

W
E
R
E
A
T
I
S

What
S.H.A.P.E.

are
you?

Spiritual Gifts
Heart
Abilities
Personality
Experience



New Creation
Bible Fellowship
Believing, Belonging, Becoming

New Creation Bible Fellowship, PO Box 1054 Tracy, CA 95378
www.ncbfracy.org

What S.H.A.P.E. are you?

God has created you and shaped your life in unique and wonderful ways so that you can experience the joy of helping the Kingdom of God “to come on earth as it is in heaven” (Matthew 6:10). We do different things to make a living, but we all have the same vocation, or calling, which is to use our talents, abilities, interests, personality, and experience to follow Jesus, to strengthen His Body, the Church, and to enlarge God’s Kingdom on earth. When we use our abilities for God’s glory, we come to know God more fully as we obey Him and He accomplishes His work through our lives.



S.H.A.P.E. = Spiritual Gifts; Heart; Abilities; Personality; Experience

SPIRITUAL GIFTS

On the day of Pentecost, the Holy Spirit was given to all believers (Acts 2:3-4), and the Spirit continues to be given to every person who believes in Jesus (Acts 2:38; Romans 8:9; Ephesians 1:13).

At the same time, that is, at conversion, God gives at least one spiritual gift to every believer (1 Corinthians 12:7, 11; Ephesians 4:4-7). These gifts can be, and often are, strongly related to our pre-conversion talents and abilities, but they don't have to be. Three good tests for the presence of a spiritual gift are:

(1) you will enjoy using this ability; (2) you will be effective in using this ability; and (3) other people will confirm that God is using you in this way.

No believer has every spiritual gift, and no single gift is given to everyone (1 Corinthians 12:27-31). Our different sets of spiritual gifts complement each other to accomplish God's purposes through the church (Romans 12:4-6; 1 Corinthians 3:6-9, 12:4-7).

While knowing your spiritual gifts is helpful, this is not as important as making sure that your life is a blessing to others. Love is the most important factor in spiritual gifts (1 Corinthians 12:31-13:13; Matthew 22:39-40), and the work of the Holy Spirit in our lives turns our-lives-as-a-whole into gifts!

...Spiritual Gift Profile and Inventory

The "Spiritual Gift Profile Questionnaire" and "Spiritual Gifts Inventory Sheet" are intended to help you discover your spiritual giftedness. Only as you begin to serve the Lord in various ways will you be certain of your gifts. Your gifts will be affirmed as you use it to help build up the body of Christ.

As you read each statement in the questionnaire ask yourself, "How true is this in my life?" Your first response will probably be the most accurate. Don't answer the way you would like to be or the way you think you should. Be honest! There are no rights or wrong answers. This is simply a profile designed to be a small part of discovering your spiritual gift. If the characteristic is "never" true in your life, put a "0" in the box at the right of the statement. If the characteristic is "seldom" (less than 50% of the time) true in your life, put a "1" in the box. If the characteristic is "often" (more than 50% of the time) in your life, put a "2" in the corresponding box. Of the characteristic is "always" true in your life, write a "3" in the appropriate box. As you read each statement remember your first response will be the most accurate. Please DO NOT read ahead in this lesson.

S.H.A.P.E. = Spiritual Gifts; Heart; Abilities; Personality; Experience

Spiritual Gifts Profile Questionnaire

0 = Never

1 = Seldom

2 = Often

3 = Always

Characteristic		
1	Receive joy and fulfillment in helping people.	
2	Enjoy accomplishing a task.	
3	Good at making and handling money.	
4	Have a good listening ear.	
5	Enjoy having people in my home.	
6	Difficult to discourage.	
7	Quickly detect faulty teaching.	
8	Enjoy researching and studying the Bible.	
9	Good at solving problems.	
10	Desire to declare right and wrong.	
11	Enjoy counseling people.	
12	Enjoy meeting people from different churches.	
13	Enjoy teaching the Bible.	
14	Like meeting people from different cultures.	
15	A strong desire to win people to Christ.	
16	Altered the laws of nature.	
17	Cured diseases.	
18	Spoken in tongues.	
19	Interpreted tongues.	
20	Quickly to see a need.	
21	Work best under pressure.	
22	Enjoy giving more than the tithe.	
23	Can detect a hurting person.	
24	Disappointed if opportunity missed to have guests in my home.	
25	Believe my church will grow.	
26	Can detect when a deed is performed with carnal motives.	
27	Interested in deeper biblical truths.	
28	Good at applying biblical truths.	
29	See everything as right or wrong.	
30	Find it easy to accept people regardless of faults.	
31	Will work hard to see my church grow.	
32	Enjoy sharing Bible truths that lead to spiritual growth.	
33	Good at learning foreign languages.	
34	Able to present the plan of salvation clearly.	
35	Have performed miraculous wonders.	
36	In the name of the Lord have given sight to the blind.	
37	Spoken in a foreign language I did not learn.	
38	Interpreted a language I had not learned.	
39	Enjoy working with my hands for the church.	
40	Would rather oversee a work than do it.	
41	Believe God blesses hard work so I can give to Him.	
42	Can see through a disguise of happiness.	
43	Visitors in my home are a blessing.	
44	Believe God will keep His promises in spite of circumstances.	

