



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

**Spiritual Gifts**

**Heart**

**Abilities**

**Personality**

**Experience**



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

*“We are God’s handiwork, created in Christ Jesus to do good works, which God prepared in advance for us to do.” (Ephesians 2:10)*

God has created you and shaped your life in unique and wonderful ways, and He’s done that for a reason: that you might personally join Him in the work of bringing the light of Jesus to your world. How each of us spend our days may differ, but we all have the same calling, which is to use our gifts, interests, abilities, personalities, and experiences to strengthen His Body, the Church, and to extend God’s Kingdom on earth.

Rick Warren of Saddleback Church in California developed S.H.A.P.E. as a tool to help individual believers discover their own specific SHAPE for ministry. The leadership of River Ridge Covenant Church is excited about this assessment tool, and hope that you will find it to be enlightening and empowering as you discover the role you can play in God’s great story.

## **Here are the five ways God has shaped you:**

- S – Spiritual Gifts**    What gifts has the Holy Spirit given me to serve Him?
- H – Heart**                What do I have passion for and love to do?
- A – Abilities**            What talents and skills do I have and have I learned?
- P – Personality**        Where does my personality best suit me to serve?
- E – Experiences**        What experiences have I had?

Our Serve team is asking everyone in the congregation to read thoughtfully the various sections of this assessment tool, complete the questions as best you can, and return it to the church office.

**You certainly don’t have to put down anything you don’t wish to put down**, but this information will help us to help you as you seek to become all God made you to be. *Thanks in advance for your help!*

Please begin by letting us know how you want church leaders to contact you . . .

Name: \_\_\_\_\_

Mailing Address: \_\_\_\_\_

City/State/Zip: \_\_\_\_\_

Phone Numbers: \_\_\_\_\_

Email Address: \_\_\_\_\_

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

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# SPIRITUAL GIFTS

*The Holy Spirit displays God's power through each of us as a means of helping the entire church.*

1 Corinthians 12:7

Many of us have heard of spiritual gifts, but we are not quite sure we understand them. A spiritual gift is a special ability, given by the Holy Spirit to every believer at their conversion, to be used to minister to others and therefore build up the Body of Christ. Although spiritual gifts are given when the Holy Spirit enters new believers, their use and purpose need to be understood and developed as we grow spiritually. A spiritual gift is much like a muscle; the more you use it, the stronger it becomes.

## A Few Truths about Spiritual Gifts

1. Only *believers* have spiritual gifts. 1 Corinthians 2:14
2. You can't *earn or work for* a spiritual gift. Ephesians 4:7
3. The *Holy Spirit* decides what gifts I get. 1 Corinthians 12:11
4. I am to *develop* the gifts God gives me. Romans 11:29
5. It's a sin to *waste* the gifts God gave me. 1 Corinthians 4:1-2 and Matthew 25:14-30
6. Using my gifts *honors* God and *expands* me. John 15:8

## Unwrapping My Gifts

God desires you to know the spiritual gift(s) He has chosen for you. "Ask, and it shall be given to you; seek, and you shall find; knock, and it shall be opened to you. For everyone who asks receives, and he who seeks finds, and to him who knocks it shall be opened." (Matthew 7:7-8)

Learning more about His gift(s) to us, and the many ways we can use those gifts within the church is a life-long process.

The Bible does not lock us into tight restrictions as to the number of spiritual gifts or even their definitions. The four major lists of gifts are found in Romans 12:3-8, I Corinthians 12:1-11, 27-31, Ephesians 4:11-12, and I Peter 4:9-11. There are other passages that mention or illustrate gifts not included in these lists. One person can have many gifts.

This list can serve as a helpful guideline, giving us ideas about the kinds of gifts God gives. The key is to find the areas in which the Holy Spirit seems to supernaturally empower your service to others.

**Instructions:** As you read through this list, prayerfully consider if the biblical definition for each of the gifts describes you. Remember, you can have more than one gift, but everyone has at least one.

