly is the heart?

1. The organ that pumps your blood
2. Your emotional constitution or disposition
3. The vital force or driving impulse

The Bible uses the term “heart” to represent the center of your motivation, desires, and inclinations. “Delight yourself in the Lord and he will give you the desires of your heart.” (Ps. 37:4 etc).

My heart determines...

Why I *say* the things I do. “...the mouth speaks what the heart is full of” Matt. 12:34 (GNT)

Why I *feel* the way I do. “The Word that God speaks...exposes the thoughts and motives of a man’s heart.” Heb. 4:12 (Phillips)

Why I *act* the way I do. “Above all else, guard your heart, for everything you do flows from it.” Pr. 4:23 (NIV)

My heart is the real me!

Physiologically, each of us has a unique heartbeat, a slightly different pattern. Likewise, God has given each of us a unique emotional “heartbeat” that races when we encounter activities, subjects, or circumstances that interest us. We instinctively feel deeply about some things and not about others.

This God-given motivation serves as an internal guidance system for our lives. It determines what your interests are, and what will bring you the most satisfaction and fulfillment. It also motivates you to pursue certain activities, subjects, and environments.

Why God gives each person a unique “heartbeat”. “For God has put it into their hearts to accomplish his purpose...” Rev. 17:17 (NIV) God had a purpose in giving you your in-born interests. In fact, your emotional heartbeat reveals a very important key to understanding God’s design and intention for your life. The Bible makes it very clear that your heart was designed by God, but you make the choice to use it for good or evil, for selfish purposes or for service. You may have...“...selfish ambition in your heart...” James 3:14 (NASB) Or you may... “...serve the Lord with all your heart.” I Sam. 12:20 (NIV) “...[do] the will of God from your heart.” Eph. 6:6 (NIV)

What follows are two exercises to help you find and clarify your heart passion.

Heart passion assessment

What motivates you? What makes your heart beat faster? Check the motivations below that apply to you, supporting your choices with examples from your life.

Remember these are ALL God-given motivations. They are only sinful when used selfishly. Every one of these can be used in effective ministry. Don’t be embarrassed to identify a basic heartbeat that doesn’t seem spiritual. Almost every one of these can be identified in the ministry of one of the twelve Apostles!

I love to...

<input type="checkbox"/> ACQUIRE/POSSESS —I love to shop, collect, or obtain things. I enjoy getting the highest quality for the best price.	<input type="checkbox"/> ORGANIZE —I love to bring order out of chaos. I enjoy organizing something that is already started.
<input type="checkbox"/> DESIGN/DEVELOP —I love to make something out of nothing. I enjoy getting something started from scratch.	<input type="checkbox"/> PERFORM —I love to be on stage and receive the attention of others. I enjoy being in the limelight.
<input type="checkbox"/> EXCEL —I love to be the best and make my team the best. I enjoy setting and attaining the highest standard.	<input type="checkbox"/> PERSEVERE —I love to see things to completion. I enjoy persisting at something until it is finished.
<input type="checkbox"/> FOLLOW THE RULES —I love to operate by policies and procedures. I enjoy meeting the expectations of an organization or boss.	<input type="checkbox"/> PIONEER —I love to test and try out new concepts. I am not afraid to risk failure.
<input type="checkbox"/> IMPROVE —I love to make things better. I enjoy taking something that someone else has designed or started and improve it.	<input type="checkbox"/> PREVAIL —I love to fight for what is right and oppose what is wrong. I enjoy overcoming injustice.
<input type="checkbox"/> INFLUENCE —I love to convert people to my way of thinking. I enjoy shaping the attitudes and behavior of others.	<input type="checkbox"/> REPAIR —I love to fix what is broken or change what is out of date.
<input type="checkbox"/> LEAD/BE IN CHARGE —I love to lead the way, oversee and supervise. I enjoy determining how things will be done.	<input type="checkbox"/> SERVE/HELP —I love to assist others in their responsibility. I enjoy helping others succeed.
<input type="checkbox"/> OPERATE/MAINTAIN —I love to maintain efficiently something that is already organized.	

Did you find the basic motivational directions of your heart in this list? Transfer them to your “HOW AM I SHAPED? PROFILE” at the end of the assessment.

Focusing my heart passion

Answer the following questions:

1. What conversation would keep me talking late into the night?

2. If my name were mentioned to a group of my friends, what would they say I am really interested in or passionate about?

3. The people I would most like to help are:

<input type="checkbox"/> Infants	<input type="checkbox"/> Teen moms	<input type="checkbox"/> Divorced	<input type="checkbox"/> Career women	<input type="checkbox"/> Parents
<input type="checkbox"/> Unemployed	<input type="checkbox"/> Prisoners	<input type="checkbox"/> Children	<input type="checkbox"/> Single parents	<input type="checkbox"/> Widowed
<input type="checkbox"/> Young marrieds	<input type="checkbox"/> Empty nesters	<input type="checkbox"/> Elderly	<input type="checkbox"/> Poor	<input type="checkbox"/> Youth
<input type="checkbox"/> College students	<input type="checkbox"/> Refugees	<input type="checkbox"/> Homeless	<input type="checkbox"/> Disabled	<input type="checkbox"/> Hospitalized
<input type="checkbox"/> Other	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

4. The issues or causes I feel strongly about are:

<input type="checkbox"/> Environment	<input type="checkbox"/> Discipleship	<input type="checkbox"/> Violence	<input type="checkbox"/> Education	<input type="checkbox"/> Economic
<input type="checkbox"/> Health care	<input type="checkbox"/> Abortion	<input type="checkbox"/> Church	<input type="checkbox"/> Child care	<input type="checkbox"/> AIDS
<input type="checkbox"/> Injustice	<input type="checkbox"/> Addictions	<input type="checkbox"/> Reaching the lost	<input type="checkbox"/> Poverty	<input type="checkbox"/> Hunger
<input type="checkbox"/> Homosexuality	<input type="checkbox"/> Politics	<input type="checkbox"/> Racism	<input type="checkbox"/> International	<input type="checkbox"/> Technology
<input type="checkbox"/> Family	<input type="checkbox"/> Literacy	<input type="checkbox"/> Unreached	<input type="checkbox"/> Other	<input type="checkbox"/>

people groups

Based on my answers to the above questions, I believe I have a heart passion for... (be as specific as possible)

- Examples:
- “Helping marriages and families become stronger”
 - “Leading groups of people in meaningful, Spirit-led worship”
 - “Teaching and interacting with Sr. High youth”

TRANSFER YOUR RESPONSE TO YOUR “PROFILE SUMMARY” AT THE END OF THE ASSESSMENT.

ABILITIES

APPLYING MY ABILITIES

“There are different abilities to perform service” 1 Cor. 12:6 (GNT)

“I (God)...have given him understanding, skill, and ability for every kind of artistic work...” Exodus 31:3 (GNT)

One of the most common excuses people give for not getting involved in ministry is “I just don’t have anything to offer.” Nothing could be further from the truth. The key is matching your abilities with the right ministry!

See <https://biblereasons.com/talents/>



5 Myths about abilities (skills and talents)

1. *People aren’t born with skills.* All skills must be learned by experience. This simply is not true. There are a number of skills which seem to be inborn or are developed very early in infancy. When people say “He just seems to have a natural talent for it” it’s probably true!
2. Those skills which must be learned, are *learned primarily in the classroom.* Actually, some of your most basic skills were learned at home, ‘in the street’, or somewhere else outside the classroom.
3. If you have certain abilities, *you will be very aware that you have them.* Again, this is not true. You are probably using several talents or skills that you are not even aware of! You need some process of skill identification.
4. Skills that I use at work are *only usable in that environment.* I couldn’t use them in ministry.
5. *Most people only have a very few abilities.* The truth is that many national studies have proven that the average person possesses from five hundred to seven hundred skills!

Point to remember! The human body has many parts, but the many parts make up one whole body. So it is with the body of Christ. (1 Corinthians 12:12) We are all different with different gifts and talents but we are ALL members of the same Body. We don’t NEED to have all the gifts to be able to serve the Lord. He created us just as we are to be able to serve him according to HIS perfect plans. But we are called to develop all those gifts (Mathew 25: 14-21- The Parable of the Talents).

PART 1: Specialized abilities assessment

Look over the listing of specialized abilities that follow. Check off any that you have that you and those around you would perceive as being higher than average.

<input type="checkbox"/> Artistic: to conceptualize, picture, draw, paint, photograph, or make renderings	<input type="checkbox"/> Managing: to supervise people to accomplish a task or event and coordinate the details involved
<input type="checkbox"/> Analyzing: The ability to examine, investigate, probe, evaluate, draw conclusions	<input type="checkbox"/> Mechanical: to operate equipment, tools, or machinery
<input type="checkbox"/> Building: The ability to construct, make, assemble	<input type="checkbox"/> Meditation: to bring about peace, reconciliation
<input type="checkbox"/> Classifying: to systematize and file books, data, records and materials so they can be retrieved easily	<input type="checkbox"/> Mentoring – The ability to advise, guide, teach

<input type="checkbox"/> Composing: to write music or lyrics	<input type="checkbox"/> Motivating – The ability to provoke, induce, prompt
<input type="checkbox"/> Counting: to work with numbers, data or money	<input type="checkbox"/> Musical: to sing, play musical instrument, direct
<input type="checkbox"/> Coaching – The ability to prepare, instruct, train, equip, develop	<input type="checkbox"/> Negotiating – The ability to discuss, consult, settle
<input type="checkbox"/> Counseling: to listen, encourage and guide with sensitivity	<input type="checkbox"/> Operating – The ability to run mechanical or technical things (operate equipment, machinery & tools)
<input type="checkbox"/> Communicating – The ability to share, convey, impart	<input type="checkbox"/> Organizing – The ability to simplify, arrange, fix, classify, coordinate
<input type="checkbox"/> Connecting – The ability to link together, involve, relate	<input type="checkbox"/> Performing – The ability to sing, speak, dance, play an instrument, act out.
<input type="checkbox"/> Consulting – The ability to advise, discuss, confer	<input type="checkbox"/> Persevering – The ability to see things to completion, persisting at something until it is finished.
<input type="checkbox"/> Cooking – The ability to prepare, serve, feed, cater	<input type="checkbox"/> Pioneering – The ability to bring about something new, groundbreaking, original
<input type="checkbox"/> Coordination – The ability to organize, match, harmonize	<input type="checkbox"/> Planning: to strategize, design and organize programs and events
<input type="checkbox"/> Decorating – The ability to enhance, adorn, beautify a setting for a special event	<input type="checkbox"/> Promoting: to advertise or promote events and activities
<input type="checkbox"/> Designing – The ability to draw, create, picture, outline	<input type="checkbox"/> Public Relations: to handle complaints and unhappy customers with care and courtesy
<input type="checkbox"/> Developing – The ability to expand, grow, advance, increase	<input type="checkbox"/> Recall: to remember or recall names and faces
<input type="checkbox"/> Directing – The ability to aim, oversee, manage, supervise	<input type="checkbox"/> Recruiting: to enlist and motivate people to get involved
<input type="checkbox"/> Editing – The ability to correct, amend, alter, improve, proofread or rewrite	<input type="checkbox"/> Repairing: to fix, restore, maintain
<input type="checkbox"/> Engineering – The ability to construct, design, plan	<input type="checkbox"/> Researching: to read, gather information, collect data
<input type="checkbox"/> Entertaining – The ability to perform, act, sing, speak	<input type="checkbox"/> Resourceful: to search out and find inexpensive materials or resources needed
<input type="checkbox"/> Facilitating – The ability to help, aid, assist, make possible	<input type="checkbox"/> Serving – The ability to help, assist, fulfill

