

***Discover***  
***your***  
***Design***  
**Assessments**

**for your S.H.A.P.E.**

**Spiritual Gifts, Heart/Passion, Abilities, Personality, Experience!**

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

Date: \_\_\_\_\_

# Discover Your Design Instructions:

**This booklet is a tool to guide you as you discover how God has uniquely gifted you for His glory!**

Why use assessments?

1. To give you direction
2. To affirm what you already know

What tools are included to assist you? **S.H.A.P.E. stands for:**

**S**piritual Gifts inventory  
**H**ear/Passion assessment  
**A**bilities assessment  
**P**ersonality assessment (DISC)  
**E**xperiences

Please complete the assessments prior to the actual “Discover Your Design” service. You can record your results on the results page at the back of this workbook. Please bring the booklet and results with you to the service, where we will celebrate God’s unique design for His people.

# Discover your Spiritual Gifts

## Directions

This is not a test, so there are no wrong answers. The Spiritual Gift Tendencies Survey consists of 45 statements. Some items reflect concrete actions, other items are descriptive traits, and still others are statements of belief. Select the one response you feel best characterizes yourself and place that number in the blank provided. Do not spend too much time on any one item. Remember, this is not a test. Usually your immediate response is best.

Please give an answer for each item. Do not skip any items. Do not ask others how they are answering or how they think you should answer. Work at your own pace.

### Your response choices are:

- 5—Highly characteristic of me/definitely true for me
- 4—Most of the time this would describe me/be true for me
- 3—Frequently characteristic of me/true for me—about 50 percent of the time
- 2—Occasionally characteristic of me/true for me—about 25 percent of the time
- 1—Not at all characteristic of me/definitely untrue for me

- \_\_\_ 1. I have the ability to organize ideas, resources, time, and people effectively.
- \_\_\_ 2. I am willing to study and prepare for the task of teaching.
- \_\_\_ 3. I have a God-given ability to help others grow in their faith.
- \_\_\_ 4. I possess a special ability to communicate the truth of salvation.
- \_\_\_ 5. I am sensitive to the hurts of people.
- \_\_\_ 6. I experience joy in meeting needs through sharing possessions.
- \_\_\_ 7. I have delivered God's message of warning and judgment.
- \_\_\_ 8. I take action to meet physical and practical needs rather than merely talking about or planning to help.
- \_\_\_ 9. I can delegate and assign meaningful work.
- \_\_\_ 10. I have an ability and desire to teach.
- \_\_\_ 11. I have a natural tendency to encourage others.
- \_\_\_ 12. I am willing to take the initiative in helping other Christians grow in their faith.
- \_\_\_ 13. I have an acute awareness of the emotions of other people, such as loneliness, pain, fear, and anger.
- \_\_\_ 14. I am a cheerful giver.
- \_\_\_ 15. I feel that I have a message from God to deliver to others.
- \_\_\_ 16. It makes me happy to do things for people in need.
- \_\_\_ 17. I am successful in getting a group to do its work joyfully.
- \_\_\_ 18. I have the ability to plan learning approaches.
- \_\_\_ 19. I can identify those who need encouragement.

- \_\_\_ 20. I have trained Christians to be more obedient disciples of Christ.
- \_\_\_ 21. I am willing to do whatever it takes to see others come to Christ.
- \_\_\_ 22. I am attracted to people who are hurting.
- \_\_\_ 23. I am a generous giver.
- \_\_\_ 24. I have spiritual insights from Scripture concerning issues and people that compel me to speak out.
- \_\_\_ 25. I am sensitive to the needs of people.
- \_\_\_ 26. I have been able to make effective and efficient plans for accomplishing the goals of a group.
- \_\_\_ 27. I think about how I can comfort and encourage others.
- \_\_\_ 28. I am able to give spiritual direction.
- \_\_\_ 29. I am able to present the gospel to lost persons in such a way that they accept the Lord and His salvation.
- \_\_\_ 30. I possess an unusual capacity to understand the feelings of those in distress.
- \_\_\_ 31. I have a strong sense of stewardship based on the recognition that God owns all things.
- \_\_\_ 32. I have delivered to other persons messages that have come directly from God.
- \_\_\_ 33. I have an acute awareness of the physical needs of others.
- \_\_\_ 34. I am skilled in setting forth positive and precise steps of action.
- \_\_\_ 35. I explain Scripture in such a way that others understand it.
- \_\_\_ 36. I welcome opportunities to help people who need comfort, consolation, encouragement, and counseling.
- \_\_\_ 37. I feel at ease in sharing Christ with nonbelievers.
- \_\_\_ 38. I recognize the signs of stress and distress in others.
- \_\_\_ 39. I desire to give generously and unpretentiously to worthwhile projects and ministries.
- \_\_\_ 40. God gives me messages to deliver to His people.
- \_\_\_ 41. I enjoy doing little things that help people.
- \_\_\_ 42. I can give a clear, uncomplicated presentation.
- \_\_\_ 43. God has used me to encourage others to live Christlike lives.
- \_\_\_ 44. I have sensed the need to help other people become more effective in their ministries.
- \_\_\_ 45. I like to talk about Jesus to those who do not know Him.

