

# **IDENTIFYING YOUR MINISTRY PROFILE**

## **THROUGH S.H.A.P.E.**

### **Introduction**

Thanks for your interest in discovering your S.H.A.P.E. You may have done a spiritual gifts survey in the past, but this tool provides you with further valuable information in finding God's will for your life. The time you take to do this exercise we trust will give you new insight into yourself. A special thanks to Erik Rees, author of S.H.A.P.E. for giving us special permission to use this tool.

### **THE PURPOSE OF SHAPE**

What God made me to **BE** determines what He intends for me to **DO**. I will understand the **purpose** I was created for when I understand the kind of **person** I am. This is the secret of knowing God's will for your life! God is consistent in His plan for each of our lives. He would not give us in-born talents and temperaments, spiritual gifts, and all sorts of life experiences and then not use them! By reviewing and studying these factors, you will discover the ministry God has for you ... The *unique* way God intends for you to serve Him.

### **THE FOCUS OF *SHAPE AS A MINISTRY PROFILE***

We will focus on **Five Personal Factors** that have been combined to SHAPE the "real" you. By identifying the specific traits you possess in each of these areas, the ministry God has designed for you will become crystal clear.

**Complete and return to either:**

**Scott Wagoner (s.wagoner@fecministries.org)**

**Jay Nickless (j.nickless@fecministries.org).**

## MINISTRY IS DETERMINED BY SEVERAL FACTORS

### **My S. H. A. P. E. will determine my ministry!**

#### **S = Spiritual Gifts**

**What gifts do I have?**

#### **H = Heart (passion, desire)**

**What do I love to do?**

#### **A = Abilities**

**What natural talents and skills do I have?**

#### **P = Personality**

**Where does my personality best suit me to serve?**

#### **E = Experience**

**\_\_\_\_\_ What spiritual, painful, educational and ministry experiences have I had?**

- ◆ ***Unwrapping Your Gifts*** will give you an overview of spiritual gifts and help you identify which ones you may have been given by God.
- ◆ ***Monitoring Your Heartbeat*** will help you clarify what you really love to do.
- ◆ ***Applying Your Abilities*** will help you appreciate the natural talents and vocational skills you have.
- ◆ ***Plugging in Your Personality*** will help you see how your God-given temperament can best be used in ministry.
- ◆ ***Examining Your Experiences*** will help you review your history to discover how God has prepared you for a unique ministry that only you can fulfill.

As you complete each tool, transfer your results to the form called “**My Ministry Profile**.” You will bring this profile with you to your interview with a ministry team

leader.

## **PART I – UNWRAPPING MY SPIRITUAL GIFTS**

### **Spiritual Gifts Survey**

Directions:

Next to each statement check the appropriate number that expresses your feelings.

	(3) MUCH	(2) SOME	(1) LITTLE	(0) NOT AT ALL
1. You can easily delegate job responsibilities to others.				
2. You enjoy designing brochures and illustrating text.				
3. You enjoy fixing and repairing things.				
4. You enjoy introducing people to Jesus Christ so that they understand what a personal relationship with Jesus Christ is.				
5. You enjoy encouraging people when they are discouraged.				
6. You find it easy to make money and you enjoy giving it to the church and other Christian projects.				
7. You like helping people do things as long as you can stay behind the scene.				
8. You like to provide food and/or housing for people when they are in need.				
9. You like to pray often for other people.				
10. When you read the Bible, you see new truths and you want to explain them to others in everyday language.				
11. You enjoy getting others to reach their goals.				
12. You enjoy reaching out to the down and outers.				
13. You enjoy listening to people and gently helping them to take steps towards maturity in Christ.				
14. You like music and enjoy playing an instrument or singing to the glory of God.				
15. You like doing the little routine things around the church that no one else ever gets to do.				
16. You like helping other people learn new things about the Bible.				
17. You enjoy speaking for God when faced with situations where God's will is in doubt.				
18. You like to see through to the heart of matters and determine if people's motives are good or bad.				
19. You enjoy envisioning how much better things could be and acting on those convictions.				
20. You enjoy speaking to God in an unknown but very expressive language.				
21. You enjoy being God's instrument in making people well, physically, emotionally or spiritually.				
22. You like to organize time, talent, and people to accomplish projects.				
23. You like working in gardens and flower beds.				
24. You like working on lawns and outside maintenance and inside repairs.				
25. You enjoy telling others how you began your relationship with Jesus Christ, and how they too can have a relationship with Christ.				
26. You like supporting people who are working at solving problems in their lives.				
27. You enjoy giving lots of time, talent or money to the church because you are so thankful for what God has done for you.				

	(3) MUCH	(2) SOME	(1) LITTLE	(0) NOT AT ALL
28. You enjoy doing office work such as typing, filing, and answering phones.				
29. You enjoy having people stay with you in your home and sharing your things (cars, equipment, etc.) with them.				
30. You are very aware that your prayers are heard by God and that He acts on them.				
31. You enjoy discovering new facts and principles that help others in their spiritual growth.				
32. You enjoy knowing that people feel good about following your example and directions.				
33. You like calling on people when they are sick, or in jail, or just can't get out of the house.				
34. You like taking responsibility for the spiritual maturity of others and helping them grow.				
35. You enjoy taking part in a church, school, or community music program.				
36. You enjoy doing fix-it jobs around the church.				
37. You enjoy teaching Bible stories and helping other people understand them better.				
38. You are glad to speak up for the ways of God in the face of worldly injustice and immorality.				
39. You enjoy an ability to test the spiritual source behind a deed or activity when others can't see it.				
40. You easily believe that with God all things are possible, even when facing extreme difficulties.				
41. You enjoy an ability to communicate with God and others in extraordinary languages.				
42. You are humbled to think that God has worked through you in powerful ways to bring real healing into the lives of suffering people.				
43. You enjoy planning programs which help other Christians.				
44. You really enjoy working with your hands.				
45. You find great joy in repairing things.				
46. You look forward to opportunities to share Christ with strangers.				
47. You like to do and say things that are positive and helpful to people who are discouraged, suffering from shame, or addiction.				
48. You respond enthusiastically when confronted with real financial needs.				
49. You enjoy it when someone depends on you for practical kinds of help.				
50. You love making people feel at home when they visit a church event.				
51. You really enjoy times set aside for prayer, both in your personal devotions and other opportunities.				
52. You seem to be able to help people make sense of the Bible and how to apply their new insights.				
53. You enjoy motivating others to make positive decisions to complete projects.				
54. You enjoy visiting retirement homes and places where people are sick or disadvantaged.				
55. You enjoy the way people entrust their lives and spiritual problems to you and you protect this trust.				
56. It makes you happy to give other people enjoyment by doing something musical.				
57. You like it when people ask you to do things to help them and you do it cheerfully and humbly.				
58. You enjoy the challenge of teaching children or adults about God's love.				
59. You find it easy to take a meaningful stand for the truth when others seem to ignore it.				
60. You sense immediately what God is asking when the Bible says "test the spirits".				

	(3) MUCH	(2) SOME	(1) LITTLE	(0) NOT AT ALL
61. You prefer to relate to people in terms of the potential you see in them rather than their history.				
62. Occasionally you've had your personal prayers interpreted into ordinary language so that other people could benefit from them.				
63. You sometimes sense God's leading to lay hands on a person and pray for them because He is about to heal them.				

## Instructions

Place the number you selected from the Spiritual Gifts Survey next to the corresponding number in the "Value of Answers" column below. Then add up the three numbers that you have recorded across in each row, placing the sum in the "Total Column".

ROWS	VALUE OF ANSWERS			TOTAL	SPIRITUAL GIFTS
Row A	1	22	43		Administration
Row B	2	23	44		Artistic
Row C	3	24	45		Craftsmanship
Row D	4	25	46		Evangelism
Row E	5	26	47		Encouragement
Row F	6	27	48		Giving
Row G	7	28	49		Helps
Row H	8	29	50		Hospitality
Row I	9	30	51		Prayer
Row J	10	31	52		Knowledge
Row K	11	32	53		Leadership
Row L	12	33	54		Mercy
Row M	13	34	55		Shepherding
Row N	14	35	56		Music
Row O	15	36	57		Serving
Row P	16	37	58		Teaching
Row Q	17	38	59		Prophecy
Row R	18	39	60		Discernment
Row S	19	40	61		Vision (Faith)
Row T	20	41	62		Tongues
Row U	21	42	63		Healing

List below and on your profile at the back of Base 3, the three categories in which you scored the highest. This will give you one indication of your spiritual gifts:

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

### **DEFINITIONS OF THE SPIRITUAL GIFTS**

***Administration:*** The special ability to be a leader for the church in directing and planning its life and order. The special ability to plan and execute procedures that increase the church's organizational effectiveness. An example can be found in Acts 15.

***Art/Graphic Artist:*** The special ability to sense what will look good or communicate in an effective way on paper, banners, in sculpture, gardens, and other visual mediums. See Exodus 31:3-11.

***Craftsmanship:*** The special ability to create, troubleshoot, and repair the technical and hardware supports necessary for church ministries. See 2 Chronicles 34:9-13.

***Evangelism:*** The special ability to effectively share one's faith with non-Christians in a way that leads to a new commitment to Christ. An example is Peter in Acts 2:14-29 or Philip in Acts 8:1-7.

***Encouragement:*** The unique ability to comfort, strengthen, and challenge those faced with significant choices or actions. An example can be found in Acts 9:26-30.

***Giving:*** This is the ability to contribute significant material wealth, time, or talents to support ministries of Christ and the church. People with this gift seem to be able to create resources easily and contribute them unselfishly. See 2 Corinthians 8:1-7.

***Helps:*** The special ability to assist others in practical ways that are nonetheless very necessary. Often this gift complements other ministries and makes them more effective. See Romans 16:1-2.

**Hospitality:** The special ability to open one's home to strangers in a way that makes them feel comfortable and to make visitors to church events feel welcome and appreciated. See Acts 16:15.

**Prayer:** This is the unique ability to intercede faithfully and constantly before God for the needs of people and ministries. Often these "prayer warriors" see God answering prayer in exceptional ways. Colossians 4:12.

**Knowledge:** This is the special ability to discover and comprehend truths one gains in Bible study -- the details, the various themes, and the message of the Bible as a whole as it applies to any situation. An example of this gift can be found in 1 Corinthians 2 and 4.

**Leadership:** The unique ability to motivate, equip, and direct others in the ministry of Christ. This ability is always tempered by a loving concern for the ones being led. See Acts 13:1-3 and Acts 15.

**Mercy:** The ability to express deep concern and loving compassion towards people who are discouraged, mistreated, or just plain down and out, even if as a result of their own choices. Mercy is the gift that finds a way to minister appropriately to people who suffer. Acts 9:36 or Romans 15:1.

**Shepherding:** The special ability to guide, nurture, and care for individuals and groups in the church so that they grow in their faith and spiritual maturity. This is the gift of being responsible for the welfare and unity of Christ's disciples. See 1 Peter 5:1-9.

**Musical:** The ability to use one's voice or an instrument to bring glory to God and communicate effectively with people. An example is found in 1 Chronicles 16:41-42.

**Serving:** This is the ability to meet the physical and practical needs of people in or out of the church. The gift of service meets those needs with humility and takes joy in being helpful to others. Acts 6:1-6.

**Teaching:** The ability to teach, train, and encourage Christians in the way of Christ with clarity and faithfulness to the Bible. John 21:15-17 or 1 Timothy 4:6,11 and 5:17.

**Prophecy:** The special ability to proclaim and stand for God's truth in the face of confusion or disobedience and in a way that leads to correction, repentance or encouragement. Acts 11:27-30, 21:7-12.

**Discernment:** The special ability to see through to the spiritual motives in people, events and actions and to determine whether or not they are of God. See 1 John 2 and 3.

**Vision or Faith:** It is an exceptional ability to see what isn't and to believe and act as though it will be because God will do it, especially in terms of the advance of the Kingdom or the increase in the church. Acts 16:9,10,18, 18:9-11, 27:21-26.

**Tongues:** The special ability to communicate effectively with God or others in a language not learned in conventional ways. Tongues may be a gift for personal encouragement or it may be a gift for the building up of the whole church (when interpreted). See Acts 2:1-13; 1 Corinthians 14:1-19.

**Healing:** The ability to be a channel of God's power to restore human brokenness and relieve suffering. See Acts 3:1-10; 1 Corinthians 12:27-30.

## PART II - MONITORING MY HEARTBEAT

### GOD HAS GIVEN EACH PERSON A UNIQUE "HEARTBEAT"

God had a purpose in giving you your inborn interests. In fact, your emotional heartbeat reveals a very important key to understanding God's design and intention for your life. *The key to understanding your heartbeat is to look at your past accomplishments.*

#### Step One: LIST AND DESCRIBE YOUR ACCOMPLISHMENTS SINCE CHILDHOOD

##### 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
  - Forget what other people think about it
1. Remember, you are recalling things you **enjoyed doing** and **did well** (accomplishments), not just pleasant experiences.  
**Bad example:** "Had a great vacation in the Rockies."  
**Good example:** "Took some stunning photographs 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 the things you've done.

Here are some brainstorming suggestions to get you started. For each period of your life, think about the following things:

Your home – favorite rooms, how was your room decorated?

Favorite toys, games, activities, movies, books.

School – awards you won, favorite teachers and classes, extra curricular activities.

Friends, boy/girlfriends, enemies.

Jobs you had and liked/disliked.

Clothes you wore, things you enjoy doing around the house.

**MY HIGHLIGHTS OF THE THINGS I DID WELL AND ENJOYED DURING MY ELEMENTARY SCHOOL YEARS**

- 1.
- 2.
- 3.

**AS A TEENAGER**

- 1.
- 2.
- 3.

**IN COLLEGE OR EARLY 20's**

- 1.
- 2.
- 3.
- 4.

**MY "*THIRTY-SOMETHING*" YEARS**

- 1.
- 2.
- 3.
- 4.

**COMPLETE UP TO YOUR PRESENT**

- 1.
- 2.
- 3.
- 4.
- 5.

The more you can list the better. Fill up the back of this page if you can!

**Step Two:** DISCOVER THE MOTIVATED DIRECTION OF YOUR HEART

Examine your achievements for a common motivational thread. You might find a key phrase repeated. See if you can match one of the "*heartbeats*" listed below as examples. Choose as many as apply to you.

**I LOVE TO ...**

**DESIGN/DEVELOP** - I love to make something out of nothing. I enjoy getting something started from scratch.

**PIONEER** - I love to test and try out new concepts. I am not afraid to risk failure.

**ORGANIZE** - I love to bring order out of chaos. I enjoy organizing something that is already started.

**OPERATE/MAINTAIN** - I love to efficiently maintain something that is already organized.

**SERVE/HELP** - I love to assist others in their responsibility. I enjoy helping others succeed.

**ACQUIRE/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 convert people to my way of thinking. I enjoy shaping the attitudes and behavior 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/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 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 of an organization or boss.

**PREVAIL** - I love to fight for what is right and oppose what is wrong. I enjoy overcoming injustice.

You should be able to support your choice with examples from your achievements. For 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 have collected rare stamps
- I have built up a large cash reserve
- I have acquired options on three properties"

WRITE THE BASIC MOTIVATIONAL DIRECTION OF YOUR HEART THAT YOU FEEL MOST STRONGLY ABOUT BELOW, AND ON YOUR PERSONAL PROFILE: (you can have more than one)

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

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

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

## **PART III - APPLYING MY ABILITIES**

### **DISCOVER YOUR MOTIVATED ABILITIES**

Look over your list of accomplishments again. **Circle all verbs** that denote actions performed while you were doing each achievement. Now compare those verbs to the list below and check those abilities you feel you have.

### **26 SPECIALIZED ABILITIES**

**Entertaining Ability** - to perform, act, dance, speak

**Recruiting Ability** - to enlist and motivate people to get involved

**Interviewing Ability** - to discover what others are really like

**Researching Ability** - to read, gather information, collect data

**Artistic Ability** - to conceptualize, picture, draw, paint, photograph or make renderings

**Graphics Ability** - to lay out, design, create visual displays or banners

**Evaluating Ability** - to analyze data and draw conclusions

**Planning Ability** - to strategize, design and organize programs and events

**Management Ability** - to supervise people to accomplish a task or event and co-ordinate the details involved

**Counseling Ability** - to listen, encourage and guide with sensitivity

**Teaching Ability** - to explain, train, demonstrate, tutor

**Writing Ability** - to write articles, letters, books

**Editing Ability** - to proof-read or rewrite

**Promoting Ability** - to advertise or promote events or activities

**Repairing Ability** - to fix, restore, maintain

**Feeding Ability** - to create meals for large or small groups

**Recall Ability** - to recall or remember names and faces

**Mechanical Operating Ability** - to operate equipment, tools or machinery

**Resourceful Ability** - to search out and find inexpensive materials or resources needed

**Counting Ability** - to work with numbers, data or money

**Classifying Ability** - to classify, cross-reference, systematize and file articles, data, books, and materials so they can be retrieved easily

**Public Relations Ability** - to handle complaints and unhappy customers with care and courtesy

**Welcoming Ability** - to convey warmth, develop rapport, making others feel welcome

**Composing Ability** - to write music or lyrics

**Landscaping Ability** - to do gardening and work with plants

**Decorating Ability** - to beautify a setting for a special event

LIST YOUR SPECIALIZED ABILITIES BELOW AND ON YOUR PERSONAL PROFILE. (ADD MORE IF YOU NEED TO)

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

4. \_\_\_\_\_

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

5. \_\_\_\_\_

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

6. \_\_\_\_\_

## PART IV - PLUGGING IN YOUR PERSONALITY

### HOW DO I SEE MYSELF?

<b>Extroverted</b>	2	1	2	<b>Introverted</b>
				3
extreme		mild		extreme

<b>Thinker</b>	2	1	2	<b>Feeler</b>
				3
extreme		mild		extreme

<b>Routine</b>	2	1	2	<b>Variety</b>
				3
extreme		mild		extreme

<b>Self-Controlled</b>	2	1	2	<b>Self-Expressive</b>
				3
extreme		mild		extreme

<b>Cooperative</b>	2	1	2	<b>Competitive</b>
				3
extreme		mild		extreme

RECORD YOUR RESPONSES ON YOUR PERSONAL PROFILE

## HOW DO I SEE MYSELF?

(Place a check mark next to appropriate descriptions and double for total in each of the four boxes – no score in any box can exceed 28 points)

<p style="text-align: center;"><b>L</b></p> <table style="width: 100%; border: none;"> <tr> <td style="width: 50%; vertical-align: top;"> <b>takes charge</b>            Assertive            Bold            Enterprising            Decision maker            Goal driven            Enjoys challenges         </td> <td style="width: 50%; vertical-align: top;"> <b>Determined</b>            Firm            Purposeful            Competitive            Leader            Self-reliant            Adventurous         </td> </tr> </table> <p style="text-align: center;"><i>"Let's do it now!"</i></p> <p style="text-align: center;">Total X 2 = _____</p>	<b>takes charge</b> Assertive Bold Enterprising Decision maker Goal driven Enjoys challenges	<b>Determined</b> Firm Purposeful Competitive Leader Self-reliant Adventurous	<p style="text-align: center;"><b>O</b></p> <table style="width: 100%; border: none;"> <tr> <td style="width: 50%; vertical-align: top;"> <b>Takes risk</b>            Motivator            Fun Loving            Very verbal            Enjoys change            Group oriented            Avoids detail         </td> <td style="width: 50%; vertical-align: top;"> <b>Visionary</b>            Energetic            Likes variety            Promoter            Creative            Mixes well            Optimistic         </td> </tr> </table> <p style="text-align: center;"><i>"Trust me. It will work out!"</i></p> <p style="text-align: center;">Total X 2 = _____</p>	<b>Takes risk</b> Motivator Fun Loving Very verbal Enjoys change Group oriented Avoids detail	<b>Visionary</b> Energetic Likes variety Promoter Creative Mixes well Optimistic
<b>takes charge</b> Assertive Bold Enterprising Decision maker Goal driven Enjoys challenges	<b>Determined</b> Firm Purposeful Competitive Leader Self-reliant Adventurous				
<b>Takes risk</b> Motivator Fun Loving Very verbal Enjoys change Group oriented Avoids detail	<b>Visionary</b> Energetic Likes variety Promoter Creative Mixes well Optimistic				
<p style="text-align: center;"><b>G</b></p> <table style="width: 100%; border: none;"> <tr> <td style="width: 50%; vertical-align: top;"> <b>Loyal</b>            Even keel            Enjoys routine            Good listener            Sympathetic            Nurturing            Tolerant         </td> <td style="width: 50%; vertical-align: top;"> <b>Non-demanding</b>            Avoids conflict            Dislikes pushiness            Adaptable            Thoughtful            Patient            Deep relationships         </td> </tr> </table> <p style="text-align: center;"><i>"Remember that we're a family!"</i></p> <p style="text-align: center;">Total X 2 = _____</p>	<b>Loyal</b> Even keel Enjoys routine Good listener Sympathetic Nurturing Tolerant	<b>Non-demanding</b> Avoids conflict Dislikes pushiness Adaptable Thoughtful Patient Deep relationships	<p style="text-align: center;"><b>B</b></p> <table style="width: 100%; border: none;"> <tr> <td style="width: 50%; vertical-align: top;"> <b>Deliberate</b>            Reserved            Practical            Factual            Detailed            Inquisitive            Persistent         </td> <td style="width: 50%; vertical-align: top;"> <b>Controlled</b>            Predictable            Orderly            Discerning            Analytical            Precise            Scheduled         </td> </tr> </table> <p style="text-align: center;"><i>"If it's worth doing. It's worth doing right!"</i></p> <p style="text-align: center;">Total X 2 = _____</p>	<b>Deliberate</b> Reserved Practical Factual Detailed Inquisitive Persistent	<b>Controlled</b> Predictable Orderly Discerning Analytical Precise Scheduled
<b>Loyal</b> Even keel Enjoys routine Good listener Sympathetic Nurturing Tolerant	<b>Non-demanding</b> Avoids conflict Dislikes pushiness Adaptable Thoughtful Patient Deep relationships				
<b>Deliberate</b> Reserved Practical Factual Detailed Inquisitive Persistent	<b>Controlled</b> Predictable Orderly Discerning Analytical Precise Scheduled				

Chart each of these totals from above onto the graph on the following page.

## Personality Graph

	<b>L</b>	<b>O</b>	<b>G</b>	<b>B</b>
<b>30-</b>	--	--	--	--
<b>26-</b>	--	--	--	--
<b>22-</b>	--	--	--	--
<b>18-</b>	--	--	--	--
<b>14-</b>	--	--	--	--
<b>10-</b>	--	--	--	--
<b>6-</b>	--	--	--	--
<b>2-</b>	--	--	--	--
<b>0-</b>	--	--	--	--
		--		

## **L = LION . . . you will naturally**

- Gravitate to positions of leadership
- Be decisive and quick to make decisions
- Avoid chit-chat and want to "get to the point"
- Have the time orientation of "let's do it now!"
- Love to overcome obstacles and take on challenges
- May not see the impact of your words or criticisms on others

## **O = OTTER . . . you will naturally**

- Make life fun!
- Love to talk to others
- Easily get excited and encouraged
- Enjoy groups and high activity level
- Avoid details, close accountability and deadlines
- Have the future oriented time frame of "it'll all work out!"

## **G = GOLDEN RETRIEVER . . . you will naturally**

- want to go deep in your relationships
- Express tremendous loyalty to those you love
- Listen attentively (and at length) to another's problems
- Be more sensitive to needs of others than other bents
- Carry emotional and financial stability
- Prefer stability . . . even if it means *peace at all costs*.

## **B = BEAVER . . . you will naturally**

- Want to do things right and by the book
- strive for accuracy and quality, not quickness
- see a person's past as a key to trusting them in the future
- want clearly defined tasks, limited risk, and an open door environment for asking questions of clarification
- be very creative in designing helpful systems, if encouraged and allowed to work at your own pace
- be so good at taking things apart, you can also take people apart and become a strong critic when wronged

**Ministry in the church is motivated by love, both tough and tender.**

**LIONS** and **BEAVERS**, by nature, tend to be hard on problems . . . often on people as well. **OTTERS** and **GOLDEN RETRIEVERS** tend to be soft on people . . . but they can be too soft on problems.

## **PART V - EXAMINING MY EXPERIENCES**

One of the most overlooked factors in determining the ministry God has for me is my past experience, **particularly the hurts and problems** I have overcome with God's strength. Since our greatest life messages come out of our weaknesses, not our strengths, we should pay close attention to what we've learned in "the school of hard knocks."

ON THE NEXT PAGE, RECORD THESE EXPERIENCES:

**Your Spiritual Experiences:** Meaningful decisions/times with God

**Your Painful Experiences:** Problems, hurts, trials-that have taught you

**Your Educational Experiences:** What were your favorite subjects in school

**Your Ministry Experiences:** How have you served in the past

**SUMMARIZE THEM ON YOUR PERSONAL PROFILE**

**My Spiritual Experiences**

**My Educational Experiences**

**My Painful Experiences**

**My Ministry Experiences**



Personal Ministry S.H.A.P.E. Profile For:

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

Address: \_\_\_\_\_

City: \_\_\_\_\_, State \_\_\_\_\_ Zip \_\_\_\_\_

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

E-mail: \_\_\_\_\_

S.H.A.P.E.	Self – Assessment		Comments/Notes	Potential Matching Ministries				
<b>S</b> piritual Gifts	Top Three Spiritual Gifts: 1. _____ 2. _____ 3. _____							
<b>H</b> ear/ Passion	The Basic Motivation of My Heart: 1. _____ 2. _____ 3. _____							
<b>A</b> bilities	My Specialized Abilities: 1. _____ 4. _____ 2. _____ 5. _____ 3. _____ 6. _____							
<b>P</b> ersonality	I See Myself As: 1. _____ 2. _____ 3. _____ 4. _____ 5. _____ <table border="1" data-bbox="654 1136 911 1283" style="margin-left: 100px;"> <tr><td>Lion (Circle)</td></tr> <tr><td>Otter</td></tr> <tr><td>Golden Retriever</td></tr> <tr><td>Beaver</td></tr> </table>		Lion (Circle)	Otter	Golden Retriever	Beaver		
Lion (Circle)								
Otter								
Golden Retriever								
Beaver								
<b>E</b> xperiences	My Spiritual Experiences	My Educational Experiences						
	My Painful Experiences	My Ministry Experiences						
Date: ____/____/____ Signature _____ Facilitator _____								