

YOUR SHAPE ASSESSMENT

DISCOVERING YOUR GIFTS & CALLINGS

write your name

Find the Life You Were Born to Live

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INTRODUCTION

You may have done a spiritual gifts survey in the past, but this tool provides you with further valuable information in finding God's plan and purpose for your life. The time you take to go through this assessment I believe will give you new insight into yourself.

THE PURPOSE OF S.H.A.P.E.

The S.H.A.P.E. assessment tool is designed to help discover how God created you and why. What God made you to **BE** determines what He intends for you to **DO**. You will better understand the **purpose your** were created for when you understand the kind of **person you are**. This is the secret of knowing God's purpose for your life! God is consistent in His plan for each of our lives. God created you for a purpose. Your assignment is discover that purpose, to "Find the Life You Were Born to Live." The gifts, abilities, talents, your personality, life experiences all are clues to your divine purpose. By going through this assessment and evaluation tool you will discover the ministry God has for you ... The **unique** way God intends for you to serve Him.

God desires you to know the spiritual gift(s) He has chosen for you. "Ask, and it shall be given to you; seek, and you shall find; knock, and it shall be opened to you. For everyone who asks receives, and he who seeks finds, and to him who knocks it shall be opened." (Matt. 7:7,8) Learning more about His gift(s) to us, and the many ways we can use those gifts within the church is a life-long process. Page 2 of 22

The Bible does not lock us into tight restrictions as to the number of spiritual gifts or even their definitions. The three major lists of gifts are found in Romans 12:3-8, 1 Cor. 12:1-11, 27-31, and Eph. 4:11-12 and there are other passages that mention or illustrate gifts not included in these lists.

One person can have many gifts. This list can serve as a helpful guideline, giving us ideas about the kinds of gifts God gives... The key is to find the areas in which the Holy Spirit seems to supernaturally empower you for the life and purpose God has created you for.

So, let's get started and find the life you were born to live!

S.H.A.P.E. ASSESSMENT PROCESS

In the following pages, you will be guided through several tests and assessments to help you discover how God has designed and created you. There are no right or wrong answers to any of the questions or steps taken throughout the process. The S.H.A.P.E. assessment tool is designed to help you discover your divine purpose – to find the life you were born to live. It focuses on five key areas that contribute to understanding how one can serve others effectively.

There is a section for each area of the S.H.A.P.E. assessment tool.

S. Spiritual Gifts -Identifies God-given abilities that empower individuals to build up the church and serve others.

H. Heart - Reveals what you care about deeply, guiding you toward the people and causes that inspire you.

A. Abilities - Includes natural talents and learned skills from various life experiences that can be used in service.

P. Personality - Reflects how you interact with the world, helping you find service opportunities that feel fulfilling.

E. Experiences - Considers your life history, including challenges and successes, to inform how you can help others.

DISCOVER YOUR SPIRITUAL GIFTS

Spiritual gifts are not talents, virtues, or character traits. They're special abilities given to us by God when we become Christians. In the previous chapter we covered the 21 New Testament Gifts as mentioned in Romans 12, 1 Corinthians 12, and Ephesians 4. The following assessment will help you identify which of those Spiritual Gifts is the predominate one in your life.

SPIRITUAL GIFTS ASSESSMENT TEST

Directions

1. Respond to ALL 133 statements on the *Spiritual Gift Assessment* beginning on the next page. Evaluate each statement 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

2. Using the Spiritual Gifts Score Grid at the end of the assessment, write your response to each statement in the block whose number corresponds to that number of each statement in the Spiritual Gift Assessment.

3. **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 of you? What has been your experience? To what degree do these statements reflect your usual tendencies?

SPIRITUAL GIFTS ASSESSMENT TEST

- ___ 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, clothes, paints, metal, glass, or other materials.
- ___ 4) I enjoy challenging people's perspectives 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 I desire to help in their healing process.
- ___ 16) I can speak in a way that results in conviction and change in the lives of others.
- ___ 17) I enjoy spending time nurturing and caring for others.
- ___ 18) I am able to communicate God's word effectively.
- ___ 19) I am often sought out by others for advice about spiritual or personal matters.
- ___ 20) I am careful, thorough, and skilled at managing details.
- ___ 21) I am attracted to the idea of serving in another country or ethnic community.
- ___ 22) I am skilled in working with different kinds of tools.
- ___ 23) I enjoy developing and using my artistic skills (art, drama, music, photography, etc.)
- ___ 24) I frequently am able to judge a person's character based 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 feel welcomed.
- ___ 31) I enjoy praying for long periods of time and receive leadings as to what God wants me to pray for.
- ___ 32) I receive information from the Spirit that I did not acquire through natural means.
- ___ 33) I am able to influence others to achieve a vision.
- ___ 34) I can patiently support those going through painful experiences, as they try to stabilize their lives.
- ___ 35) I feel responsible to confront others with the truth.
- ___ 36) I have compassion for wandering believers and want to protect them.
- ___ 37) I can spend time in study knowing that presenting truth will make a difference in the lives of people.
- ___ 38) I can often find simple, practical solutions in the midst of conflict or confusion.
- ___ 39) I can clarify goals and develop strategies or plans to accomplish them.
- ___ 40) I am willing to take an active part in starting a new church.
- ___ 41) I enjoy making things for use in ministry.
- ___ 42) I help people understand themselves, their relationships, and God better through artistic expression.
- ___ 43) I can see through phoniness or deceit before it is evident to others.
- ___ 44) I give hope to others by directing them to the promises of God.
- ___ 45) I am effective at adapting the gospel message so that it connects with an individual's felt need.
- ___ 46) I believe that God will help me to accomplish great things.
- ___ 47) I manage my money well in order to free more of it for giving.
- ___ 48) I willingly take on a variety of odd jobs around the church to meet the needs of others.
- ___ 49) I genuinely believe the Lord directs strangers to me who need to be 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 pay close attention to the words, phrases, and meaning of those who teach.
- ___ 57) I can easily select the most effective course of action from among several alternatives.
- ___ 58) I can identify and effectively use the resources needed to accomplish tasks.
- ___ 59) I can adapt well to different cultures and surroundings.
- ___ 60) I can visualize how something should be constructed before I build it
- ___ 61) I like finding new and fresh ways of communicating God's truth.
- ___ 62) I tend to see rightness or wrongness in situations.
- ___ 63) I reassure those who need to take courageous action in their faith, family, or life.
- ___ 64) I invite unbelievers to accept Christ as their Savior.
- ___ 65) I trust God in circumstances where success cannot be guaranteed by human effort alone.
- ___ 66) I am challenged to limit my lifestyle in order to give away a higher percentage of my income.
- ___ 67) I see spiritual significance in doing practical tasks.
- ___ 68) I like to create a place where people do not feel that they are alone.
- ___ 69) I pray in 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 group's action.
- ___ 77) I like to help organizations or groups become more efficient.
- ___ 78) I can relate to others in culturally sensitive way.
- ___ 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 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 greatly 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 opposition or lack of support when I sense God's blessing on an undertaking.
- ___ 123) I believe I have been given an abundance of resources so that I may give more to the Lord's work.
- ___ 124) I readily and happily use my natural or learned skills to help wherever needed.
- ___ 125) I can make people feel at ease even in unfamiliar surroundings.
- ___ 126) I often see specific results in direct response to my prayers.
- ___ 127) I confidently share my knowledge and insights with others.
- ___ 128) I figure out where we need to go and help others to get there.
- ___ 129) I enjoy doing practical things for others who are in need.
- ___ 130) I feel compelled to expose sin wherever I see it and 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.