### Scoring Your Survey:

Follow these directions to figure your score for each spiritual gift:

1. Place in each box your numerical response (1-5) to the item number which is indicated below the box.
2. For each gift, add the numbers in the boxes and put the total in the TOTAL box.

Values of answers					Total	Gift
1	9	17	26	34		Administration
2	10	18	35	42		Teaching
7	15	24	32	40		Prophecy
11	19	27	36	43		Exhortation
3	12	20	28	44		Shepherding
4	21	29	37	45		Evangelist
8	16	25	33	41		Service/ helps
5	13	22	30	38		Mercy
6	14	23	31	39		Giving

Record your top 3 gifts on the results page:

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

# Understanding your Spiritual gifts

## Administration

The ability to plan and direct details to accomplish goals. Persons with the gift of administration lead the body by guiding others to stay on task. Administration enables the body to organize according to God given purposes and long-term goals (1 Corinthians 12:28).

Unique Characteristics	Qualities	Cautions
<ul style="list-style-type: none"> <li>• Develops or designs a strategy</li> <li>• Creates order</li> </ul>	<ul style="list-style-type: none"> <li>• Complete</li> <li>• Unbiased</li> <li>• Organized</li> <li>• Goal-focused</li> </ul>	<ul style="list-style-type: none"> <li>• Lack of flexibility</li> <li>• Lacks seeing God in process when meeting a goal</li> </ul>

## Exhortation/Encouragement

Encourage members to be involved in and enthusiastic about the work of the Lord. Members with this gift are good counselors and motivate others to service. The gift of exhortation often exhibits itself in the areas of preaching, teaching and ministry.

Unique Characteristics	Qualities	Cautions
<ul style="list-style-type: none"> <li>• Encourages the downhearted</li> <li>• Strengthens other to perform by sharing the truth</li> <li>• Motivates other to grow in Christ</li> </ul>	<ul style="list-style-type: none"> <li>• Upbeat</li> <li>• Motivating</li> <li>• Encouraging</li> </ul>	<ul style="list-style-type: none"> <li>• Too optimistic or too simplistic</li> <li>• Encourages other when challenge is necessary</li> </ul>

## Evangelist

God gifts his church with evangelists to lead others to Christ effectively and enthusiastically. This gift builds up the body by adding new members to its fellowship (Eph. 4:11).

Unique Characteristics	Qualities	Cautions
<ul style="list-style-type: none"> <li>• Shares the gospel clearly</li> <li>• Ability to lead or train others</li> <li>• Challenge unbelievers</li> </ul>	<ul style="list-style-type: none"> <li>• Outgoing</li> <li>• Genuine</li> <li>• Highly regarded</li> <li>• Assured</li> </ul>	<ul style="list-style-type: none"> <li>• Remember that the Holy Spirit wins someone to Christ.</li> <li>• Listen to the needs of people.</li> </ul>

## Giving

Members with the gift of giving give freely and joyfully to the work and mission of the body. Cheerfulness and liberality are characteristics of individuals with this gift (Rom. 12:8).

Unique Characteristics	Qualities	Cautions
<ul style="list-style-type: none"> <li>• Tries to be in control of their finances in order to give</li> <li>• Has the ability to make money for God's work</li> <li>• Loves to help others in need</li> </ul>	<ul style="list-style-type: none"> <li>• Maintains budget</li> <li>• Benevolent</li> </ul>	<ul style="list-style-type: none"> <li>• Tends to regard gift of giving as a superior gift</li> <li>• Not designed to guide decisions of the church by gift</li> </ul>

## Service/Helps

Those with the gift of service/helps recognize practical needs in the body and joyfully give assistance to meeting those needs. Christians with this gift do not mind working behind the scenes (1 Cor. 12:28; Rom. 12:7).

