

# K E N M O R E C H U R C H

We are excited that you want to learn more about the talents and strengths God has given you! The Bible teaches us that we all have been given strengths by God and that these strengths are to be developed and used for His glory and the good of the world around us.

Most people go through life not knowing their strengths and talents. We don't want that to be the case for you. The assessment below is not a diagnostic, but it does give some useful questions to help you in discovering your gifts. It is adapted from Rick Warren at Saddleback Church.

Blessings to you!

Patrick Hegarty

## S.H.A.P.E.

SHAPE is an acrostic created by Pastor Rick Warren of Saddleback Church. Discovering how God's made us is a lifelong process done in relationship with the Holy Spirit and with one another. We pray this exercise will bring greater insight into how God's shaped you and those in your Lifegroup.

For we are God's masterpiece. He has created us anew in Christ Jesus, so that we can do the good things he planned for us long ago. Ephesians 2:10 NLT

- |                    |   |
|--------------------|---|
| S. Spiritual Gifts | What has God supernaturally gifted me to do?                                  |
| H. Heart           | What do I have a passion for and love to do?                                  |
| A. Abilities       | What natural talents and skills do I have?                                    |
| P. Personality     | Where does my personality best suit me to serve?                              |
| E. Experiences     | What are key relationships, successes, or painful experiences have shaped me? |

# Spiritual Gifts

“Now about spiritual gifts, brothers, I do not want you to be ignorant.” 1 Corinthians 12:1

A spiritual gift is a special ability given by the Holy Spirit to serve others and strengthen the Body of Christ.

Ways to Discover Our Spiritual Gifts:

- Practice: God reveals spiritual gifts to us as we minister to others.
- Read and Study: There are a number of books that talk about spiritual gifts.
- Take assessments: No test is perfect, but it can help get you started.
- Ask others for input: Others will often see gifts in us that we can't see ourselves.

Directions:

1. Read the traits for each spiritual gift and check every phrase that you think fits you.
2. Count the checkboxes in each category and record the total in the accompanying blank.

Gifts	Traits or Descriptions	Totals
Administration	<input type="checkbox"/> Delegates responsibilities easily <input type="checkbox"/> Organizes effectively <input type="checkbox"/> Enjoys completing projects <input type="checkbox"/> Enjoys planning and administrative skills <input type="checkbox"/> Successfully sets and achieves goals and objectives	____ out of 5
Craftsmanship	<input type="checkbox"/> Takes pleasure in drawing/designing objects <input type="checkbox"/> Finds joy in painting or creating handcrafted objects <input type="checkbox"/> Experiences fulfillment in completing projects <input type="checkbox"/> Enjoys time spent in creating beauty <input type="checkbox"/> Finds satisfaction in repairing and maintaining things	____ out of 5
Evangelism	<input type="checkbox"/> Enjoys talking to others about faith in Jesus Christ <input type="checkbox"/> I'm troubled when salvation is not emphasized. <input type="checkbox"/> I am attracted to non-believers because of my desire to win them to Christ. <input type="checkbox"/> Takes satisfaction from sharing the Gospel message with others and persuading them to respond <input type="checkbox"/> Finds a certain pleasure in making new friends and sharing the love of Christ with them.	____ out of 5
Exhortation/ Wisdom	<input type="checkbox"/> Speaks words of encouragement to those who are troubled discouraged, or unsure of themselves <input type="checkbox"/> enjoys helping others resolve difficult or complicated problems <input type="checkbox"/> Accurately applies truth to daily life in spite of crises or conflict <input type="checkbox"/> A good counselor of others feeling perplexed or guilty <input type="checkbox"/> Regularly helps others through difficulty by offering Biblical solutions which bring comfort or direction	____ out of 5

