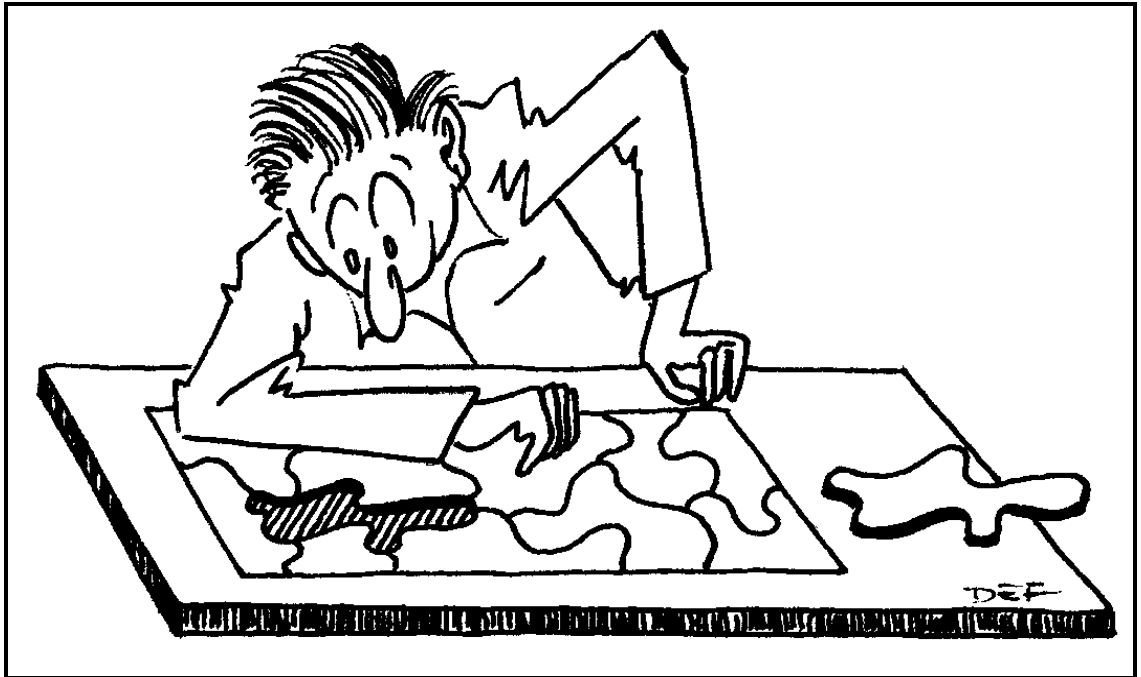


HOW DO YOU "FIT IN"?



The answer: By matching your " _____ " to a corresponding ministry " _____ ."

S _____

H _____

A _____

P _____

E _____

I. The 1st Step in discovering your niche is to define your unique "S.H.A.P.E."

The information and assessments on the following pages are designed to help you do that.

Know Your SHAPE

Summary

- ✓ **Spiritual Gifts** - What are your spiritual gifts?
 - Discernment, evangelism, exhortation / encouragement, prophecy, teaching, tongues, interpretation of tongues, Word of Knowledge, wisdom, faith, giving, healing, administration / leadership, miracles, helps / service, & mercy.
- ✓ **Heart** - What do you have a passion for?
 - Causes (recovery, spiritual growth, human trafficking, etc.)
 - People (children, married couples, men, women, singles, poor, etc.)
 - Roles (discipleship, negotiate, design / developer, etc.).
- ✓ **Abilities** - What are some of your abilities? What can you do well?
 - Planning, organizing, designing, computers, music, etc.
- ✓ **Personality** - What trait fits you the best? Are you ...
 - Extroverted or Introverted?
 - Thinker or Feeler?
 - Routine or Variety?
 - Cooperative or Competitive?
- ✓ **Experience** - What is your experience in the following areas?
 - Educational experience - What formal education have you achieved?
 - Ministry experience - What have you done in the service to the Lord?
 - Personal or Painful experiences - What challenges or significant events that have taught and/or changed your life? It may be something that has happen to you or someone close to you that affected you.
 - Spiritual experience - Meaningful decision or times with God. Times you took a big step of faith in obeying God's guidance.
 - Vocational experience - Job related functions or task that you have done.