**Example:** Cindy has the gift of service and expresses this gift in the Children's Ministry. She helps secure the textbooks, prepares the handouts, and helps with registration. Cindy is willing to serve in any way possible to take the load off the teacher so she can focus on using her speaking gift more effectively. The gift of service edifies the gifts of others, freeing them from temporal tasks to focus on their spiritual gifts. People with the gift of service often like to work behind the scenes.

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<p style="text-align: center;"><b>A SHORT LIST OF SPIRITUAL GIFTS</b> (From I Corinthians 12, Ephesians 4, Romans 12, I Peter 4)</p> <p><i>God has given each of you a gift from his great variety of spiritual gifts. Use them well to serve one another. 1 Peter 4:10 NLT</i></p>	<p style="text-align: center;">I'm pretty sure I have this gift</p>	<p style="text-align: center;">I may have this gift</p>	<p style="text-align: center;">I don't think I have this gift</p>
<p><b>ADMINISTRATION</b> I Corinthians 12 (This is sometimes called "Organization")</p> <ul style="list-style-type: none"> <li>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.</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p><b>APOSTLE</b> I Corinthians 12</p> <ul style="list-style-type: none"> <li>The ability to start new churches/ventures and oversee their development.</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p><b>DISCERNMENT</b> I Corinthians 12</p> <ul style="list-style-type: none"> <li>The ability to distinguish between the spirit of truth and the spirit of error. The ability to detect inconsistencies in another's life and confront in love.</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p><b>ENCOURAGEMENT</b> Romans 12 (This is sometimes called "Exhortation")</p> <ul style="list-style-type: none"> <li>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.</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p><b>EVANGELISM</b> Ephesians 4</p> <ul style="list-style-type: none"> <li>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.</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p><b>FAITH</b> I Corinthians 12</p> <ul style="list-style-type: none"> <li>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.</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p><b>GIVING</b> Romans 12</p> <ul style="list-style-type: none"> <li>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 manage money so it may be given to support the ministry of others.</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p><b>HEALING</b> I Corinthians 12</p> <ul style="list-style-type: none"> <li>The ability to pray, in faith, specifically for people who need physical, emotional, or spiritual healing and see God answer. The ability to sense when God is prompting you to pray this kind of prayer.</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p><b>HOSPITALITY</b> 1 Peter 4:9-10</p> <ul style="list-style-type: none"> <li>The ability to make others, especially strangers, feel warmly welcomed, accepted, and comfortable in the church family. The ability to coordinate factors that promote fellowship.</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p><b>LEADERSHIP</b> Romans 12</p> <ul style="list-style-type: none"> <li>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.</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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<p style="text-align: center;"><b>A SHORT LIST OF SPIRITUAL GIFTS</b> (From I Corinthians 12, Ephesians 4, Romans 12, I Peter 4), Continued</p> <p><i>God has given each of you a gift from his great variety of spiritual gifts. Use them well to serve one another. 1 Peter 4:10 NLT</i></p>	<p style="text-align: center;"><b>I'm pretty sure I have this gift</b></p>	<p style="text-align: center;"><b>I may have this gift</b></p>	<p style="text-align: center;"><b>I don't think I have this gift</b></p>
<p><b>MERCY</b> Romans 12</p> <ul style="list-style-type: none"> <li>The ability to manifest practical, compassionate, cheerful love toward suffering members of the Body of Christ.</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p><b>MIRACLES</b> I Corinthians 12</p> <ul style="list-style-type: none"> <li>The ability to pray, in faith, specifically for God's supernatural intervention into an impossible situation and see God answer. The ability to sense when God is prompting you to pray this kind of prayer.</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p><b>PASTORING</b> Ephesians 4 (This is sometimes called "Shepherding")</p> <ul style="list-style-type: none"> <li>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.</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p><b>PREACHING</b> Romans 12 (This is sometimes called "Prophecy")</p> <ul style="list-style-type: none"> <li>The ability to publicly communicate God's Word in an inspired way that convinces unbelievers and both challenges and comforts believers. The ability to persuasively declare God's will.</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p><b>SERVICE</b> Romans 12, I Peter 4</p> <ul style="list-style-type: none"> <li>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.</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p><b>TEACHING</b> Ephesians 4</p> <ul style="list-style-type: none"> <li>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.</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p><b>TONGUES AND INTERPRETATION OF TONGUES</b> I Corinthians 12</p> <ul style="list-style-type: none"> <li>The ability to speak in a heavenly language for the purpose of bringing praise to God or a message to the congregation, which is intended to be accompanied by an interpretation of that language.</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p><b>WISDOM</b> 1 Corinthians 12</p> <ul style="list-style-type: none"> <li>The ability to understand God's perspective on life situations and share those insights in a simple and understandable way.</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

