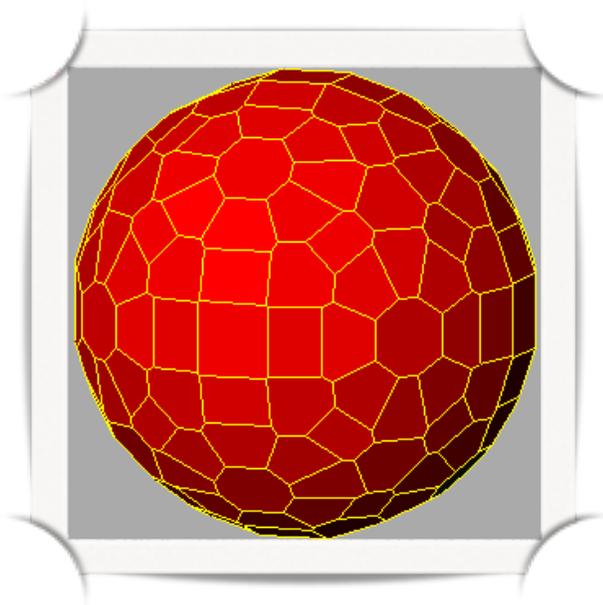


Find out How You Are

SHAPED



For You formed my inward parts;

You knitted me together in my mother's womb.

I praise You, for I am fearfully and wonderfully made...

Psalm 139:13-14

“Each person is given something to do that shows who God is: Everyone gets in on it, everyone benefits. All kinds of things are handed out by the Spirit, and to all kinds of people! The variety is wonderful...” 1 Cor. 12:7 (Message)

Finding your FIT

We have all heard of the concept of “a square peg in a round hole.” Too often this is a description of where people find themselves in regard to ministry in the church and God’s Kingdom as well as in regard to their vocation. Armed with the understanding that God has uniquely SHAPED each person for a specific purpose, our challenge is to understand His design and match ministry and vocation to how He has sovereignly SHAPED us. We have been wonderfully helped in this process by the following:

- **S.H.A.P.E.** is taken from “Discovering My Ministry” authored by Rick Warren, founder and senior pastor of Saddleback Church, Lake Forest, CA. Copyright © 2002 Pastors.com, Foothill Ranch, CA. All rights reserved.
- The **GiftQuest** Romans 12 motivational gifts inventory is a tool developed by two former pastors of Trinity, Len Sisson and Russ Porcella. It has been used all over the world to help Christians understand where they fit in the Body of Christ.
- We were helped in describing the 1 Corinthians 12 and Ephesians 4:11 gifts by studies provided by our late friend, Jim Murphy’s materials from Hundredfold Ministries, San Diego, CA.
- The **DISC Behavior Survey**, adapted from In His Grace, Inc., Houston, TX, and The Institute for Motivational Learning, Inc., New Castle, Pennsylvania
- Additionally, we have added “D” (Divine Intervention) to SHAPE in order to describe the way God will sometimes grant us a special grace to be used in a manner that is completely outside of our typical SHAPE. While this is the exception rather than the norm, we believe it is important for individuals not to restrict themselves inappropriately to ministry that only fits their SHAPE.
- May God grant you grace and understanding as you discover the wise and wonderful way He has SHAPED you.

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SHAPED – Introduction

SHAPED is an acronym for: **Spiritual gifts, Heart passion, Abilities, Personality, Experiences, and Divine intervention.**

SHAPED is a comprehensive inventory offering basic understanding in keys areas of your life.

- SHAPED indicates God’s unique purpose and destiny for you.
- SHAPED reveals areas of strength to develop and utilize.
- SHAPED offers keys to personal fulfillment and impact.

Goals of the SHAPED Study:

1. To help you understand how God created you and is continuing to form you.
2. To encourage you to accept yourself as God made you.
3. To assist you in assuming your function in God’s Kingdom where you are:
Best fitted, Most effective, Personally fulfilled
4. To guide you in ministry and career choices.
5. To improve relationships by learning to accept and appreciate the strengths and weaknesses of others.

Outline of the SHAPED Study:

Spiritual Gifts (What are you gifted to do?)

1. Motivations = 7 gifts of Romans 12:6-8
2. Ministries = 5 office ministries of Ephesians 4:11 (given to “some”)
3. Supernatural abilities = 9 gifts of the Spirit of 1 Corinthians 12:7-11

Heart Passion (What do you love and long to do?)

Psalm 37:4

Delight yourself in the Lord and he will give you the desires of your heart

- The driving forces in your life, the things you love and long to do, that produce the most fulfillment in you.
- God instills desires in you toward His will and purpose for your life.

Abilities (What are you able to do?)

Exodus 31:2-4

See, I have chosen Bezalel...and I have filled him with the Spirit of God, with skill, ability and knowledge in all kinds of crafts – to make artistic designs for work in gold, silver and bronze...

- Natural talents, skills, and knowledge with which you were born or which you have acquired over your lifetime.
- In His love and sovereignty, God grants you abilities and learning experiences that prepare you for a lifetime of effective usefulness.
- God's Spirit imparts and anoints talents we often view as merely natural.

Personality (What are you best suited to do?)

- Your unique mental and emotional make-up. The instinctive behaviors and responses that God programmed into your being to fit His purposes for your life.
- The Bible offers many candid glimpses into the personalities of people God chose to work through. For example, Mary and Martha were sisters who demonstrated opposite personality types. Mary was more passive and people-oriented while Martha was more active and task-oriented. (Luke 10:38-42) It seems Jesus responded to each of them differently according to their personalities. (John 11)

Experiences (What have your key life experiences prepared you to do?)