<input type="checkbox"/> Forecasting – The ability to predict, calculate, see trends, patterns, and themes	<input type="checkbox"/> Strategizing – The ability to think ahead, calculate, scheme
<input type="checkbox"/> Graphic: to lay out, design, create visual displays or banners	<input type="checkbox"/> Teaching: to explain, train, demonstrate, tutor
<input type="checkbox"/> Implementing – The ability to apply, execute, make happen	<input type="checkbox"/> Traveling – The ability to journey, visit, explore
<input type="checkbox"/> Improving – The ability to better, enhance, further, enrich	<input type="checkbox"/> Visualizing – The ability to picture, imagine, envision, dream, conceptualize
<input type="checkbox"/> Influencing – The ability to affect, sway, shape, change	<input type="checkbox"/> Welcoming: to convey warmth, develop rapport, making others real comfortable
<input type="checkbox"/> Interviewing: to discover what others are really like	<input type="checkbox"/> Writing – The ability to compose, create, record, write articles, letters, books
<input type="checkbox"/> Landscaping: to do gardening and work with plants	<input type="checkbox"/> Other
<input type="checkbox"/> Leading – The ability to pave the way, direct, excel, win	<input type="checkbox"/> Other
<input type="checkbox"/> Learning – The ability to study, gather, understand, improve, expand self	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>

TRANSFER YOUR RESPONSES TO THE PROFILE SUMMARY

PART 2: Professional Competencies

Technical Competencies (TC)

Ask your boss, professor or mentor the five key Technical Competencies required for your position. Ask them to rate your proficiency, with 1 being beginner level and 4 mastery. OR, if you are curious about exploring a specific type of job, ask someone with experience in that position what the top 5 skills an employee must master to do well in that job.

- | | |
|------------|-----------------------------|
| TC1: _____ | Proficiency Rating: 1 2 3 4 |
| TC2: _____ | Proficiency Rating: 1 2 3 4 |
| TC3: _____ | Proficiency Rating: 1 2 3 4 |
| TC4: _____ | Proficiency Rating: 1 2 3 4 |
| TC5: _____ | Proficiency Rating: 1 2 3 4 |

TRANSFER YOUR RESPONSES TO PROFILE SUMMARY, DISCIPLE PROFILE

Soft Skill Competencies (SC)

Rate yourself on your mastery of the below soft skills, with 1 being beginner level and 4 mastery. BETTER: ask your boss, a professor, or someone who knows you well to rate you. This will help reveal potential personal blind spots that may self-limit or self-sabotage you.

Self-Management

Managing Emotions	Rating: 1 2 3 4
Conflict Resolution Skills	Rating: 1 2 3 4
Schedule & Time Management	Rating: 1 2 3 4

Developing Influence

Building Trust	Rating: 1 2 3 4
Selling Their Idea	Rating: 1 2 3 4
Adds Value to Peers	Rating: 1 2 3 4
Understands their positional role	Rating: 1 2 3 4
Respects colleagues	Rating: 1 2 3 4
Respects Authority	Rating: 1 2 3 4
Brings a positive influence to the work environment	Rating: 1 2 3 4
Discerning in talking about faith at work	Rating: 1 2 3 4
Attempts to follow Golden Rule	Rating: 1 2 3 4
Maintains high ethical standard	Rating: 1 2 3 4

Communication

Cross-cultural	Rating: 1 2 3 4
Presentation Skills	Rating: 1 2 3 4
Timing	Rating: 1 2 3 4
Written communication	Rating: 1 2 3 4

Productivity

Works productively	Rating: 1 2 3 4
Works efficiently	Rating: 1 2 3 4
Works with excellence	Rating: 1 2 3 4
Seeks to solve problems and add value	Rating: 1 2 3 4
Ability to effectively manage projects	Rating: 1 2 3 4

Etiquette

Proper Use of Texting, Emailing & Social Media	Rating: 1 2 3 4
Dining Etiquette	Rating: 1 2 3 4
Workplace Etiquette	Rating: 1 2 3 4
Dressing Appropriately	Rating: 1 2 3 4
Networking	Rating: 1 2 3 4
Avoids Unhealthy Workplace Politics	Rating: 1 2 3 4

TRANSFER the lowest response from each *category* to PROFILE SUMMARY

PART 3: Leadership Capacity

Leading is about influencing and serving. You may or may not have the title. And you can develop the skills and capacity to lead. Rate the level of frequency you believe that you demonstrate the following S.E.R.V.E. behaviors in a workplace or campus setting. Consider what others have said about you. Better yet, ask a boss, professor, coworker, or someone who knows you well to rate you. 4 is Very Frequently, 1 is rarely.

BEHAVIOR	Rate
See. See a need. Look for and develop awareness of the needs of those around you.	
Engage. Engage the person in need in conversation. Do they want help? How do they want help? Listen with humility.	
Respond. Respond to the need- in the way that best helps the person in need.	
Voluntary and Voluminous. Help generously, willingly, freely, joyfully, expecting nothing in return.	
Excel & Exceed. Serve with excellence in skill (do your best with what you have), attitude, and timeliness, exceeding expectations.	
Decision-making: Ability to make tough choices under pressure.	
Motivation: Inspiring and engaging team members.	
Delegation: Assigning tasks appropriately based on skill sets.	
Team building: Fostering collaboration and positive team dynamics.	
Adaptability: Adjusting leadership style to fit different situations.	
Feedback and development: Providing constructive feedback and supporting team growth.	

TRANSFER YOUR RESPONSES TO PROFILE SUMMARY

PERSONALITY

PLUGGING-IN MY PERSONALITY



Write your name: _____. Now write your name with your opposite hand: _____.

What happened? When you tried to do something that was not natural to you...

- You felt uncomfortable
- It took extra time and effort
- 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 you 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 mix. We need opposites to balance the church.

Several cautions:

- o Be careful of “putting people in boxes” and stereotyping them rigidly. The purpose here is to understand and appreciate our unique personality mixes, not to experience “imprisonment.”
- o Remember that personality assessments help to explain behavior, not to excuse it. Personality temperaments also have tendencies toward certain weaknesses and strengths can have corresponding weaknesses; however, God has given us the gift of choice to turn away from hurtful tendencies toward healthy, loving ones.
- o Resist the urge you may have to “reshape” your personality and be someone you aren't. But feel free to maximize your personality strengths and to work on your personality weaknesses.

On the next few pages you will find a DISC assessment and a Task/Structure Preference Assessment that will help you discover and appreciate the unique personality God has given you. Strengths Finder 2.0, Gallup, Myers-Briggs Type Indicator, Working Genius, are popular helpful assessments mentioned in the [Go Deeper](#) section. You don't have to do them; however, you may find it very beneficial to. If you've already taken any of the assessments, just write in your results at the places provided in the summary area at the end of this SHAPED section. If you haven't done any of the assessments, at least do the DISC assessment provided here.

DISC Behavior Survey

DISC is a widely used personality assessment that explains people's emotional responses based on the measurement of four factors. The factors are Dominance, Influence, Steadiness and Compliance, from which DISC takes its name. You can take the below or a [free online version](#).

How to respond: Rank each horizontal row of words on a scale 4, 3, 2, 1 with 4 being the word that best describes you and 1 being the least like you. The top row provides an example. Use all rankings in each line only once. There are no right or wrong answers. Respond according to your personal preferences rather than what you think is best. You may see yourself as one way at work, another way at home, etc. Use your work preference. Once completed, add up all your answers in each vertical row.

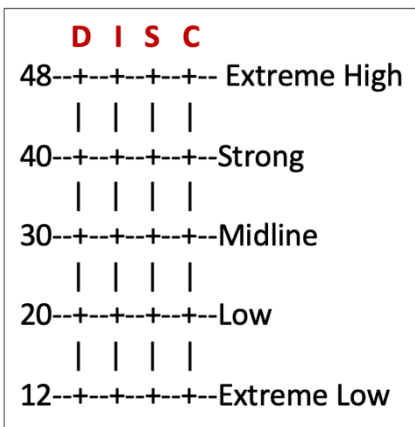
4 Straightforward	1 Upbeat	2 Steady	3 Detailed
_____ Forceful	_____ Lively	_____ Modest	_____ Tactful
_____ Aggressive	_____ Emotional	_____ Accommodating	_____ Consistent
_____ Direct	_____ Animated	_____ Agreeable	_____ Accurate
_____ Tough	_____ People-Oriented	_____ Gentle	_____ Perfectionist
_____ Daring	_____ Impulsive	_____ Kind	_____ Cautious
_____ Competitive	_____ Expressive	_____ Supportive	_____ Precise
_____ Risk-taker	_____ Talkative	_____ Gentle	_____ Factual
_____ Argumentative	_____ Fun-loving	_____ Patient	_____ Logical
_____ Bold	_____ Spontaneous	_____ Stable	_____ Organized
_____ Take Charge	_____ Optimistic	_____ Peaceful	_____ Conscientious
_____ Candid	_____ Cheerful	_____ Loyal	_____ Serious
_____ Independent	_____ Enthusiastic	_____ Good listener	_____ High Standards
_____ D Total	_____ I Total	_____ S Total	_____ C Total

Note: If your totals do not add up to 120, you did not complete the survey correctly or you made a mistake in adding up the totals. Recheck your work.

Plotting your results.

Numbered graph. If your totals add up horizontally to 120, plot the totals on the appropriate graphs below using dots. Then connect the four dots with lines. Circle any points above midline, or 30. These are the strongest components of your personality.

DISC wheel. Put a dot in the wheel, corresponding the graph with the quadrant in the DISC wheel. A high score in a specific category means the dot will be positioned further towards the edge of the circle in that quadrant. A low score in a category means the dot will be closer to the center of the circle, potentially even leaning towards the opposite quadrant. For example, if your D score was 48, put a dot on the outside edge of the circle for the D quadrant. If it was a 12, put the dot at the insider corner of the D quadrant.