The following links provide online gift assessments that may be helpful as you consider your gifts, particularly if this is a new concept for you.

- <http://mintools.com/spiritual-gifts-test.htm> (35 questions)
- [www.spiritualgiftstest.com/](http://www.spiritualgiftstest.com/) (90 questions)
- <https://gifts.churchgrowth.org/cgi-cg/gifts.cgi?intro=1> (108 questions)

# **HEART**

When we speak of someone’s passion, of what he or she is really motivated to do, we sometimes say that “she/he has a *heart* for that ministry/age group.” Even as we have differing gifts, so we have differing interests and passions as well.

What are some of the ways you might complete the following sentences?

- I love to:
  
- I feel compassion when I see or read about:
  
- I have long dreamed about getting involved with:
  
- With what age group or type of people do you love to work with the most?
  
- What ministries, issues, or needs – within the church, region, or world – excite or concern you the most?

*Dear God, I want to serve with you, but this is unknown territory. Help me remember that discovering what you have put in my heart can bring me the greatest contentment possible. You do not call all of us to be leaders or to care for children or to go to the mission field, but instead you call each of us to the tasks for which You designed us. Be my guide as I work to uncover my passions. Amen*

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

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## HEART CHECKLIST

- |   |  |  |
|---|--|--|
| <input type="checkbox"/> Abuse/Family Violence        | <input type="checkbox"/> Health/Fitness          | <input type="checkbox"/> Preschool           |
| <input type="checkbox"/> Addiction Recovery           | <input type="checkbox"/> High School             | <input type="checkbox"/> Prison Ministry     |
| <input type="checkbox"/> At-Risk Children             | <input type="checkbox"/> History                 | <input type="checkbox"/> Publicity           |
| <input type="checkbox"/> Benevolence/Mercy Ministries | <input type="checkbox"/> Homeless                | <input type="checkbox"/> Sanctity of Life    |
| <input type="checkbox"/> Bereavement/Grief            | <input type="checkbox"/> Hospitality             | <input type="checkbox"/> Senior Adults       |
| <input type="checkbox"/> Children                     | <input type="checkbox"/> Hospitalized            | <input type="checkbox"/> Serving/Helping     |
| <input type="checkbox"/> College                      | <input type="checkbox"/> Infants                 | <input type="checkbox"/> Shut-Ins            |
| <input type="checkbox"/> Community Issues             | <input type="checkbox"/> Library/Media Center    | <input type="checkbox"/> Teaching            |
| <input type="checkbox"/> Crisis Counseling            | <input type="checkbox"/> Middle School           | <input type="checkbox"/> Toddlers            |
| <input type="checkbox"/> Disabilities                 | <input type="checkbox"/> Missions: Global        | <input type="checkbox"/> Ushers              |
| <input type="checkbox"/> Disaster Relief              | <input type="checkbox"/> Missions: Local         | <input type="checkbox"/> Visitation          |
| <input type="checkbox"/> Discipleship                 | <input type="checkbox"/> Missions: Regional      | <input type="checkbox"/> Wedding Coordinator |
| <input type="checkbox"/> Education                    | <input type="checkbox"/> Mobilizing for Ministry | <input type="checkbox"/> Widows/Widowers     |
| <input type="checkbox"/> Elementary                   | <input type="checkbox"/> Music: Vocal            | <input type="checkbox"/> Women's Ministry    |
| <input type="checkbox"/> Environment                  | <input type="checkbox"/> Music: Instrumental     | <input type="checkbox"/> Worship             |
| <input type="checkbox"/> Financial Management         | <input type="checkbox"/> Organization            | <input type="checkbox"/> Young Adults        |
| <input type="checkbox"/> Greeting/Welcoming           | <input type="checkbox"/> Outreach                | <input type="checkbox"/> Young Couples       |
|   | <input type="checkbox"/> Picnics/Social Events   | <input type="checkbox"/> Youth               |

