

**Mobilizing**  
**Your *S.H.A.P.E.***  
**for**  
**Christian Ministry**

**S**piritual Gifts  
**H**earth (Passion)  
**A**bilities  
**P**ersonality  
**E**xperience



**Unwrap and**  
**mobilize...**  
**it's yours**  
**to use for**  
**God's glory!**

**"For we are God's  
workmanship  
(masterpiece; poem),  
created in Christ Jesus  
to do good works,  
which God prepared  
in advance for us to do."  
*Ephesians 2:10***



**CHURCH OF GOD CHAPEL  
GEORGE TOWN, GRAND CAYMAN**

**Affiliated with the  
General Assembly of the  
Church of God Chapel  
in the Cayman Islands**

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**1 July 2016**

# Mobilizing Your **S.H.A.P.E.** for Christian Ministry

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# Mobilizing Your **S.H.A.P.E.** for Christian Ministry

## Introduction and Acknowledgements

You and I were created by God with a special purpose in mind! Our personality, talents and abilities were all divinely tailor-made to suit us, so that we could function for His glory and the good of humanity.

Once you give your life over to His Lordship, He will take all of your talents, personal make-up and experiences and weave them into this beautiful tapestry that God calls a “masterpiece”—even using your failures and weaknesses! Ephesians 2:10 says we are “his masterpiece, created in Christ Jesus for good works” and II Corinthians 3:2-3 adds that we are “an epistle of Christ ... written ... by the Spirit of the living God ... on tablets of flesh, that is, of the heart.”

God wants to use you just the way you are, even while he is still “working on you”. Your skills and interests are important to God. He knows what they are and He is waiting for you to recognize that He didn’t make junk. He made you to be His masterpiece, His epistle.

Please set your own preferred study pace. If you are new to **S.H.A.P.E.**, you could start with the **S.H.A.P.E.** Basics in Appendix 25 and supplement it by reading the article in Appendix 24. You might also read Words of Encouragement for Your **S.H.A.P.E.** Journey on page 9 below.

You can develop your own **S.H.A.P.E.** Study Plan (see below) as you progress through these **S.H.A.P.E.** materials. Your study should culminate in summarizing on Appendices 16-17 the results of your various assessments. After you receive “Connecting the Dots” feedback, record comments on Appendix 19.

Please create a file (or a 3-ring binder) for your **S.H.A.P.E.** journey and keep it where you can find it easily. After each year passes, return to your file (or 3-ring binder) and work through Appendix 20.

These materials were compiled and developed by our Ministry Mobilization Team (now a part of our Peacemaking Team). A substantial portion of the materials included here were adapted from “Discovering Your S.H.A.P.E.” with permission from the Church of the Palms in Sarasota, Florida, USA.

We also acknowledge a debt of gratitude to Pastor Rick Warren of the Saddleback Church in California, USA, for promoting the **S.H.A.P.E.** concept and to Ken Sande for his development of biblical peacemaking through Peacemaker Ministries and now also through Relational Wisdom 360 (both of which he founded): see Appendices 21 and 22.

Pastor Rick’s series of **S.H.A.P.E.** sermons can be found here: <http://rickwarren.org/series/shaped-to-make-a-difference>. The Saddleback series of **S.H.A.P.E.** videos (with study guide) can also be viewed.

Before discussing these materials in a study group, all relevant materials should first be studied individually. One possible way to share responsibilities in a study group during discussions would be for different people to lead different portions of each module.

As you progress through each module, follow “next steps” checklists and check them off when completed. As you progress through Appendices 1 to 15, follow all relevant instructions or directions and complete each relevant survey, assessment, checklist, profile or the like, answering all relevant questions and recording all your responses where required.

When completed, you may wish to copy your assessments, your Personal **S.H.A.P.E.** Profile and Matching of your **S.H.A.P.E.** with your Ministry Interests and your Annual **S.H.A.P.E.** Journey Check-Up to discuss with your Pastor and/or with other appropriate ministry leaders. Record their feedback on Appendices 16, 17, 18, 19 & 20.

My <b>S.H.A.P.E.</b> Study Plan				
✓	Target Date	<b>S.H.A.P.E.</b> Module	Appendices	Pages
		Basic Concepts and Assessments	25	55-56
		Spiritual Gifts	1- 4	4 & 10-23
		Heart	5, 6 & 7	5 & 24-27
		Abilities	8 & 16	6 & 28
		Personality	9-12	7 & 29-32

		Experience	13-15 & 21-24	8, 33-37 & 44-54
		Synthesis	16-20	3, 9, 38-43 & 51-56

# SPIRITUAL GIFTS

## What does the Bible say about spiritual gifts?

Now, about spiritual gifts, I do not want you to be ignorant.  
I Corinthians 12:1 (NIV)

### 1. What is a spiritual gift?

➤ A spiritual gift is a **special supernatural ability given by God the Holy Spirit** to every believer, so that he/she can serve others with ease, enjoyment and effectiveness.

God has given each of you a gift from His great variety of spiritual gifts.  
I Peter 4:10 (NLT)

### 2. Who receives a spiritual gift?

➤ Each and every believer receives at least one **supernatural** spiritual gift.

But **each of you** has your own gift from God; one has this gift, another has that.  
I Cor. 7:7 (TNIV)

### 3. Why does God give spiritual gifts?

➤ As a believer, God gives you **supernatural** spiritual gifts, so that you may better serve others.

Each one should use whatever gift he has received **to serve others...**  
I Peter 4:10 (NIV)

### 4. What must I do to be saved, so I too can be a believer and receive my spiritual gift(s)?

➤ To be saved, you must believe in your heart that Jesus is the Christ (Messiah)—the divine Son of the living God who came to earth in the flesh as the Son of Man, who died on the cross of Calvary for remission of your sins, who was buried and rose again, and who ascended into Heaven to be seated at the right hand of God the Father—and in response, you must invite Him into your life and accept Jesus Christ as your personal Savior, thereby being born again spiritually. In obedience to God the Holy Spirit, you should also allow Him to be Lord of your entire life.

If you confess with your mouth the Lord Jesus and believe in your heart  
that God has raised Him from the dead, you will be saved.  
Romans 10:9 (NKJV)

### 5. What does God expect me to do with my spiritual gift(s)?

➤ God wants you to recognize, energize and utilize your **supernatural** spiritual gift(s).

Do not neglect your gift... Fan into flame the gift of God...  
Each of you should use whatever gift you have received...  
I Timothy 4:14; II Timothy 1:6; I Peter 4:10 (TNIV)

### NEXT STEPS:

- \_\_\_ If you are not already a believer—a born-again Christian, then confess your belief in Jesus with your mouth and pray the sinner's prayer to receive Him as your personal Savior.
- \_\_\_ Pray and ask God to guide you as you seek to understand more about your spiritual gift(s).
- \_\_\_ Read Pastor Alson's sermon outlines at Appendix 1 and study the scriptures he mentions.
- \_\_\_ Read Appendix 2 for more information about some of the spiritual gifts mentioned in the Bible.
- \_\_\_ Complete the spiritual gifts assessment tool set out in Appendix 3. If you wish to explore other spiritual gifts assessment tools, see <http://www.buildingchurch.net/g2s.htm>; <http://www.spiritualgiftstest.com/test/adult>; and <https://www.churchgrowth.org/cgi-cg/gifts.cgi>.
- \_\_\_ Read Appendix 4 to review and recap what you have discovered about your spiritual gift(s).

- \_\_\_ Discuss your spiritual gifting with your pastor and other ministry leaders to confirm what these assessment tools and your own experiences are indicating.
- \_\_\_ Use your spiritual gift(s) to serve in God's Kingdom and for His glory.

# HEART

## What are you passionate about?

Man looks at the outward appearance, but the Lord looks at the heart.  
I Samuel 16:7b (NASB)

You are an epistle of Christ ... written not with ink but by the Spirit of the living God,  
not on tablets of stone but on tablets of flesh, that is, of the heart.  
II Corinthians 3:2-3

### 1. What is meant by “heart”?

- “Heart” is a God-given, deep-seated emotional attachment to a particular area of human need or ministry that compels you to make a difference.

Never be lacking in zeal, but keep your spiritual fervor, serving the Lord.  
Romans 12:11 (NIV)

### 2. How does God use my “heart” for His glory?

- “Heart” is the means by which God moves and motivates you with emotional energy.

Then the family heads of Judah and Benjamin, and the priests and Levites—  
**everyone whose heart God had moved**—prepared to go up  
and build the house of the Lord in Jerusalem.  
Ezra 1:5 (NIV)

- God uses a burning desire, an intense feeling, a deep-seated concern, a gut-wrenching attachment, a heart-felt connection, or a passionate mission.

For God is working in you, **giving you the desire**  
and the power to do what pleases Him.  
Philippians 2:13 (NLT)

### 3. Why does God use my “heart” for His purposes?

- “Heart” is the way that God directs and draws you to the focus of your ministry.

I had not told anyone what **my God had put in my heart** to do for Jerusalem.  
Nehemiah 2:11-12b (NIV)

- God may direct your “heart” to:

◆ Right a wrong ◆ Meet a need ◆ Solve a problem ◆ Serve a cause ◆ Change a life

It has always been **my ambition to preach the Gospel** where Christ was not known,  
so that I would not be building on someone else's foundation.  
Romans 15:20 (NIV)

### NEXT STEPS:

- \_\_\_ Pray and ask the Holy Spirit to guide you as you seek to understand more about your heart—your passion.
- \_\_\_ Complete the ministry passion assessment and checklist in Appendices 5 & 6.
- \_\_\_ Also complete the time availability and maturity level checklist in Appendix 7.
- \_\_\_ Use your passion to serve in God’s Kingdom and for His glory.

# ABILITIES

## What are you naturally good at?

For everyone to whom much is given, from him much will be required;  
and to whom much has been committed, of him they will ask the more.

Luke 12:48 (NKJV)

### 1. What is meant by natural abilities?

- A natural ability is a special talent or skill that God distributes to His children and develops in them through life's circumstances for the benefit of others. Abilities include both natural and life gifts that you may have (e.g., playing the piano by ear) and also special skills or knowledge that you may have gained (e.g., playing the piano by reading the notes).

Then Moses summoned ... every skilled person to whom **the LORD had given ability** and who was willing to come and do the work.

Exodus 36:2 (NIV)

### 2. Why does God give us special abilities, skills and talents?

- Possessing natural abilities carries responsibility—to whom much is given, much is required.

To one He gave five talents of money, to another two talents,  
and to another one talent, **each according to his ability.**

*Matthew 25:15 (NIV)*

### 3. How does God want me to use my natural talents and abilities (whether innate or acquired)?

- Every talent and ability that you have (no matter how great or how insignificant) can be used to glorify God and to serve others.

So ... whatever you do, **do it all for the glory of God.**

I Corinthians 10:31 (NIV)

### NEXT STEPS:

- \_\_\_ Pray and ask the Holy Spirit to guide you as you seek to understand more about your natural abilities—talents and skills.
- \_\_\_ Complete the abilities assessment in Appendix 8.
- \_\_\_ Read Appendix 15 on your *Unique Style of Giving Praise and Thanks to Our God*. What insights can you apply in your life and ministry?
- \_\_\_ Use your God-given natural abilities to serve in God's Kingdom and for His glory.

# P PERSONALITY

## What are you comfortable doing?

Your hands shaped me and made me.  
Job 10:8a (NIV)

### 1. What is my personal behavioral style?

- Personal style consists of your unique, **God-given behavioral characteristics** which indicate the way you normally prefer to relate to people and respond to the world around you. It is your behavioral DNA or simply the way God has individually “wired” you.

You made all the delicate, inner parts of my body and knit me together  
in my mother’s womb. Thank you for making me so wonderfully complex!  
Psalm 139:13 (NLT)

### 2. Are some behavioral styles better for ministry than others?

- There are **no “right” or “wrong” behavioral styles for ministry, but some may “fit” a particular ministry better than others.** When you are required to minister in a manner that is “out of character” for your behavioral style, it can create tension, may require extra effort and energy, and may produce less than the best results.

Each of us did the work the Lord gave us. I planted the seed in your hearts,  
and Apollos watered it, but it was God who made it grow...The one who plants  
and the one who waters work together with the same purpose.  
And both will be rewarded for their own hard work. For we are both God’s workers.  
I Corinthians 3:5b-6, 8-9a (NLT)

### 3. What is the relationship between my personal behavior style and my ministry?

- Your personal behavior style can also affect how you use your spiritual gift(s) and natural abilities.

### 4. If God made me this way, am I responsible for my own bad behavior?

- While your God-given personality may explain how you tend to behave, it does not excuse it!

Pay careful attention to your own work, for then you will get the satisfaction  
of a job well done, and you won’t need to compare yourself to anyone else.  
For we are each **responsible for our own conduct.**  
Galatians 6:4-5 (NLT)

## NEXT STEPS:

- \_\_\_ Pray and ask the Holy Spirit to guide you as you seek to understand more about your personality (behavior style).
- \_\_\_ Complete the behavior style assessment tool mentioned in Appendix 9. Other such tools are:
  - \_\_\_ <http://www.123test.com/disc-personality-test/> (a user-friendly online DISC personality test).
  - \_\_\_ <http://www.smalley.cc/free-personality-test/> (Gary Smalley’s personality test).
  - \_\_\_ [http://webmedia.unmc.edu/bioprep/Designing-Disaster-Exercises/Personality\\_Compass.pdf](http://webmedia.unmc.edu/bioprep/Designing-Disaster-Exercises/Personality_Compass.pdf) (the Personality Compass test).
  - \_\_\_ <http://72244.netministry.com/images/PersonalityScoreSheet.pdf> (Florence Littauer’s test).
- \_\_\_ Compare and contrast your results from these assessment tools and read Appendix 10.
- \_\_\_ For further study from a Christian perspective, you can also read Florence Littauer’s book, *Personality Plus: How to Understand Others by Understanding Yourself.*
- \_\_\_ Read team-related Appendices 11 & 12. See also other resources available at the web page links on page 32.
- \_\_\_ What insights can you discover and apply from these in your life and ministry?
- \_\_\_ Use your personality (behavior style) to serve in God’s Kingdom and for His glory.



# EXPERIENCE

## What have you done or experienced that equips you to serve?

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.

Romans 8:28 (NIV)

### 1. What is God's perspective on my past experiences?

- God has shaped your past with purpose. **God uses both the good and the bad experiences** of life to teach you and to prepare you for what is ahead.

Joseph to his brothers: "You intended to harm me, but **God intended it all for good**. He brought me to this position so I could save the lives of many people."

Genesis 50:20 (NLT)

- God uses your past experiences to equip you for ministry. **All life experiences** are used by God to **prepare you** for future ministry and success.

Praise be to the God and Father of our Lord Jesus Christ, the Father of compassion and the God of all comfort, who comforts us in all our troubles, **so that we can comfort** those in any trouble with the comfort we ourselves have received from God.

II Corinthians 1:3-4 (NIV)

- God wants you to **review and reflect** upon your **past experiences** for spiritual insight and future direction.

Jesus replied, "You do not realize now what I am doing, but later you will understand."

John 13:7 (NIV)

### 2. What past experiences of mine can God use for His glory?

- Reflect on your achievements and experiences (whether good or bad, pleasant or painful):
  - ◆ Personal ◆ Vocational ◆ Relational ◆ Educational ◆ Spiritual ◆ Other

### NEXT STEPS:

- \_\_\_ Pray and ask the Holy Spirit to guide you as you seek to understand more about your achievements and experiences—whether good or bad, pleasant or painful.
- \_\_\_ Complete the experiences assessment and checklist in Appendix 13.
- \_\_\_ Read the love languages, praise style, relational wisdom and biblical peacemaking Appendices 13, 14, 21, 22, 23 and 24. What insights can you discover and apply in your life and ministry?
- \_\_\_ Also complete your personal **S.H.A.P.E.** profile in Appendix 16 and match your **S.H.A.P.E.** with your ministry interests in Appendix 17.
- \_\_\_ Then discuss your **S.H.A.P.E.** profile and ministry interests with your pastor or other mature Christian leader and record the feedback you receive on Appendices 18 and 19.
- \_\_\_ Use all of your experiences—indeed your entire **S.H.A.P.E.** package—to serve in God's Kingdom and for His glory.
- \_\_\_ Be blessed as you proceed on your entire **S.H.A.P.E.** journey!

## ✠ Words of Encouragement for Your **S.H.A.P.E.** Journey ✠

Trust in God and plan not according to the flesh. God is faithful and His promises to us in Christ Jesus are Yes and Amen. He has anointed us, sealed us and given us His Spirit.

We should thus see ourselves as being fellow workers for the joy of those to whom we minister; and it is by faith that we stand in so doing. You are an epistle of Christ, written not with ink but by the Spirit of the living God, not on tablets of stone but on tablets of flesh—that is, of the heart. Our sufficiency is from God, who also made us sufficient as ministers of the new covenant, not of the letter but of the Spirit; for the letter kills, but the Spirit gives life. God is Spirit; and where the Spirit of the Lord is, there is liberty. When one turns to the Lord, the veil of the flesh is taken away by Christ; and, beholding as in a mirror the glory of the Lord, we are being transformed into His image from glory to glory. Amen!

2 Cor. 1:9, 17-18 & 20-24; 3:3, 6 & 14-18 (paraphrased)

As you mobilize your God-given, Spirit-filled **S.H.A.P.E.** journey through life: ♦ start doing something where you see a need ♦ pay attention to your feelings: is your interest stirred? ♦ evaluate how effective you are ♦ observe whether the Body of Christ confirms your effectiveness. In particular, be sure to discuss your **S.H.A.P.E.** profile and ministry interests with your pastor or other mature Christian leader and then record the feedback you receive on Appendix 18. But also remember that love is more important than any gift (*1 Corinthians 13:1*).

Love the Lord your God with all your heart and with all your soul  
and with all your mind... Love your neighbour as yourself.

Matthew 22:37a, 39b (NIV)

Our focus needs to be on building up (i.e., edifying) others, not just ourselves! It's not what you get that counts, so much as what you are able to give – working together to build up the whole Body of Christ. In this way, the church grows: ♦ spiritually ♦ numerically ♦ functionally – toward “the unity of the Spirit in the bond of peace” (*Ephesians 4*).

God is actively at work in your life. He wants you to understand your **S.H.A.P.E.** and to put into practice the full potential of who He has uniquely created you to be in His kingdom, for His purposes, and for His glory. God uniquely designed you for a specific purpose in His Kingdom.

For I know the plans I have for you, declares the Lord, plans to prosper you  
and not to harm you, plans to give you hope and a future.

Jeremiah 29:11 (NIV)

According to Scripture, whatever your job or profession may be, your primary role in life is to serve your Lord and Master, Jesus Christ. ♦ You have been **created** to serve Christ Jesus and others. ♦ You have been **saved** to help do Christ's work on earth. ♦ You have been **gifted** to be a good steward in Christ's service. ♦ You have been **challenged** to serve faithfully and in a Christ-like manner. ♦ You will be **rewarded** as a workman for Christ Jesus in this life and in eternity.