Unique Characteristics	Qualities	Cautions
<ul style="list-style-type: none"> <li>• Highly supportive of others' gifts</li> </ul>	<ul style="list-style-type: none"> <li>• Accessible</li> <li>• Ready</li> <li>• Invaluable</li> </ul>	<ul style="list-style-type: none"> <li>• Has a hard time saying no</li> <li>• Doesn't set own agenda but follows leadership</li> </ul>

## Mercy

Cheerful acts of compassion characterize those with the gift of mercy. Persons with this gift aid the body by empathizing with hurting members. They keep the body healthy and unified by keeping others aware of the needs within the church (Rom. 12:8).

Unique Characteristics	Qualities	Cautions
Tries to ease the pain or discomfort of others Brings compassion and dignity to others in crisis	Empathetic Loving Good-hearted Compassionate Sensitive	Anger due to others' suffering Be careful not to take on pain to extremes.

## Prophecy

The gift of prophecy is proclaiming the Word of God boldly. This builds up the body and leads to conviction of sin. Prophecy manifests itself in preaching and teaching (1 Cor. 12:10; Rom. 12:6).

Unique Characteristics	Qualities	Cautions
Exposes deception in others Shares truth that leads to conviction and repentance	Discerning Absolute Candid Unquestioned	Can be perceived as too bold Prophecy must align with scripture

## Shepherding

The gift of shepherding is manifested in persons who look out for the spiritual welfare of others. Although pastors, like shepherds, do care for members of the church, this gift is not limited to a pastor or staff member (Eph. 4:11).

Unique Characteristics	Qualities	Cautions
<ul style="list-style-type: none"><li>• Feels responsible to nurture others</li></ul>	<ul style="list-style-type: none"><li>• Influential</li><li>• Guiding</li><li>• Shielding</li><li>• Caring</li></ul>	<ul style="list-style-type: none"><li>• Be careful not to hinder others' walk in Christ.</li><li>• Don't be overprotective.</li></ul>

## Teaching

Teaching is instructing members in the truths and doctrines of God's Word for the purposes of building up, unifying, and maturing the body (1 Cor. 12:28; Rom. 12:7; Eph. 4:11).

Unique Characteristics	Qualities	Cautions
<ul style="list-style-type: none"><li>• Communicates biblical truth for understanding</li><li>• Likes to prepare and study</li></ul>	<ul style="list-style-type: none"><li>• Disciplined</li><li>• Eloquent</li><li>• Educable</li><li>• Rational</li><li>• Logical</li></ul>	<ul style="list-style-type: none"><li>• Temptation to be prideful</li><li>• Arrogance because of knowledge</li></ul>

For a more in-depth study of spiritual gifts, refer to the book *Jesus on Leadership: Becoming a Servant Leader* ([www.lifeway.com](http://www.lifeway.com)).

# Discover your Heart (passion)

## What is meant by “heart (passion)”?

The term heart/passion really refers to any cause, population or community concern to which you feel instinctively drawn. Your passion may be driven by solving a certain type of “problem,” or it may be driven by aiding the people touched by this problem. Enthusiastic and passionate people make ministry enjoyable!

## How can you discover your heart/ passion?

One of the best ways to discover your areas of passion is to reflect on what generates the greatest emotional responses in you. Think about your conversations. What inspires you to earnest heartfelt dialogue with others? Think about the things to which you donate your greatest amount of time and money. Where you put your time is likely where your passions are found.