Romans 8:28 And we know that all that happens to us is working for our good if we love God and are fitting into his plans.

- Events God has allowed in your life, all of which He desires to use for His purposes.
- God takes the wide variety of experiences you have had and redeems them for His glory and your good. These experiences may be spiritual, physical, emotional, relational, educational, cultural, etc. Nothing is wasted in God's economy.

Divine Intervention (What has God provided sovereignly for you to do?)

Philippians 4:13 For I can do everything God asks me to with the help of Christ who gives me the strength and power.

- God's ability to use you anywhere, anytime, as He wills.
- God chooses at times to use you in ways outside of your SHAPE. His divine ability supersedes all the abilities you normally possess. You cannot predict when this will take place, but you need to be open and willing when God calls you. These times are the exception rather than the rule.

SHAPED – Spiritual Gifts An Overview

Spiritual Gifts are motivations, ministries, and supernatural abilities that God gives us by His Spirit.

In the Bible, Paul gives three different lists of spiritual gifts:

Motivational Gifts Romans 12:6-8 Prophecy
(Perceiver), Serving, Teaching, Encouraging (Exhorting), Giving, Leadership
(Administration), Mercy

5-Fold Ministry Gifts Ephesians 4:11 Apostle Prophet Evangelist Pastor Teacher

Supernatural Gifts of the Spirit 1 Corinthians 12:7-11 Message
(Word) of Wisdom, Message (Word) of Knowledge, Faith, Gifts of Healing,
Miraculous Powers (Miracles), Prophecy, Distinguishing Between (Discerning of)
Spirits, Tongues, Interpretation of Tongues

The Motivational Gifts appear to be given at birth in contrast to the other two lists which are given only after salvation. They have a profound effect on shaping the individual’s personality. Every person has a dominant motivational gift which is always operational in his or her life and is consistent over a lifetime.

The 5-Fold Ministry Gifts are given to “some” (Ephesians 4:11) who are called to a specific ministry role in the church. Not everyone has one of these gifts. These are equipping and training gifts, given to enable other members of the church, Christ’s body, to function more effectively.

The Supernatural Gifts of the Spirit are given to each believer when he or she is filled with the Holy Spirit. They are also imparted through the laying on of hands by the elders of the church. (1 Timothy 4:14) These spiritual gifts are explicitly supernatural in nature and tend to operate spontaneously, as the Spirit wills. Each Spirit-filled believer will find at least one of these gifts operating in his or her life, with one or two being more predominant over a lifetime of ministry.

The following pages of this study provide detailed teaching on each of these three lists of spiritual gifts.

SHAPED - Spiritual Gifts - The Motivational Gifts of Romans 12:6-8

NOTE: This page is to be used after completing your “GiftQuest: Inventory, a supplement to the SHAPED study. After completing the inventory, note your results on your “Personal Record” under “Spiritual Gifts.” The following is offered as a means of gaining the most benefit from your study.

Exercises for consideration and discussion.

1. Identify your gifts from the “GiftQuest” inventory - list them in order
2. Is the expression of your gift mostly speaking or doing? (1 Peter 4:11)
3. Identify the gifts of your parents, spouse, children, siblings, friends, boss, coworkers, classmates, and other influential people in your life.
4. How would (has) your gift affect(-ed) your marriage and parenting style?
5. Which gifts seem to be attracted to each other and interact best? Which gifts seem to react to each other most?
6. What occupation, ministry, activities, situations are you best suited for according to your gifts? Least suited for?
7. How can you develop and specialize in your gifts?

Reminders:

- Make the most of your strengths and don't get bogged down with your weaknesses. It is human nature to focus most of our energy on our weaknesses and neglect the awesome strengths God has given us to use for His glory and others' good.
- Operating in your strengths is actually committing yourself to those areas where the Holy Spirit is most at work in your life. This involves matching your gifts with those activities to which you are best fitted, most effective, and personally fulfilled.
- A vital key to making a difference in God's Kingdom is to minister consistently where you are gifted and to serve willingly wherever you are needed.

SHAPED - Spiritual Gifts - The 5-Fold Ministry Gifts of Ephesians 4:11

The 5-Fold Ministry Gifts are equipping and training gifts, given to enable other members of the church, Christ's body, to function more effectively.

“It was he who gave some to be **apostles**, some to be **prophets**, some to be **evangelists**, and some to be **pastors** and **teachers**, to prepare God's people for works of service, so that the body of Christ may be built up until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ.” Ephesians 4:11-13

In the New Testament, God ordained men to these roles and man recognized the ministries God gave. Elders were ordained by men. However, the office ministries of Ephesians 4:11 seem to be ordained by God Himself. These gifts are given to “some” who are called to a specific ministry role in the church. Not everyone has one of these gifts. This stands in contrast to the spiritual gifts of Romans 12 and 1 Corinthians 12, gifts that are distributed to everyone.

Definitions of the Five-Fold Ministries

APOSTLE - “One who is sent” (Greek)

An apostle's function seems to be founding, establishing and fathering local churches. (Galatians 4:19) They are “big picture” people who have strong vision and are builders and foundation layers. (Ephesians 2:20) In Acts 15 we see an example of apostles being called in to settle disputes. Such disputes could be doctrinal, relational, or moral in nature. The apostle's ministry was often accompanied by miracles. (2 Corinthians 12:12) The apostle Paul is the most notable example of this ministry in the New Testament. (1 Timothy 1:1) Contrary to some contemporary teaching, apostles did not cease with the writing of the New Testament.

