



SPIRITUAL GIFTS @ FIRST

1 CORINTHIANS 12:1-11

DISCOVER YOUR S.H.A.P.E.



Spiritual Gift Assessment

God has uniquely gifted and equipped each person in the body of Christ. Below is a method to help you discover your gifts.

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

- 3 = Consistently, **always** true
- 2 = Most of the time, **usually** true
- 1 = Some of the time, **occasionally** true
- 0 = Not at all, **never** true

Using the response sheet below, write your response to each statement in the block whose number corresponds to that number statement in the *Spiritual Gift Assessment*.

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

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

List first highest letter total: _____ Spiritual gift _____

List second highest letter total: _____ Spiritual gift _____

List third highest letter total: _____ Spiritual gift _____

(Please add this information to your S.H.A.P.E. Sheet.)



Spiritual Gift Assessment

1. I like to organize people, tasks, and events.
2. I would like to start churches in places where they do not presently exist.
3. I enjoy working creatively with wood, cloth, paints, metal, glass, or other materials.
4. I enjoy challenging people's perspective of God by using various forms of art.
5. I can readily distinguish between spiritual truth and error, good and evil.
6. I tend to see the potential in people.
7. I communicate the gospel to others with clarity and effectiveness.
8. I find it natural and easy to trust God to answer my prayers.
9. I give liberally and joyfully to people in financial need or to projects requiring support.
10. I enjoy working behind the scenes to support the work of others.
11. I view my home as a place to minister to people in need.
12. I take prayer requests from others and consistently pray for them.
13. I am approached by people who want to know my perspective on a particular passage or biblical truth.
14. I am able to motivate others to accomplish a goal.
15. I empathize with hurting people and desire to help in their healing process.
16. I can speak in a way that results in conviction and change in the lives of others.
17. I enjoy spending time nurturing and caring for others.
18. I am able to communicate God's 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 skill (art, drama, music, photography, etc).
24. I am frequently able to judge a person's character based upon first impressions.
25. I enjoy reassuring and strengthening those who are discouraged.

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26. I consistently look for opportunities to build relationships with non-Christians.
27. I have confidence in God's continuing provision and help, even in difficult times.
28. I give more than a tithe so that kingdom work can be accomplished.
29. I enjoy doing routine tasks that support the ministry.
30. I enjoy meeting new people and helping them to feel welcome.
31. I enjoy praying for long periods of time and receive leading as to what God wants me to pray for.
32. I receive information from the Holy 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 a 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 accomplish great things.
47. I manage my money well in order to free more of it for giving.
48. I willingly take on a variety of odd jobs around the church to meet the needs of others.
49. I genuinely believe the Lord directs strangers to me who need to get connected to others.
50. I am conscious of ministering to others as I pray.
51. I am committed and schedule blocks of time for reading and studying scripture to understand biblical truth fully and accurately.
52. I can adjust my leadership style to bring out the best in others.
53. I enjoy helping people sometimes regarded as undeserving or beyond help.

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54. I boldly expose cultural trends, teachings, or events that 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 with confidence because I know 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 consequence 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 ways.
79. I honor God with my handcrafted gifts.
80. I apply various artistic expressions to communicate God's truth.
81. I receive affirmation from others concerning the reliability of my insights or perceptions.
82. I strengthen those who are wavering in their faith.
83. I openly tell people that I am a Christian and want them to ask me about my faith.