## Check all the words that best describe what you have a heart for / what motivates you most:

- |  |   |
|--|---|
| <input type="checkbox"/> Care ministries           | <input type="checkbox"/> Missions               |
| <input type="checkbox"/> Children                  | <input type="checkbox"/> Photography            |
| <input type="checkbox"/> College students          | <input type="checkbox"/> Prayer                 |
| <input type="checkbox"/> Counseling/ Recovery      | <input type="checkbox"/> Prisoners/Jail         |
| <input type="checkbox"/> Disabled                  | <input type="checkbox"/> Senior Adults          |
| <input type="checkbox"/> Evangelism                | <input type="checkbox"/> Singles                |
| <input type="checkbox"/> Finances                  | <input type="checkbox"/> Technology             |
| <input type="checkbox"/> Food Service/ Cooking     | <input type="checkbox"/> Theology/ Discipleship |
| <input type="checkbox"/> Homeless/ Underprivileged | <input type="checkbox"/> Women’s ministry       |
| <input type="checkbox"/> Marriage/ Family          | <input type="checkbox"/> Worship/ Arts/ Music   |
| <input type="checkbox"/> Men’s ministry            | <input type="checkbox"/> Other _____            |
| <input type="checkbox"/> Mental Health             |   |

If you were to prioritize your passions, what would be your top three?

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

## Discover your Abilities

As you read through each area, **check** the abilities or skills in which you have proven ability and those that you enjoy doing. You are not making a commitment to serve in any areas, but simply acknowledging abilities which may be used in ministry to others.

- Accounting/Finance
- Administration/Management
- Athletics
- Audio/Visual/Media
- Child care
- Cleaning
- Computers/IT
- Construction - Carpentry
- Construction - Electric
- Construction - HVAC/Plumbing
- Construction - Masonry
- Construction - Painting
- Counseling
- Crafts
- Customer service
- Data entry
- Decorating
- Event planning
- Food service
- Gardening/Landscaping
- Journalism/Writing
- Law enforcement
- Legal
- Library
- Marketing/Public relations
- Mental health
- Mentoring/Tutoring
- Music - Instrumental
- Music - Vocal
- Organization
- People/Communication
- Photography
- Poetry
- Secretarial
- Sign language
- Social work
- Systems analyst
- Teaching
- Theatre - Acting
- Theatre - Back stage/Tech
- Transportation
- Weddings
- Other \_\_\_\_\_

# Discover Your Personality

## Instructions

Your focus in taking this survey is to find your instinctive behavior. Do not search for what you think is the best response. There are no right or wrong answers.

## How to Respond

Rank **each horizontal row of words** as either 4, 3, 2, or 1. The most effective way to do this is to assign a 4 to the word in **each row** that *most* describes you. Then, place a 1 by the word that is *least* like you. Of the two remaining words, assign a 3 to the word most like you and a 2 to the final word. Use all rankings (1-4) in each line **only once**. The first row is an example.

1 <sub>(least)</sub>	Dominant	4 <sub>(most)</sub>	Influencing	3	Steadiness	2	Conscientious
	Forceful		Lively		Modest		Tactful
	Aggressive		Emotional		Accommodating		Consistent
	Direct		Animated		Agreeable		Accurate
	Tough		People-oriented		Gentle		Perfectionist
	Daring		Impulsive		Kind		Cautious
	Competitive		Expressive		Supportive		Precise
	Risk-taker		Talkative		Relaxed		Factual
	Argumentative		Fun-loving		Patient		Logical
	Bold		Spontaneous		Stable		Organized
	Take Charge		Optimistic		Peaceful		Conscientious
	Candid		Cheerful		Loyal		Serious
	Independent		Enthusiastic		Good listener		High standards

$$\underline{\hspace{2cm}} \text{ *D Total* } + \underline{\hspace{2cm}} \text{ *I Total* } + \underline{\hspace{2cm}} \text{ *S Total* } + \underline{\hspace{2cm}} \text{ *C Total* } = \underline{\hspace{2cm}} \text{ *GRAND TOTAL* }$$

Note: Do not include the example totals in your total. If your four totals do not add up to 120, you did not complete the survey correctly, or you made a mistake in adding up the totals. Recheck your work.

# Understanding the DISC personality styles:

Dominant - Director, Organizer, Motivator	
<p><b>Strengths:</b>            Organizer            Forward-looking            Initiates activity            Innovative            Confident            Identify and change problems</p>	<p><b>Possible weaknesses:</b>            Critical            Insensitive            Impatient            Too controlling            Hate routine            Hate details</p>
<p><b>Tendencies:</b>            Focus on “overcoming opposition”            Desire to control            Focus on getting results            Tasks and results vs. people and ideas            Change/ activity vs. Maintenance/ accommodation            Daring            Decisive            Direct            Self- starter</p>	<p><b>How to respond to this person:</b>            Be firm and direct            Focus on action and goals            Brief and to the point            Get out of the way</p>

