

WHAT S.H.A.P.E. ARE YOU?

S. ● SPIRITUAL GIFTS

H. ● HEART

A. ● ABILITIES

P. ● PERSONALITY

E. ● EXPERIENCE

WHAT SHAPE ARE YOU?

God has created you and shaped your life in unique and wonderful ways so that you can experience the joy of helping the Kingdom of God “to come on earth as it is in heaven” (Matthew 6:10). We do different things to make a living, but we all have the same vocation, or calling, which is to use our talents, abilities, interests, personality, and experience to follow Jesus, to strengthen His Body, the Church, and to enlarge God’s Kingdom on earth. When we use our abilities for God’s glory, we come to know God more fully as we obey Him and He accomplishes His work through our lives.

Rick Warren of Saddleback Church in California developed the S.H.A.P.E. acronym several years ago, and it has become widely used to help Christians discover their unique “SHAPE for ministry.” This acronym has been adopted as a template that church members can use to let church leaders know how to deploy their skills most effectively.

The “SHAPE for ministry” structure makes it possible for our members to use their abilities in ways that are more tangible, time-limited, and fun! This project-oriented approach is much more flexible and responsive approach, and also allows many more opportunities for service to persons who are not yet members of our congregation.

In order for this new approach to work well, though, the leaders of our ministry teams need to know what “SHAPE” you’re in! As part of the Discover Valleydale Membership Class, we ask that every member complete this form.

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: _____

HOME/CELL PHONE: _____

EMAIL ADDRESS: _____

SPIRITUAL GIFTS

On the day of Pentecost, the Holy Spirit was given to all believers (Acts 2:3-4), and the Spirit continues to be given to every person who believes in Jesus (Acts 2:38; Romans 8:9). At the same time, that is, at conversion, God gives at least one spiritual gift to every believer (1 Corinthians 12:7, 11; Ephesians 4:4-7). These gifts can be, and often are, strongly related to our pre-conversion talents and abilities, but they don't have to be. Three good tests for the presence of a spiritual gift are: (1) you will enjoy using this ability; (2) you will be effective in using this ability; and (3) other people will confirm that God is using you in this way.

No believer has every spiritual gift, and no single gift is given to everyone (1 Corinthians 12:27-31). Our different sets of spiritual gifts complement each other to accomplish God's purposes through the church (Romans 12:4-6; 1 Corinthians 3:6-9, 12:4-7).

While knowing your spiritual gifts is helpful, this is not as important as making sure that your life is a blessing to others. Love is the most important factor in spiritual gifts (1 Corinthians 12:31-13:13; Matthew 22:39-40), and the work of the Holy Spirit in our lives turns our-lives-as-a-whole into gifts!

After reading the descriptions of the gifts that follow, please put a mark in the box to the left of those gifts you believe are active in your life. This list is not exhaustive, so please feel free to list others at the end. The following Internet link provides an online gift assessment that may be helpful as you consider your gifts, particularly if this is a new concept for you.

<input type="checkbox"/> I have this gift <input type="checkbox"/> I might have this gift <input type="checkbox"/> I don't think I have this gift	<p>ADMINISTRATION - Persons with the gift of administration lead the body by steering others to remain on task. Administration enables the body to organize according to God-given purposes and long-term goals (1 Cor. 12:28).</p>
<input type="checkbox"/> I have this gift <input type="checkbox"/> I might have this gift <input type="checkbox"/> I don't think I have this gift	<p>APOSTLESHIP* - The church sends apostles from the body to plant churches or be missionaries. Apostles motivate the body to look beyond its walls in order to carry out the Great Commission (1 Cor. 12:28; Eph. 4:11).</p>
<input type="checkbox"/> I have this gift <input type="checkbox"/> I might have this gift <input type="checkbox"/> I don't think I have this gift	<p>DISCERNMENT - Discernment aids the body by recognizing the true intentions of those within or related to the body. Discernment tests the message and actions of others for the protection and well-being of the body (1 Cor. 12:10).</p>
<input type="checkbox"/> I have this gift <input type="checkbox"/> I might have this gift <input type="checkbox"/> I don't think I have this gift	<p>EXHORTATION/ENCOURAGEMENT - Possessors of this gift 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. Exhortation exhibits itself in preaching, teaching, and ministry (Rom. 12:8).</p>

**Do not mistake the spiritual gift of apostleship and the office of apostle. The gift of apostleship is a gift of leadership for the advance and development of the church. The office of apostle was a special office for men called by Jesus himself in the early days of the church.*

<input type="checkbox"/> I have this gift <input type="checkbox"/> I might have this gift <input type="checkbox"/> I don't think I have this gift	<p>EVANGELISM - 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).</p>
<input type="checkbox"/> I have this gift <input type="checkbox"/> I might have this gift <input type="checkbox"/> I don't think I have this gift	<p>FAITH - Faith trusts God to work beyond the human capabilities of the people. Believers with this gift encourage others to trust in God in the face of apparently insurmountable odds (1 Cor. 12:9).</p>
<input type="checkbox"/> I have this gift <input type="checkbox"/> I might have this gift <input type="checkbox"/> I don't think I have this gift	<p>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).</p>
<input type="checkbox"/> I have this gift <input type="checkbox"/> I might have this gift <input type="checkbox"/> I don't think I have this gift	<p>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).</p>
<input type="checkbox"/> I have this gift <input type="checkbox"/> I might have this gift <input type="checkbox"/> I don't think I have this gift	<p>HOSPITALITY - Those with this gift have the ability to make visitors, guests, and strangers feel at ease. They often use their home to entertain guests. Persons with this gift integrate new members into the body (1 Pet. 4:9).</p>
<input type="checkbox"/> I have this gift <input type="checkbox"/> I might have this gift <input type="checkbox"/> I don't think I have this gift	<p>KNOWLEDGE - The gift of knowledge manifests itself in teaching and training in discipleship. It is the God-given ability to learn, know, and explain the precious truths of God's Word. A word of knowledge is a Spirit-revealed truth (1 Cor. 12:28).</p>
<input type="checkbox"/> I have this gift <input type="checkbox"/> I might have this gift <input type="checkbox"/> I don't think I have this gift	<p>LEADERSHIP - Leadership aids the body by leading and directing members to accomplish the goals and purposes of the church. Leadership motivates people to work together in unity toward common goals (Rom. 12:8).</p>
<input type="checkbox"/> I have this gift <input type="checkbox"/> I might have this gift <input type="checkbox"/> I don't think I have this gift	<p>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).</p>
<input type="checkbox"/> I have this gift <input type="checkbox"/> I might have this gift <input type="checkbox"/> I don't think I have this gift	<p>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).</p>
<input type="checkbox"/> I have this gift <input type="checkbox"/> I might have this gift <input type="checkbox"/> I don't think I have this gift	<p>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).</p>
<input type="checkbox"/> I have this gift <input type="checkbox"/> I might have this gift <input type="checkbox"/> I don't think I have this gift	<p>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).</p>
<input type="checkbox"/> I have this gift <input type="checkbox"/> I might have this gift <input type="checkbox"/> I don't think I have this gift	<p>WISDOM - Wisdom is the gift that discerns the work of the Holy Spirit in the body and applies His teachings and actions to the needs of the body (1 Cor. 12:28).</p>

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. Some of us “have a heart” for athletics, some for aesthetics, some for outreach, some for youth, etc. How would you complete the following sentence?

I LOVE TO...

I LOVE TO...

I LOVE TO...

With what age group or type of people do you love to work most?

What church ministries, issues, or possible needs excite or concern you the most?

Is there a ministry or mission that keeps coming to your mind again and again?

If you have a heart for any of these **ministries**, please put an “X” in the box beside that ministry.

	ABUSE/FAMILY VIOLENCE		FINANCIAL MANAGEMENT		PRISON MINISTRY
	ADDICTION RECOVERY		GREETING/WELCOMING		SENIOR ADULTS
	AT-RISK CHILDREN		HEALTH/FITNESS		SERVING/HELPING
	BENEVOLENCE/MERCY MINISTRY		HOMELESS		SHUT-INS
	BEREAVEMENT		HOSPITALIZED		SINGLES
	CHILDREN: INFANTS		HOSPITALITY		SPACE ESTHETICS
	CHILDREN: TODDLERS/PRESCHOOL		IT SUPPORT		SPECIAL NEEDS
	CHILDREN: ELEMENTARY		LIBRARY/MEDIA CENTER		STUDENTS: HIGH SCHOOL
	COLLEGE STUDENTS		MARKETING/PR		STUDENTS: MIDDLE SCHOOL
	CONSTRUCTION/REPAIR		MISSIONS: INTERNATIONAL		SUNDAY TECH
	CRISIS PREGNANCY		MISSIONS: LOCAL		TEACHING
	CRISIS COUNSELING		MISSIONS: STATESIDE		TECH/COMPUTERS
	DESIGNING/DEVELOPING		MOBILIZING FOR MINISTRY		USHERS
	DISASTER RELIEF		MUSIC: INSTRUMENTAL		WOMEN'S MINISTRY
	DISCIPLESHIP		MUSIC: SINGING		YOUNG COUPLES
	EDUCATION		ORGANIZATION		
	EVENT PLANNING		OUTREACH		

Do you have a heart for a different ministry that isn't listed here? If so, please list below.

ABILITIES

My current vocation is:

Other jobs or skills in which I have experience:

I have taught classes or seminars in:

I am most useful when I am...

If you have a skill in any of those areas, please put an "X" in the box beside that area.

	ADMINISTRATION		GRAPHIC DESIGN		PUBLIC SPEAKING
	ARTS/CRAFTS		DESIGNING/DEVELOPING		RESEARCHING
	ATHLETICS/SPORTS		LANDSCAPING		SCENERY PRODUCTION
	AUDIO/VISUAL: <small>Sound System, Video Camera, Etc.</small>		LIBRARY SCIENCE		SECRETARY/OFFICE SUPPORT
	CATERING/COOKING/FOOD PREP		MAINTENANCE/REPAIRS: <small>Electrical, Plumbing, etc.</small>		SET-UP/TEAR DOWN
	COMPUTERS/TECHNOLOGY		MICROSOFT: <small>Word, Excel, etc.</small>		SEWING
	DATA ENTRY		MUSIC: INSTRUMENTAL		STRATEGIC PLANNING
	DECORATING/INTERIOR DESIGN		MUSIC: SINGING		VAN/BUS DRIVER
	DRAWING/PAINTING		PERSONNEL MANAGEMENT		VEHICLE MAINTENANCE
	EVENT PLANNING		PHOTOGRAPHY		VIDEOGRAPHY
	FACILITIES MANAGEMENT		PRO-PRESENTER		WEB DESIGN
	FINANCE		PROGRAMMING		WRITING

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

PERSONALITY

OVERVIEW OF DISC PERSONALITY TEST

**Please see the email sent to you for the link for this “test.”*

List the order of your letters (DISC) in the blanks beside each description.

_____ DOMINANCE (D)

Other Terms: Driver, Director

Emphasis: Controlling the environment by overcoming opposition to achieve desired goals.

Key to Motivation: Challenge

Basic Intent: To Overcome

“D” quadrant people are self-starters who get going when things get tough. You are usually direct, positive, and straightforward—sometimes blunt. You like to be center stage and in charge. You will fight hard for what you think is the way to go but can accept momentary defeat without holding grudges.

You hate routine and are prone to changing jobs, especially early in your career, until you find the challenge you need. D’s thrive on competition, tough assignments, heavy workloads, pressure and opportunities for individual accomplishment. You are discontent with the status quo. You are a real individualist and very self-sufficient. You demand a great deal of yourself and others.

_____ INFLUENCE (I)

Other Terms: Expressive, Persuader

Emphasis: Creating the environment by motivating and aligning others to accomplish results.

Key to Motivation: Recognition

Basic Intent: To Persuade

“I” quadrant people thrive on social contact, one-on-one situations, and freedom from control and detail. I’s are friendly, outgoing, persuasive, and confident. Your basic interest is in people. You are poised and meet strangers well. People seem to respond to you naturally, and you usually have a wide range of acquaintances. Your innate optimism and people skills help you get along with most people, including competitors.

Often very fashionable dressers, I’s join organizations for prestige and personal recognition.

_____ STEADINESS (S)

Other Terms: Amicable, Supporter

Emphasis: Maintaining the environment to carry out specific tasks.

Key To Motivation: Appreciation

Basic Intent: To Support

The “S” quadrant person thrives in a relaxed, friendly atmosphere without much pressure—one that offers security, limited territory, predictable routine, and credit for work accomplished.

You are usually amiable, easy-going, warm-hearted, home-loving, and neighborly. On the other hand, you may undemonstrative and controlled. You conceal your feelings and sometimes hold a grudge. Most of the time, S people are even-tempered, low-key, emotionally mature, and unobtrusive. You are generally content with the status quo and prone to leniency with yourself and others.

S people dislike change. Once under way you work steadily and patiently, and you dislike deadlines. You are usually very possessive and develop strong attachments for your things, family, department and position.

