

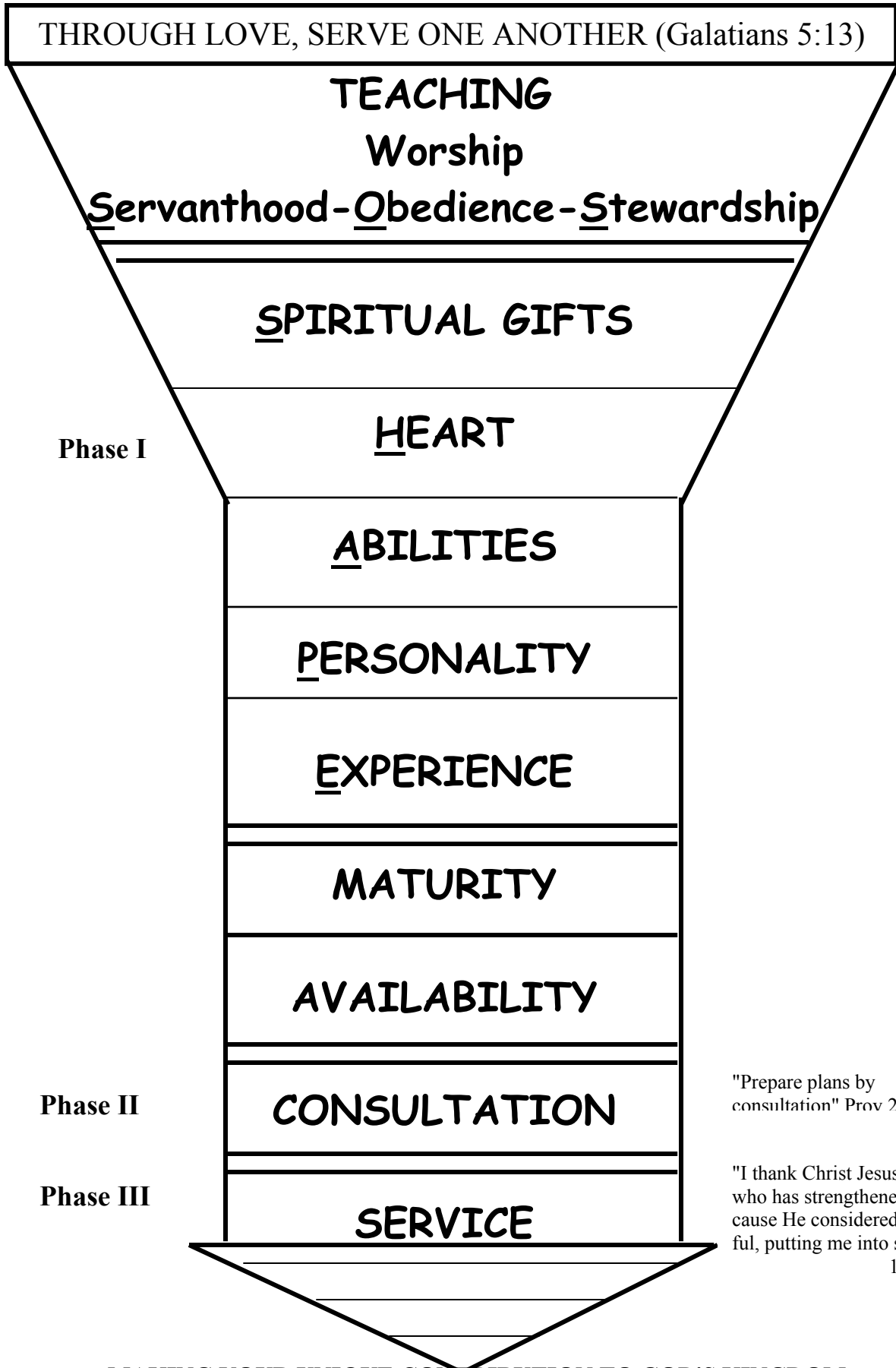
Mobilizing for Ministry

Discovering Your Ministry Identity (*S.H.A.P.E.*)

*Learning To Be Who You
Already Are*

MINISTRY CONNECTION

THROUGH LOVE, SERVE ONE ANOTHER (Galatians 5:13)



Phase I

Phase II

Phase III

"Prepare plans by consultation" Prov 20:18

"I thank Christ Jesus our Lord who has strengthened me because He considered me faithful, putting me into service."

1 Tim 1:12

MAKING YOUR UNIQUE CONTRIBUTION TO GOD'S KINGDOM
IN A MEANINGFUL PLACE OF SERVICE

MINISTRY ASSESSMENT MATERIALS
Personal Resource Survey

Date _____

Name _____

Address _____

City _____ State _____ Zip _____

Home Phone () _____

Home Group Leader Signature _____

Data from your *Personal Resource Survey* will be entered on our database to help match gifted people with opportunities to serve. If you **do not** want this information on our database, please check this box !.

Assessment Results

Summarize your assessment results below:

A. Observation Assessment

List your top three gifts from the *Observation Assessment Summary*.

Gift 1 _____

Gift 2 _____

Gift 3 _____

B. Spiritual Gift Assessment

List your top three gifts from the *Spiritual Gift Assessment*.

Gift 1 _____

Gift 2 _____

Gift 3 _____

C. Temperament Assessment

Circle each of your dominant temperament traits and the strength of those traits from the *Temperament Assessment*.

Temperament Trait		Strength		
Extrovert	Introvert	Mild	Moderate	Extreme
Thinker	Feeler	Mild	Moderate	Extreme
Just Settle It	Play It By Ear	Mild	Moderate	Extreme

D. Passion/ Burden Assessment

Record your top three passions/ burdens from the *Passion/ Burden Assessment*.

Passion/ Burden 1 _____

Passion/ Burden 2 _____

Passion/ Burden 3 _____

E. Spiritual Maturity Assessment

Circle the level of spiritual maturity that best describes you from the *Spiritual Maturity Assessment*.

Seeker New/ Young Believer Stable/ Growing Believer Leading/ Guiding Believer

F. Availability Assessment

Circle the phrase from the *Availability Assessment* that best summarizes how much time you have available for ministry.

Light Moderate Strong Major

G. Skill Assessment

Record your top three skills from the *Skill Assessment*.

Skill 1 _____

Skill 2 _____

Skill 3 _____

MINISTRY ASSESSMENT MATERIALS

Spiritual Gift Assessment

Directions

Respond to the statements below according to who you are, not who you would like to be, or think you ought to be. Consider: How true are these statements for you? What has been your experience? To what degree do these statements reflect your tendencies?

Use the following scale to score your responses:

- 3 = Consistently, definitely true
- 2 = Most of the time, usually true
- 1 = Some of the time, once in a while
- 0 = Not at all, never

Write your responses in the squares on the *Spiritual Gift Response Sheet*. The number of each question corresponds to the number in each square.

Questions

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

18. I am able to communicate God's word effectively.
19. I am often sought out by others for advice about spiritual or personal matters.
20. I am careful, thorough, and skilled at managing details.
21. I am attracted to the idea of serving in another country or ethnic community.
22. I am skilled in working with different kinds of tools.
23. I enjoy developing and using my artistic skills (art, drama, music, photography, etc).
24. I frequently am able to judge a person's character based on first impressions.
25. I enjoy reassuring and strengthening those who are discouraged.
26. I consistently look for opportunities to build relationships with non-Christians.
27. I have confidence in God's continuing provision and help, even in difficult times.
28. I give more than a tithe so that kingdom work can be accomplished.
29. I enjoy doing routine tasks that support the ministry.
30. I enjoy meeting new people and helping them to feel welcomed.
31. I enjoy praying for long periods of time and receive leadings as to what God wants me to pray for.
32. I receive information from the Spirit that I did not acquire through natural means.
33. I am able to influence others to achieve a vision.
34. I can patiently support those going through painful experiences as they try to stabilize their lives.
35. I feel responsible to confront others with the truth.
36. I have compassion for wandering believers and want to protect them.
37. I can spend time in study knowing that presenting truth will make a difference in the lives of people.
38. I can often find simple, practical solutions in the midst of conflict or confusion.
39. I can clarify goals and develop strategies or plans to accomplish them.
40. I am willing to take an active part in starting a new church.
41. I enjoy making things for use in ministry.
42. I help people understand themselves, their relationships, and God better through artistic expression.
43. I can see through phoniness or deceit before it is evident to others.
44. I give hope to others by directing them to the promises of God.
45. I am effective at adapting the gospel message so that it connects with an individual's felt need.