PROPHET - Mouthpiece for God

A prophet communicates the will and purposes of God. He is a visionary who sees into the heavenlies, sees the ideal and the future. Prophets are a good complement to the practical approach of the apostle. Along with apostles, prophets are basic to the foundation of the church. (Ephesians 2:20) Not everyone who prophesies is a prophet. A notable New Testament example of a prophet is Agabus. (Acts 11:27-28; 21:10-11) Prophets did not cease with the writing of the New Testament.

EVANGELIST - “A proclaimer of good news” (Greek)

The evangelist’s primary focus is to tell the gospel (“good news”) to unbelievers. He possesses a strong ability by the Spirit to effectively reach people. He needs other ministries to complete the work of discipleship and establish churches. Philip was a powerful evangelist in the New Testament. (Acts 9; 21:8)

PASTOR - “Shepherd” (Greek)

The pastor is seen here in an equipping and governmental role as a “shepherding elder.” The word “pastor” is a transliteration of the Latin “pastoralis” (shepherd) and is our attempt to distinguish a shepherding elder in the church from others who shepherd God’s people. His primary interest is in feeding and overseeing believers in a local church. (1 Peter 5:1-2) He is given the general responsibility for a local church. His role is highly relational, as he carries a strong care and concern for people. (John 10:14-15) James, the pastor of the church in Jerusalem, is a New Testament example of pastor. (Acts 15:13)

TEACHER - Instructor in God’s Word

It is significant that Jesus established one ministry primarily devoted to explaining the Bible. This certainly reveals the importance of God’s Word. (Colossians 3:16) While all elders in the church must be able to teach (1 Timothy 3:2), the teacher develops this as his specialty. He often needs other ministries to assist him in the practical application of truth. Acts 13:1 points out that there were teachers in the church in Antioch.

Feeding or training? It is important to note that each of these ministries are given to equip believers to minister. Often the emphasis of a local church is on feeding God’s people rather than training them. Spiritual maturity demands that we also learn to feed ourselves and become equipped to feed others. It is for this reason that God has provided the 5-fold ministries.

If you feel that God called you to one of the 5-fold ministry gifts, this will be evident to those in spiritual authority around you. If you feel this is a possibility, talk to one of your elders and then note this on your “**Personal Record**” under “**Spiritual Gifts.**”

SHAPED - Spiritual Gifts - The Supernatural Gifts of 1 Cor. 12:7-11

“The Holy Spirit displays God's power through each of us as a means of helping the entire church...It is the same and only Holy Spirit who gives all these gifts and powers, deciding which each one of us should have.” 1 Corinthians 12:7,11

God gives each believer at least one supernatural gift to reveal and demonstrate the power of the invisible God.

- These are gifts that operate spontaneously as the Spirit decides (i.e., not by our will.)
- “Having” a gift assumes consistent but not constant operation in a person’s life.
- These gifts can be divided into three groups: the speaking gifts, the power gifts, the revelation gifts.

THE SPEAKING GIFTS

- **Tongues** – the supernatural ability to speak to someone in a language, known or unknown, one has not learned.
Tongues was first experienced on the day of Pentecost. (Acts 2:1-9) The word “tongues” is an old English word for languages. When speaking in tongues as a gift of the Spirit, the speaker cannot understand the language in which he is speaking. (1 Corinthians 14:2) The hearers need not understand the language, as God will provide the interpretation for it. In this context, tongues is a message to the church – not private prayer – and must be interpreted if the hearers do not understand.
- **Interpretation of tongues** – the supernatural ability to translate a message given in a language one has not learned.
When a message is given in an unknown tongue, the Bible teaches that someone must interpret. (1 Corinthians 14:27) The interpreter does not understand the language. God supernaturally tells the interpreter what to say.
- **Prophecy** – God speaking supernaturally to people through a human agent. Prophecy is God telling a person what to say to an individual or group.

Prophecy may be predictive in nature, though not usually so. The primary purposes for prophecy are strengthening, encouraging, and comforting others. (1 Corinthians 14:3) Prophecy is one gift that seems to be available to all. (1 Corinthians 14:31) If a person prophesies, it does not mean he or she is a prophet. God spoke to Timothy through prophecy. (1 Timothy 1:18)

THE POWER GIFTS

- **Faith** – the supernatural ability to believe God for the impossible. Faith is the confident assurance given by God that He will act in a specific situation. The gift of faith stands in contrast to the faith that grows and develops in the life of a believer. Peter and John were given faith for the healing of a lame man. (Acts 3:1-10)
- **Gifts of Healing** – the supernatural ability to bring healing to the sick. Gifts of healing refer to an instant cure or rapid recovery, contrary to medical predictions. This is not a reference to amazing medical cures God has inspired. “Gifts” may refer to the various ways the gift is ministered. Peter received a gift of healing for Aeneas. (Acts 9:32-35)
- **Miracles** – the supernatural ability to perform signs and wonders beyond healing the sick. Examples of miracles are raising the dead, restoring sight to the blind, creative miracles (eyes created, food multiplied), walking on water, etc. Peter raised Dorcas (Tabitha) from the dead. (Acts 9:36-43)

THE REVELATION GIFTS

- **Message (word) of wisdom** – supernatural wisdom God gives in a moment to know what to say or do in a given situation. The message of wisdom is one of the subtlest supernatural gifts. God’s wisdom is usually profoundly simple in nature. The message of wisdom does not refer to a wise person but a spontaneous gift God gives to bring His wisdom to bear on a situation. Jesus demonstrated this kind of wisdom when confronted with the issue of paying taxes to Caesar. (Matthew 22:21) Also, Solomon demonstrated supernatural wisdom in the issue raised by two prostitutes in 1 Kings 3.

