

# S.H.A.P.E.

## Assessment to Assist in Serving

Dear Servant of Jesus,

It is our firm conviction here at Royal Redeemer that a call to serve is inherent in the invitation to follow Jesus. Understanding who God made you to be, will help you discover what He's called you to do.

In order to help you better understand who God made you to be, we'll utilize an acrostic made popular by Pastor Rick Warren, of Saddleback Church in Southern California. The acrostic is the word S.H.A.P.E. As you begin unpacking your God-given "S.H.A.P.E.", it is our earnest prayer that you will understand more fully what it means for you to serve God and His Kingdom – so that your passion can meet God's purpose!

Please know it is not our intention to force you into any particular area of service based on the results of this assessment. The primary reason for this formalized assessment process is simply to help you discover which direction you may choose to explore. The best way for you to truly discover your best fit for ministry is to "get in the game" and try it out!

Thanks for taking the journey of servant hood,

Pastor John Zahrte

## ABOUT S.H.A.P.E. - Five Ways God Has Shaped You:

S – Spiritual Gifts - What has God supernaturally gifted me to do?

H – Heart - What do I have passion for and love to do?

A – Abilities - What natural talents and skills do I have?

P – Personality - Where does my personality best suit me to serve?

E – Experiences - What spiritual experiences have I had? What painful experiences have I had? What educational experiences have I had? What ministry experiences have I had?

"Your ministry will be most effective and fulfilling when you are using your *gifts* and *abilities* in the area of your *heart's desire* in a way that best expresses your *personality* and *experience*." – Rick Warren

# ABOUT SPIRITUAL GIFTS

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

A spiritual gift is a special ability given by the Holy Spirit to serve others and strengthen the Body of Christ.

## Ways To Discover Our Spiritual Gifts:

- Experiment – It’s easier to discover your gift through ministry than to discover your ministry through your gift.
- Read and study – There are a number of books that talk about spiritual gifts.
- Take assessments – Like this S.H.A.P.E. assessment.
- Ask others for input – Others will often see gifts in us that we can’t see ourselves.

## SPIRITUAL GIFTS

Directions:

Respond to each statement on the Spiritual Gift Assessment pages which follow, according to the following scale:

3 = Consistently, definitely true

2 = Most of the time, usually true

1 = Some of the time, once in a while

0 = Not at all, never

Using the Answer key on page 7, write your response to each statement in the box that corresponds to that statement.

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

Total each row and record that number in the Total (T) space.

Example:

1= 3	20= 2	39= 3	58= 1	77= 2	96= 3	115= 1	T= 15	A
------	-------	-------	-------	-------	-------	--------	-------	---

When you have completed the assessment, please transfer your TOP THREE TO FIVE Spiritual Gifts to your S.H.A.P.E. Profile. (Top 3-5 highest “T’s” = corresponding letters to be transferred into profile)

Note: Healing, Interpretation, Miracles, and Tongues are not included in the Spiritual Gift Assessment because their presence in the life of a believer is generally self-evident.

