

## **SESSION TWO**

# **DISCOVERING HOW GOD HAS SHAPED ME FOR MINISTRY**

*“But by the grace of God I am what I am, and His  
grace toward me was not in vain.”*

1 CORINTHIANS 15:10

## HOW HAS GOD SHAPED ME?

*"Your hands have made me and fashioned me ... "* JOB 10:8

God has been molding and shaping you for ministry since the day you were born. In fact, God started uniquely shaping you *even before* you were born!

*"I will praise You, for I am fearfully and wonderfully made; marvelous are Your works, and that my soul knows very well. My frame was not hidden from You, when I was made in secret, and skillfully wrought in the lowest parts of the earth. Your eyes saw my substance, being yet unformed, and in Your book they all were written, the days fashioned for me, when as yet there were none of them."* PSALM 139:14-16

1. I was \_\_\_\_\_ for a purpose.
2. I am \_\_\_\_\_.
3. I am \_\_\_\_\_.

*"But indeed, O man, who are you to reply against God? Will the thing formed say to him who formed it, 'Why have you made me like this?' Does not the potter have power over the clay, from the same lump to make one vessel for honor and another for dishonor?"* ROMANS 9:20,21

***In ministry, function follows form!***

## MINISTRY IS DETERMINED BY SEVERAL FACTORS

*"There are diversities of gifts, but the same Spirit. There are differences of ministries, but the same Lord. And there are diversities of activities, but it is the same God who works all in all. But the manifestation of the Spirit is given to each one for the profit of all."* 1 CORINTHIANS 12:4-7

**My S.H.A.P.E. will determine my ministry!**

**S** \_\_\_\_\_

*"Each one has his own **gift** from God, one in this manner, another in that."*  
1 CORINTHIANS 7:7

**What am I gifted to do?**

**H** \_\_\_\_\_

*"Then I will give them a heart to know Me, that I am the Lord; and they shall be My people, and I will be their God, for they shall return to Me with their whole heart."*  
Jeremiah 24:7

*"For it is God who works in you, both to will and to do, **for His good purpose!**"*  
PHILIPPIANS 2:13

**What do I love to do?**

**A** \_\_\_\_\_

*"But one and the same Spirit works all these things, distributing to each one individually as He wills."*  
1 CORINTHIANS 12:11

*I have filled him with the Spirit of God, in wisdom, in understanding, in knowledge and in all manner of workmanship."*  
EXODUS 31:3

*"... our sufficiency is from God."*  
2 CORINTHIANS 3:5

**What natural talents and skills do I have?**

**P** \_\_\_\_\_

*"For what man knows the things of a man except the spirit of the man which is in him? Even so no one knows the things of God except the Spirit of God."*  
1 CORINTHIANS 2:11

**Where does my personality best suit me to serve?**

**E** \_\_\_\_\_

**What \_\_\_\_\_ experiences have I had?**

*“Surely blessing I will bless you, and multiplying I will multiply you.”*  
HEBREWS 5:14

**What \_\_\_\_\_ experiences have I had?**

*“Faithful are the wounds of a friend, but the kisses of an enemy are deceitful.”*  
PROVERBS 27:6

*“(God) comforts us in all our tribulation, that we may be able to comfort those who are in any trouble with the comfort with which we ourselves are comforted by God.”*  
2 CORINTHIANS 1:4

**What \_\_\_\_\_ experiences have I had?**

*“Take firm hold of instruction, do not let go; keep her, for she is your life.”*  
PROVERBS 4:13

**What \_\_\_\_\_ experiences have I had?**

*“Therefore, since we have this ministry, as we have received mercy, we do not lose heart. For we do not preach ourselves, but Christ Jesus the Lord, and ourselves your bondservants for Jesus sake.”*  
2 CORINTHIANS 4:1,5

**Your ministry will be the most fruitful and fulfilling when you are using your GIFTS and ABILITIES in the area of your HEART’S DESIRE in a way that best expresses your PERSONALITY and EXPERIENCE!**

**Success is becoming  
the person God  
created me to be  
and doing what God  
designed for me to do!**

## HOW PAUL'S MINISTRY WAS SHAPED

### PAUL'S SPIRITUAL GIFTS

*"And of this gospel I was appointed a **preacher** and an **apostle** and a **teacher**."*

2

TIMOTHY 1:11

### PAUL'S HEART

*"My heart's desire and prayer to God for Israel is that they may be saved."*

ROMANS 10:1

*"But what things were gain to me, these I have counted loss for Christ. Yet indeed I also count all things loss for the excellence of the knowledge of Christ Jesus my Lord, for whom I have suffered the loss of all things, and count them as rubbish, that I may gain Christ and be found in Him, not having my own righteousness, which is from the law, but that which is through faith in Christ, the righteousness which is from God by faith."*

PHILIPPIANS 3:7-9

*"Brethren, I do not count myself to have apprehended; but one thing I do, forgetting those things which are behind and reaching forward to those things which are ahead, I press toward the goal for the prize of the upward call of God in Christ Jesus."*

PHILIPPIANS 3:13,14

### PAUL'S ABILITY

*"And he reasoned in the synagogue every Sabbath, and persuaded both Jews and Greeks. And he continued there a year and six months, teaching the word of God among them. But Saul increased all the more in strength, and confounded the Jews who dwelt in Damascus, proving that this Jesus is the Christ."*

ACTS 18:4,11; 9:22

### PAUL'S PERSONALITY

*"If anyone else thinks he may have confidence in the flesh, I more so: circumcised the eighth day, of the stock of Israel, of the tribe of Benjamin, a Hebrew of the Hebrews; concerning the law, a Pharisee; concerning zeal, persecuting the church; concerning the righteousness which is in the law, blameless."*