- **Message (word) of knowledge** – supernatural information God gives for a specific person or situation that is unknown to the receiver. God gives this type of knowledge for encouragement, faith, warning, or correction. These impressions are easily ignored and risky in application, as an inaccurate word may be damaging to the person for whom it is intended. The message of knowledge does not refer to an intelligent person but a spontaneous gift given by God. Jesus demonstrated supernatural knowledge when He told the woman at the well of her five husbands. (John 4:16-18)
- **Distinguishing between (discerning of) spirits** – the supernatural ability to perceive the activity of demonic spirits. Our spiritual battle is not human in nature. (Ephesians 6:12) This gift is given to distinguish between human and demonic spirits operating in a person. It is futile to deal with a demon from a human perspective. God graciously reveals which spirit is at work so the appropriate action can be taken.

Have you ever been used in one of the supernatural gifts? Which gift(s) do you believe God has given you or wants to give you? Note your answers on your **“Personal Record”** under **“Spiritual Gifts.”**

SHAPED – Heart Passion

Heart Passion describes the primary motivations and longings that stir you toward action. What is in your heart that creates a strong passion for personal involvement? What do you love and long to do? What makes you weep? What situation do you see that has to change? These are indicators of heart passion.

1. Definition: “Heart” (“Delight yourself in the Lord and he will give you the desires of your heart.” Psalm 37:4)

“The organ that pumps the blood”

“Your emotional constitution”

“The vital force or driving impulse”

The Bible uses the term “heart” to represent the center of your motivation, desires, and inclinations.

2. Definition: “Passion” (“A longing fulfilled is a tree of life.” Proverbs 13:12)

“A very strong feeling”

“A very strong liking”

“A thing for which a strong liking is felt”

3. My heart determines...

1) Why I say the things I do

“The mouth speaks what the heart is full of” Matt. 12:34

2) Why I feel the way I do

“The Word of God...examines the thoughts and motives of the heart.” Heb. 4:12

3) Why I act the way I do

heart, for it effects everything you do” Prov. 4:23

“Guard your

4. My heart is the real me

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

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

5. Why God gives each person a unique “heartbeat”

“God has put it into their hearts to **accomplish his purpose...**” Revelation 17:17

God had a purpose in giving you your inborn interests. In fact, your emotional heartbeat reveals a very important key to understanding God’s design and intention for your life. The Bible makes it very clear that your heart was designed by God, but you make the choice to use it for good or for evil, for selfish purposes or for service.

You may have...

“...selfish ambition in your heart...” James 3:14

Or you may...

“...Serve the Lord with all your heart.” 1 Samuel 12:20

The following three exercises will assist you in finding and clarifying your heart passion.

6. Listing key accomplishments since childhood

God does not bring interests, experiences, abilities, or limitations into our lives capriciously, but rather, purposefully. Consequently, an examination of ourselves and our past experiences can bring genuine insight into God’s plan.

Martin E. Clark

Looking over the different seasons of your life, list the following:

- Accomplishments at home, school, work, etc.
- Things you enjoyed doing
- Things you believe you did well
- Give specific details about what you did.
- Disregard what other people think about it.

**MY HIGHLIGHTS OF THINGS I DID WELL AND ENJOYED DOING
DURING MY GRADE SCHOOL YEARS**

1.

2.

3.

AS A TEENAGER

1.

2.

3.

IN COLLEGE OR EARLY 20'S

1.

2.

3.

IN MY "THIRTY-SOMETHING" YEARS

1.

2.

3.

TO THE PRESENT

1.

2.

3.

7. Discovering the motivated direction of my heart

Now examine your achievements for a **common motivational thread**. You might find a **key phrase** repeated. See if you can match any of the “heartbeats” listed below as samples. You will likely find one to three motivations that best describe your basic heart passion. Circle the things below that describe you.

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

I love to...

Acquire/Possess - I love to shop, collect, or obtain things. I enjoy setting and attaining the highest standard.

Design/Develop - I love to make something out of nothing. I enjoy getting something started from scratch. **Excel** - I love to be the best and make my team the best. I enjoy setting and attaining the highest standard.

Follow the Rules - I love to operate by policies and procedures. I enjoy meeting the expectations of an organization or boss **Improve** - I love to make things better. I enjoy taking something that someone else has designed or started and improve it.

Influence - I love to convert people to my way of thinking. I enjoy shaping the attitudes and behavior of others. **Lead/Be in**

Charge - I love to lead the way, oversee, and supervise. I enjoy determining how things will be done.

Operate/Maintain - I love to maintain efficiently something that is already organized. **Organize** - I love to bring order out of chaos. I enjoy organizing something that is already started.

Perform - I love to be on stage and receive the attention of others. I enjoy being in the limelight. **Persevere** - I love to see things come to completion. I enjoy persisting at something until it is finished.

Pioneer - I love to test and try out new concepts. I am not afraid to risk failure.

Prevail - I love to fight for what is right and oppose what is wrong. I enjoy overcoming injustice. **Repair** - I love to fix

what is broken or change what is out of date.

Serve/Help – I love to assist others in their responsibility. I enjoy helping others succeed.

You should be able to support your choice with examples from your achievements.

