

S.H.A.P.E. INVENTORY

C.L.A.S.S. 301

Christian Life And Service Seminars



The Harbor Church

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Spiritual Gifts Assessment

To ensure the validity of this assessment, please respond on the basis of your interest and experience. Do not let modesty hinder you from answering honestly.

0 - The statement is not relevant to my experience, or not true of me

1 - Not quite zero, but close

2 - Only a slight response

3 - Medium or moderate response

4 - Greater than average response

5 - Strong agreement with statement

1. ___ I feel empowered to stand alone for Christ in a hostile, unbelieving environment.
2. ___ Often I have a burning desire to speak God's Word when I know it will not be well received.
3. ___ I seem to have insight on when people are ready to give their lives to Christ.
4. ___ God has shown me sources of sound teaching and rich fellowship, and I guide people to such.
5. ___ I love to meditate on the patterns of God and His ways and speak to others of such things.
6. ___ I enjoy serving others so that they, in turn, may perform their ministries.
7. ___ I can identify with weakness and temptation so as to encourage people to repent and believe.
8. ___ When I give to others, they do not feel as if they owe me anything.
9. ___ Other Christians have imitated me when I have led the way in serving the needs of others.
10. ___ I often am overcome with emotion for the person I am praying for.
11. ___ Sometimes God gives me an insight into the proper course of action others should take.
12. ___ God often quickens Scripture to my mind that is useful for the moment.
13. ___ I have an extraordinary confidence in God and an ability to embolden others.
14. ___ I usually detect spiritual truth from spiritual error before fellow-believers.
15. ___ The Spirit often leads me to do a favor for someone that touches them deeply.
16. ___ I can serve others by organizing and harnessing their gifts to solve a particular problem.

17. ___ I often think that God is calling me to be a missionary.
18. ___ My words often bring conviction to others, leading to repentance.
19. ___ I find it easy to ask people to believe in and commit to Christ.
20. ___ I tend to be patient with Christians who are making slow spiritual progress.
21. ___ I think it is very important to use words accurately and in context.
22. ___ I believe my ministry in life is to be humbled before men by being obedient in service.
23. ___ I have a special gift of helping others get "reset" emotionally, mentally, and spiritually.
24. ___ I believe God has given me the ability to make and share money.
25. ___ I am willing to "go first" when it comes to meeting the needs of others.
26. ___ I believe that God wants to reach out to people by using me to share in their suffering.
27. ___ Other Christians seek my advice when they are uncertain of their direction.
28. ___ God has made me aware of a deep need in someone that they were careful to hide.
29. ___ I am not moved from my personal belief in the truth by ridicule, apparent failure, or pain.
30. ___ God has often used me to encourage others to accept difficult, but biblical teaching.
31. ___ People often try to give me glory for helping them, which I am able to direct to God.
32. ___ I can recognize talents and gifts in others and find ways of using these for God.
33. ___ I desire to learn another language, culture, or religion so that I could better be a witness.
34. ___ Ridicule or rejection for speaking forth the truth, by family or friends, does not affect me.
35. ___ I tend to conclude my vocal witness with an appeal for others to become Christians.
36. ___ I want to be in unity with other mature believers to earnestly seek God's will for the body.
37. ___ I get troubled by "testimonies" which contain false teaching or unsound advice.
38. ___ I often recognize ways that I can minister to others indirectly without speaking or teaching.
39. ___ I can challenge others without making them feel condemned.
40. ___ I have strongly sensed the Spirit leading me to give money to a specific person or cause.
41. ___ Obeying Christ is now my passion in life. It is not about mere words, but deeds.
42. ___ Sometimes God gives me a taste of other people's pain.
43. ___ God uses me to dispel confusion about God's will with supernatural insight.
44. ___ I often find I know things that I have never learned, which are confirmed by mature believers.
45. ___ I am totally convinced God will fulfill His word even if He is not doing so yet.

46. ___ I often sense when people are moved by the Holy Spirit, evil spirits, or by their own flesh.
47. ___ In the church, I gravitate toward undone work, even if unpopular.
48. ___ People often look to me for guidance in coordination, organization, and ministry opportunities.
49. ___ Strange customs, cultures, and unusual behaviors do not offend me or my faith.
50. ___ I love to find creative ways to confront people with the truth of God.
51. ___ I minister better to the spiritually "unborn" than baby, adolescent, or mature believers.
52. ___ God has shown fruit in my life in the effective discipling of other believers.
53. ___ I love to learn Biblical principle from my studies and then share them with others.
54. ___ I do not mind helping others even if they are undeserving or if they take advantage of me.
55. ___ People will take correction from me because they know I am on their side.
56. ___ I strive to seek ways to give to others without calling attention to myself.
57. ___ God has given me the ability to "rally the troops" in giving aid to others.
58. ___ Sometimes I feel so much love for others that I am at a loss for words.
59. ___ My advice to others has led them into mature Christian living.
60. ___ God has given me words to say in witnessing situations that surprised even me.
61. ___ I seem to be less shakable than other Christians.
62. ___ I sometimes get the sense that what I am reading, or hearing, is divinely inspired.
63. ___ God often supernaturally enhances my service to others.
64. ___ I have a knack for getting people together in the body of Christ and enjoy doing this.
65. ___ I have a deep understanding of the Gospel, and I want to tell others about the good news.
66. ___ I am more interested in saying the right thing than making people feel good.
67. ___ I am troubled when salvation is not emphasized.
68. ___ I feel that I am responsible to protect weak Christians from dangerous influences.
69. ___ I reflect on my own life so that I can learn to help others to grow and know what to expect.
70. ___ I would rather work in secret than have my work recognized publicly.
71. ___ The Spirit gives me the ability to call forth the best that is in others.
72. ___ Everything I own is Christ's, and this is not secret among the brethren.
73. ___ I can motivate others to obey Christ by the living testimony of my life.

74. ___ I have a desire to visit prisons and rest homes to minister comfort and hope.
75. ___ God uses me to bring clarity to other believers when they are uncertain what to do.
76. ___ I often know about a real problem another person is hiding through a layer of deception.
77. ___ My hope in God, against all odds, is inspiring to others.
78. ___ God has used me to warn others of the danger of a certain teaching.
79. ___ I cannot stand idly by while things go undone.
80. ___ People come to me when they need help in desperate situations, and I know people who can help.

Gifts Inventory Results For: _____

Transfer the results from the test to the following chart according to the question numbers. Add the rows across to get your total. The three highest are your greatest spiritual gifts.

Note: The numbers are relevant for only you and should not be compared to someone else. For example, you may have the gift of prophecy with a total of 20 while a friend may score a 28 and it isn't even considered one of their gifts. This doesn't mean they are more spiritual or gifted than you, simply that they scored everything more highly than you. Because the questions are based on your perception of yourself, there is no scientific standard to compare scores with.

Totals

1.	17.	33.	49.	65.		Missionary
2.	18.	34.	50.	66.		Prophecy
3.	19.	35.	51.	67.		Evangelism
4.	20.	36.	52.	68.		Pastor
5.	21.	37.	53.	69.		Teaching
6.	22.	38.	54.	70.		Serving
7.	23.	39.	55.	71.		Exhortation
8.	24.	40.	56.	72.		Giving
9.	25.	41.	57.	73.		Leadership
10.	26.	42.	58.	74.		Compassion
11.	27.	43.	59.	75.		Wisdom
12.	28.	44.	60.	76.		Knowledge
13.	29.	45.	61.	77.		Faith
14.	30.	46.	62.	78.		Discernment
15.	31.	47.	63.	79.		Helps
16.	32.	48.	64.	80.		Administration

Heartbeat Inventoryⁱ

If you are like most people, you have never taken time to sort out and identify the things you are good at and are motivated to accomplish. As a result, it is unlikely that you use your talents as completely or as effectively as you could. The key to understanding your heartbeat is first to look at your past accomplishments; second, to look at the people, roles/functions, and issues/needs that you love; and third to look at your God-given motivations.

A. LIST AND DESCRIBE YOUR ACCOMPLISHMENTS

For example:

- "As a child, we put on plays for the neighborhood kids with costumes, props, etc. We transformed the shed in the back of our house into a fairyland with lighting effects, decorations, and princesses."
- "I started a Kool-Aid stand in the fourth grade and expanded it into three different stands. It was fun and I made money!"
- "In high school, I had a job as a printer's assistant and developed a faster and more accurate method of cutting stereotypes."
- "I ran for president and won sometimes when I was in school."
- "I have always liked to build things. Before I got married, I completely rebuilt the little apartment I was living in."
- "In college, I successfully led protest marches against toxic wastes in my hometown and got local TV coverage."
- "Last year, I set a goal to read fifteen books over the summer, and I did."

What to Include:

- Accomplishments at home, school, work, etc.
- Things you **enjoyed** doing.
- Things you believe you **did well**.
- Give specific details about what you did.
- Don't worry about what other people may think about your list.

1. Remember, you're recalling things you *enjoyed doing* and *did well* (accomplishments), not simply pleasant experiences

BAD EXAMPLE: Had a great vacation in Canada.

GOOD EXAMPLE: Took some stunning photos during my vacation.

2. You do not have to cover every year of your life. Just focus on what **you feel** are the highlights of things you've done.

Highlights of Things I Did Well and Enjoyed Doing...

...During my school years:

1.

2.

3.

4.

...as a teenager:

1.

2.

3.

4.

...in college or my early twenties:

1.

2.

3.

4.

...in my "thirty-something" years:

1.

2.

3.

4.

...up to the present:

1.

2.

3.

4.

B. CIRCLE WHAT YOU LOVE

Next, we will check your heartbeat or passion in the following three areas:

#1 People: what types of people do you have a particular passion to work with?

#2 Role/Function: what roles or functions are you motivated or excited to fulfill?

#3 Issue/Need: what issues or needs do you have a passion for?

Directions: Circle those that represent your passions

#1 - PEOPLE GROUP LIST	#2 - ROLE/FUNCTION LIST	#3 - ISSUE/NEED LIST
Babies Toddlers Preschool Elementary School Students (1 st -5 th Grade) Middle School Students (6 th -8 th Grade) High School Students (9 th -12 th Grade) College Students Single Adults Single Parents Divorced People New Parents Nearly/Newly Married Couples Young Married Couples (Ages 20-39) Median Married Couples (Ages 40-64) Senior Adults (Ages 65 and over) Athletes Bikers (motorcycle) Executives Grieving Individuals People with Disabilities Nursing Home Residents Shut-ins Other_____	Athletics Consulting Financial Advising Counseling Construction Repairing Maintenance Drama Sound Engineering Entrepreneurship Helping Others Instructing Learning Mentoring Photography Physical Labor Playing an Instrument Problem Solving Providing Care Serving Singing Writing Data Entry Computer Operation Painting/Sculpting/Drawing Computer Arts Other_____	Discipleship Environmental Activism Evangelism Financial Stewardship Fitness History Human Rights Men’s Ministry Missions Cooking Parenting Arts Music Politics Prayer Spiritual Maturity Women’s Ministry World Hunger Children’s Ministry Youth Ministry Administration Other_____

#4 DISCOVER THE MOTIVATED DIRECTION OF YOUR HEART

Place a check mark beside your motivations. Remember that they are ALL God-given. They become sinful only when used selfishly. Each one can be used in effective ministry. Don't be embarrassed to identify a heartbeat that doesn't *seem* spiritual! Nearly every one can be identified in the ministry of one of the twelve Apostles!

	DESIGN AND DEVELOP	I love making something out of nothing. I enjoy starting something from scratch.
	PIONEER	I love to test and try new concepts. I am not afraid to fail.
	ORGANIZE	I love to bring order out of chaos. I enjoy organizing something that is already started.
	OPERATE / MAINTAIN	I love to efficiently maintain things that are already organized.
	SERVE OR HELP	I love to assist others in performing their responsibilities. I enjoy helping others succeed.
	ACQUIRE AND POSSESS	I love to shop, collect, or obtain things. I enjoy getting the highest quality for the best price.
	EXCEL	I love to be the best and make my team the best. I enjoy setting and attaining the highest standard.
	INFLUENCE	I love to persuade people to see my way of thinking. I enjoy shaping the attitudes and behaviors of others.
	PERFORM	I love to be on stage and receive the attention of others. I enjoy being in the limelight.
	IMPROVE	I love to make things better. I enjoy taking something that someone else has designed or started and improve it.
	REPAIR	I love to fix what is broken or change what is out of date.
	LEAD AND BE IN CHARGE	I love to lead the way, oversee, and supervise. I enjoy determining how things will be done.
	PERSEVERE	I love to see things through to completion. I enjoy persisting at something until it is finished.
	FOLLOW THE RULES	I love to operate by policies and procedures. I enjoy meeting the expectations.
	PREVAIL	I love to fight for what is right and oppose what is wrong. I enjoy overcoming injustice.
<i>(Include other motivations not listed here, as needed.)</i>		

NOTE: When you note your God-given motivations in the chart below and in your Personal Ministry Profile, you should be able to support your choices with examples from your past accomplishments.

EXAMPLE:

“I feel the basic motivation God put in my heart is to ‘ACQUIRE/POSSESS.’ My history demonstrates this:

- * I purchased my first car at age 16.
- * I've made a collection of rare stamps.
- * I've built up a large cash reserve.
- * I've acquired options on three properties.

WRITE YOUR RESULTS IN BELOW FORM.

#1	The People Groups with whom I most love to work:
#2	The Roles or Functions that I most love to fulfill:
#3	The Issues or Needs that most excite me:
#4	The Motivated Directions that God has placed most deeply in my heart:

ABILITIES INVENTORY

To complete the Abilities Inventory, look over your list of past accomplishments (found in your Heartbeat Inventory). **Circle all verbs** that denote abilities utilized or demonstrated while you were achieving each accomplishment. Then, compare those verbs with the list of abilities shown below and **check those**, or any others, that you feel you possess.

√	26 Specialized Abilities	Definitions of Abilities
	Entertaining	To perform, act, dance, speak, etc.
	Recruiting	To enlist and motivate people
	Interviewing	To skillfully delve into what makes others tick
	Researching	To read, gather, and collate information or data
	Artistic	To conceptualize, draw, paint, photograph
	Graphics	To lay out, design, and produce visual displays
	Evaluating	To analyze information or data and draw conclusions
	Planning	To strategize, design, and organize programs or events
	Managing	To supervise others as they accomplish tasks and to coordinate the all details
	Counseling	To listen, encourage, and guide with sensitivity
	Teaching	To explain, train, demonstrate, and tutor
	Writing	To write articles, letters, books, or poetry
	Editing	To proofread, rewrite or suggest content changes
	Promoting	To advertise and raise awareness of events
	Repairing	To restore and maintain facilities or equipment
	Feeding	To produce meals for groups
	Recalling	To remember names and faces or personal details
	Mechanical operations	To operate equipment, tools, or machinery
	Resource acquiring	To search out and obtain cost-effective materials and resources
	Mathematics	To work with computation, numbers, or money
	Classification	To systematize and file books, data, records, and materials so they can be readily retrieved
	Public relations	To handle complaints and unhappy customers with grace, care and courtesy
	Hospitality	To convey warmth, develop rapport, and make others feel comfortable
	Composing	To write music or lyrics
	Landscaping	To garden or work with plants
	Decorating	To beautify a setting

List your specialized abilities both below and in the 'Abilities' section found on page 2 of your Personal Ministry Profile.

1	
2	
3	
4	
5	

PERSONALITY PROFILE INVENTORY

How to respond: Rank each horizontal row of words on a scale of 1-to-4 with **4 being the word that BEST describes you and 1 being the LEAST like you**. Use all rankings in each horizontal line only once.

Below is an example:

2 - Dominant 1 - Influencing 4 - Steadfastness 3 - Compliant

Once you have ranked the listings in each **horizontal row**, add the numerical values in each **vertical column**. If your column totals do not add up to 120, you did not complete the survey correctly, or made a mistake in adding up the totals. Recheck your work.

ii					
	Forceful		Lively		Modest
	Aggressive		Emotional		Accommodating
	Direct		Animated		Agreeable
	Strong-willed		People-Oriented		Gentle
	Daring		Impulsive		Kind
	Competitive		Expressive		Supportive
	Risk Taker		Talkative		Cooperative
	Argumentative		Fun-Loving		Patient
	Bold		Spontaneous		Stable
	Take Charge		Optimistic		Peaceful
	Candid		Cheerful		Loyal
	Decisive		Enthusiastic		Good listener
Total		Total		Total	

EXPERIENCE INVENTORY

1. Educational experiences

Formal education, trade schools, seminars, conferences, language courses, computer training, learning through coaching others, self-teaching, outside research related to favorite subjects in school, etc.

My Educational Experiences

Where I attended school, and my favorite subjects:

Seminars, conferences or training that have been meaningful to me:

2. Painful experiences

Problems, hurts, and trials that God has used to teach you something

Examples:

Physical Pain	Cancer, severe illness, disability
Emotional Pain	Depression, eating disorder, anxiety, abuse, bereavement, low self-esteem, alcoholism, drug abuse
Financial Pain	Job loss, personal bankruptcy, credit problems
Relational Pain	Separation from spouse, divorce, problems with children, loss of family member or close friend

My Painful Experiences

These are the kinds of trials or problems I could relate to, and in which I could provide encouragement for a fellow Christian who is currently experiencing them:

3. Ministry Experiences

Ways you have served in ministry in the past

Directions: Circle all ministry experiences you may have had in a church setting.

Adult Ministries	Health and Safety	Record Keeping
Advertising	Information Technology	Recreation (planning/directing)
Art	Kitchen Work	Referee (officiating)
Band	Library Volunteering	Security and Safety
Banner Ministry	Lighting Systems	Sewing
Bible Study Leading	Mailings	Singles Ministry
Bible Study Teaching	Marketing	Small Groups (Leader)
Bookkeeping	Media Ministry(tapes/CDs)	Software Systems
Broadcasting (internet or radio)	Medical Team	Sound Systems (operation/tuning)
Children's Choir	Men's Ministry	Sports Administration
Children (1 st -5 th)	Microsoft Office	Support Group (Leader)
Adult Choir	Ministry (Ordained)	Technology (install/maintain)
Carpentry	Missions	Toddler Ministry
Coaching	Motorcycle Ministry	Ushering
Computer software design	Multi-media Presentations	Video Production
Computer operation	Music	Videography
Computer repair	Moms of Preschoolers	Visitation (sick, hospital, jail)
Construction	Networking (Computers)	Website (creation/maintenance)
Counseling	Nursery Ministry	Wedding Coordination
Data Entry	Office Support	Women's Ministry
Desktop Publishing	Orchestra	Worship (Leader)
Discipleship Mentoring	Outreach/Evangelism	Youth (Leader)
Disaster Recovery Planning	Parking	Youth Ministry
Drama	Phone Caller	
Electrical	Photography	
Electronics	Piano/Organ Playing	
Ensemble	Plant & Equipment	
Equipment Ministry	Plumbing	
Facilities Maintenance	Podcasting	
First Aid Team	Praise Team	
Food Closet	Preaching	
Food Services	Pre-School Ministry	
Fundraising	Prison Ministry	
Greeting	Publishing	
Grounds/Landscaping	Puppetry	

Where I have served in the past (if applicable):

	Name of Church	Where	Service Position	Duration
1				
2				
3				
4				
5				

4. Spiritual Experiences

- How and when I became a Christian
- Meaningful decisions I've made and times I've had with God
- Mountain-top and valley spiritual experiences

My Spiritual Journey

This is how and when I became a Christian, and what being a Christian has meant to me since then:

Times when I have felt closer to, or more distant from, God; and meaningful spiritual experiences that stand out in my mind:

ⁱ This exercise is adapted from the book Finding A Job You Can Love by Ralph Mattson & Arthur Miller (Nelson, 1982).

ⁱⁱ Categories are: Choleric (Dominant) – Sanguine (Influencer) – Phlegmatic (Steady) – Melancholic (Conscientious) as described by the DISC™ approach to personality types.