Spiritual Gifts Profile Questionnaire

0 = Never

1 = Seldom

2 = Often

3 = Always

Characteristic		
45	Quickly detect false doctrine.	
46	Can discover biblical truths for myself.	
47	Make correct decisions.	
48	Very sensitive to sin in my life.	
49	Can encourage others not to give up.	
50	Prefer to do everything through the local church.	
51	Would rather teach than listen to someone else.	
52	Like to see new churches established.	
53	Enjoy winning people to Christ.	
54	Performed signs to confirm myself as God's messenger.	
55	In the name of the Lord enabled the lame to walk.	
56	Won lost by speaking in an unlearned language.	
57	Interpreted tongues to avoid confusion in the church.	
58	Prefer to be out of the spotlight.	
59	Avoid involvement if not in leadership position.	
60	Identify fake pleas for money.	
61	Am concerned about emotional needs of people.	
62	Happiest when guest are in my home.	
63	Believe God can do the impossible.	
64	Can determine when a verse is taken out of context.	
65	Can explain difficult Bible passages.	
66	Can choose the best person for a position.	
67	Have very high standards for myself.	
68	Good at encouraging others.	
69	Enjoy giving to mission causes.	
70	Strongly believe the bible is the inspired Word of God.	
71	Enjoy giving to mission causes.	
72	Think more preaching should be evangelistic.	
73	Performed miracles like Jesus.	
74	Have raised the dead.	
75	Prayed in unlearned languages.	
76	Interpreted prayer in unlearned languages.	
77	Quickly spot needed repairs around my church.	
78	Do not like to admit I'm wrong.	
79	Enjoy giving without others knowing.	
80	Enjoy making others feel important and remembered.	
81	Invite people to my home.	
82	Will follow God regardless of the consequences.	
83	Can recognize needed ministries in my church.	
84	Spend hours studying biblical truths.	
85	Usually see a problem before it materializes.	
86	Impatient with others.	
87	Help people through difficult times.	
88	Strong desire to see others grow spiritually.	

Spiritual Gifts Profile Questionnaire

0 = Never

1 = Seldom

2 = Often

3 = Always

Characteristic		
89	Enjoy sharing Bible truths with others.	
90	Desire to share the gospel with people in other countries.	
91	Enjoy sharing my salvation experience.	
92	Spoken and changed weather conditions.	
93	Cured the sick.	
94	Blessed by speaking in tongues.	
95	Understood person speaking in tongues.	

Now turn to the **Spiritual Gifts Inventory Sheet** on the next page and follow the instructions.

Spiritual Gifts Inventory Sheet

Refer to your responses on the Spiritual Gifts Profile Questionnaire and enter the numerical value of your response to each statement next to the corresponding number below (disregard the “Row” column at this time).

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

When finished, add your responses (going from left to right) and place the sum in the “Total” column. Then circle your top scores. These are the spiritual gifts in which you profile strongest.

On the next page, read “Row Key” and write the gift with the corresponding letter in the “Row” on this page with that letter in the “Gift” column.

Row Key

A – Helps/Service	H – Knowledge	O – Evangelism
B – Leadership/Administration	I – Wisdom	P – Miracles
C – Giving	J – Prophecy	Q – Healing
D – Mercy	K – Exhortation	R – Tongues
E – Hospitality	L – Pastor/Shepherding	S – Interpretation
F – Faith	M – Teaching	
G – Discernment	N – Apostleship	

A score of 10 or higher in any gift area may indicate that you have that gift. Only serving in that area will reveal it for certain. You will find out more about discovering your spiritual gift in the next lesson.

If you did not score a 10 or above in any area, it could be because you have not had enough experience in the various gift areas. Get more involved in your church to find the gift area which brings you joy and the Lord's blessing. This will help you determine your spiritual gift or gifts.