Giving	<input type="checkbox"/> Conscientiously manages money well in order to be able to give liberally to the Lord's work <input type="checkbox"/> Consistently contributes to the Lord's work out of gratitude for what He had done <input type="checkbox"/> Feels deeply moved by urgent financial needs in the work of God's kingdom <input type="checkbox"/> Is content with maintaining a lower standard of living in order to financially benefit God's work <input type="checkbox"/> Finds a certain pleasure in using financial resources to help others.	____ out of 5
Hospitality	<input type="checkbox"/> Readily provides food/shelter graciously and willingly to people in need <input type="checkbox"/> Enjoys having guests in the home and sharing freely with those in need <input type="checkbox"/> Making visitors and guests feel comfortable and a part of things <input type="checkbox"/> Willingly opens home to guests or strangers even when it is not convenient <input type="checkbox"/> Sees his/her home as a resource from God to share with others.	____ out of 5
Intercession	<input type="checkbox"/> Prays faithfully for the needs of others without prodding <input type="checkbox"/> Prays for others when could be doing other things <input type="checkbox"/> Feels secure in the knowledge that prayers continually work miracles in own life and the lives of others <input type="checkbox"/> Knows that praying for others will bring tangible results <input type="checkbox"/> Regards prayer as a favorite spiritual exercise.	____ out of 5
Knowledge	<input type="checkbox"/> God has given me words to say in witnessing situations that surprised even me. <input type="checkbox"/> Through study or experience I have discerned major strategies God seems to use in furthering His kingdom. <input type="checkbox"/> Acquires and masters new facts and principles which aid others in their growth and stability <input type="checkbox"/> I sometimes find I know things that I have never learned, which are confirmed by mature believers. <input type="checkbox"/> Distinguishes key Biblical truths and facts that benefit self and others.	____ out of 5
Leadership	<input type="checkbox"/> Enjoys persuading other people to accomplish preset goals and objectives <input type="checkbox"/> Shows success in leading other people toward accomplishing specific tasks <input type="checkbox"/> Others follow example <input type="checkbox"/> Leads small or large groups of people in decision-making processes <input type="checkbox"/> Positively motivates others to accomplish a task.	____ out of 5
Mercy	<input type="checkbox"/> Works joyfully with people who are ignored by the majority of those around them <input type="checkbox"/> Talks cheerfully and compassionately with the elderly and shut-ins <input type="checkbox"/> Enjoys working with those in jails and prisons	____ out of 5

	<input type="checkbox"/> Joyfully works with others who can do little if anything in response <input type="checkbox"/> Enjoys doing things to comfort people during sickness or times of trouble.	
Music	<input type="checkbox"/> Joyfully sings praises to God either alone or with other people <input type="checkbox"/> Gives others pleasure by playing a musical instrument effectively <input type="checkbox"/> Finds much pleasure in the routine practice of singing hymns and other Gospel selections <input type="checkbox"/> Knows that singing has been a spiritual encouragement to others <input type="checkbox"/> Finds pleasure in playing a musical instrument alone or with a group of people.	____ out of 5
Serving	<input type="checkbox"/> Enjoys being called on to do special jobs <input type="checkbox"/> Enjoys routine work at church that would seemingly bore other people <input type="checkbox"/> Experiences satisfaction in doing menial tasks for the glory of God <input type="checkbox"/> Is content to take orders rather than give them <input type="checkbox"/> Gladly responds when others express a need for help.	____ out of 5
Shepherding	<input type="checkbox"/> Takes responsibility to care and nurture the whole person in their walk with God <input type="checkbox"/> Provides guidance and oversight to a group of God's people <input type="checkbox"/> Models with their life what it means to be a fully devoted follower of Jesus <input type="checkbox"/> Establishes trust and confidence through long-term relationships <input type="checkbox"/> Leads and protects those within their span of care.	____ out of 5
Teaching	<input type="checkbox"/> Enjoys helping other people learn Biblical facts and principles which aid in the building up of their lives <input type="checkbox"/> Finds joy in sharing with children or adults knowledge about learning and applying God's word <input type="checkbox"/> Sees the faith of others' strengthened by teaching about Christ <input type="checkbox"/> Enjoys presenting and discussing Biblical truths with others <input type="checkbox"/> Freely and effectively shares the love of Christ with children and/or adults in an effective and meaningful manner	____ out of 5
Writing	<input type="checkbox"/> Enjoys formulating thoughts & ideas into effective written form <input type="checkbox"/> Feels secure in the fact that words written will be of benefit to those who read them <input type="checkbox"/> Composes or arranges articles in an efficient meaningful style <input type="checkbox"/> Finds much pleasure in composing and writing paragraphs and stories for the edification of others <input type="checkbox"/> Feels confident that literary skill will aid others and that they will be built up and informed because of it.	____ out of 5

Rank the order of your top 5 gifts. Place on the results page in the back as well.

1. \_\_\_\_\_ 2. \_\_\_\_\_ 3. \_\_\_\_\_  
4. \_\_\_\_\_ 5. \_\_\_\_\_

# HEART

Another way to think of your heart is to think about passion! Take a moment to think about these questions:

What drives you?