**USE THE SCORE CARD ON THE NEXT PAGE TO RECORD
YOUR SCORES FOR EACH QUESTION AS DESCRIBED IN THE INSTRUCTIONS.**

SPIRITUAL GIFTS SCORE CARD

[illegible]

ACTION: TRANSFER THESE ANSWERS TO THE SPIRITUAL ASSESSMENT SUMMARY IN COLUMN A – ON THE NEXT PAGE

SPIRITUAL GIFTS ASSESSMENT SUMMARY CARD

		Column A
		All Scores
Letter	SPIRITUAL GIFT	
A	Administration/Organization	
B	Apostleship	
C	Craftsmanship	
D	Creative Communication	
E	Discernment	
F	Encouragement/Exhortation	
G	Evangelism	
H	Faith	
I	Giving	
J	Helps	
K	Hospitality	
L	Intercession	
M	Knowledge	
N	Leadership	
O	Mercy	
P	Prophecy/Perceiver	
Q	Shepherding/Pastor	
R	Teaching	
S	Wisdom	

ACTION: TRANSFER THE NAME OF THE SPIRITUAL GIFTS WITH THE 4 HIGHEST SCORES TO “YOUR SHAPE SUMMARY CARD” – ON PAGE 31

(refer to Appendix “A” for descriptions of each of the above-listed gifts to help you better understand your spiritual gifts and the spiritual gifts of others)

DISCOVER YOUR HEART/PASSION

HEART (passion) – represents your desires, interests, and inclinations. Your heart determines why you say the things you do (Matt. 12:34), why you feel the way you do (Psalm 34:7), and why you act the way you do (Proverbs 4:23). There are certain things you feel passionate about and others that turn you off. God has a purpose in giving you your inborn interests; don't ignore them! They will help you be fruitful in your purpose.

This section of your S.H.A.P.E. Profile will help you discover your unique emotional “heartbeat.” One of the keys to understanding your divine purpose is to analyze the interests that stir your **passion – your heart**. The following exercises are designed to help you identify what your real Heart/passion is.

DIRECTIONS

1. There are 4 parts to the My Heart Assessment - Prayerfully consider your answers to the questions in each part.
2. Complete the assessment on your own.
3. There are no right or wrong responses.
4. Don't be concerned about “whether” you can do it or “how” it can be done.
5. Complete the assessment as if you have no obstacles to fulfilling your heart's desire.

Unique Emotional Heartbeat

Physiologically, each one 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 more deeply about some things than about others. This God-given motivation serves as an internal guidance system for our lives. It determines what brings you the greatest satisfaction and fulfillment and motivates you toward certain activities, subjects, and environments. God had a purpose in giving you these inborn interests. In fact, your emotional “heartbeat” reveals a lot about how God has designed you for your divine purpose. Knowing your heart is key to discovering your purpose – finding the life you were born to live.

My Heart / Passion Assessment – Part 1

Answer the following 5 questions based on what you desire, think, or feel, not what others may think or what others may feel about your answer. Make your answers brief, only a few words. You will use these answers to help you complete Part 2 of this assessment.

1. If I could snap my fingers and know that I couldn't fail, what would I do?

2. At the end of my life, I'd love to look back and know that I'd done something about:

3. If I mentioned your name to a group of your friends, what would they say you were really interested in or passionate about?

4. What conversation would keep you talking late into the night?

5. What I would most like to do for others is:

My Heart / Passion Assessment – Part 2

Call it heart, passion, or interest, but you probably find yourself drawn to a particular group of people or societal need. Don't ignore this. Identifying your heart is centered on -

- *What motivates you?*
- *What change in the world do you long to see?*
- *What needs and causes do you care about?*
- *What people group do you most care about (artists, children, the homeless)?*
- *What are your dreams?*

Listed below are actions that describe common motivations (passions) of the heart.

Look back over the previous questions and examine whether a common theme or themes are apparent. Select the one basic motivation (passion) that best fits how you answered the previous 5 questions. If you are unable to select only one, choose no more than four.

Rank your top 1 to 4 choices that you like to do most.

_____ **Design/Develop** – Starting something from scratch, making something from nothing

_____ **Pioneer** – Testing and trying out new concepts; risking failure when necessary

_____ **Organize** – Bringing order out of chaos; organizing something that is already started

_____ **Operate/Maintain** – Efficiently maintaining something that is already organized

_____ **Serve/Help** – Assisting others in their responsibility; helping others succeed

_____ **Acquire/Possess** – Shopping, collecting, obtaining things, finding the best value

_____ **Excel** – Being and making my team the best; setting and attaining the highest standard

_____ **Influence** – Converting people to my way of thinking; shaping attitudes and behaviors

_____ **Perform** – Being on stage; receiving attention; being in the limelight

_____ **Improve** – Making things better; improving something that someone else has started

_____ **Repair** – Fixing what is broken or changing what is out of date

_____ **Lead/Be in Charge** – Leading, overseeing, supervising, setting policy and procedure

_____ **Persevere** – Seeing projects to completion; persisting until the task is finished

_____ **Follow the Rules** – Operating by policies and procedures, filling others expectations

_____ **Prevail** – Championing right; opposing wrong; overcoming injustice

My Heart / Passion Assessment – Part 3

List the top five to seven positive experiences you've had in your life and briefly describe what you did and why it was meaningful to you.

Special Note: These experiences may have taken place at home, work, school, or during your free time. It may have been a clock you fixed or a dress you made. It may have been a puzzle you put together or an award you received. It may have been helping some friends move, building a house, winning an election, or giving to someone in need. Remember, these are experiences that you enjoyed doing and felt fulfilled.

	Positive Experiences	Why is this experience meaningful to me?	Theme Identified
1			
2			
3			
4			
5			
6			
7			

My Heart / Passion Assessment – Part 4

List the top 4 type of people or person you would like to help or have great compassion for:
examples: children, homeless, sick, divorced, elderly, disabled, poor, needy, or any others you
feel strongly about.

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

List the top 4 issues or causes you feel very strongly about:
examples: racism, abortion, environment, politics, education, family, literacy, hunger, poverty,
reaching the lost, or any other cause that you feel strongly about.

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

Based on my answers to the questions in EACH PART of this “HEART ASSESSMENT” I
sense I have a Heart / Passion for:

Part 1. _____

(word that best describes what motivates you)

Part 3. _____

(The type of experience that gives you the
biggest thrill, most satisfaction, etc)

Part 2. _____

(write the number 1 rated word that describes the
type of action that motivates you most)

Part 4. _____

(type/group of people from your list you have
greatest compassion for)

**ACTION: Transfer these answers to the Heart / Passion section of “YOUR
SHAPE SUMMARY CARD” on page 31.**

Heart Summary

I have a growing conviction I should be involved in: _____

I have a sense that God may be calling me to a ministry of: _____

I think the area where I could make the most significant contribution is: _____

If you are finding yourself coming up with a variety of responses, then consider where there may be continuity. For example:

- Do you see any reoccurring themes?
- Does a particular age group keep coming up?
- Is there a need that keeps surfacing?
- Are you serving in a similar role in different situations?
- Do you notice any patterns?
- Can you prioritize your concerns?

My Heart (Passion)

Based on my answers to the above questions, I sense I have a passion to (for):

(this should reflect what you love to do and/or care about the most – try to keep the answer short)

Here are some general areas to consider when thinking about your passions:

- Community Service: Helping those in need within your local area.
- Education: Teaching or mentoring others.
- Worship and Music: Engaging in musical activities or leading worship.
- Social Justice: Advocating for equality and fairness in society.
- Youth and Children: Working with younger generations to guide and support them.

Some other heart/passion ideas are: teaching, mentoring, sports, social issues, helping the abused & neglected, special needs, business, technical trades, creative arts, computer, gaming, organizing, and outreach and any other area, role, cause, people, etc. you have a passion for

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!