## SPIRITUAL GIFT ASSESSMENT

- 1) I like to organize people, tasks, and events.
- 2) I would like to start churches in places where they do not presently exist.
- 3) I enjoy working creatively with wood, cloth, paints, metal, glass, or other materials.
- 4) I enjoy challenging people's perspective of God by using various forms of art.
- 5) I can readily distinguish between spiritual truth and error, good and evil.
- 6) I tend to see the potential in people.
- 7) I communicate the gospel to others with clarity and effectiveness.
- 8) I find it natural and easy to trust God to answer my prayers.
- 9) I give liberally and joyfully to people in financial need or to projects requiring support.
- 10) I enjoy working behind the scenes to support the work of others.
- 11) I view my home as a place to minister to people in need.
- 12) I take prayer requests from others and consistently pray for them.
- 13) I am approached by people who want to know my perspective on a particular passage or biblical truth.
- 14) I am able to motivate others to accomplish a goal.
- 15) I empathize with hurting people and desire to help in their healing process.
- 16) I can speak in a way that results in conviction and change in the lives of others.
- 17) I enjoy spending time nurturing and caring for others.
- 18) I am able to communicate God's work effectively.
- 19) I am often sought out by others for advice about spiritual or personal matters.
- 20) I am careful, thorough, and skilled at managing details.
- 21) I am attracted to the idea of serving in another country or ethnic community.
- 22) I am skilled in working with different kinds of tools.
- 23) I enjoy developing and using my artistic skills (art, drama, music, photography, etc...).
- 24) I frequently am able to judge a person's character based upon first impressions.
- 25) I enjoy reassuring and strengthening those who are discouraged.
- 26) I consistently look for opportunities to build relationships with non-Christians.
- 27) I have confidence in God's continuing provision and help, even in difficult times.
- 28) I give more than a tithe so that kingdom work can be accomplished.
- 29) I enjoy doing routine tasks that support the ministry.
- 30) I enjoy meeting new people and helping them to feel welcomed.
- 31) I enjoy praying for long periods of time and receive leadings as to what God wants me to pray for.
- 32) I receive information from the Spirit that I did not acquire through natural means.
- 33) I am able to influence others to achieve a vision.
- 34) I can patiently support those going through painful experiences as they try to stabilize their lives.

- 35) I feel responsible to confront others with the truth.
- 36) I have compassion for wandering believers and want to protect them.
- 37) I can spend time in study knowing that presenting truth will make a difference in the lives of people.
- 38) I can often find simple, practical solutions in the midst of conflict or confusion.
- 39) I can clarify goals and develop strategies or plans to accomplish them.
- 40) I am willing to take an active part in starting a new church.
- 41) I enjoy making things for use in ministry.
- 42) I help people understand themselves, their relationships and God better through artistic expression.
- 43) I can see through phoniness or deceit before it is evident to others.
- 44) I give hope to others by directing them to the promises of God.
- 45) I am effective at adapting the gospel message so that it connects with an individual's felt needs.
- 46) I believe that God will help me to accomplish great things.
- 47) I manage my money well in order to free more of it for giving.
- 48) I willingly take on a variety of odd jobs around the church to meet the needs of others.
- 49) I genuinely believe the Lord directs strangers to me who need to get connected to others.
- 50) I am conscious of ministering to others as I pray.
- 51) I am committed, and schedule blocks of time for reading and studying Scripture, to understand Biblical truth fully and accurately.
- 52) I can adjust my leadership style to bring out the best in others.
- 53) I enjoy helping people sometimes regarded as undeserving or beyond help.
- 54) I boldly expose cultural trends, teachings, or events, which contradict Biblical principles.
- 55) I like to provide guidance for the whole person – relationally, emotionally, spiritually, etc...
- 56) I can devote considerable time to learning new Biblical truths in order to communicate them to others.
- 57) I can easily select the most effective course of action from among several alternatives.
- 58) I can identify and effectively use the resources needed to accomplish tasks.
- 59) I can adapt well to different cultures and surroundings.
- 60) I can visualize how something should be constructed before I build it.
- 61) I like finding new and fresh ways of communicating God's truth.
- 62) I tend to see rightness or wrongness in situations.
- 63) I reassure those who need to take courageous action in their faith, family, or life.
- 64) I invite unbelievers to accept Christ as their Savior.
- 65) I trust God in circumstances where success cannot be guaranteed by human effort alone.
- 66) I am challenged to limit my lifestyle in order to give away higher percentages of my income.
- 67) I see spiritual significance in doing practical tasks.
- 68) I like to create a place where people do not feel that they are alone.