- What pushes you to action?
- What moves you so deeply that it keeps you awake at night?

Who are the people you most want to help?

- Who do you feel you can influence the most?
- Is there a type of person or age range you feel most drawn to?
- Is there a culture or affinity group you are drawn to?

What are the needs I feel most drawn to?

- What are the top two needs I love to meet for people?
- Why do I love meeting those needs?

What cause am I most passionate about?

- What cause or issue am I most passionate about?

## Heart Passions - People

Directions: Please check each box that you feel applies to you.

The people I would like to serve most are:

<input type="checkbox"/> Children <input type="checkbox"/> College <input type="checkbox"/> Disabled <input type="checkbox"/> Divorced <input type="checkbox"/> Elderly <input type="checkbox"/> Empty Nesters <input type="checkbox"/> Foreign Cultures	<input type="checkbox"/> Homeless <input type="checkbox"/> Hospitalized <input type="checkbox"/> Infants <input type="checkbox"/> Parents <input type="checkbox"/> Poor <input type="checkbox"/> Prisoners <input type="checkbox"/> Single Parents	<input type="checkbox"/> Singles <input type="checkbox"/> Teen Moms <input type="checkbox"/> Unemployed <input type="checkbox"/> Widowed <input type="checkbox"/> Young Married <input type="checkbox"/> Youth <input type="checkbox"/> Other _____
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## Heart Passions - Issues & Causes

The issues or causes I feel most strongly about are:

<input type="checkbox"/> Abortion <input type="checkbox"/> Abuse/Violence <input type="checkbox"/> Addictions <input type="checkbox"/> At-Risk Children <input type="checkbox"/> Child Care <input type="checkbox"/> Compulsive Behavior <input type="checkbox"/> Deafness <input type="checkbox"/> Discipleship <input type="checkbox"/> Economics	<input type="checkbox"/> Education <input type="checkbox"/> Environment <input type="checkbox"/> Ethics <input type="checkbox"/> Family <input type="checkbox"/> Finances <input type="checkbox"/> Health/Fitness <input type="checkbox"/> HIV/AIDS <input type="checkbox"/> Human Trafficking <input type="checkbox"/> Law/Justice System	<input type="checkbox"/> Literacy <input type="checkbox"/> Marriage/Family <input type="checkbox"/> Politics <input type="checkbox"/> Poverty <input type="checkbox"/> Racism <input type="checkbox"/> Sanctity of Life <input type="checkbox"/> Spiritual Apathy <input type="checkbox"/> Violence <input type="checkbox"/> Other _____
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Put the top 3 People and Issues & Causes on the S.H.A.P.E. Results page in the back.

# Abilities

Each of us has abilities that we have discovered and learned over our lifetime. Read through this list of specialized abilities and check the abilities that you excel at and love doing. Check all that apply.

- Adapting: The ability to adjust, change, alter, modify.
- Administrating: The ability to govern, run, rule.
- Analyzing: The ability to examine, investigate, probe, evaluate.
- Building: The ability to construct, make, assemble.
- Coaching: The ability to prepare, instruct, train, equip, develop.
- Communicating: The ability to share, convey, impart.
- Competing: The ability to contend, win, battle.
- Computing: The ability to add, estimate, total, calculate.
- Connecting: The ability to link together, involve, relate.
- Consulting: The ability to advise, discuss, confer.
- Cooking: The ability to prepare, serve, feed, cater.
- Coordinating: The ability to organize, match, harmonize.
- Counseling: The ability to guide, advise, support, listen, care for.
- Decorating: The ability to beautify, enhance, adorn.
- Designing: The ability to draw, create, picture, outline.
- Developing: The ability to expand, grow, advance, increase.
- Directing: The ability to aim, oversee, manage, supervise.
- Editing: The ability to correct, amend, alter, improve.
- Encouraging: The ability to cheer, inspire, support.
- Engineering: The ability to construct, design, plan.
- Facilitating: The ability to help, aid, assist, make possible.
- Forecasting: The ability to predict, calculate, see trends, patterns, and themes.
- Implementing: The ability to apply, execute, make happen.
- Improving: The ability to better, enhance, further, enrich.
- Influencing: The ability to affect, sway, shape, change.
- Landscaping: The ability to garden, plant, improve.
- Leading: The ability to pave the way, direct, excel, win.
- Learning: The ability to study, gather, understand, improve, expand self.
- Managing: The ability to run, handle, oversee.
- Mentoring: The ability to advise, guide, teach.
- Motivating: The ability to provoke, induce, prompt.
- Negotiating: The ability to discuss, consult, settle.
- Operating: The ability to run mechanical or technical things.
- Organizing: The ability to simplify, arrange, fix, classify, coordinate.
- Performing: The ability to sing, speak, dance, play an instrument, act out.
- Pioneering: The ability to bring about something new, groundbreaking, original.
- Planning: The ability to arrange, map out, prepare.
- Promoting: The ability to sell, sponsor, endorse, showcase.