DISCOVER YOUR ABILITIES

What Can You Do Well?

Can you cook, design, fix cars, paint walls? You may be astounded at how many skills you have without realizing it. God has designed you with certain abilities. *What are you good at and enjoy doing?*

DIRECTIONS

As you read through the list below, mark the talents or skills in which you have proven ability and that you enjoy doing. Be honest and fair in your self-evaluation. Rate these areas by:

- Circling boxes for abilities that you love
- Checking boxes for abilities you like
- Putting an X in boxes for abilities you have but don't enjoy using

BASED ON YOUR MARKING - CHOOSE FOUR STRONGEST ABILITIES YOU FEEL YOU HAVE AND ENJOY.

- ☐ **Performing** – ability to perform, act, dance, speak, create illusions
- ☐ **Recruiting** – ability to enlist and motivate people to get involved
- ☐ **Interviewing** – ability to discover what others are really like
- ☐ **Researching** – ability to read, gather information, collect data
- ☐ **Artistic** – ability to conceptualize, picture, draw, paint, photograph, make renderings
- ☐ **Musical** – ability to sing or play a musical instrument
- ☐ **Graphics** – ability to lay out, design, create visual display or banners
- ☐ **Evaluating** – ability to analyze data and draw conclusions
- ☐ **Planning** – ability to strategize, design, and organize programs and events
- ☐ **Managing** – ability to supervise people to accomplish a task and coordinate details
- ☐ **Counseling** – ability to listen, encourage, and guide with sensitivity
- ☐ **Teaching** – ability to explain, demonstrate, train, tutor
- ☐ **Writing** – ability to write articles, letters, books
- ☐ **Editing** – ability to proofread or rewrite
- ☐ **Promoting** – ability to advertise or promote events and activities
- ☐ **Repairing** – ability to fix, restore, maintain
- ☐ **Feeding** – ability to plan and prepare meals for large or small groups
- ☐ **Recall** – ability to remember or recall names and faces
- ☐ **Mechanical Operating** – ability to operate equipment, tools, or machinery
- ☐ **Resourcefulness** – ability to search out and find inexpensive materials or resources
- ☐ **Counting** – ability to work with numbers, data or money
- ☐ **Classifying** – ability to systemize and file books, data, and records for easy retrieval
- ☐ **Public Relations** – ability to handle complaints with care and courtesy
- ☐ **Welcoming** – ability to convey warmth, develop rapport, make others feel comfortable
- ☐ **Composing** – ability to write music or lyrics
- ☐ **Landscaping** – ability to do gardening and work with plants
- ☐ **Decorating** – ability to beautify a setting for a special event

Based on the above assessment, these are my top 4 abilities.

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

ACTION: Transfer these conclusions to the Abilities Summary on YOUR SHAPE SUMMARY CARD on page 31.

DISCOVER YOUR PERSONALITY TYPE

Your personality guides how you will express your purpose, your calling, and in what environments you'll best flourish in. Your personality is reflected in:

- How do you relate to others? (Am I shy or outgoing? Expressive? Competitive?)
- How do you respond to opportunities? (Am I drawn to high risk or safety? Routine or variety?)
- Are you people or task-oriented?
- How do you respond to people? (Are you a follower or a leader? Team or solo player?)

There are different types of personalities. It is what makes our world interesting and sometimes challenging. Knowing and understanding your personality type will not only help you find the life you were born to live, but it will also help you better understand others and help you improve communication, teamwork, and relationships.

Our personality type is influenced by our environment and our basic temperament. Our style of doing things can be modified or flavored but essentially remains unchanged throughout life. And why would you want to change what God has purposefully and deliberately designed?

There are several different personality tests available; the one we will be using is a modified DISC assessment test designed for this book. DISC is an acronym that stands for four personality profiles 1. Dominance, 2. Influence, 3. Steadiness, and 4. Compliant. We have chosen to use it with our S.H.A.P.E. process because it is simple to follow, easy to understand, and is well-suited for our purposes.

DIRECTIONS

Guidelines for Using Personality Assessment Tools:

1. No person is a single common personality type.
2. There is no right or wrong nor a best or worst personality type.
3. The purpose of identifying your personality type is to help you understand yourself and how to better relate to others.
4. The purpose of identifying personality types is neither to put people in little boxes nor to judge their behavior.
5. The discovery of your personality type is based on your point of view. It's how you see yourself.
6. This personality assessment tool is not a test. There is no right or wrong answer.
7. This personality assessment tool does not measure psychological behavior.
8. Choose an environment – home, work or school.
9. Don't desire to be a specific personality.
10. Be honest with your responses to get an accurate assessment.

PERSONALITY ASSESSMENT TOOL

Circle only one answer in each question – pick the one that mostly applies.

1. When I'm at a party

- A. I can't wait to leave because it's a waste of my time.
- B. I am the life of the party.
- C. I spend the time catching up with old friends.
- D. I plan on whom I will talk with and for what reason.

2. When I'm running any type of meeting ...

- A. I try to keep it short and to the point.
- B. I try to keep it entertaining and lively.
- C. I try to avoid conflicts in the group.
- D. I try to present as much information as possible.

3. When I get stuck in traffic ...

- A. I go over a list of things I have to do.
- B. I dream about being on a Caribbean vacation.
- C. I get concerned about keeping my appointment waiting.
- D. I think about traffic patterns and how I can avoid this in the future.

4. I believe that clothes ...

- A. Should be neat, clean, and traditional.
- B. Should be an expression of a person's personality.
- C. Should be quiet and inoffensive to others.
- D. Should be good quality and utilitarian.

5. If what I say is challenged by other ...

- A. I remind them why I know what I am talking about.
- B. I try to persuade them to see my point of view.
- C. I ask them why they feel that way.
- D. I recite the research behind my statements.

6. When I am assigned a project to do ...
- A. I need only the outline of what has to be done, and then just leave it to me.
 - B. I need to know what the outcome should look like and what's in it for me.
 - C. I need to know where this fits in with what everyone is doing.
 - D. I need to know as much information as possible before I begin.
7. In making decisions, other people accuse me of being too...
- A. Objective and detached.
 - B. Impulsive and emotional.
 - C. Indecisive and ambiguous.
 - D. Slow and perfectionist.
8. When I work with others on a project ...
- A. I like to run the show.
 - B. I like to have fun.
 - C. I like to help wherever I can.
 - D. I like to have rules on who does what.
9. I know I've done a good job when ...
- A. I see the results.
 - B. I get a promotion or testimonial.
 - C. I get a pat on the back from my boss.
 - D. I do what is expected of me.
10. When I talk, others tell me that ...
- A. I talk fast and to the point.
 - B. I am enthusiastic and loud.
 - C. I speak quietly and calmly.
 - D. I am careful in choosing my words.

11. In giving others information ...
- A. I forget the details and give them the big picture.
 - B. I forget the facts and go on gut feel.
 - C. I tell them how it relates to them.
 - D. I give them accurate details.
12. My friends would describe me as ...
- A. Pragmatic, independent, and blunt.
 - B. Outgoing, fun to be with, and spontaneous.
 - C. Loyal, cooperative, and patient.
 - D. Logical, prudent, and serious.
13. To motivate me, others need to ...
- A. Let me do it my way.
 - B. Persuade and inspire me to greatness.
 - C. Support and care about me.
 - D. Give me all the details about what I need to do to succeed.
14. If there is one area in which I need improvement, it's ...
- A. Learning to listen better.
 - B. Learning to check for facts before taking action.
 - C. Learning to overcome by procrastination.
 - D. Learning to be less detail oriented.
15. I get others to agree with me by ...
- A. Being forceful and determined.
 - B. Being charming and enthusiastic.
 - C. Being sensitive and a friend.
 - D. Being factual and logical.
16. I prefer to spend my leisure time ...
- A. In competitive activities.
 - B. In a social event.
 - C. In family activities.
 - D. In solitary activities.