- 69) I pray with confidence because I know that God works in response to prayer.
- 70) I have insight or just know something to be true.
- 71) I set goals and manage people and resources effectively to accomplish them.
- 72) I have great compassion for hurting people.
- 73) I see most actions as right or wrong, and feel the need to correct the wrong.
- 74) I can faithfully provide long-term support and concern for others.
- 75) I like to take a systematic approach to my study of the Bible.
- 76) I can anticipate the likely consequences of an individual's or a group's action.
- 77) I like to help organizations or groups become more efficient.
- 78) I can relate to others in culturally sensitive ways.
- 79) I honor God with my handcrafted gifts.
- 80) I apply various artistic expressions to communicate God's truth.
- 81) I receive affirmation from others concerning the reliability of my insights or perceptions.
- 82) I strengthen those who are wavering in their faith.
- 83) I openly tell people that I am a Christian and want them to ask me about my faith.
- 84) I am convinced of God's daily Presence and action in my life.
- 85) I like knowing that my financial support makes a real difference in the lives and ministries of God's people.
- 86) I like to find small things that need to be done and often do them without being asked.
- 87) I enjoy entertaining people and opening my home to others.
- 88) When I hear about needy situations, I feel burdened to pray.
- 89) I have suddenly known some things about others, but did not know how I knew them.
- 90) I influence others to perform to the best of their capability.
- 91) I can look beyond a person's handicaps or problems to see a life that matters to God.
- 92) I like people who are honest and will speak the truth.
- 93) I enjoy giving guidance and practical support to a small group of people.
- 94) I can communicate Scripture in ways that motivate others to study and want to learn more.
- 95) I give practical advice to help others through complicated situations.
- 96) I enjoy learning about how organizations function.
- 97) I enjoy pioneering new undertakings.
- 98) I am good at and enjoy working with my hands.
- 99) I am creative and imaginative.
- 100) I can identify preaching, teaching, or communication which is not true to the Bible.
- 101) I like motivating others to take steps for spiritual growth.
- 102) I openly and confidently tell others what Christ has done for me.
- 103) I am regularly challenging others to trust God.

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

Spiritual Gift Answer Key:

1=	20=	39=	58=	77=	96=	115=	T=	A
2=	21=	40=	59=	78=	97=	116=	T=	B
3=	22=	41=	60=	79=	98=	117=	T=	C
4=	23=	42=	61=	80=	99=	118=	T=	D
5=	24=	43=	62=	81=	100=	119=	T=	E
6=	25=	44=	63=	82=	101=	120=	T=	F
7=	26=	45=	64=	83=	102=	121=	T=	G
8=	27=	46=	65=	84=	103=	122=	T=	H
9=	28=	47=	66=	85=	104=	123=	T=	I
10=	29=	48=	67=	86=	105=	124=	T=	J
11=	30=	49=	68=	87=	106=	125=	T=	K
12=	31=	50=	69=	88=	107=	126=	T=	L
13=	32=	51=	70=	89=	108=	127=	T=	M
14=	33=	52=	71=	90=	109=	128=	T=	N
15=	34=	53=	72=	91=	110=	129=	T=	O
16=	35=	54=	73=	92=	111=	130=	T=	P
17=	36=	55=	74=	93=	112=	131=	T=	Q
18=	37=	56=	75=	94=	113=	132=	T=	R
19=	38=	57=	76=	95=	114=	133=	T=	S

Spiritual Gift Assessment Key:

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

# ABOUT HEART

*“Delight yourself in the LORD and he will give you the desires of your heart.”* Psalms 37:4 (NIV)

Another way to think of your heart is to think about passion!

Take a moment to think about these questions:

## What drives you?

- What would you do for God if you knew you couldn't fail?
- What pushes you to action?
- What moves you so deeply that it keeps you awake at night?

## Who are the people you most want to help?

- Who do you feel you can influence the most?
- Is there an age range you feel most drawn to? If so, what age group?
- Is there an affinity group I feel most drawn to?

## What are the needs I feel most drawn to?

- What are the top two needs I love to meet for people?
- Why do I love meeting those needs?

## What cause am I most passionate about?

- What cause or issue makes my heart race?
- Where could I make the greatest impact for God?



# HEART

Directions: Please check each box that you feel applies to you.