PHILIPPIANS 3:4-6

## **PAUL'S EXPERIENCES**

### **His Spiritual Experiences**

- Watching Stephen be stoned (ACTS 7:58; 8:1)
- The Damascus Road conversion experience (ACTS 9:1-20)
- Three years of maturing in Arabia (GALATIANS 1:15-18)
- Special vision from God (2 CORINTHIANS 12:2-7)

### **His Painful Experiences**

*“Are they ministers of Christ?—I speak as a fool—I am more: in labors more abundant, in stripes above measure, in prisons more frequently, in deaths often. From the Jews five times I received forty stripes minus one. Three times I was beaten with rods; once I was stoned; three times I was shipwrecked; a night and a day I have been in the deep; in journeys often, in perils of waters, in perils of robbers, in perils of my own countrymen, in perils of the Gentiles, in perils in the city, in perils in the wilderness, in perils in the sea, in perils among false brethren; in weariness and toil, in sleeplessness often, in hunger and thirst, in fastings often, in cold and nakedness—besides the other things, what comes upon me daily: my deep concern for all the churches.”*

2 CORINTHIANS 11:23-28

*“And lest I should be exalted above measure by the abundance of the revelations, a thorn in the flesh was given to me, a messenger of Satan to buffet me, lest I be exalted above measure. Concerning this thing I pleaded with the Lord three times that it might depart from me. And He said to me, ‘My grace is sufficient for you, for My strength is made perfect in weakness.’ Therefore most gladly I will rather boast in my infirmities, that the power of Christ may rest upon me. Therefore I take pleasure in infirmities, in reproaches, in needs, in persecutions, in distresses, for Christ’s sake. For when I am weak, then I am strong.”*

2 CORINTHIANS 12:7-10

### **His Educational Experiences**

*“I am indeed a Jew, born in Tarsus of Cilicia, but brought up in this city at the feet of Gamaliel, taught according to the strictness of our father’s law, and was zealous toward God as you all are today.”*

ACTS 22:3

### **His Ministry Experiences**

Read the book of ACTS!

## **SESSION THREE**

# **DISCOVERING MY MINISTRY THROUGH S.H.A.P.E.**

*"Growth happens when people who think they  
have nothing to give find a place to serve."*

## IDENTIFYING MY UNIQUE S.H.A.P.E.

We have several tools to help you discover and think through the five factors that make up who you are.

- ***Unwrapping Your Gift*** will give you an overview of spiritual gifts and help you identify which ones you may have been given by God.
- ***Monitoring Your Heartbeat*** will help you clarify what you really love to do.
- ***Applying Your Abilities*** will help you appreciate the natural talents and vocational skills you have.
- ***Plugging in Your Personality*** will help you see how your God-given temperament can best be used in ministry.
- ***Examining Your Experiences*** will help you review your history to discover how God has prepared you for a unique ministry that only you can fulfill.

### Remember:

1. Have fun! These are *not* "tests"! There are no right or wrong answers. The purpose is to show how you are a unique blend.
2. Each one is self-evaluating. No one is "rating" you on this. We're interested in your feelings, not those of others. However it may be helpful to ask for additional input from those closest to you *after* you've filled in your own responses.
3. The value of each of these tools will vary depending on your age, how long you've been a Christian, your background, your honesty, and how much time and serious thinking you're willing to invest in them!
4. As you complete each tool, transfer your results to the form called "*My Personal Profile*" (page 69).

## WHAT THE BIBLE SAYS ABOUT SPIRITUAL GIFTS

### A Condensed Overview

*"Now concerning spiritual gifts, I do not want you to be ignorant!"*

1 CORINTHIANS 12:1

A *spiritual gift* is a special ability, given me as a believer by the Holy Spirit, to be used to minister to others and so build up the body of Christ.

### TEN TRUTHS ABOUT SPIRITUAL GIFTS

1. Only \_\_\_\_\_ have spiritual gifts.  
1 CORINTHIANS 2:14
2. Every Christian has at least \_\_\_\_\_ spiritual gift.  
1 CORINTHIANS 7:7
3. No one receives \_\_\_\_\_ the spiritual gifts.  
1 CORINTHIANS 12:27-30
4. No single spiritual gift is given to \_\_\_\_\_.  
1 CORINTHIANS 12:29-30
5. You cannot \_\_\_\_\_ a spiritual gift.  
EPHESIANS 4:7
6. The \_\_\_\_\_ decides what spiritual gifts I get.  
1 CORINTHIANS 12:11
7. The spiritual gifts are \_\_\_\_\_.  
ROMANS 11:29
8. I am to \_\_\_\_\_ the spiritual gifts God gives me.  
1 TIMOTHY 4:14
9. It is a sin to \_\_\_\_\_ the spiritual gifts God gave me.  
1 CORINTHIANS 4:1,2;  
MATTHEW 25:14-30
10. Using my spiritual gifts \_\_\_\_\_ God and helps  
me \_\_\_\_\_.  
JOHN 15:8

## THE PURPOSE OF SPIRITUAL GIFTS

Spiritual gifts are not for my benefit, but for \_\_\_\_\_.

*“As each one has received a gift, minister it to one another, as good stewards of the manifold grace of God.”*  
1 PETER 4:10

*“But the manifestation of the Spirit is given to each one for the profit of all.”*  
1 CORINTHIANS 12:7

To produce \_\_\_\_\_ and \_\_\_\_\_  
in our church family.