17. I get my best results when ...

- A. I take quick action.
- B. I work with others.
- C. I am patient and unpressured.
- D. I have all the facts.

18. I can't stand it when someone ...

- A. Wastes my time.
- B. Double check my work and questions me.
- C. Betrays my trust.
- D. Makes a decision without all the facts.

Personality Style Assessment

To determine your personality style, total up the number of times you circled the letter for your answer:

A. _____ B. _____ C. _____ D. _____
(A) = Dominance (D) B. = Influence (I) C. = Steadiness (S) D. = Compliant (C)

The one with the most is your primary personality style and the one with second most is your secondary personality style.

DESCRIPTIONS OF EACH PERSONALITY STYLE

“X” your primary personality style and ✓ for your secondary personality style

☐ **Dominant (D) Style**

Dominant styles are results-oriented and direct. They focus on solving problems and achieving outcomes. They tend to be decisive and action-driven.

☐ **Inspiring (I) Style**

Inspiring styles are enthusiastic and people-focused. They enjoy collaboration and influencing others. They bring energy and optimism to interactions.

☐ **Supportive (S) Style**

Supportive styles are steady and reliable. They value relationships, stability, and teamwork. They tend to be patient and good listeners.

☐ **Compliant (C) Style**

Compliance styles are analytical, detail-oriented, systematic, and methodical. They focus on precision and quality in their work. They prefer thoughtful and well-organized approaches.

ACTION: Transfer the top two Personality Styles (your primary and secondary) to the Personality Summary section on YOUR SHAPE SUMMARY CARD on page 31.

(refer to Appendix “B” for more detailed descriptions of each of the DISC personality types to help you better understand your personality type and the personality types of others)

DISCOVER YOUR EXPERIENCES

EXPERIENCES THAT SHAPED YOU

Directions for Assessment:

This section of your S.H.A.P.E. Profile will help you discover the purpose in your past.

As God slowly crafts the masterpiece of our lives, he uses all of our experiences – the painful as well as the positive – to flesh out the finished product. Think back over all the key experiences of your life that have shaped who you are today: childhood joys and sorrows, the pain and thrill of adolescence, the struggle and accomplishment of adulthood. Use the following pages to help you recall the most significant experiences in your life.

1. Prayerfully consider your answers.
2. Use brief phrases or descriptions to identify the top 3 achievements/influences and the top 3 challenges/points of pain in each area of your life.
3. **REMEMBER:** Our experiences – positive or painful – can be fully used by God for the benefit of others when we let go of their hold over our lives and yield full control to God.

ACTION: After you finish, transfer your top 4 overall achievements and top 4 overall challenges to the Experiences Summary Section of the “YOUR SHAPE SUMMARY SCORE CARD” on page 10.

MY EXPERIENCES THAT SHAPED ME

Using brief phrases, identify at least three significant achievements in each area.

Personal Achievements:

1. _____
2. _____
3. _____

Career / Vocational Achievements:

1. _____
2. _____
3. _____

Relational Achievements:

1. _____
2. _____
3. _____

Educational Achievements:

1. _____
2. _____
3. _____

Spiritual Achievements:

1. _____
2. _____
3. _____

Personal Challenges / Points of Pain:

1. _____
2. _____
3. _____

Career or Vocational Challenges / Points of Pain:

1. _____
2. _____
3. _____

Relational Challenges / Points of Pain:

1. _____
2. _____
3. _____

Educational Challenges / Points of Pain:

1. _____
2. _____
3. _____

Spiritual Challenges / Points of Pain:

1. _____
2. _____
3. _____

ACTION: List top 4 achievements and top 4 challenges/ points of pain in the Personality Summary section of YOUR SHAPE SUMMARY CARD on page 31.

Experiences teach you lessons that help you mature. They also help you understand who you are and how you can impact others going through similar experiences.

Understanding your past can guide you in discovering your God-given purpose. By drawing on your life experiences, you can connect with people who have gone through similar challenges and offer them guidance, encouragement, and hope. These experiences help shape your perspective and inform how you can contribute to ministry. They provide insight into your strengths and the unique ways you can serve others.

Putting It All Together

How to Use the S.H.A.P.E. Summary Card

By properly using the S.H.A.P.E. Summary Card, you can gain a clearer understanding of your God-given purpose and how to live it out in your daily life.

To effectively use the S.H.A.P.E. Summary Card, follow these steps:

- 1. Step 1: Self-Reflection:** Take time to reflect on each component. Consider your
 - Spiritual Gifts: Identify your spiritual gifts by considering how you have served in the past and what roles felt fulfilling.
 - Heart: Think about what issues or causes you are passionate about. What makes you feel alive and motivated?
 - Abilities: List your natural talents and skills. What do you do well? This can include both innate abilities and learned skills.
 - Personality: Understand your personality traits. Are you more introverted or extroverted? How do you typically respond to challenges?
 - Experiences: Reflect on significant life experiences. What lessons have you learned? How have these experiences shaped your perspective?
- 2. Step 2: Align with Opportunities:** Once you have reflected on each area, look for opportunities that align with your S.H.A.P.E. This could involve:
 - Pursuing a career or employment opportunities that match you S.H.A.P.E.
 - Or looking for opportunities at your current workplace that better match you S.H.A.P.E. and resonates with your purpose
 - Volunteering in your community
 - Joining a church ministry
 - Participating in group activities that resonate with your passions
- 3. Step 3: Evaluate:** After engaging or participating in opportunities or activities that match your S.H.A.P.E. evaluate your experiences:
 - Did you feel fulfilled?
 - Were you able to use your gifts and abilities?
 - How did your personality influence your interactions?
- 4. Step 4: Adjust and Grow:** Based on your evaluations, adjust your involvement as needed. Continue to seek new opportunities that align with your S.H.A.P.E. and allow for personal growth. Pray and be led by the Holy Spirit. God will open doors.

Now go to page 31 and reflect on your own S.P.A.P.E. Summary Card. Then, using the examples on the following pages, complete the “Personal Purpose Statement: on page 29 and fill out the “Action Steps” section on page 30.

EXAMPLES

The real power of the S.H.A.P.E. Summary Card comes when you look for patterns across all five areas. Let's look at a few examples:

Example 1: A Potential Call to Youth Ministry

S.H.A.P.E. Area	Discovery
Spiritual Gifts	Leadership, Teaching
Heart	Developing young people
Abilities	Communication, Organization
Personality	Outgoing, Visionary
Experiences	Years working with youth

When viewed together, these clues may reveal a calling toward youth ministry, coaching, education, or leadership development.

Example 2: A Potential Call to Counseling or Family Ministry

S.H.A.P.E. Area	Discovery
Spiritual Gifts	Mercy, Encouragement
Heart	Helping hurting families
Abilities	Listening, Counseling
Personality	Compassionate, Relational
Experiences	Overcame difficult family challenges

This combination may indicate a purpose related to counseling, pastoral care, mentoring, or family ministry.

Example 3: A Potential Call to Teaching and Education

S.H.A.P.E. Area	Discovery
Spiritual Gifts	Teaching, Wisdom
Heart	Helping people learn and grow
Abilities	Communication, Research, Writing
Personality	Patient, Organized, Detail-Oriented
Experiences	Tutoring, Training Employees, Leading Bible Studies, Academic Achievement

When these five areas align, they may indicate a calling to teach in a classroom, Bible college, church setting, leadership training program, or professional development environment. Such individuals often find great fulfillment in helping others understand new concepts, discover truth, and develop their potential. They enjoy breaking down complex ideas into understandable lessons and are energized when they see others grow through learning.