46. I believe that God will help me to accomplish great things.
47. I manage my money well in order to free more of it for giving.
48. I willingly take on a variety of odd jobs around the church to meet the needs of others.
49. I genuinely believe the Lord directs strangers to me who need to get connected with others.
50. I am conscious of ministering to others when I pray.
51. I am committed and schedule blocks of time for reading and studying scripture in order to understand biblical truth fully and accurately.
52. I can adjust my leadership style to bring out the best in others.
53. I enjoy helping people sometimes regarded as undeserving or beyond help.
54. I boldly expose cultural trends, teachings, or events which contradict biblical principles.
55. I like to provide guidance for the whole person – relationally, emotionally, spiritually, etc.
56. I pay close attention to the words, phrases, and meaning of those who teach.
57. I can easily select the most effective course of action from among several alternatives.
58. I can identify and effectively use the resources needed to accomplish tasks.
59. I can adapt well to different cultures and surroundings.
60. I can visualize how something should be constructed before I build it.
61. I like finding new and fresh ways of communicating God's truth.
62. I tend to see rightness or wrongness in situations.
63. I reassure those who need to take courageous action in their faith, family or life.
64. I invite unbelievers to accept Christ as their Savior.
65. I trust God in circumstances where success cannot be guaranteed by human effort alone.
66. I am challenged to limit my lifestyle in order to give away a higher percentage of my income.
67. I see spiritual significance in doing practical tasks.
68. I like to create a place where people do not feel that they are alone.
69. I pray with confidence because I know that God works in response to prayer.
70. I have insight or just know something to be true.
71. I set goals and manage people and resources effectively to accomplish them.
72. I have great compassion for hurting people.
73. I see most actions as right or wrong, and feel the need to correct the wrong.
74. I can faithfully provide long-term support and concern for others.
75. I like to take a systematic approach to my study of the Bible.
76. I can anticipate the likely consequences of an individual's or a group's action.
77. I like to help organizations or groups become more efficient.
78. I can relate to others in culturally sensitive ways.

79. I honor God with my handcrafted gifts.
80. I apply various artistic expressions to communicate God's truth.
81. I receive affirmation from others concerning the reliability of my insights or perceptions.
82. I strengthen those who are wavering in their faith.
83. I openly tell people that I am a Christian and want them to ask me about my faith.
84. I am convinced of God's daily presence and action in my life.
85. I like knowing that my financial support makes a real difference in the lives and ministries of God's people.
86. I like to find small things that need to be done and often do them without being asked.
87. I enjoy entertaining people and opening my home to others.
88. When I hear about needy situations, I feel burdened to pray.
89. I have suddenly known some things about others, but did not know how I knew them.
90. I influence others to perform to the best of their capability.
91. I can look beyond a person's handicaps and problems to see a life that matters to God.
92. I like people who are honest and will speak the truth.
93. I enjoy giving guidance and practical support to a small group of people.
94. I can communicate scripture in ways that motivate others to study and want to learn more.
95. I give practical advice to help others through complicated situations.
96. I enjoy learning about how organizations function.
97. I enjoy pioneering new undertakings.
98. I am good at and enjoy working with my hands.
99. I am creative and imaginative.
100. I can identify preaching, teaching or communication which is not true to the Bible.
101. I like motivating others to take steps for spiritual growth.
102. I openly and confidently tell others what Christ has done for me.
103. I am regularly challenging others to trust God.
104. I give generously due to my commitment to stewardship.
105. I feel comfortable being a helper, assisting others to do their job more effectively.
106. I do whatever I can to make people feel that they belong.
107. I am honored when someone asks me to pray for them.
108. I discover important biblical truths when reading or studying scripture which benefit others in the body of Christ.

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

MINISTRY ASSESSMENT MATERIALS

Spiritual Gift Response Sheet

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38
39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57
58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76
77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95
96	97	98	99	10	10	10	10	10	10	10	10	10	10	11	11	11	11	11
				0	1	2	3	4	5	6	7	8	9	0	1	2	3	4
11	11	11	11	11	12	12	12	12	12	12	12	12	12	12	13	13	13	13
5	6	7	8	9	0	1	2	3	4	5	6	7	8	9	0	1	2	3
A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S

Total the column of numbers above each letter. Write the total in the letter's box.

Circle the letters with the three highest totals. Write the gifts associated with those letters in the spaces provided below. If there is a tie between third and fourth place, write the gift down that you think is more dominant or that you are more likely to have.

Spiritual Gifts

Transfer these spiritual gifts to your *Personal Resource Survey*.

Spiritual Gift Assessment Key

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

MINISTRY ASSESSMENT MATERIALS

Spiritual Gift Descriptions

This paper provides a brief description of the spiritual gifts mentioned or implied in the Bible. It is designed to help individuals recognize ways in which God has empowered them to build up the body of Christ. We have defined twenty-three gifts, but this is not an exhaustive list.

As you read through each gift description, reflect on where God may have gifted you. Have people in your church or small group been encouraging you in any of these areas? Do your strengths in ministry correlate well with a particular gift? You may also want to think about potential areas of gifting in the lives of your close Christian friends.

Speaking Gifts and Serving Gifts

The gifts described in this paper fall into two categories: *speaking gifts* and *service gifts*.

Speaking gifts require building a reputation of proven faithfulness. It is important to build relationships with integrity before you have a platform in which to express these gifts. It is not enough to say, "I have a gift of teaching so I want to teach." We first need to establish a proven record of service. Some speaking gifts require a long maturing process and education before they can be fully expressed. Speaking gifts include evangelism, prophecy and teaching.

Service gifts often have a lower profile and less *visible* effect than speaking gifts.

They are typically exercised in supporting roles that are more "behind the scenes." Sometimes people with service gifts think that what they do and where they're gifted isn't all that important. God thinks differently. Christians need to agree with Him about the vital importance of service gifting in the purpose of His church. Service gifts include helps, giving and mercy.

Distinctives and Cautions

The description of each gift in this paper will include *distinctives* and *cautions*. Distinctives are personality traits that may help you recognize a gift in yourself or someone else. Cautions are errant tendencies common in the lives of individuals who exercise a particular gift.

ADMINISTRATION: The spiritual capability to understand what makes an organization function, and the special ability to plan and execute procedures that increase the church's organizational effectiveness. (1 Corinthians 12:28)

Distinctives: A person with this gift understands the practical steps that need to be taken in order to realize a given objective. Gifted administrators are committed to effectiveness and efficiency. They can look at a situation and bring order to chaos, keeping the overall picture in mind. Administrators are needed who can "steward" the resources of the local church. These resources include money, buildings, staff, and volunteers. Though a person with this gift is mostly behind the scenes, they enable the "up front" ministries and gifts to be more efficient and effective.

Cautions: If you have this gift, be careful that you don't stifle the activity of the Holy Spirit in your own life. Good administrators are willing to make a course change if the leadership calls for a shift in plans. This requires a submissive spirit to leadership. There is a danger among administrative people to "use" others to reach a goal. Don't merely strive for the ends; appreciate what God wants to do through the means. Remember that all people are in a process.

APOSTLESHIP: "Sending out", an ambassador, delegate or messenger Eph 4:11; rom 15:19-20; 2 Corinthians 12:12; 1 Corinthians 12:28

Restricted sense: Jesus' "sent ones". All of the above plus Acts 1:21-22; 2:43; 5:12; Eph 2:20. Those who were with Jesus from the beginning. A personal call from Christ, witnesses of His resurrection. They laid the foundation, spoke with great authority and "authenticating signs" accompanied their ministry.