TRANSFER YOUR RESULTS TO PROFILE SUMMARY AT THE END OF THE ASSESSMENT.

Ordering. Record the DISC letters here in order from highest score to lowest for those with scores over 30.

- o Highest score=_____
- o Second highest score (only include if it is over 30)= _____
- o Third highest score (only include if it is over 30)= _____

Write any letters you just listed, in the order that you listed them: _____ and look through the following chart to find your personality pattern.

Understanding your DISC score. Read through the following tables, focusing on components of your personality that are above midline, or 30:

DISC Personality Pattern

Sequences and Sub-traits	Personality Patterns
D Sub-traits: Efficiency, Self-motivation, Independence	Conductor —Establisher/Visionary/Developer High ego strength, high standards; approaches issues alone rather than drawing others into the process; can be manipulative, controlling; has vision of “big picture”; very direct, forceful; goal is new challenges, opportunities; fears loss of control, lack of challenge.
DI Sub-traits: Self-motivation, Independence, Enthusiasm, Self-confidence	Persuader —Concluder/Doer/Gets results Forceful, direct, individualistic; impatient, competitive; good leadership abilities; high standards, critical when standards not met; goal is dominance and independence; fears slowness or being seen as too jovial.
D=I Sub-traits: Self-motivation, Independence, Enthusiasm, Self-confidence	Persuader —Influencer/Implementer/Inspires High energy, optimistic, aggressive, confident; goal-minded, harnesses people to accomplish goals; can be impatient, having little time for details; loses interest once challenge is gone; goal is control of environment; fears losing, failing, loss of prestige.
ID Sub-traits: Self-motivation, Independence, Enthusiasm, Self-confidence	Persuader —Prompter/Communicator/Persuader Outgoing, high interest in people, trusting; can gain respect and admiration from varied types of individuals; can be impulsive, overly enthusiastic, inattentive to the “little things”; prefers variety; goal is authority and prestige; fears rejection, being taken advantage of.
I Sub-traits: Friendliness, Enthusiasm, Self-confidence	Promoter —Convincer/Persuader/Promoter Enthusiastic, optimistic, articulate in communication; can become careless, inconsistent and disorganized, but tries to look good and please others; goal is social approval and prestige; fears loss of social approval, conflict.
IS; SI Sub-traits: Friendliness, Self-confidence, Patience, Persistence	Relater —Advisor/Merciful/Counselor Warm, sympathetic, understanding; good listener, stable, dependable; won’t force ideas on others; criticism of his/her work a personal affront; can overuse the indirect approach; goal is maintaining friendships; fears social rejection.
SCI; SIC Sub-traits: Friendliness, Patience, Cooperativeness	Supporter —Advocate/Peacemaker/Agent Can be very detail-oriented; moderate, thorough, dependable; steady, sociable, independent, individualistic; tends to support underdog; goal is acceptance from others; fears dissension, conflict.

S Sub-traits: Patience, Thoughtfulness, Persistence	Supporter —Technician/Specialist/Steady Patient, loyal, consistent, helpful to friends; steady, calculating, reserved; not bored by routine; needs clear guidelines and rules; avoids confrontation, internalizes feelings; goal is maintaining status quo and an environment with few changes; fears loss of security, unplanned change.
CS; SC Sub-traits: Patience, Thoughtfulness, Cooperativeness, Accuracy	Coordinator —Precisionist/Traditionalist/Perfectionist Orderly, systematic, precise, attentive to detail; tactful, highly diplomatic, extremely conscientious; can become bogged down in details, dislikes sudden changes; prefer protected, secure environment; goal is security; fears antagonism.
IC; CI Sub-traits: Friendliness, Enthusiasm, Cooperativeness, Sensitivity	Promoter/Analyzer —Assessor/Teacher/Appraiser Outgoing, at home with strangers, develops friends easily; promotes projects of others and his/her own; seeks freedom from control; goal is approval, popularity; fears loss of social recognition.
CIS; CSI; ISC; ICS Sub-traits: Friendliness, Patience, Cooperativeness	Coordinator/Analyzer —Practitioner/Realist/Steadfast Results-oriented, verbally fluent, loyal; friendly, enthusiastic, informal, talkative; may worry too much about what others think; can intellectualize and become restless and impatient; goal is to accomplish results through others; fears rejection, loss of security.
C Sub-traits: Cooperativeness, Accuracy, Sensitivity	Analyzer —Logical Thinker/Analytical/Objective Practical, proper, discrete, accurate; self-evaluating, critical of self and others; enjoys detail and logic; makes decisions slowly from logic rather than emotion; can over-analyze, be hurt easily; goal is to develop control, correctness; fears criticism, ridicule.
DS; DSC; SD Sub-traits: Efficiency, Independence, Thoughtfulness, Persistence, Accuracy	Conductor/Coordinator —Attainer/Achiever/Perseveres Objective, analytical, determined, task-oriented; independent, questioning, practical; may appear blunt and non-demonstrative; goal is personal accomplishment (sometimes at expense of the group); fears those with different or inferior work standards.
DC; DCS; CD Sub-traits: Efficiency, Self-motivation, Accuracy, Sensitivity, Thoughtfulness	Implementer/Conductor —Designer/Administrator/Creator Sensitive to problems, creative in finding solutions; high in foresight, often quite intelligent; can overuse bluntness and criticism; bored with routine, prefers working alone, doesn't trust easily; goal is dominance, discovering unique solutions; fears not being influential.
SDC; SCD Sub-traits: Efficiency, Thoughtfulness, Accuracy	Coordinator/Supporter —Inquirer/Investigator/Consistent Patient, controlled, enjoys digging for clues and facts; easy-going and amiable; consistent, loyal, accommodating; slow to take initiative, doesn't adapt quickly to change; holds grudges, internalizes conflict; goal is maintaining clear systems; fears change, disorganization.
All scores around 30 (Non clearly higher than others)	Transition/Stress Lack of goal clarity; insufficient action planning, confusion, uncertainty, anxiety about expectations; behavior alternates between furious activity to slow, methodical action; can be brought on by periods of change—new job, new home, bad health, etc. Person will make quick decisions and then try to gain approval from others.

To see a [graphic summary of DISC](#) and how the personalities relate to each other, jump to the end of the document where you will see graphics.

PERSONAL STYLE ASSESSMENT

Adapted from Network: The Right People in the Right Places for the Right Reasons

Directions. For each item, consider the words or phrases you think best describe what you would prefer to do or be in most situations, and then circle one of five numbers that best reflects your style. For example, circling a “1” would mean you are most like the words on the left while circling a “5” would mean you are most like the words on the right. A “3” would mean you could go either way.

Do not answer according to what you feel is expected by a spouse, family member, employer, etc. Select the behavior or perspective that would come naturally to you if you knew there were no restrictions on or consequences for your personal expression.

When you have completed your responses, total the numbers you have circled for your O-score and E-score.

How are you organized?

- | | | | |
|-----------------------------------|------------------------|-----------|-------------------|
| 1. While on vacation I prefer to: | be spontaneous | 1 2 3 4 5 | follow a set plan |
| 2. I prefer guidelines that are: | general | 1 2 3 4 5 | specific |
| 3. I prefer to: | leave my options open | 1 2 3 4 5 | settle things now |
| 4. I like to: | play it by ear | 1 2 3 4 5 | stick to a plan |
| 5. I prefer projects that have: | variety | 1 2 3 4 5 | routine |
| 6. I find routine | boring | 1 2 3 4 5 | restful |
| 7. I accomplish tasks best by: | working it out as I go | 1 2 3 4 5 | following a plan |

O = _____ Total

How are you energized?

- | | | | |
|---|-------------------------|-----------|---------------------------|
| 1. I’m more comfortable: | doing things for people | 1 2 3 4 5 | being with people |
| 2. When doing a task, I tend to focus: | on the goal | 1 2 3 4 5 | on relationships |
| 3. I get more excited about: | advancing a cause | 1 2 3 4 5 | creating community |
| 4. I have accomplished something when: | I’ve gotten a job done | 1 2 3 4 5 | I’ve built a relationship |
| 5. It is more important to start a meeting: | on time | 1 2 3 4 5 | when everyone gets there |
| 6. I’m more concerned with: | meeting a deadline | 1 2 3 4 5 | maintaining the team |
| 7. I place a higher value on: | action | 1 2 3 4 5 | communication |

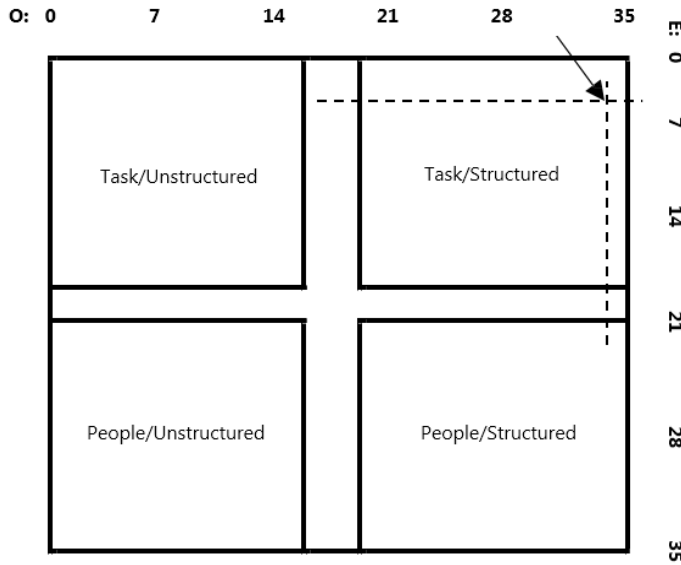
E = _____ Total

Now plot your two scores using the instructions below.

Personal Style assessment graph

Instructions: On the vertical “E” grid place an “X” that corresponds with your “E” score from the previous page. On the horizontal “O” grid place an “X” that corresponds with your “O” score from the previous page. Then draw a horizontal line through the “X” on your vertical “E” grid. Draw a vertical line through the “X” on your horizontal “O” grid. Where the two lines meet is your personal style.

Example: If “E” score is 6 and “O” score is 34, the lines intersect in the “Task/Structured” quadrant.



Description of the four personal style quadrants:

Task/Unstructured You tend to like general guidelines, versatility, helping wherever you are needed and tangible results. Consider the kind of ministry position that needs you to fulfill a wide variety of responsibilities.

Task/Structured You tend to like getting the job done, focusing on results, following an agenda and appreciating clear direction. Consider the kind of ministry position that allows you to know clearly what the goals are and how the task is to be accomplished.

People/Unstructured You tend to like spontaneous situations, are conversational, you relate well to others and are flexible. Consider the kind of ministry position

that gives you the freedom to respond to people spontaneously.