Example 4: A Potential Call to the Business Sector

S.H.A.P.E. Area	Discovery
Spiritual Gifts	Leadership, Administration
Heart	Creating opportunities, Solving Problems, Generating Resources
Abilities	Strategic Planning, Sales, Management, Finance, Entrepreneurship
Personality	Visionary, Goal-Oriented, Decisive
Experiences	Running a Business, Managing Teams, Launching Projects, Marketplace Experience

This combination may point toward a calling in business, entrepreneurship, organizational leadership, or marketplace ministry. Such individuals often see opportunities where others see obstacles. They enjoy building systems, developing teams, creating jobs, generating resources, and using business as a platform to influence communities and advance God's Kingdom. Rather than viewing business as separate from ministry, they recognize that God can use their leadership and entrepreneurial abilities to create impact, provide employment, support missions, and demonstrate biblical principles in the marketplace.

Create Your Own Personal Purpose Statement

After reviewing your S.H.A.P.E. Summary Card, write a simple purpose statement that combines all five areas. A helpful formula is:

"God has shaped me to use my _____ (gifts and abilities) to serve _____ (people group or cause) by _____ (specific ministry, profession, or work)."

Examples:

- "God has shaped me to use my leadership and teaching gifts to develop young leaders through mentoring and discipleship."
- "God has shaped me to use my compassion and encouragement gifts to help hurting families experience healing and hope."
- "God has shaped me to use my teaching gifts and communication abilities to equip believers and train future leaders."
- "God has shaped me to use my business skills and leadership gifts to create opportunities, develop people, and advance God's Kingdom through the marketplace."

Remember: Your S.H.A.P.E. Reveals Your Assignment

God never calls people to fulfill a purpose without first equipping them for it. Your spiritual gifts reveal God's power in you. Your heart reveals your passions. Your abilities reveal your strengths. Your personality reveals how you function best. Your experiences reveal what has prepared you for your assignment.

When you study your S.H.A.P.E. Summary Card carefully, you begin to see a remarkable truth: **your purpose is not something you must invent—it is something you discover. God has already woven it into the way He created and prepared you.**

The more clearly you understand your S.H.A.P.E., the more clearly you will understand the unique mission God has entrusted to your life. Whether that mission is in the church, the classroom, the marketplace, the mission field, government, media, family, or another sphere of influence, God has already provided the clues. The S.H.A.P.E. Summary Card helps you uncover them and step confidently into the purpose for which you were created – to find the life you were born to live.

ACTION STEPS

Immediately _____

Within the Next Month _____

Within the Next 3 months _____

Within the Next 6 months _____

Within the Next Year _____

Other action steps: _____

YOUR S.H.A.P.E. SUMMARY CARD

MY SPIRITUAL GIFTS - SUMMARY

Please list from the “Spiritual Gifts Assessment Summary Card” on page 9 your top two to four spiritual gifts based on the Spiritual Gifts Assessment Test.

<u>Spiritual Gift Name</u>	<u>Total Score</u>
1. _____	_____
2. _____	_____
3. _____	_____
4. _____	_____

MY HEART / PASSION - SUMMARY

Please list from page 14 the top four passions, needs or causes that provide your strongest motivations for service:

- | | |
|----------|----------|
| 1. _____ | 3. _____ |
| 2. _____ | 4. _____ |

List your Ministry Passion (what you love to do and/or care most about) on page 15:

MY ABILITIES SUMMARY

Please list from page 16 the top four abilities you believe God has given you to be used for fulfilling your purpose:

- | | |
|----------|----------|
| 1. _____ | 3. _____ |
| 2. _____ | 4. _____ |

MY PERSONALITY - SUMMARY

Please enter your primary and secondary personality styles from page 21

PRIMARY PERSONALITY STYLE: _____

SECONDARY PERSONALITY STYLE: _____

MY EXPERIENCES - SUMMARY

Please list the most profound positive and challenging experiences that have shaped you for your purpose based on your answers from the “**Discover Your Experiences**” section on pages 22-24:

My Top 4 Positive Experiences

- | | |
|----------|----------|
| 1. _____ | 3. _____ |
| 2. _____ | 4. _____ |

My Top 4 Challenges / Painful Experiences

- | | |
|----------|----------|
| 1. _____ | 3. _____ |
| 2. _____ | 4. _____ |

NOTES

This image shows a single sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

APPENDIX “A”

Spiritual Gifts from the Assessment Summary Explained

The Gift of Administration/Organization

The gift of administration is a spiritual ability that enables individuals to understand how organizations function. It is one of the functional gifts. It involves planning and executing procedures that help achieve specific goals. This gift is crucial for maintaining order and efficiency within a church or any organization, ensuring that resources are used effectively to support the mission. With this gift, the Holy Spirit enables certain Christians to organize, direct, and implement plans to lead others in the various ministries of the Church. This gift is closely related to the gift of leadership, but is more goal or task-oriented and is also more concerned with details and organization. This gift is essential for fostering a healthy, productive environment within the church, allowing it to thrive and fulfill its mission.

The Gift of Apostle

The spiritual gift of Apostle is one of the ministry gifts listed in Ephesians 4:11. An apostle is someone who is sent out by God to proclaim His message. They are often seen as pioneers or visionaries because they are often sent into new areas to start churches. Apostles are also responsible to equip people to do the work of the ministry. Contrary to what some say the office of Apostle is still active today. Paul made that very clear in Ephesians 4. He tells us the 5 fold ministry gifts will be active and need until – “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.” (vs.13) I think all can agree the Church has not reached full maturity in the fullness of Christ and won’t until the return of Christ. Today’s apostles are focused on expanding the kingdom of God and often have many different gifts that allow them to fulfill their ministry. These are leaders of leaders and ministers of ministers. They are influencers. They are typically entrepreneurial and are able to take risks and perform difficult tasks. Missionaries, church planters, certain Christian scholars and institutional leaders, and those leading multiple ministries or churches often have the gift of apostleship.

The Gift of Craftsmanship

The gift of craftsmanship is recognized as a spiritual gift that enables individuals to create and build with skill and creativity. This gift is often utilized in service to God and the community, allowing for practical contributions that enhance both beauty and functionality in various environments. Individuals with this gift possess a unique ability to design and construct, whether through construction, art, or other forms of craftsmanship. This gift allows individuals to contribute positively to their surroundings, making environments more functional and aesthetically pleasing. Craftsmanship is not just about personal talent; it is a means to serve God and fulfill His purposes within the community.

The Gift of Creative Communication

The gift of Creative Communication is a spiritual ability that enables individuals to convey God's truth through various artistic forms. This gift allows believers to express spiritual messages creatively, making them more relatable and engaging for others. It encourages believers to use their artistic skills to effectively share their faith. This gift helps in connecting with others on a deeper level, fostering understanding and interest in spiritual matters. It allows for the expression of spiritual truths in innovative ways, such as through music, visual arts, drama, and other creative outlets. The gift of Creative Communication is vital for those looking to share their faith in impactful ways. By utilizing this gift, individuals can enhance their ministry and contribute to the church's mission through creativity.

The Gift of Discernment

The spiritual gift of discernment is also known as the gift of “discernment of spirits” or “distinguishing between spirits.” The Greek word for the gift of discernment is *diakrisis*. The word describes being able to distinguish, discern, judge or appraise a person, statement, situation, or environment. In the New Testament it describes the ability to distinguish between spirits as in 1 Corinthians 12:10, and to discern good and evil as in Hebrews 5:14.