Spiritual Gifts

“Now there are different kinds of Spirituals Gifts, but it is the Holy Spirit that is the source of them all.” 1 Corinthians 12:4 NLT

"SPEAKING" GIFTS:

DISCERNMENT (or DISTINGUISHING) OF SPIRITS - The ability to intuitively discern if another's words, actions, motives or plans are of God or are from another (satanic or merely human) source. The ability to easily "see through" people and their facades. Likely manifested as frequent, strong hunches about the "rightness" or "wrongness" of people and actions, from God's perspective.

EVANGELISM - It is uncertain, biblically, if this is really a separate, discernable gift. It may be better understood as a vocation ("evangelist") adopted by a person with other speaking or serving gifts. If understood as a gift, it is probably manifested as a deep concern about people's need for Christ and a compelling desire to tell them about Him. It enables an intuitive alertness to good opportunities for sharing and an ability (especially with practice) to communicate the gospel simply, clearly, effectively, with conviction and with sensitivity to the feelings and needs of the listener.

Note: A few with this gift may also sense the Lord's urging to devote themselves full-time to reaching others for Christ as a missionary or church-planter. These are likely the modern-day "equivalents" of the New Testament apostles in that they fulfill much the same function and possess the same sense of being "sent."

EXHORTATION - The marked ability to drive home specific truths from God's Word, to help others recognize God's will for their lives, and to point out practical areas of lack or disobedience. Manifested as a frequently-experienced inclination to challenge, advise, stir up, motivate, change, fix, reassure or encourage others forward.

PROPHECY - Manifested as an inner urging to speak out God's word; to crisply, practically, directly, authoritatively and lovingly address specific needs, faults or lacks in others so that their hearts are penetrated and they are challenged, encouraged or built up as a result.

TEACHING - Manifested as (1) a keen desire to study God's word, (2) the ability to dig down to its meaning and relevance, and (3) the inner urging to organize and explain clearly to others what was learned so they can profit from it, also.

Note: A few with this gift may also sense the Lord's urging to assume general responsibility for the spiritual well-being of a group, serving in the office/ministry of a "pastor-teacher." Some who are uniquely enabled to relate God's truth to people's needs in a piercingly relevant manner may be said to possess the modern day "equivalent" of the prophetic gift.

TONGUES - The overflow of a heart filled with gratitude, love and praise to God, naturally spilling out through the mouth in unintelligible language (whether in prayer, song or declaration).

INTERPRETATION OF TONGUES - The ability to understand with certainty the meaning of what has been prayed, sung or declared in "tongues."

WORD OF KNOWLEDGE - The ability to come up with a timely scripture, insight, answer, point, definition or explanation from God in response to a specific question or need for truth / counsel.

WORD OF WISDOM - The ability to come up with a helpful insight or solution, from the Scriptures, experience or common sense, in response to specific needs for guidance, advice or practical help with a decision or problem.

"SERVING" GIFTS:

FAITH - The ability to (1) peacefully continue to trust God and to maintain courage and endurance in times of difficulty or stress, (2) confidently expect God to act in response to needs and petitions, and (3) envision large, progressive things which God would like to do in the future.

GIVING - Manifested as (1) a heightened alertness to the financial or material needs of Christian individuals and organizations, (2) a strong desire to help meet those needs, and (3) a special sense of joy and fulfillment in regularly doing so.

HEALINGS - The ability to serve as a human intermediary through whom God cures and restores health or wholeness to others. Likely manifested as an inner urging to touch or pray for others in need with the confidence that God desires (or would be willing) to heal them.

LEADING / ADMINISTRATION - A unique desire and ability to see the big picture, focus on a vision, set objectives, shoulder responsibility, assume authority, work out plans, organize, coordinate, make decisions, delegate, supervise, direct, manage and see that objectives are reached and tasks are accomplished for Jesus' sake.

MIRACLES - The ability to serve as a human intermediary through whom God performs acts of power which defy the "laws" of nature or overcome some satanic / demonic influence. Likely manifested as (1) a periodic, heightened alertness to situations in which God desires (or would be willing) to personally intervene, and (2) an inner urging to take charge of the situation on His behalf.