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

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# **ABILITIES**

My current vocation is:

Other jobs or skills in which I have experience:

I have taught classes or seminars in:

I believe my most valuable personal assets are:

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

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## ABILITIES CHECKLIST

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

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

# PERSONALITY

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

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

Introverted	1	2	3	4	5	6	7	Extraverted
Intuitive	1	2	3	4	5	6	7	Sensing
Thinking	1	2	3	4	5	6	7	Feeling
Judging	1	2	3	4	5	6	7	Perceiving

## How we relate to others:

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

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

## How we take in information:

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

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

## How we make decisions:

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

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

## How we structure our lives:

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

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

To learn more about your personality type, use the link below to get a free, online personality test.

- <http://www.my-personality-test.com> (64 questions)

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# EXPERIENCES

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

Some of my most meaningful spiritual experiences have included:

Because of some of my own experiences, I believe I could relate to and encourage someone who is going through . . . (i.e. grief, depression, divorce, etc.)

My formal education has been as follows:

My favorite subjects in school have been:

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

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

Church/Location	Position(s) of Service	Years Involved

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# SPECIAL QUALIFICATIONS

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

<input type="checkbox"/>	<b>Certified Teacher</b> (please specify)
<input type="checkbox"/>	<b>Commercial Driver's License</b> (please specify)
<input type="checkbox"/>	<b>Construction Professional</b> (please specify)
<input type="checkbox"/>	<b>Law Enforcement Professional</b> (please specify)
<input type="checkbox"/>	<b>Legal Professional</b> (please specify)
<input type="checkbox"/>	<b>Medical Professional</b> (please specify)
<input type="checkbox"/>	<b>Ministry Professional</b> (please specify)
<input type="checkbox"/>	<b>Food Handler's License</b>
<input type="checkbox"/>	<b>Passed Background Check for Working with Children</b>
<input type="checkbox"/>	<b>Passed Van Driver Course</b>
<input type="checkbox"/>	<b>Other</b> (please specify)

## ***You've finished! You may be wondering ... what's next? Where should I serve?***

Thank you for your time and participation in this SHAPE inventory! We'd encourage you to return it to the church office – by bringing it in, mailing it to 7945 Steilacoom Rd SE, Olympia WA 98503, **or** emailing it to [office@rrcov.org](mailto:office@rrcov.org).

The list of ministries and opportunities for involvement at River Ridge Covenant Church (RRCC) is always growing as new ones are constantly being created. Please don't be discouraged if you do not see something happening yet at RRCC or in the community that you think links up with your specific SHAPE.

Given enough time, we can help you find the right role. In some cases, your SHAPE may lead you to join in ministries we haven't even considered yet. Or maybe there's an organization already doing a great work in the community that we're not aware of. That's very exciting to us, and we'd love to help release you into ministry according to the ways God has uniquely created you.

To browse a current list of opportunities to get involved at River Ridge Covenant Church, please visit our web page at <http://www.rrcov.org/connect/get-involved.html>

Contact us if you would like to meet with someone to explore your options or get more information.

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