COMPLIANCE (C)

Other Terms: Conscientious, Cautious, Analytical

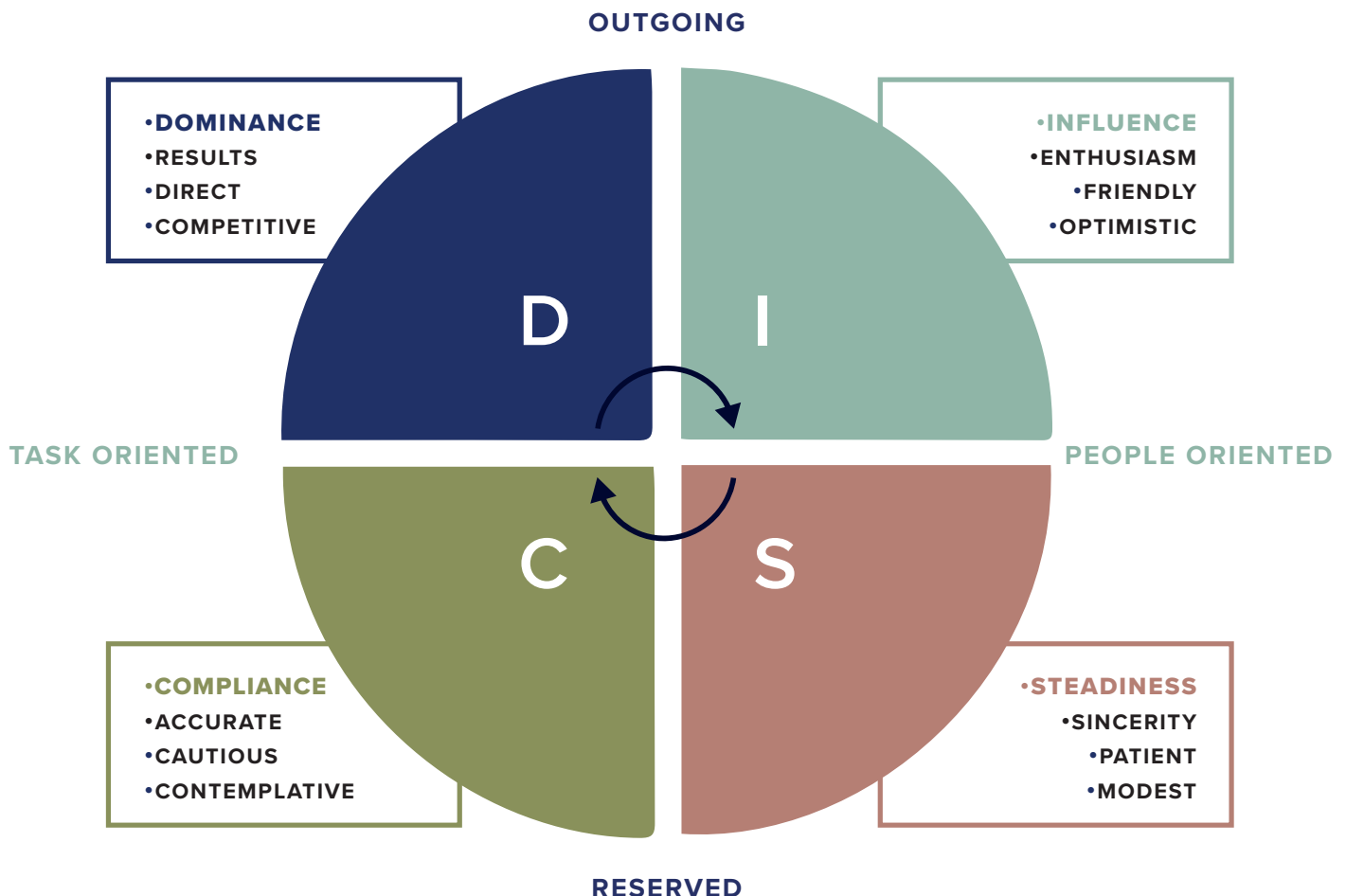
Emphasis: Structuring the environment to produce products and services that meet high standards.

Key to Motivation: Protections/Security

Basic Intent: To Avoid Trouble

The “C” quadrant person thrives on order, pre-determined methods, tradition, and conflict-free atmospheres with ample opportunity for carefully planning and without sudden changes.

C methods are precise and attentive to detail. You prefer to adapt to situations to avoid conflict and antagonism. Your need for self-preservation causes you to document everything that you do, and you try to do whatever others want you to do. Naturally cautious, you prefer to wait and see which way the wind is blowing. Once your mind is made up, however, you can be very firm in adhering to procedures.



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 (use the back if necessary):

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 in churches in these ways:

SPECIAL QUALIFICATIONS

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

	CERTIFIED TEACHER <i>(please specify):</i>
	COMMERCIAL DRIVER'S LICENSE <i>(please specify):</i>
	CONSTRUCTION PROFESSIONAL <i>(please specify):</i>
	LAW ENFORCEMENT PROFESSIONAL <i>(please specify):</i>
	MEDICAL PROFESSIONAL <i>(please specify):</i>
	MINISTRY PROFESSIONAL <i>(please specify):</i>
	OTHER <i>(please specify):</i>

THANK YOU!

Please remember to email this entire SHAPE form to connect@valleydale.org