For we are God's workmanship, created in Christ Jesus  
to do good works, which God prepared in advance for us to do.

Ephesians 2:10 (NIV)

As each one has received a special gift, employ it in serving one another  
as good stewards of the manifold grace of God.

*1 Peter 4:10 (NAS)*

Your attitude should be the same as that of Christ Jesus...  
(who) made Himself nothing, taking on the very nature of a servant...

Philippians 2:5-7 (NIV)

Whatever you do, work at it with all your heart, as working for the Lord, not for men,  
since you know that you will receive an inheritance from the Lord as a reward.

Colossians 3:23-24 (NIV)

## ***How are you using your **S.H.A.P.E.** today?***

## **Appendix 1: *Sermon Outlines From Pastor Alson Ebank***

### **“Shaped to Serve, Gifted to Glorify” (23 May 2011):**

#### **1. Shaped to Serve, Gifted to Glorify!**

- Finding Joy through serving Jesus.

#### **2. God’s Desire for Christians**

- John 10:10b-I came that they may have life and have it abundantly.
- John 15:8-By this my Father is glorified, that you bear much fruit and so prove to be my disciples.
- John 15:11-These things I have spoken to you, that my joy may remain in you, and that your joy may be full.

#### **3. Three Observations**

- Some Christians are joyfully serving in the church.
- Some Christians are “joylessly” serving in the church.
- Some Christians are doing nothing in the church.

#### **4. Three Basic Truths**

- God’s Kingdom standard is 100% employment.
- Every Christian is shaped to serve.
- Every Christian is gifted to give back.

#### **5. Three Foundational Scriptures**

- Ephesians 4:16: “...the whole body..., when each part is working properly, makes the body grow so that it builds itself up in love.”
- Ephesians 2:10: “For we are His masterpiece, created in Christ Jesus for good works that God prepared long ago to be our way of life.”
- I Corinthians 12:7: “To each is given the manifestation of the Spirit for the common good.”

#### **6. Three Major Bible Passages**

- Romans 12
- I Corinthians 12-14
- Ephesians 4

#### **7. Three Categories of Spiritual Gifts**

- Miraculous Gifts
- Enabling Gifts
- Team Gifts

#### **8. Three Clear Principles**

- The Holy Spirit is the giver of spiritual gifts: I Cor 12:4-7
- Every believer has the Holy Spirit: Romans 8:9
- Every believer is “gifted” by the Holy Spirit (even if you may not have yet opened the package): I Cor. 12:4-7

## 9. Three Approaches to Discovering Your “SHAPE for SERVING” and “GIFT for GLORIFYING”

### Approach #1:-Do something!

- Start doing something where you see a need.
- Get involved where your interest is stirred.
- “God can’t steer a stationary vessel.”

### Approach #2:-Serve in line with your S.H.A.P.E.

- Spiritual gifts(s)
- Abilities (what natural abilities and talents do you have?)
- Heart (what are you passionate about?)
- Personality (What are you comfortable doing?)
- Experience (What have you done that equips you to serve?)

### Approach #3:-Find and Use your Spiritual Gift(s)

- What gifts do you feel you have?
- What have others seen in you?
- Take a “spiritual gifts inventory”.

## “Gifted to Glorify God – You and Your Spiritual Gifts” (30 May 2011):

### 1. Gifted to glorify God! You and your spiritual gifts.

- **IMPORTANT QUESTION:** What is the difference between spiritual gifts and “talents”?
  - Talents are natural abilities, which all persons have, and can be used in secular or spiritual endeavours. Talents should be used by Christians to serve God, but are not substitutes for spiritual gifts.
  - Spiritual gifts are supernatural abilities or "enablements" given to believers to build up God's church. Spiritual gifts are given by the HOLY SPIRIT to Christians only.

### 2. Underscore this idea:

- God expects Christians to use and develop their natural abilities (talents) to serve Him and to build up the Church, BUT talents cannot be "transformed" into spiritual gifts.
- **What does that mean?** For example, just because someone is talented in public speaking does not mean that she is spiritually gifted to "preach" – her spiritual gift may be in "administration" or in "showing mercy".

### 3. Let the Bible speak:

- 1 Corinthians 12 clarifies the GIVER, the RECIPIENTS, the PURPOSE, and the VARIETY.
- Ephesians 4 focuses on the primary ENABLING GIFTS: Apostles, Prophets, Evangelists, Pastors and Teachers, and their PURPOSE.
- Romans 12:4-8 and 1 Peter 4:10-11 give additional guidance on administration of spiritual gifts.

### 4. A Biblical pattern for discovering your spiritual gifts:

- Receive Christ as Saviour.
- Be filled with the Holy Spirit.
- Begin "doing something" you sense God calling you to do.
- Your spiritual gifting is recognised by others and confirmed by leadership (1 Tim 4:14, 2 Tim 1:6).
- Continue to use the gift(s) as God enables you.

**See also** Rick Warren’s series of sermons plus others **S.H.A.P.E.**-related discussions:  
<http://rickwarren.org/series/shaped-to-make-a-difference>;  
<http://www.colonialresources.org/templates/System/details.asp?id=57543&PID=943799>; and  
<http://www.cpas.org.uk/advice-and-support/exploring-call/your-shape/build-your-shape>;

## Appendix 2: *Spiritual Gifts Mentioned in the Bible*

- **Leadership** (Romans 12:6, 8): This gift is used by God for the purpose of discovering and casting the “big picture” vision. Individuals with this gift are able to convey vision to the body of Christ and to inspire believers to use their gifts to accomplish the mission. **Key words:** ◆ *vision* ◆ *lead*.
- **Administration/Guidance** (I Corinthians 12:28): Persons with the gift of administration are typically detailed organizers and strategic thinkers with the ability to take a big picture vision and break it down into stages of development and orderly tasks. They are good at delegating tasks and monitoring their progress. **Key words:** ◆ *strategy* ◆ *organize*.
- **Pastoring/Shepherding** (Ephesians 4:7, 11): This is manifested in persons who look out for the spiritual welfare of others. Although pastors, like shepherds, do care for members of the church, this gift is not limited to a pastor or staff member. Individuals having this gift have the ability to develop personal, trust-based relationships with a small number of people. **Key words:** ◆ *guide* ◆ *mentor*.
- **Teaching** (Romans 12:6-7): This gift is given to serve and strengthen the body of Christ by teaching sound doctrine in relevant ways and empowering people to gain a sound and mature spiritual education. It is their passion to make biblical concepts clear and understandable and they seek opportunities to help others grasp biblical truth. **Key words:** ◆ *teach* ◆ *train*.
- **Apostleship** (Ephesians 4:7, 11): Apostles motivate the body to look beyond its walls in order to carry out the Great Commission. Apostleship provides people with the desire and ability to start new endeavors for God, most often churches. They are eager to be known as ambassadors for Christ in the world. **Key words:** ◆ *motivator* ◆ *ambassador*.
- **Prophecy** (Ephesians 4:7, 11): The gift of prophecy is proclaiming the Word of God boldly. This builds up the body and leads to conviction of sin. Prophecy usually manifests itself in preaching and teaching. It includes both “forth telling” (preaching) and “foretelling” (revelation). Persons with this gift frequently receive and share specific direction from God for comforting, challenging, and confronting His people. **Key words:** ◆ *boldly proclaim* ◆ *specific direction*.
- **Evangelism** (Ephesians 4:7-11): Those with the gift of evangelism lead others to Christ effectively and enthusiastically. They have a deep concern for those who do not know Christ. They are good at building relational bridges with non-believers and seem to have a sense when a person is open to Christ’s message of forgiveness. **Key words:** ◆ *witness* ◆ *outreach*.
- **Missionary** (Ephesians 3:6-8): The special ability God gives to some to minister whatever other spiritual gifts they have in another culture. Those with this gift have a stronger-than-average desire to be a part of fulfilling the Great Commission around the world; they have an intense spirit of unease at the thought of all the unsaved people in the world; they adapt themselves and core Biblical principles to different surroundings by being culturally sensitive and aware; and they can establish meaningful relationships with people of other nationalities or cultures. **Key words:** ◆ *passionate* ◆ *adaptable*.

- **Special Faith** (I Corinthians 12:7, 9): Special faith trusts God to work beyond the human capabilities of people. Believers with this gift encourage others to trust God in the face of apparently insurmountable odds. They typically have a passionate prayer life and embrace ideas that most see as impossible. **Key words:** ◆ *believe* ◆ *trust*.
- **Intercession/Prayer** (Ephesians 6:18): The special ability God gives to some to pray for extended periods of time on a regular basis to a degree much greater than that which is expected of the average Christian. This is the divine enablement to pray consistently on behalf of and for others, seeing frequent and specific results. People with this gift pray in response to the leading of the Holy Spirit and exercise power/authority for the protection of others and the equipping of them to serve. **Key words:** ◆ *labour in prayer* ◆ *intercede*.
- **Discernment/Distinguish Spirits** (I Corinthians 12:7-10): This gift empowers believers to recognize right from wrong, truth from lies, and the work of the Holy Spirit from the work of false spirits. The person with this gift is able to discern whether something is from God or whether a person ministering in God's name is really acting out of another source, human or satanic. Discernment tests the message and actions of others for the protection and well-being of the body of Christ. **Key words:** ◆ *discerning* ◆ *authenticity*.
- **Exorcism** (Mark 16:17; Acts 8:5-8; 16:16-18): This gift is a divine enablement to cast out demons when they are possessing or oppressing people. The person gifted in exorcism must put on the full armour of God. (Eph. 6:12-13) When operating in this gift, the believer also needs the gift of discernment and divinely endowed boldness to identify and to cast out the demon in the name of Jesus. **Key words:** ◆ *cast out* ◆ *evil spirits*.
- **Music/Dance** (1 Samuel 16:14-23; 1 Corinthians 14:26): This is the special gift whereby the Spirit enables certain Christians to praise God through instrumental music, singing and/or dancing in such a way as to enhance the worship experience of other believers. Those listening or watching become inspired to feel the presence and majesty of God when music, song and/or dance uplifts their soul in a manner that brings them closer to their Lord. People with this gift have special joy singing praises to God (either alone or with other people) and they feel secure in the fact that their musical ability will be of benefit to other people with whom they come in contact. **Key words:** ◆ *sacred* ◆ *moving*.
- **Writing** (Luke 1:1-3; 1 John 2:1; 1 John 2:12-14; 1 Timothy 3:14-15): The special God-given ability to formulate thoughts and ideas into meaningful written forms so that the reader will find courage, guidance, knowledge or edification through the words shared with them. The Bible was written by people with this gift. People with this gift may be inspired by the Holy Spirit in what they write and may write stories, sermons, devotions, histories, prayers, songs or poetry to be used to build up the body of Christ. They may also be better at expressing their thoughts in written form than in verbal form. **Key words:** ◆ *write* ◆ *edify*.
- **Craftsmanship/Artisan** (Exodus 28:3-4; Exodus 31:1-11; Exodus 35:30-35): This gift empowers the recipient with the skill to create artistic expressions that produce a spiritual response of strength and inspiration and/or to create, build, maintain or repair items used within the church. Such divinely inspired creativity is to be used for Christian ministry or to communicate God's truth through a variety of art forms. People with this gift use variety and creativity to captivate people and cause them to consider Christ's message. **Key words:** ◆ *create* ◆ *captivate*.
- **Helps/Serving** (I Corinthians 12:28): Those with the gift of service/helping recognize practical needs in the body and joyfully give assistance to meeting those needs. Those exercising this gift typically take on the challenges of ministry that occur "behind the scenes" and do not seek recognition for their service. They have a servant heart and are fulfilled in serving others. **Key words:** ◆ *assisting* ◆ *servant heart*.

- **Special Knowledge** (I Corinthians 12:7-8): The gift of knowledge usually manifests itself from learning and teaching. It is the God-given desire and ability to learn, to know and to explain the precious truths of God's Word. They are drawn to extensive study of God's Word and the historical context in which it was written. **Key words:** ◆ *scholar* ◆ *explain*.
- **Divine Wisdom** (I Corinthians 12:7-8): Wisdom is the gift that discerns the work of the Holy Spirit. Individuals with this gift are often sought after by members of the body who need counsel and sound advice. They have the ability to offer practical ways to apply biblical truth in real-world situations. They recognize God as the primary source of wisdom and direction. **Key words:** ◆ *wise counsel* ◆ *practical application*.
- **Exhortation** (Romans 12:6-8): Possessors of this gift help others live God-centered lives through inspiration, encouragement, counseling and empowerment. This gift may also be referred to as "encouragement". Individuals with this gift are able to help believers trust in the sovereignty of God in difficult times. They see the circumstances of life from a spiritual rather than a physical perspective. They look to the eternal rather than the temporal. **Key words:** ◆ *inspire* ◆ *eternal*.
- **Encouragement** (Romans 12:6-8): The special ability God gives some to help strengthen weak, faltering and faint-hearted Christians in such a way that they are motivated to be all God wants them to be. People with this gift come to the side of those who are weak in spirit to strengthen them, challenge others to trust and hope in the promises of God, urge others to action by applying Biblical truth, and motivates others to grow in their faith. **Key words:** ◆ *reassure* ◆ *console*.
- **Giving** (Romans 12:6, 8): Members with the special gift of giving tend to give freely and joyfully to the work and mission of the body beyond the tithe. Cheerfulness and liberality are characteristics of individuals with this gift. They prefer their donations to be anonymous and recognize that their resources are merely tools for God's use. **Key words:** ◆ *generosity* ◆ *abundance*.
- **Hospitality** (I Peter 4:9-10): Those with this gift have the ability to make visitors, guests and strangers feel at ease. Persons with this gift integrate new members into the body and are known for making those around them feel valued and significant. They desire that people always feel loved and welcomed and often have gatherings at their home for fellowship. **Key words:** ◆ *welcome* ◆ *valued*.
- **Mercy/Compassion** (Romans 12:6-8): Persons with this gift aid the body by empathizing with hurting members. They keep the body healthy and unified by keeping others aware of the needs within the church. This gift is seen in Christians that are drawn to minister to the needs of those in hospitals, nursing homes, prisons, etc. They are able to connect at a deep level with those who are grieving and walk with them through difficult seasons of life. **Key words:** ◆ *care* ◆ *empathize*.
- **Celibacy** (1 Corinthians 7:1-9, 32-35): This is the special ability God gives to some voluntarily to remain single without regret and with the ability to maintain control over sexual impulses so as to serve the Lord without distraction. Only God is able to overrule such natural human instincts and by grace control them so that a person can remain unmarried. However, being unmarried is not necessarily the same as having this gift. Those who have this gift choose to remain single, because they can serve the Lord better that way. **Key words:** ◆ *single* ◆ *devoted*.
- **Voluntary Poverty** (1 Corinthians 13:1-3; 2 Corinthians 8:9): The special ability that God gives to some members of the body of Christ to renounce material comfort and luxury and adopt a personal lifestyle equivalent to those living at the poverty level in a given society. People with this gift will often choose to live among people who are considered poverty-stricken (even though they could live at a higher standard) and they choose this lifestyle in order to serve God more effectively. A prime example of someone possessing this gift was Mother Theresa. **Key words:** ◆ *renounce* ◆ *choose*.
- **Martyrdom** (1 Corinthians 13:1-3; Hebrews 13:3): Persons with this gift are willing and able to endure hardship and oppression and to die for sharing the gospel of Jesus Christ. This gift enables the believer to love and win to Christ those who are opposed to the Gospel where they live and minister. **Key words:** ◆ *sacrifice* ◆ *endure*.

- **Divine Healing** (1 Corinthians 12:7-11, 28-31): This is the special and supernatural ability God gives to some to serve as a human instrument through whom it pleases Him to cure illness and restore health (physically, emotionally, mentally or spiritually) apart from the use of natural means. It can be God's means for restoring people to wholeness. People with this gift pray, touch or speak words that miraculously bring healing and they use it as an opportunity to communicate a Biblical truth and to see God glorified. **Key words:** ♦ *heal* ♦ *restore*.
- **Divine Miracles** (1 Corinthians 12:7-11, 28-31): This gift is to be distinguished from the gift of healing. It is the special ability God gives some to serve as a human intermediary through whom He pleases to perform acts of supernatural power (such that it can be recognized by others to have altered the ordinary course of nature). People with this gift speak God's truth and may have it authenticated by an accompanying miracle; they also acknowledge that God is the source of miracles and they give Him the glorify for any manifestation of this gift. **Key words:** ♦ *power* ♦ *purpose*.
- **Speaking in Tongues** (1 Corinthians 12:7-11; 1 Corinthians 12:28-31): The special ability God gives to some to speak prayer or praise in a language they have never learned or to communicate a message from God to His people. People with this gift often speak in tongues as a private prayer language and can experience an intimacy with God which inspires them to serve and edify others. They may also have the divine enablement to communicate a message given by God for the church, provided there is someone present who is divinely enabled to interpret. **Key words:** ♦ *spontaneously utter* ♦ *prayer language*.
- **Interpretation of Tongues** (1 Corinthians 12:7-11; 1 Corinthians 12:28-31): This is the special ability God gives some to translate the message of one who speaks in an unknown tongue. People with this gift express with an interpretation a word by the Spirit which edifies the Body and which enables the gift of tongues to build up the Body by interpreting God's message for His people. **Key words:** ♦ *interpret* ♦ *unknown language*.

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### Fruit of the Spirit

The fruit of the Spirit is love, joy, peace, forbearance, kindness, goodness, faithfulness, gentleness and self-control. Against such things there is no law.  
Galatians 5:22-23 (NIV)

Gifts of the Spirit may be contrasted with fruit of the Spirit. Whereas spiritual gifts are what God gives each believer to empower him/her for service in God's Kingdom, good spiritual fruit is produced in each believer whose nature has been regenerated by the Holy Spirit. Such good fruit is the outcome or result of becoming a "new creation" in Christ Jesus. (2 Cor. 5:17). This is the same kind of fruit of which we are to bear more by being "pruned" (made clean by the Word) and by abiding in Jesus (the true vine). (John 15:1-4, 16)

To the nine fruit of the Spirit listed in Galatians 5:22-23, the Apostle Paul (writing in Ephesians 5:9) adds righteousness and truth. And, from Colossians 3:12, tender mercies, humility and meekness might also be added as well. In these good fruit of the Spirit, we can see manifested both the inner quality of our personal experience as believers and the external quality of our relationship with others as led by the Holy Spirit.