The Holy Spirit gives the gift of discernment to enable certain Christians to clearly recognize and distinguish between the influence of God, Satan, the world, and the flesh in a given situation. The church needs those with this gift to warn believers in times of danger or keep them from being led astray by false teaching. See also I Corinthians 12:10, Acts 5:3-6; 16:16-18; 1 John 4:1.

The Gift of Evangelism

All Christians are called to evangelize and reach out to the lost with the Gospel (Matthew 28:18-20), but some are given an extra measure of faith and effectiveness in this area. The spiritual gift of evangelism is found in Ephesians 4:11-12 where Paul says that Jesus “gave the apostles, the prophets, the evangelists, the shepherds and teachers, to equip the saints for the work of ministry, for building up the body of Christ.” The Greek word for evangelists is *euaggelistes* which means “one who brings good news.” This word is only found two other places in the New Testament: Acts 21:8 and 2 Timothy 4:5.

Evangelists are given the unique ability by the Holy Spirit to clearly and effectively communicate the Gospel of Jesus Christ to others. They are burdened in their hearts for the lost and will go out of their way to share the truth with them. Evangelists are able to overcome the normal fear of rejection and engage non-believers in meaningful conversations about Jesus. Their gift allows them to communicate with all types of people and therefore they receive a greater response to the message of salvation through Jesus Christ. They continually seek out relationships with those who don't know Jesus and are open to the leading of the Holy Spirit to approach different people. They love giving free treasure away for Jesus (2 Corinthians 4:7), and it brings them great joy knowing that the “feet that bring good news” are beautiful to those who believe (Isaiah 52:7). See Ephesians 4:11, Acts 8:5-12, 26-40, 21:8, Matthew 28:18-20.

The Gift of Encouragement/Exhortation

The spiritual gift of exhortation is often called the “gift of encouragement.” The Greek word for this gift is *parakaleo*. It means to beseech, exhort, call upon, to encourage and to strengthen. The primary means of exhortation is to remind the hearer of the powerful and amazing work of God in Christ, particularly in regard to the saving work of Jesus in the atonement. We see Paul commanding Titus to use this gift in Titus 1:9 and throughout chapter 2, particularly Titus 2:11-15. He also charges Timothy in 2 Timothy 4:2.

The Spirit of God gives this gift to people in the church to strengthen and encourage those who are wavering in their faith. Those with the gift of exhortation can uplift and motivate others as well as challenge and rebuke them in order to foster spiritual growth and action. The goal of the encourager is to see everyone in the church continually building up the body of Christ and glorifying God. See also Romans 12:8, Acts 11:23-24; 14:21-22; 15:32.

The Gift of Faith

The spiritual gift of faith is not to be confused with saving faith. All Christians have been given saving faith (Ephesians 2:8-9), but not all receive this special gift of faith. The word for faith in the New Testament is *pistis*. It carries the notion of confidence, certainty, trust, and assurance in the object of faith. The gift of faith is rooted in one’s saving faith in Christ and the trust that comes through a close relationship with the Savior. Those with this gift have a trust and confidence in God that allows them to live boldly for Him and manifest that faith in mighty ways.

In the Bible the gift of faith is often accompanied by great works of faith. In Acts 3:1-10 we see this gift in action when Peter sees a lame man at the Beautiful Gate and calls on him to stand up and walk in the Name of Jesus. Jesus said even a small amount of this faith could move mountains (Matthew 17:20; 21:21). Paul echoed this truth in 1 Corinthians 13:2.

The Holy Spirit distributes this gift to some in the church to encourage and build up the church in her confidence in God. Those with the gift of faith trust that God is sovereign and He is good. They take Him at His Word and put the full weight of their lives in His hands. They expect God to move and are not surprised when He answers a prayer or performs a miracle. See also I Corinthians 12:9, Hebrews 11:1-40.

The Gift of Giving

Every believer is to be a giver. We are all to give generously and cheerfully; however, the Holy Spirit imparts to some a special gift of “giving” . Romans 12 says, "He that giveth, let him do it with simplicity." God has a motive gift that causes people to love giving. The Holy Spirit imparts this gift to some in the church to meet the various needs of the church and its ministries, missionaries, or of people who do not have the means to provide fully for themselves. The goal is to encourage and provide, giving all credit to God’s love and provision. Those with this gift love to share with others the overflow of blessings God has given them. They are typically very hospitable and will seek out ways and opportunities to help others. They are also excellent stewards and will often adjust their lifestyles in order to give more to the spread of the Gospel and the care

of the needy. They are grateful when someone shares a need with them, and are always joyful when they can meet that need. See Romans 12:8, 13, 2 Corinthians 8:1-5; 9:6-15; Acts 4:32-37, Galatians 4:15, Philippians 4:10-18.

The Gift of Helps

The gift of Helps is described as the divine enablement to accomplish practical and necessary tasks that support and meet the needs of others, often in a behind-the-scenes manner. This gift allows individuals to joyfully serve and assist others, contributing to the overall functioning of the church community. Individuals with this gift often take on roles that facilitate the work of others, ensuring that the church functions smoothly. Those with the gift of Helps find fulfillment in serving others, often taking pleasure in performing tasks that may go unnoticed. The gift of Helps is essential for fostering a supportive and nurturing environment within the church, allowing all members to thrive and serve effectively.

The Gift of Hospitality

The gift of hospitality goes beyond the basic duty of care and welcome; it involves a Spirit-empowered ability to create environments of grace, warmth, and love that significantly impact individuals and foster deep community bonds. Those with this gift have a unique sensitivity to the needs of others and can use hospitality as a powerful tool for ministry and evangelism, often opening doors to deeper conversations about faith and God. While the call to hospitality is a universal command for all believers, highlighting the Christian ethic of love, service, and community, the gift of hospitality elevates the practice of hospitality to a divine calling that not only meets the immediate needs of others but also serves as a conduit for deeper spiritual impact and community building. Recognizing and developing the gift of hospitality can lead to fulfilling experiences in ministry and a stronger, more connected community.

The Gift of Intercession

The gift of intercession is a spiritual ability that enables individuals to pray consistently on behalf of others. Those with this gift often feel a strong compulsion to pray daily for the needs and concerns of others, acting as prayer warriors within their communities. Individuals with this gift are dedicated to praying for others regularly. They are sensitive to the needs of others and feel a responsibility to intercede on their behalf. The gift of intercession is vital for the spiritual health of the church. It fosters a supportive environment where members can rely on each other for prayer and encouragement, ultimately strengthening the community's faith.

The Gift of the “Word” of Knowledge

The Gift of the Word of Knowledge is not about gaining a great understanding of natural things. It is not knowledge gained through study or learning more about God or the Bible. The word of knowledge is the supernatural revelation by the Holy Spirit of certain facts in the mind of God. The Word of Knowledge is a supernatural revelation of some current or past situation in which the person would have no way of knowing in the natural. There are many examples in the Bible of the Word of Knowledge. For example, Peter in Acts 10, where God showed Peter a vision of unclean

animals, and in that moment Peter received a “word of knowledge” that there were 3 men looking for him and not to fear to go with them. (vs. 19 & 20)

The Gift of Leadership

The spiritual gift of leadership is closely related to the gift of administration and, interestingly, the spiritual gift of pastor/shepherd. The Greek word for the spiritual gift of leadership is *proistemi*. This word means to lead, to assist, to protect and to care for others. The spiritual gift of leadership is found in Romans 12:8 sandwiched between the gifts of giving and of mercy. It is placed there intentionally to show that it is a gift associated with caring for others. This is what connects it to the gift of pastor/shepherd, and what differentiates it from the gift of administration. It is more people oriented than task oriented in its application. This is not to say those with the gift of administration do not care for people, of course they do, but those with the spiritual gift of leadership focus on people and relationships more directly.