*“And He Himself gave some to be apostles, some prophets, some evangelists, and some pastors and teachers, for the equipping of the saints for the work of ministry, for the edifying of the body of Christ, till we all come to the unity of the faith and of the knowledge of the Son of God, to a perfect man, to the measure of the stature of the fullness of Christ; that we should no longer be children, tossed to and fro and carried about with every wind of doctrine, by the trickery of men, in the cunning craftiness of deceitful plotting.”*  
EPHESIANS 4:11-14

## SEVEN CAUTIONS ABOUT SPIRITUAL GIFTS

- 1. Don't confuse spiritual gifts with natural talents.**
- 2. Don't confuse the gifts of the Spirit with the fruit of the Spirit.** (GALATIANS 5:22,23)
  - *Fruit* shows my **maturity**
  - *Gifts* show my **ministry**
- 3. Don't confuse gifts with Christian roles.**
- 4. Be aware of the "gift projection" tendency.** (Expecting others to serve the way you do and have similar results.)
- 5. Don't let my gift make me feel superior to others.**  
(1 CORINTHIANS 12:20-25)

**6. Realize that using my gifts without love is worthless!**

*“Though I speak with the tongues of men and of angels, but have not love, I have become sounding brass or a clanging cymbal. And though I have the gift of prophecy, and understand all mysteries and all knowledge, and though I have all faith, so that I could remove mountains, but have not love, I am nothing. And though I bestow all my goods to feed the poor, and though I give my body to be burned, but have not love, it profits me nothing.” 1 CORINTHIANS 13:1-3*

**7. Recognize that I have both a *Primary* and a *Secondary* ministry in my church family.**

- My **primary ministry** commitment should be in the area where I am \_\_\_\_\_.
- My **secondary ministry** includes serving in any other area of the body when I am \_\_\_\_\_.

**HOW TO DISCOVER YOUR GIFTS**

Get Started!

**S** \_\_\_\_\_  
Bibliography available

**T** \_\_\_\_\_  
Experiment with different areas of service

**A** \_\_\_\_\_  
Use the "*Unwrapping My Gifts*" tool

**R** \_\_\_\_\_  
Ask others what gifts they see in me

**T** \_\_\_\_\_  
Take advantage of leadership training

### **Three Ways God Wants You to Use Your Gifts**

1. Through an Ongoing Ministry
2. Through Short-Term Projects
3. Through Spontaneous Situations

**It's easier to discover your gift  
through your ministry  
than to discover your ministry  
through your gift.**

## UNWRAPPING MY SPIRITUAL GIFTS

### Step 1. How to Complete the Gifts Analysis Questionnaire

Each statement in the following questionnaire has five response spaces following it: very little, little, some, much, very much. These represent percentages on a scale of 1-100% as follows:

Very Little	=	1 - 20%
Little	=	20 - 40%
Some	=	40 - 60%
Much	=	60 - 80%
Very Much	=	80 - 100%

Read each statement. Decide to what extent the statement is true of you. Check the appropriate column. Your first impressions are usually correct.

If most of your checks are placed toward the right or toward the left, don't worry about that. Each person has his own style with questionnaires.

## Step 2. Gifts Analysis Questionnaire

THE FOLLOWING IS TRUE OF ME . . .

(1) (2) (3) (4) (5)  
Very Very  
Little Little Some Much Much

- |  |                          |                          |                          |                          |                          |
|--|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 1. I am able to organize ideas, tasks, people and time, for Christian service.   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 2. I have used a particular creative ability (writing, painting, drama, etc.) to benefit the body of Christ.                       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 3. I am able to distinguish between spiritual truth and error.   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 4. I have been used to encourage people to live Christ-like lives.   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 5. I like to talk about Jesus to those who don't know him.   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 6. I have had the experience of knowing God's will with certainty in a specific situation even when concrete evidence was missing. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 7. I assume responsibility for meeting financial needs in church and community.  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 8. I enjoy providing a haven for guests and do not feel put upon by unexpected visitors.   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 9. I take prayer requests of others seriously and continue to pray for them.   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 10. I motivate groups toward specific biblical objectives.   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 11. I have a knack for turning compassion into cheerful deeds of kindness.   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 12. I have pleaded the cause of God to the people of the church and/or world.  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 13. I enjoy doing tasks that help others minister effectively.   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 14. I have been responsible for the spiritual lives of Christians with good results.   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 15. Content "comes alive" for students (children or adults) when I teach.  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 16. I like to plan things in which people are involved.  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 17. I would enjoy expressing myself creatively for God through artistic expression (music, drama, poetry, etc.).                   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 18. I see a serious danger when false teachings and false practices creep into the church.   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

THE FOLLOWING IS TRUE OF ME . . .

(1) (2) (3) (4) (5)  
 Very Very  
 Little Little Some Much Much

- |    |   |                          |                          |                          |                          |                          |
|----|---|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 19 | I am sensitive to suffering, troubled, and discouraged people, and want to help them see God's answers to life's problems.                  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 20 | I would like to be able to share the gospel freely and effectively with unbelieving persons.  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 21 | I find myself accepting God's promises at face value and applying them to given situations without doubt.                                   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 22 | I feel moved to give when confronted with financial needs in God's kingdom.   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 23 | I am sensitive to the acts of kindness which make such a difference for guests or strangers.  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 24 | I am sensitive to the prayer needs of others and concerned to give the needed prayer support  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 25 | I have a desire to help, lead, guide and direct people in an important church ministry.   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 26 | I would like to minister to those who have physical or mental problems.   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 27 | I have spiritual insights from the Scriptures relating to people and issues which make me want to speak out.                                | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 28 | I sense when others need a helping hand and am ready to give it.  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 29 | I am concerned to see the spiritual needs of believers met and am willing to be personally involved in nurturing and discipling ministries. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 30 | I like to help people understand things.  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 31 | I am able to make effective plans to accomplish goals.  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 32 | I have significant artistic ability (music, drama, writing, painting, sculpting, etc.) which I have put to good use in God's kingdom.       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 33 | I have detected phony or manipulative persons and teachings when others have not.   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 34 | People in the Christian community have been stirred up to love and good works by my counsel and encouragement.                              | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 35 | I have been instrumental in leading others to believe in Christ as their Saviour.   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 36 | In specific cases God has given me assurance that He would do what seemed unlikely.   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

THE FOLLOWING IS TRUE OF ME . . .