SERVING / HELPING - Manifested as (1) an alertness to different kinds of practical chores and tasks needing attention, (2) the inward readiness and desire to take care of them, and (3) a marked sense of fulfillment and joy in doing so for Jesus' sake.

(SHOWING) MERCY - Manifested as (1) a heightened alertness and sensitivity to the needs of others in some kind of distress, (2) a deep feeling of compassion and concern in response, and (3) an inward urging to be available and to act on their behalf in whatever way is necessary to relieve their distress.

HEART

1. Some synonyms:
2. Some examples of what you can "have a heart" for:
3. What are some specific things that you really enjoy doing or gain a lot of satisfaction from?
4. Assume that your money, time, and abilities are not factors, then answer these questions:
 - a) What kinds of ISSUES stir you emotionally? (These issues can be political, social or spiritual in nature, and may be global, local or personal in scope).
 - b) What kinds (or groups) of PEOPLE do you feel a deep concern for and desire to help in some way?
 - c) What kinds of NEEDS do people have that touch your heart and make you wish you could help?
 - d) If you knew that you would not fail in your endeavor, what would you do to make a difference in others' lives?
 - e) In what areas of the church's ministry would you like to help and make an impact with your life?
5. Conclusion/Application: I would say I have a heart for...

ABILITIES

You were born with natural talents and aptitudes for excellence which have been complemented over the years by skills you acquired through practice and/or training.

1. To help you assess these, answer the following questions:

a) What kinds of things do you like to do in your spare time?

b) What are your hobbies?

2. Now, put a "check" next to all of the activities listed on the next page...

...which you find to be especially enjoyable,
...at which you are particularly skilled,
...which seem to come very naturally to you, or
...for which you have some special training and/or previous experience.

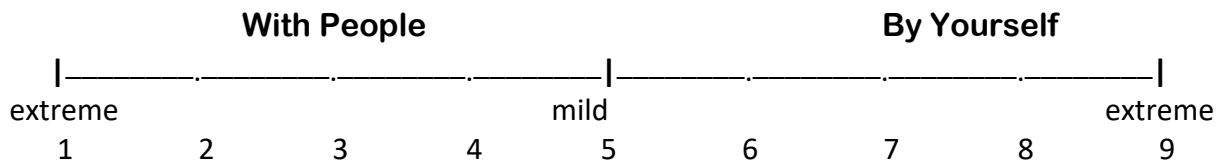
3. When you're finished, go back over all the activities you "checked" and circle the 6 or 7 you enjoy doing the most. Don't forget this step!