The word *proistemi* is connected to caring for people in other passages as well. In 1 Thessalonians 5:12-13 Paul says to “respect those who labor among you and are over (*proistemi*) you in the Lord and admonish you, and to esteem them very highly in love because of their work.” The labor and work of those who were leading the believers in Thessalonica was that of tirelessly caring for their souls. Paul also connects leadership to caring for others when he asks, “If someone does not know how to manage (*proistemi*) his own household, how will he care for God’s church?” 1 Timothy 3:5

The Holy Spirit gives the spiritual gift of leadership to some in the church to care for God’s people and lead them into deeper relationship with Christ and each other. They base their success on how well they help others succeed and grow in their spiritual walk with Jesus. They are able to accomplish many different tasks and objectives as they lead, but they will always lead relationally and with a deep concern for the well-being of others. They are “visionary” and less concerned with mundane details than those with the spiritual gift of administration. Many are entrepreneurial and willing to take risks to see the kingdom of God advanced through the church. They will go to great lengths to protect those under their care and are well-equipped to lead through crisis situations. See also Romans 12:8; 1 Thessalonians 5:12; 1 Timothy 3:4-5, 12; 5:17.

The Gift of Mercy

All Christians are called to be merciful because God has been merciful to us (Matthew 18:33; Ephesians 2:4-6). The Greek word for the spiritual gift of mercy is *eleeo*. It means to be patient and compassionate toward those who are suffering or afflicted. The concern for the physical as well as spiritual need of those who are hurting is covered by the gift of mercy. Those with this gift have great empathy for others in their trials and sufferings. They are able to come alongside people over extended periods of time and see them through their healing process. They are truly and literally the hands and feet of God to the afflicted.

The Holy Spirit gives the spiritual gift of mercy to some in the church to love and assist those who are suffering, and walk with them until The Lord allows their burden to be lifted. The gift of mercy

is founded in God's mercy towards us as sinners and is consistently expressed with measurable compassion. Those with this gift are able to "weep with those who weep" (Romans 12:15) and "bear one another's burdens" (Galatians 6:2). They are sensitive to the feelings and circumstances of others and can quickly discern when someone is not doing well. They are typically good listeners and feel the need to simply "be there" for others. See Romans 12:8, Matthew 5:7; Luke 10:30-37; James 3:17; Jude 22-23.

The Gift of Prophecy/Perceiver

The spiritual gift of prophecy is to speak by the inspiration of the Holy Spirit in a way that edifies, encourages, and/or comforts the person or people being spoken to. 1 Corinthians 14:3 very clearly tells us this, "***But he who prophesies speaks edification and exhortation and comfort to men.***"

The spiritual gift of prophecy is NOT predicting the future and it is not preaching. Preaching is the proclaiming or announcing the good news. Every believer is called to preach the gospel. (Mark 16:15) The gift of prophecy is only manifested at the will of Holy Spirit. The gift for prophecy is to help edify the church and to exhort and comfort the believer.

This gift is considered a supernatural grace that empowers individuals to fulfill their roles within the church, ultimately contributing to the spiritual growth and well-being of the entire congregation.

The Gift of Pastor/Shepherd

The spiritual gift of pastor or pastor/shepherd is one that carries many different responsibilities. This gift is closely related to the spiritual gifts of leadership and teaching. The Greek word for pastor is *poimen* and simply means shepherd or overseer.

In the Biblical context, shepherds had several different responsibilities to their sheep and ultimately, to the owner of the sheep. They kept a lookout for predators and protected the sheep from attackers. They cared for wounded and sick sheep, nursing them back to health. They rescued them if they became lost or trapped. They spent enormous amounts of time with them guiding them to the places of nourishment and rest. The result was a trust and relationship that kept the sheep following the shepherd. The sheep were attuned to the shepherd's voice to the point that even if they were temporarily mixed with another herd, at the call of the shepherd they would separate and follow him.

Pastors are called shepherds because their calling and gifting are much like those who care for sheep. They are called and gifted to care for the spiritual well-being of a local body of God's people. Pastors are first and foremost servants. They are servants of God and servants of His bride, the church. They are given a mixture of abilities by grace that allows them to serve the needs of an entire community.

The goal of the pastor is to reveal the glory of God in Christ by the power of the Holy Spirit to a people who need God's grace for life. The primary way the pastor will do this is by teaching the Word of God to the church. The gift of pastor is directly linked to the gift of teaching in Ephesians

4:11 and elsewhere. In fact, this gift could be called the gift of pastor-teacher. The ability to teach the Scriptures is also one of the many requirements of being an overseer (1 Timothy 3:1-7; Titus 1:6-9). By teaching the Scriptures to the church, the pastor feeds the “sheep” of God.

The Holy Spirit gives the spiritual gift of pastor to some in the church to humbly teach them, guide them, protect them, and to lead them in the mission that God has for His church, namely the Great Commission. The pastor loves the Gospel of Jesus Christ and puts it at the center of his life and ministry. Pastors do not seek fame or recognition for themselves, but they are placed in a position of authority by the Holy Spirit. The role of a pastor is one of humility and service as he is reminded daily of his overwhelming need of God’s grace for the task at hand. See also Ephesians 4:11; Jeremiah 3:15; Acts 20:28; John 10:11-18.

The Gift of Teaching

A person with the gift of teaching is not necessarily one who is called into the full-time ministry of teaching. This gift is one of the functional gifts and empowers individuals to effectively communicate biblical truths. They have a passion for educating others about faith and scripture, motivating them to deepen their understanding and usually possess natural skills in communication, organization, and presentation that enhance teaching effectiveness. This gift is crucial for helping others understand and apply God's Word in their lives. It plays a significant role in building up the church and fostering spiritual growth among believers. It helps believers grasp complex biblical truths and apply them in daily life. The spiritual gift of teaching is one that carries a heavy responsibility in the church. In fact, James 3:1 warns, “Not many of you should become teachers, my brothers, for you know that we who teach will be judged with greater strictness.” Like every believer, teachers are to be stewards of every word that comes out of their mouths. But the greater responsibility to which they are called is to be stewards of the Word of God to His people. Teachers have been entrusted with the task of effectively communicating what the Bible says, what it means, and how we as followers of Jesus Christ are to apply it to our lives here and now.

The Gift of the “Word” of Wisdom

The spiritual gift of the word of wisdom is not talking about natural wisdom or having the ability to make wise decisions. The Gift of Wisdom is a special gift in which God, by the Holy Spirit, imparts a certain fact (a word) about the future as it relates to the divine plan and purpose of God. He will, through the Holy Spirit, give a word of wisdom to someone to help warn, prepare, assist, or guide us (His church) to help ensure that His plan is and will be fulfilled. This is one of the 9 Gifts of the Spirit, and these gifts are given only as the Holy Spirit wills. This is not a gift that a person can decide to operate in on their own. Those with the gift of wisdom have a deep understanding of the holiness of God.

APPENDIX “B”

4 DiSC Personality Types Explained

#1. D (Dominance)

As mentioned before, the D (Dominance) personality type is in the **bold and questioning quadrant**, meaning that they are active go-getters who tend to be somewhat suspicious of their environments. Consequently, they tend to be emotionally closed-off but confident, goal-oriented, and intense.

Although it's impossible to make a completely accurate correlation between different personality models, similarities between the D type in DiSC and the [ENTJ](#) or [ESTJ](#) personality types in the 16 personalities theory are quite obvious. These two types are usually very results-oriented, self-assured, and competitive, paying little attention to other people's feelings.