(1) (2) (3) (4) (5)  
 Very Very  
 Little Little Some Much Much

- |    |   |                          |                          |                          |                          |                          |
|----|---|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 37 | I give cheerfully and liberally in support of the Lord's work.  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 38 | I have a knack for making strangers feel at ease in my home and at church.  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 39 | I pray for others, recognizing that their effectiveness depends upon it.  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 40 | I enjoy leading and directing others toward goals and caring for them for the sake of Christ.                         | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 41 | I enjoy working with people who suffer physical, mental or emotional problems.  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 42 | I have proclaimed timely and urgent messages from God's Word.   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 43 | I like to work at little things that help build the body of Christ.   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 44 | I assume responsibility when I see a Christian being led astray.  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 45 | I am able to clarify things for learners (children or adults).  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 46 | I would enjoy giving oversight to an important church ministry.   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 47 | I have the potential to be very creative in an area that could be used in building up the church.                     | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 48 | I tend to look beneath the surface and perceive people's motives.   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 49 | I believe that people will grow to spiritual maturity through counsel and instruction from the Word.                  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 50 | I have a burden for friends and acquaintances who do not believe in Christ.   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 51 | I have a sense for moments when the "prayer of faith" is needed.  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 52 | I am willing to maintain a lower standard of living in order to benefit God's work with my financial support.         | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 53 | I tend to be more aware of the needs of guests than of my own.  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 54 | I have an inner conviction that God works in response to prayer, and I want to be used to help others through prayer. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

THE FOLLOWING IS TRUE OF ME . . .

(1) (2) (3) (4) (5)  
 Very Very  
 Little Little Some Much Much

- |    |   |                          |                          |                          |                          |                          |
|----|---|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 55 | If I had the opportunity, I would enjoy leading, directing and motivating others in some aspect of the Lord's work. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 56 | The sight of misery makes me want to find a way to express God's love to hurting persons.                           | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 57 | Given the opportunity, I would like to be an expository preacher of God's Word.                                     | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 58 | It is my nature to like to do work that helps others do theirs.   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 59 | I sense in myself a shepherd's instinct when I know of Christians who need spiritual counsel.                       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 60 | I quickly sense when people (children or adults) are unclear in their thinking.                                     | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 61 | I have a sense for delegating important tasks to the right people at the right time.                                | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 62 | I am aware that people have been blessed through my creative or artistic ability.                                   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 63 | I have developed an ability to discriminate between good and evil in today's world.                                 | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 64 | I am glad when people who need comfort, consolation, encouragement and counsel seek my help.                        | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 65 | I am able to share the gospel in a way that makes it clear and meaningful to non-believers.                         | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 66 | I am able to go on believing God will act in a situation in spite of evidence to the contrary.                      | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 67 | I help people and the Lord's work through generous and timely contributions.  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 68 | My home is available to those in need of hospitality.   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 69 | I am conscious of ministering to others as I pray for them.   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 70 | I have accepted leadership responsibilities and have succeeded in helping a group work toward a goal.               | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 71 | Sick, helpless and shut-in persons are helped when I minister to them.  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 72 | God uses me to build up, encourage and comfort other Christians by speaking to them of spiritual things.            | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

THE FOLLOWING IS TRUE OF ME . . .

(1) (2) (3) (4) (5)  
 Very Very  
 Little Little Some Much Much

- |    |  |                          |                          |                          |                          |                          |
|----|--|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 73 | I find practical ways of helping others and gain satisfaction from doing this.   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 74 | The Lord has used me to watch over, guide and nurture other believers toward spiritual maturity.                       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 75 | I hold the interest of those I teach.  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 76 | I have a sense for how and when projects or ministries need to be better organized.                                    | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 77 | I sense a latent creative ability (in drawing, writing, music, etc.) which I would like to use for the kingdom of God. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 78 | I am usually aware of people who pretend to be what they are not.  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 79 | I would be willing to spend some time each week in a counseling ministry.  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 80 | I am able to sense when a person doesn't know Jesus Christ, and I hurt for him or her.                                 | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 81 | I inwardly sense what Jesus meant when he said mountains could be moved by faith.                                      | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 82 | I have a conviction that all I have belongs to God, and I want to be a good steward.                                   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 83 | I have a genuine appreciation for each guest to whom I minister.   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 84 | I would be pleased if asked to be a prayer partner for someone involved in a ministry.                                 | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 85 | I am usually quick to sense when a group I am part of is "spinning its wheels," and I want to do something about it.   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 86 | I sense when people are hurting in some way.   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 87 | I think more Christians should speak out on the moral issues of the day, such as abortion, easy sex, racism and so on. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 88 | I wish I had more opportunity to assist others in their ministries.  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 89 | I would love to be in a position to equip saints for the work of ministry.   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 90 | I get excited about discovering new ideas I can share with others.   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

**Step 3. How to Use the Key Chart**

**Key Chart**

Complete the Key Chart on your own. Begin by reading the instructions carefully. The leader will assist you with any questions.

- 1 Place the numerical value (1-5) for each statement of the questionnaire (1-90) next to the corresponding number in the Key Chart.
- 2 In Chart A, add each row of these numbers and write the total in the adjoining box in the "Totals A" column. Do the same in "Totals B" for Chart B, adding to the left.
- 3 Circle the highest scores in the "Totals A" column. Circle three or four, but not more than five. Write the names of those gifts in Box A, "Working Gifts," with the highest-scored gift first, the next highest second. (In case of ties, it doesn't matter which one is listed first.)
- 4 Now in the "Totals B" column circle the high scores which were not circled in Step 3. Write these gifts in Box B, "Waiting Gifts," beginning with the highest.
- 5 Place in Box C any gifts not listed in Boxes A and B. These are likely not your spiritual gifts, but you have, of course, a responsibility (rote) in each of them.
- 6 Note the gifts in which your "Totals B" score is significantly (two or more) higher than your "Totals A" score. This may indicate a gift you should develop and use.

CHART A			Totals A	Totals B	CHART B		
1	31	61	Administration	16	46	76	
2	32	62	Creative Ability	17	47	77	
3	33	63	Discernment	18	48	78	
4	34	64	Encouragement	19	49	79	
5	35	65	Evangelism	20	50	80	
6	36	66	Faith	21	51	81	
7	37	67	Giving	22	52	82	
8	38	68	Hospitality	23	53	83	
9	39	69	Intercession	24	54	84	
10	40	70	Leadership	25	55	85	
11	41	71	Mercy	26	56	86	
12	42	72	Prophecy	27	57	87	
13	43	73	Service	28	58	88	
14	44	74	Shepherding	29	59	89	
15	45	75	Teaching	30	60	90	

**BOX A Working Gifts**

Highest scored gift \_\_\_\_\_

2nd \_\_\_\_\_

3rd \_\_\_\_\_

4th \_\_\_\_\_

5th \_\_\_\_\_

**BOX B Waiting Gifts**

Highest scored gift \_\_\_\_\_

2nd \_\_\_\_\_

3rd \_\_\_\_\_

4th \_\_\_\_\_

5th \_\_\_\_\_

**BOX C Not a gift but a role (responsibility)**

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

## **Step 4. When You've finished Your Key Chart**

When you have finished the Key Chart, continue by reading the following questions and answers.

### **1. Do I actually have the spiritual gifts I have identified?**

Some people are surprised by the gifts which their questionnaire reveals; others are not. Whichever category you fall into, two things must be said. First, congratulations! To be aware of gifts which the Holy Spirit gives is an exciting experience, and very significant.

Second, be cautious. You may not actually have the spiritual gifts you identify by taking this questionnaire. Or, you may have other gifts not identified here. Two more things should happen before you will be sure what your gifts really are:

- a) Others should observe your gifts and tell you what you do well.
- b) You should actually use your gifts in ministries and experience a degree of success.

### **2. What is the difference between a working gift and a waiting gift?**

A working gift is a gift you are already using in some way. You may not have recognized it as a spiritual gift but you were using it nonetheless. You were able to identify working gifts by answering questions aimed at your activities in the kingdom.

A waiting gift, on the other hand, is a gift which remains to a large extent undeveloped. There may be hints of it in your activities, but for the most part you haven't used it. However, you do have potential in this area. You cannot identify such a gift simply by looking at activities. Instead you must look at interests, inclinations, sensitivities, attitudes and concerns. These often reveal a gift *waiting* to be developed.

### **3. What am I to do in those areas where I don't have gifts?**

Don't think less of yourself because of those gifts which appear in Box C, which for you are not gifts but roles. Remember that others have been given gifts in these areas for your sake. Thank God for these gifts and those who have them. In addition, you should encourage and pray for those who have these gifts: they are important to God and His cause. They need the support which you, with *your* gifts, can give them. Finally, you have a responsibility to be diligent in each of these areas as a member of the church. For example, if evangelism is last on your list, you should recognize that while God may not expect you to be involved in door-to-door visitation, you still have a responsibility to witness.

## Step 5. Defining Individual Gifts+

Following is a list of the spiritual gifts discussed in this manual, together with a definition of each. It should be understood that these definitions are *only attempts* to define the gifts. Frequently the biblical information on a gift is scanty and, as a result, it is not possible to be certain of the exact nature of a gift. And your concept of a particular gift may depend largely on your own experience.

**Administration:** the ability to organize and guide human activities in such a way that Christ's program is carried out (1 CORINTHIANS 12:28).

**Creative Ability:** the ability to forward God's kingdom through creative skills such as music, drama, graphic arts, writing, painting, sculpting (EXODUS 35:30-33).

**Discernment:** the ability to distinguish between truth and error, to know when a person or act is of God (1 CORINTHIANS 12:10).

**Encouragement:** the ability to motivate people through encouraging words to live practical Christian lives (ROMANS 12:8).

**Evangelism:** the ability to present the gospel to unbelievers in such a clear and meaningful way that it calls for response (EPHESIANS 4:11).

**Faith:** the ability to envision what God wants to happen and to be certain that He will do it in response to prayer, even when there is no concrete evidence (1 CORINTHIANS 12:9).

**Giving:** the ability to support the Lord's work materially with generous, timely and cheerful contributions (ROMANS 12:8).

**Hospitality:** the ability to welcome and graciously serve guests or strangers (ROMANS 12:13; I PETER 4:9).

**Intercession:** the ability to pray faithfully for others and to identify specific answers to those prayers (COLOSSIANS 1:9-10).

**Leadership:** the ability to lead a group with caring concern and foresight (ROMANS 12:8).

**Mercy:** the ability to empathize with those who are hurting and to translate that into cheerful acts of service (ROMANS 12:8).

**Prophecy:** the ability to proclaim and apply God's truth so that believers may be edified, encouraged and consoled, and non-believers convinced (1 CORINTHIANS 12:10,28).

**Service:** the ability to help others in their lives and ministries by aiding them in practical ways (GALATIANS 5:13,14).

**Shepherding:** the ability to oversee the spiritual lives of others and care for their spiritual needs by teaching and guiding them toward maturity (ACTS 20:28).

**Teaching:** the ability to impart truth to others for the purpose of up-building (1 CORINTHIANS 12:28; ROMANS 12:7; EPHESIANS 4:11).

## MONITORING MY HEARTBEAT

Definition of "*heart*":

- a. The organ that pumps your blood
- b. Your emotional constitution or disposition
- c. The vital force or driving impulse

**The Bible** uses the term "*heart*" to represent the center of your motivation, desires and inclinations (see PSALM 37:4, etc.).