S.H.A.P.E. = Spiritual Gifts; Heart; Abilities; Personality; Experience

Spiritual Gift Explanation

The next few pages offer a brief explanation of each spiritual gift. Please note that along with each spiritual comes along with a menace to it. The menace to many, if not all, spiritual gifts is an impatience or frustration with those who do not view life or situation in the same manner as you do.

HELPS/SERVICE

Acts 6:1-7

The special ability that God gives to certain members of the Body of Christ to identify the unmet needs involved in a task related to God's work and to make use of available resources to meet those needs and help accomplish the desired goal.

LEADERSHIP/ADMINISTRATION

Heb. 13, 17 & I Cor. 14-40

The special ability that God gives to certain members of the body of Christ to set goals in accordance with God's purpose for the future and to communicate these goals to others in such a way that they voluntarily and harmoniously work together to accomplish those goals for the glory of God.

GIVING

II Cor. 8:1-7

The special ability God gives to certain members of the Body of Christ to contribute their material resources to the work of the Lord with liberality and cheerfulness

MERCY

Luke 10:30-37

The special ability that God gives to certain members of the Body of Christ to feel genuine empathy and compassion for individuals, both Christian and non-Christian, who suffer distressing physical, mental or emotional problems, and to translate that compassion into cheerfully done deeds that reflect Christ's love and alleviate the suffering.

HOSPITALITY

I Peter 4:9-10

The special ability that God gives to certain members of the Body of Christ to provide open house and warm welcome for those in need of food and lodging.

FAITH

Rom. 4:18-21

The special ability that God gives to some members of the Body of Christ to discern with extraordinary confidence the will and purpose of God for the future of His work.

DISCERNMENT

I John 4:1-6

The special ability that God gives to some members of the Body of Christ to distinguish right from wrong, truth from error and to give an immediate evaluation based on God's Word. The ability to discern whether the source of an experience is satanic, self or God's Spirit.

KNOWLEDGE

Dan. 1:17

The special ability that God gives to certain members of the Body of Christ to discover, accumulate, analyze and clarify information and ideas that are pertinent to the growth and well-being of the Body.

WISDOM

I Cor. 2:1, 6-16

The special ability that God gives to certain members of the Body of Christ to know the mind of the Holy Spirit in such a way as to receive insight into how given knowledge may best be applied to specific needs arising in the Body of Christ.

S.H.A.P.E. = Spiritual Gifts; Heart; Abilities; Personality; Experience

Spiritual Gift Explanation

PROPHECY

I Cor. 14:3

The special ability that God gives to certain members of the Body of Christ to receive and communicate an immediate message of God to His people through a divinely anointed utterance.

ENCOURAGEMENT/EXHORTATION

Acts 14:22

The special ability that God gives to certain members of the Body of Christ to minister words of comfort, consolation, encouragement and counsel to other members of the Body in such a way that they feel helped and healed.

PASTORING/SHEPHERDING

I Peter 5:2-4

The special ability that God gives to certain members of the Body of Christ to care for the spiritual needs of a group of believers and equip them for ministry. The ability to nurture a small group in spiritual growth and assume responsibility for their welfare.

TEACHING

Eph. 4:12-13

The special ability that God gives to certain members of the Body of Christ to communicate information relevant to the health and ministry of the Body and its members in such a way that others will learn.

APOSTLE

Rom. 15:20

The special ability that God gives to certain members of the Body of Christ to assume and exercise general leadership over a number of churches with an extraordinary authority in spiritual matters that is spontaneously recognized and appreciated by those churches.

EVANGELISM

Acts 8:26-40

The special ability that God gives to certain members of the Body of Christ to communicate the good News of Jesus Christ to unbelievers in a positive, non-threatening way. The ability to sense opportunities to share Christ and lead people to respond with faith.

MIRACLES

Mark 11:23-24

The special ability that God gives to certain members of the Body of Christ to serve as human intermediaries through whom It pleases God to perform powerful acts that are perceived by observers to have altered the ordinary course of nature.

HEALING

James 5:14-16

The special ability that God gives to certain members of the Body of Christ to serve as intermediaries through whom it pleases God to cure illness and restore health apart from the use of natural means.

TONGUES

I Cor. 14:40

The special ability that God gives to certain members of the Body of Christ (A) to speak to God in a language they have never learned and/or (B) to receive and communicate an immediate message of God to His people through a divinely anointed utterance in a language they have never learned.

INTERPRETATION

I Cor. 14:40

The special ability that God gives to certain members of the Body of Christ to make known in the vernacular the message of one who speaks in tongues.

S.H.A.P.E. = Spiritual Gifts; Heart; Abilities; Personality; Experience



© 2001 Steve Phelps, 12429 S. 95th E. Avon, Bixby OK 74008, stevephelps@jedi.com

"Rover, your gift test indicates you'd do best at fetching and sitting at my feet,
but our family needs someone to sit on the branches and sing.
Do you think you could handle that?"

S.H.A.P.E. = Spiritual Gifts; Heart; Abilities; Personality; Experience

Spiritual Gift & Ministries within NCBF

Below are ministries with the body of New Creation Bible Fellowship where you may exercise your spiritual gifts. These suggestions are given as a directional tool but are not meant to limit where you should exercise your gift(s).

SPIRITUAL GIFT	MINISTRIES
HELPS/SERVICE	Greeting, Hospitality, Deacon, Discipleship Road, Children's, Evangelism, Stewardship, Men's Ministry, Women's Ministry
LEADERSHIP/ADMINISTRATION	Teaching, Deacon, Trustee
GIVING	Benevolence, Missions
MERCY	Deacon, Discipleship Road, Children's, New Members, Men's Shelter
HOSPITALITY	Hospitality, Discipleship Road, Greeting
FAITH	Trustee, Deacon, Discipleship Road
DISCERNMENT	Evangelism, Discipleship Road, Children's, New Members, Teaching, Deacon, Youth, Men's Shelter
KNOWLEDGE	Men's, Discipleship Road, Children's, Women's
WISDOM	Deacon, Discipleship Road, Trustee, Men's, Evangelism
PROPHECY	Discipleship Road, Deacon, Evangelism, New Members, Men's, Women's
EXHORTATION	Men's, Deacon, Missions, Discipleship Road, Men's Shelter, New Members, Women's
PASTORING/SHEPARDING & TEACHING	Discipleship Road, Evangelism, Missions, New Members, Children's, Youth, Children's
APOSTLESHIP	Evangelism, Men's Shelter
EVANGELISM	Evangelism, Discipleship Road, New Members, Men's Shelter
MIRACLES	Evangelism, Men's, Men's Shelter, New Members, Discipleship Road, Women's

S.H.A.P.E. = Spiritual Gifts; Heart; Abilities; Personality; Experience

SERVER

"Here's a little gift! Now, I brought your mail in, fed your dog, watered your plants, and washed your dishes."

TEACHER

"I did some research on your illness and I believe I can explain what's happening."

MERCY

"I can't begin to tell you how I felt when I learned you were so sick. How do you feel now?"



GIVER

"Do you have insurance to cover this kind of illness?"

ORGANIZER

"Don't worry about a thing. I've assigned your job to four others in the office."

EXHORTER

"How can we use what you're learning here to help others in the future?"

PROPHET

"What is God trying to say to you through this illness? Is there some sin you haven't confessed yet?"

HEART

When we speak of someone's passion, of what he or she is really motivated to do, we sometimes say that "she/he has a *heart* for that ministry/age group." Even as we have differing gifts, so we have differing interests and passions as well. Some of us "have a heart" for athletics, some for aesthetics, some for outreach, some for youth, etc. How would you complete the following sentence?

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

With what age group or type of people do you love to work most?

What church ministries, issues, or possible needs excite or concern you the most?

Is there a ministry or mission that keeps coming to your mind again and again?

A number of possible ministries are listed on the next page. If you have a heart for any of these ministries, please put an "X" in the box beside that ministry.

S.H.A.P.E. = Spiritual Gifts; Heart; Abilities; Personality; Experience

	Abuse/Family Violence		Homeless		Repair
	Addiction Recovery		Hospitality		Sanctity of Life
	At-Risk Children		Hospitalized		Senior Adults
	Benevolence/ Mercy Ministries		Infants		Serving/Helping
	Bereavement		Library/Media Center		Shut-Ins
	Children		Memorials		Special Olympics
	College		Middle School		Teaching
	Community Issues		Missions: International		Tellers
	Crisis Counseling		Missions: Local		Toddlers
	Designing/Developing		Missions: Stateside		Ushers
	Disaster Relief		Mobilizing for Ministry		Visitation
	Discipleship		Music: Choral		Wedding Coordinator
	Education		Music: Instrumental		Women's Ministry
	Elementary		Organization		Worship
	Environment		Outreach		Young Couples
	Financial Management		Picnics/Social Events		Youth
	Greeting/Welcoming		Political Issues		
	Health/Fitness		Preschool		
	High School		Prison Ministry		
	History		Publicity		

Do you have a heart for a ministry that you don't see listed? If so, please list that here:

S.H.A.P.E. = Spiritual Gifts; Heart; Abilities; Personality; Experience

ABILITIES

My current vocation is:

Other jobs or skills in which I have experience:

I have taught classes or seminars in:

I believe my most valuable personal assets are:

A number of skills are listed on the next page. If you have skill in any of those areas, please put an "X" in the box beside that area.