The opposite of good fruit of the Spirit is bad fruit (or works) of the flesh (the "sinful nature") mentioned in Galatians 5:19-21: adultery, fornication, uncleanness, lewdness, idolatry, sorcery, hatred, contentions, jealousies, outbursts of wrath, selfish ambitions, dissensions, heresies, envy, murders, drunkenness, revelries, and the like. Against such things there are many laws (both spiritual and man-made)! The Apostle Paul warns that those who practice such things will not inherit the Kingdom of God and thus he urges believers to walk in the Spirit and not fulfill the lust of the flesh. (Gal. 5:16, 21)



## Appendix 3: *My Spiritual Gifts Assessment*

God has blessed each believer with one or more Spiritual Gifts. This assessment tool will help you explore what Spiritual Gifts God has given you. However, it does not test for the gifts of exorcism or martyrdom. An automated online version of this same assessment tool is available by clicking here: <http://www.kodachrome.org/spiritgift/>, but a donation will be requested if you opt to use it.

This assessment tool is designed for Christians. If you have been a Christian for at least a few years, you should use your personal experiences as the basis for your responses. However, if you are a new Christian, then your responses should be based on how well each statement describes the desire of your heart (even if you have not yet done what the statement talks about).

Please keep in mind that this was written by people (not by God) and as such it is not perfect. Your frame of mind when you take it can also influence your responses. Thus, this assessment tool should be used as a starting place as you begin to discover how God has gifted you, but not as an absolute indicator or determinative assessment. It may not always indicate your true Spiritual Gift(s). It is just one tool in what should be a life-long search for how God has blessed you and is blessing you, so you can in turn bless others and serve God effectively.

**Instructions:** This assessment consists of 140 statements below to which you are to respond. Select one response for each statement; there are no “wrong” answers. Place an “x” or a “✓” in the box to the right of each statement that best characterizes how you feel about it or react to it. Your responses are to correspond to a number between 1 and 10 (where 1 means that the statement does not describe you at all and 10 means that the statement describes you perfectly). Do not spend too much time on any one item. Usually your immediate response is best. Do not skip any items. Also do not look ahead to see what Spiritual Gifts relate to particular statements, because that could influence your results! After you have responded to all 140 statements, transfer your responses to the summary sheet on page 21 and follow the Analysis Instructions.

	Question	1	2	3	4	5	6	7	8	9	10
1	People come to me when they need help in desperate situations, and I am able to recommend a ministry that can help.										
2	I feel empowered to stand-alone for Christ in a hostile, unbelieving environment.										
3	I readily identify with Paul's desire for others to be single as he was.										
4	I enjoy using my artistic talents to make things that bring glory to God.										
5	It is easy to me to perceive whether a person is honest or dishonest.										
6	I have spoken words of hope that God confirmed in others by the Holy Spirit.										
7	I am attracted to non-believers because of my desire to win them to Christ.										
8	I have urged others to seek Biblical solutions to their affliction or suffering.										
9	I hold fast to my personal belief in the truth even in the presence of ridicule, apparent failure, or pain.										
10	I can give sacrificially because I know that God will meet my needs.										
11	I feel strongly that my prayers for a sick person effect wholeness for that person.										
12	When I serve the Lord, I really don't care who gets the credit.										
13	Our home is always open to whomever God brings to us.										
14	I find myself praying when I possibly should be doing other things.										
15	I have had insights of spiritual truth that others have said helped bring them closer to God.										

	Question	1	2	3	4	5	6	7	8	9	10
16	Others are willing to follow my guidance to accomplish tasks for our church.										
17	I feel great compassion for the problems of others.										
18	I believe that God can miraculously alter circumstances.										
19	I am able to relate well to people of different cultures.										
20	Christian music always lifts my spirit and makes me want to praise and worship God.										
21	I have a heart to help Christians who have lost their way.										
22	I choose to live a simple lifestyle so I will have more time and money to devote to God's service.										
23	I sometimes feel that I know exactly what God wants to do in a ministry at a specific point in time.										
24	Studying the Bible and sharing my insights with others is very satisfying for me.										
25	I have interpreted tongues so as to help others worship God without confusion.										
26	Sometimes when I pray, it seems as if the Spirit steps in and prays in words I cannot understand.										
27	I have felt an unusual presence of God and personal confidence when important decisions needed to be made.										
28	Sometimes, I express my love for God by writing poems, songs, prayers, or devotionals.										
29	I have been responsible for guiding tasks in my church to success.										
30	I feel God has called me to go forth to establish new churches where people have never heard the gospel.										
31	I am single and enjoy it.										
32	I like to make gifts for others that will remind them of God or Jesus.										
33	I can sense whether a person is moved by the Holy Spirit, an evil spirit, or by their own flesh.										
34	It is a joy to speak uplifting words to people who are discouraged.										
35	I have led others to a decision for salvation through faith in Christ.										
36	I can challenge others without making them feel condemned.										
37	I am totally convinced God will fulfill His word even if He is not doing so yet.										
38	God has used me to meet someone's financial or material need.										
39	When I pray for the sick, either they or I feel sensations of tingling or warmth.										
40	The Spirit sometimes leads me to do a simple thing for someone that touches him or her deeply.										
41	I enjoy greeting and welcoming people to our church or our home.										
42	I seem to recognize prayer needs before others.										
43	I am able to understand difficult portions of God's word.										
44	I am able to delegate tasks to others to accomplish God's work.										
45	I have a desire to work with those who have physical or mental problems to alleviate their suffering.										
46	Others can point to specific instances where my prayers have resulted in what seems impossible happening.										
47	I would be willing to leave comfortable surroundings if it would enable me to share Christ with more people.										

	Question	1	2	3	4	5	6	7	8	9	10
48	Singing, dancing to, or playing songs of praise to God for pure enjoyment is personally satisfying.										
49	God has shown fruit in my life in the effective discipling of other believers.										
50	My desire for spiritual riches always outweighs my desire for money or material possessions.										
51	I sometimes have a strong sense of what God wants to say to people in response to particular situations.										
52	People have told me that I have helped them learn Biblical truths.										
53	Sometimes when a person speaks in tongues, I get an idea about what God is saying.										
54	I can speak to God in a language I have never learned.										
55	Sometimes God gives me an insight into the proper course of action others should take.										
56	I am able to take complex spiritual matters and write them down in a way that others can understand more easily.										
57	I can serve others by organizing and harnessing their gifts to solve a particular problem.										
58	I have little fear in leading people where God wants them to go.										
59	I am glad I have more time to serve the Lord because I am single.										
60	I like to work with my hands to make things to serve God.										
61	The difference between truth and error is easily perceived by me.										
62	I can effectively motivate people to get involved in ministry.										
63	I seem able to determine when the Spirit has prepared a person to received Jesus Christ.										
64	People will take correction from me because they know I am on their side.										
65	My hope in God, against all odds, is inspiring to others.										
66	I have been willing to maintain a lower standard of living in order to benefit God's work.										
67	I enjoy praying for sick people because I know that many of them will be healed as a result.										
68	I have enjoyed doing routine tasks that have led to more effective ministry by others.										
69	I try to make everyone feel welcome and comfortable at church suppers or social events.										
70	When I hear a prayer request, I pray for that need for several days at least.										
71	Through study or experience I have discerned major strategies God seems to use in furthering His kingdom.										
72	God has given me an ability to "rally the troops" in giving aid to others.										
73	I enjoy spending time with a lonely shut-in person or someone in prison.										
74	God has used me personally to perform supernatural signs and wonders.										
75	The thought of beginning a new church in a new community is exciting to me.										
76	People have said they see the love of Jesus on my face when I sing, dance, or play music.										
77	I feel that I am responsible to help protect weak Christians from dangerous influences.										

	<b>Question</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>
78	A big house, a fancy car, or a large bank account are NOT important to me.										
79	Sometimes I have a burning desire to speak God's word even if I know it will not be well received.										
80	Teaching a Bible Class is one of the most enjoyable things I do (or could do).										
81	When others have prayed in tongues, I felt that I understood the meaning of their prayer.										
82	Praying in tongues has been meaningful to me in my personal prayer life.										
83	When a person has a problem I can frequently guide him or her to the best Biblical solution.										
84	I love to study God's Word and write down what I have learned.										
85	I can recognize talents and gifts in others, and find ways of using these for God.										
86	God has given me a position of authority over a number of groups of Christians.										
87	I am single and have little difficulty controlling my sexual desires.										
88	I am able to show the glory of God's creation through my art.										
89	I can judge well between the truthfulness and error of a given theological statement.										
90	I have verbally given confidence to the wavering, the troubled, or the discouraged.										
91	I minister better to the spiritually unborn than to believers.										
92	It is enjoyable to motivate people to a higher spiritual commitment.										
93	I am ready to try the impossible because I have a great trust in God.										
94	I have strongly sensed the Spirit leading me to give money to a specific person or cause.										
95	Sometimes I have a strong sense that God wants to heal someone through my prayers or words.										
96	I would rather work in secret than have my work recognized publicly.										
97	I do NOT feel uncomfortable when people drop in unexpected.										
98	Praying for others is one of my favorite ways of spending time.										
99	I sometimes find I know things that I have never learned, which are confirmed by mature believers.										
100	It is a thrill to inspire others to greater involvement in church work.										
101	I enjoy visiting in hospitals and retirement homes, and feel I do well in such a ministry.										
102	The Holy Spirit leads me to pray for impossible things that really come true.										
103	More than most, I have had a strong desire to see peoples of other countries won to the Lord.										
104	People have told me they were moved spiritually by my singing, dancing, or playing music.										
105	I feel a call from God to be the spiritual leader of a group of Christians.										
106	I am NOT jealous of those who have more material possessions than I do.										
107	People have told me that I have communicated timely messages that must have come directly from the Lord.										
108	I devote considerable time to learning new Biblical truths in order to communicate them to others.										

	Question	1	2	3	4	5	6	7	8	9	10
109	When I hear others speak in tongues, I am compelled to explain the meaning.										
110	When I give a public message in tongues, I expect it to be interpreted.										
111	I feel that I have a special insight in selecting the best alternative in a difficult situation.										
112	People say they have been touched spiritually by things I have written.										
113	People sometimes look to me for guidance in coordination, organization, and ministry opportunities.										
114	God has used me to bring the gospel to people who have never heard.										
115	I am single and feel indifferent toward being married.										
116	I feel compelled to use my hands to craft things that show the beauty of God's creation.										
117	I can quickly recognize whether or not a person's teaching is consistent with God's word.										
118	People who are feeling perplexed sometimes come to me for comfort.										
119	I'm troubled when salvation is not emphasized.										
120	I can identify with weakness and temptation so as to encourage people to repent and believe.										
121	I have believed God for the impossible and seen it happen in a tangible way.										
122	I strive to find ways to give to others without calling attention to myself.										
123	I have prayed for others and physical healing has actually occurred.										
124	If someone is facing a serious crisis, I enjoy the opportunity to help them.										
125	When people come to our home, they often say they feel at home with us.										
126	Others have told me that my prayers for them have been answered in tangible ways.										
127	God has given me words to say in witnessing situations that surprised even me.										
128	I can motivate others to obey Christ by the living testimony of my life.										
129	Sometimes I am overcome with emotion for the person I am praying for.										
130	People have told me that I was God's instrument to bring supernatural change in lives or circumstances.										
131	People of a different race or culture have been attracted to me, and we have related well.										
132	I enjoy using my musical talents to sing, dance to, or play Christian music much more so than secular music.										
133	God has given me the ability to teach and preach spiritual truth.										
134	I feel that I can best fulfill God's calling on my life by living simply.										
135	Through God I have revealed specific things that will happen in the future.										
136	I feel I can communicate Biblical truths to others and see resulting changes in knowledge, values, or conduct.										
137	My interpretation of tongues has been confirmed by mature believers.										
138	When I speak in tongues, I believe it is edifying to the group I am with.										
139	People with spiritual problems seem to come to me for advice and counsel.										
140	I sometimes prefer to write down my thoughts about God rather than speaking them out loud.										

<b>Name:</b>		<b>Date:</b>	
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Responses to Each Statement:					Sum of first 5 columns	Rank in order highest to lowest	Name of Spiritual Gift
1-28	29-56	57-84	85-112	113-140			
1	29	57	85	113			Administration/Guidance
2	30	58	86	114			Apostleship
3	31	59	87	115			Celibacy
4	32	60	88	116			Craftsmanship/Artisan
5	33	61	89	117			Discernment/Distinguish Spirits
6	34	62	90	118			Encouragement
7	35	63	91	119			Evangelism
8	36	64	92	120			Exhortation
9	37	65	93	121			Special Faith
10	38	66	94	122			Giving
11	39	67	95	123			Divine Healing
12	40	68	96	124			Helps/Serving
13	41	69	97	125			Hospitality
14	42	70	98	126			Intercession/Prayer
15	43	71	99	127			Special Knowledge
16	44	72	100	128			Leadership
17	45	73	101	129			Mercy/Compassion
18	46	74	102	130			Divine Miracles
19	47	75	103	131			Missionary
20	48	76	104	132			Music/Dance
21	49	77	105	133			Pastoring/Shepherding
22	50	78	106	134			Voluntary Poverty
23	51	79	107	135			Prophecy
24	52	80	108	136			Teaching
25	53	81	109	137			Interpretation of Tongues
26	54	82	110	138			Speaking in Tongues
27	55	83	11	139			Divine Wisdom
28	56	84	112	140			Writing

### Analysis Instructions

1. First, look over the Analysis Sheet to make sure you have entered the correct number from 1 to 10 in each of the 140 pre-numbered response boxes. If you left any of the boxes empty, go back to the corresponding statement(s) and enter your response.
2. Now, calculate the sum of the 5 responses in each horizontal row and enter it in the Sum column. Do this for each of the 28 response rows. Each sum should be a number between 5 and 50.
3. Next, look over the 28 numbers you have just entered in the vertical Sum column. Look for the highest number, then place an "A" in the Rank column for the row with the highest Sum. If there is more than one row with this same high number, place an "A" in the Rank column for each.
4. (If you placed an "A" in 3 or more Rank boxes, then skip this step) - Look for the second highest number, then place a "B" in the Rank column for each row with this number.
5. (If you placed an "A" or "B" in 3 or more Rank boxes, then skip this step) - Look for the third highest number and place a "C" in the Rank column for each row with this number.
6. Now look at the names of the Spiritual Gifts beside the Rank boxes where you entered "A", "B", or "C". These are the Spiritual Gifts that it seems God has given to you.
7. You can find out more about your Spiritual Gifts by reading Appendices 1 and 2 above and Appendix 4 below. Be sure your spiritual gifting is recognized by others and confirmed by your church leadership (1 Tim. 4:14, 2 Tim. 1:6): see Appendix 18. Then continue to use these gift(s) as God enables you and for His glory!

## Appendix 4: *My Spiritual Gifts “highlights”, “look here”* & *“commons errors” Checklists*

We have different gifts, according to the grace given to each of us.  
Romans 12:6 (NIV)

Unity in the church is not attained by all being alike; but by all having the same purpose –  
the desire to glorify God and build up others.

Bob Buford

These checklists were adapted from the CPAS discussion on “exploring spiritual gifts: your *S.H.A.P.E.* for ministry”: see <http://www.cpas.org.uk/advice-and-support/exploring-call/your-shape/spiritual-gifts> (click where indicated “to download an exercise”). Church Pastoral Aid Society (CPAS) is an Anglican evangelical mission agency working with churches, mainly in the UK and Republic of Ireland. Its office is in the University of Warwick Science Park in Coventry, England. We are grateful for these insights and for giving us permission to use them.

### My “highlights” Checklist

Spiritual Gifts are special God-empowered abilities God gives to each follower of Jesus Christ, in order to equip him/her to serve Him. Understanding which gifts God has given you is a helpful step in understanding more about your calling: the God who calls is also the God who equips. See also Appendices 1, 2 and 3 above.

In particular, Spiritual Gifts are:

- **Gifts from God, not rewards for good behaviour:** They are received, not achieved (1 Cor. 7:7; 12:11). They are gifts given when we come to faith in Christ. Those who aren’t Christians don’t have Spiritual Gifts. And most people receive them in a “gift-mix” (not just one gift).
- **Manifestations of grace, not marks of maturity:** They are not dependent on how long you’ve been a Christian or how old or mature you are as a Christian: children receive them as well. However, maturity (both spiritually and age-wise) does help us use them wisely.
- **Tools for the job, not trophies for the mantelpiece:** They are received for the common good (1 Cor. 12:7, Eph. 4:12). They are not things to be proud of or to show off, but rather to be used humbly in service of Jesus Christ (our King of Kings) and His Kingdom.
- **Spiritual gifts, not simply natural talents:** They are the expression of God’s grace in ordinary people’s lives, sometimes transforming a natural talent into something supernatural, sometimes supernaturally giving an individual a gift that they have shown no ability for before. Also cross-reference **Abilities**.

We are called to use our Spiritual Gifts in a way that glorifies the Giver, builds up the Body, and extends the Kingdom of God on earth and for eternity. As we use them in this way:

- **Remember the source:** There are different kinds of gifts, but the same Spirit. (1 Cor. 12:4). We can’t boast or be proud: we can only humbly and gratefully receive them as gifts.
- **Develop a right attitude:** There are different kinds of service, but the same Lord. (1 Cor. 12:5). Gifts are not about status, but service. Sadly, churches are riddled with people seeking status, which is why we must model ourselves on the servant character of Christ.
- **Recognise our dependence on God:** There are different kinds of working... (1 Cor. 12:6). Each gift is given through grace and used in God’s strength. That’s why Paul only ever boasts about his weakness.
- **Focus on the common good:** Spiritual Gifts are not about self-glorification; they are about building up the Body of Christ. (1 Cor. 12:7-11).
- **Function as a body:** 1 Cor. 12:14-16 identifies the problem of those who downplay their gifts and 1 Cor. 12:21-24 focuses on those who deny others’ gifts. 1 Cor. 12:18-20 stresses our interconnectedness. If we are to function well as the Body of Christ (especially in the local church), every believer needs to use his/her Spiritual Gifts as God designed and intended. (1 Cor. 12:12-31).