For example:

I feel the basic motivation God put in my heart is to “Acquire/Possess.” My history demonstrates this:

- I purchased my first car at age 16
- I have collected rare stamps.
- I have built up a large cash reserve.
- I have acquired options on three properties.

Did you find the basic motivational direction(s) of your heart in this list? List it (or them) on your “Personal Record - Things I love and long to do.”

8. Answering questions to focus my heart passion

- What conversations would keep me talking late into the night?
- If my name were mentioned to a group of my friends, what would they say I am really interested in or passionate about?

- The people I would like most to help are: (circle all that apply)

Infants	Teen moms	Divorced	Career women	Parents
Unemployed	Prisoners	Children	Single parents	Widowed
Young marrieds	Empty nesters	Elderly	Poor	Youth
College students	Refugees	Homeless	Hospitalized	Disabled
International				

Other _____

- The issues or causes I feel strongly about are: (circle all that apply)

Technology	Family	Literacy	Unreached People
groups	Environment	Discipleship	Violence
Education	Economic	Health Care	Abortion
Church	Child care	AIDS	Injustice
Addictions	Reaching the lost	Poverty	
Hunger	Homosexuality	Politics	

Other _____

- Based on my answers to the above questions, I believe I have a heart passion for:
(Write your response below and on your “**Personal Record**” under “**Heart Passion.**”)

Suggestion: To better understand your heart passion, ask a friend or relative to discuss the above material with you. Be very transparent in discussing your answers. Don’t be afraid to share what you enjoy(-ed). Ask the person for feedback concerning the passions they recognize in you. Dig deep and discover the riches of God’s work in your life!

SHAPED – Abilities

God’s Spirit imparts and anoints talents we often view as merely natural.

"See, I have chosen Bezalel...and I have filled him with the Spirit of God, with skill, ability and knowledge in all kinds of crafts – to make artistic designs for work in gold, silver and bronze... Also I have given skill to all the craftsmen..." Exodus 31:2-4,6

What are you really good at? Are there things that you really excel at and enjoy doing? One of the most common excuses people give for not getting involved in ministry is that they think, "I really don't have any abilities to offer." **Nothing could be further from the truth.** Remember, we are a Body, no one has a monopoly on everything, thus everyone is needed. The key is matching your abilities with the right ministry.

Five Misconceptions about Abilities

Myth #1: People aren't born with skills. All skills must be learned by experience.

This simply is not true. There are a number of skills that seem to be inborn or are developed very early in infancy. When people say, "He just seems to have a natural talent for it," it's probably true!

Myth #2: Those skills which must be learned are learned primarily in the classroom. Actually some of your most basic skills were learned at home, "in the street," or somewhere else outside the classroom.

Myth #3: If you have certain abilities, you will be very aware that you have them. Again, this is not true. You are probably using a number of talents or skills that you are not even aware of! You need some process of skill identification.

Myth #4: Skills that I use at work are only usable in that environment. I couldn't use them in ministry. Hopefully by the end of this study, you will see the fallacy of this idea. There are many creative ways your abilities can be utilized in ministry.

Myth #5: Most people only have a very few abilities. The truth is that many national studies have proven that the average person possesses from five hundred to seven hundred skills!

Discovering Your Abilities

1. Look over the list of accomplishments in the "Heart Passion" section again. **Circle the verbs** that denote actions performed while you were doing each

achievement. Consider activities in which you have been involved not mentioned in that section.

2. Compare those verbs to the following list and check those abilities you feel you have. Also check any other abilities that can be evidenced by other circumstances in your life.

1. **ARTISTIC ABILITY:** conceptualize, picture, draw, paint, photograph, or make renderings
2. **CLASSIFYING ABILITY:** systematize and file books, data, records, and materials so they can be retrieved easily
3. **COMPOSING ABILITY:** write music or lyrics
4. **COUNSELING ABILITY:** listen, encourage, and guide with sensitivity
5. **COUNTING ABILITY:** work with numbers, data, or money
6. **DECORATING ABILITY:** beautify a setting for a special event
7. **DEVELOPING ABILITY:** improve, tinker, make better, modify
8. **EDITING ABILITY:** proofread or rewrite
9. **ENTERTAINING ABILITY:** perform, act, dance, speak
10. **EVALUATING ABILITY:** analyze data and draw conclusions
11. **FEEDING ABILITY:** create meals for large or small groups
12. **FORMULATING ABILITY:** theorize, define
13. **GRAPHICS ABILITY:** lay out, design, create visual displays or banners
14. **INTERVIEWING ABILITY:** discover what others are really like
15. **LANDSCAPING ABILITY:** do gardening and work with plants
16. **MANAGING ABILITY:** supervise people to accomplish a task or event and coordinate the details involved

17. **MECHANICAL OPERATING ABILITY:** operate equipment, tools, or machinery
18. **MUSICAL ABILITY:** sing, play a musical instrument, direct
19. **PLANNING ABILITY:** strategize, design, and organize programs and events
20. **PROMOTING ABILITY:** advertise or promote events and activities
21. **PUBLIC RELATIONS ABILITY:** handle complaints and unhappy customers with care and courtesy
22. **RECALL ABILITY:** remember or recall names and faces
23. **RECRUITING ABILITY:** enlist and motivate people to get involved
24. **RESEARCHING ABILITY:** read, gather information, collect data
25. **RESOURCEFUL ABILITY:** search out and find inexpensive materials or resources needed
26. **REPAIRING ABILITY:** fix, restore, maintain
27. **SUPERVISING ABILITY:** coordinate, supervise, direct, lead
28. **TEACHING ABILITY:** explain, train, demonstrate, tutor
29. **VISUALIZING ABILITY:** conceptualize, picture, dream
30. **WELCOMING ABILITY:** convey warmth, develop rapport, making others feel comfortable
31. **WRITING ABILITY:** write articles, letters, books

Now go to your “**Personal Record**” under “**Abilities.**” Transfer the abilities you checked above and complete the other exercises listed in that section.