## The people I would like to serve most are:

- |                                           |                                       |                                         |                                        |
|-------------------------------------------|---------------------------------------|-----------------------------------------|----------------------------------------|
| <input type="checkbox"/> Children         | <input type="checkbox"/> Homeless     | <input type="checkbox"/> Single Parents | <input type="checkbox"/> Young Married |
| <input type="checkbox"/> College Students | <input type="checkbox"/> Hospitalized | <input type="checkbox"/> Singles        | <input type="checkbox"/> Youth         |
| <input type="checkbox"/> Disabled         | <input type="checkbox"/> Infants      | <input type="checkbox"/> Teen Moms      | <input type="checkbox"/> Poor          |
| <input type="checkbox"/> Divorced         | <input type="checkbox"/> Men          | <input type="checkbox"/> Unemployed     | <input type="checkbox"/> Other:_____   |
| <input type="checkbox"/> Elderly          | <input type="checkbox"/> Parents      | <input type="checkbox"/> Widowed        | <input type="checkbox"/> Other:_____   |
| <input type="checkbox"/> Empty Nesters    | <input type="checkbox"/> Prisoners    | <input type="checkbox"/> Women          | <input type="checkbox"/> Other:_____   |

## The issues or causes I feel most strongly about are:

- |                                                 |                                         |                                              |                                           |
|-------------------------------------------------|-----------------------------------------|----------------------------------------------|-------------------------------------------|
| <input type="checkbox"/> Abuse/Violence         | <input type="checkbox"/> Drug Abuse     | <input type="checkbox"/> Homelessness        | <input type="checkbox"/> Sanctity of Life |
| <input type="checkbox"/> Alcoholism             | <input type="checkbox"/> Education      | <input type="checkbox"/> Injustice issues    | <input type="checkbox"/> Sexuality        |
| <input type="checkbox"/> At-risk children       | <input type="checkbox"/> Environment    | <input type="checkbox"/> Law/ Justice system | <input type="checkbox"/> Spiritual apathy |
| <input type="checkbox"/> Compulsive<br>behavior | <input type="checkbox"/> Ethics         | <input type="checkbox"/> Marriage/ Family    | <input type="checkbox"/> Other:_____      |
| <input type="checkbox"/> Deafness               | <input type="checkbox"/> Finances       | <input type="checkbox"/> Parenting           | <input type="checkbox"/> Other:_____      |
| <input type="checkbox"/> Disabilities           | <input type="checkbox"/> Health/fitness | <input type="checkbox"/> Policy/ Politics    | <input type="checkbox"/> Other:_____      |
| <input type="checkbox"/> Divorce                | <input type="checkbox"/> HIV/AIDS       | <input type="checkbox"/> Poverty/ Hunger     | <input type="checkbox"/> Other:_____      |

# ABOUT ABILITIES

Each of us has abilities that we have discovered and learned over our lifetime.

Read Through This List of Specialized Abilities and Check the Ones That You Excel at and Love Doing:

## ABILITIES

- Adapting – The ability to adjust, change, alter, modify
- Administrating – The ability to govern, run, rule
- Analyzing – The ability to examine, investigate, probe, evaluate
- Building – The ability to construct, make, assemble
- Coaching – The ability to prepare, instruct, train, equip, develop
- Communicating – The ability to share, convey, impart
- Competing – The ability to contend, win, battle
- Computing – The ability to add, estimate, total, calculate
- Connecting – The ability to link together, involve, relate
- Consulting – The ability to advise, discuss, confer
- Cooking – The ability to prepare, serve, feed, cater
- Coordination – The ability to organize, match, harmonize
- Counseling – The ability to guide, advise, support, listen, care for
- Decorating – The ability to beautify, enhance, adorn
- Designing – The ability to draw, create, picture, outline
- Developing – The ability to expand, grow, advance, increase
- Directing – The ability to aim, oversee, manage, supervise
- Editing – The ability to correct, amend, alter, improve
- Encouraging – The ability to cheer, inspire, support
- Engineering – The ability to construct, design, plan
- Excelling – the ability to be the best and make my team the best, setting and attaining the highest standard.
- Facilitating – The ability to help, aid, assist, make possible
- Forecasting – The ability to predict, calculate, see trends, patterns, and themes
- Implementing – The ability to apply, execute, make happen
- Improving – The ability to better, enhance, further, enrich