People/Structured You like defined relationships, feeling secure in familiar surroundings, project warmth and enjoy familiar relationships. Consider the kind of ministry position that will enable you to interact with people in more stable or defined setting.

TRANSFER YOUR RESPONSES TO PROFILE SUMMARY AT THE END OF THE ASSESSMENT.

EXPERIENCES

EXAMINING MY EXPERIENCES

“And we know that in ALL things God works for the good of those who love him, who have been called according to his purpose.” Rom. 8:28 (NIV)

“Now I want you to know, brothers, that what has happened to me has actually served to advance the gospel.” Phil. 1:12 (NIV)

My experiences

All of us in our life journey have been influenced by life experiences along the way. One of the most overlooked factors in determining the ministry or service God has for me is my experience, particularly my hurts and problems I’ve overcome with God’s help. Since our greatest life messages come out of our weaknesses, not our strengths, we should pay close attention to what we’ve learned in the “school of hard knocks.”

God never wastes a hurt. He wants you to be open to ministering to people who are going through what you’ve already been through! “(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 this same help and comfort God has given us.” 2 Cor. 1:3-4 (TLB)

Take some time and reflect on the following questions, and write down your answers:

My spiritual experiences. When have I had meaningful times with God? When has he guided me in making decisions?

My painful experiences. What problems, hurts, and trials have I been through, and what have they taught me? (Note: though you may write these for this assessment, only share with someone else what you feel comfortable. Ask God what you should share.)

My educational experiences. What has God used to grow and teach me—schools, seminars, workshops, other people?

My ministry/service experiences. How have I served in the past?

My leadership experiences. What leadership experiences have I had in school, church, community, or the workplace?

As a child, I... What are some things that you did or experienced as a child that brought a lot of satisfaction?



My availability

Your season or stage of life may affect your availability for service. Do you have young children? Are you married? Single? Single with children? What other issues affect the time you have available for service?

How much do you travel during the week? How far do you live from where your potential ministry commitment would be? What activities are you involved in during the week?

What is your level of availability? Do you feel as if you are out of time? Are you spending time on other activities that could take a lesser priority compared to making your unique contribution?

Check the level of availability to which you can commit at this time:

- Limited: one to two hours per week
- Moderate: two to four hours per week
- Significant: four to eight hours per week
- Other: _____

SUMMARIZE THE ABOVE EXPERIENCES IN PROFILE SUMMARY AT THE END OF THE ASSESSMENT,

DISCIPLE PROFILE

My spiritual maturity

A disciple is a student or apprentice, learning the disciplines of their teacher or master. As the apprentice practices the disciplines of their master, they begin to reflect their master in those disciplines, becoming more skilled or mature in them.

Where am I on the journey of reflecting Christ in spiritual disciplines and character? Can people tell that I've been "trained" by Jesus. If you were to take a spiritual snapshot of your relationship with Christ, which of the following would best describe how you see yourself at this time?

Seeker?

Gaining better understanding of Christ and Christian faith
Haven't personally trusted Jesus for forgiveness of your sins
Still investigating Christianity

New or young believer?

Recently became a Christian or just now learning what Jesus has to offer.
Need further growth in understanding of the basics of Christianity.
Need more development in what it means to walk daily in personal relationship with.

Stable or growing believer?

Confident of God's faithfulness and his ability to do his will in your life.
Teachable and sensitive to leading of the Holy Spirit.
Exhibit stability and consistency in regular worship, fellowship, devotion.

Leading or guiding believer?

High level of maturity in the faith, modeling Christlikeness to others.
Can lead by example and lead others in a deeper understanding of what it means to walk personally with Jesus Christ.



Part One: Spiritual Growth Assessment Process

Used by permission, Lifeway. Some adaptations have been made e.g. consolidating/streamlining some sections without removing essential content. Also, the assessment has been split, with the assessment here and the recommendations and spiritual growth plan moved to the end of this SHAPED assessment.

Your spiritual journey as a follower of Christ began the moment you admitted personal sin and placed your trust in Christ as Savior and Lord. From that point, until death or the return of Christ, your life's call is to grow in Christlikeness.

Jesus summarizes the disciple's call in Mark 8:34, "If anyone wants to be My follower, he must deny himself, take up his cross, and follow Me" (Holman CSB).

Accomplishing such a challenging assignment requires growing in your understanding of what it means to be a Christian, expanding your personal knowledge of biblical truth, and applying daily what you learn. Through the presence of His indwelling Spirit, God enables you to know, obey, and serve Him.

God expects His children to grow spiritually, and His Word encourages personal examination as an element of growth.

- “Let us search out and examine our ways...” Lamentations 3:40
- “Now, the Lord of Hosts says this: ‘Think carefully about your ways.’” Haggai 1:5
- “Search me, God, and know my heart; test me and know my concerns. See if there is any offensive way in me; lead me in the everlasting way.” Psalm 139:23-24
- “But each person should examine his own work, and then he will have a reason for boasting in himself alone, and not in respect to someone else.” Galatians 6:4
- “Pay careful attention, then, to how you walk—not as unwise people, but as wise.” Ephesians 5:15

This assessment process can help you complete an examination and careful search of your spiritual growth. Follow these simple steps to complete the process.

1. *Print or email* the below Spiritual Growth Opportunities Assessment page and enlist 2-3 people to complete it on you. These should be Christians who regularly observe your life actions. If married, your spouse would be an excellent choice to give you feedback. Explain to those you enlist that you need their help to accurately assess your spiritual growth. Point out that you want to discover areas where growth is needed and without their input those discoveries might not be possible.

2. *While you are waiting to get back the Spiritual Growth Opportunities Assessment, complete it yourself.* The assessment helps you think carefully about your spiritual development related to six specific spiritual disciplines: abiding in Christ, living in the Word, praying in faith, fellowshiping with believers, witnessing to the world, ministering to others. Before completing your responses, ask the Lord to guide your evaluation. Since most of these statements require a subjective response, His guidance is the key to an accurate appraisal. Also, resist the urge to compare scores with others. Self-condemnation or pride could result from such comparisons. Trust God to help you grow spiritually by revealing heart issues and empowering you to act.

3. *Draw and evaluate your Discipleship Wheel*, which follows the assessment.

4. *Begin working on a personal spiritual growth plan.* The Annual Spiritual Growth Plan worksheet found at the end of the SHAPED assessment helps you formulate an intentional plan for growth. Use the Recommended Actions for Spiritual Growth Guide to discover suggestions for actions to include in your plan. As you discuss your plan with an accountability partner or mentor, you may discover additional actions that more effectively meet your needs.

As you complete this assessment process the temptation might be to think your efforts are central to growing spiritually. Remember, becoming like Christ centers on His work in us and not our work for Him. God desires heart change over religious actions. Without question, God does the revealing, the renewing, the empowering, and the recreating. Your part as His disciple is to do the yielding, the submitting, and the obeying.

Spiritual Growth Opportunities Assessment

As you complete the assessment, avoid rushing. Listen for God’s voice to encourage and challenge you. Consider this experience as one-on-one time with Him. Be intentional in your growth towards Christlikeness. Use the scale below to respond to each statement.

Never-1 Seldom-2 Occassionally-3 Frequent-4 Always

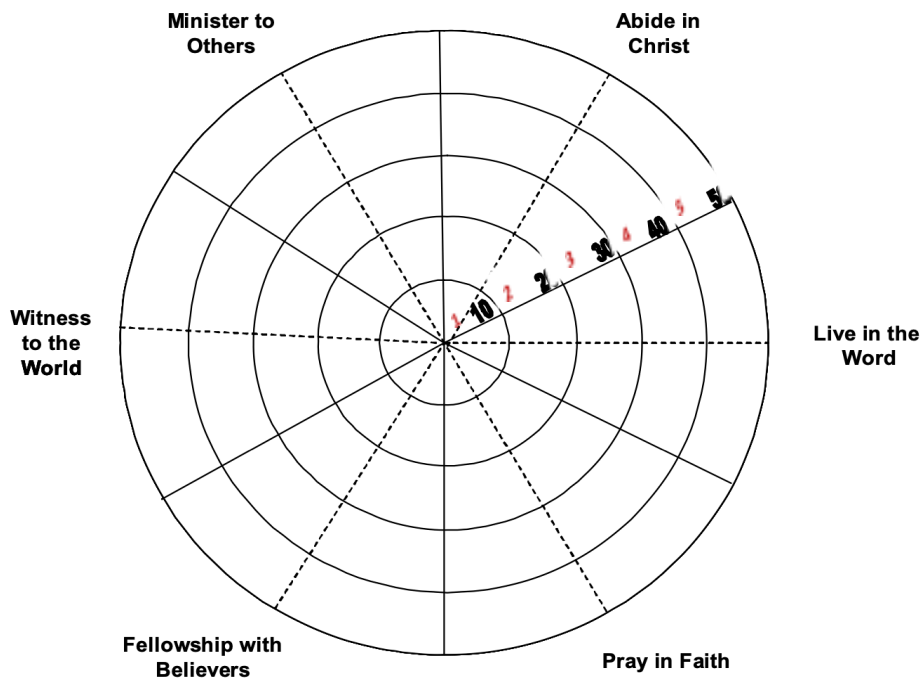
1. Peace, contentment, and joy characterize life rather than worry and anxiety.	
2. Demonstrates trust in Christ when facing life problems.	
3. Participates in church worship experiences.	
4. Expresses love for Christ.	
5. Engages in a personal quiet time.	
Abide in Christ – Average (add lines 1-5, then divide by 5)	
6. Teaches others biblical truth.	
7. Public and private self are the same.	
8. Biblical truth guides personal actions.	
9. Demonstrates self-control in stressful situations.	
10. Talks about biblical standards for life actions.	
Live in the Word - Average (add lines 6-10, then divide by 5)	
11. Engages in a daily prayer time.	
12. Talks about God’s answers to personal prayers.	
13. Solicits prayer concerns from others.	
14. Encourages others to pray.	
15. Initiates times of prayer in group settings.	
Pray in Faith - Average (add lines 11-15, then divide by 5)	
16. Admits errors in relationships and seeks forgiveness.	
17. Demonstrates humility in relating to others.	
18. Seeks unity in relationships rather than creating division.	
19. Encourages other instead of criticizing.	
20. Gentle and kind in interactions with others.	
Fellowship with Believers - Average (add lines 16-20, then divide by 5)	
21. Participates in evangelistic mission (at work, community, or trips) efforts.	
22. Makes faith known to neighbors and/or fellow employees.	
23. Helps others understand how to effectively share a personal testimony.	
24. Shares a personal testimony with non-believers.	
25. Prays for non-believers by name.	
Witness to the World - Average (add lines 21-25, then divide by 5)	
26. Treats others needs as important as his/her own.	
27. Contributes time to a ministry at church.	
28. Demonstrates an attitude of servanthood.	
29. Contributes finances to help others in the church and community.	
30. Serves others expecting nothing in return.	
Minister to Others - Average (add lines 26-30, then divide by 5)	

“Practice these things; be committed to them, so that your progress may be evident to all.” 1 Timothy 4:15 (HCSB)

Your Discipleship Wheel

For a visual representation of your spiritual assessment complete the following steps:

Step One: On the dotted line in each discipline section of the circle plot a point corresponding to your total score for that discipline. Place similar points on the solid lines to the immediate right and left of each dotted line.