S.H.A.P.E. = Spiritual Gifts; Heart; Abilities; Personality; Experience

	Administration		Floral Arranging		Programming
	Arts/Crafts		Food Preparation		Public Speaking
	Athletics/Sports		Graphic Design		Puppets
	Audio/Visual		Insurance		Scenery Production
	Cake Decorating		Landscaping		Secretary/Office Support
	Catering		Library Science		Set-up/Tear-down
	Computers		Maintenance/Repairs		Sewing
	Computers/Technology		Microsoft Access		Sound System
	Cooking		Musical: Vocal		Strategic Planning
	Data Entry		Musician: Instrumental		Van/Bus Driver
	Decorating		Painting		Vehicle Maintenance
	Desktop Publishing		Performing Arts/Drama		Videography
	Drawing		Personnel Management		Volunteers
	Electrical Work		Photography		Web Design
	Electronics		Planning Trips or Events		Word Processing
	Facilities Management		Plumbing		Writing
	Finance		PowerPoint		

Do you have a skill or skills that you don't see listed? If so, please list those here:

S.H.A.P.E. = Spiritual Gifts; Heart; Abilities; Personality; Experience

PERSONALITY

One common way of describing personality is to plot ourselves on four scales.

Please read the short descriptions that follow and then mark where you see yourself on these scales:

Introverted	1	2	3	4	5	6	7	Extraverted
Controlled	1	2	3	4	5	6	7	Spontaneous
Intuitive	1	2	3	4	5	6	7	Sensing
Thinking	1	2	3	4	5	6	7	Feeling

How we relate to others:

Introverted: Persons who are introverted enjoy being with other people, but they find that being with others drains emotional energy from them, and they have to have a certain amount of solitude to “recharge.”

Extraverted: Persons who are extraverted receive emotional energy from being with other people, and they find that solitude drains energy from them. Extraverts can enjoy solitude, but they have to have time with other people to “recharge.”

How we structure our lives:

Controlled: “Controlled” persons tend to prefer outcomes to processes. They’re interested in structure, in meeting deadlines, in closure, in moving on to the next thing. Controlled persons tend to like checklists and plans.

Spontaneous: “Spontaneous” persons tend to prefer processes to outcomes. They’re more interested in “going with the flow” and “seeing what happens” than in making schedules and meeting deadlines. Spontaneous persons tend to lose their checklists and plans, but this doesn’t bother them!

How we take in information:

Intuitive: Persons whose preference is for intuition often describe themselves as “innovative.” Intuitive persons like metaphor and imagery, and often understand complex ideas rather suddenly, “as a whole,” without knowing exactly how they know. Intuitive persons tend to be more interested in what “might be” than in what “is.”

Sensing: Persons whose preference is for sensing often describe themselves as “practical.” Sensing persons gather information bit by bit, and they focus on facts, data, and experience. Sensing persons tend to be more interested in what “is” than in what “might be.”

How we make decisions:

Thinking: Persons who make decisions based on “thinking” focus more on facts, data, rules, and procedures than on how decisions will affect people.

Feeling: Persons who make decisions based on “feeling” focus more on how a decision will affect other people than on facts, data, rules, and procedures.

S.H.A.P.E. = Spiritual Gifts; Heart; Abilities; Personality; Experience

EXPERIENCES

This is how and when I became a Christian and something of what my relationship with Jesus means and has meant to me over the years:

Some of my most meaningful spiritual experiences have included:

Because of some of my own experiences, I believe I could relate to and encourage someone who is going through

My formal education has been as follows:

My favorite subjects in school have been:

Some of the seminars and special training I've had include:

In the past, I've served in churches in these ways:

Church/location	Position(s) of Service	Years Involved

S.H.A.P.E. = Spiritual Gifts; Heart; Abilities; Personality; Experience

SPECIAL QUALIFICATIONS

If you have any of the following special qualifications, please mark the appropriate boxes:

	Certified Teacher (please specify)
	Commercial Driver's License (please specify)
	Construction Professional (please specify)
	Law Enforcement Professional (please specify)
	Legal Professional (please specify)
	Medical Professional (please specify)
	Ministry Professional (please specify)
	Passed Background Check for Working with Children
	Passed Van Driver Course
	Other (please specify)

S.H.A.P.E. = Spiritual Gifts; Heart; Abilities; Personality; Experience

S.H.A.P.E. = Spiritual Gifts; Heart; Abilities; Personality; Experience