## My “look here” Checklist

The following is a practical “look here” exercise to explore the Spiritual Gifts God may have given you:

- **Look up:** Ask God to show you what your gifts are. Be prayerful as you consider your gifts, and flexible as you explore His leading.
- **Look at:** Read through list of Spiritual Gifts mentioned in the Bible: see Appendix 2 above.
- **Look back:** Think about the past. Where would you identify God’s blessing on you? Where have you seen unusual fruit in your own ministry experience? What have you enjoyed doing as a Christian? What have you found energizing? Also cross-reference **Abilities** and **Experience**.
- **Look in:** As you look into yourself, what do you feel passionate about? What really excites you? If you were guaranteed success, the resources and gifts to achieve it, what one thing would you most like to do for God? Also cross-reference **Heart (passion)**.
- **Look out:** Ask other people to suggest what they think your gifts are. Ask God to lead you to some spiritually mature Christians (including your pastor) who know you well. Be sure they are people who want the best for you. Encourage them to be honest and truthful. Don’t be surprised if you get contradicting opinions. You’ll need to weigh their insights carefully. Spiritual Gifts are recognised and confirmed by other people, so if no one thinks you’ve got a gift you believe you have, you may need to re-assess your position.
- **Look around:** As you consider your church, what needs exist? What openings are there for exercising gifts? Do any of these opportunities interest/excite you even if you don’t feel qualified or skilled? If you could choose one area of involvement in your church, what would it be? Then ask if you can participate in some of these things as a way of experimenting whether you have a gift in that area. Set a time frame for the experiment and then review it with someone else. See also Appendix 17 below.
- **Look forward:** As you reflect on these areas, draw things together by identifying your “gift-mix” and by noting your most obvious or prominent Spiritual Gifts from the Rank column of your summary sheet on page 21 above. Then reflect on whether one gift is more dominant and supported by the other gifts. How will you best use your Spiritual Gifts for God’s Kingdom in years to come?

## My “common errors” Checklist

Here are some common errors concerning Spiritual Gifts:

- **The faithful use of my Spiritual Gifts excuses me from obeying God’s general commands:** Understanding more about the way that God has designed and gifted you is a wonderful discovery. It frees you to contribute in the body of Christ in ways that uniquely reflect God’s character. But focusing on our Spiritual Gifts does not exempt us from responding to the responsibilities and instructions that are given to every Christian. Each of us will be called on to serve others, whether we have the Spiritual Gift of serving or not. We also all need to be ready to share our faith – even if we don’t have the gift of evangelism. Don’t fall into the trap of limiting your service to the exclusive realm of your spiritual gifting; instead, think of your Spiritual Gifts as particular ways to maximize your contribution in the Body.
- **I can use my Gifts as a way to avoid dealing with deeper character issues in my life:** Maximizing our Spiritual Gifts is only one of many ways that God works in our lives. In order to make our best contribution to the Body of Christ, we often have to deal with underlying motivations and character issues first. We must be careful not to use our gifting as a cover that keeps us from doing that. Be careful not to use your gifting as a way to avoid tackling the personal character issues that mark true spiritual growth.
- **It is more important that I use my Spiritual Gifts than that I exercise discretion:** Part of what it means to develop in our areas of gifting is that over time we acquire the ability to know when and how and in what circumstances to offer our contribution. There are times when we need to move aside and make room for someone else’s opinions or gifts. Sometimes the presence of non-Christians in a group requires that we teach or exhort or help in a totally different manner. Wise judgment and discretion are always necessary!
- **Some Spiritual Gifts are better than others:** Many people hold to the misconception that there is an invisible hierarchy of Spiritual Gifts – that some gifts are simply of greater value than others. They observe another person’s gift of wisdom or teaching and feel it is preferable to their own gift of helps/serving. Or if they compare themselves to another person with the same gift, they measure who has more and who has less and (eventually) they are left feeling either false pride or unnecessary shame.

There is a place (a niche) for each of us within the Body where what is needed is just what God has designed us to contribute. When we decide that our contribution is not needed, or not good enough, then we are taking on Christ’s role as the head of His Body and we are depriving others of their potential benefit.



## Appendix 5: *My Ministry Passion Checklist*

Delight yourself in the Lord and He will give you the desires of your heart.  
Psalms 37:4 (NIV)

<b>Name:</b>		<b>Date:</b>	
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**Instructions:** Which one or two of the following Ministry Passion Categories best reflects your area of passion? Where do you have the strongest passion for ministry? See also Appendices 6, 7 & 17.

✓	Passion Category	Description
✓	<b>Celebration Ministries</b> including: ◆ <b>Performing Arts:</b> Vocal music, instrumental music, dance, drama, directing, performing, comedy, puppetry, reciting poetry ◆ <b>Public Speaking:</b> Sermons, Exhortations, Testimonies, Announcements, Conference Leadership	The heart of these ministries is directed toward God by engaging the church in the Word, worship, song, the arts, etc.
✓	<b>Outreach Ministries</b> including: ◆ <b>Missions:</b> Local and foreign outreach; supporting others who are advancing the Gospel to unsaved persons inside and/or outside the Cayman Islands; Short Term Mission Trips Abroad ◆ <b>Evangelism:</b> Advancing the Gospel to unsaved persons in the Cayman Islands; School Visits; Prison Ministry; Crusade Meetings	The heart of these ministries is focused on relating, reaching, and connecting unbelievers and the unchurched to a relationship with Christ and His church.
✓	<b>Connecting Ministries</b> including: ◆ <b>Fellowship (Koinonia):</b> Experiencing the family of God relationally and practically, including ushering & greeting, fellowship & celebration breakfasts/dinners; affinity & care groups ◆ <b>Practical Hospitality:</b> Ministry to the bereaved & sick (e.g., meals, personal visits); baby & wedding showers; white gifts given at Christmas; pantry ministry; assisting with fellowship events ◆ <b>Sports:</b> Competing, coaching (specific sport), organizing	The heart of these ministries is assimilating visitors, attenders, and members into a relationship with Christ and the church through hospitality, fellowship, belonging and encouragement.
✓	<b>Equipping Ministries</b> including: ◆ <b>Organizational Care:</b> Governance, administration, planning, financial, accounting, project management, human resources management ◆ <b>Teaching &amp; Literary:</b> Sunday School, tutoring, literacy, numeracy, foreign language, English as a second language, teaching technical skills, teaching job skills, training/equipping for ministry	The heart of these ministries is maturing believers in the area of their gifts, ministry, training and leadership. It serves a variety of life-stage and affinity-based groups for growth, accountability, and service.
✓	<b>Caring Ministries</b> including: ◆ <b>Ministry to Groups &amp; to Individuals:</b> Worship celebrations; altar work; counseling & shepherding; pastoral counseling; visitation; small group ministry; discipleship; bus/transportation ministry; camp organization/management; ministry to various affinity groups; ministry to those with special needs: sick, bereaved, physically challenged, mentally challenged, and hearing and visually impaired ◆ <b>Benevolence:</b> Benevolence Committee; Disaster Relief ◆ <b>Peacemaking:</b> Ministry to persons experiencing conflict; providing biblical approaches to resolution of material issues and reconciliation of relationships; dealing with heart idols (raging desires) at the root of conflict (causation); promoting/fostering healthy relationships, relational wisdom and a culture of peace ◆ <b>Prayer:</b> Intercessory prayer, including prayer chains and various prayer groups;	The heart of these ministries is assisting people in the church and in the community with their physical, emotional, relational, and spiritual health through the grace, love, and resources of the Kingdom.
✓	<b>Supporting Ministries</b> including: ◆ <b>Technical :</b> Engineering, drafting, architecture; audio-visual; information technology, graphic design, marketing, promotion; archiving & church history ◆ <b>Visual Arts:</b> Sculpture, painting, drawing, designing, photography; preparing & handling props & costumes for various performances ◆ <b>Vocational:</b> Electrical, plumbing, air conditioning, carpentry, cabinetry, painting, building maintenance, cookery, mechanics, agriculture, disaster preparedness, first aid/CPR, janitorial, driving as a service, sewing, local arts, career counseling & job placement	The heart of these ministries is freeing other people, leaders, and ministries from practical concerns to keep focused on their ministry goals. They involve structuring the systems and procedures to serve and support people and ministries.

## Appendix 6: *My Ministry Passion Assessment*

### “Listening to My Heart”

<b>Name:</b>		<b>Date:</b>	
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The purpose of this assessment is to assist you in the identification and articulation of your God-given ministry passion. The results will release greater motivation and enthusiasm in your life and ministry. See also Appendices 5 & 17.

**Directions:**

1. You may not be able to answer all of the questions. That is OK. The assessment is designed to explore a variety of ways God speaks to our Heart about our Ministry Passion. He has probably spoken to you in some of these ways, but not all of them.
4. Prayerfully consider your responses to each question and record them below and on a separate sheet of paper.
5. Since this is an individual exercise, complete the Assessment on your own. [You can talk about it with others afterwards.]
6. There are no right or wrong answers. You have permission to say what is truly in *your* heart.
7. At this point, do not consider *whether* you could do it or *how* you could do it. All you need to do right now is name it. You may wish to type or handwrite your answers to the questions below.
8. Assume there are no obstacles to hinder you from fulfilling your heart’s desire or ministry passion. Assume everything is taken care of: ♦ family ♦ money ♦ career ♦ time, etc.

**Questions:**

1. **What Moves You?** What do you really want to do for God? What moves your heart to take action?
  
  
  
  
  
  
  
  
  
  
  
2. **What Needs Grip You?** What do you see that annoys or angers you and that (if changed) would be more glorifying to God and uplifting to others? What unmet needs in the lives of others would you like to work on or address?

**Some Possible People Groups:** (it’s OK if you don’t desire to make a difference in these areas)

- |   |  |  |
|---|--|--|
| <input type="checkbox"/> Infants<br><input type="checkbox"/> Teen Moms<br><input type="checkbox"/> Divorced<br><input type="checkbox"/> Career Women<br><input type="checkbox"/> Parents<br><input type="checkbox"/> Unemployed<br><input type="checkbox"/> Prisoners<br><input type="checkbox"/> Professionals<br><input type="checkbox"/> Ethnic group(s)<br><input type="checkbox"/> Unchurched People<br><input type="checkbox"/> Military People | <input type="checkbox"/> Children<br><input type="checkbox"/> Single Parents<br><input type="checkbox"/> Widowed<br><input type="checkbox"/> Young Marrieds<br><input type="checkbox"/> Empty Nesters<br><input type="checkbox"/> Elderly<br><input type="checkbox"/> Poor<br><input type="checkbox"/> Work Permit Holders<br><input type="checkbox"/> Alcoholics / Addicts<br><input type="checkbox"/> Cults / Other Religions<br><input type="checkbox"/> Other: _____ | <input type="checkbox"/> Youth<br><input type="checkbox"/> College Students<br><input type="checkbox"/> Singles<br><input type="checkbox"/> Refugees<br><input type="checkbox"/> Homeless<br><input type="checkbox"/> Disabled<br><input type="checkbox"/> Hospitalized / Homebound<br><input type="checkbox"/> Children of Divorce<br><input type="checkbox"/> Bereaved Persons<br><input type="checkbox"/> Street Gang Members |
|---|--|--|

**3. What Cause Would You Like To Help Champion?** What social issue tugs at your heart? What is it in our society that most concerns you?

**Some Possible Causes and Social Issues:** (it's OK if you don't desire to make a difference in some or even all of these areas)

- |   |   |  |
|---|---|--|
| <input type="checkbox"/> Prayer           | <input type="checkbox"/> Biblical Peacemaking | <input type="checkbox"/> Compulsive Behaviors          |
| <input type="checkbox"/> Discipleship     | <input type="checkbox"/> Law/Justice System   | <input type="checkbox"/> Alcoholism & Other Addictions |
| <input type="checkbox"/> Marriage/Family  | <input type="checkbox"/> Civil/Human Rights   | <input type="checkbox"/> Drug Abuse & Recovery         |
| <input type="checkbox"/> Parenting        | <input type="checkbox"/> Immigration Issues   | <input type="checkbox"/> HIV/AIDS                      |
| <input type="checkbox"/> Child Care       | <input type="checkbox"/> Educational issues   | <input type="checkbox"/> Health Care                   |
| <input type="checkbox"/> Child Abuse      | <input type="checkbox"/> Politics             | <input type="checkbox"/> Nutrition                     |
| <input type="checkbox"/> Spouse Abuse     | <input type="checkbox"/> Racism               | <input type="checkbox"/> Disabilities                  |
| <input type="checkbox"/> Divorce          | <input type="checkbox"/> Environment          | <input type="checkbox"/> Literacy, Poverty & Hunger    |
| <input type="checkbox"/> At-Risk Children | <input type="checkbox"/> Missions             | <input type="checkbox"/> Homelessness                  |
| <input type="checkbox"/> Abortion         | <input type="checkbox"/> Celibacy             | <input type="checkbox"/> Financial Stewardship         |
| <input type="checkbox"/> Sanctity of Life | <input type="checkbox"/> Other: _____         |  |

**4. For What Would You Like to Be Remembered?** At the end of your life, concerning what would you love to look back and know that you had done something or made a difference?

**5. Conclusions:** Reviewing your responses to the above questions, how might you summarize your heartfelt passion in a phrase or a sentence or two? I have a passion for (to):

## **Appendix 7: *My Time Availability & Spiritual Maturity Checklist***

<b>Name:</b>		<b>Date:</b>	
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**My schedule or stage in life may affect my service. The one that now fits me best is:**

✓	Time Availability	Description
	Unavailable	I cannot serve at this time, as my time schedule or stage in life will not allow it.
	Limited	1 - 2 hours per week
	Moderate	2 - 4 hours per week
	Expanding	4 or more hours per week

**My maturity level should match my ministry. The one that now fits me best is:**

✓	Spiritual Maturity	Description
	Seeker/Unsure	I am not sure how to describe my current level of spiritual maturity and wonder if I even have a personal relationship with Jesus.
	New/Young Believer	I have just recently become a Christian and am just beginning my journey with Jesus.
	Stable/Growing Follower	I am regular in worship, fellowship, giving, and pursuing a life of greater devotion to Christ. I am sensitive to the leading of the Spirit in my life.
	Modeling/Mature Christian	I am a fully devoted follower of Jesus. I have reached a level in my walk with God that others look to me as an example of faithfulness.

In light of my responses above and in Appendices 5 and 6 above, I think the best match at this time for my ministry opportunity or opportunities is/are as follows:

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**Note:** My responses above are to be reviewed and updated when I complete Appendix 17 below and when I receive my “Connecting the Dots” feedback: see Appendices 18 & 19.

## Appendix 8: *My Abilities Assessment*

What do you have that you did not receive [from God]?

I Cor. 4:7b (NIV)

<b>Name:</b>		<b>Date:</b>	
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**Instructions:** In the space below (or on a separate sheet of paper if you'd prefer), record your responses to the following questions.

**Questions:**

1. What things do you do well naturally (i.e., that you have a natural aptitude for – things that come very easily for you)? (e.g., organizing, building things, creating, relating to others, repairing things, problem solving, etc.)
  
2. What things are you able to do well, because of special training, education or practice? (e.g., computer skills, musical instruments, drama, singing, planning special events, leadership training, carpentry, electrical, plumbing, etc.)
  
3. What things do you also really enjoy doing and receive a sense of reward or fulfillment in doing?
  
4. What things do you find difficult, annoying or unpleasant to do – things you might do as a chore or out of a sense of duty?

## Appendix 9: *My Behavior Style Assessment*

<b>Name:</b>	<b>Date:</b>
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Aspects of my “personal behavior style” include the fact of being a particular type of person, with habitual patterns and qualities of behavior, distinctive individual characteristics considered collectively, and one’s customary frame of mind or natural disposition. Greek physician Hippocrates (460-370 BC) noted four types.

Source	Four basic personality types (or personal behavior styles)			
<b>DISC</b>	Dominance	Influence	Steadiness	Conscientiousness
<b>Hippocrates (and Florence Littauer)</b>	Choleric	Sanguine	Phlegmatic	Melancholy
<b>Gary Smalley</b>	Lion	Otter	Golden Retriever	Beaver
<b>Personality Compass</b>	North	West	South	East

**Guidelines for using this personal behavior assessment include:**

- No person is a single behavior type; you are identifying your “comfort zone”.
- There is neither a right or wrong, nor a best or worst behavior style.
- The purpose for identifying your behavior style is to help you understand yourself and how you typically relate with others.
- The purpose for identifying behavior styles is not just to put people in little boxes or to judge their behavior.
- This discovery of your behavior style is based on your point of view. It is how you see yourself.
- This behavior style assessment tool is not a test. There are no right or wrong answers.
- This behavior style assessment tool does not measure deep psychological behavior.
- Choose one consistent environment for this assessment – home, work or school.
- Do not “try” to be any specific behavior style.
- Be honest with your responses to get an accurate assessment – how you really are now.

**Instructions:** Please assign a number 1, 2, 3 or 4 to each word in **EACH ROW ACROSS** the page. Number 4 is most like you *really* are, and Number 1 is least like you *really* are (**NOT** how you would like to be some day or how you hope people see you). You must choose **one** 1, 2, 3 and 4 in **EACH of the 20 ROWS** of words across the page. When added, your responses to **EACH of the 20 ROWS** across the page should equal 10.

<u>Dominance</u>	<u>Influence</u>	<u>Steadiness</u>	<u>Conscientiousness</u>
1. ___ Confident	___ Enthusiastic	___ Calm	___ Accurate
2. ___ Problem Solver	___ Fun-loving	___ Accommodating	___ Reserved
3. ___ Self-reliant	___ Creative	___ Cautious Humor	___ Discerning
4. ___ Likes Having Authority	___ Group-oriented	___ Even-tempered	___ Analytical
5. ___ Bold	___ Initiator	___ Patient	___ Conscientious
6. ___ Action-minded	___ Enjoys Change	___ Good Listener	___ Predictable
7. ___ Strong-willed	___ Visionary	___ Peacemaker	___ Practical
8. ___ Goal-driven	___ Risk-taker	___ Sensitive	___ Under Control
9. ___ Competitive	___ Motivator	___ Loyal	___ Scheduled
10. ___ Controlling	___ Outgoing	___ Non-demanding	___ Systematic
11. ___ Decisive	___ Tells Good Stories	___ Enjoys Stability	___ Courteous
12. ___ Forceful	___ Friendly	___ Steady	___ Careful
13. ___ Results-oriented	___ Optimistic	___ Supportive	___ Perfectionist
14. ___ Takes Charge	___ Talks a Lot	___ Thoughtful	___ Orderly
15. ___ Independent	___ Enjoys Life	___ Tolerant	___ Persistent
16. ___ Opinionated	___ Energetic	___ Relational	___ Inquisitive
17. ___ Causes Change	___ Likes Variety	___ Sympathetic	___ Detailed
18. ___ Impatient	___ Spontaneous	___ Easygoing	___ Consistent
19. ___ Accepts Challenges	___ Inspirational	___ Warm	___ Quality Focus
20. ___ Not Easily Discouraged	___ Impulsive	___ Avoids Confrontations	___ Serious-minded
_____ +	_____ +	_____ +	_____ = 200

## Appendix 10: *Understanding Aspects of My Behavior Style*

(adapted from The Smalley Center's Personality Interpretations: see <http://smalley.cc/images/Personality-Test1.pdf>)

Aspect	Dominance	Influence	Steadiness	Conscientiousness
<b>Relational Strengths</b>	Takes charge. Problem solver. Competitive. Enjoys change. Confrontational.	Optimistic. Energetic. Motivator. Future-oriented.	Warm and relational. Loyal. Enjoys routine. Sensitive feelings. Natural peacemaker.	Accurate and precise. Quality control. Discerning. Analytical.
<b>Strengths Out of Balance</b>	Too direct or impatient. Too busy. Cold blooded. Impulsive or takes big risks. Insensitive to others.	Unrealistic or day-dreamer. Impatient or over bearing. Manipulator or pushy. Avoids details or lacks follow through.	Attracts the hurting. Missed opportunities. Stays in a rut. Sacrifices own feelings for harmony. Easily hurt or holds a grudge.	Too critical or too strict. Too controlling. Too negative of new opportunities. Loses overview.
<b>Communication Style</b>	Direct or blunt. One-way. <b>Weakness:</b> Not a good listener.	Can inspire others. Optimistic or enthusiastic. One-way. <b>Weakness:</b> High energy can manipulate others.	Indirect. Two-way. Great listener. <b>Weakness:</b> Uses too many words or provides too many details.	Factual. Two-way. Great listener (tasks). <b>Weakness:</b> Desire for detail and precision can frustrate others.
<b>Relational Needs</b>	Personal attention and recognition for what he/she does. Areas where he/she can be in charge. Opportunity to solve problems. Freedom to change. Challenging activities.	Approval. Opportunity to verbalize. Visibility. Social recognition.	Emotional security. Agreeable environment.	Quality. Exact expectations.
<b>Toward Relational Balance</b>	Add softness. Become a great listener.	Be attentive to needs of others. There is such a thing as too much optimism.	Learn to say "NO" ... establish emotional boundaries. Learn to confront when own feelings are hurt.	Total support isn't always possible. Thorough explanation isn't everything.