Step Two: Connect the plotted points with curved lines like the lines of the circle.

Step Three: Using a pencil or marker shade the areas in each section between the lines you drew and the center of the circle. The shaded areas reveal your personal discipleship wheel at this point in your spiritual journey.

Step Four: Plot the average of your friends or family's *Spiritual Growth* responses as points to the wheel, using a different shape than what you used for your responses. E.g. If you used dot, use an "x" for theirs.

TRANSFER YOUR RESPONSES TO PROFILE SUMMARY AT THE END OF THE ASSESSMENT.

PART TWO: Theology of Work and Calling Assessment

This part is designed to help you find self-sabotaging blind spots in your worldview about work and calling.

True or False. Write T-true or F-false for the following statements. After you have completed the assessment, use the key that follows Part Three to evaluate.

Statement	T or F
1. God mandated work.	
2. God made work bad or undesirable.	
3.The ultimate purpose of work is to fulfill yourself.	
4.Success in life means success in work.	
5.You've got to do whatever it takes to get the job done.	
6.Work is serving.	
7.Work is holy.	
8.Prosperty and wealth are immoral.	
9.A secular career is valid but should be seen primarily considering its strategic evangelistic value.	
10.You should limit your time at work to maximize evangelistic efforts.	
11.Workplace ministers are only those who have been hired by a company to minister to their employees.	
12.Most of Jesus' public appearances were in the marketplace.	
13.All your decisions about career planning should be made based on how they will impact your evangelism of people.	
14.The main point to work is to earn a living.	
15.Most of Jesus' parables had a workplace context.	
16.The bible talks about money more than any other topic.	
17.You can tell how successful someone is by his material wealth, professional recognition, or positional status.	
18.Evangelists and missionaries probably hold the most significant position in the Kingdom of God. This is because all their life is given to the very spiritual work of evangelism.	
19.God can use us to transform our culture.	
20.The work of God in the world today is primarily evangelistic. The only reason God meets physical and emotional needs of people is merely to sustain them so that they can either hear the gospel (for nonChristians) or share the gospel (for Christians).	
<i>Use the key that follows Part Three to check your answers.</i>	TOTAL CORRECT

PART THREE: Character Quotient

This part is designed to help you find self-sabotaging blind spots in your character that may limit your promotability, job satisfaction, relationships, and redemptive influence.

Rate the level of frequency you believe that you demonstrate the following character attributes in a workplace setting. Weigh this with what others have said about you. 4 is Very Frequently, 1 is rarely.

Character Attribute	Rating
Restraint Ability to restrain your emotions and words before speaking.	
Diligence Demonstrate a constant, determined and careful effort to accomplish a task or performance of a duty that is undertaken.	
Honesty Free of deceit and untruthfulness; sincere.	
Patience The capacity to accept or tolerate delay, trouble, or suffering without getting angry or upset.	

Humility a modest view of one's own importance, as evidenced by being teachable, respectful of others and being others-focused rather than self-focused.	
Productivity The effectiveness of productive effort, as measured in terms of the rate of output per unit of input. What you get done with the amount of effort you put in.	
Dependability Quality of being able to be counted on or relied upon.	
Initiative the ability or attitude required to begin or initiate something. Demonstrated by motivation.	
Developing Others Look for ways to invest in others to help them grow.	
Responsibility To see a need, take ownership for providing a solution and following through to completion.	
Courage the quality of mind or spirit that enables a person to face difficulty, danger, pain, etc., without be inhibited by fear.	
Resiliency The ability to recover readily from illness, depression, adversity, or the like, buoyancy. The power or ability to return to the original form, position, etc., after being bent, compressed, or stretched, elasticity.	
Redeemed Ambition A strong desire to do or to achieve something, typically requiring determination and hard work, but in submission to God's will and way.	
Forgiveness The intentional and voluntary decision-making process to let go of resentment and thoughts of revenge for wrongs committed against you.	
Character Quotient Score. TOTAL	

Action Step: Which one or two character attributes will you cultivate over the next few months?

Key: Theology of Work 1T, 2F, 3F, 4F, 5F, 6T, 7T, 8F, 9F, 10F, 11F, 12T, 13F, 14F, 15T, 16T, 17F, 18F, 19T, 20F

Theology of Work and Calling Assessment Evaluation, PART TWO

Score Range	Evaluation	Next Step
0-9 <i>Self-Sabotaging</i>	You very likely have some work and calling worldviews that may be limiting your workplace satisfaction, calling, spiritual influence, and/or work-life balance.	Read and discuss with your mentor the article, <i>Christ: Worldview @ Work</i> in the AYM Resource.
10-15 <i>Self-Limiting</i>	You have a better biblical understanding about work and calling than many, but still likely limiting yourself in some areas of spiritual influence and effectiveness in your career and workplace.	Skim the article <i>Christ: Worldview @ Work</i> in the AYM Resource and ask God to show you where you need to adjust your perspective.
16-20	You have a good theology of work and calling. You've probably learned some things about contentment.	Share what you know- seek opportunities to influence and guide others into a sounder theology of work and calling.

TRANSFER YOUR RESPONSES TO PROFILE SUMMARY

WHERE DO I GO FROM HERE?

- *Use your results to develop a personal growth plan.*
- *Continue or begin serving/ministering.* Regardless of your level of SHAPED awareness, stay active or become active in serving. Resist the temptation to delay serving until you have “totally figured out” how you’re SHAPED. Continuing to serve will help clarify your SHAPE and give you the necessary experience to understand what you do well and what is outside of your SHAPE.
- *Ask God for wisdom and discernment.* God delights in giving you his perspective, especially when you approach him in humility and with a teachable spirit. He is the One who SHAPED you, and he will gladly help you understand his service-ministry design for your life.
- *Seek input from close friends.* You may want to submit your profile to a godly friend or two for reflection. Often, we have blind spots in both strengths and weaknesses. Using friends as “mirrors” can serve to sharpen your understanding of how you are SHAPED.
- *Meet with a pastor or spiritual leader or mentor.* Seek out a spiritual leader who can serve as a resource in helping you understand your SHAPED and in exploring corresponding service-ministry opportunities. Where no current opportunities exist, you may want to consider designing or creating a new ministry with input and supervision from appropriate spiritual leaders.
- *Update your profile.* You are a dynamic, not static, spiritual being. Although some aspects of SHAPED will remain constant, other factors will change over time and additional life experiences. Be open to staying current on your SHAPED, or, to put it another way ... STAY IN SHAPE!
- *Grow.* Be intentional about growing. Develop a personal growth plan with input from a mentor or spiritually mature person.

“All I want is to know Christ and to experience the power of his resurrection, to share in his sufferings and become like him in his death, in the hope that I myself will be raised from death to life. I do not claim that I have already succeeded or have already become perfect. I keep striving to win the prize for which Christ Jesus has already won me to himself. Of course, my friends, I really do not think that I have already won it; the one thing I do, however, is to forget what is behind me and do my best to reach what is ahead. So I run straight toward the goal in order to win the prize, which is God's call through Christ Jesus to the life above. All of us who are spiritually mature should have this same attitude. But if some of you have a different attitude, God will make this clear to you.” Phil. 3:10-15

May you experience a lifetime of *fruitful and fulfilling* ministry!

PROFILE SUMMARY & PERSONAL GROWTH PLAN

Name _____ Date _____

Why a Personal Growth Plan (PGP)? Setting goals, action steps to accomplishing those goals, and having a community of accountability are essential for growth. The old saying, “what gets measured, gets done” is so true. A PGP helps you set time-bound, measurable growth goals. Your mentor can review those goals with you, help provide perspective on feasibility, and perhaps make recommendations on action steps, connections, or resources that could help you move closer to your goals. The *GO GROW, Ask Your Mentor* section below the various profile categories is meant for you to work with your mentor to develop a simple growth plan. Good plans are SMART (Specific, Measurable, Achievable, Relevant, Time bound.) Often changing the way we think sets the stage for changing what we do and why.

Setting goals and action steps. Take time to ask God, “What would you say are my top growth areas?” Jot down what comes to mind. Then prayerfully prioritize. Common action step can include: Learning more about what God expect and/or others expect, learning more about the how to do something, practicing the how or the skills in this discipline, just doing it, or joining a group that does this discipline. Getting feedback through processing with a mentor can help you to celebrate successes and make tweaks.

Change can be difficult and take more time than you think. So as you think about planning growth, start small and celebrate little steps. Focus on only 2-4 growth areas at a time (e.g. one spiritual goal, one character cultivation goal, one soft skills goal, one technical goal.) Schedule times with your mentor to check in on your goals. Get their feedback. Discuss what’s working and what isn’t. It can also be helpful to summarize and consolidate your goals to a 3x5 index card. Make a couple of copies and keep them in places that you see daily.

Mentoring Motivation

Mentee: Why do you want a mentor? What do you want to learn, hope to develop, or expect to receive?

SPIRITUAL GIFTS

- Administration
- Apostleship
- Celibacy
- Craftsmanship
- Creative Communication
- Discernment
- Encouragement
- Evangelism
- Faith
- Giving
- Healing
- Helps
- Hospitality
- Intercession
- Interpretation
- Knowledge
- Leadership
- Martyrdom
- Mercy
- Miracles
- Missionary
- Prophecy
- Service
- Shepherding
- Teaching
- Tongues
- Voluntary Poverty
- Wisdom

Notes/Thoughts:

HEART PASSION

- Acquire/Possess
- Design/Develop
- Excel
- Follow the Rules
- Improve
- Influence
- Lead/Be in Charge
- Operate/Maintain
- Organize
- Perform
- Persevere
- Pioneer
- Prevail
- Repair
- Serve/Help

I have a heart passion for ... _____ (be as specific as possible)

Notes/Thoughts:

ABILITIES

- Artistic Analyzing Building Classifying Coaching Composing Counting Counseling
 Communicating Connecting Consulting Cooking Coordination Decorating Designing
 Developing Editing Engineering Entertaining Evaluating Facilitating Feeding Forecasting
 Graphic Implementing Improving Influencing Interviewing Landscaping Leading
 Learning Managing Mechanical Operating Mediation Mentoring Motivating Musical
 Negotiating Operating Organizing Performing Persevering Planning Promoting Public
 Relations Recall Recruiting Repairing Researching Resourceful Serving Strategizing
 Teaching Traveling Visualizing Welcoming Writing Other

Notes/Thoughts:

GO GROW, process with your mentor

Q. Are there any opportunities within your community that might have overlap/synergy between one of your spiritual gifts, heart passion, and abilities? What might it look like from a time, talent, or treasure perspective to get involved and help?