In a broader sense, ones sent out to start churches and oversee their development. (Acts 13:1-2; 1 Corinthians 12:28; Ephesians 4:11)

Distinctives: Likened to modern day missionaries, a person with this gift has a heart to preach the gospel to people in a different cultural setting who haven't heard the Gospel. They have a desire to go across cultures and may enjoy starting new churches. "Cross-cultural" work can include inner city or international ministries. The authority of the apostle is based on the Word and the body of believers that sends them out.

Cautions: You may desire to cut a new path before you are ready to move away from your present ministry efforts. Make certain that there are appropriate provisions for the people that God has entrusted you in your present ministry.

COUNSELING: The spiritual capability to effectively listen to people and assist them in their quest for psychological and relational wholeness.¹

Distinctives: People with this gift have excellent listening skills. They tend to be very approachable while maintaining the ability to convey difficult truths in a loving way. They empathize, but also offer constructive advice, devising a plan of action toward wholeness and holding others accountable to take needed steps to that end.

Cautions: Distinguish between having a gift and having a burden in this area. Some have a real heart for hurting people, and desire to help them through their pain. But those who have a *passion* to help

¹ Though counseling is not mentioned as a gift in the Bible, there are examples of this skill in Christ's ministry as well as clear teachings on the importance of the correct application of wisdom to our life situations (Proverbs). Biblical authors never indicate that the lists of gifts they provide are exhaustive. There are likely many more gifts than those named.

may or may not be *gifted* counselors. People who have undergone counseling often develop skills in this area, but this is not the same as being a gifted counselor.

Inexperienced counselors often offer quick, trite answers to difficult problems. It is also common to read our own experiences into someone else's life. Make every effort to ensure it is God's wisdom you are providing, not your own opinion. Counselors should also keep the final objective in mind: helping people enjoy a healthy walk with the Lord and serve others in love.

CRAFTSMANSHIP: The spiritual capability to enhance ministry through the creative construction of necessary tools, crafts, arts, decorations for ministry. (Exodus 31:3-11)

Distinctives: A person with this gift is a hands-on person. He or she may be a builder, architect, designer; someone who enhances ministry by his other unique skills. The gift can be expressed in carpentry, metalworking, and other constructive skills.

Cautions: If you have this gift, don't belittle your contribution as insignificant or not spiritual because it's so tangible. Don't separate your opportunities to personally minister to *people* from the ministry *project* that you're working on.

CREATIVE COMMUNICATION: The spiritual capability to communicate God's truth through a variety of art forms. (The Holy Spirit's expression is in various forms in the Bible – poetry, song, narrative, parable, metaphor, etc.)

Distinctives: A person with this gift is very creative and imaginative. This person is able to communicate truths in unique ways from a variety of angles. They tend to be visual thinkers. Areas of ministry include programming, sound, lighting, video, drama, music, etc. Public announcements of events may be an application, with the ability to design attractive and catchy flyers to attract more people to events.

Cautions: Be careful not to be artsy for art's sake. Use your gift to promote God and his kingdom, not yourself. Creative communicators stray when they try to create and do things that enamor people with the art form and the artist rather than the message.

Creative communicators need to be flexible and willing to submit to the wishes of the people around them. Sometimes they aren't team players. This is an area that God will address. The fact that you have visible talents where others don't does not mean you should have full say in music, drama, or other artistic areas.

DISCERNMENT: The spiritual capability to distinguish between truth and error, and to identify deception in character and in relationships. (1 Corinthians 12:10, "distinguishing between spirits.")

Distinctives: Discernment is a keen sense of insight that enables someone to recognize potential or actual problems in relationships, imbalance in teachings, the presence of demonic activity, or misuse of scripture. Discernment must be based on knowing Biblical truth. Once this person knows the truth, they can clearly pick out problems or important steps that need to be taken.

Cautions: Many of us have known people that are very discerning and perhaps gifted, but what they do with that discernment is far from God's will. They have great insight, but then take on the role of the Holy Spirit to expose and correct problems in the other person's life on their *own* time schedule. If you have this gift, learn to use it skillfully by seeking help from others who are gifted in wisdom, counseling, and shepherding.

ENCOURAGEMENT: The spiritual capability to reassure, strengthen, and affirm those who are discouraged or wavering in their faith. (Romans 12: 8)

Distinctives: A person with this gift urges others to apply the truth in their lives; it is not just a gift of friendliness and back-slapping. This person is able to get alongside wavering or discouraged people and effectively challenge them to be all they can be spiritually. When you are around these people, you feel like keeping on track and continuing to fight the good fight.

This person tends to be very *positive*, full of faith, reassuring to the unstable. They also tend to be *results-oriented*, concerned with consistency of practice with profession, very *practical* and *pragmatic* ("What works?"). They tend to be *expressive* and are often viewed as an "emoter" by other people. Encouragers understand the importance of emotions, but are concerned with knowing and doing God's will as well.

Cautions: If you have this gift, you may tend to make things too simple. For example, when someone is hurting, quoting Romans 8:28 ("*and we know that God causes all things to work together for good to those who love God, to those who are called according to His purpose*") is too simple. This is a great truth but encouragement in a person's walk at that moment may not be what's needed. The individual may simply need your company.

Your optimism can make others feel as if you haven't really connected; it makes them wonder if you really understand. Take time to learn about what they're going through before helping build them up.

EVANGELISM: The spiritual capability to effectively communicate the message of Christ to non-Christians so they can respond in faith and move toward discipleship. (Ephesians 4:11)

Distinctives: A person with this gift has a strong desire to turn conversations to spiritual matters and has an instinctive ability to do this. The evangelist's desire to share the Gospel with non-believers is often greater than being involved with the grounding and discipleship of believers.

All Christians are called to witness to non-believers (1 Peter 3:15). The non-gifted "witnesser" will probably see fewer results and be less "at home" sharing the Gospel than a gifted evangelist.

Cautions: Avoid stereotypes (as with all the gifts) as to the environment or ministry in which this would be used. Most people won't be knocking on doors or using cold-medium evangelism. Don't be satisfied with just one approach. Be willing to read about evangelism and talk with other Christians about their approach so that God can develop your gift, using it in a variety of ways. Be careful that a critical spirit doesn't emerge because other believers aren't speaking to three to five people per week – that is gift projection. You can be hard on others when you don't see them expressing themselves with the same intensity in the areas that you've been gifted.

FAITH: The capability to trust God's will and act on it with unwavering belief in His ability. (1 Cor 12:9)

Distinctives: This gift is often expressed in a strong prayer life. A person with this gift lives in constant awareness of the reality of the supernatural as well as the natural. This person is certain that God will bring to pass what He promises and is therefore reliable during trials. He or she can also help others see God working in trials.

Cautions: Remember that faith is *active*. It isn't only God's work; we must be willing to obey His commands. God works through *people* in reaching the lost and in helping Christians grow. If you have this gift, you might look and critique your group, asking, "Why doesn't our group have the vitality I read about in Acts 2? Is it because the Spirit is different or absent?" Recognize that God is at work in all churches and that human action does matter.

GIVING: The spiritual capability to contribute money and material resources to the work of the Lord with cheerfulness and liberality. (Romans 12: 8)

Distinctives: God has given the person with this gift the ability to give well beyond normal levels, either through wealth or faith. God has often blessed this person with financial ability through increased income or other means in order to build up the Kingdom of God. Serving others this way causes a sense of joy, a sense of confidence in leadership and a desire to encourage that ministry in others and do it with liberality. All Christians are called to give, but some are compelled to give much more. The gifted giver is often asking, “How can I free up the most amount of resources to maximize their potential for kingdom use?” Often gifted givers try to help others to see success in their own financial stewardship.

Cautions: If you have this gift, you might not see it as a spiritual ministry. Since all Christians are called to give, you may believe that you’re only doing a perfunctory, mandated service. Or you may think that giving money is too tangible to be a spiritual gift. Realize that financial resources are necessary in ministry to bring the lost to Christ. Be careful that you don’t inadvertently use resources for “personal agenda” giving within the church. Allow the leadership to dispense those resources as it sees fit. Be a generous giver and stimulate others to give.