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84. I am convinced of God's daily presence and action in my life.
85. I like knowing that my financial support makes a real difference in the lives and ministries of God's people.
86. I like to find small things that need to be done and often do them without being asked.
87. I enjoy entertaining people and opening my home to others.
88. When I hear about needy situations, I feel burdened to pray.
89. I have suddenly known some things about others, but did not know how I knew them.
90. I influence others to perform to the best of their capability.
91. I can look beyond a person's handicaps or problems to see a life that matters to God.
92. I like people who are honest and will speak the truth.
93. I enjoy giving guidance and practical support to a small group of people.
94. I can communicate scripture in ways that motivate others to study and want to learn more.
95. I give practical advice to help others through complicated situations.
96. I enjoy learning about how organizations function.
97. I enjoy pioneering new undertakings.
98. I am good at and enjoy working with my hands.
99. I am creative and imaginative.
100. I can identify preaching, teaching, or communication which is not true to the Bible.
101. I like motivating others to take steps for spiritual growth.
102. I openly and confidently tell others what Christ has done for me.
103. I am regularly challenging others to trust God.
104. I give generously due to my commitment to stewardship.
105. I feel comfortable being a helper, assisting others to do their job more effectively.
106. I do whatever I can to make people feel that they belong.
107. I am honored when someone asks me to pray for them.
108. I discover important biblical truths when reading or studying scripture that benefit others in the body of Christ.
109. I am able to cast a vision that others want to be 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.

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112. I can gently restore wandering believers to faith and fellowship.
113. I can present information and skill 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 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 in unfamiliar surroundings.
126. I often see specific results in direct response to my prayers.
127. I confidently share my knowledge and insights with others.
128. I figure out where we need to go and help others to get there.
129. I enjoy doing practical things for others who are in need.
130. I feel compelled to expose sin wherever I see it and to challenge people to repent.
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.



Gifts and Descriptions

Below is a description and scriptural foundation for the spiritual gifts on the inventory.

- A Administration (*1 Corinthians 14:40*)**
The ability to recognize the gifts of others and recruit them to a ministry. The ability to organize and manage people, resources, and time for effective ministry.
- B Apostleship (*Romans 15:20*)**
The ability to start new churches and oversee their development.
- C Craftsmanship (*Exodus 31:3-11*)**
The ability to creatively design and/or construct items to be used for the ministry.
- D Creative Communication (*Psalms 150*)**
The ability to communicate God's truth through a variety of art forms.
- E Discernment (*1 John 4:1 & Acts 16:16-22*)**
The ability to distinguish between the spirit of truth and the spirit of error.
- F Encouragement (*Acts 14:22*)**
The ability to motivate God's people to apply and act on biblical principles, especially when they are discouraged or wavering in their faith. The ability to bring out the best in others and challenge them to develop their potential.
- G Evangelism (*Acts 8:26-40*)**
The ability 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.
- H Faith (*Romans 4:18-21*)**
The ability to trust God for what cannot be seen and to act on God's promise, regardless of what the circumstances indicate. The willingness to risk failure in pursuit of a God-given vision, expecting God to handle the obstacles.
- I Giving (*2 Corinthians 8:1-7*)**
The ability to generously contribute material resources and/or money beyond the 10% tithe so that the Body may grow and be strengthened. The ability to earn and manage money so it may be given to support the ministry of others.

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- J Helps (*Acts 6:1-7 & I Corinthians 12:28*)**
The ability to recognize unmet needs in the church family and take the initiative to provide practical assistance quickly, cheerfully, and without a need for recognition.
- K Hospitality (*I Peter 4:9-10*)**
The ability to make others, especially strangers, feel welcomed, accepted, and comfortable in the church family. The ability to coordinate factors that promote fellowship.
- L Intercession (*Colossians. 1:9-12*)**
The ability to pray for the needs of others in the church family over extended periods of time on a regular basis. The ability to persist in prayer and not be discouraged until the answer arrives.
- M Knowledge (*1 Corinthians 12:8*)**
The ability to bring truth to the Body through a revelation or biblical insight.
- N Leadership (*Hebrews 13:7-17*)**
The ability to clarify and communicate the purpose and direction (“vision”) of a ministry in a way that attracts others to get involved. The ability to motivate others by example to work together in accomplishing a ministry goal.
- O Mercy (*Romans 12:8*)**
The ability to manifest practical, compassionate, cheerful love toward suffering members of the Body of Christ.
- P Prophecy (*I Corinthians 14:3*)**
The ability to publicly communicate God’s Word in an inspired way that convinces unbelievers while challenging and confronting believers. The ability to persuasively declare God’s will.
- Q Shepherding (*I Peter 5:2-4*)**
The ability 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.
- R Teaching (*Ephesians 4:12-13*)**
The ability to educate God’s people by clearly explaining and applying the Bible in a way that causes them to learn. The ability to equip and train other believers for ministry.
- S Wisdom (*1 Corinthians 2:1, 6-16*)**
The ability to understand God’s perspective on life situations and share those insights in a simple, understandable way. The ability to explain what to do and how to do it.