<p align="center"><u>COMMUNICATION / TEACHING / ASSISTING</u></p> <p>___ Selling/Persuading</p> <p>___ Study/Research</p> <p>___ Writing</p> <p>___ Teaching a class, seminar or workshop</p> <p> Preferred age(s)/group(s):</p> <p> ___ Preschool</p> <p> ___ Elementary</p> <p> ___ Middle School</p> <p> ___ High School</p> <p> ___ College/ Career-aged singles</p> <p> ___ Men</p> <p> ___ Women</p> <p> ___ Couples/Families</p> <p> ___ Special Needs</p> <p> ___ Other(s): _____</p> <p>___ Favorite Subjects: _____</p> <p>___ Teacher's assistant in a class (<i>please also check 1 or more of the above "Preferences"</i>)</p> <p>___ Nursery/Child Care</p> <p>___ Involvement in small friendship/study groups</p> <p> ___ Leading or teaching</p> <p> ___ Hosting in home</p> <p> ___ Participating</p> <p align="center"><u>ART / CRAFTS / PHOTOGRAPHY</u></p> <p>___ Drawing or illustrating/Graphics</p> <p>___ Calligraphy/Lettering</p> <p>___ Painting</p> <p>___ Decorating</p> <p>___ Graphic Artist</p> <p>___ Designing things like _____</p> <p>___ Crafts such as _____</p> <p>___ Photography</p> <p>___ Multi-media presentations</p> <p>___ Advertising or promotion</p> <p>___ Displays/Exhibits</p> <p>___ Other(s): _____</p> <p align="center"><u>MUSIC</u></p> <p>___ Instrument(s): _____</p> <p>___ Composing</p> <p>___ Arranging</p> <p>___ Singing in a choir</p> <p>___ Singing solo</p> <p>___ Leading worship</p> <p>___ Piano tuning</p> <p>___ Other(s): _____</p>	<p align="center"><u>DRAMA / THEATER / SOUND</u></p> <p>___ Acting</p> <p>___ Reading/Reader's Theater</p> <p>___ Dance</p> <p>___ Puppets</p> <p>___ Clowning/Juggling</p> <p>___ Audio / Sound</p> <p>___ Lighting</p> <p>___ Set design/construction</p> <p>___ Script/Skit/Play writing</p> <p>___ Other(s): _____</p> <p align="center"><u>OFFICE SKILLS</u></p> <p>___ Computer, MS Office Products</p> <p>___ Computer Support</p> <p>___ Graphic Artist</p> <p>___ Receptionist</p> <p>___ Office Manager</p> <p>___ Website Design and maintenance</p> <p>___ Computer Networking</p> <p>___ Social Media</p> <p>___ Office Miscellaneous work</p> <p>___ Other(s): _____</p> <p align="center"><u>REPAIRS / MAINTENANCE</u></p> <p>___ Electronics</p> <p>___ Automobile</p> <p>___ Other(s): _____</p> <p align="center"><u>CONSTRUCTION</u></p> <p>___ General contracting</p> <p>___ Architectural</p> <p>___ Building or assembling</p> <p>___ Carpentry</p> <p>___ Electrical</p> <p>___ Plumbing</p> <p>___ HVAC</p> <p>___ Painting</p> <p>___ Masonry</p> <p>___ Roofing</p> <p>___ Concrete</p> <p>___ Carpet installation</p> <p>___ Other(s): _____</p> <p align="center"><u>MISCELLANEOUS</u></p> <p>___ Gardening</p> <p>___ Building / Yard maintenance</p> <p>___ General help/labor</p> <p>___ Transportation (I have a bus license: __Y __N)</p> <p>___ Catering/Cooking</p> <p>___ Planning/Helping with social activities</p> <p>___ Sports directing/instructing/officiating</p> <p>___ Interior design</p> <p>___ Other things you can do/contribute: _____</p> <p align="center"><u>PERSONAL TOUCH</u></p> <p>___ Meeting new people/Greeting visitors</p> <p>___ Phone contacts</p> <p>___ Writing letters/cards/notes/emails</p> <p>___ Hospital visitation</p> <p>___ Counseling</p>
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PERSONALITY DISTINCTIVES

There are at least **5 key factors** in your personality which make a difference in how you serve. Mark one "X" on the continuum line between each of the following preferences/personality traits to note which best describes you, and to what degree.

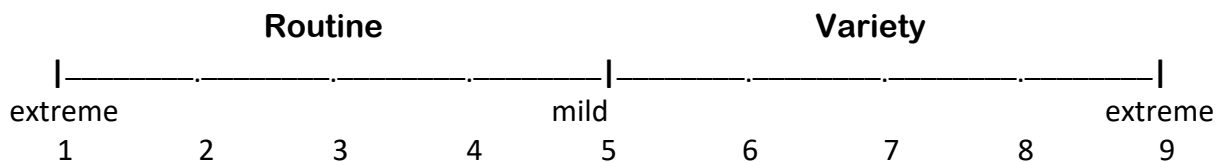
1. WHERE YOU GET YOUR "ENERGY":



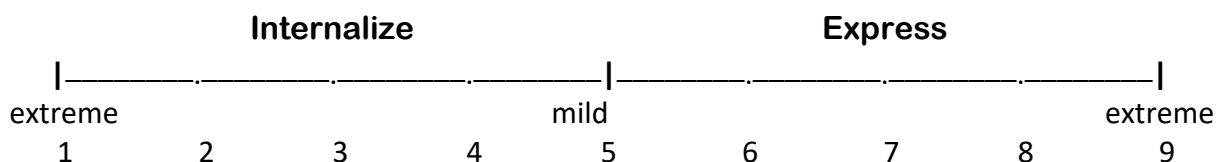
2. HOW YOU MAKE DECISIONS:



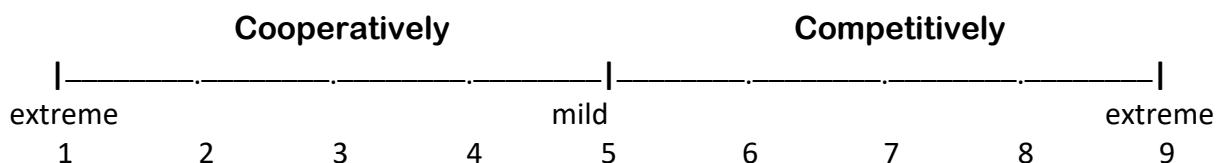
3. WHAT KIND OF TASKS YOU PREFER:



4. HOW YOU MANAGE YOUR EMOTIONS:



5. HOW YOU WORK AT TASKS:



You also have **a basic predisposition** to working with one of the following. Put an "X" next to the one you most prefer to work with:

- ___ **Things** (stuff you can get your hands on)
- ___ **Information and ideas**
- ___ **People**

Put an "X" next to the one you most prefer:

- ___ **Meeting new people**
- ___ **Being with people I already know**
- ___ **A mix of these two**

Finally, your personality influences **how you relate to people** when you do work with them. Using the process of elimination, mark an "X" next to one of the following terms which **best** describes how you like to work with others. **As a(n)...**

- ___ **Individualist** - Wants to secure primary results through his own efforts, and wants his role and contribution to be traceable to them.
- ___ **Director** - Directs the actions of others to perform exactly his way, using people as an extension of himself.
- ___ **Team Leader** - Is involved with subordinates in the action, and influences their actions by example or expertise. But, may still tend to be preoccupied with personal tasks.
- ___ **Coach** - Develops others' talents in a supportive role, not normally participating in the action, personally.
- ___ **Team Member** - Doesn't like being a lone ranger. Likes working in the company of others and making a contribution with them as a peer.

EXPERIENCES

"We know that in all things God works for the good of those who love him, who have been called according to his purpose. For those God foreknew he also predestined to be conformed to the likeness of his Son, that he might be the firstborn among many brothers" Romans 8:28-29

There are at least 4 kinds of experiences which influence where you will be most effective in serving:

1. SPIRITUAL EXPERIENCES.

"Though by this time you ought to be teachers, you need someone to teach you the elementary truths of God's word all over again. You need milk, not solid food! Anyone who lives on milk, being still an infant, is not acquainted with the teaching about righteousness. But solid food is for the mature, who by constant use have trained themselves to distinguish good from evil" Hebrews 5:12-14

2. PAINFUL/DIFFICULT EXPERIENCES.

"Praise be to the God and Father of our Lord Jesus Christ, the Father of compassion and the God of all comfort, who comforts us in all our troubles, so that we can comfort those in any trouble with the comfort we ourselves have received from God" 2 Cor 1:3-4

3. EDUCATIONAL EXPERIENCES.

"Paul stood on the steps and motioned to the crowd. When they were all silent, he said to them in Aramaic: 'Brothers and fathers, listen now to my defense.' When they heard him speak to them in Aramaic, they became very quiet. Then Paul said: 'I am a Jew, born in Tarsus of Cilicia, but brought up in this city. Under Gamaliel I was thoroughly trained in the law of our fathers and was just as zealous for God as any of you are today'" Acts 21:40-22:1-3

4. MINISTRY EXPERIENCES .

Paul wrote to Timothy: "Only Luke is with me. Get Mark and bring him with you, because he is helpful to me in my ministry" 2 Timothy 4:11

Please fill in your responses on the following pages as completely as possible.

1. SPIRITUAL EXPERIENCES.

a. Please answer the following 2 questions to the best of your ability.