SHAPED - Personality

God has given each of us a unique personality fitted to His specific plan for our lives.

“Thank you for making me so wonderfully complex! It is amazing to think about. Your workmanship is marvelous-- and how well I know it.” Psalm 139:14

In the space below, write your name:

Now write your name with your opposite hand:

WHAT HAPPENED? When you tried something that was not natural to you...

- You felt **uncomfortable**.
- It took **extra time and effort**.
- You **still** did a **poor job** at it.

The same things are true when you try to minister in areas that are not suited to your personality. God has wired your temperament mix in a unique way. This factor is very important in matching you to the right ministry or occupation. It is obvious that God has not used a cookie cutter to stamp out people in a process of uniformity. He loves variety – just look around!

And there is no “right” or “wrong” temperament mix. We need opposites to balance the church. The Bible is full of examples of unique personalities. Some individuals were aggressive and outgoing, while others were withdrawn and quiet. One type is not better than another. All types are necessary to complete God’s work.

Keep these cautions in mind when studying personality:

- Be careful of “putting people in boxes” and rigidly stereotyping them. The purpose here is to **understand** and **appreciate** our unique personality mixes, not to experience “imprisonment.”
- Remember that personality assessments help to **explain** behavior, not to **excuse** it. Each of the four basic (DISC) temperaments possesses tendencies toward certain weaknesses. However, God has given us the gift of choice **to turn away from hurtful tendencies toward healthy, loving ones.**
- Resist the urge you may have to “reshape” your personality in an effort to be someone you aren’t. Instead, feel free to **maximize your personality strengths** and to **work on your personality weaknesses.**
- The most important lesson: **Don’t let your personality control you; instead let God control your personality.** Let God fill (and control) you with His Holy Spirit.

The following exercise is designed to help you discover and appreciate the unique personality God has given you. After completing the exercise, transfer your results to your “**Personal Record**” under “**Personality.**”

DISC Behavior Survey

Adapted from In His Grace, Inc, and The Institute for Motivational Living, Inc.

Instructions: Your focus in taking this survey is to select your **instinctive** behavior and **not** what you **perceive** is the best response. There are no right or wrong answers.

How to respond: Rank each **horizontal** row of words on a scale 4, 3, 2, 1 with 4 being the word that **best** describes you and 1 being the **least** like you. Use all rankings in each line **only once**. Below is an example:

<u> 2 </u> candid	<u> 1 </u> cheerful	<u> 4 </u> loyal	<u> 3 </u> serious	
_____	_____	_____	_____	
_____ forceful	_____ lively	_____ modest	_____ tactful	_____
aggressive	_____ emotional	_____ accommodating	_____ consistent	_____
direct	_____ animated	_____ agreeable	_____ accurate	
_____ tough	_____ people-oriented	_____ gentle	_____ perfectionist	
_____ daring	_____ impulsive	_____ kind	_____ cautious	
_____ competitive	_____ expressive	_____ supportive	_____ precise	_____ risk
taker	_____ talkative	_____ gentle	_____ factual	_____ argumentative
_____ fun-loving	_____ patient	_____ logical	_____ bold	_____
spontaneous	_____ stable	_____ organized	_____ take charge	_____ optimistic
_____ peaceful	_____ conscientious	_____ candid	_____ cheerful	_____ loyal
_____ serious	_____ independent	_____ enthusiastic	_____ good listener	_____ high
standards				
_____ TOTAL	_____ TOTAL	_____ TOTAL	_____ TOTAL	

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

Enter the letter “D” in the blank line above column 1, “I” in the second blank, “S” in the third blank and “C” in the fourth blank. Your highest score is your personal DISC profile.

Now go to your “**Personal Record**” under “**Personality**” and enter your personal profile. (D, I, S, or C) As you study the following pages, you will be able to complete the balance of the Personality section of your Record.

D (Directing) Characteristics

Strengths

Tendencies include:

Getting immediate results
Making quick decisions
Persistence
Solving problems
Taking charge
Self-reliance
Accepting challenges

The ideal environment includes:

Many new and varied activities
Opportunity to get things done
Continual challenges
Difficult assignments
Freedom to act
Control over situations
Direct answers from other

Weaknesses

Tendencies may include:

Insensitivity to others
Impatience
Overlooks risks and cautions
Inflexibility and unyielding
Taking on too much
Being attentive to detail
Resenting restrictions
Being too demanding of others

Need others to provide:

Sensitivity to needs of others
Caution
Details and facts

Life Development areas:

Greater patience
Sensitivity to the needs of others
Being more flexible

I (Influencing) Characteristics

Strengths

Tendencies may include:

Optimism
Enthusiasm
Being personable
Making a good impression
Being verbally articulate
A desire to help others
Creating an entertaining climate

The ideal environment includes:

A friendly atmosphere
Freedom from control and detail
Opportunity to influence others
Public recognition of ability
Opportunity to verbalize
Positive reinforcement and praise
Enthusiastic responses to ideas

Weaknesses

Tendencies may include:

Lack of follow-through
Over-selling
Overestimating anticipated results
Misjudging capabilities
Talking too much
Acting impulsively
Jumping to conclusions
Over committing