Heart Assessment

Below is a description and scriptural foundation for the spiritual gifts on the inventory.

Fill out the passion tables on the following pages, keeping in mind what you have a heart for or what motivates you the most.

General Passions: What do I love to do? Check the top three (Please add this information to your S.H.A.P.E. Sheet.)

Yes?	Area	Definition
	Design/Develop	I love to make something out of nothing. I enjoy getting something started from scratch.
	Pioneer	I love to test and try out new concepts. I am not afraid to risk failure.
	Organize	I love to bring order out of chaos. I enjoy organizing something that is already started.
	Operate/Maintain	I love to efficiently maintain something that is already organized.
	Serve/Help	I love to assist others in their responsibility. I enjoy helping others succeed.
	Acquire/Possess	I love to shop, collect, or obtain things. I enjoy getting the highest quality for the best price.
	Excel	I love to be the best and make my team the best. I enjoy setting and attaining the highest standards.
	Influence	I love to convert people to my way of thinking. I enjoy shaping the attitudes and behaviors of others.
	Perform	I love to be on stage and receive the attention of others. I enjoy being in the limelight.
	Improve	I love to make things better. I enjoy taking something that someone else has designed or started and improve it.
	Repair	I love to fix what is broken or change what is out of date.
	Lead/Be In Charge	I love to lead the way, oversee and supervise. I enjoy determining how things will be done.
	Persevere	I love to see things to completion. I enjoy persisting at something until it is finished.
	Follow the Rules	I love to operate by policies and procedures. I enjoy meeting the expectations of an organization or boss.
	Prevail	I love to fight for what is right and oppose what is wrong. I enjoy overcoming injustice.
	Other	

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People Passion: What group of people do I most like to help?

Check three (Please add this information to your S.H.A.P.E. Sheet.)

Yes?	People Groups	Yes?	People Groups	Yes?	People Groups
	Infants - Pre-K		Women		Unemployed
	Divorced		Parents		Single Parents
	Teen Mothers		Prisoners		Children (K - 5th)
	Widowed		Young Married		Empty Nesters
	Elderly		Youth		Poor
	Senior Singles		Singles		College Students
	Military		Refugees		Disabled
	Homeless		Hospitalized		Imprisoned
	Other:		Men		

Issue Passion: What issue or cause do I feel most strongly about?

Check three (Please add this information to your S.H.A.P.E. Sheet.)

Yes?	Issue Groups	Yes?	Issue Groups	Yes?	Issue Groups
	Discipleship		Education		Health Care
	Church		AIDS		Addictions
	Poverty		Homosexuality		Racism
	Technology		Literacy		Environment
	Violence		Economic		Abortion
	Child Care		Injustice		Reaching the Lost
	Hunger		Politics		International
	Family		Missions		Equality of Women
	Other:		Parenting		

What energizes you? _____

What de-energizes you? _____

How do you spend your time? _____

What are some things that bother you? _____

The church issues, ministries, or possible needs that excite or concern me most: _____

If I knew I couldn't fail, this is what I would attempt to do for God with my life: _____



Abilities Assessment

Abilities: What are my specialized abilities?

Check top four abilities (Please add this information to your S.H.A.P.E. Sheet.)