HEALING: The spiritual capability to be God’s channel to restore people to health. (1 Corinthians 12:9)

Distinctives: There are many kinds of healing in the body of Christ. A person with this gift is an avenue of God’s power for physical healing, emotional healing, or relational healing. They often see God’s power released through personal prayer. Healing can include the use of “natural” means. Christian hospitals in missions may be in view here.

Cautions: Keep this amazing gift in perspective. Although God does miraculously heal, this is not His normative way of working through the church. The Bible is clear that God’s primary way of working is through process, such as through His redemptive plan and in personal sanctification. To expect that miraculous healing be normative in the church *or* that the church should be focused on this ministry is contrary to God’s purpose for the church as expressed in His word to us.

HELPS: The spiritual ability to attach spiritual value to the accomplishment of practical and necessary tasks which support the body of Christ. (Romans 12:7; 1Corinthians 12:28)

Distinctives: A person with this gift sees the spiritual value of and finds God’s purposes in the practical aspects of ministry and living. Someone with this gift might help to maintain a facility or assist a teacher with some household task to free him or her up for study.

The gift of helps is a tangible expression of what the non-believing world rejects – helping others for the sheer satisfaction of helping. A person with this gift edifies the body of Christ by supporting others in their pursuit of ministry. Like our Helper, the Holy Spirit, gifted helpers derive enjoyment out of serving others.

Cautions: If you have this gift, you may often need help from the leadership to see clearly what will be most supportive for the church. You may also struggle with false humility. Because the effects are less dramatic and tangible, the tendency is to undermine the spiritual significance of your gift. The challenge is to think through your acts of service beyond their functional end. (For example, an individual helping clean walls and painting in a home to get ready for Home Church.)

HOSPITALITY: The spiritual capability to personally care for people by providing fellowship, food, or shelter. (1 Peter 4:9)

Distinctives: A person with this gift enjoys providing a caring, warm atmosphere for those whom God is calling to the church. They have an ability to connect with people; they provide environments where people feel welcome. This person tends to gravitate toward those who are standing off to the side, looking confused. A good host loves to have people to their home and is more pre-occupied with the comfort of others than the image of their home. This gift is especially needed in a large church. One of the more frequent questions asked by newer people is, "Can a church this size care for me personally?"

People with the gift of hospitality can have incredible impact on children. As someone with this gift opens up their house for others, their children see the value of fellowship and using material blessings as a stewardship for the Lord's work. Of course this doesn't mean that they never get time alone with their family at home.

Cautions: If you have this gift, the challenge is to serve without complaint. Struggles with materialism can suppress the expression of this gift. It can be difficult and tiresome at times. Regularly reflect on the contribution you are making to the work of Christ.

INTERPRETATION: The spiritual capability to make known to the body the message of one who is speaking in tongues. (1 Corinthians 12:10)

Distinctives: A person with this gift can communicate clearly and effectively. It is an ability that is given spontaneously by the Holy Spirit and therefore, unlike most of the other gifts, it cannot be developed in the traditional sense. Tongues is a gift given by God primarily for self-edification (1 Corinthians 14:4). This gift allows others to be edified as well by interpreting what was said.

Cautions: Follow the rules stated in 1 Corinthians 14.

KNOWLEDGE: The divine empowerment to accumulate and analyze information effectively. (1 Corinthians 12:8)

Distinctives: A person with this gift enjoys studying, doing research, and digging for nuggets of truth. They like to assess and accumulate information, facts, and data. They are great helpers for teachers and Word-oriented programs. "Word of Knowledge" indicates that they can communicate that truth as well, even if not through a teaching or prophetic gift.

Cautions: If you have this gift, watch for a tendency to be reclusive. You will have to balance time alone studying with pursuit of close relationships.

LEADERSHIP: The spiritual capability to instill vision, to motivate, and to direct people to accomplish the work of the ministry. (Romans 12:8)

Distinctives: A person with this gift is a "goal setter" in the church. They often sense the direction in which God wants to move the body of Christ. They can then motivate people to move in that direction. Gifted leaders think about and communicate the potential they see in other people. This gift is needed in any effective ministry.

Cautions: Realize that good relationships give leaders credibility. People need to have the sense that you have their best interest at heart, that you walk with God and that the vision you have is not of

your own concoction. This gift will be proven over time; there needs to be proven faithfulness here. Leaders need the ability to keep moving in the face of put-downs and doubt. Because this is a very visible gift with lots of feedback being given, you'll have to be keenly aware of your motivations for service. You will be tested in this area through success as well as failure. God will want to help you become consistent and diligent in either situation, relying on Him. There may be a strong tendency to draw people to you rather than to God. Remember that all have a sphere of influence and you can take a leadership position *without* this gift.

MERCY: The spiritual capability to minister cheerfully and appropriately to people who are suffering. (Romans 12:8)

Distinctives: A person with this gift enjoys serving alongside hurting people. They have a strong desire to remove the pain or discomfort in the lives of others while at the same time remaining strong in their own faith. If this gift isn't exhibited in the body, we're missing a key part of the heart of God.

This is different than compassion (a heart for hurting people). Mercy requires coming alongside people on a regular basis, feeling that pain and directing it toward godly action to alleviate that pain. They often work well alongside a prophet whom God has used to expose sin and pain in someone's life. The person with mercy comes next to that person, empathizing deeply with the pain, but offering God's solution for healing.

Cautions: If you have this gift, you probably have a strong emotional component to your relational skills. Often though, when your emotional skills are strong, it is less natural to offer direction and truth based on God's word.

You may fail to recognize the benefits that difficult times can bring to a person's life. For example, you may overlook how God is using a situation to bring about repentance or restitution. If you act too quickly you may short-circuit what God is trying to do.

Be careful you don't become so overwhelmed with others' problems that you don't take care of your own personal obligations.

MIRACLES: The spiritual capability to obtain exceptional interventions of God's power that glorify Him and give evidence of His grace. (1 Corinthians 12: 10, 28)

Distinctives: This gift often accompanies the gift of apostleship (2 Corinthians 12) and evangelism. Miracles can accompany preaching of the message where there is a question about its truthfulness (Mark 2). They authenticate God's message but do not cause faith.

Cautions: There is a great temptation to direct the amazement of the people towards you, rather than toward God who is doing the work. It's a temptation for us to believe that we would take a step in faith if only we would see a miracle to affirm that God will fulfill his promises. This is not authentic faith.

PROPHECY: The spiritual capability to proclaim God's truth with power and clarity in a timely and culturally sensitive fashion for correction, repentance, or edification. (Romans 12:6; 1 Corinthians 12:10, 28; Ephesians 4:11)

Distinctives: A person with this gift has an amazing ability to understand biblical truth, to apply it to the events and nuances of *culture*, and to expose the culture in its deception. They may seem like they aren't really compassionate – "they just say the truth and let the chips fall where they may." When they are effective, others often feel *uncomfortable* because God convicts them through the

person with this gift. They are discerning, expressive, desire time alone (to get clarity), opinionated, and authoritative. They often see and articulate what many are oblivious to, or see only dimly. Those with the gift of prophecy express themselves in many ways: speaking publicly, sharing in Home Church, or communicating one-on-one.

Cautions: Beware of lacking compassion. Your commitment to speak the truth may be so strong that you forget to say it with love (Ephesians 4:15, 1 Corinthians 13, Romans 12:9ff., 1 Peter 4:8). You can discourage people if you're not careful. Nonetheless, remember that the purpose of your gift is to console, encourage, exhort (1Corinthians14:3), even if others may become uncomfortable. Also beware of pride and thinking you're the only one who sees things the way they really are.

SHEPHERDING: The spiritual capability to guide, care for, and nurture individuals or groups in the body of Christ as they grow in faith. (Ephesians 4:11)

Distinctives: A person with this gift provides oversight. They have a natural tendency to nurture people and give them direction. Shepherds are willing to provide the long-term care needed to help others work through issues in their lives. They like to spend time with people, feeding, protecting and disciplining in love. They gravitate towards building discipleship relationships. Gifted shepherds are a good balance for the gifted administrator or leader.

Cautions: If you have this gift, don't use your oversight and concern to shield people from real-life experiences. Also, be careful to not view people as projects. Shepherds often have a clear vision for someone's growth. Don't impose your concerns and vision on someone else. Allow room for the Holy Spirit to convict and move them. The process remains between them and God. Remember that it is God that causes the growth; don't take responsibility for their problems.

TEACHING: The spiritual capability to understand, clearly explain, and apply the Word of God to the lives of listeners. (Romans 12:7; 1 Corinthians 12:28; Ephesians 4:11)

Distinctives: Teachers have a real thirst for knowledge and have an insatiable desire to share that knowledge. A person with this gift can develop the ability to understand and fashion the message in a learner-oriented manner. They tend to be self-disciplined and prefer to teach groups rather than individuals.

Cautions: Teachers often study and learn much more than can actually be conveyed in a single teaching. The teaching itself must convey the most important truths and be practical. You may tend to be too profound or detail-oriented. Make certain that you keep the teaching focused enough for the audience to hear it and digest its application. It is also common for a teacher to struggle with pride because she or he often has more knowledge than others do. Be careful not to become upset with people who are not as excited about a truth as you are. Most importantly, make certain that you are as interested in people as you are in facts.

If you find out that this may be where you are gifted, realize that doesn't qualify you to present at Central Teaching or even Home Church tomorrow. A teaching gift takes time to develop. Choose a ministry that you are interested in, get involved, and pray for opportunities for your gifting to be used.

Watch out for self-promotion. You may hear yourself think, "they ought to put me up to teach!" You may feel anger or resentment that you haven't been asked to teach yet or teach often enough.

TONGUES: The supernatural ability to speak in a language known by others but which the speaker has never learned. Given to authenticate God's message and messengers.

Is 28:9-14; Acts 2, 8, 10, and 1 Corinthians 12:10; 14:13-15

Distinctives: Tongues were given as a sign of God's judgment and to authenticate His work, His message and His messengers. Tongues in both OT and NT were always known, human languages.

Cautions: Why we do not allow this gift in our services

This gift caused such a problem in the Corinthian church, Paul had to write an entire chapter (1 Cor. 14) of guidelines.

1. We are to focus on building up others, not ourselves. Unless you speak intelligible words...you will just be speaking into the air...try to excel in the gifts that build up the church.

1 Cor. 14:9 & 12

2. It confuses unbelievers in the service. If some unbelievers come in, will they not say you are out of your mind? 1 Cor. 14:23

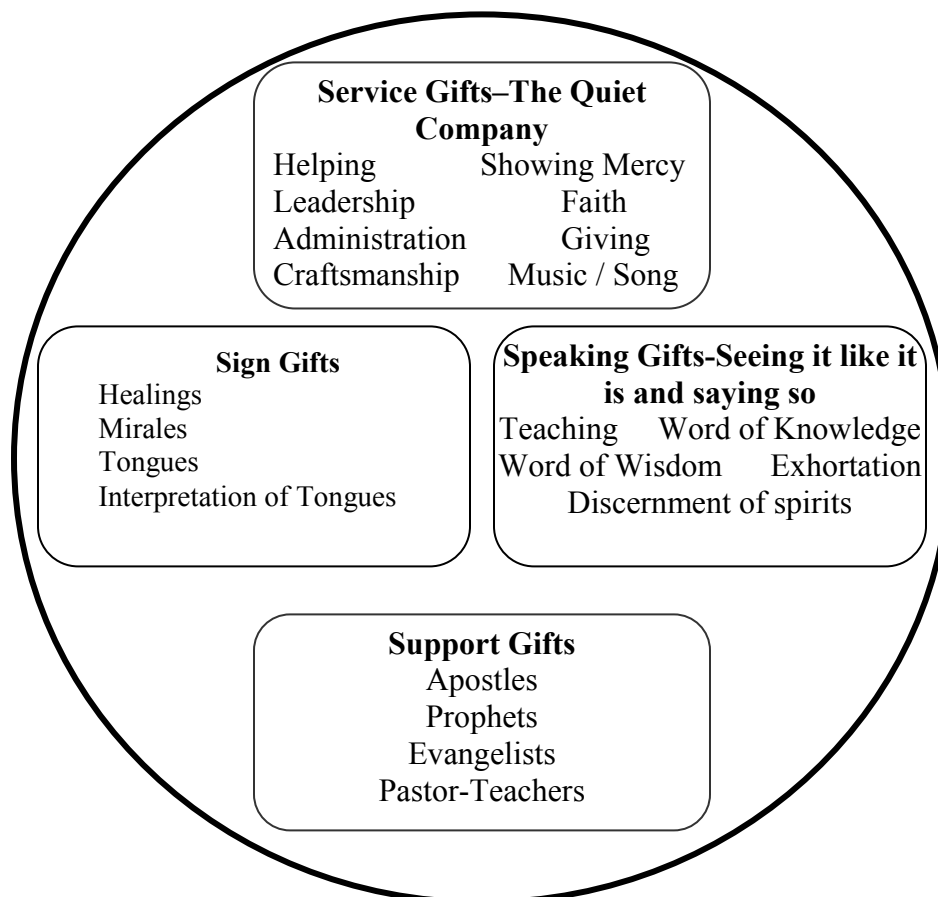
3. Ideally, it is not meant to be used in the worship service. In the church I would rather speak five intelligible words to instruct others than ten thousand words in a tongue. Brothers, stop thinking like children! 1 Cor. 14:19-20

WISDOM: The spiritual capability to apply spiritual knowledge effectively. (1 Corinthians 12:8)

Distinctives: A person with this gift enjoys skillfully applying biblical knowledge to a variety of life situations. They seem to have more common sense than the average person.

Cautions: For God's knowledge to go out, it must first come in. Don't sit on your Bible knowledge as though you "have enough." This gift of wisdom has greater impact as your knowledge of God's Word grows and as you become more involved in other people's lives.

The Family of God



MINISTRY ASSESSMENT MATERIALS

Observation Assessment Instructions

Often, you will not be aware of what others have appreciated about you or noticed about your abilities in ministry situations. The *Observation Assessment* gives people who know you an opportunity to affirm your areas of possible spiritual giftedness.

Directions

1. Select three people to fill out an *Observation Assessment*. Provide them with one of the three copies included in this folder. Preferably, ask people who have observed you in a ministry context and understand spiritual gifts. If this is not possible, ask people who know you well to make what observations they can from their general experience with you.
2. **Get started on these as soon as possible**, as you will depend on others to complete them.
3. After you have received back all three assessments, total the results in the *Observation Assessment Summary*.

Whenever an observer marks "Y", put *two* check marks in the corresponding description block. For every "S", put *one* mark in the corresponding block. For "N" and "?" responses, do not make any marks.

For example, if Observer 2 circles "Y" for description A, "Y" for description B, "N" for description C, "S" for description D, and "?" for description E, you would write:

Description	Observer 1	Observer 2	Observer 3	Row Total	Spiritual Gift
A		✓✓			Administration
B		✓✓			Apostleship
C					Craftsmanship
D		✓			Creative Communication
E					Discernment

4. Now, look at question 2 under the heading *"Additional Questions"* on each Observation Assessment. If the observer mentions a gift not listed as one of the described gifts, record the gift in the Additional Gifts area and place two checks in the appropriate column. For example, if Observer 3 thinks you have the gift of healing, place two check marks on the healing row under Observer 3. Then *write in* the gift of compassion and record 2 check marks:

Description	Observer 1	Observer 2	Observer 3	Row Total	Spiritual Gift	
R					Teaching	Additional Gifts
S					Wisdom	
			✓✓		Healing *	
					Interpretation*	
					Miracles *	
					Tongues *	
					Counseling *	
					Service *	
			✓✓		<i>compassion</i>	

5. When you have filled out each of the observer columns, sum the total number of check marks in each row:

<i>Description</i>	Observer 1	Observer 2	Observer 3	Row Total	<i>Spiritual Gift</i>
A	✓	✓✓	✓✓	5	Administration
B		✓✓		2	Apostleship
C			✓	1	Craftsmanship
D		✓		1	Creative Communication
E	✓		✓✓	3	Discernment

MINISTRY ASSESSMENT MATERIALS

Observation Assessment Summary

Description	Observer 1	Observer 2	Observer 3	Row Total	Spiritual Gift	Described Gifts
A					Administration	
B					Apostleship	
C					Craftsmanship	
D					Creative Communication	
E					Discernment	
F					Encouragement	
G					Evangelism	
H					Faith	
I					Giving	
J					Helps	
K					Hospitality	
L					Intercession	
M					Knowledge	
N					Leadership	
O					Mercy	
P					Prophecy	
Q					Shepherding	
R					Teaching	
S					Wisdom	
					Healing *	
					Interpretation*	
					Miracles *	
					Tongues *	
					Counseling *	
					Service *	

* Although these gifts do not appear on the numbered list of descriptions given to your observers, they may be specifically mentioned by some of them in one of the open-ended questions.

Write down the three gifts with the highest row totals:

If there is a tie for third and fourth highest, select the gift you think you are most likely to have. **Transfer the results to the Personal Resource Survey.**

MINISTRY ASSESSMENT MATERIALS

Observation Assessment

I am seeking to better understand how God has equipped me for service in the church. Part of this process involves getting feedback from a few people who know me reasonably well. Your thoughts about the way I relate to others will be very helpful. Please take a few minutes to complete this sheet with your thoughtful consideration.

Observations of: _____

Provided by: _____

Relationship: _____

Please read each of the descriptions below. Circle the letter that best describes the individual using the following definitions:

- | | | |
|----------|---|--|
| Y | = | Yes, very descriptive of the individual. |
| S | = | Somewhat, or slightly descriptive. |
| N | = | No, does not describe this person. |
| ? | = | Unsure, unknown, or not observed. |

In my opinion, the individual has strengths in...

Y S N ? **A.** Developing plans or strategies to reach identified goals; organizing people, tasks, and events; helping organizations or groups become more efficient; creating order out of organizational chaos.

Y S N ? **B.** Pioneering new undertakings (such as a new church or ministry); serving in another country or community; adapting to different cultures and surroundings; being culturally aware and sensitive.

Y S N ? **C.** Working creatively with wood, cloth, metal, paints, glass, etc.; working with different kinds of tools; making things with practical uses; designing or building things; working with his or her hands.

Y S N ? **D.** Communicating with variety and creativity; developing and using particular artistic skills (art, drama, music, photography, etc.); finding new and fresh ways to communicate ideas to others.

Y S N ? **E.** Distinguishing between truth and error, good and evil; accurately judging character; seeing through phoniness or deceit; helping others to see rightness or wrongness in life situations.

Y S N ? **F.** Strengthening and reassuring troubled people; encouraging or challenging people; motivating others to grow; supporting people who need to take action.

Y S N ? **G.** Looking for opportunities to build relationships with nonbelievers; communicating openly and effectively about his or her faith; talking about spiritual matters with nonbelievers.

Y S N ? **H.** Trusting God to answer prayer and encouraging others to do so; having confidence in God's continuing presence and ability to help, even in difficult times, moving forward in spite of opposition.

Y S N ? **I.** Giving liberally and joyfully to people in financial need or projects requiring support; managing their money well in order to free more of it for giving.

Y S N ? **J.** Working behind the scenes to support the work of others; finding small things that need to be done and doing them without being asked; helping wherever needed, even with routine or mundane tasks.

Y S N ? **K.** Meeting new people and helping them to feel welcome; entertaining guests; opening his/her home to others who need a safe, supportive environment; setting people at ease in unfamiliar surroundings.

Y S N ? **L.** Continually offering to pray for others, expressing amazing trust in God's ability to provide; evidencing confidence in the Lord's protection; spending a lot of time praying.

Y S N ? **M.** Carefully studying or researching subjects he or she wants to understand better; sharing his or her knowledge and insights with others when asked; sometimes gaining information that is not attained by natural observation or means.

Y S N ? **N.** Taking responsibility for directing groups; motivating and guiding others to reach important goals; managing people and resources well; influencing others to perform to the best of their abilities.

Y S N ? **O.** Empathizing with hurting people; patiently and compassionately supporting people through painful experiences; helping those generally regarded as undeserving or beyond help.

Y S N ? **P.** Speaking with conviction in order to bring change in the lives of others; exposing cultural trends, teachings, or events that are morally wrong or harmful; boldly speaking truth even in places where it may be unpopular.

Y S N ? **Q.** Faithfully providing long-term support and nurture for a group of people; providing guidance for the whole person; patiently but firmly nurturing others in their development as believers.

Y S N ? **R.** Studying, understanding and communicating biblical truth; developing appropriate teaching material and presenting it effectively; communicating in ways that motivate others to change.

Y S N ? **S.** Seeing simple, practical solutions in the midst of conflict or confusion; giving helpful advice to others facing complicated life situations; helping people take practical action to solve real problems.

Additional Questions:

Your responses will give me more specific feedback about your observations. Leave the question blank if you do not know how to answer.

1. What kinds of work do you think I am especially well suited to in or through the church?

2. If you are familiar with the concept of spiritual gifts, which have you seen exhibited in my life? What have you specifically observed?

3. Are there any other observations or insights you have that would help me better understand by unique place of service in or through the church?

MINISTRY ASSESSMENT MATERIALS

Heart / Passion/ Burden Assessment

An important part of discovering your role in the body of Christ is understanding your passions or burdens. By passions or burdens we mean a strong enthusiasm or desire for an area of service. When you have a passion/burden for an area of ministry, you will be more enthusiastic and motivated to serve.

Directions

1. Prayerfully consider your answers.
2. Complete the assessment on your own.
3. Complete the assessment as if there are no obstacles to fulfilling your heart's desire.
4. Don't be concerned with "whether" you can do it or "how" it can be done.
5. Remember, there are no right or wrong answers.

Questions

1. If I could snap my fingers and know I wouldn't fail, what would I do?
2. At the end of my life, I'd love to be able to look back and know that I'd done something about:
3. What would your close friends or family say you were really interested in or passionate about?
4. What conversation would keep you talking late into the night?
5. What I would like to do most for others is:
6. I think the area where I could make the most significant contribution is:

Below is a sample list of burdens and areas of interest. Circle the three areas (feel free to add one if yours is not on the list) for which you have the strongest burden/passion:

- | | | | |
|----------------|-----------------|-------------------|-------------------|
| Children | Abortion | Apologetics | Internationals |
| College Age | Adoption | Discipleship | Missions |
| Couples | Aids | Evangelism | Planting Churches |
| Divorced | Homebound | Leadership | Refugees |
| Elderly | Homelessness | Prayer | |
| Families | Hospitalized | Teaching | Environment |
| Infants | Hunger | | Nature |
| Men | Literacy | Administration | Outdoors |
| Singles | Poverty | Communication | Sports |
| Single Parents | Prisons | Computers | |
| Teens | Racism | Finance | Art/Craftmanship |
| Women | Special Needs | Maintenance | Dance |
| Young Marrieds | Substance Abuse | Organizing Events | Music |
| Other: _____ | Unemployment | Technology | Theater |
-

Transfer your top three burdens/ passions to the *Personal Resource Survey*.

Remember that this is just the beginning of the process of identifying and clarifying your passions/burdens. As you think, pray, and gain more ministry experience, your passions/burdens will become more clear over time.

MINISTRY ASSESSMENT MATERIALS

Skill Assessment

Look at the list below and circle no more than 10 skills in which you have the most competence, confidence, and experience. If one of your skills is not on this list, add it in the blanks provided. When you are finished, transfer your top three skills to the *Personal Resource Survey*.