Your availability: Limited Moderate Significant Other _____

Possible Ministries/Service: (List three or four with input from pastor, spiritual leader, or friend)

1. _____ 2. _____
 3. _____ 4. _____

Growth Plan: Serving with spiritual gifts, heart passions, and abilities

What could you do to develop and grow a spiritual gift, heart passion, or ability over the next year? What steps would you need to take?

Focus (a specific gift, passion, or ability)	Target Date	Action Step(s)

Technical Competencies (TC) Ask your boss or mentor the five key technical competencies required for your position. Ask your boss to rate your proficiency, with 1 being beginner level and 4 mastery. OR, if you are curious about exploring a specific type of job, ask someone with experience in that position what the top 5 skills an employee must master to do well in that job.

- TC1: _____ Proficiency Rating: 1 2 3 4
 TC2: _____ Proficiency Rating: 1 2 3 4
 TC3: _____ Proficiency Rating: 1 2 3 4
 TC4: _____ Proficiency Rating: 1 2 3 4
 TC5: _____ Proficiency Rating: 1 2 3 4

GO GROW, Ask Your Mentor

1. What would you prioritize developing and why?
2. Any recommendations for improvement or action steps to build proficiency?

Growth Plan: Technical Competencies

Focus (a specific technical competency)	Target Date	Action Step(s)

Soft Skill Competencies

Write the one specific skill you want to work on in the appropriate category. [Note to mentor: these are competency categories, with specific skills listed under each that would have been rated. This section represents one skill from each category on which to focus. You can ask the mentee to see the full Soft Skills Competencies assessment earlier in the assessment.]

Category	Specific Skill
<i>Self-Management</i>	
<i>Developing Influence</i>	
<i>Communication</i>	
<i>Productivity</i>	
<i>Etiquette</i>	

GO GROW, Ask Your Mentor

What would you prioritize developing and why?

Any recommendations for improvement or action steps to build proficiency?

Growth Plan: Soft Skill Competencies

Focus (a specific gift, passion, or ability)	Target Date	Action Step(s)

Leadership Capacity

BEHAVIOR	Rating
See. See a need. Look for and develop awareness of the needs of those around you.	
Engage. Engage the person in need in conversation. Do they want help? How do they want help? Listen with humility.	
Respond. Respond to the need- in the way that best helps the person in need.	
Voluntary and Voluminous. Help generously, willingly, freely, joyfully, expecting nothing in return.	

Excel & Exceed. Serve with excellence in skill (do your best with what you have), attitude, and timeliness, exceeding expectations.	
Decision-making: Ability to make tough choices under pressure.	
Motivation: Inspiring and engaging team members.	
Delegation: Assigning tasks appropriately based on skill sets.	
Team building: Fostering collaboration and positive team dynamics.	
Adaptability: Adjusting leadership style to fit different situations.	
Feedback and development: Providing constructive feedback and supporting team growth.	

[GO GROW, Ask Your Mentor](#)

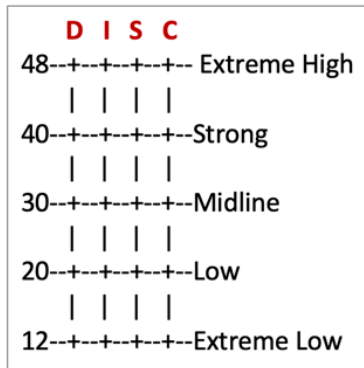
What would you prioritize developing and why?

Any recommendations for improvement or action steps to build proficiency?

Growth Plan: Leadership Capacity

Focus (a specific gift, passion, or ability)	Target Date	Action Step(s)

PERSONALITY



Other Personality Assessment Results

Strengths Finder 2.0

Myers-Briggs Type Indicator

Working Genius

Personal Style

Task/Unstructured	Task/Structured
People/Unstructured	People/Structured

My DISC Personality Pattern in order is:

GO GROW, Ask Your Mentor

- 1.What is your DISC profile?
- 2.How would our (mentor and mentee) DISC profiles affect how we communicate with one another? In adjusting our communication to each other? (For ideas, look at the DISC graphic that includes the phrase, “When working with...”)
- 3.What personality assessment has been most helpful for you and why?

Bonus: Try to answer the same questions for understanding and communicating with a significant other or coworker. Let your mentor know how it went next time you meet.

EXPERIENCES

Summarized, bullet points.

My *spiritual* experiences:

My *painful* experiences:

My *educational* experiences:

My *ministry/service* experiences:

My *leadership* experiences:

As a child, I...:

GO GROW, Ask Your Mentor

How do you think that your life experiences and your responses to them made you into the person you are today?

Are there any painful experiences for which you could benefit from some Christian counseling?

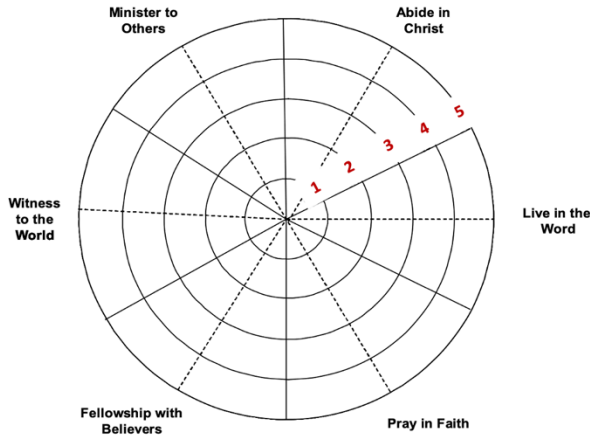
What will you do to get it?

Focus (a specific gift, passion, or ability)	Target Date	Action Step(s)

DISCIPLE PROFILE

Maturity: Seeker New/young believer Stable/growing believer Leading/guiding believer

PART ONE: Spiritual Growth Assessment



Ask yourself these questions:

1. Which areas have the most shading? At this point in your spiritual journey, you see these as the strongest elements of your spiritual growth. List below one benefit these strengths bring to

- a. You personally: _____
- b. Your family: _____
- c. Your church: _____
- d. Your community: _____

2. Which areas have the least shading? At this point in your spiritual journey you see these as the elements needing the most improvement. List below one reward growth in these disciplines would bring to:

- a. You personally: _____
- b. Your family: _____
- c. Your church: _____
- d. Your community: _____

3. Referring to the *Spiritual Growth Assessment*, ask yourself these questions and discuss your answers with your accountability partner or mentor:

- i. Where do the observer scores agree with my personal scores?
- ii. Where do the observer scores disagree with my personal scores? If the observer scores disagree with my scores, do they agree with each other? If so, could this be a blind spot for me that needs attention?
- iii. Review any “NO” (not observed) responses. Should the people closest to me be seeing more of these actions? If your answer is yes, consider addressing this on your Spiritual Growth Plan.

Growth Plan: Spiritual Disciplines, Being & Doing

Use your discipleship wheel to determine actions. For example, looking at areas of less shading, what is the next step for your growth in that area? (Learning more about what God expects, building skills in this discipline, just doing it, or joining a group that does this discipline.)

Next, consider the areas of more shading. What is the next step for your growth in those areas? (Leading others in knowing this discipline, leading others in doing this discipline, or building consistency in doing this discipline.)

Listen: Ask God, “What would you say are my top growth areas?” Jot down what comes to mind. Then prayerfully prioritize.

For action step ideas for spiritual growth, check out the section in [Going Deeper](#) at the end of this assessment.

GO GROW, Ask Your Mentor

What would you prioritize developing and why?

Any recommendations for improvement or action steps to build proficiency?

How have you gone about trying to grow spiritually in specific areas?

Refer to the Recommended Actions for Spiritual Growth Guide for suggestions on action steps.

Focus (a specific gift, passion, or ability)	Target Date	Action Step(s)

PART TWO: Theology of Work and Calling Assessment

Score: ___ out of 20

Notes, Comments:

PART THREE: Character Quotient

Score: ___ out of 56

Growth Plan: Character Cultivation

Focus (a specific gift, passion, or ability)	Target Date	Action Step(s)

GOING DEEPER

WHAT THE BIBLE SAYS ABOUT MINISTRY AND SERVICE.

Extent and scope of ministry

Ministry is for every believer, regardless of age, vocation, experience, or length of walk with Christ. The Bible has a lot to say about walking out a life of ministry and service. Meditate on the following truths:

- *Work is ministry.* Everyday work is ministry.
- *I've been created for ministry.* "For we are God's workmanship, created in Christ Jesus to do good works, which God prepared in advance for us to do." Eph. 2:10 (NIV)
- *I've been saved for ministry.* "It is He who saved us and chose us for His holy work not because we deserved it but because that was His plan long before the world began ..." 2 Tim. 1:9 (TLB)
- *I've been called into ministry.* "God in his grace chose me even before I was born and called me to serve Him." Gal. 1:15 (GNT)
- *I've been gifted for ministry.* "God has given each of you some special abilities; be sure to use them to help each other, passing on to others God's many kinds of blessings." 1 Peter 4:10 (TLB)
- *I've been authorized for ministry.* "All authority in heaven and on earth has been given to me. Therefore go and make disciples ..." Matt. 28:18 (NIV)
- *I'm commanded to minister.* "Your attitude must be like my own, for I, the Messiah, did not come to be served, but to serve ..." Matt. 20:28 (TLB)
- *I'm to be prepared for ministry.* "It was he who "gave gifts to people"; he appointed some to be apostles, others to be prophets, others to be evangelists, others to be pastors and teachers. He did this to prepare all God's people for the work of Christian service, in order to build up the body of Christ." Eph. 4:11-12 (GNT)
- *The body of Christ needs my ministry.* "All of you together are the one body of Christ and each of you is a separate and necessary part of it." 1 Cor. 12:27 (TLB)
- *I am accountable for my ministry.* "So then, each of us will give an account of himself to God." Rom. 14:12 (BSB)
- *I will be rewarded for my ministry.* "'Well done, good and faithful servant! You have been faithful with a few things; I will put you in charge of many things. Come and share your Master's happiness!'" Matt. 25:23 (NIV)

EXAMPLES FROM PAUL'S MINISTRY

Scripture shows us the ways that Paul's ministry was "SHAPED."

