

S.H.A.P.E. ASSESSMENT



Right Fit for People and Ministry

As each has received a gift, use it to serve one another, as good stewards of God's varied grace...

1 Peter 4:10 (ESV)

The following S.H.A.P.E. Assessment will help you identify your unique S.H.A.P.E., how God made you with Spiritual Gifts, Hearth, Ailities, Personality, and Experiences.

Take some time to thoughtfully complete the following assessment.

Once completed, a S.H.A.P.E. Coach will contact you to review your results and help you to understand your S.H.A.P.E. and what it means for you.

Then, if you are interested in serving, the S.H.A.P.E. Coach will work with you to find your best ministry fit, based on the way God has designed you.

WAYS TO DISCOVER YOUR SHAPE

Taste and See – It's easier to discover your gifts through ministry than to discover your ministry through your gifts. Give it a try!

Take an Assessment – The Foothills S.H.A.P.E. Assessment is made to help you discover your unique gifts.

Study and Reflection – See the resources list at the bottom of this page for books that you can read on your own. Or, take a class or seminar on S.H.A.P.E. discovery.

Talk About It – Meet with a S.H.A.P.E. Coach, pastor, or discuss it with a life group. Often others will see gifts in us that we can't see in ourselves.

There are different kinds of spiritual gifts, but the same Spirit is the source of them all. There are different kinds of service, but we serve the same Lord. God works in different ways, but it is the same

God who does the work in all of us.

1 Corinthians 12: 4-6 (NLT)

S.H.A.P.E. ASSESSMENT

Date: _____

Name: _____

Phone: _____

Email: _____

I prefer to be contact by: ☐ Phone Call ☐ Email

SPIRITUAL GIFTS

Directions: Respond to each of the following statements using the scale of 0 to 3. Answer according to who you truly are, not who you would like to be or who you think you should be.

How true are these statements for you? How strongly do these statements reflect your usually tendencies?

3 = All the time, definitely true

2 = Most of the time, usually true

1 = Some of the time, once in a while

0 = Not at all, never

| | |
|--|--|
| | 1. I like to organize people, tasks, and events. |
| | 2. I enjoy pioneering new undertakings. |
| | 3. I enjoy working creatively with wood, cloth, paints, metal, glass, or other materials. |
| | 4. I am creative and imaginative. |
| | 5. I can readily distinguish between truth and error, good and evil, rightness and wrongness. |
| | 6. I tend to see the potential in people. |
| | 7. I communicate the gospel to others with clarity and effectiveness. |
| | 8. I find it natural and easy to trust God to answer my prayers. |
| | 9. I give liberally and joyfully to people in financial need or to projects requiring support. |
| | 10. I know that healing will only happen with God's divine permission. |
| | 11. I enjoy working behind the scenes to support the work of others. |
| | 12. I do whatever I can to make people feel that they belong. |
| | 13. I take prayer requests from others and consistently pray for them. |

| | |
|--|---|
| | 14. I can understand words others can't as a message from God. |
| | 15. I am approached by people who want my perspective on a particular passage or biblical truth. |
| | 16. I am able to develop a vision or idea that others want to follow. |
| | 17. I empathize with hurting people and desire to help in their healing process. |
| | 18. I have a supernatural power to do things which are otherwise impossible. |
| | 19. I will speak God's truth, even in places where it is unpopular or difficult for others to accept. |
| | 20. I enjoy spending time nurturing and caring for others. |
| | 21. I am able to communicate what God is teaching in the Bible. . |
| | 22. When I pray, sometimes words come out with no thought behind them, that are may be in a foreign language. |
| | 23. I am often sought out by others for advice about spiritual or personal matters. |
| | 24. I am careful, thorough, and skilled at managing details. |
| | 25. I am attracted to the idea of serving in another country or ethnic community. |
| | 26. I am skilled in working with different kinds of tools. |
| | 27. I enjoy developing and using my artistic skills (art, drama, music, photography, etc...). |
| | 28. I frequently am able to judge a person's character based upon first impressions. |
| | 29. I enjoy reassuring and strengthening those who are discouraged. |
| | 30. I consistently look for opportunities to build relationships with non-Christians. |
| | 31. I have confidence in God's continuing provision and help, even in difficult times. |
| | 32. I give more than expected to help those in need. |
| | 33. I pray often to be used by God to heal others. |
| | 34. I feel comfortable being a helper, assisting others to do their job more effectively. |
| | 35. I enjoy meeting new people and helping them to feel welcomed. |
| | 36. I enjoy praying for long periods of time and receive leadings as to what God wants me to pray for. |
| | 37. I can translate words and messages from God in a way that informs, comforts, and encourages believers. |
| | 38. I receive information from the Spirit that I did not acquire through natural means. |
| | 39. I am able to influence others to achieve a vision. |
| | 40. I can patiently support those going through painful experiences as they try to stabilize their lives. |
| | 41. I have compassion for wandering believers and want to protect them. |
| | 42. I spend time in study knowing that presenting truth will make a difference in the lives of people. |
| | 43. I can often find simple, practical solutions in the midst of conflict or confusion. |
| | 44. I enjoy learning about how organizations function. |
| | 45. I want unchurched people in our community to know about the good news of God. |
| | 46. I am good at and enjoy working with my hands. |
| | 47. I want to use my artistic expression to help people better understand themselves, their relationships, and their faith. |
| | 48. I can see through phoniness or deceit before it is evident to others. |