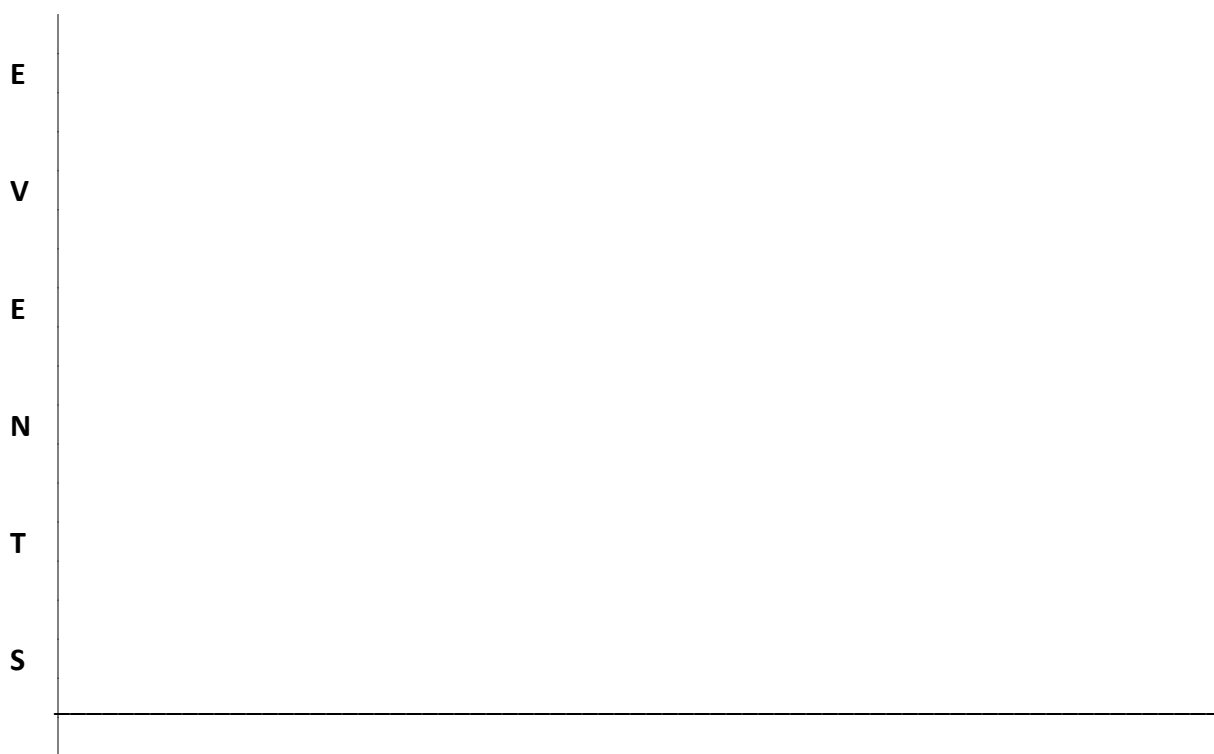
(1) Have you come to the place in your spiritual life where you know for sure that, if you were to die today, you would go to heaven? Please circle one:

NO -- I'm not sure

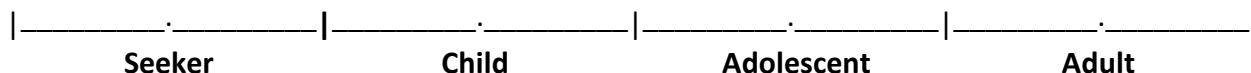
YES -- I am sure

(2) Imagine that you were to die today and stand before God. If He asked you, *"Why should I let you into My heaven?"* How would you respond?

b. In the space below, please draw a simple line graph noting and labeling some of the most significant **"turning points"** in your spiritual journey (some of the key decisions which made a difference in your spiritual progress and maturity-level).



c. Mark an "X" on the line below at the point which you believe accurately represents your current level of spiritual development.



2. PAINFUL EXPERIENCES. Describe briefly any painful, difficult or trying experiences that have had a shaping influence on your life and sensitivity to others in need.

a. In your childhood:

b. In your teen years:

c. As an adult:

3. EDUCATIONAL EXPERIENCES. List here the educational experiences you believe have contributed to your spiritual growth and/or better equipped you for some kind of ministry to others.

a. Degrees earned in the following majors:

b. Seminars or workshops you have attended:

c. Courses or classes you have attended:

d. Others:

e. What books have made a real difference or been a significant help in your life or thinking?

f. How familiar are you with the Bible, and in what ways have you been trained in it?

4. **MINISTRY EXPERIENCES.** Note below how you have served the Lord in the past (any Kingdom service). Also, share briefly how you **felt** about each ministry experience and your perception of whether or not God **blessed** it.

HOW AND WHERE YOU HAVE SERVED	YOUR EVALUATION OF THAT EXPERIENCE