Also note how your spiritual gifts, your passion, your natural abilities, your behavior style and your experience all work together in a complimentary fashion as a part of your total God-given **S.H.A.P.E.**

## Appendix 11: *Teamwork*

### All Behavior Styles Working Together as a Team

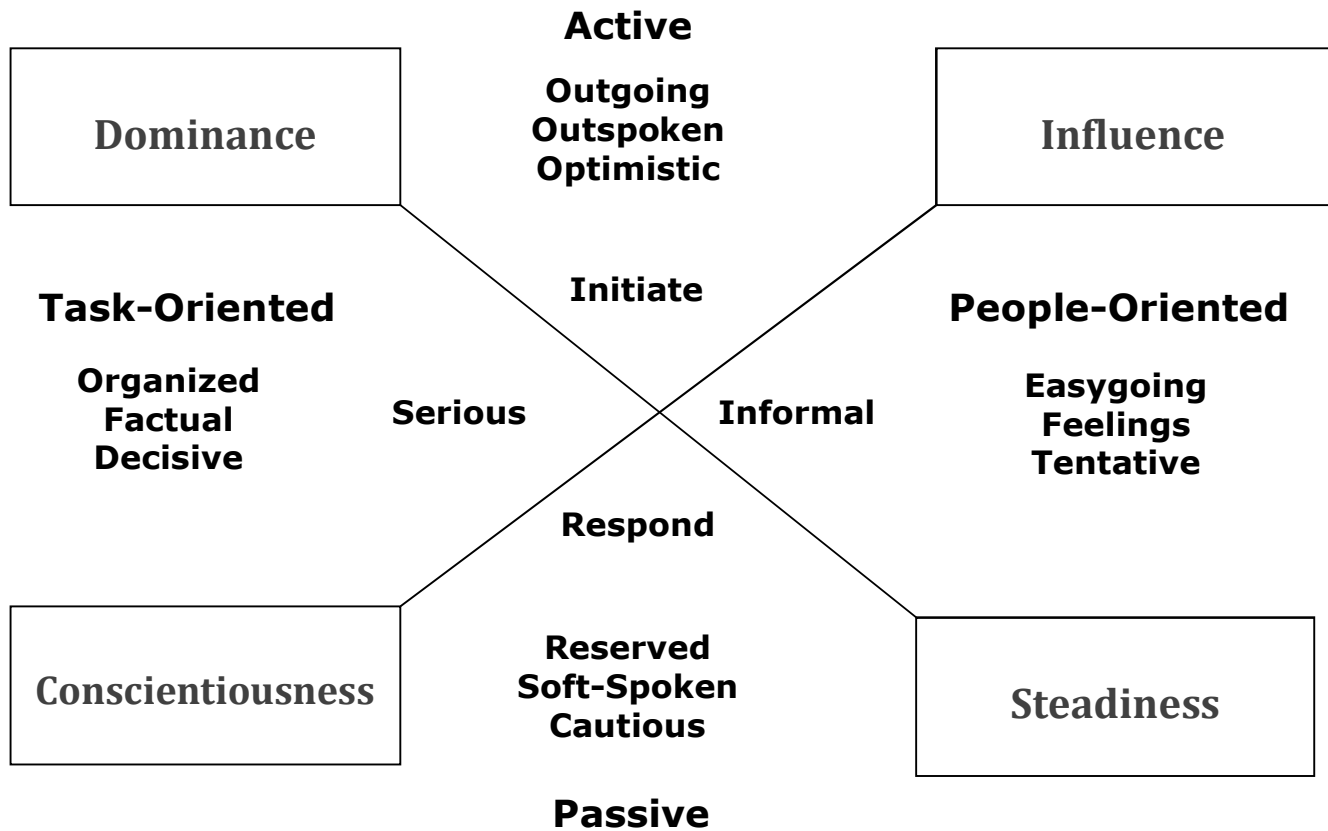
	Description of My Behaviors	To Be a Better Team Member, I Need:
<b>Dominance</b>	<p>I am action-oriented.                      I make quick decisions.                      I can solve difficult problems.                      I am forceful and strong-willed.                      I lead others to get the job done.                      I am very competitive.                      I can take the heat.</p>	<p>Direct answers, bottom-line information.                      Wide range of responsibilities.                      Authority to function.                      Freedom from controls and restrictions.                      Challenges and changes.                      To be surrounded by “people” persons.                      To pace myself and relax more.</p>
<b>Influence</b>	<p>I am energetic and full of life.                      I love fun and laughter.                      I am creative and innovative.                      I can inspire and motivate others.                      I love to express my thoughts.                      I want to work with others, not alone.                      I am spontaneous and optimistic.</p>	<p>Public recognition of ability.                      Freedom of expression.                      Freedom from control and details.                      Opportunities to talk.                      Enthusiastic, fun atmosphere.                      Coaching from “task” persons.                      To be accountable for responsibilities.</p>
<b>Steadiness</b>	<p>I am warm and relational.                      I am a good follower and team player.                      I do not like negative people.                      I try to avoid conflict.                      I love to serve others.                      I am a good listener.                      I am supportive and encouraging.</p>	<p>Stable, secure environment.                      Sincere appreciation.                      Group identification.                      Minimal conflict.                      Standard procedures.                      Help in accepting changes.                      Encouragement to grow.</p>
<b>Conscientiousness</b>	<p>I want things done right.                      I am accurate and consistent.                      I seek to do excellent work.                      I am not outgoing.                      I love weighing pros and cons.                      I want a systematic approach.                      I need time to make decisions.</p>	<p>Business-like atmosphere.                      Answers to questions.                      Controlled environment.                      Opportunities to use special skills.                      Performance expectations.                      Feedback on performance.                      Encouragement to be flexible.</p>

**How to build commitment to team members:**

- View them in terms of their positive (not their negative) characteristics.
- Become a champion of their positive contributions.
- Be available to complement their negative side with your positive side.
- Ask them to complement your negative side with their positive side.



**Appendix 12:**  
*Behavior Style: Blends (Vertical and Horizontal)*  
*and Opposites (Diagonals)*



**Sources of information for behavior style:**

1. DISC (Dominance, Influence, Steadiness, Conscientiousness), Inscape Publishing, Inc. Minneapolis, Minnesota.
2. Hippocrates' Four Temperaments (Choleric, Sanguine, Phlegmatic, Melancholy).
3. Animal Characters (Lion, Otter, Retriever, Beaver), *Make Love Last Forever* by Gary Smalley, Lifeway Press.
4. *The Personality Compass (North, South, East, West)* by Turner and Greco, Barnes and Noble.

See also:

<http://www.discprofile.com/whatisdisc.htm>

<http://www.icanservefoundation.org/wp-content/uploads/2010/10/COUNSELOR-PERSONALITY-STYLE.pdf>

## Appendix 13: *My Experiences Assessment*

We cannot be anything we want to be. But we can be everything God created us to be.  
Max Lucado

<b>Name:</b>		<b>Date:</b>	
--------------	--	--------------	--

**Instructions:** On a separate sheet of paper, record your responses to the following questions.

**Questions to help identify some life experiences that could be used effectively in ministry:**

1. What **educational experiences** have you had? (Include school, special training, certifications, and apprenticeships)
2. What **vocational experiences** have you had? (Include fields of experience, types of work, and job assignments). The checklist below may be of assistance to you.
3. What **ministry experiences** have you had? (Include positions and roles you have had and types of ministries)
4. What **cross-cultural experiences** have you had? (Include countries/locations, relationships, and mission experiences)
5. What **significant experiences** (whether **good or bad, pleasant or painful**) have you had in your life? How have these experiences shaped your life and prepared you to serve others? See also Appendices 14, 15, 23 and 24.

### *My Work & Career Experiences Checklist*

They overcame him by the blood of the Lamb and by the word of their testimony.  
Revelation 12:11 (NIV)

**Instructions:** Check all that apply.

- |  |   |   |
|--|---|---|
| <input type="checkbox"/> Accountant/Bookkeeper<br><input type="checkbox"/> Actor<br><input type="checkbox"/> Advertising/Marketing/PR<br><input type="checkbox"/> Allied Health<br><input type="checkbox"/> Ambulance Driver/EMT<br><input type="checkbox"/> Architect<br><input type="checkbox"/> Artist<br><input type="checkbox"/> Attorney<br><input type="checkbox"/> Audio Visual Operator<br><input type="checkbox"/> Baker<br><input type="checkbox"/> Barber/Beautician/Stylist<br><input type="checkbox"/> Block/Brick Mason<br><input type="checkbox"/> Building Contractor<br><input type="checkbox"/> Bus/Taxi Driver<br><input type="checkbox"/> Business Manager<br><input type="checkbox"/> Cashier<br><input type="checkbox"/> Chef/Cook<br><input type="checkbox"/> Child Care Specialist<br><input type="checkbox"/> Chiropractor<br><input type="checkbox"/> Civil Servant | <input type="checkbox"/> Carpenter/Cabinet Maker<br><input type="checkbox"/> Clergy<br><input type="checkbox"/> Compliance Officer<br><input type="checkbox"/> Computer Programmer<br><input type="checkbox"/> Counselor<br><input type="checkbox"/> Customer Service Rep.<br><input type="checkbox"/> Database Manager<br><input type="checkbox"/> Dental Hygienist<br><input type="checkbox"/> Dentist<br><input type="checkbox"/> Dietitian<br><input type="checkbox"/> Electrician<br><input type="checkbox"/> Engineer<br><input type="checkbox"/> Farmer<br><input type="checkbox"/> Fireman<br><input type="checkbox"/> Flight Attendant<br><input type="checkbox"/> Florist<br><input type="checkbox"/> Human Resources<br><input type="checkbox"/> HVAC Installation/Repair<br><input type="checkbox"/> Interpreter/Translator<br><input type="checkbox"/> Other _____ | <input type="checkbox"/> Legal Assistant<br><input type="checkbox"/> Mechanic<br><input type="checkbox"/> Medical Doctor<br><input type="checkbox"/> Musician<br><input type="checkbox"/> Nursing<br><input type="checkbox"/> Painter<br><input type="checkbox"/> Pharmacist<br><input type="checkbox"/> Photographer<br><input type="checkbox"/> Pilot (Airplane)<br><input type="checkbox"/> Plumber<br><input type="checkbox"/> Police Officer/Worker<br><input type="checkbox"/> Psychologist<br><input type="checkbox"/> Real Estate Broker<br><input type="checkbox"/> Sales Person<br><input type="checkbox"/> Secretary/Admin Support<br><input type="checkbox"/> Seaman<br><input type="checkbox"/> Teacher/Educator<br><input type="checkbox"/> Veterinarian<br><input type="checkbox"/> Web Designer |
|--|---|---|

## Appendix 14: *My Experience with God's Love Languages*

If I speak with the tongues of men and of angels, but do not have love,  
I have become a noisy gong or a clanging cymbal.  
I Corinthians 13 (NASB)

You shall love the Lord your God with all your heart,  
and with all your soul, and with all your mind, and with all your strength...  
[and] you shall love your neighbor as yourself.  
There is no other commandment greater than these.  
Mark 12:30-31 (NASB)

In the context of *S.H.A.P.E.*, understanding our God-given love languages also has lessons for us to learn. Gifted anthropologist and lecturer, Dr. Gary Chapman, has written a series of books on what he calls “the Five Love Languages” – five ways that people speak and understand love, namely: Words of Affirmation, Quality Time, Receiving Gifts, Acts of Service and Physical Touch.

When I receive expressions of my primary love languages, it helps to fill my love tank and to make me feel secure in the love of the person who gives me such expressions. Conversely, when I don't receive such expressions, my love tank can be depleted to empty and I may not then feel loved and secure.

In *God Speaks Your Love Language: How to Feel and Reflect God's Love*, Dr. Chapman states (at page 14): “The purpose of this book is to bring people closer to God so they can first feel His limitless love and then reflect it in order to more effectively love others. To love and to be loved – what could be more important?” When God speaks to us in our primary love language—in our “heart language”, we will experience His love most intimately. Again to quote Dr. Chapman (at page 13): “Love is a matter of the heart, the soul – not ritual or religion”.

Possible correlations between the Five Love Languages and some of the **Spiritual Gifts** may be as follows:

<b>Love Languages:</b>	<b>Spiritual Gifts:</b>
Words of Affirmation	Teaching/preaching; prophesy; knowledge; words – spoken, written or sung
Quality Time	Pastoring/shepherding; teaching; administration; hospitality; apostle
Receiving Gifts	Giving; faith; wisdom; healing; miracles; intercession/prayer; hospitality
Acts of Service	Helps/serving; craftsmanship/artisan; missionary; evangelism; celibacy
Physical Touch	Mercy/compassion; discernment; exhortation; encouragement; exorcism

Gary Chapman and Jennifer Thomas wrote *The Five Languages of Apology*, in which there may also be some cross-references to the “7 A's” of making a good confession: see Appendix 21. In addition, there may be some parallels and cross-references to note with our God-given **Heart (passion)** and **Personality** and with some aspects of working as a team member in ministry: see Appendices 11-12 and 20.

### **NEXT STEPS:**

- \_\_\_ Pray and ask the Holy Spirit to guide you as you seek to understand more about your love languages and how this may be relevant in your ministry.
- \_\_\_ Read one or more of Dr. Chapman's books on love languages.
- \_\_\_ Visit <http://www.5lovelanguages.com/> and do the personal profile to help discover and explore your primary love languages.
- \_\_\_ Use all of your experiences—indeed your entire *S.H.A.P.E.* package (including your God-given love languages) — to serve in God's Kingdom and for His glory.
- \_\_\_ Be blessed as you proceed on your entire *S.H.A.P.E.* journey!

## Appendix 15: *My Unique Style of Giving Praise and Thanks to Our God*

In everything give thanks; for this is the will of God in Christ Jesus for you.  
*1 Thessalonians 5:18 (NKJV)*

As God's creation, we are not only unique in our genetic make-up or in the way we look. We are also unique in the way we perceive, process and express information according to our God-given *S.H.A.P.E.*

Eight distinct ways people process and express information have been identified.<sup>1</sup> These may be referred to as "intelligence styles" or "learning styles". However, we can also apply these styles to other areas of life (e.g., how we give praise and thanks to our creator God).

Eight styles of giving praise and thanks to our God are described below.<sup>2</sup> Two or three of these may fit you best; and two or three may fit you least. The remaining styles may fall in between.

### **INTRAPERSONAL (Conscientiousness; Steadiness)**

Be still, and know that I am God.  
*Psalm 46:10a (NIV)*

#### **Likely Features:**

- Is self-reflective and aware.
- Is analytical: understands dreams, visions and process.
- Enjoys silence and solitude.
- Is able to grasp and think through spiritual truths.
- Expresses thoughts and emotions through introspection.

#### **Possible Responses:**

- Meditate on God and His goodness.
- Make time to be alone and to commune with Him.
- Find discernment in stillness and silence.
- Be still and allow God's goodness to abide with you.
- Practice contemplative prayer and teach others to do the same.
- Share with other believers your way and experiences of giving praise and thanks to our God.

### **NATURALIST-ENVIRONMENTAL (Dominance; Conscientiousness)**

The earth is the Lord's, and everything in it, the world and all who live in it;  
for He has founded it upon the seas and established it upon the waters.  
*Psalm 24:1-2 (NIV)*

#### **Likely Features:**

- Has a profound love for animals, plants and nature.
- Appreciates God's creation.
- Is interested in ecology and conservation.
- Expresses thoughts and emotions in terms of nature and creation.

#### **Possible Responses:**

- Thank God through good stewardship of His world.
- Teach others about God's creation.
- Enjoy His creation and encourage others to do so.
- Take walks (climb the Bluff; visit the QE II Botanical Park and/or walk the Mastic Trail!).
- Go swimming, diving (snorkeling or scuba).
- Take up gardening, farming and/or bird watching.
- Join the National Trust of the Cayman Islands.

<sup>1</sup> See Howard Gardner, *Intelligence Reframed: Multiple Intelligences for the 21st Century* (New York: Basic Books, 2000). For an online assessment tool, see: <http://www.literacyworks.org/mi/assessment/findyourstrengths.html>.

<sup>2</sup> Adapted from "CHOOSING Thankfulness", *Gratitude, First Place Bible Study Series, Gospel Light, 2005, Wellness Worksheet Two: Overflowing with Thankfulness*, pgs 169-176. The eight styles of giving praise and thanks are also correlated by arguable tendency of occurrence with two of the four styles of personal behavior: see Appendix 9.

### **VERBAL-LINGUISTIC (Dominance; Influence)**

May the words of my mouth and the meditation of my heart  
be pleasing in Your sight, Oh Lord, my Rock and my Redeemer.  
Psalm 19:14 (NIV)

#### **Likely Features:**

- Natural ability to use words and language.
- Understands root meanings of words.
- Presents material convincingly.
- Makes a good speaker, writer, storyteller and teacher.
- Expresses thoughts and emotions most naturally in words.

#### **Possible Responses:**

- Keep a praise and thanks journal and/or write a book.
- Write poems and prayers expressing your thankfulness to God.
- Tell stories that illustrate God's faithful love and foster thankfulness in others.
- Use humor and wit to captivate the listener.
- Give public testimony to God's goodness.
- Share your testimony with other believers through written or verbal communication.