Influencing - Affiliator, Persuader, Encourager, Negotiator	
<p><b>Strengths:</b>            Motivate others through stories            Affectionate            Approachable            Understanding            Optimistic and enthusiastic            Team player            Persuasive            Sociable            Trusting</p>	<p><b>Possible weaknesses:</b>            Give in to social pressure            Compromise            Deny responsibility            Need affirmation            Overlook details            Poor follow-through            Lose sight of the goal</p>
<p><b>Tendencies:</b>            Focus on “Shaping the environment”            Build alliances            Relational            Ideas/people vs task/ results            Change/Activity vs Maintenance/accommodation</p>	<p><b>How to respond to this person:</b>            Allow for informal dialogue            Provide fun/activities            Be friendly and positive            Encourage</p>

**Steadiness - Persister, Investigator, Advisor, Strategist**

**Strengths:**

Ability to stay focused on the goal  
 Consistent  
 Traditional  
 Dependable  
 Patient and empathetic  
 Service oriented

**Possible weaknesses:**

Keep peace at any cost  
 Avoid conflict  
 Procrastinate  
 Slow mover  
 Dislikes change

**Tendencies:**

Focus on "cooperation with others"  
 Prefer to work as a team  
 Likes repetition  
 Good listener  
 Patient  
 Relaxed  
 Stable  
 Steady  
 Maintenance/ accommodation vs. Change/activity  
 Ideas/ people vs task/ results

**How to respond to this person:**

Be non-threatening and patient  
 Allow time to process and adjust

**Compliance - Perfectionist, analyst, cooperater, adaptor**

**Strengths:**

Attention to detail  
 Ability to work alone  
 Maintain high standards  
 Defines, clarifies, gets information and tests

**Possible weaknesses:**

Cautious  
 Questions everything  
 Resists or refuses change  
 Rigid  
 Indecisive

**Tendencies:**

Focus on "quality control/ structure and order"  
 Accurate  
 Analytical  
 Conscientious  
 High standards  
 Precise  
 Tasks and results vs. people and ideas  
 Maintenance/ accommodation vs. change/activity

**How to respond to this person:**

Allow time to ask questions  
 Provide step by step instructions  
 Be specific and accurate  
 Make allowance for initial response to be negative and cautious

### **Approach to teamwork**

- D** - initiator
- I** - Resource gatherer
- S** - Support/ help
- C** - Design and technical support

### **Sensitivity to others**

- D** - Insensitive
- I** - Everyone happy, enjoy life
- S** - Avoid hurt
- C** - Logical/ analytical

### **Leadership style**

- D** - Autocrat
- I** - Democratic
- S** - Participatory
- C** - Bureaucratic (proper procedures)

### **Response to stress**

- D** - Physical (exercise or yell)
- I** - Talkative
- S** - Sleep
- C** - Be alone, silence

### **Comparable to the four-temperament models**

- D** - Choleric
- I** - Sanguine
- S** - Phlegmatic
- C** - Melancholy

### **Caution:**

- Should not be used to label individuals
- All personality types are necessary
- No personality type is better than another
- Don't use personality type to excuse negative behavior
- Appreciate the differences

# Discover Your Experiences

- Experiences: Those parts of your past, both positive and painful, which God intends to use in great ways. God helps us in our troubles, so we are able to help others who have all kinds of troubles, using the same help that we ourselves have received from God (2 Corinthians 1:4, GNB).

Take a look at your life. A timeline tells history. On the line below, mark your birth and events in your life that helped shape you into who you are today.

Birth

Present



Have you ever considered how God was involved in these events? You can have hope for the future when you realize God's powerful presence in your past.

# Results from the Discover Your Design Assessment tools:

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

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

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

List your top 3 **spiritual gifts** tendencies:

1. \_\_\_\_\_

2. \_\_\_\_\_

3. \_\_\_\_\_

List your top 3 **Heart/ passions**:

1. \_\_\_\_\_

2. \_\_\_\_\_

3. \_\_\_\_\_

List 5-10 **abilities** that you most enjoy:

List your top 2 **personality** traits:

1. \_\_\_\_\_ Score \_\_\_\_\_

2. \_\_\_\_\_ Score \_\_\_\_\_

List any significant life experiences that may be an area of future ministry:

List Hobbies: