SHAPE

Discover Church Membership At

HEPHATHA
LUTHERAN CHURCH & SCHOOL

Welcome to the SHAPE Discovery Inventory! We are so pleased for the investment you are about to make in better understanding how God has uniquely shaped you for ministry. That, after all, is the mission of our church – to help you grow as a disciple of Jesus.

We value each member of the Body of Christ as a uniquely gifted child of God, and we eagerly desire our members' creative participation in all aspects of our ministry. To that end, we are passionately committed to an environment that allows people to experience and enjoy the wholeness of being that which God intends for us to be in Jesus Christ.

In Christ, we who are many form one body, and each member belongs to all the others. We have different gifts, according to the grace given us.
Romans 12:5-6

We have committed ourselves to training, equipping, and empowering transformed people of all faith levels to live a Christ-centered life. Through this inventory, we will help you discover your God-given **SHAPE** (that is, your **S**piritual Gifts, **H**eart, **A**bilities, **P**ersonality, and **E**xperience), and will encourage and support you as you use your skill-set to serve in Christ's kingdom and in our community.

It was he who gave some to be apostles, some to be prophets, some to evangelists, and some to be pastors and teachers, to prepare God's people for works of service, so that the body of Christ may be built up until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ.
Ephesians 4:11-13

God's richest blessings as you prayerfully and thoughtfully journey through this inventory!

INSTRUCTIONS FOR YOUR SHAPE DISCOVERY INVENTORY:
Please fill out each of the sections below. Fill in your answers in the boxes provided. This will most likely take you about 60 minutes to complete. When you are done, summarized your results under the SHAPE Profile Results on page 15.

Once you have completed your survey, please return a copy to the church office or email it to AAndrews@hephatha.net

Are you ready? LET'S GET STARTED!

NAME	
EMAIL	
CELL PHONE	

Spiritual Gifts

The Scriptures describe numerous gifts, which the Holy Spirit gives to the church for the benefit of Christ's Body. **Respond to each statement on the Spiritual Gift Assessment pages, which follow, according to the following scale:**

3 = Consistently, definitely true
2 = Most of the time, usually true
1 = Some of the time, once in a while
0 = Not at all, never

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

Scale 0-3	Spiritual Gifts Assessment
	1. I like to organize people, tasks and events.
	2. I would like to start churches in places where they do not currently exist.
	3 .I can readily distinguish between spiritual truth and error, good and evil.
	4. I tend to see the potential in people.
	5. I communicate the gospel to others with clarity and effectiveness.
	6. I find it natural and easy to trust God to answer my prayers.
	7. I give liberally and joyfully to people in financial need or to projects requiring support.
	8. I enjoy working behind the scenes to support the work of others.
	9. I view my home as a place to minister to people in need.
	10. I take prayer requests from others and consistently pray for them.
	11. I am approached by people who want to know my perspective on a particular passage or biblical truth.
	12. I am able to motivate others to accomplish a goal
	13. I empathize with hurting people and desire to help in their healing process.
	14. I can speak in a way that results in conviction and change in the lives of others.
	15. I enjoy spending time nurturing and caring for others.
	16. I am able to communicate God's work effectively.
	17. I am often sought out by others for advice about spiritual or personal matters.

	18. I am careful, thorough, and skilled at managing details.
	19. I am attracted to the idea of serving in another country or ethnic community.
	20. I frequently am able to judge a person's character based upon first impressions.
	21. I enjoy reassuring and strengthening those who are discouraged.
	22. I consistently look for opportunities to guild relationships with non-Christians.
	23. I have confidence in God's continuing provision and help, even in difficult times.
	24. I give more than a tithe so that kingdom work can be accomplished.
	25. I enjoy doing routine tasks that support the ministry.
	26. I enjoy meeting new people and helping them to feel welcomed.
	27. I enjoy praying for long periods of time and received leadings as to what God wants me to pray for.
	28. I receive information from the Spirit that I did not acquire through natural means.
	29. I am able to influence others to achieve a vision.
	30. I can patiently support those going through painful experiences as they try to stabilize their lives.
	31. I feel responsible to confront others with the truth.
	32. I have compassion for wandering believers and want to protect them.
	33. I can spend time in study knowing that presenting truth will make a difference in the lives of people.
	34. I can often find simple, practical solutions in the midst of conflict or confusion.
	35. I can clarify goals and develop strategies or plans to accomplish them.
	36. I am willing to take an active part in starting a new church.
	37. I can see through phoniness or deceit before it is evident to others.
	38. I give hope to others by directing them to the promises of God.
	39. I am effective at adapting the gospel message so that it connects with an individual's felt need.
	40. I believe that God will help me to accomplish great things.
	41. I manage my money well in order to free more of it for giving.
	42. I willingly take on a variety of odd jobs around the church to meet the needs of others.
	43. I genuinely believe the Lord directs strangers to me who need to get connected to others.
	44. I am conscious of ministering to others as I pray.
	45. I am committed, and schedule blocks of time for reading and studying Scripture, to understand Biblical truth fully and accurately.
	46. I can adjust my leadership style to bring out the best in others.
	47. I enjoy helping people sometimes regarded as undeserving or beyond help.
	48. I boldly expose cultural trends, teachings, or events, which contradict Biblical principles.
	49. I like to provide guidance for the whole person – relationally, emotionally, spiritually, etc…
	50. I can devote considerable time to learning new Biblical truths in order to communicate them to others.
	51. I can easily select the most effective course of action from among several alternatives.
	52. I can identify and effectively use the resources needed to accomplish tasks.

	53. I can adapt well to different cultures and surroundings.
	54. I tend to see rightness or wrongness in situations.
	55. I reassure those who need to take courageous action in their faith, family, or life.
	56. I invite unbelievers to accept Christ as their Savior.
	57. I trust God in circumstances where success cannot be guaranteed by human effort alone.
	58. I am challenged to limit my lifestyle in order to give away higher percentages of my income.
	59. I see spiritual significance in doing practical tasks.
	60. I like to create a place where people do not feel that they are alone.
	61. I pray with confidence because I know that God works in response to prayer.
	62. I have insight or just know something to be true.
	63. I set goals and manage people and resources effectively to accomplish them.
	64. I have great compassion for hurting people.
	65. I see most actions as right or wrong, and feel the need to correct the wrong.
	66. I can faithfully provide long-term support and concern for others.
	67. I like to take a systemic approach to my study of the Bible.
	68. I can anticipate the likely consequences of an individual's or group's action.
	69. I like to help organizations or groups become more efficient.
	70. I can relate to others in culturally sensitive ways.
	71. I receive affirmation from others concerning the reliability of my insights or perceptions.
	72. I strengthen those who are wavering in their faith.
	73. I openly tell people that I am a Christian and want them to ask me about my faith.
	74. I am convinced of God's daily Presence and action in my life.
	75. I like knowing that my financial support makes a real difference in the lives and ministries of God's people.
	76. I like to find small things that need to be done and often do them without being asked.
	77. I enjoy entertaining people and opening my home to others.
	78. When I hear about needy situations, I feel burdened to pray.
	79. I have suddenly known some things about others, but did not know how I knew them.
	80. I influence others to perform to the best of their capability.
	81. I can look beyond a person's handicaps or problems to see a life that matters to God.
	82. I like people who are honest and will speak the truth.
	83. I enjoy giving guidance and practical support to a small group of people.
	84. I can communicate Scripture in ways that motivate others to study and want to learn more.
	85. I give practical advice to help others through complicated situations.
	86. I enjoy learning about how organizations function.
	87. I enjoy pioneering new undertakings.
	88. I can identify preaching, teaching, or communication which is not true to the Bible.
	89. I like motivating others to take steps for spiritual growth.
	90. I openly and confidently tell others what Christ has done for me.
	91. I am regularly challenging others to trust God.

	92. I give generously due to my commitment to stewardship.
	93. I feel comfortable being a helper, assisting others to do their job more effectively.
	94. I do whatever I can to make people feel that they belong.
	95. I am honored when someone asks me to pray for them.
	96. I discover important Biblical truths when reading or studying Scripture which benefit others in the Body of Christ.
	97. I am able to cast a vision that others want to be a part of.
	98. I enjoy bringing hope and joy to people living in difficult circumstances.
	99. I will speak God's truth, even in places where it is unpopular or difficult for others to accept.
	100. I can gently restore wandering believers to faith and fellowship.
	101. I can present information and skills to others at a level that makes it easy for them to grasp and apply to their lives.
	102. I can apply Scriptural truth that others regard as practical and helpful.
	103. I can visualize a coming event, anticipate potential problems, and develop backup plans.
	104. I am able to orchestrate or oversee several church ministries.
	105. I can sense when demonic forces are at work in a person or situation.
	106. I am able to challenge or rebuke others in order to foster spiritual growth.
	107. I seek opportunities to talk about spiritual matters with unbelievers.
	108. I can move forward in spite of position or lack of support when I sense God's blessing on an undertaking.
	109. I believe I have been given an abundance of resources so that I may give more to the Lord's work.
	110. I readily and happily use my natural or learned skills to help wherever needed.
	111. I can make people feel at ease even in unfamiliar surroundings.
	112. I often see specific results in direct response to my prayers.
	113. I confidently share my knowledge and insights with others.
	114. I figure out where we need to go and help others to get there.
	115. I enjoy doing practical things for others who are in need.
	116. I feel compelled to expose sin wherever I see it and to challenge people to repentance.
	117. I enjoy patiently but firmly nurturing others in their development as believers.
	118. I enjoy explaining things to people so that they can grow spiritually and personally.
	119. I have insights into how to solve problems that others do not see.

Spiritual Gift Answer Key

Using the numbers from your Spiritual Gifts Assessment, put them in the box corresponding to each statement on the next page, and then add each row up for a T (total number). Your five highest numbers correspond to your five highest spiritual gifts from the spiritual gift assessment key. Descriptions of each gift are below.

Spiritual Gift Assessment Key - Please put top 3 to 5 Spiritual Gifts on the SHAPE Results Profile.

1=	18=	35=	52=	69=	86=	103=	T=	**Administration**
2=	19=	36=	53=	70=	87=	104=	T=	**Apostleship**
3=	20=	37=	54=	71=	88=	105=	T=	**Discernment**
4=	21=	38=	55=	72=	89=	106=	T=	**Encouragement**
5=	22=	39=	56=	73=	90=	107=	T=	**Evangelism**
6=	23=	40=	57=	74=	91=	108=	T=	**Faith**
7=	24=	41=	58=	75=	92=	109=	T=	**Giving**
8=	25=	42=	59=	76=	93=	110=	T=	**Helps**
9=	26=	43=	60=	77=	94=	111=	T=	**Hospitality**
10=	27=	44=	61=	78=	95=	112=	T=	**Intercession**
11=	28=	45=	62=	79=	96=	113=	T=	**Knowledge**
12=	29=	46=	63=	80=	97=	114=	T=	**Leadership**
13=	30=	47=	64=	81=	98=	115=	T=	**Mercy**
14=	31=	48=	65=	82=	99=	116=	T=	**Prophecy**
15=	32=	49=	66=	83=	100=	117=	T=	**Shepherding**
16=	33=	50=	67=	84=	101=	118=	T=	**Teaching**
17=	34=	51=	68=	85=	102=	119=	T=	**Wisdom**

Spiritual Gifts Descriptions

Administration: Keeps the church on course like the pilot of a ship or plane

Apostle: Begins and establishes new ministries

Discernment: Cuts through what is false and evil to what is true and good

Encouragement: Comes along side others to comfort and strengthen them

Evangelist: Brings the Good News to the lost

Faith: Heroically stands up for Jesus Christ, no matter the cost

Giving: Gladly, generously, and sacrificially supports the work of the church

Helps: Shares the burdens of others, particularly leaders in the church

Hospitality: Welcomes strangers with warmth and love

Intercession (serving): Humbly takes on the needs of others

Knowledge: Knows and understands the truths of God

Leadership: Stands out front, so that others are willing to follow

Mercy: Identifies with and responds to the hurts of others

Prophecy: Boldly speaks the Word of God

Shepherd: Nurture the souls of others

Teacher: Presents God's Word so that others learn God's truth

Wisdom: Applies the Biblical truth of God to the everyday life

<u>Other gifts to be mindful of:</u>

Exhortation: Helps strengthen weak, faltering, and fainthearted Christians in such a way that they are motivated to be all God wants them to be

Missionary: Uses other spiritual gifts to minister in another culture

Artist: Creates artistic expressions that produce a spiritual response of strength and inspiration

Music: Presents personal witness and inspiration to others through instruments, singing, or dancing

Craftsmanship: Creates, builds, maintains, or repairs items used within the church

Tongues: Speaks in a strange, spiritual language, drawing close to God

Interpretation: Interprets or translates a message spoken in an unknown language

Miracles: By the power of God and in the name of Jesus Christ performs a supernatural act

Healing: Brings wholeness to the sick

Now that you have identified some of your spiritual gifts, continue to explore your Heart, Abilities, Personality, and Experiences by answering the questions below.

Heart

H1. When it comes to serving, this is what I have a heart for, or what motivates me the most

I love to…

I love to…

I love to…

H2. Who I love to work with most; the type of people:

H3. Church issues, ministries, or possible needs that excite or concern me most:

H4. If you know I couldn't fail, this is what I would attempt to do for God with my life:

Abilities

A1. This is my current vocation, and other jobs or skills I have experience in:

A2. I feel I have these specialized abilities:

A3. I have taught a class or a seminar on:

A4. I feel my most valuable personal asset is:

Personality

Part 1:For each statement below, circle the number towards the statement, that most accurately describes what you would prefer in most situations.

How energized are you?

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
I feel I've accomplished something when I've:	Gotten a job done	1	2	3	4	Built a relationship
It is 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 the team
I place higher value on:	Action	1	2	3	4	Communication

Add all the prior numbers and record the total here _____.
If your score was 7-17: You are more <u>task oriented</u>
If your score was 18-28: You are more <u>people oriented</u>

How organized are you?

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 working it our as I go	1	2	3	4	By following a plan

Add all the prior numbers and record the total here _____.
If your score was 7-17: You are <u>unstructured</u>
If your score was 18-28: You are <u>structured</u>

Circle one of each: I am **Task-Oriented** or **People Oriented** I am **Structured** or **Unstructured**

Part 2: Myers-Briggs offers a personality inventory, which helps describe your "type". Four areas of your core personality are explored; you may have already taken this inventory. If so, you may insert your profile below. If not, or if you have forgotten your profile, take a couple of minutes to approximate your personality type by scanning this QR code to take you to the website. When done, write your personality type below. Also below are descriptions of each of the 16 types.

My Personality Type: _____

16 personality types' descriptions:

INFP

The Healer

INFPs are imaginative idealists, guided by their own core values and beliefs. To a Healer, possibilities are paramount; the reality of the moment is only of passing concern. They see potential for a better future, and pursue truth and meaning with their own flair.

INTJ

The Mastermind

INTJs are analytical problem-solvers, eager to improve systems and processes with their innovative ideas. They have a talent for seeing possibilities for improvement, whether at work, at home, or in themselves.

INFJ

The Counselor

INFJs are creative nurturers with a strong sense of personal integrity and a drive to help others realize their potential. Creative and dedicated, they have a talent for helping others with original solutions to their personal challenges.

INTP

The Architect

INTPs are philosophical innovators, fascinated by logical analysis, systems, and design. They are preoccupied with theory, and search for the universal law behind everything they see. They want to understand the unifying themes of life, in all their complexity.