### MY HEART DETERMINES ...

- **Why I say the things I do**  
*"A good man out of the good treasure of his heart brings forth good things, and an evil man out of the evil treasure brings forth evil things."*  
MATTHEW 12:35
- **Why I feel the way I do**  
*"The Word of God ...is a discerner of the thoughts and intents of the heart."*  
HEBREWS 4:12
- **Why I act the way I do**  
*"Keep your heart with all diligence, for out of it spring the issues of life."*  
PROVERBS 4:23

## **MY HEART IS THE REAL ME!**

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

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

### **WHY GOD HAS GIVEN EACH PERSON A UNIQUE "HEARTBEAT"**

God had a purpose in giving you your inborn interests. In fact, your emotional heartbeat reveals a very important key to understanding God's design and intention for your life.

The Bible makes very clear that your heart was designed by God, but you make the choice to use it for good or evil, for selfish purposes or for service.

You may have ...

*"... self-seeking in your heart ..."* JAMES 3:14

Or you may ...

*"Serve the Lord with all your heart."* 1 SAMUEL 12:20

*"Do the will of God from your heart."* EPHESIANS 6:6

### **How can I do God's will and serve God's purpose? By letting my heartbeat motivate me for ministry!**

*"I will praise the Lord with my whole heart, in the assembly of the upright and in the congregation."* PSALM 111:1

## TAKING A SPIRITUAL INVENTORY

If you are like many people, you have never taken time to sort out and identify the things you are good at and motivated to accomplish. As a result, it is unlikely that you use these talents as completely or effectively as you could. The key to understanding your heartbeat is to look at your past accomplishments.

### Step 1: List and Describe Your Accomplishments Since Childhood

#### Examples

- “I put on plays for the neighborhood kids with costumes, props, etc. We transformed the shed in back of our house into a fairyland with lighting effects, decorations and princesses.”
- “I started a kool-aid stand in the fourth grade and expanded it into three different stands.”
- “I had a job as a printer's assistant and developed a method of cutting stereotypes which was faster and more accurate.”
- “I ran for president of everything (and won sometimes) when I was in school.”
- “I have always liked to build things. Before I got married, I completely rebuilt the little apartment I was living in.”
- “I successfully led protest marches against toxic wastes in my home town and got local and national TV coverage.”
- “I set a goal to read 15 books over the summer and I did.”

#### What to Include:

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

1. Remember, you are recalling things you **enjoyed doing** and **did well** (accomplishments), not just pleasant experiences.

**Bad example:** "Had a great vacation in the Rockies."

**Good example:** "Took some stunning photographs during my vacation."

2. You do not have to cover every year of your life. Just focus on what **you feel** are the highlights of the things you've done.

### **HIGHLIGHTS OF THE THINGS I DID WELL AND ENJOYED:**

#### **DURING MY ELEMENTARY SCHOOL YEARS**

1.

2.

#### **AS A TEENAGER**

1.

2.

3.

#### **IN COLLEGE OR EARLY 20's**

1.

2.

3.

4.

**MY "*THIRTY-SOMETHING*" YEARS**

1.

2.

3.

4.

**COMPLETE UP TO MY PRESENT**

1.

2.

3.

4.

The more you can list the better. Get another sheet of paper!

## Step 2: Discover the Motivated Direction of Your Heart

Examine your achievements for a common motivational thread. Remember, passions in each of these areas are **all** God-given motivations. They are only sinful when used selfishly. Every one of these passions can be used in effective ministry. Don't be embarrassed to identify a basic heartbeat that doesn't *seem* spiritual! Almost every one of these can be identified in the ministry of one of the twelve apostles!

### I prefer to work with ...

\_\_\_ things                      \_\_\_ people

\_\_\_ information                \_\_\_ other:

### I am attracted to and have the greatest concern for ...

\_\_\_ infants                      \_\_\_ young children

\_\_\_ teens                        \_\_\_ young adults

\_\_\_ adults                        \_\_\_ singles

\_\_\_ couples                      \_\_\_ the elderly

\_\_\_ other: \_\_\_\_\_

### My deepest desire is to make a difference in the following area ...

\_\_\_ global concerns            \_\_\_ politics

\_\_\_ secular society              \_\_\_ economics

\_\_\_ church                        \_\_\_ other:

**Complete the following sentences:**

1. I think the greatest need I could address is \_\_\_\_\_  
\_\_\_\_\_.
2. If money, time, family or education were not an issue, and I knew I could not fail, I would \_\_\_\_\_  
\_\_\_\_\_.
3. If I could make a difference and impact an area of ministry, I would \_\_\_\_\_  
\_\_\_\_\_.
4. Based on my responses, the two areas I have a passion for are \_\_\_\_\_  
and \_\_\_\_\_.

**WRITE YOUR RESPONSES ON YOUR  
PERSONAL PROFILE**

(Page 69)

## APPLYINGMY ABILITIES

*“There are diversities of activities, but it is the same God who works all in all.”*

1 CORINTHIANS 12:6

*“I [God]...have filled him with the Spirit of God ... in all manner of workmanship. ...”*

EXODUS 31:3

One of the most common excuses people give for not getting involved in ministry is *“I just don’t have any abilities to offer.”* Nothing could be further from the truth! The key is matching your abilities with the right ministry!

### FIVE MISCONCEPTIONS ABOUT ABILITIES

(Skills and Talents)

- 1. MYTH: People are not born with skills. All skills must be learned by experience.** This is simply not true. There are a number of skills which appear to be inborn, or are developed very early on in infancy. When people say, *“He just seems to have a natural talent for it,”* it is probably true!
- 2. MYTH: Those skills which must be learned are learned primarily in the classroom.** Actually, some of your most basic skills were learned at home, ‘in the street,’ or somewhere else outside the classroom.
- 3. MYTH: If you have certain abilities, you will be very aware that you have them.** Again, this is not true. You are probably using a number of talents or skills that you are not even aware of! You need some process of skill identification.
- 4. MYTH: Skills I use at work are only usable in that environment. I couldn’t transfer them for use in ministry.** Hopefully, by the end of this seminar, you’ll see the fallacy of this idea. Be creative!
- 5. MYTH: Most people only have very few abilities.** The truth is that many studies have proven that the average person possesses from 500 to 700 skills!