Needs others to provide:

Follow-through on detail
A logical approach
Concentration on the task

Life Development Areas:

Better control of time
Objectivity in decision making
Pausing before acting

S (Steadiness) Characteristics

Strengths

Tendencies may include:

Being supportive
Being agreeable
Loyalty
Self-control
Consistency
Being a good listener
Performing established work patterns

The ideal environment includes:

Sincere appreciation
Minimal conflict
Security
Acknowledgment of work
Limited territory
Traditional ways of doing things
Opportunity to develop relationships

Weaknesses

Tendencies include:

Resisting change
Trouble meeting deadlines
Being overly lenient
Procrastinating
Being indecisive
Holding a grudge
Being overly possessive
Lack of initiative

Needs others to provide:

Stretch toward new challenges
Help in solving difficult problems
Initiative and change

Life development areas:

Facing confrontation
Initiating more
Increasing pace

C (Compliant) Characteristics

Strengths

Tendencies may include:

Orderliness
Conscientiousness
Discipline
Preciseness
Thoroughness
Being diplomatic with people
Being analytical

The ideal environment includes:

Being able to concentrate on detail
Opportunities to critique
Stable surrounding
An exact job description
Opportunities for careful planning
Time to do things right
Opportunities for reassurance

Weaknesses

Tendencies may include:

Indecisiveness
Getting bogged down on detail
Rigidity in the how-to's
Avoiding controversy
Low self-esteem

Needs others to provide:

Quick decision making
Reassurance
Stretching of capabilities

Life development areas:

Being hesitant to try new things
 Sensitivity to criticism
 Pessimism

Being more open
 Developing self-confidence
 Being more optimistic

UNDERSTANDING TEMPERAMENT

	D	I	S	C
Value to the Team	Takes initiative	Contacts people	Performs specialized follow-through	Concentrates on details
Major Strength	Strength of purpose; goal oriented, gets things done	Enthusiasm; gets people motivated, involved	Good people skills; good team player or leader	Thoroughness, accuracy in analyzing all the data
Major Weakness	Can be insensitive to feelings of others; impatient	Impulsiveness; may not focus attention on detail/facts	May sacrifice results for harmony; reluctant to initiate	Overly cautious; can be too thorough and lose sight of time
Motivated By	Results Challenge, action	Recognition Approval, visibility	Relationships Appreciation	Being Right Quality
Time Management	Focus: Now Efficient use of time...likes to get to the point	Focus: Future Tends to rush to the next exciting thing	Focus: Present Spends time in personal interaction sometimes to the detriment of the task	Focus: Past Works more slowly to ensure accuracy
Communication	One-way...not as good a listener, better at initiating communication	Enthusiastic, stimulating, often one-way, can inspire others	Two-way flow, a good listener	Good listener, especially in relation to tasks

Decision Making	Impulsive Always makes decisions with goal in mind.	Intuitive Quick Lots of wins and losses.	Relational Makes decisions more slowly, due to input from others.	Reluctant Thorough Needs lots of evidence.
Behavior Under Tension	Autocratic	Attacks	Acquiesces	Avoids
Would Improve Effectiveness By	Listening	Pausing	Initiating	Declaring

UNDERSTANDING THEIR RELATIONAL NEEDS

	D	I	S	C
How to relate to a	Be Direct Start with results/benefits first, and then provide details only as needed	Be Enthusiastic Be positive, friendly Provide praise Validate their self worth Give them a feeling of "I need you"	Be Relational Use friendship Be easy-going Be low-key on objectives Don't push	Be Analytical Give clear facts Present ideas objectively
How to convince a	Key question: WHAT? Focus on results/bottom line first Answer their question, "What are the benefits?"	Key question: WHO? Provide emotion/ be enthusiastic Share testimonies of significant people Answer their question, "Who else has done this?"	Key question: WHY? Be friendly with them Take time with them Answer their question, "Why do you want to change things?"	Key questions: HOW? To them it is important to do it right Show them step by step how to do it Answer their question, "How do you want me to do this?"

How to motivate a	Goals/Results Give them the what - let them determine the how Let them have control, be in charge of something	Group/ Recognition Consult/counsel with them about ideas, projects, people Recognize their efforts in front of others Let them have fun	Group/Together Doing things together is important Always maintain the relationship Let them have peace - minimize conflict	Goals/Quality How to do it the best way is important Be available to work closely with them Let them have time to do things right
How to disagree with a	Agree With Their Goal + Test Ask: Why do you think this is the best way? Have you considered other alternatives to reach your goal?	Agree on Their Vision + Time Allow time to pass. They get excited about so many things, they'll move on to something else.	Together Take time to convince them that the disagreement will not disturb the relationship.	Facts Gather your facts. They will not be swayed by emotional appeals or verbal persuasiveness.

SHAPED – Experiences

Experiences are events God has allowed in my life, all of which He uses for His purposes and for my good.

“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

Now I want you to know, brothers, that what has happened to me has really served to advance the gospel. Philippians 1:12

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

GOD NEVER WASTES A HURT!

HE WANTS YOU TO BE OPEN TO MINISTERING TO PEOPLE WHO ARE GOING THROUGH WHAT YOU HAVE ALREADY BEEN THROUGH!