| | |
|--|--|
| | 49. I give hope to others by encouraging them to trust in the promises of God. |
| | 50. I am effective at adapting the gospel message so that it connects with an individual's felt needs. |
| | 51. I am regularly challenging others to trust God. |
| | 52. I manage my money well to free more of it for giving. |
| | 53. I have prayed, touched, or spoken words that miraculously bring healing to another person. |
| | 54. I willingly take on a variety of odd jobs to meet the needs of others. |
| | 55. I know I am gifted in helping people get connected to others. |
| | 56. I am conscious of ministering to others as I pray. |
| | 57. I can understand the meaning of sounds, words, or utterances that glorify God. |
| | 58. I am committed, and schedule blocks of time for reading and studying Scripture, to understand Biblical truth fully and accurately. |
| | 59. I can adjust my leadership style to bring out the best in others. |
| | 60. I enjoy helping people sometimes regarded as undeserving or beyond help. |
| | 61. I like to provide guidance for the whole person – relationally, emotionally, spiritually, etc. |
| | 62. I devote considerable time to learning new Biblical truths in order to communicate them to others. |
| | 63. I can easily select the most effective course of action from among several alternatives. |
| | 64. I can identify and effectively use the resources needed to accomplish tasks. |
| | 65. I can adapt well to different places, communities, or cultures. |
| | 66. I can visualize how something should be constructed before I build it. |
| | 67. I like finding new and fresh ways of communicating with people through music, art, writing, drama, etc. |
| | 68. I can read people and often can see the truth behind their words. |
| | 69. I reassure those who need to take courageous action in their faith, family, or life. |
| | 70. I invite unbelievers to accept Christ as their Savior. |
| | 71. I trust God in circumstances where success cannot be guaranteed by human effort alone. |
| | 72. I challenge myself to limit my lifestyle in order to give away higher percentages of my income. |
| | 73. My words or touch has restored someone physically, emotionally, or spiritually. |
| | 74. I see spiritual significance in doing practical tasks. |
| | 75. I like to create a place where people do not feel that they are alone. |
| | 76. I pray with confidence because I know that God works in response to prayer. |
| | 77. I understand what is being said by someone speaking in tongues. |
| | 78. I have insight or just know something to be true. |
| | 79. I set goals and manage people and resources effectively to accomplish them. |
| | 80. I have great compassion for hurting people. |
| | 81. I can faithfully provide long-term support and concern for others. |
| | 82. I can present information and skills to others at a level that makes it easy for them to grasp and apply to their lives. |
| | 83. I can anticipate the likely consequences of an individual's or a group's action. |

| | |
|--|---|
| | 84. I like to help organizations or groups become more efficient. |
| | 85. I enjoy relating to others in their culture or language. |
| | 86. I express love with items that I have made.. |
| | 87. I enjoy using artistic expressions to communicate my faith. |
| | 88. I receive affirmation from others concerning the reliability of my insights or perceptions. |
| | 89. I strengthen those who are wavering in their faith. |
| | 90. I openly tell people that I am a Christian and want them to ask me about my faith. |
| | 91. I am convinced of God's daily Presence and action in my life. |
| | 92. I like knowing that my financial support makes a real difference in the lives and ministries of God's people. |
| | 93. I often feel the urge to heal people in the name of Christ. |
| | 94. I like to find small things that need to be done and often do them without being asked. |
| | 95. I enjoy entertaining people and opening my home to others. |
| | 96. When I hear about needy situations, I feel burdened to pray. |
| | 97. I feel a clear connection to God when I can understand a message others cannot. |
| | 98. I have suddenly known some things about others, but did not know how I knew them. |
| | 99. I influence others to perform to the best of their capability. |
| | 100. I can look beyond a person's handicaps or problems to see a life that matters. |
| | 101. I enjoy giving guidance and practical support to a small group of people. |
| | 102. I can communicate Scripture in ways that motivate others to study and want to learn more. |
| | 103. I give practical advice to help others through complicated situations. |

HEART

Focusing on your heart is to focus on your passion!

What drives you?

Who are the people you most want to help?

What causes am I passionate about?