## **HOW TO DISCOVER YOUR MOTIVATED ABILITIES**

Look over your list of accomplishments again. **Circle all verbs** that denote actions performed while you were doing each achievement.

Now compare those verbs to the list below and check those abilities you feel you have.

### **26 SPECIALIZED ABILITIES**

**Entertaining Ability** - to perform, act, dance, speak

**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 or make renderings

**Graphics Ability** - to lay out, design create visual displays or banners

**Evaluating Ability** - to analyze data and draw conclusions

**Planning Ability** - to strategize, design and organize programs and events.

**Management Ability** - to supervise people to accomplish a task or event and coordinate the details involved

**Counseling Ability** - to listen, encourage and guide with sensitivity

**Teaching Ability** - to explain, train, demonstrate, tutor

**Writing Ability** - to write articles, letters, books

**Editing Ability** - to proofread or rewrite

**Promoting Ability** - to advertise or promote events or activities

**Repairing Ability** - to fix, restore, maintain

**Feeding Ability** - to create meals for large or small groups

**Recall Ability** - to recall or remember names and faces

**Mechanical Operating Ability** - to operate equipment, tools or machinery

**Resourceful Ability** - to search out and find inexpensive materials or resources needed

**Counting Ability** - to work with numbers, data or money

**Classifying Ability** - to classify, cross-reference, systematize and file articles, data, books and materials so they can be retrieved easily

**Public Relations Ability** - to handle complaints and unhappy customers with care and courtesy

**Welcoming Ability** - to convey warmth, develop rapport, making others feel welcome

**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

**LIST YOUR SPECIALIZED ABILITIES ON YOUR  
PERSONAL PROFILE (Page 69)**

## PLUGGING IN YOUR PERSONALITY

In the box below, write your name:

Now write your name with your *opposite* hand:

### What Happened?

When you tried to do something that was not natural to you ...

1. You felt uncomfortable
2. It took extra time and effort
3. You still did a lousy job!

The same things are true when we try to minister in areas that are not suited to our personality. God has wired your temperament in a unique way. This factor is very important in matching you to the right ministry.

It's obvious that God has not used a cookie cutter to stamp out people in a process of uniformity. God loves variety - just look around! And there is no "right" or "wrong" temperament. We need opposites to balance the church.

Although there are many fine (and extremely detailed!) personality assessments available, for the purpose of your **MINISTRY PROFILE**, we want you to consider the following.

## HOW DO I SEE MYSELF?

<b>HOW DO I SEE MYSELF?</b>																													
<p style="text-align: center;"><b>L</b></p> <table style="width: 100%; border: none;"> <tr> <td style="width: 50%;">Takes charge</td> <td style="width: 50%;">Determined</td> </tr> <tr> <td>Assertive</td> <td>Firm</td> </tr> <tr> <td>Bold</td> <td>Purposeful</td> </tr> <tr> <td>Enterprising</td> <td>Competitive</td> </tr> <tr> <td>Decision maker</td> <td>Leader</td> </tr> <tr> <td>Goal driven</td> <td>Self-reliant</td> </tr> <tr> <td>Enjoys challenges</td> <td>Adventurous</td> </tr> </table> <p style="text-align: center;"><i>“Let’s do it now!”</i></p> <p style="text-align: center;">Total x 2 = _____</p>	Takes charge	Determined	Assertive	Firm	Bold	Purposeful	Enterprising	Competitive	Decision maker	Leader	Goal driven	Self-reliant	Enjoys challenges	Adventurous	<p style="text-align: center;"><b>O</b></p> <table style="width: 100%; border: none;"> <tr> <td style="width: 50%;">Takes risk</td> <td style="width: 50%;">Visionary</td> </tr> <tr> <td>Motivator</td> <td>Energetic</td> </tr> <tr> <td>Fun loving</td> <td>Likes variety</td> </tr> <tr> <td>Very verbal</td> <td>Promoter</td> </tr> <tr> <td>Enjoys change</td> <td>Creative</td> </tr> <tr> <td>Group oriented</td> <td>Mixes well</td> </tr> <tr> <td>Avoids detail</td> <td>Optimistic</td> </tr> </table> <p style="text-align: center;"><i>“Trust me, it will work out!”</i></p> <p style="text-align: center;">Total x 2 = _____</p>	Takes risk	Visionary	Motivator	Energetic	Fun loving	Likes variety	Very verbal	Promoter	Enjoys change	Creative	Group oriented	Mixes well	Avoids detail	Optimistic
Takes charge	Determined																												
Assertive	Firm																												
Bold	Purposeful																												
Enterprising	Competitive																												
Decision maker	Leader																												
Goal driven	Self-reliant																												
Enjoys challenges	Adventurous																												
Takes risk	Visionary																												
Motivator	Energetic																												
Fun loving	Likes variety																												
Very verbal	Promoter																												
Enjoys change	Creative																												
Group oriented	Mixes well																												
Avoids detail	Optimistic																												
<p style="text-align: center;"><b>G</b></p> <table style="width: 100%; border: none;"> <tr> <td style="width: 50%;">Loyal</td> <td style="width: 50%;">Non-demanding</td> </tr> <tr> <td>Even keel</td> <td>Avoids conflict</td> </tr> <tr> <td>Enjoys routine</td> <td>Dislikes change</td> </tr> <tr> <td>Good listener</td> <td>Adaptable</td> </tr> <tr> <td>Sympathetic</td> <td>Thoughtful</td> </tr> <tr> <td>Nurturing</td> <td>Patient</td> </tr> <tr> <td>Tolerant</td> <td>Deep relationships</td> </tr> </table> <p style="text-align: center;"><i>“Let’s keep things the way they are!”</i></p> <p style="text-align: center;">Total x 2 = _____</p>	Loyal	Non-demanding	Even keel	Avoids conflict	Enjoys routine	Dislikes change	Good listener	Adaptable	Sympathetic	Thoughtful	Nurturing	Patient	Tolerant	Deep relationships	<p style="text-align: center;"><b>B</b></p> <table style="width: 100%; border: none;"> <tr> <td style="width: 50%;">Deliberate</td> <td style="width: 50%;">Controlled</td> </tr> <tr> <td>Reserved</td> <td>Predictable</td> </tr> <tr> <td>Practical</td> <td>Orderly</td> </tr> <tr> <td>Factual</td> <td>Discerning</td> </tr> <tr> <td>Detailed</td> <td>Analytical</td> </tr> <tr> <td>Inquisitive</td> <td>Precise</td> </tr> <tr> <td>Persistent</td> <td>Scheduled</td> </tr> </table> <p style="text-align: center;"><i>“How was it done in the past!”</i></p> <p style="text-align: center;">Total x 2 = _____</p>	Deliberate	Controlled	Reserved	Predictable	Practical	Orderly	Factual	Discerning	Detailed	Analytical	Inquisitive	Precise	Persistent	Scheduled
Loyal	Non-demanding																												
Even keel	Avoids conflict																												
Enjoys routine	Dislikes change																												
Good listener	Adaptable																												
Sympathetic	Thoughtful																												
Nurturing	Patient																												
Tolerant	Deep relationships																												
Deliberate	Controlled																												
Reserved	Predictable																												
Practical	Orderly																												
Factual	Discerning																												
Detailed	Analytical																												
Inquisitive	Precise																												
Persistent	Scheduled																												
<p>Chart each of the totals from above onto the graph on the following page.</p>																													