Yes?	Ability
	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
	Managing 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
	Repairing ability • to fix, restore, maintain
	Feeding ability • to create meals for large or small groups
	Recall ability • to remember or recall 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 systematize and file books, data, records, etc., so they can be retrieved easily
	Public Relations ability • to advertise or promote events and activities, and to handle complaints
	Welcoming ability • to convey warmth, develop rapport, making others feel comfortable
	Composing ability • to write music or lyrics
	Landscaping ability • to do gardening and work with plants
	Decorating ability (Arts/crafts) • to beautify a setting for a special event
	Musical ability • to lead the church family vocally or instrumentally
	Promoting ability • to advertise or promote events and activities
	Cleaning ability • to clean and organize rooms/facilities



Personality Assessment

Personality

It's obvious that God has not used a cookie cutter to stamp out people in a process of uniformity. He loves variety - just look around. We need variety to balance the church. In order to know how to most effectively work with others it is important to know about yourself. Knowing a few key aspects of your personality will help you to know how you will best work within a ministry.

Some of the key aspects of your personality to consider are where your primary source of energy comes from, how you prefer to take in information, how you prefer to make decisions and how you prefer to organize your life. Review the following pages and identify which of each category you more closely relate with.

What are the four words to describe your personality?
(Please add this information to your S.H.A.P.E. Sheet.)

Extrovert/Introvert
Sensor/Intuitive
Thinker/Feeler
Judger/Perceiver

How does your personality relate to your involvement with ministry and working with others?

Are there any ministries or church responsibilities that you can rule out right away? Any ministries or church responsibilities that you might be particularly successful with because of your personality?

How has your personality type affected your relationships in the past?



Extrovert vs. Introvert	
The Extrovert	The Introvert
<i>Characteristics of the E</i>	<i>Characteristics of the I</i>
<p>Talk first, think later. "Look" with mouth instead of eyes. Know a lot of people (most are "close" friends). Enjoy a noisy environment. Sometimes exaggerate. Like going to parties. Find listening more difficult than talking. Like to have the "last word." Noticed by other people. Need compliments and affirmation. Avoid being quiet and reflective. Want to settle things right now.</p>	<p>Rehearse things before saying them. Enjoy being by themselves. Great listeners. Understate points. Like having one or two close friends. Like stating thoughts and feelings without being interrupted. Need "down" time. Suspicious of an overly complimentary person. Need less verbal feedback. Carry on conversations in their mind. Process things internally. Embarrassed by public recognition.</p>
<i>Humor of the E</i>	<i>Humor of the I</i>
<p>Loudest, usually the storytellers. Don't have to have an audience. Quick on feet. Easily stick foot in mouth but can talk their way out of it.</p>	<p>Love to laugh. One-liner specialists.</p>

Sensor vs. Intuitive	
The Sensor	The iNtuitive
<i>Characteristics of the S</i>	<i>Characteristics of the N</i>
<p>Prefer specific answers to specific questions. Like concentrating on what they're doing at the moment. Want jobs that have tangible results. Believe that "If it's not broken, why fix it?" Love working with facts and figures instead of ideas and theories. Very literal in their use of words. See the trees not the forest. End statements with a definite period.</p>	<p>Think about several things at once. Love the future and its possibilities. Believe time is relative. Enjoy problem solving. Ask "What does that mean?" Give general answers to questions. Skip instructions and follow hunches. See the forest, not the trees. Like to fantasize about spending their money. End statements with a dash, not a period.</p>
<i>Humor of the S</i>	<i>Humor of the N</i>
<p>Grounded in reality and so is their humor. Joke telling is sequential and they don't like gaps.</p>	<p>Love the pun. Have a habit of leaving things out.</p>