Paul's **spiritual** gifts shaped his ministry. "And of this gospel I was appointed a herald and an apostle and a teacher." 2 Tim. 1:11 (NIV)

Paul's **heart** shaped his ministry. "My constant ambition has been to preach the gospel where the name of Christ was previously unknown, and to avoid as far as possible building on another man's foundations..." Rom. 15:20 (PHILLIPS). "For by God's power I was made an apostle to the Gentiles, just as Peter was made an apostle to the Jews." Gal. 2:8 (GNT). "Life is worth nothing unless I use it for doing the work assigned me by the Lord Jesus..." Acts 20:24 (TLB)

Paul's **ability** shaped his ministry. "Paul went to see them, and stayed and worked with them, because he earned his living by making tents, just as they did. He held discussions in the synagogue every Sabbath, trying to convince both Jews and Greeks." Acts 18:2b-4 (GNT)

Paul's **personality** shaped his ministry. "For you have heard of my past...I persecuted the Church of God with fanatical zeal and... did my best to destroy it. I was ahead of most of my contemporaries in the Jewish religion, and had a greater enthusiasm..." Gal. 1:13-14 (Phillips)

Paul's **experiences** shaped his ministry.

His spiritual experiences

- o Watching Stephen be stoned (Acts 8:1)
- o Conversion on the Damascus Road (Acts 9:1-20)
- o 3 years maturing in Arabia (Gal. 1:18)
- o Special vision from God (2 Cor. 12:2-7)

His painful experiences. "...I have been in prison more times, I have been whipped more, and I have been near death more often. Five times I was given the thirty-nine lashes by the Jews; three times I was whipped by the Romans; and once I was stoned. I have been in three shipwrecks, and once I spent 24 hours in the water. In my travels I have been in danger from floods...robbers...my own people...dangers in the wilds... and false friends...I have often been without enough food, shelter, or clothing." 2 Cor. 11:23-27 (GNT) "So to keep me from becoming conceited because of the surpassing greatness of the revelations, a thorn was given me in the flesh, a messenger from Satan to harass me." 2 Cor 12:7 (ESV)

His educational experiences. "...I received my training at the feet of Gamaliel and I was schooled in the strictest observance of our fathers' Law." Acts 22:3 (Phillips)

His ministry experiences. Read the book of Acts!

Paul was **discipled** for maturity. Though Paul was a student of the Torah, he had to be discipled by Ananias, Barnabas, and other disciples to be a disciple of Jesus. Acts 9:3-20, Acts 11:25-26.

CAUTIONS ABOUT SPIRITUAL GIFTS

Don't confuse gifts with the Fruit of the Spirit. Gal. 5:22-23

- o "Fruit" shows my maturity.
- o "Gifts" show my ministry.

Don't confuse gifts with Christian responsibilities.

Be aware of the "gift projection" tendency (expecting others to serve the way you do and have similar results).

Don't feel that my gift makes me superior to others. The eye cannot say to the hand, "I don't need you!" And the head cannot say to the feet, "I don't need you!" 1 Cor. 12:21

Realize that using my gifts without love is worthless! "I may be able to speak the languages of human beings and even of angels...I may have the gift of inspired preaching; I may have all knowledge...I may have all the faith needed to move mountains—but if I have not love, I am nothing...[it] does no good." 1 Cor. 13:1-3 (GNT)

Recognize that I have both a primary and a secondary ministry in my church:

- o My primary ministry commitment should be in the area where I am gifted. Invest 70-80% of your ministry time here.
- o My secondary ministry (or ministries) includes serving in any other area of the Body when I am needed. Invest 20-30% of your ministry time here.

Why do only those who have accepted Christ receive spiritual gifts?

If you gave a gift to someone lying dead in a coffin, would they know that they received it? Would they be able to open that gift and use it for its designed purpose? No. That gift will rot along with the corpse. Dead people can't receive and use gifts, only living people. And so it is spiritually. Jesus told Nicodemus that "no one can enter the Kingdom of God without being born of water [biological birth] and the Spirit. Humans can reproduce only human life, but the Holy Spirit gives birth to spiritual life." (John 3:5-6).

Paul speaks of this spiritual life that Christ gives to the spiritually dead when he told the Church at Colossae, "You were dead because of your sins and because your sinful nature was not yet cut away. Then God made you alive with Christ, for he forgave all our sins." (Colossians 2:13, NLT) To the Believers at Ephesus he said, "By our very nature we were subject to God's anger, just like everyone else. But God is so rich in mercy, and he loved us so much, that even though we were dead because of our sins, he gave us life when he raised Christ from the dead... For we are God's masterpiece. He has created us anew in Christ Jesus, so we can do the good things he planned for us long ago." (NLT, Ephesians 2:3-5,10)

The vibrancy of spiritual life and the blindness of spiritual death is a frequent theme in the New Testament. Paul told the Believers in Rome, "Christ lives within you, so even though your body will die because of sin, the Spirit gives you life because you have been made right with God." Romans 8:10 (NLT) And to the Church at Corinth, "But it was to us that God revealed these things by his Spirit. For his Spirit searches out everything and shows us God's deep secrets. No one can know a person's thoughts except that person's own spirit, and no one can know God's thoughts except God's own Spirit. And we have received God's Spirit (not the world's spirit), so we can know the wonderful things God has freely given us. When we tell you these things, we do not use words that come from human wisdom. Instead, we speak words given to us by the Spirit, using the Spirit's words to explain spiritual truths. But people who aren't spiritual can't receive these truths from God's Spirit. It all sounds foolish to them and they can't understand it, for only those who are spiritual can understand what the Spirit means. Those who are spiritual can evaluate all things, but they themselves cannot be evaluated by others. For, "Who can know the Lord's thoughts? Who knows enough to teach him?" But we understand these things, for we have the mind of Christ." 1 Corinthians 2:10-16 (NLT)

So, to receive and use spiritual gifts, you need to be spiritually alive. And the birth of that spiritual life comes from the Creator of both natural and spiritual life.

But what about gifted people who aren't Christians? It's clear that they have talents too. Is there a difference between spiritual gifts and natural talents?

The Bible clearly teaches that only Believers receive gifts from the Holy Spirit, so how do we reconcile that nonChristians have gifts? When we use one word in multiple ways, it can be confusing. For example, you can have a Believer and a nonBeliever who are both clearly good at teaching. We might say that they are talented or gifted. Every person, Believer or UnBeliever, is created in God's image. As image-bearers, they possess talents and abilities.

Here's what apologist and author J. Warner Wallace says about the distinction in his article, [The Difference Between "Natural Talents" And "Spiritual Gifts"](#):

"Let's say you are a talented leader and you then become a Christian. If God decides to use you in some role of leadership, you just may find your talent is greatly multiplied when God also gives you the spiritual gift of leadership. You may now discover your leadership skills are above and beyond anything you were capable of doing prior to being saved. God has a tendency to surprise us in this way. We can all develop our natural talents with hard work and perseverance; we practice and train and along the way we can achieve the expected results. Spiritual gifts, on the other hand, are increased as we mature in our relationship with God:

Ephesians 4:14-16

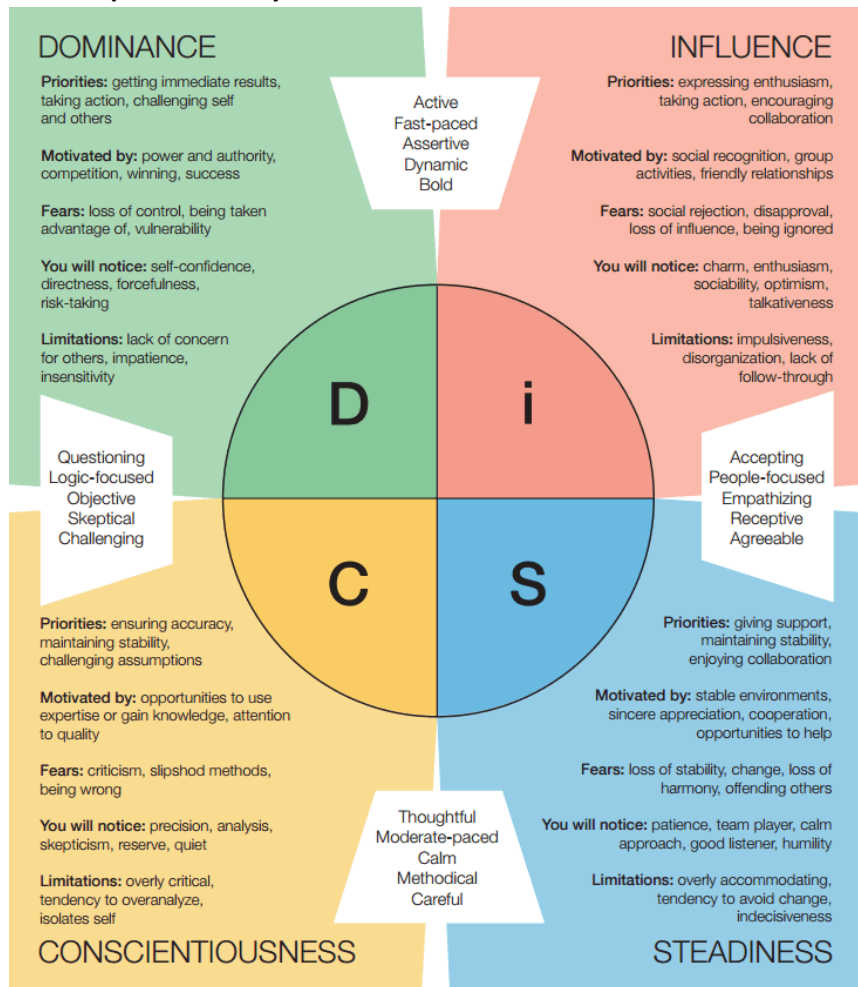
As a result, we are no longer to be children, tossed here and there by waves, and carried about by every wind of doctrine, by the trickery of men, by craftiness in deceitful scheming; but speaking the truth in love, we are to grow up in all aspects into Him, who is the head, even Christ, from whom the whole body, being fitted and held together by that which every joint supplies, according to the proper working of each individual part, causes the growth of the body for the building up of itself in love.