### **VISUAL-SPATIAL (Steadiness; Conscientiousness)**

Then the Lord said..."I have filled him with the Spirit of God,  
with skill, ability and knowledge in all kinds of crafts—  
to make artistic designs...and to engage in all kinds of craftsmanship."  
Exodus 31:6 (NIV)

#### **Likely Features:**

- Is able to create vivid mental images and then to use color, texture and design in portraying those images.
- Excels at crafts and interior design.
- Likes graphs and charts.
- Expresses thoughts and emotions in images, colors and designs.

#### **Possible Responses:**

- Use brightly-colored pages in a praise and thanks journal.
- Visualize God's goodness and love and express it through art and design.
- Map the thoughts in your mind rather than journaling.
- Use stickers, fabric and pictures to express your praise and thanks to our God.
- Create special cards to share with others that give praise and thanks to our God through artistic expression.

### **LOGICAL-MATHEMATICAL (Conscientiousness; Dominance)**

"Come now, and let us reason together," says the Lord.  
Isaiah 1:18a (NKJV)

#### **Likely Features:**

- Understands logic, numbers, probability and statistics.
- Has the ability to reason through and connect pieces of information.
- Is able to ask questions and reason through complex problems.
- Expresses thoughts and emotions in concepts and sequences.

#### **Possible Responses:**

- Explore and affirm God's love for His creation.
- Use and rely on God's Word to solve complex problems.
- Recall chronology of events leading to expressions of praise and thanks to our God.
- Create logical progression sequences that prove God's existence, creation and faithfulness—apologetics.
- Use reason and logic to convince others of God's love and faithfulness—apologetics.

## INTERPERSONAL (Influence; Steadiness)

Make every effort to keep the unity of the Spirit through the bond of peace.  
Ephesians 4:3 (NIV)

### Likely Features:

- Has the ability to relate to and understand others.
- Maintains peace in group settings.
- Encourages others to practice modern-day *koinonia*—Christian fellowship.
- Possesses great organizational skills.
- Expresses thoughts and emotions in group settings.

### Possible Responses:

- Pray and discuss with other believers your unique styles of giving praise and thanks to our God.
- Share your blessings with others through phone calls and personal visits.
- Participate in your church's prayer chain ministry.
- Help with celebration gatherings.
- Encourage others to join you in expressing thankfulness to our God.
- Share your love of people with everyone you meet.

## BODY-KINESTHETIC (Influence; Conscientiousness)

For in Him we live and move and have our being.  
Acts 17:28 (NIV)

### Likely Features:

- Is able to express thought and emotion through movement.
- Possesses exceptional balance and eye-hand coordination.
- Has keen body awareness.
- Appreciates the gift of movement.
- Expresses thoughts and emotions while in motion.

### Possible Responses:

- Use your body as a living expression of God's grace.
- Feel God's pleasure while moving your body.
- Dance and use hand motions and body language that express gratitude.
- Mime Scripture in sacred dance movements and/or through sign language (for hearing-impaired persons).
- Praise God while walking or exercising.
- Participate in work-outs that express God's enduring love and mighty power.

## MUSICAL-RHYTHMIC (Influence; Dominance)

Give thanks to the Lord...sing to Him, sing praise to Him...  
I Chronicles 16: 8a, 9a (NIV)

### Likely Features:

- Produces and appreciates music.
- Enjoys praising God through song.
- Understands rhythm and tonal patterns.
- Can hear sounds others miss.
- Can lead others in worship through music.
- Expresses thoughts and emotions through sounds, rhythms and patterns.

### Possible Responses:

- Listen to songs of praise and thanks to our God.
- Move in rhythmic patterns—dance to the Lord!
- Recite or sing psalms using the rhythm built into these prayers.
- Share your gift of music and rhythm with other believers, so they can also worship our God through music.
- Play musical instruments.
- Lead worship through music.
- Compose and sing songs of praise and thanks to our God.

### QUESTIONS:

1. Which two or three styles of giving praise and thanks fit you best? Which two or three fit you least?
2. How can you combine these features to create your own unique style of giving praise and thanks?
3. What can you do to incorporate your unique style of giving praise and thanks into your daily life?
4. What correlations are there between your *S.H.A.P.E.* and your style of giving praise and thanks?
5. What insights can you apply for your Christian journey and for your personal ministry?

## Appendix 16: My Personal *S.H.A.P.E.* Profile

<b>Name:</b>		<b>Date:</b>	
<b>Mailing Address:</b>			<b>Postal Code:</b>
<b>Residential Address:</b>			<b>District:</b>
<b>Home Phone #:</b>		<b>Work Phone #</b>	
<b>E-mail address:</b>			
<b>Spouse/Parents/Children/ Significant Others:</b>			

**Instructions:** After you have completed all of the *S.H.A.P.E.* surveys, assessments and checklists in Appendices 3 through 15, then complete this profile below as a summary of the insights you gained from these assessment tools.

1. From Appendix 3, my primary *S*piritual Gifts (supernatural abilities) are:  
\_\_\_\_\_
  
2. From Appendix 5, the category(ies) that best reflects my heart's desire for ministry is(are):  
 Celebration Ministries       Connecting Ministries       Equipping Ministries  
 Outreach Ministries       Caring Ministries       Supporting Ministries
  
3. From Appendix 6, my *H*eart (passion) is mainly in the following ministry opportunities:  
\_\_\_\_\_
  
4. From Appendix 7, my time availability and maturity level are:  
\_\_\_\_\_
  
5. From Appendix 8, my *A*bilities (natural talents and special skills) are:  
\_\_\_\_\_
  
6. From Appendix 9, my *P*ersonality (personal behavior style) is:  
 Dominance     Influence     Steadiness     Conscientious
  
7. From Appendix 12, my personal behavioral tendency is to be:  
 Task-Oriented **or**  People-Oriented  
 Active **or**  Passive
  
8. From Appendix 13, my *E*xperiences (areas in which I am most experienced) are:  
\_\_\_\_\_
  
9. From Appendix 14, primary love languages are:  
 Words of Affirmation     Quality Time     Receiving Gifts     Acts of Service     Physical Touch
  
10. From Appendix 15, two or three styles of giving praise & thanks to our God that fit me best are:  
 Intrapersonal     Naturalist-Environmental     Verbal-Linguistic     Visual-Spatial  
 Logical-Mathematical     Interpersonal     Body-Kinesthetic     Musical-Rhythmic

## Appendix 17: Matching My *S.H.A.P.E.* Profile with My Ministry Interests

<b>Name:</b>		<b>Date:</b>	
<b>Mailing Address:</b>		<b>Postal Code:</b>	
<b>Residential Address:</b>		<b>District:</b>	
<b>Home Phone #:</b>		<b>Work Phone #</b>	
<b>E-mail address:</b>			
<b>Spouse/Parents/Children/ Significant Others:</b>			

**Instructions:** Please prayerfully go over the ministry categories listed in Appendix 4 and the specific ministry opportunities that are available in your congregation (especially where you can make a difference through service to your church and/or community). Then complete this form by writing in and checking wherever appropriate. Also, if you have a skill or interest that you don't find listed, feel free to write it in. Please discuss with any appropriate ministry leaders, so they can assist you in finding where you can best serve the Lord Jesus Christ and make the greatest difference in His Kingdom by using your God-given *S.H.A.P.E.* most effectively. Any feedback you receive should be recorded on Appendices 18 & 19 below.

Check ( <input type="checkbox"/> ) the boxes below that best describe your <b>ministry interests</b> :			
Areas of Ministry	Ministries that best fit my <i>S.H.A.P.E.</i> profile:	Ministries in which I'm currently involved:	Ministries in which I want to stay or get involved:
Performing Arts			
Public Speaking			
Missions—Local & Foreign			
Evangelism			
Fellowship (Koinonia)			
Practical Hospitality			
Sports			
Organizational Care			
Teaching & Literary			
Ministry to Individuals/Groups			
Benevolence			
Peacemaking			
Technical Areas			
Visual Arts			
Vocational			

**What particular ministry or ministries do you want to stay or get involved in, and why?**

**Describe how your ministry interests match up with Your *S.H.A.P.E.* Profile (Appendix 16) and with your time availability and your spiritual maturity (Appendix 7):**



## Appendix 18: *Worksheet for “Connecting the Dots” Feedback*

Name:		Reviewer(s):			Date:
Ministry/Governance Body	Now Serving	S.H.A.P.E. Indicators	Interested to Serve	Recommended to Serve	Comments
Church Council					
Finance & Property Board					
Board of Christian Education					
Peacemaking Team (including Ministry Mobilization Team)					
Women’s Ministry Core Team					
Youth Ministry Core Team					
Altar Ministry					
Audio-Visual Ministry					
Archiving & Church History					
Benevolence Ministry					
Bus Ministry					
Care & Small Groups Ministry					
Children Ministry					
Children’s Choir Ministry					
College & Career Ministry					
Counting of Offering Ministry					
Disaster Relief Ministry					
Elderly & Shut-Ins Ministry					
Evangelism Minsitry					
First Place Ministry					
Happy Seniors Ministry					
Grief Ministry					
Hearts Through Hands Ministry					
Hospitality Ministry					
ICT Ministry					
Koinonia Ministry					
Marriage Ministry					
Men’s Ministry					
Missions Ministry					
Pantry Ministry					
Publicity Ministry					
Prayer Ministry					
Prison Ministry					
Sacred Dance Ministry					
Sanctuary Choir Ministry					
Sanctuary Opening/Closing					
Singles Ministry					
Sunday School Ministry					
Ushering & Greeting Ministry					
Vacation Bible School					
Video and Tape Ministry					
Visitation Ministry					
Worship Team Ministry					
Other Ministry					

## Appendix 19: *Feedback for “Connecting the Dots” From My S.H.A.P.E. Profile and My Ministry Interests to My Ministry Opportunities*

Name of person whose profile this is:		Date:	
Feedback provided by:			

### Summary of Feedback Received

1. My primary **S**piritual Gifts (supernatural abilities):  
\_\_\_\_\_
2. My ministry passion categories:  
\_\_\_\_\_
3. My **H**earth (passion) for ministry opportunities:  
\_\_\_\_\_
4. My time availability and maturity level:  
\_\_\_\_\_
5. My **A**bilities (natural talents and special skills):  
\_\_\_\_\_
6. My **P**ersonality (personal behavior style):  
\_\_\_\_\_
7. My personal behavioral tendency:  
\_\_\_\_\_
8. My **E**xperiences:  
\_\_\_\_\_
9. My primary love languages:  
\_\_\_\_\_
10. My styles of giving praise & thanks:  
\_\_\_\_\_
11. Ministries that best fit my **S.H.A.P.E.** profile:  
\_\_\_\_\_
12. Ministries in which I want to stay or get involved:  
\_\_\_\_\_
13. Matching my **S.H.A.P.E.** profile and interests with my time availability and my spiritual maturity:  
\_\_\_\_\_

## Appendix 20: My Annual *S.H.A.P.E.* Journey Check-Up

Name:		Date:	
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**Instructions:** Please prayerfully consider your God-given, Spirit-filled *S.H.A.P.E.* journey over the past year and be honest with yourself. Take out your personal *S.H.A.P.E.* file (or 3-ring binder) and, as a refresher, review the “Mobilising Your *S.H.A.P.E.* for Christian Ministry” materials and your previous assessments and responses. Then complete this form for yourself and discuss with your Pastor(s) and/or other ministry leader(s) your current responses below. As we proceed on our *S.H.A.P.E.* journey, God may direct us to minister in different areas at different points in time. Thus, we need to be open to the leading of the Holy Spirit and to the guidance of other mature believers.

1. My **S**piritual Gifts is/are:  
\_\_\_ still as I last understood them to be  
\_\_\_ different in that I have now come to realise that my **S**piritual Gifts is/are (and include any comments):  
\_\_\_\_\_
2. My **H**earth (passion) is:  
\_\_\_ still as I last understood it to be  
\_\_\_ different in that I have now come to realise that my **H**earth (passion) is mainly (and include any comments):  
\_\_\_\_\_
3. My **A**bilities are:  
\_\_\_ still as I last understood them to be  
\_\_\_ different in that I have now come to realise that my **A**bilities are (and include any comments):  
\_\_\_\_\_
4. My **P**ersonality (personal behaviour style) is:  
\_\_\_ still as I last understood it to be  
\_\_\_ different in that I have now come to realise that my **P**ersonality (personal behaviour style) is (and include any comments):  
\_\_\_\_\_
5. Areas in which I am most **E**xperienced are:  
\_\_\_ still as I last understood them to be  
\_\_\_ different in that I have now come to realise that key areas of my **E**xperiences are (and include any comments):  
\_\_\_\_\_
6. My primary love languages are:  
\_\_\_ still as I last understood them to be  
\_\_\_ different in that I have now come to realise that they are (and include any comments):  
\_\_\_\_\_
7. The two or three styles of giving praise and thanks to our God that fit me best are:  
\_\_\_ still as I last understood them to be  
\_\_\_ different in that I have now come to realise that three such styles that fit me best are (and include any comments):  
\_\_\_\_\_

8. My time availability and my spiritual maturity are:  
\_\_\_ still as I last understood them to be  
\_\_\_ different in that I have now come to realise that my time availability and my spiritual maturity are (and include any comments):

---

9. Matching of my *S.H.A.P.E.* profile with my ministry interests is:  
\_\_\_ still as I last understood it to be  
\_\_\_ different in that I have now come to realise that a better matching of my *S.H.A.P.E.* profile with my ministry interests would be (and include any comments):

---

10. Some highlights of my *S.H.A.P.E.* journey over the past year are:

---

---

11. Some insights (including, if relevant, those related to team-building from Appendices 8-12) that I gained during my *S.H.A.P.E.* journey over the past year are:

---

---

12. Some goals and objectives I am setting for my *S.H.A.P.E.* journey in the coming year are:

---

---

13. Some specific steps I now plan to take to implement these goals and objectives are:

---

---

14. Here's how I plan to share the testimony of my *S.H.A.P.E.* journey to date:

---

---

15. Any other impressions, reflections, observations, comments, concerns or suggestions:

---

---

16. Confirmation(s) of my my *S.H.A.P.E.* journey over the past year that I have received:

\_\_\_ none yet, but I will soon discuss it with: \_\_\_\_\_

\_\_\_ I have discussed it with: \_\_\_\_\_

and I received the following feedback:

---

---

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## Appendix 21: *Relational Wisdom: Getting Upstream of Conflict*\*

In your relationships with one another, have the same mindset as Christ Jesus.

Philippians 2:5 (NIV)

Get wisdom... Cherish her, and she will exalt you; embrace her, and she will honor you.

Proverbs 4:7-8 (NIV)

In essence, relational wisdom (RW) is the ability to love God with all your heart and to love your neighbor as yourself ... better yet, as Jesus has loved you (Matt. 22:37-39; John 13:34-35). RW aims to get upstream of conflict (an ounce of prevention being worth a pound of cure).

RW is worth pursuing, because Jesus was highly relational, and He calls us to be like Him. Life is all about relationships, and God promises to bless those who pursue wisdom. Relationally-wise people bring out the best in others, experience less conflict, and enjoy richer, more enduring relationships. Thus, when we are working with others, relationship usually trumps expertise!

Fostering healthy relationships involves the pursuit of RW and produces life-changing benefits, such that we can:

- Know, love and enjoy God more deeply.
- Demonstrate love and unity among believers as disciples of Jesus Christ.
- Observe noticeable changes that reveal God's transforming power at work in us.
- Have more enjoyable, productive and enduring human relationships.

However, fostering healthy relationships through RW is a lifelong journey and continual process—a garden that needs constant tending and pruning.

Thankfully, we have the Gospel of Jesus Christ to provide the motive, the pattern and the power for fostering healthy relationships and for achieving RW—namely, the good news that Jesus died on the cross to pay for our sins and to rescue us from eternal separation from God and that He rose from the dead to give us new life. Through faith in Jesus, we are reconciled to God, adopted into His family, empowered to love others as He has loved us, and given the gift of eternal life in Him. Indeed, God commands and empowers us to grow in RW as He sanctifies and transforms us into the likeness of His beloved Son, Jesus Christ.

Most people desire to improve their relationships, but (no matter how hard they try) they fall back into the attitudes and habits that frequently put them on the wrong track with God and with other people (Rom. 7:15). However, because of His great love, God invites us to trade in our flawed ideas on how to live, to accept the gift of His kindness and forgiveness, and to trust that He will provide us with the best system for navigating life and relationships (Prov. 3:5-6). Those who have trusted in the Bible's GPS (God-Positioning System) have found a wisdom, righteousness, security and peace that is unmatched by anything the world has to offer (Ps. 23).

RW is so simple a child can apply it, yet so complex you can spend the rest of your life developing it. Unlike IQ (intelligence quotient) and personality, which do not change noticeably after the teen years, your RW can improve significantly if you are willing to work at it. Psychologists who study EI (emotional intelligence) attribute our ability to change to the "plasticity" of our minds. However, Christians attribute this to a transformational process called justification and sanctification (2 Thess. 2:13).

You can start growing in RW today by implementing the directions and processes reflected in these **four acrostics**:

1. To be relationally wise in all situations, **practice the SOG Plan**: **Self-Aware**: How am I feeling and acting? What am I feeling? Why? What do I feel like doing? What are the likely consequences? What can I do instead? **Other-Aware**: How are others feeling and how am I affecting them? What do others seem to feel? Need? Want? Fear? How am I impacting others? Is this really the best time to talk, counsel, or correct? How can I serve, love, or forgive others? **God-Aware**: Where is God leading me? Who is God? What is He like? What is He doing? Am I acting in faith or unbelief? Do I trust in Him or in myself? What difference does the gospel make? How can I pray? What Scriptures can guide me? How can I show that I love, trust and obey God above all things?
2. To become more God-aware and God-engaging, **follow a trustworthy GPS (God-Positioning System)**: **Glorify God** (trust, obey, worship). **Pursue God** (seek Him earnestly). **Serve God** (do what pleases Him).
3. To become more self-aware and self-engaging, **READ yourself accurately**: **Recognize** your emotions. **Evaluate** their sources. **Anticipate** the consequences of following them. **Direct** them on a constructive course (do a 180° about-turn).
4. To become more other-aware and other-engaging, **SERVE every person you meet**: **Smile** (home, workplace, church, store, telephone). **Explore and Empathize** (show interest and compassion). **Reconcile** (be a peacemaker). **Value** (express appreciation and respect). **Encourage** (give courage, inspire, put wind under their wings).

\*Adapted from Discovering Relational Wisdom study guide: see <http://rw360.org/wp-content/uploads/2015/11/150902-Study-Guide-V4.0.pdf>. Ken Sande is the founder of both Peacemaker Ministries and Relational Wisdom 360. See also <http://rw360.org/2016/07/18/new-generation-training/>.