Thinker vs. Feeler	
The Thinker	The Feeler
<i>Characteristics of the T</i>	<i>Characteristics of the F</i>
<p>Remain cool, calm and objective in situations when everyone else is upset.</p> <p>Like to settle disputes based upon what's fair and truthful instead of what will make people happy – truth over tact.</p> <p>Enjoy proving a point for the sake of clarity.</p> <p>Think it's more important to be right than liked.</p> <p>More firm-minded than gentle-hearted.</p> <p>Pride selves on their objectivity.</p> <p>Respond to life as "on-lookers."</p> <p>More impressed with and lend more credence to things that are logical and scientific.</p> <p>See things in black or white.</p>	<p>Feel a good decision is made with the heart.</p> <p>Warm and considerate. Would rather that people feel good and be happy than for you to be right.</p> <p>Feel that "love" cannot be defined.</p> <p>Overextend selves to meet the needs of others.</p> <p>Put themselves in other people's shoes.</p> <p>Enjoy providing services to others.</p> <p>Accused of being wishy-washy</p> <p>Accommodate others for harmony over clarity.</p> <p>Accused of taking things too personally.</p> <p>Experience life as a participant.</p>
<i>Humor of the T</i>	<i>Humor of the F</i>
<p>Ability to laugh at things that cause difficulty.</p> <p>Founders of the good news-bad news jokes.</p>	<p>Get into all the interpersonal relationship stuff.</p> <p>F's don't usually like jokes that make fun of others.</p>

Judger vs. Perceiver	
The Judger	The Perceiver
<i>Characteristics of the J</i>	<i>Characteristics of the P</i>
<p>Always waiting for others who never seem to be on time.</p> <p>Work now, play later.</p> <p>Want everything in its place.</p> <p>Follow a schedule.</p> <p>Do not like surprises.</p> <p>Like life under control.</p> <p>Need clear limits.</p> <p>Thrive on order.</p> <p>Sometimes falsely accused of being angry.</p> <p>Relax when the task is done.</p> <p>Feel that getting there is the most important part of the trip.</p>	<p>Feel that time is "relative."</p> <p>Easily distracted.</p> <p>Don't plan tasks.</p> <p>Don't believe "neatness counts."</p> <p>Love to explore the unknown.</p> <p>Like a fun lifestyle.</p> <p>Depend on last minute spurts of energy.</p> <p>Change the subject in a conversation.</p> <p>Make things less than definite.</p> <p>Feel that the "process" of getting there is the most important part of the trip.</p>
<i>Humor of the J</i>	<i>Humor of the P</i>
<p>J's aren't funny.</p>	<p>Spontaneous humor.</p> <p>Superb at taking whatever has happened and converting it to something funny.</p>



Experience Assessment

Experiences

God uses all of our experiences to prepare us for ministry. He uses our spiritual, painful, educational, work, and ministry experiences.

Bible Study:

2 Corinthians 1:3-4

Romans 8:28

Philippians 1:12

What does the Bible tell us about our experiences?

What experiences have you had that can help others? (Please add this information to the SHAPE Sheet).

Spiritual:

Painful:

Educational:

Work:

Ministry:

GROUP DISCUSSION

1. What is the difference between a natural ability and a spiritual gift?

2. How do you receive a spiritual gift? Where does it come from?

3. Does every person get a spiritual gift? What about every Christian?

4. What do we believe about spiritual gifts at First Baptist? Are they equal and necessary?

5. How can we discover what our spiritual gifts are?



Your S.H.A.P.E.

Please remove and complete this form to return to the church office.

Name _____ Phone _____

Email _____

SPIRITUAL GIFTS

What are your top 3 Spiritual Gifts?

HEART

• General Passions (top 3)

• People Passions (top 3)

• Issue Passions (top 3)

ABILITIES

What are your top 4 specialized abilities?

PERSONALITY

Circle the trait that best matches your personality.

Extrovert/Introvert
Sensor/Intuitive
Thinker/Feeler
Judger/Perceiver

EXPERIENCES

What experiences have you had that you believe God could use to bless and help others?