“What a wonderful God we have – he is the Father of our Lord Jesus Christ, the source of every mercy, and the one who so wonderfully comforts and strengthens us in our hardships and trials. And why does he do this? So that when others are troubled, needing our sympathy and encouragement, we can pass on to them this same help and comfort God has given us.” 2 Corinthians 1:3-4

God takes the wide variety of experiences you have had, even those opposed to His will, and redeems them for His glory and your good. Nothing is wasted in God’s amazing plan. Your experiences include your family of origin as well as other relational, spiritual, emotional, cultural, educational, vocational, and ministry experiences.

On your **“SHAPED Personal Record”** under **“Experiences”** record (summarize) the following types of experiences:

A. My Spiritual Experiences

Meaningful decisions, times with God, where He has worked in my life

B. My Painful Experiences

Problems, hurts, trials – that have taught me

C. My Educational Experiences

Schools, seminars, workshops, individuals – that have taught me

D. My Ministry Experiences

How have I served in the past?

SHAPED – Divine Intervention

Divine intervention refers to God’s ability and choice to use us outside of our normal SHAPE

“I can do everything God asks me to with the help of Christ who gives me the strength and power.” Philippians 4:13

God does not go to the trouble of uniquely creating and equipping us only to abandon that design. His normal way of working through our lives is consistent with the way we are SHAPED. However, there are times He may sovereignly choose to call us to a task or ministry that is outside of our gifting. If we test every ministry opportunity merely by examining our gifts and experience, we may miss a wonderful chance to be used by God as never before.

Divine intervention involves God granting you special abilities that you do not normally possess. God delights to reveal His power and ability through our weaknesses. His purpose is not to shame us but to reveal how dependent we are on Him and how He can bring about incredible accomplishments through anyone at any time.

In order to be faithful to God and most fruitful in His Kingdom, we need to serve consistently where we are gifted and to serve willingly wherever we are needed. You cannot predict when God will use you outside of your SHAPE, but it is important to remain open and willing when God calls you. His divine ability will supercede all the abilities you normally possess.

Examples of divine intervention might include God asking someone who is not a gifted speaker to take a major speaking assignment. Or He may ask someone to plant a church who is apparently not equipped to handle such an extensive responsibility. The proof of such a call is revealed when God provides the ability to be quite effective in spite of personal weakness. Church history reveals many examples of unlikely candidates being used by God in remarkable ways.

Bible example of God's divine intervention: Gideon - Judges 6-8

When God asked Gideon to become the military leader over Israel to deliver His people from the power of the Midianites, his response revealed more than personal reluctance. He described to God how unprepared he was for such an assignment. In response, God merely pointed Gideon to His own presence and ability rather than to anything Gideon had previously experienced.

"But Lord," Gideon asked, "how can I save Israel? My clan is the weakest in Manasseh, and I am the least in my family." The LORD answered, "I will be with you, and you will strike down all the Midianites together." Judges 6:15-17 (NIV)

Has God ever used you in a way that could be described as divine intervention? What would be an example of an unusual assignment from God for you? Write down your observations on your **"Personal Record"** under **"Divine Intervention."**

Other Ministry Factors

My availability

Your season or stage of life may affect your availability for ministry. Do you have young children? Are you married? Single? Single with children? What other issues affect the time you have available for service? How much do you travel during the week? How far do you live from where your potential ministry commitment would be? What activities are you involved in during the week? What is your level of availability? Do you feel as if you are out of time? Are you spending time on other activities that could take a lesser priority compared to making your unique contribution?

Circle the level of availability to which you are able to commit at this time:

1. Limited: one to two hours per week
2. Moderate: two to four hours per week
3. Significant: four to eight hours per week
4. Other: _____

My spiritual maturity

If you were to take a spiritual snapshot of your relationship with Christ, which of the following would best describe how you see yourself at this time? (circle one)

1) **Seeker?**

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

2) **New or young believer?**

Christian or just now learning what Jesus has to offer
understanding of the basics of Christianity
means to walk daily in personal relationship with Jesus

Recently became a
Need further growth in
Need more development in what it

3) **Stable or growing believer?**

faithfulness and his ability to do his will in your life
leading of the Holy Spirit
worship, fellowship, devotion

Confident of God's
Teachable and sensitive to
Exhibit stability and consistency in regular

4) **Leading or guiding believer?**

maturity in the faith, modeling Christlikeness to others
and lead others in a deeper understanding of what it means to walk personally with Jesus

A high level of
Can lead by example

SHAPED - Personal Record

Conclusions and observations I made about myself from this study.

Spiritual Gifts - I believe I have the following spiritual gifts:

Motivational Gifts:

My primary gift is _____
secondary gift is _____
gifted in _____

My
I am least

Supernatural Gifts of the Spirit:

been used in the gift(s) of _____

I have often

I believe God also wants to use me in the gift of _____

5-Fold Office Ministry Gifts: (Not given to everyone)
God has called me to the office of _____

I believe

Heart Passion
long to do:

The things I love and

- I love to _____
- I love to _____
- I love to _____

I enjoy working most with these types and ages of people: I am attracted to these causes, issues, and situations:

If I could do anything I wanted, I would:

Abilities

I can identify these skills, talents, and abilities in myself:

School subjects, jobs, or ministries in which I have applied my abilities are:

I believe my most valuable personal asset is:

The jobs and ministries I think would best match my abilities would be:

Personality

My personal DISC

profile is that of:

My personality strengths include:

I need others to help me most with:

Experiences

The most meaningful

spiritual experiences I have had are:

These are my painful experiences along with the lessons God taught me and the way He shaped me through them:

My favorite educational experiences were:

Fulfilling ministry experiences for me have been:

My Five Clifton StrengthFinder Strength Themes are:

1)

2)

3)

4)

5)