To begin, let's explore some traits that define these similar personality models:

- | | | |
|-----------------|-----------------|----------------|
| • Strong-willed | • Direct | • Self-reliant |
| • Assertive | • Goal-oriented | • Ambitious |
| • Aggressive | • Outspoken | • Tough |
| • Forceful | • Questioning | • Confident |
| • Bold | • Competitive | |

Strengths

- They don't back away from challenges.
- They are focused, straightforward, and action-oriented.
- They are quick to take charge in stressful situations

Weaknesses

- They may feel anxious when they're not in control.
- They may be overly intense and come across as aggressive or difficult to please.

The Dominance personality type can be further divided into three subtypes:

- **D:** The basic Dominance type that exhibits the exact traits listed above and is located in the middle of the D quadrant.
- **DC:** A blend of Dominance and Conscientiousness, characterized by an even more skeptical or cynical nature. DC people are still quite bold and action-oriented, but they are also highly analytical, independent, and perfectionistic, and they often come across as aloof.
- **Di:** A blend of Dominance and Influence, Di types enjoy a fast-paced life filled with new opportunities. They are even more outspoken than regular D's, and their tendency towards Influence gives them a dose of charm and magnetic enthusiasm.

#2. I (Influence)

The I (Influence) personality type is the charmer of the DiSC model, nestled comfortably in the **bold and accepting quadrant**. As a result, these personalities believe their environments are generally favorable and also feel that they have the power to mold their surroundings to their liking.

They succeed in that by using their charisma and warm, infectious energy, which can win over almost anyone. In this, they resemble ESFJs and ENFJs, two of the most people-oriented types in the 16 personalities theory.

Let's examine some of the defining qualities of these comparable personality models:

- | | | |
|----------------|--------------|--------------|
| • Sociable | • Optimistic | • Subjective |
| • Lively | • Warm | • Excitable |
| • Talkative | • Expressive | • Gregarious |
| • Enthusiastic | • Impulsive | |
| • Charming | • Energetic | |

Strengths

- They easily build connections with others.
- They can use their charm to have things go their way.
- They are generally pleasant to be around.

Weaknesses

- They are too dependent on other people's opinions.
- They may be overly sensitive to rejection or criticism.
- Their need to be liked by everyone might make them seem inauthentic.

The Influence personality type can also be divided into three subtypes:

- **I:** The pure I subtype is the prototype of the Influence type in general, with little to no mixing with other types and their traits.
- **iD:** As a mix of Influence and Dominance, these types are bolder than pure Is, as well as more ambitious, impatient, and assertive. However, unlike Di personalities, they still primarily focus on their bonds rather than results and goals.
- **iS:** A blend of Influence and Steadiness, the iS subtype is generally calmer, more patient, and more empathetic than pure I's. Still, people with this personality are characterized by the same charm and magnetism that other I's possess.

#3. S (Steadiness)

The third DiSC personality type is S (Steadiness), which belongs to the **cautious and accepting quadrant**. People with this behavioral style perceive the world as generally favorable to them but feel that they don't possess significant power to change it.

However, they certainly leave a mark thanks to their kind, warm, and empathetic nature. Thus, examples of this DiSC personality style may be found in [INFJs](#) or [ISFJs](#) who exhibit similar traits and tendencies.

Here are a few characteristics that typify these related personality frameworks:

- | | | |
|-----------------|----------------|-------------------|
| • Warm | • Soft-hearted | • Modest |
| • Gentle | • Sincere | • Passive |
| • Caring | • Reflective | • Conflict-averse |
| • Empathetic | • Patient | |
| • Accommodating | • Consistent | |

Strengths

- They are excellent listeners, always willing to lend an empathetic ear.
- They often play the role of peacemakers.
- They are highly emotionally intelligent.

Weaknesses

- They are often overly passive and sensitive.
- They prioritize other people's needs over their own, which results in quicker burnout.

The Steadiness personality type consists of three subtypes:

- **S:** True S types possess all the traits listed above to a lesser or greater extent, depending on their position in the DiSC circle.
- **Si:** The Si subtype blends the characteristics of Steadiness and Influence personality types. Compared to pure S types, the Si ones are more outgoing, friendly, and energetic, though they still possess the same kind and gentle nature.
- **SC:** As a mix of Steadiness and Conscientiousness, the SC type is more analytical, cautious, and reflective than other S subtypes.

#4. C (Compliant)

Finally, the C (Compliant) personality type is in the **cautious and questioning quadrant**. People who identify with it tend to view the world through a skeptical lens and feel that they have little power to change it. As a result, they keep to themselves, never taking action unless they carefully think it through.

In this, the C type resembles analytical introverts of 16 personalities, such as [INTJ](#) or [INTP](#). These two types differ in many aspects, but they are known to be highly logical, reserved, and cautious when dealing with people.

Let's continue by looking at some of the key traits shared by these similar personality types:

- | | | |
|--------------|-------------------|-------------------|
| • Analytical | • Skeptical | • Unemotional |
| • Reserved | • Objective | • Restrained |
| • Critical | • Detail-oriented | • Perfectionistic |
| • Private | • Determined | |
| • Logical | • Cautious | |

Strengths

- They are highly independent and critical thinkers.
- They aren't easily influenced and rarely crack under pressure.
- They act like anchors in any group.

Weaknesses

- They struggle with emotional vulnerability, both their own and other people's.
- They may be stubborn, especially when not presented with clear facts.

Like other DiSC styles, the Conscientiousness type encompasses three subtypes:

- **C:** Pure C types possess only the traits associated with their type, without any influence from other surrounding subtypes.
- **CS:** A blend of Conscientiousness and Steadiness, CS types are gentler than other C subtypes, with a warmer disposition and a calm, modest demeanor.
- **CD:** The CD subtype is influenced by both Conscientiousness and Dominance, which makes it more ambitious and confident than other C types. People with this type also tend to hold themselves and others to a higher standard and have little patience for emotional outbursts.

Tips on How to Interact With DiSC Personality Types

To effectively interact with DiSC personality types, you must know their preferred ways of communicating and be familiar with the approaches they dislike.

Here are a few tips on interacting with the four basic DiSC personality styles:

As their name suggests, Dominance types can be **overly domineering**, with an unpleasant tendency to overshadow those around them and ignore their wishes. They don't necessarily do this on purpose—it often simply happens because they are so opinionated.

So, it's important to be **clear and direct** when communicating with D types; otherwise, they might not take note of your thoughts. Also, don't try to tell them only what you think they want to hear. They have far more respect for those who stick to their beliefs, even if they don't align with their own.

How to Interact With Influence Types

Influence types **appreciate open, friendly people** who are willing to share their thoughts and interests with them. These types stick to informal communication even in the workplace and prefer to truly get to know their coworkers rather than simply exchanging pleasantries.

Furthermore, it's important to show them that you value them as people. I types thrive on appreciation and praise but are also eager to give the same to others. Communicate with them openly and **help them feel welcome in your life** if you want your bond to truly blossom.

How to Interact With Steadiness Types

Steadiness types **need to feel safe and comfortable** when communicating with you, so make sure to check in with them often and take a genuine interest in their thoughts and opinions. They rarely complain or draw attention to themselves but still appreciate when someone else shows that they care.

Moreover, try to resolve all your issues with S types through open and honest discussion rather than starting a fight. These personalities are **very conflict-averse** and may feel extremely stressed if they feel like they are being attacked.

How to Interact With Conscientiousness Types

Conscientiousness types rarely respond well to emotional outbursts, pep talks, or long-winded speeches—with them, the best approach is **clear and concise communication based on logic and reason**. However, they also don't like to be treated as if they are cold or emotionless, so it's important to find a nice balance.

Also, **C types dislike pushy people** who don't give them enough space to think things through and instead demand that they immediately make a decision. Make sure you're not one of them; after all, C types aren't likely to tolerate such behavior for long.

**FIND
THE
LIFE
YOU WERE BORN
TO
LIVE**

God has a purpose and plan for your life!

“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

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