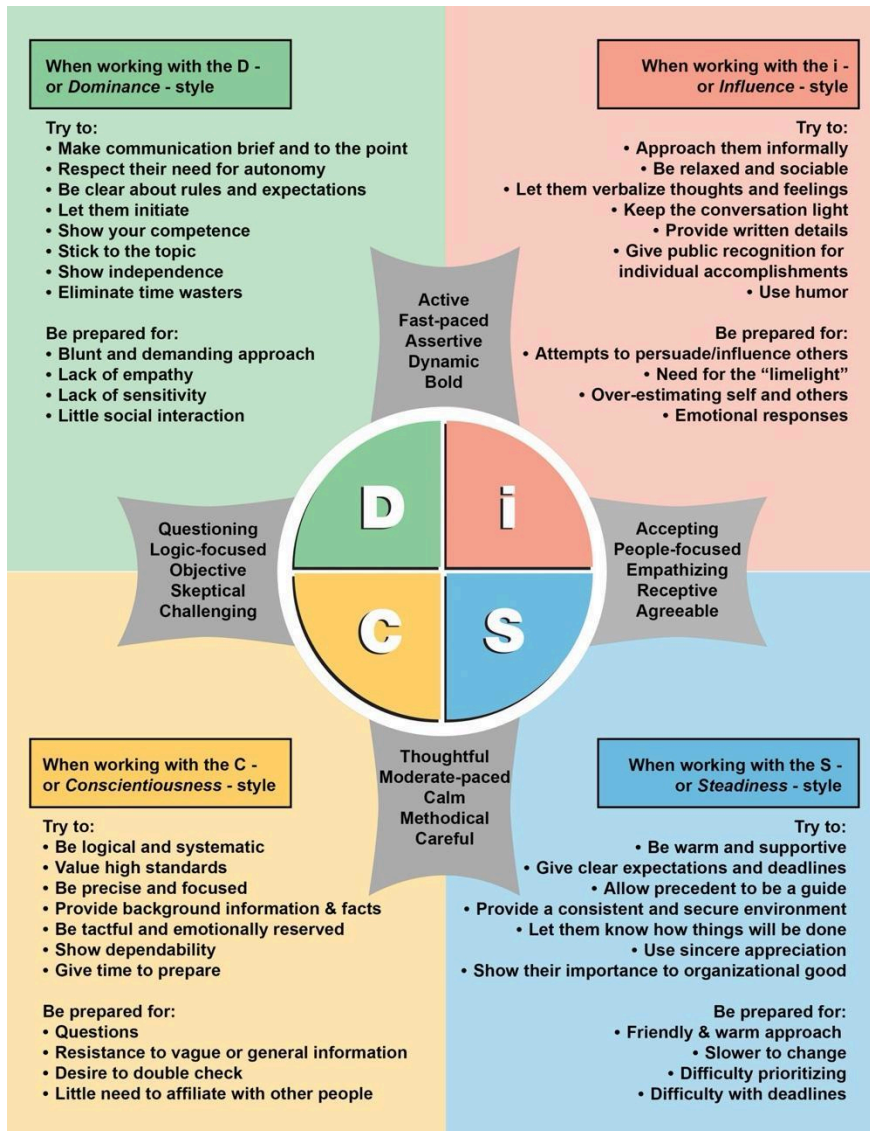
When we have been gifted by God to accomplish something, we should expect the unexpected. As we mature in our relationship with God, he will surprise us by gifting us beyond our natural talent.”

Articles on Spiritual Gifts

- Do Non-Christians Have Spiritual Gifts?, <https://probe.org/do-non-christians-have-spiritual-gifts/>
- What Are The Differences Between Spiritual Gifts And Human Talents?, Blue Letter Bible, https://www.blueletterbible.org/Comm/stewart_don/faq/introduction-to-the-gifts-of-the-holy-spirit/05-what-are-the-differences-between-spiritual-gifts-and-human-talents.cfm
- 10 Questions about Spiritual Gifts, <https://www.crossway.org/articles/10-questions-about-spiritual-gifts/>

DISC Graphic Summary





Source of above two graphics:

<https://www.bishophouse.com/assessments/disc/effectively-manage-diverse-styles-within-team/>

OTHER HELPFUL ASSESSMENTS

Strengths Finder 2.0, Gallup

A popular alternative to the DISC assessment is Strengths Finder 2.0 (aka Clifton Strengths) assessment by Gallup. Many companies, organizations, and institutions use this. We recommend taking it. It's also a great tool for understanding team dynamics, as well as providing insight into possible career choices based upon strengths. Most mentors would have heard of this assessment, if not already taken it during their career.

<https://www.gallup.com/cliftonstrengths/en/253868/popular-cliftonstrengths-assessment-products.aspx>

Myers-Briggs Type Indicator

Another popular and helpful assessment often referred to in the workplace is the Myers-Briggs Type Indicator. This also can be used for providing insights into career choices, personal leadership styles, and relating to others. Here's a free assessment. <https://www.16personalities.com/>

Working Genius

Developed by Patrick Lencioni, this assessment is used to help you determine occupational fits.

<https://www.workinggenius.com/>

The Career Direct Guidance System

Another proven assessment that has helped more than 300,000+ people find their perfect career fit.

<https://www.crown.org/career/>

TRANSFER RESULTS FOR ANY OF THE ABOVE TO THE PROFILE SUMMARY.

Recommended Actions for Spiritual Growth Guide

Lifeway, Spiritual Maturity Assessment

The following actions can help you complete your annual intentional plan for your spiritual growth. See these as suggestions to get you started rather than as a list of the only possibilities. Trust God to guide you in your choices. The key to growth will be His work in you as you intentionally seek His kingdom first.

Abide in Christ

1. Attend a corporate worship experience weekly.
2. Set aside a specific time and location for a regular quiet time.
3. Establish a practice of worship preparation through prayer and confession.
4. Learn about biblical fasting.
5. Practice fasting as the Lord directs.
6. Learn about your identity in Christ.
7. Regularly thank God and give Him praise in all situations.
8. Make a list of things that hinder your spiritual growth and seek God's help to remove those hindrances.

Live in the Word

1. Memorize one Scripture verses each week.
2. Memorize passages of Scripture.
3. Take notes from the pastor's sermon and other Bible study experiences each week. Evaluate how the study applies to your life.
4. Establish a regular time for personal Bible study. Take notes from the study and evaluate how the biblical truth applies to your life.
5. Use commentaries and other study resources to enrich Bible study.
6. Read one chapter from the Bible each day. Discover one action required and do it.
7. Read one chapter from the Bible each day. Meditate on the character of God described in the chapter.
8. Participate in an ongoing small group Bible study.
9. Accept a Bible teaching position in your church.
10. Lead a small group study related to living by God's Word.

Pray in Faith

1. Participate in the prayer ministry of your church.
2. Enlist a prayer partner and meet regularly for prayer.
3. Journal your prayers and record God's answers.
4. Organize a prayer ministry for your church or small group.
5. Lead a small group study related to praying in faith.
6. Pray each day.

Fellowship with Believers

1. Ask family members to identify ways you can improve your relationships with each one.
2. Ask friends to identify ways you can improve your relationships with each one.
3. Make a list of people who have hurt you and ask God for help to forgive them.
4. Participate in an ongoing small group to build relationships with other believers.
5. Complete an individual study related to building godly relationships in your marriage. Attend a retreat or workshop on parenting.
6. Attend a retreat or workshop on marriage.
7. Lead a small group study related to building godly relationships in marriage.
8. Lead a small group study related to building godly relationships as a parent.
9. Lead a small group study related to building godly relationships with others.

Witness to the World

1. Write your testimony and practice sharing it with another believer.
2. Secure several gospel tracts and distribute them as the Lord leads.
3. Learn to share your testimony without using printed support.
4. Make a list of non-believers you know and begin praying regularly for their salvation.
5. Begin building relationships with the non-believers on your street.
6. Begin building relationships with non-believers at work.
7. Invite an unchurched friend to worship or Bible study.
8. Include a specific missions focus on your prayers.
9. Share your testimony as God provides the opportunity.
10. Participate in an evangelistic missions experience.
11. Lead a small group study related to witnessing to the world.
12. With your accountability partner list places you visit in a normal week. Brainstorm creative ways of witnessing to the people you regularly see at these places.

Minister to Others

1. Complete a spiritual gifts inventory. Download a spiritual gifts inventory at www.lifeway.com/downloads.
2. Volunteer for a ministry in your church where you can use your spiritual gifts, interests, and natural abilities.
3. Send encouragement notes to your church staff.
4. Visit one homebound person each week.
5. Look for new baby bows on mailboxes in your neighborhood. Send a note of congratulations and drop off a gift or meal.
6. Volunteer to baby sit for a single parent in your church to give them a night out each month.
7. Volunteer to serve meals at a local shelter.
8. Volunteer to tutor students or help in a classroom at a local school.
9. Ask a member of your church staff to help you discover ways to minister to people on your street. For example, hold a small group meeting in your home quarterly to discuss topics such as marriage and parenting.
10. Lead a small group study related to ministering to others.

Acknowledgments

Most of the materials in this workbook were compiled by Lavern Nissley, former Home Missions Director of Rosedale International (formerly Rosedale Mennonite Missions), who sourced and adapted content from a variety of resources, as noted below.

Updates, additions and revisions to this workbook were with the permission of Lavern Nissley and Rosedale International and made by John Scroggins, Executive Director, The Baton Exchange. Permissions were granted giving Baton Exchange the digital original and letting us adapt the contents to fit our needs, with the understanding that Baton Exchange would give appropriate credit, give RI access to the new version, and access to whatever online form Baton Exchange creates. Also, permissions were granted with the expectation of a new version not to be dispersed beyond the The Baton Exchange and not sold for any profit. RI granted permission and free use, with \$0 compensation expected.

Updates, additions and revisions by Baton Exchange consist mostly of reformatting, the addition of supplemental assessment links, an addition to the “ministry” definition, and additional questions to the Experiences section. A recommendation for the use of the Gallup Strengths Finder 2.0, with accompanying domains, has also been added as an alternative or supplement to the Personality DISC section. Significantly, a new section and a change to the acronym was made. The section, “Disciple Profile” adds a “D”, making the tool “SHAPED”. This assessment’s purpose is to reveal individual spiritual maturity levels, which influences not only how we serve, but also how we engage with the world. The maturity levels also reveal discipleship growth edges. The assessment was developed by Lifeway, and their title for it is *Spiritual Growth Assessment Process*.

Resources sourced and adapted by Lavern Nissley...

- Some background and descriptions of spiritual gifts from Spiritual Gifts Discernment Questionnaire and The Church: A Functioning Organism developed by Gary Troyer, Albuquerque, New Mexico.
- DISC Behavior Survey elements adapted from In His Grace, Inc., Houston, Texas, and Axiom Software, Ltd., United Kingdom (<http://www.axiomsoftware.com>). Discus is a professional DISC profiling package from Axiom Software.
- Other helpful background resources on DISC elements are The Institute for Motivational Living, Inc., New Castle, Pennsylvania (<https://motivationaliving.com>), and Target Training International, Ltd., Scottsdale, Arizona (<http://www.ttidisc.com>).
- SHAPE concept, scriptural basis, explanation and general outline from Discovering My Ministry by Pastor Rick Warren, Saddleback Valley Community Church, Mission Viejo, California (<http://www.saddleback.com>).
- Some background and descriptions of spiritual gifts and traits, passions and personal style from Network: The Right People in the Right Places for the Right Reasons developed through Willow Creek Community Church, Barrington, Illinois, by Bruce Bugbee, Don Cousins and Bill Hybels (<http://www.willowcreek.org>).