- Recruiting: The ability to draft, enlist, hire, engage.
- Repairing: The ability to fix, mend, restore, heal.
- Researching: The ability to seek, gather, examine, study.
- Resourcing: The ability to furnish, provide, deliver.
- Serving: The ability to help, assist, fulfill.
- Strategizing: The ability to think ahead, calculate, scheme.
- Teaching: The ability to explain, demonstrate, tutor.
- Translating: The ability to interpret, decode, explain, speak.
- Traveling: The ability to journey, visit, explore.
- Visualizing: The ability to picture, imagine, envision, dream, conceptualize.
- Welcoming: The ability to entertain, greet, embrace, make comfortable.
- Writing: The ability to compose, create, record.

Your top abilities: Go back and choose the top three abilities that most define or influence you.

1. \_\_\_\_\_ 2. \_\_\_\_\_ 3. \_\_\_\_\_

## Personality

“Like stained glass, our different personalities reflect God’s light in many colors and patterns.” Rick Warren

Understanding the personality God has given you will help you more effectively express your spiritual gifts, heart, and abilities for HIS sake.

We are going to focus on only two aspects of your personality:

- How you are Energized // How you are Organized.

Directions: For each statement, circle the number towards the statement that most accurately describes what you would prefer in most situations.

Select the behavior or perspective that would come naturally to you if you knew there were NO restrictions on or consequences for your personal expression.

### How are you Energized?

I’m more comfortable:

Doing things for people      1 2 3 4      Being with people

When doing a task, I tend to:

Focus on the goal      1 2 3 4      Focus on relationships

I get more excited about:

Advancing a cause	1 2 3 4	Creating community
It's more important to start a meeting: On time	1 2 3 4	When everyone gets there
I'm more concerned with: Meeting a deadline	1 2 3 4	Maintaining a team
I place higher value on: Action	1 2 3 4	Communication

Add all prior numbers and record total here: \_\_\_\_\_

If your score is 7-17 you're more task oriented.  
If your score is 18-28 you're more people oriented.

### How are you organized?

While on vacation I prefer to: Be spontaneous	1 2 3 4	Follow a set plan
I prefer to set guidelines that are : General	1 2 3 4	Specific
I prefer projects that have: Variety	1 2 3 4	Routine
I like to: Play it by ear	1 2 3 4	Stick to a plan
I find routine: Boring	1 2 3 4	Restful
I accomplish tasks best by: By working it out as I go	1 2 3 4	By following a plan

Add all prior numbers and record total here: \_\_\_\_\_

If your score is 7-17 you are more unstructured.  
If your score is 18-28 you are more structured.

Record your results below for your record and on the S.H.A.P.E. Results page.

I am \_\_\_\_\_ / \_\_\_\_\_.  
**(Task or People)**                      **(Structured or Unstructured)**



# Experiences

“Look back over your life. What have you consistently done well? What have you loved to do? Stand at the intersection of your affections and successes and find your uniqueness.”

Max Lucado, *Cure for the Common Life*

## WORK EXPERIENCES

What jobs have you been most effective in and enjoyed the most? List them below.

## LIFE EXPERIENCES

What problems, hurts, pains or trials have you learned that you can in turn help others? Check all that apply.