## Appendix 22: *Biblical Peacemaking Principles from Resolving Everyday Conflict\**

What causes fights and quarrels among you?  
Don't they come from the desires that battle within you?  
James 4:1 (NIV)

Blessed are the peacemakers...  
Matt. 5:9 (NKJV)

In the context of *S.H.A.P.E.*, conflict (and our responses to it) is a part of our everyday life. Christians are not exempt or immune from experiencing conflict and its effects. How we handle conflict is directly related to the level of effectiveness in our Christian walk and ministry. When Christians fight with those around them, what testimony does it give to a watching world?

Each and every day, conflict affects our marriages, families, churches, neighborhoods and workplaces. Even low-level conflict (e.g., gossip, complaining, judging and unforgiveness) can cause discouragement and drain the energy out of a family or workplace. Because of an inability or unwillingness to reconcile, parents may be estranged from their children, and families may be shattered by divorce. Unresolved conflict can leave people scarred and hurting, in despair, lonely, angry and feeling hopeless with nowhere to turn. But it doesn't have to be this way—thank God, there is a better way!

### ***Biblical Peacemaking***

Through the good news of the Gospel—what Jesus did on the cross and through which God reconciles sinful people to Himself—we are all given a vision and a practical way for approaching conflict differently. Real solutions and the prospect of hope for broken relationships are to be found in following the principles and practices of Biblical peacemaking. In recognition of this, our Congregation offers a peacemaking ministry and has registered a Peacemaking Team with Peacemaker Ministries: see Appendix 21 above.

Peacemaker Ministries has a course on Resolving Everyday Conflict, featuring eight DVDs of about 30 minutes duration each and a study guide for use in more in-depth discussion in small groups. In that course, we learn the difference between our instinctive sinful responses (escape or attack) and alternative peacemaking responses (“The Four G’s”):

- **Go to higher ground and glorify God** (1 Cor. 10:31): clarifying my highest values, applying them to how I respond to conflict and treat others when experiencing conflict, and asking: “How can I please and honor God in this situation?”
- **Get real about myself and get the log out of my own eye** (Matt. 7:5): examining my own attitudes and actions, understanding how I have contributed to the conflict, and giving a thorough and humble confession.
- **Gently engage others and gently restore them** (Gal. 6:1): taking responsibility for my own contribution is followed by respectfully and graciously helping others to see how they contributed to the conflict.
- **Get together on lasting solutions and be reconciled** (Matt. 5:24): focusing on preserving and restoring the relationship through forgiveness leads me to a lasting solution that resolves both material and personal issues.

These Godly peacemaking responses help us avoid sliding down the “slippery slope” of escape (including denial and flight) or attack (including blame and assault). In conflict, God’s heart desires reconciliation of the relationship(s) more than mere resolution of the material issue(s) that arose in the conflict.

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\*Adapted from *Resolving Everyday Conflict: Biblical Answers for a Common Problem*, Copyright © 2010 by Peacemaker Ministries.

### ***Overlooking the Offense or Involving Others***

Many conflicts can be resolved quickly if I am willing simply to overlook the offense and in so doing glorify God. Thus, when someone offends me, I should first ask: can I overlook this? is this really worth fighting over? In particular, overlooking offenses is appropriate when the offense is not: (a) creating a wall between me and the other person; (b) causing serious harm to God's reputation, to others or to the offender; or (c) forming part of a destructive pattern. In assessing these three conditions, I need to ask God for discernment and to seek Godly counsel.

However, when it is not appropriate to overlook an offense, I may need help from Godly friends and/or church leaders. It is best if the parties to a conflict can agree to ask someone else to help, but (if necessary) I may need to take the initiative to involve others in the process: see Matthew 18:16.

In the emotional atmosphere of a serious conflict, having an outsider present can help facilitate more loving and careful communications. While a person is in the midst of a serious conflict, it is also easy to feel vulnerable and alone. Biblical peacemaking with the assistance of trained Christian conciliators can involve as appropriate conflict coaching, mediation and/or arbitration.

### ***Raging Desires (Idols) at the Root of Our Conflicts***

The root problem in conflict is the desires that battle (or rage) in our hearts (James 4:1): see Appendix 23 below. We tend to have the same fights over and over again, because we tend to deal with our actions only at the surface level. In order to experience real change, we must get to the root cause.

One thing is guaranteed: I will keep having the same conflicts if I don't uncover the idols in my heart. This is a part of the process of "getting real about myself" and "getting the log out of my own eye". To understand my own contribution to a conflict, I must note that cravings underlie conflicts in my life—the "why" behind the thing I did. When I truly understand "why" I did something, I'll be able to see that I wanted something so much that it led to conflict.

Cravings are "idols" or things (other than the one and only true God) that I: (1) set my heart on (Luke 12:29); (2) let rule me (Ephesians 5:5); and/or (3) trust, fear or serve (Isaiah 42:17). An idol is anything (other than God) that I trust to make me happy or secure. Some common idols include peace and quiet, obedient children, respectful co-workers, financial security, a good reputation, etc. Anger is an early warning signal that an idol is being poked or disturbed.

The progression of how an idol is born, grows and operates is as follows:

- Desire:** "I really would like to have a ..." (Psalm 37:4). All idols begin with a desire. This desire can be for anything—even something good and healthy!
- Demand:** "I must have ..." (James 4:1). A desire can quickly change into a demand ("I need"). I now view the thing I want as absolutely essential.
- Disappointment:** "You did not give me my desires ..." (Gen. 4:6-7). Demand leads to disappointment ("You didn't!"). Much of our disappointment in relationships is not because people have actually wronged us, but because they have failed to give us what we want.
- Judgment:** "Because you did not give me my desires, you are ..." (Rom. 14:10). Frustrated at not receiving my desire, I judge, condemn and reject those who haven't given me what I want.
- Punishment:** "Because you didn't, I will ..." (Rom. 12:19). I am hurt and angry and strike back. Examples: Angry words, gossip, "giving the cold shoulder", etc.

How can I identify the idols in my life? It's by asking "X-ray questions" to examine my heart:

- What do I most want? most fear? often worry about?
- What do I believe would bring me the greatest pleasure? happiness? delight?
- What do I believe would bring me the greatest pain? misery?
- What would I sin to obtain or sin if it is denied? delayed? deferred?
- Have I ever "stretched" the truth in arguing for my desire (or against someone else's)?

## ***Cure for an Idolatrous Heart***

The cure for an idolatrous heart is to (1) repent and confess the sin of idolatry, and trust in God for everything we need (Acts 3:19); and (2) replace idol worship with worship of the one and only true God (Ps. 37:4). However, this is easier said than done: our hearts are idol factories, always finding new things to love, possess and worship. Just trying harder is not the answer: we must drive out a “little love” (an idol) with a “big love” (a growing love for our creator God) to force out idols in our hearts. That’s the dynamic of God’s “replacement therapy” at work in us!

### ***Effective Confessions***

The Peacemaker Ministries’ course on Resolving Everyday Conflict explains the “7 A’s” of making a good confession (Prov. 28:13) as follows:

1. **Address everyone involved** (Ps. 41:4; Luke 19:8): The confession should go as far as the offense.
2. **Avoid ifs and buts** (Ps. 51): These words ruin your confession. “If” means “I really don’t think I did anything wrong.” “But” blames it on someone else and cancels out everything you just confessed!
3. **Admit specifically**: We love to be vague about ourselves (but amazingly specific about others)! Confess both your specific actions and underlying attitude.
4. **Acknowledge the hurt**: Express understanding and genuine sorrow for the way you affected that person. (Do not assume you understand the pain—always check.)
5. **Accept the consequences** (Luke 19:8): A willingness to accept the consequences is often the mark of a genuine confession.
6. **Alter (change) your behavior** (Eph. 4:22-32): Explain how, with God’s help, you plan to change. An apology is like a promise—words are tied to future actions. And this helps you go beyond “I’m sorry I got caught.”
7. **Ask for forgiveness** (Gen. 50:17): This gives the offended person the opportunity to respond and express forgiveness.

One of the Resolving Everyday Conflict DVDs featured a model confession by US sprinter Marion Jones in which she effectively touched on each of the “7 A’s” when she came clean about her use of illegal performance-enhancing substances. In contrast, US cyclist Lance Armstrong offered his “doping” confession in a January 2013 interview with Oprah Winfrey that fell short of the “7 A’s” and that was therefore far less effective.

### ***Preparing For Difficult Conversations***

When needing to have a difficult conversation with the other party to a conflict (e.g., when you are going to point out a sin in others or when resolving the material issue in a conflict), the Resolving Everyday Conflict course suggests using (as a tool to help us have a God-glorifying conversation) the PAUSE Principle which is an acronym for:

- **Prepare** (Prov. 14:8): Think ahead about the conversation and what you can do in advance to make it go well, including: pray; seek Godly counsel; study Scripture; develop options; plan an alternative; plan your remarks; anticipate reactions.
- **Affirm relationships**: Every conflict involves both people and a problem. Focusing on the problem and not the people makes things worse, so make sure that the other person knows that you value the relationship.
- **Understand interests** (Phil. 2:1-4): Take time to understand what the other person really wants and cares about—what really motivates people and gives rise to their position. An “interest” may be a concern, desire, need, limitation, or something a person values or fears. It’s the underlying thing they are trying to accomplish.
- **Search for creative solutions** (Prov. 14:8): Don’t get stuck on only two choices.
- **Evaluate options objectively and reasonably** (Dan. 1:11-16): Include a specific step in the process that checks how the solution is working.



### ***True Forgiveness from the Heart***

Finally, the Resolving Everyday Conflict course deals with the tricky topic of forgiveness, pointing out that forgiveness is more about how we remember than whether we forget. Forgiveness raises some interesting (and complicated) questions such as: “What does ‘I forgive you’ really mean?” or “Do I forgive someone who has not repented?” or “What about the consequences?”

Forgiveness is neither a feeling nor forgetting nor excusing. Forgiveness is a decision modeled after God’s forgiveness—a decision not to hold an offense against the offender (Eph. 4:32). However, true forgiveness costs us something. In forgiving, we lay down our rights to justice, money or something else that is valuable to us. Ultimately, we are unable to forgive in our own strength: only God can give us the desire and the ability to truly forgive others for their sins (Phil. 2:13).

The Resolving Everyday Conflict course identifies the “Four Promises of Forgiveness”. With God’s help, **I promise not to:** (1) dwell on the incident in question; (2) bring it up and use it against the other person(s); (3) talk to others about it; or (4) allow it to stand between us or hinder our personal relationship.

### ***Reconciliation and Consequences for Sin***

“Being reconciled” (Matt. 5:23-24) is the giving and receiving of true heart forgiveness. Because Christians are the most forgiven people in the world, we can and should also be the most forgiving. This should be the hallmark of every Christian. However, giving true forgiveness can be hard and many people (including Christians) still struggle with bitterness and forgiveness.

Yet, true heart forgiveness does not necessarily involve releasing the person who is forgiven from the worldly consequences of his/her sin. If someone has wronged me, it takes Godly wisdom for me to determine whether or not to enforce such consequences. Sometimes it may be best to show mercy and sometimes it may be best to allow the person who is forgiven to experience such consequences (especially when needed to teach him/her a lesson). It all depends on what will most effectively serve the other person and glorify God.

### ***Measuring Our Success in Peacemaking***

Another difficult question that can arise when dealing with forgiveness is: does “success” in Biblical peacemaking always mean reconciliation? Not necessarily. Sometimes we strive for peace without achieving “success” in that sense. We may do all the things that God calls us to, yet our opponent continues to treat us unkindly, angrily, unfairly or harshly. Scripture thus makes it clear that it truly takes at least two to make peace (Rom. 12:18).

Since it also depends on the other person(s) and he/she/they may not be ready or willing to do the right thing, we may never reach that desired goal of reconciliation. In such circumstances, “success” may only be found or experienced in our own faithfulness, obedience and continuing to do the right thing. However, we must always resist the temptation of taking matters into our own hands.

At that point, we must “let go and let God” be our sovereign God. Jesus Himself is our peace (Eph. 2:14). He came and preached peace to all, and through Him we have access by one Spirit to the Father (Eph. 2:17-18). It is the God of peace Himself who calls us and He is faithful (I Thes. 5:23-24). So, “let go and let God”!

## ***Using God's Spiritual Weapons in Peacemaking***

Satan may try to deceive us with thoughts such as: “God’s way didn’t work, so it’s now time to try a new approach.” But such “new” approach inevitably leads us back to escaping or attacking (the very sinful responses from which we need to be set free). God never wants us to exclude Him from the process of resolving our conflicts or for us to “close our Bible” on any problem and try once again to fight with the ways of the world.

We are to wage spiritual warfare, but not by using our “old” carnal weapons of escaping or attacking (2 Cor. 10:3-4). Instead, we are to use the spiritual weapons God gives us. The Holy Bible (God’s Word) provides us with the following valuable advice and guidance:

- **Pray:** Scripture makes it clear that God grants the gift of repentance (2 Tim. 2:25). Pray for your enemy’s heart (Matt. 5:44): only God can change it. Remember to recognize your own limits: your job is to honor God by doing the right thing and God’s job is to change people.
- **Guard Your Heart:** Our temptation is to “curse” those who mistreat us. But true “heart forgiveness” requires us to love our enemies (Rom. 12:14), even before we are reconciled. When you “bless and do not curse,” you strive to maintain this disposition of your heart. As we leave it with God, the door remains open for reconciliation, and this is an ever-present protection for us against self-destructive anger and bitterness.
- **Stay Close to Godly Counsel:** All Christians are surrounded by worldly advice, telling us to fight back, stand up for our rights, or take our opponents to court. It is tempting to heed such advice in times of conflict. Instead, you should seek out people who will give you the Godly advice you need to hear (not just what you want to hear), encouraging you to stay the course, endure under trial, and prioritize obeying God above all else (Prov. 13:20).
- **Keep On Doing What Is Right:** We will have opportunities to attack our opponents in many different ways. A good example of how to handle such opportunities in a Godly way is that of the Psalmist David, who twice had the opportunity to kill King Saul who had been pursuing him, but David would not “lift his hand against God’s anointed” (1 Sam. 24:1-7; 26:5-11). We should keep on doing what is right and try to win over our opponents; this is in obedience to God, who calls us to love our enemies and not to repay anyone evil for evil (Rom. 12:17).
- **The Ultimate Weapon Is Deliberate and Focused Love:** We can use the same weapon God used to win us over to Him: love. In so doing, we wage spiritual warfare in a way that is counter-intuitive to the carnal ways of the world. We choose deliberately to love our enemy: “If he is hungry ... if he is thirsty ...” We seek to meet our enemy’s real-life, day-to-day needs. We don’t just resist evil with good, we can overcome evil with good (Rom. 12:20-21). And unexpected, undeserved love can break down even the most hardened and stubborn hearts!

### **NEXT STEPS:**

- \_\_\_ Pray and ask the Holy Spirit to guide you as you seek to understand more about your experiences with conflict and peacemaking—whether positive or painful.
- \_\_\_ Read *The Peacemaker: A Personal Guide to Resolving Personal Conflict* by Ken Sande.
- \_\_\_ Visit the Peacemaker Ministries website at [www.peacemaker.net](http://www.peacemaker.net).
- \_\_\_ Take the Peacemaker Ministries course on *Resolving Everyday Conflict*.
- \_\_\_ Take the Peacemaker Ministries courses on *Conflict Coaching and Mediation*.
- \_\_\_ Take the Peacemaker Ministries course on *The Leadership Opportunity*.
- \_\_\_ Implement Biblical principles and practices of peacemaking in your personal life, your family, your workplace, your church, your school, your ministry and your community.
- \_\_\_ Use all of your experiences—indeed your entire **S.H.A.P.E.** package (including peacemaking responses to conflicts)—to serve in God’s Kingdom and for His glory.
- \_\_\_ Be blessed as you proceed on your entire **S.H.A.P.E.** journey!

## Appendix 23: *Heart Idols as Root Cause of Our Conflicts\**

What causes fights and quarrels among you?  
 Don't they come from the desires that battle within you?  
 James 4:1 (NIV)

Do not love or cherish the world or the things that are in the world.  
 If anyone loves the world, love for the Father is not in him.  
 For all that is in the world—the lust of the flesh (craving for sensual gratification),  
 the lust of the eyes (greedy longings of the mind) and  
 the pride of life (assurance in one's own resources  
 or in the stability of earthly things)—  
 these do not come from the Father but are from the world (itself).  
 I John 2:15-16 (Amplified)

Thus, the three broad categories of heart idols may be summarized as follows:

<b>SATISFACTION</b>	<b>SIGNIFICANCE</b>	<b>SECURITY</b>
<i>Lust of the Flesh</i> <b>(Sensual Gratification)</b>	<i>Lust of the Eyes</i> <b>(Visual Longings)</b>	<i>Pride of Life</i> <b>(Earthly Stability)</b>
<b>What is your "drug of choice"?**</b>	<b>Where do you get your identity? **</b>	<b>In what or in whom do you place your trust? **</b>
food/beverages creature comforts affection/sex alcohol/drugs gambling shopping entertainment/TV video games/fun social media	popularity/recognition beauty/clothes job/status at work money/wealth house/car/boat strength/athletic prowess being appreciated role as mom/dad having children	power/control/influence money/wealth retirement/trust funds job/status at work education/success police/court system burglar bars/alarm system friends/relationships/church husband/wife/children

When people or things are elevated to the position of mini-gods,  
 we feed our heart idols of **Satisfaction, Significance** and/or **Security**.  
 This results in a false sense of peace and leads us to sacrifice (punish) others  
 and to demand that they give us what we want.  
 In the process, this causes conflict with God, conflict within ourselves  
 and conflict with other persons.

\*Adapted from a chart created by Dierenfield in July 2008.

\*\*Not exhaustive lists by any means! This should be read in conjunction with Appendix 22 above.

## Appendix 24: *Rhythm of Peace and Rhythm of S.H.A.P.E. in Synch Together*<sup>3</sup>

The subtitle for *The Leadership Opportunity*<sup>4</sup> is “Living Out the Gospel Where Conflict and Leadership Intersect”. The subtitle for this topic here could well be “Living Out the Gospel Where Conflict and S.H.A.P.E. Intersect”.

Distilled to its essence, S.H.A.P.E. can be described as the unique package of attributes God imparts to each Christian believer for his/her life and ministry.<sup>5</sup> Distilled to its essence, biblical peacemaking can be described as applying God’s Word to resolve everyday conflict.

Teachings from the S.H.A.P.E. curriculum can inform and enhance the biblical peacemaking curriculum. In short, the rhythm of peace and the rhythm of S.H.A.P.E. are complementary and in synch together.

Whether working in the sphere of personal peacemaking or in the sphere of assisted peacemaking, looking at it through the S.H.A.P.E. prism can shed light and offer some useful insights. Just as an optical prism breaks out the constituent color elements of natural light, so too we will now break out the constituent elements of S.H.A.P.E. as applied to biblical peacemaking.

### *Spiritual Gifts*

The Bible says we should not be ignorant about spiritual gifts.<sup>6</sup> I Cor. 12:1. A spiritual gift is a special supernatural ability given by God the Holy Spirit to each and every believer, so that he/she can serve others with ease, enjoyment and effectiveness. God has given each of us a gift from His great variety of spiritual gifts: I Pet. 4:10. Each believer receives at least one supernatural spiritual gift: I Cor. 7:7.

The body of Christ has many members and all serve their own unique purpose: Rom. 12:4-5. God has placed every part of the body just as He wants them to be: I Cor. 12:18. The spiritual gifts of teaching, administration, prayer, discernment, helps, knowledge, wisdom, exhortation and encouragement may be especially relevant and empowering in the context of a peacemaking ministry.

Believers function best when we operate within our gifting. When leaders lead, administrators administer and teachers teach, there is less conflict generated in the Kingdom of God than when those without such gifting attempt to function in those areas. Both the use and the misuse of spiritual gifts can themselves also be a source of conflict in the church: I Cor. 14:1-40.

### *Heart*

What are you passionate about? Man looks at the outward appearance, but the Lord looks at the heart: I Sam. 16:7b. You are an epistle of Christ, written not with ink but by the Spirit of the living God, not on tablets of stone but on tablets of flesh (that is, of the heart): II Cor. 3:2-3.

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<sup>3</sup> Copyright © 2015 by Orren Merren and Joy Merren; all rights reserved.

<sup>4</sup> See [http://peacemaker.christianbook.com/Christian/Books/product?item\\_no=8767678&event=PMIN001](http://peacemaker.christianbook.com/Christian/Books/product?item_no=8767678&event=PMIN001).

<sup>5</sup> Presented in the entire package here concerning Mobilizing Your S.H.A.P.E. for Christian Ministry are further explanations about S.H.A.P.E. and various assessment tools to help discover and mobilize your God-given S.H.A.P.E.

<sup>6</sup> Gifts of the Spirit may be contrasted with fruit of the Spirit (against which there is no law): Gal. 5:22-23. Whereas spiritual gifts are what God gives each believer to empower him/her for service in His Kingdom, good spiritual fruit is produced in each believer whose nature has been regenerated by the Holy Spirit. Such good fruit is the outcome or result of becoming a “new creation” in Christ Jesus: II Cor. 5:17. This is the same kind of fruit of which we are to bear more by being “pruned” (made clean by the Word) and by abiding in Jesus (the true vine): John 15:1-4, 16.

The opposite of good fruit of the Spirit is bad fruit (or works) of the flesh (the “sinful nature”) mentioned in Gal. 5:19-21. Against such things there are many laws (both spiritual and man-made). The Apostle Paul warns that those who practice such things will not inherit the Kingdom of God and thus he urges believers to walk in the Spirit and not fulfill the lust of the flesh: Gal. 5:16, 21. Such bad fruit can also be seen manifested in the dynamics/outcomes of fleshly responses to conflict.

“Heart” in this context is a God-given, deep-seated emotional attachment to a particular area of human need or ministry that compels you to make a difference. Never be lacking in zeal, but keep your spiritual fervor, serving the Lord: Rom. 12:11.

God uses a burning desire, an intense feeling, a deep-seated concern, a gut-wrenching attachment, a heart-felt connection, or a passionate mission to inspire us to right a wrong, meet a need, solve a problem, serve a cause, or change a life. For God is working in you, giving you the desire and the power to do what pleases Him: Philippians 2:13.

However, when unmet desires rage passionately in our hearts, that is how conflicts arise: James 4:1. Such unmet desires (or cravings) mean we want something so much that it leads to conflict. Such cravings can become “idols of the heart”—anything (other than God) that we trust to make us happy or secure. Ironically, the same heart and passion that can motivate us to do good things for our Lord can also devise wicked schemes and put wicked stumbling blocks before our faces: Prov. 6:18; Ezek. 14:3.<sup>7</sup>

The better we are able to understand our own heart and to assist others in conflict to see his/her heart, the better equipped we are to unpack what God is doing inside our hearts and to discern both the good and the bad aspects of our passions. God’s Word is living and active on our entire *S.H.A.P.E.* journey, but it is profoundly living and active as it judges the thoughts and attitudes of our heart: Heb. 4:12.

As taught in the *Resolving Everyday Conflict* series,<sup>8</sup> we must drive out a “little love” (an idol) with a “big love” (a growing love for our creator God) to force out idols in our hearts. That’s the dynamic of God’s “replacement therapy” at work in us! Insights from our God-given *S.H.A.P.E.* can help in this regard.<sup>9</sup>

As an epistle of Christ, what is the Spirit of the living God writing on your heart? What are you doing with your God-given passions and with any unmet desires that may lead to conflict in your life? Are you using such passions and such conflict as an opportunity: to glorify God? to serve other people? and to grow to be like Christ? Will you let the peace of Christ rule in your heart? See Col. 3:12-17.

### *Abilities*

What are you naturally good at? To whom much is given, much is required: Luke 12:48; Matt. 25:15. These natural abilities may be distinguished from supernatural abilities (by way of spiritual gifting).

A natural ability is a special talent or skill that God distributes to His children and develops in them through life’s circumstances for the benefit of others: Exodus 36:2. Abilities include both natural gifts and talents that you may have (e.g., playing the piano by ear) and also special acquired skills and knowledge that you may have gained in life (e.g., playing the piano by reading the notes).

Every talent and ability that you have (no matter how great or how seemingly insignificant) can be used to glorify God and to serve others: I Cor. 10:31. However, even natural talent and ability can give rise to envy, striving and other fleshly manifestations of conflict.

Being cognizant of our own natural abilities can help us with earning and retaining “passport” (can I trust you? do you care about me? can you really help me?) when assisting others in conflict. In particular, “passport” can be earned by developing and demonstrating skill and competence, which is related to our natural abilities. Thus, gaining insights into my own natural abilities can help me

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<sup>7</sup> The wicked schemes recently devised by the Charleston shooter reveal a heart consumed by such evil cravings: see <http://www.dailymail.co.uk/news/article-3132627/Charleston-killer-planned-shoot-college-campus-instead-church-claims-black-drinking-buddy-says-homeboys.html>.

<sup>8</sup> See <http://peacemaker.net/resolving-everyday-conflict-new/>.

<sup>9</sup> The expressions of forgiveness from families of Charleston murder victims evidenced the broken hearts of true peacemakers that had been immersed in a real culture of peace: see <http://www.thestate.com/news/local/crime/article25033732.html>.

establish and strengthen the sense in a party to conflict that he/she can trust me and that I can help him/her.<sup>10</sup>

### *Personality*

What am I comfortable doing? What is my personal behavioral style? God's hands shaped me and made me: Job 10:8a.<sup>11</sup>

Your personal behavioral style reflects your unique God-given behavioral characteristics—the way you normally relate to people and respond to the world around you.<sup>12</sup> It is your behavioral DNA—or simply the way God has individually “wired” you—when He knitted you together in your mother's womb: Psalm 139:13.

There are no “right” or “wrong” behavioral styles, but some may “fit” better than others for a particular purpose or ministry. When you are required to minister in a manner that is “out of character” for your behavioral style, it can create tension, may require extra effort and energy, and may produce less than the best results. Your personal behavioral style can also interact with and affect how you use your spiritual gifts and natural abilities.

While our God-given personality may explain how we tend to behave, it does not excuse bad conduct. Thus, we should not try to justify or explain our own behavior by making a comparison to that of others (this can be seen as an aspect of getting the log out of our own eye and dealing first with our own contribution to a conflict). With a few exceptions (e.g., acting under duress or being legally insane), each of us is personally responsible for our own conduct: Gal. 6:4-5.

Different personalities can be complementary in the dynamics of various personal relationships throughout life and they can be useful in fostering good teamwork.<sup>13</sup> However, different personalities can also be a source of creating conflict—what we sometimes refer to as “a clash of personalities”.

Paul and Barnabas had such a sharp disagreement over whether to have John Mark accompany them that they parted company: Acts 15:39. Might their clash and split been tempered with insights from their God-given *S.H.A.P.E.* (especially as concerns their different personalities)?

Thus, we need to understand the features (including strengths and weaknesses) of our own personalities and of those with whom we interact. Peacemakers assisting others in conflict can be aided through such insights concerning personalities to better understand themselves as well as the parties to the conflict. However, when our insights into human personalities are grounded in and guided by God's Word, we are best equipped for personal and assisted peacemaking.

### *Experience*

What have you done or experienced that equips you to serve others? All things work together for the good of those who love the Lord and who have been called according to His purpose: Rom. 8:28.

God has shaped our past with purpose. God uses both good and bad experiences of life to teach us and to prepare us for what lies ahead. Joseph said to his brothers: “You may have meant it for evil, but God meant it for good. He brought me to this position, so I could save the lives of many people”:

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<sup>10</sup> See also footnote 14 below, where a school bookkeeper used God's Word (coupled with her own natural abilities and life experiences) to gain “passport” with a gunman she did not know in the midst of crisis inside an elementary school.

<sup>11</sup> As God's creation, we are unique in the way we perceive, process and express information. Eight distinct ways people process and express information have been identified. These may be referred to as “intelligence styles” or “learning styles”. However, we can also apply these styles to other areas of life (e.g., how we give praise and thanks to our creator God). See Appendix 15 above. These styles too can create conflict (e.g., those who prefer traditional over contemporary worship styles and/or hymns over choruses).

<sup>12</sup> Understanding our God-given love languages also has lessons for us to learn, especially when dealing with conflict. Indeed, failing to fill (or draining) another's love tank can create serious conflict. Gifted anthropologist and lecturer, Dr. Gary Chapman, has written a series of books on what he calls “The Five Love Languages”—five ways that people speak and understand love, namely: Words of Affirmation, Quality Time, Receiving Gifts, Acts of Service and Physical Touch. See Appendix 14 above.

<sup>13</sup> See Appendices 10, 11 and 12 above.

Genesis 50:20. Also note the school bookkeeper who used her own life experiences to calm down (to safe surrender) a gunman inside her elementary school.<sup>14</sup>

All life experiences are used by God to prepare and equip us for future ministry and success.<sup>15</sup> Praise be to the God and Father of our Lord Jesus Christ, the Father of compassion and the God of all comfort, who comforts us in all our troubles, so that we can comfort those in any trouble with the comfort we ourselves have received from God: II Cor. 1:3-4.

In particular, every one of us has experienced conflict in his/her journey through life. Such experiences can be used to help others understand and deal biblically with the conflict they are experiencing. Indeed, as we reflect on our experiences, insights here can also help us with earning and retaining “passport”.

As a conflict coach, we walk alongside others in conflict, sharing the Gospel with them to offer hope and encouragement and to point them to biblical truths by exploring God’s Word for them. Just as the Peacemaking Principles pamphlet and Ken Sande’s classic book *The Peacemaker* are useful tools to help us fulfil our responsibilities here, so too can be the insights we gain from understanding and mobilizing our God-given *S.H.A.P.E.* These tools are complementary; and insights from life experiences (whether good or bad and whether our own or those of others) can help increase our effectiveness as peacemakers.

### **Words of Encouragement for Your *S.H.A.P.E.* Journey**

As you discover and mobilize your God-given, Spirit-filled *S.H.A.P.E.* on your journey through life: start by doing something where you see a need; pay attention to where your interest is stirred; evaluate how effective you are and observe whether the Body of Christ confirms your effectiveness. Discuss your *S.H.A.P.E.* profile and ministry interests with your pastor and/or with other mature Christian leaders.

God is actively at work in your life. He wants you to understand your *S.H.A.P.E.* and to put into practice the full potential of who He has uniquely created you to be in His kingdom, for His purposes, and for His glory. Whatever your job or profession may be, your primary role in life should be to serve your Lord and Master, Jesus Christ. In one way or another, you can serve Him through biblical peacemaking.

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. Whatever you do, work at it with all your heart, as working for the Lord, not for men, since you know that you will receive an inheritance from the Lord as a reward: Col. 3:23-24.

We were created by God with a special purpose in mind! Our personality, talents and abilities were all divinely tailor-made to suit us, so that we can function for His glory and for the good of humanity.

Once you give your life over to His Lordship, God will take all of your talents, personal make-up and experiences and weave them into this beautiful tapestry He calls a “masterpiece”—even using your failures and weaknesses! Ephesians 2:10 says we are “His masterpiece, created in Christ Jesus for good works” and II Corinthians 3:2-3 adds that we are “an epistle of Christ ... written ... by the Spirit of the living God ... on tablets of flesh, that is, of the heart.”

God wants to use you just the way you are, even while He is still “working on you”.<sup>16</sup> Your skills and interests are important to God. He knows what they are and He is waiting for you to recognize that He did not make you to be junk. He made you to be His masterpiece, His epistle; and He made you to be a peacemaker!

### **Application of God-Given *S.H.A.P.E.* for Your Peacemaking Journey**

Biblical peacemakers who find themselves in conflict (or while assisting others in conflict) can be aided through an understanding of God-given *S.H.A.P.E.* (their own and that of those they serve). Be it personal peacemaking or assisted peacemaking, lessons from the *S.H.A.P.E.* curriculum can better inform our understanding and effectiveness in the processes of biblical peacemaking.

<sup>14</sup> See <http://edition.cnn.com/2014/02/22/us/tuff-survivor-gunman/>. This lady used her own life experiences and natural abilities to gain “passport” with the gunman (who trusted her, felt she cared, and believed she could help him).

<sup>15</sup> See Dale Pyne’s blog article on “When it Rains” at <http://bookstore.peacemaker.net/blog/?p=4162>.

<sup>16</sup> See *Instruments in the Redeemer’s Hands: People in Need of Change Helping People in Need of Change* by Paul David Tripp.

Just as the Gospel of Jesus Christ is the key to understanding our God-given *S.H.A.P.E.*, so it is the key to appropriating God's peace that exceeds our human understanding and to changing the way we deal instinctively with everyday conflict. Adding *S.H.A.P.E.* insights into the peacemaker's mix of useful tools from our Master's toolbox for equipping us to serve others and to glorify God can only help to enhance our practice of biblical peacemaking! The rhythm of peace and the rhythm of *S.H.A.P.E.* in synch together!

## Appendix 25: *S.H.A.P.E. Basics: Concepts and Assessments*

### **SPIRITUAL GIFTS: What does the Bible say about spiritual gifts?**

See Romans 12, I Corinthians 12-14 and Ephesians 4. A spiritual gift is a special **supernatural** ability given by God the Holy Spirit to every believer, so he/she can serve others with ease, enjoyment and effectiveness. To become a believer, you must accept Jesus Christ (God the Father's Son and the Lamb of God who died to forgive and take away your sins) as your personal Savior and allow Him to be Lord of your entire life.

### **HEART: What are you passionate about?**

"Heart" is a God-given, deep-seated emotional attachment to a particular area of human need or ministry that compels you to make a difference. "Heart" is the means by which God moves and motivates you with emotional energy. God uses a burning desire, an intense feeling, a deep-seated concern, a gut-wrenching attachment, a heart-felt connection, or a passionate mission. "Heart" is the way that God directs and draws you to the focus of your ministry. God may direct your "heart" to right a wrong, meet a need, solve a problem, serve a cause or change a life.

### **ABILITIES: What are you naturally good at?**

A natural ability is a special talent or skill that God distributes to His children and develops in them through life's circumstances for the benefit of others. Abilities include both natural and life gifts that you may have (e.g., playing the piano by ear) and also special skills or knowledge that you may have gained (e.g., playing the piano by reading the notes). Possessing natural abilities carries responsibilities—to whom much is given, much is required. Every ability you have (no matter how great or how insignificant) can be used to glorify God and to serve others.

### **PERSONALITY: What are you comfortable doing?**

Personal style consists of your unique, God-given behavioral characteristics which indicate the way you normally prefer to relate to people and respond to the world around you. It is your behavioral DNA or simply the way God has individually "wired" you. There are no "right" or "wrong" behavioral styles for ministry, but some may "fit" a particular ministry better than others. When you are required to minister in a manner that is "out of character" for your behavioral style, it can create tension, may require extra effort and energy, and may produce less than the best results. Your personal behavior style can also affect how you use your spiritual gift(s) and natural abilities. While your God-given personality may explain how you tend to behave, it does not excuse bad behavior! We are each responsible for our own conduct.

### **EXPERIENCE: What have you done or experienced that equips you to serve?**



God has shaped your past with purpose. He uses both the good and the bad experiences of life to teach you and to prepare you for what is ahead. He uses your past experiences to equip you for ministry. All your life experiences are used by God to prepare you for future ministry and success. God wants you to review and reflect upon your past experiences for spiritual insight and future direction. Reflect on your achievements and significant experiences (whether good or bad, pleasant or painful): personal, vocational, relational, educational and spiritual.

I am a born-again believer in Jesus Christ as my personal Savior

I would like to become a Christian

## SPiritual GIFTS:

What special **supernatural** spiritual gift(s) do you believe God the Holy Spirit has given you? And how are you using your spiritual gift(s) to glorify God and to serve others?

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## HEART:

What is your God-given ministry passion? What moves you? What do you really want to do for God? What needs grip you? What unmet needs in the lives of others would you like to work on or address? What cause would you like to help champion? What social issue tugs at your heart? What is it in our society that most concerns you? What have you dreamed about doing? What would you like to be remembered for? In short, what are you passionate about?

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## ABILITIES:

What things do you do well naturally? What things are you able to do well because of special training, education or practice? In short, what are your God-given natural talents and abilities (whether innate or acquired)?

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## PERSONALITY:

Aspects of your “personal behavior style” include your habitual patterns and qualities of behavior. The four basic personality types (or personal behavior styles) in the **DISC** typology are:

**Dominance:** action-oriented, quick to make decisions, can solve difficult problems, forceful and strong-willed, lead others to get the job done, very competitive, can take the heat.

**Influence:** energetic and full of life, love fun and laughter, creative and innovative, can inspire and motivate others, love to express their thoughts, enjoy working with others (not alone), spontaneous and optimistic.

**Steadiness:** warm and relational, good follower and team player, try to avoid conflict, love to serve others, good listener, supportive and encouraging.

**Conscientiousness:** want things done right, accurate and consistent, seek to do excellent work, not outgoing, love weighing pros and cons, want a systematic approach, need time to make decisions.

Most of these relevant characteristics are found in our primary personality type and the next most in our secondary personality type. What do you think is your primary and your secondary personality type?

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## EXPERIENCE:

What significant life experiences have you had (educationally, vocationally, ministry-wise, cross-culturally whether good or bad, pleasant or painful)? In short, what have you done or experienced that equips you to serve others?

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I'd like to have some feedback to help me better understand my God-given *S.H.A.P.E.* for Christian ministry.

**Name:** \_\_\_\_\_ **Phone:** \_\_\_\_\_ **Email:** \_\_\_\_\_