☺	L	O	G	B
30 -				
26 -	-	-	-	-
22 -	-	-	-	-
18 -	-	-	-	-
14 -	-	-	-	-
10 -	-	-	-	-
6 -	-	-	-	-
2 -	-	-	-	-
0 -	-	-	-	-

**If you're a *Lion* ... you'll have a natural tendency to:**

- q Gravitate to positions of leadership
- q Be decisive and quick to make decisions
- q Avoid *chit-chat* and want to *get to the point*
- q Have the time orientation of *Let's do it now!*
- q Love to overcome obstacles and take on challenges
- q May not realize the impact of your words or correction of others

**If you're an *Otter* ... you'll have a natural tendency to:**

- q Make life fun!
- q Love to talk with others
- q Easily get people excited and encouraged
- q Enjoy groups and high activity level
- q Avoid details, close accountability and deadlines
- q Have the *future* oriented time frame of *It'll all work out*

**If you're a *Golden Retriever* ...you'll have a natural tendency to:**

- q Want to go deep in your relationships
- q Express tremendous loyalty to those you love
- q Listen attentively (and at length) to other's problems
- q Be more sensitive to the needs of others than other bents
- q Carry emotional and financial stability
- q Like emotional and financial stability ... even if it can mean *Peace at all costs*

**If you're a *Beaver* ... you'll have a natural tendency to:**

- q Want to do things *right* and *by the book*
- q Strive for accuracy and quality, not quickness
- q Look at a person's past as a key to trusting them in the future
- q Want clearly defined tasks, limited risk and an *open door* environment for asking clarification questions
- q Be very creative in designing helpful systems, if encouraged and allowed to work at your own pace
- q Be so good at taking things apart, you can also take people apart and become a strong critic when wronged

**Ministry needs to happen in love which must be tough and tender.**

**Lions** and **Beavers**, by nature, tend to be hard on problems ... and often on people as well.

**Otters** and **Golden Retrievers** tend to be soft on people ... and they can be too soft on problems as well.

**To truly become a loving person, take a close look at the life of Christ ... and the balanced way he reached out to others.**

He was the **Lion** of Judah - purposeful, decisive and unafraid of confronting a person when they needed it ... *and yet in many ways,*

He was an **Otter** - enjoying people so much that His enemies called Him a *wine bibber and a glutton*, welcoming children to His arms, taking His disciples to a wedding feast and being able to motivate people with His words ... *and yet, also,*

He was a **Golden Retriever** - loyal, all the way to the cross; not content with just ministering to a group, but gathering a band of disciples and an inner circle of close friends as well. He was steady and steadfast; *and what's more ...*

He was a **Beaver** - always doing things by the "Book." Careful about doing things right, in the quality way and with an eye to their lasting. *Not one jot or tittle of the law* did He violate, yet He still maintained a warm love and heart for people.

*"Let this mind be in you which was also in Christ Jesus."*

PHILIPPIANS 2:5

## EXAMINING MY EXPERIENCES

*“And we know that ALL things work together for good to those who love God, to those who are called according to His purpose.”*

ROMANS 8:28

*“But I want you to know, brothers, that the things which happened to me have actually turned out for the furtherance of the gospel.”*

PHILIPPIANS 1:12

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

### **GOD NEVER WASTES A HURT!**

*God wants you to be open to ministering to people who are going through what you have already been through!*

*“[God] wonderfully comforts and strengthens us in our hardships and trials. And why does He do this? So that when others are troubled, needing our sympathy and encouragement, we can pass on to them the same help and comfort God has given us!”* 2 CORINTHIANS 1:3,4 (PHILLIPS)

ON YOUR **MINISTRY PROFILE** RECORD THESE EXPERIENCES:

- **Your Spiritual Experiences**  
Meaningful decisions / times with God
- **Your Painful Experiences**  
Problems, hurts, trials - that have taught you
- **Your Educational Experiences**  
What were your favorite subjects in school
- **Your Ministry Experiences**  
How have you served in the past

**RECORD THESE ON YOUR PERSONAL PROFILE**