Art:	Artists Banners Computer Graphics Computer Usage Crafts (artistic) Creative Design Creative Writing Decorating Desk Top Publishing Drawing Electronic Technician Graphics Illustrator Interior Design (art) Layout Multi-media Painting (art) Photography Photography Lab Work Silkscreen Typesetting Video	Construction: (cont.)	Surveyor Taper Telephones Tile Laying Wall-Papering Waterproofing Welding Window Replacement Woodworking
Business-Organization:	Activities Planner Administration Conference Coordinating Marketing/Advertising Project Coordinating Resume Writing	General Help:	Backpacking Basket Weaving Biking Bookstore Building Maintenance Camping Canoeing/Kayaking Cashier Catering/Cooking Caving Ceramics Child Care Crafts (general) Customer Service Disk Jockey Farm Work General Fellowship Wide Retreat Fishing Food Service Funerals Garage Sale Gardening Grounds Maintenance Ham Radio Hobbies: Animals Hobbies: Bicycles Home Maintenance Knitting/Crochet work Moving Needle Point Plant Care (Indoor) R/C Airplanes Rock Climbing Running Errands Sailing Sewing Snow Removal Special Events Sports Coach Sports Instructor Sports Official Study Center Tape Duplication Transportation (Car) Transportation (Truck) Upholstery Weddings Window Washing
Construction:	Aluminum/Sheet Metal work Carpenter: Cabinet Carpenter: Finish Carpenter: General Carpet Installer Concrete / Blacktop Construction Planning Ditch Digging Draftsman Drywall/Plaster Electrician Fire Protection Systems Furniture Refinisher Garage Door Hanger General Contractor Gutters & Downspouts HVAC (heating/cooling) Interior Design (construction) Landscaper Maintenance/Janitorial Masonry Painting (walls) Plumbing Project Management Remodeling Roofer Safety Security Systems Sign Painting Supply		

Mechanical:

Appliance Repair
 Auto Body Work
 Auto Mechanic
 Bike Repair
 Computer Repair
 Computer/Laser Platesetter
 Copier Repair
 Diesel Mechanic
 Electronics Repair
 Machinist
 Mower Repair
 Refrigeration
 Small Engine Repair

Missions:

Asia
 England
 Middle East
 Russia
 Brazil
 Southeast Asia
 Conversational English Program
 Health Screening
 International Students
 Refugee Resettlement
 Missions Research
 Home Support Teams
 Short Term Missions Trips
 Missions Help/Support
 Missionary

Musical:

Arranger
 Backup Vocals
 Bagpipes
 Band Leader
 Baritone
 Bass
 Bell Choir
 Choir
 Choir Director
 Clarinet
 Composer
 Drums
 Flute
 French Horn
 Guitar
 Handbells
 Harmonica
 Karaoke
 Keyboard
 Oboe
 Opera Singing
 Organ
 Percussion
 Piano
 Piano Tuner
 Piccolo
 Sax
 Soloist
 Song writer
 Sound System Operator
 Trumpet
 Viola
 Violin
 Vocalist

Office Skills:

Copier Operator
 Data Entry
 Filing
 Library
 Lotus Spreadsheet
 Mail Room
 Office Manager
 Proof reading
 Receptionist
 Shorthand
 Telephoning
 Transcription
 Typing (40+ WPM)
 Word Processing
 Writing--develop new materials

Professional:

Architect
 Accounting
 Advertising
 Audiologist
 Aviation
 Bookkeeping
 Career Counseling
 Carpet Cleaning
 Chiropractic
 Computer Programmer
 Counseling
 Day Care Director
 Dental
 Editor
 Engineer
 Engineer- Ceramic
 Engineer- Chemical
 Engineer- Civil
 Engineer- Computer Network
 Engineer- Construction
 Engineer- Design Detail
 Engineer- Electrical
 Engineer- Electronic/Software
 Engineer- Environmental
 Engineer- Geologic
 Engineer- Industrial
 Engineer- Metallurgical
 Engineer- Project
 Engineer- Research (acoustics)
 Engineer- Soils
 Engineering- Mechanical
 Financial
 Fundraising
 Geology
 Grants/Proposal Writing
 Journalist/Writer
 Landscaping
 Law Enforcement
 Legal
 Lifeguard
 Medical
 Mental Health
 Nursing
 Occupational Therapy
 Paramedic/EMT
 Personnel Manager
 Pharmacist
 Physical Therapy
 Public Relations
 Radio
 Real Estate
 Respiratory Therapy

Professional (cont.):

Sales
Secretary
Social Work
Systems Analyst
Taxes
Team Physician
Technical Writer
Television
Television Production
Television Repair
Unemployment
Veterinary

Teaching/Assisting:

Adults
Aerobics
After School Program
American Sign Language
Art
Bible Courses
Budget Counseling
Children's Program
College
Computers (Adults)
Cooking
Couples
CPR
Day Care Programs
Deaf Interpreter
Elementary
Health Education
Home Churc/Small Group
Infant Care
Job Training
Junior High
Karate
Lamaze
Learning Disabled
Library Teaching
Literacy
Men's Group
Mentally Retarded
Mgmt Develop. & Training
Newborn well baby care
Nutrition Counseling
Pottery
Preschool
Researcher
Senior High
Severe Behavior Handicap
Single Adults (18-29)
Single Adults (over 30)
Special Ed. Elementary
Speech Therapy/Special Ed.
Swimming Instructor
Tutoring
Tutoring- Algebra
Women's Group

Theatrical:

Actor/Actress
Audio Productions
Clowning
Comedy
Costuming
Creative Drama
Dance
Directing
Face painting
Lighting
Make-up

Theatrical (cont.):

Mime
Poet
Prompter
Prop Painting
Puppets
Script Writer
Set Construction
Set Design
Skits
Sound/Mixing
Stage Hand
Stage Manager
Video/Camera Operation
Aids Patients
American Sign Language
Big Brother/ Big Sister
Boy/Girl Scouts
Braille
Camp Fire Girls
Children's Day Camp
Chinese
Deaf Students
Eating Disorder Program
Elderly Population
Families of Suffering Children
Foreign Language
Foster Parenting
French
German
Greek
Habitat for Humanity
Handicapped
Hearing Impaired (Signing)
Homeless
Hospital Visitation
Ill or Recovering
Incarcerated
Italian
Japanese
Learning Disabilities
Meals on Wheels
Mental Health Service
Nursing Homes/Shut-ins
Portugese
Pregnancy Distress
Rehabilitation Worker
Russian
Sexual Abuse Victims
Spanish
Substance Abuse Program
Unwed Mothers
Victims of Domestic Violence
Youth

Working With...

Additional Skills:

MINISTRY ASSESSMENT MATERIALS

Temperament Assessment

Read the 27 statements starting on the next page and circle the behavior or perspective that comes naturally to you.

Transfer your answers to the columns below by placing a check in the appropriate A or B box. Enter the total of the number of checks in each column. Subtract the smaller total from the larger total and enter the result in the strength box. Using the scale provided, classify your temperament strength as mild, moderate, or extreme. Finally, circle the stronger trait in each pair of temperament traits (E or I, T or F, J or P). When you are finished, transfer the results to the back page of the *Personal Resource Survey*.

Statement	A	B
1		
4		
7		
10		
13		
16		
19		
22		
25		
Totals:		
	E	I
Strength:		
Mild (1-2)		
Moderate (3-6)		
Extreme (7-9)		

Extrovert/ Introvert

Statement	A	B
2		
5		
8		
11		
14		
17		
20		
23		
26		
Totals:		
	T	F
Strength:		
Mild (1-2)		
Moderate (3-6)		
Extreme (7-9)		

Thinker/ Feeler

Statement	A	B
3		
6		
9		
12		
15		
18		
21		
24		
27		
Totals:		
	J	P
Strength:		
Mild (1-2)		
Moderate (3-6)		
Extreme (7-9)		

Just Settle It/ Play It By Ear

If you aren't sure what to do, *use this example to guide your work:*

Statement	A	B
1	x	
4	x	
7		x
10	x	
13	x	
16		x
19	x	
22	x	
25	x	
Totals:	7	2
	E	I
Strength:	7 - 2 = 5	
Mild (1-2)		
Moderate (3-6)	x	
Extreme (7-9)		

Extrovert/ Introvert

Statement	A	B
2	x	
5		x
8		x
11	x	
14	x	
17		x
20		x
23	x	
26		x
Totals:	4	5
	T	F
Strength:	5 - 4 = 1	
Mild (1-2)	x	
Moderate (3-6)		
Extreme (7-9)		

Thinker/ Feeler

Statement	A	B
3		x
6		x
9		x
12		x
15		x
18		x
21		x
24		x
27		x
Totals:	0	9
	J	P
Strength:	9 - 0 = 9	
Mild (1-2)		
Moderate (3-6)		
Extreme (7-9)	x	

Just Settle It/ Play It By Ear

Assessment begins on the following page.

Directions

Complete each statement below with the response which best describes what you would prefer to do or be in most situations. Do NOT answer according to what you feel is expected by a spouse, family member, employer, etc. Circle the behavior or perspective that would come naturally to you if you knew there were no restrictions or consequences for your personal expression.

1. I get my energy from:
A) People B) Times of solitude
2. I'm most likely to:
A) Confront B) Comfort
3. I tend to be:
A) Accepting B) Curious
4. I focus on the:
A) Outer world B) Inner world
5. I'd rather:
A) Supervise B) Support
6. I enjoy situations where I can be:
A) Structured B) Unstructured
7. I tend to be more:
A) Action oriented B) Idea oriented
8. I approach life:
A) Rationally B) Relationally
9. I am more:
A) Intentional than impulsive B) Impulsive than intentional
10. I like to pursue:
A) Breadth B) Depth
11. In determining what needs to be done, my:
A) Head rules my heart B) Heart rules my head
12. I like to be:
A) Decisive B) Open minded
13. I enjoy tasks with:
A) Variety B) Routine
14. It seems more natural for me to:
A) Analyze B) Sympathize
15. I function better with:
A) Clear guidelines B) General directions
16. I usually:
A) Act, then think B) Think, then act
17. When approaching a task, I first develop:
A) Plans B) Relationships
18. I like to:
A) Stick to a plan B) Play it by ear

19. Relationally, I:
A) Mingle with many people B) Mingle with a few people
20. I value:
A) Justice over individuals B) Individuals over justice
21. In doing tasks I focus on:
A) Closure B) Starting up
22. In groups, I:
A) Initiate interaction B) Respond when approached
23. I tend to be:
A) Brief and to the point B) Expressive and descriptive
24. I desire the:
A) Particulars B) Big picture
25. I am more:
A) Testing B) Trusting
26. I identify with:
A) Strength B) Tenderness
27. I am more:
A) Firm than flexible B) Flexible than firm

DiSC Personality Profile: Circle each character trait in each group of words that "strongly" describe you. If in doubt don't circle. Circle only your strongest traits.

Takes charge
 Likes authority
 Self-confident
 Competitive
 Enterprising
 Determined
 Direct spoken
 Enjoys challenges
 Impatient
 Not detail oriented
 Problem solver
 Productive
 Goal oriented
 Fear failure
 High expectations of others

Spontaneous
 Enjoys change
 Group oriented
 Initiator
 Optimistic
 Infectious laughter
 Affectionate
 Approachable
 Creative
 Impulsive
 Words come easily
 Starts more projects than finishes
 Inspirational
 Likes variety
 Low expectations of others

Quiet
 Sympathetic
 Dry humor
 Adaptable
 Patient
 Nurturing
 Thoughtful
 Team player
 Deliberate
 Tolerant
 Predictable
 Diligent
 Good listener
 Peacemaker
 High expectations of self

Perfectionistic
 Detail oriented
 Analytical
 Discerning
 Likes academic pursuits
 Inquisitive
 Scheduled
 Persistent
 Sensitive to criticism
 Can be critical
 Strong sense of right and wrong
 Precise
 Lack self-confidence
 Hard to keep balance
 High expectations of self and others

Count the number of words circled in each group and enter them below going from left to right, top groups first to discover your personality type.

D _____	Dominant	Lion	Paul
i _____	Influencer	Otter	Peter
S _____	Steady	Beaver	Abraham
C _____	Compliant	Golden Retriever	Moses

These will be explained in discussion.

Biblical Examples of the four major personality types:

Dominant - Paul

- From zealous church persecuter to church planter. Gal. 1:13-17
- Insensitive confronter of Peter Gal. 2:11-14
- It took an act of God in an unusual way to turn him around. Acts 9

Influencer - Peter

- Quick to speak and make commitments. Mark 14:31
- Easily influenced by others as a people pleaser. Gal. 2
- Quick to speak even when wrong. Matt. 16:21-24

Steady - Abraham

- Obedient over a long life at great personal cost. Gen. 22
- Influenced by Sarah regarding Hagar.
- Loyal to Lot even when he did not deserve it.

Compliant - Moses

- Wrote five books of Pentateuch exactly as God guided him.
- People were to obey every word of this Law.
- People were to build tabernacle exactly as God commanded. Ex. 25:9

How to relate to these personality types.

Dominant:

- Expect a conflict if you confront a high D directly or get in the way of his goal.
- Avoid getting personal or attacking ego. Simply explain how their behavior is affecting you and ask for consideration.
- Allow them time to reflect on their options and come to own decisions.

Influencer:

- These people need affirmation and acceptance from other people.
- Help them to choose priorities and follow-through on commitments.
- Let them talk and transfer talk to action- relationship their goal.

Steady:

- Tend to avoid conflict and are content to work quietly in the background.
- If pressured into some uncomfortable action he is likely to withdraw.
- Very deliberate and needs time to process decisions and change- no quick decisions. Needs to think through all aspects of a decision.

Compliant:

- Use them in tasks needing great accuracy like accounting and editing.
- Tend to be rigid and believe their way is the right way for everyone.
- Allow them to question to clarify a plan and recheck all decisions.

Do these traits change as we mature? Yes, we become mellow with age as God humbled Paul with a thorn in the flesh. The more balanced we are in all of these traits the more we are like Jesus?

Discuss with your spouse how your various personality traits have helped or hindered intimacy in your relationship. How have you changed over the years and what still needs improvement?

MINISTRY ASSESSMENT MATERIALS

Spiritual Maturity

There are many different levels of spiritual understanding. Growing in Christ takes time and requires our willingness to be conformed to His will. It is a process, a journey. If you were able to take a spiritual snap-shot of your relationship with Christ, which of the following would best describe how you see yourself at this time? Be honest in your evaluation.

SEEKER

You are gaining a better understanding of Christ and the Christian faith, but you have not yet personally trusted Jesus for the forgiveness of your sins. You are still investigating Christianity, still seeking truth.

NEW/ YOUNG BELIEVER

You have recently become a Christian and are enthusiastic about your new walk with Christ, OR you have been a Christian for some time, but you are just now learning what Jesus meant when he promised abundant life. In either case, you need to grow further in your understanding of the basics of the Christian faith and of what it means to walk daily in a personal relationship with Christ.

STABLE/ GROWING BELIEVER

You are confident of God's faithfulness and His ability to accomplish His will in your life. You are teachable and sensitive to the Spirit's leading. You exhibit the stability that comes from knowing Christ, regularly worshipping with His people, and actively pursuing a life of greater devotion.

LEADING/ GUIDING BELIEVER

You have reached a high level of maturity in the faith. You are able to model faithfulness and inspire other believers. You can lead by example and guide others in a deeper understanding of what it means to walk personally with Jesus Christ.

Circle the description that best describes you and transfer your answer to the *Personal Resource Survey*.

Seeker

New/ Young Believer

Stable/ Growing Believer

Leading/ Guiding Believer

MINISTRY ASSESSMENT MATERIALS

Availability

Our time is very precious. How we use it sometimes reflects the depth of our commitment to service. We must carefully examine our schedules to determine how available we are for ministry. Are we making service a priority?

Scripture says, “Be careful how you walk, not as unwise men, but as wise, making the most of your time, because the days are evil (Ephesians 5:16).” There are numerous ministry needs and limited time in which to meet them. We must make the most of our time.

Your Personal Resource Survey provides a portrait of who God made you to be and how He wants you to serve. Are you willing to live in line with His desires for you and pursue fulfillment through service? You may need to consider adjusting your schedule to make time for ministry. In your current season of life, how available are you? Circle the answer that best fits you.

Note: Many of you may have already made considerable time commitments to ministry and don't have any more time to offer. If this is the case, please circle #1.

1 = Light availability or unavailable

2 = Moderate availability

3 = Strong, significant availability

4 = Major availability. Able and willing to adjust my schedule to facilitate ministry.

Transfer results to your *Personal Resource Survey*.