<input type="checkbox"/> Abortion <input type="checkbox"/> Abuse <input type="checkbox"/> Adoption <input type="checkbox"/> Alcoholism <input type="checkbox"/> Alzheimer's/Dementia <input type="checkbox"/> Annulment of Marriage <input type="checkbox"/> Bankruptcy <input type="checkbox"/> Cancer <input type="checkbox"/> Chronic Pain <input type="checkbox"/> Crisis Pregnancy <input type="checkbox"/> Death/Grief	<input type="checkbox"/> Depression <input type="checkbox"/> Eating Disorder <input type="checkbox"/> Extended Court Proceedings <input type="checkbox"/> Extended Job Loss <input type="checkbox"/> Extended Physical <input type="checkbox"/> Illness/Injury <input type="checkbox"/> Handicapped/Disabled <input type="checkbox"/> Homeless <input type="checkbox"/> Military Wartime Service <input type="checkbox"/> Miscarriage	<input type="checkbox"/> Orphaned <input type="checkbox"/> Prison <input type="checkbox"/> Recovery Program <input type="checkbox"/> Remarried <input type="checkbox"/> Separated and/or <input type="checkbox"/> Restored Marriage <input type="checkbox"/> Suicide <input type="checkbox"/> Widowed <input type="checkbox"/> Other _____
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## MINISTRY EXPERIENCES MINISTRY EXPERIENCES

Where have you enjoyed serving in the past? Check all that apply to you.

<input type="checkbox"/> Greeter <input type="checkbox"/> Teacher (Adults) <input type="checkbox"/> Teacher/Helper (Youth) <input type="checkbox"/> Teacher/Helper (Children) <input type="checkbox"/> Teacher Training Ministry <input type="checkbox"/> Host <input type="checkbox"/> Music (Instrument) <input type="checkbox"/> Music (Vocal) <input type="checkbox"/> Mission Trip <input type="checkbox"/> Urban Missions <input type="checkbox"/> Tutoring <input type="checkbox"/> Deacon <input type="checkbox"/> Elder <input type="checkbox"/> Drama	<input type="checkbox"/> Mentor <input type="checkbox"/> Coach <input type="checkbox"/> Lifegroup Leader <input type="checkbox"/> Meals Ministry <input type="checkbox"/> Counseling <input type="checkbox"/> Clothing Closet <input type="checkbox"/> Bus/Van Driver <input type="checkbox"/> Video <input type="checkbox"/> Sound Board <input type="checkbox"/> Library <input type="checkbox"/> Hospital Care <input type="checkbox"/> Coffee <input type="checkbox"/> Prayer Team <input type="checkbox"/> Prison Ministry	<input type="checkbox"/> Program/Event <input type="checkbox"/> Coordinator <input type="checkbox"/> Retreat Planning <input type="checkbox"/> Parking Cars <input type="checkbox"/> Set up/ Tear down <input type="checkbox"/> Speaker/Trainer <input type="checkbox"/> Writing <input type="checkbox"/> Cleaning Crew <input type="checkbox"/> Office Work <input type="checkbox"/> ESL Ministry <input type="checkbox"/> Construction <input type="checkbox"/> Recovery Ministry <input type="checkbox"/> Special Needs Children <input type="checkbox"/> Other _____
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# S.H.A.P.E Results

## Spiritual Gifts

Top 5 spiritual gifts

1. \_\_\_\_\_ 2. \_\_\_\_\_ 3. \_\_\_\_\_  
4. \_\_\_\_\_ 5. \_\_\_\_\_

## Heart

Top 3 people you would like to serve most:

1. \_\_\_\_\_ 2. \_\_\_\_\_ 3. \_\_\_\_\_

Top 3 issues or causes you feel most passionate about:

1. \_\_\_\_\_ 2. \_\_\_\_\_ 3. \_\_\_\_\_

## Abilities

Top 3 abilities to be used for His glory:

1. \_\_\_\_\_ 2. \_\_\_\_\_ 3. \_\_\_\_\_

## Personality

Circle Below

I am more **Task Oriented** or **People Oriented** // I am more **Structured** or **Unstructured**.

## Experiences

List any WORK experiences that you have had that could be used in God's Kingdom:

1. \_\_\_\_\_ 2. \_\_\_\_\_ 3. \_\_\_\_\_

List any LIFE experiences that you have had that could be used in God's Kingdom:

1. \_\_\_\_\_ 2. \_\_\_\_\_ 3. \_\_\_\_\_

List any MINISTRY experiences that you have had that could be used in God's Kingdom:

1. \_\_\_\_\_ 2. \_\_\_\_\_ 3. \_\_\_\_\_

## Reflection

- Ask God what gift He is highlighting. How can you grow in this gift for your joy and His Kingdom?
- Share with someone or a small group in your Lifegroup.