What are the needs I feel most drawn to?

Directions: Check one or more of these affinity groups that you feel applies to you.

The people I would like to serve most are:

| | | | | | | | |
|--------------------------|------------------|--------------------------|--------------|--------------------------|----------------|--------------------------|---------------|
| <input type="checkbox"/> | Children/Infants | <input type="checkbox"/> | Homeless | <input type="checkbox"/> | Prisoners | <input type="checkbox"/> | Women |
| <input type="checkbox"/> | College Students | <input type="checkbox"/> | Hospitalized | <input type="checkbox"/> | Single Parents | <input type="checkbox"/> | Young Married |
| <input type="checkbox"/> | Disabled | <input type="checkbox"/> | Men | <input type="checkbox"/> | Singles | <input type="checkbox"/> | Youth |
| <input type="checkbox"/> | Divorced | <input type="checkbox"/> | My Community | <input type="checkbox"/> | Teen Parents | <input type="checkbox"/> | Other:_____ |
| <input type="checkbox"/> | Elderly | <input type="checkbox"/> | Parents | <input type="checkbox"/> | Unemployed | <input type="checkbox"/> | Other:_____ |
| <input type="checkbox"/> | Empty Nesters | <input type="checkbox"/> | Poor | <input type="checkbox"/> | Widowed | <input type="checkbox"/> | Other:_____ |

The issues or causes I feel most strongly about are:

| | | | | | | | |
|--------------------------|--------------------------|--------------------------|------------------------|--------------------------|----------------------|--------------------------|------------------|
| <input type="checkbox"/> | Abuse/Violence | <input type="checkbox"/> | Divorce | <input type="checkbox"/> | Injustice issues | <input type="checkbox"/> | Sexuality |
| <input type="checkbox"/> | Alcoholism | <input type="checkbox"/> | Drug / Substance Abuse | <input type="checkbox"/> | Law / Justice system | <input type="checkbox"/> | Spiritual apathy |
| <input type="checkbox"/> | At-risk Children/ Youth | <input type="checkbox"/> | Environment | <input type="checkbox"/> | Marriage / Family | <input type="checkbox"/> | Spiritual Growth |
| <input type="checkbox"/> | Community Transformation | <input type="checkbox"/> | Finances | <input type="checkbox"/> | Parenting | <input type="checkbox"/> | Unchurched |
| <input type="checkbox"/> | Compulsive Behavior | <input type="checkbox"/> | Health / Wellness | <input type="checkbox"/> | Poverty / Hunger | <input type="checkbox"/> | Other: |
| <input type="checkbox"/> | Disabilities | <input type="checkbox"/> | Homelessness | <input type="checkbox"/> | Sanctity of Life | <input type="checkbox"/> | Other: |

ABILITIES

Each of us has abilities that we have discovered and learned over our lifetime. These abilities are crucial to the success of many ministries. *(Note: Abilities are different from spiritual gifts – abilities are developed over time based upon a person's aptitudes and experiences).*

Directions: **Select up to five (5) specialized abilities** at which you excel and love doing:

- ☐ Adapting – The ability to adjust, change, alter, modify
- ☐ Administrating – The ability to govern, run, rule
- ☐ Analyzing – The ability to examine, investigate, probe, evaluate
- ☐ Building – The ability to construct, make, assemble
- ☐ Coaching – The ability to prepare, instruct, train, equip, develop
- ☐ Communicating – The ability to share, convey, impart
- ☐ Computing – The ability to add, estimate, total, calculate
- ☐ Connecting – The ability to link together, involve, relate
- ☐ Cooking – The ability to prepare, serve, feed, cater
- ☐ Coordinating – The ability to organize, match, harmonize
- ☐ Counseling – The ability to guide, advise, support, listen, care for
- ☐ Decorating – The ability to beautify, enhance, adorn
- ☐ Editing – The ability to correct, amend, alter, improve
- ☐ Encouraging – The ability to cheer, inspire, support
- ☐ Engineering – The ability to construct, design, plan
- ☐ Facilitating – The ability to help, aid, assist, make possible
- ☐ Improving – The ability to better, enhance, further, enrich
- ☐ Influencing – The ability to affect, sway, shape, change
- ☐ Landscaping – The ability to garden, plant, improve
- ☐ Leading – The ability to pave the way, direct, excel, win
- ☐ Learning – The ability to study, gather, understand, improve, expand self
- ☐ Managing – The ability to run, handle, oversee
- ☐ Mentoring – The ability to advise, guide, teach
- ☐ Operating – The ability to run mechanical or technical things

- ❑ Organizing – The ability to simplify, arrange, fix, classify, coordinate
- ❑ Performing – The ability to sing, speak, dance, play an instrument, act out.
- ❑ Persevering – The ability to see things to completion, persisting at something until finished.
- ❑ Pioneering – The ability to bring about something new, groundbreaking, original
- ❑ Promoting – The ability to sell, sponsor, endorse, showcase
- ❑ Repairing – The ability to fix, mend, restore, heal
- ❑ Researching – The ability to seek, gather, examine, study
- ❑ Shopping – The ability to collect, or obtain things, getting the best quality for the best price
- ❑ Social Networking – The ability to communicate using the latest technology
- ❑ Strategizing – The ability to think ahead, calculate, scheme
- ❑ Teaching – The ability to interpret, decode, explain, speak
- ❑ Visualizing – The ability to picture, imagine, envision, dream, conceptualize
- ❑ Welcoming – The ability to entertain, greet, embrace, make comfortable
- ❑ Writing – The ability to compose, create, record

PERSONALITY

Personality is one of the critical factors in finding your serving “Sweet Spot”. It indicates how you prefer to relate to other people and the world around you. This section focuses on the main two aspects of how you are energized and organized.

Directions: For each statement, there are two opposite responses. Circle the number that most accurately describes what you prefer in most situations. Select the behavior or perspective that comes naturally to YOU (not what others expect of you or what you have learned.) Answer as if there were no restrictions on or consequences for your personal expression.

(Example: For Question #1, selecting 1 mean you absolutely prefer doing things over being with people, selecting 5 means you absolutely prefer being with people, and selecting 3 means you like both equally.)

How are you energized?

| | | | | | | | |
|---|--------------------|---|---|---|---|---|------------------------|
| 1. I am more comfortable: | Doing things | 1 | 2 | 3 | 4 | 5 | Being with people |
| 2. When doing a task, I tend to: | Focus on the goal | 1 | 2 | 3 | 4 | 5 | Focus on relationships |
| 3. I get more excited about: | Advancing a cause | 1 | 2 | 3 | 4 | 5 | Creating community |
| 4. I feel I've accomplished something when I've: | Gotten a job done | 1 | 2 | 3 | 4 | 5 | Built a relationship |
| 5. It is more important to start a meeting: | On time | 1 | 2 | 3 | 4 | 5 | When everyone arrives |
| 6. I am more concerned with: | Meeting a deadline | 1 | 2 | 3 | 4 | 5 | Maintaining the team |
| 7. I place a higher value on: | Action | 1 | 2 | 3 | 4 | 5 | Communication |

TOTAL of questions 1-7: _____

If the score is 7 – 18: You are more task-oriented

If the score is 19 – 23: You can be both task- and people-oriented

If the score is 24 – 35: You are more people-oriented

How are you organized?

| | | | | | | | |
|---|---------------------------|---|---|---|---|---|---------------------|
| 8. While on vacation, I prefer to: | Be spontaneous | 1 | 2 | 3 | 4 | 5 | Follow a set plan |
| 9. I prefer to set (or work within) guidelines that are: | General | 1 | 2 | 3 | 4 | 5 | Specific |
| 10. I prefer to: | Leave my options open | 1 | 2 | 3 | 4 | 5 | Settle things now |
| 11. I prefer projects that have: | Variety | 1 | 2 | 3 | 4 | 5 | Routine |
| 12. I like to: | Play it by ear | 1 | 2 | 3 | 4 | 5 | Stick to a plan |
| 13. I find routine: | Boring | 1 | 2 | 3 | 4 | 5 | Restful |
| 14. I accomplish tasks best: | By working it out as I go | 1 | 2 | 3 | 4 | 5 | By following a plan |

TOTAL of questions 8-14: _____

If the score is 7 – 18: You are more unstructured

If the score is 19 – 23: You can work with both structured or unstructured

If the score is 24 – 35: You are more structured

EXPERIENCES

Our experiences – both positive and negative – shape our passions.

Directions: Write down any experiences that stand out to you on your spiritual journey with Jesus.

Spiritual experiences – meaningful decisions, times with God, times you felt close to God

Painful experiences – problems, hurts, trials, etc.

Educational experiences – favorite subjects in school, special training, etc.

Ministry experience – how you've served in the past

References

Bugbee, B. a. (2005). *Network Participant's Guide - Revised*. Grand Rapids, MI: Zondervan.

Rees, E. (2006). *S.H.A.P.E. - Finding and Fulfilling your Unique Purpose for Life*. Grand Rapids, MI: Zondervan.

Timberline Church, Fort Collins, CO. (2017, July 3). *Timberline Church S.H.A.P.E. Assessment*. Retrieved from <http://www.surveygizmo.com/s3/966912/S-H-A-P-E-V2-COPY>

Foothills Community Church gratefully acknowledges the generosity of Timberline Church for allowing full use of their online S.H.A.P.E. Assessment as a guide for development of this assessment.