- Influencing – The ability to affect, sway, shape, change
- Landscaping – The ability to garden, plant, improve
- Leading – The ability to pave the way, direct, excel, win
- Learning – The ability to study, gather, understand, improve, expand self
- Managing – The ability to run, handle, oversee
- Mentoring – The ability to advise, guide, teach
- Motivating – The ability to provoke, induce, prompt
- Negotiating – The ability to discuss, consult, settle
- Operating – The ability to run mechanical or technical things
- Organizing – The ability to simplify, arrange, fix, classify, coordinate
- Performing – The ability to sing, speak, dance, play an instrument, act out.
- Persevering – The ability to see things to completion, persisting at something until it is finished.
- Pioneering – The ability to bring about something new, groundbreaking, original
- Planning – The ability to arrange, map out, prepare
- Promoting – The ability to sell, sponsor, endorse, showcase
- Recruiting – The ability to draft, enlist, hire, engage
- Repairing – The ability to fix, mend, restore, heal
- Researching – The ability to seek, gather, examine, study
- Resourcing – The ability to furnish, provide, deliver
- Serving – The ability to help, assist, fulfill
- Shopping – The ability to collect, or obtain things, getting the highest quality for the best price.
- Strategizing – The ability to think ahead, calculate, scheme
- Teaching – The ability to interpret, decode, explain, speak
- Traveling – The ability to journey, visit, explore
- Visualizing – The ability to picture, imagine, envision, dream, conceptualize
- Welcoming – The ability to entertain, greet, embrace, make comfortable
- Writing – The ability to compose, create, record

## ABOUT PERSONALITY

Understanding the personality God has given you will help you more effectively express your spiritual gifts, heart, and abilities for His sake.

“Like stained glass, our different personalities reflect God’s light in many colors and patterns.”

- Rick Warren

We Are Going to Focus on Only Two Aspects of Your Personality:

- How you are energized and how you are organized.

## PERSONALITY

### DIRECTIONS:

- For each statement, circle the number towards the statement that most accurately describes what you would prefer in most situations.
- Do not answer according to what you feel is expected by a spouse, family member, employer, etc.
- Select the behavior or perspective that would come naturally to you if you knew there were no restrictions on or consequences for your personal expression.

### How Are You Energized?

#### I’m more comfortable:

doing things for people      1 2 3 4      being with people

#### When doing a task, I tend to:

focus on the goal      1 2 3 4      focus on relationships

#### I get more excited about:

advancing a cause      1 2 3 4      creating community

#### I feel I’ve accomplished something when I’ve:

gotten a job done      1 2 3 4      built a relationship

#### It is more important to start a meeting:

on time                                    1 2 3 4    when everyone gets there

**I'm more concerned with:**

meeting a deadline    1 2 3 4    maintaining the team

**I place higher value on:**

action                                    1 2 3 4    communication

Add all the prior numbers and record the total here. Total =

If your score was 7 – 17: You are more task-oriented

If your score was 18 – 28: You are more people-oriented

## How Are You Organized?

**While on vacation I prefer to:**

be spontaneous        1 2 3 4    follow a set plan

**I prefer to set guidelines that are:**

general                                    1 2 3 4    specific

**I prefer to:**

leave my options open        1 2 3 4    settle things now

**I prefer projects that have:**

variety                                    1 2 3 4    routine

**I like to:**

play it by ear                    1 2 3 4    stick to a plan

**I find routine:**

boring                                    1 2 3 4    restful

**I accomplish tasks best:**

by working it out as I go        1 2 3 4    by following a plan

Add all the prior numbers and record the total here. Total =

If your score was 7 – 17: You are unstructured

If your score was 18 – 28: You are structured

Record your results:

I am \_\_\_\_\_ / \_\_\_\_\_ .

## EXPERIENCE

*“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.” 2 Corinthians 1:3-4 (NIV)*

Take a moment to think about these different experiences and how they have impacted your life:

- Spiritual experiences – meaningful decisions, times with God, times you felt especially close to God.
- Painful experiences – problems, hurts, trials, etc...
- Educational experiences – favorite subjects in school, special training, etc...
- Ministry experience – how you’ve served in the past.

Record any experiences that stand out in the following areas onto your S.H.A.P.E. Profile:

A portion of this assessment was taken from:

Rees, Erik. S.H.A.P.E.: finding and fulfilling your unique purpose for life. Zondervan, 2006, Grand Rapids, Michigan 49530