ENFP

The Champion

ENFPs are people-centered creators with a focus on possibilities and a contagious enthusiasm for new ideas, people and activities. Energetic, warm, and passionate, ENFPs love to help other people explore their creative potential.

ENTJ

The Commander

ENTJs are strategic leaders, motivated to organize change. They are quick to see inefficiency and conceptualize new solutions, and enjoy developing long-range plans to accomplish their vision. They excel at logical reasoning and are usually articulate and quick-witted.

ENTP

The Visionary

ENTPs are inspired innovators, motivated to find new solutions to intellectually challenging problems. They are curious and clever, and seek to comprehend the people, systems, and principles that surround them.

ENFJ

The Teacher

ENFJs are idealist organizers, driven to implement their vision of what is best for humanity. They often act as catalysts for human growth because of their ability to see potential in other people and their charisma in persuading others to their ideas.

ISFJ

The Protector

ISFJs are industrious caretakers, loyal to traditions and organizations. They are practical, compassionate, and caring, and are motivated to provide for others and protect them from the perils of life.

ISFP

The Composer

ISFPs are gentle caretakers who live in the present moment and enjoy their surroundings with cheerful, low-key enthusiasm. They are flexible and spontaneous, and like to go with the flow to enjoy what life has to offer.

ISTJ

The Inspector

ISTJs are responsible organizers, driven to create and enforce order within systems and institutions. They are neat and orderly, inside and out, and tend to have a procedure for everything they do.

ISTP

The Craftsperson

ISTPs are observant artisans with an understanding of mechanics and an interest in troubleshooting. They approach their environments with a flexible logic, looking for practical solutions to the problems at hand.

ESFJ

The Provider

ESFJs are conscientious helpers, sensitive to the needs of others and energetically dedicated to their responsibilities. They are highly attuned to their emotional environment and attentive to both the feelings of others and the perception others have of them.

ESFP

The Performer

ESFPs are vivacious entertainers who charm and engage those around them. They are spontaneous, energetic, fun loving, and take pleasure in the things around them: food, clothes, nature, animals, and especially people.

ESTJ

The Supervisor

ESTJs are hardworking traditionalists, eager to take charge in organizing projects and people. Orderly, rule abiding, and conscientious, ESTJs like to get things done, and tend to go about projects in a systematic, methodical way.

ESTP

The Dynamo

ESTPs are energetic thrillseekers who are at their best when putting out fires, whether literal or metaphorical. They bring a sense of dynamic energy to their interactions with others and the world around them.

Experience

E1. This is how I became a Christian, and what it has meant to me since then:

E2. These have been some meaningful spiritual experiences for me that stand out in my mind:

E3. These are the kind of trials or problems I could relate to and encourage a fellow Christian that is going through the same kind of trials:

E4. A particular class, seminar, or retreat that has been meaningful to me:

E5. This is where I have served in the church in the past, whether as a volunteer or paid staff:

E6. This is how I have had a chance to witness my faith through words or action in the world:

Congratulations! You have completed your SHAPE inventory!

Please record a summary of your results on the next page under SHAPE Profile Results, then send your document as an attachment to AAndrews@hephatha.net or drop it off in the church office.

SHAPE Profile Results

Name:_____ Date:_____

Spiritual Gifts

List your top 6 Gifts/Gift Mix (You may have scored the same for several Gifts)

1._____ 4._____

2._____ 5._____

3._____ 6._____

Heart (based on H2 under the Heart section)

List your top 6 types of people you would like to serve most:

1._____ 4._____

2._____ 5._____

3._____ 6._____

Issues and Causes (based on H3 under the Heart section)

List the issues and causes you feel most strongly about:

1._____ 4._____

2._____ 5._____

3._____ 6._____

Abilities (please list them below)

Personality

My personality type: _____

Circle one of each: I am **Task-Oriented** or **People Oriented** I am **Structured** or **Unstructured**

Experience

Highlight your Spiritual, Painful, Educational & Ministry Experience: