



FIRST BAPTIST
LOGANVILLE

S.H.A.P.E

Determining Your Design for Ministry and Service

Below is a series of questions to help you determine how God has shaped you for ministry and service. S.H.A.P.E. stands for Spiritual Gifts, Heart (Passions), Abilities, Personality, and Experiences. Through each of these, and as a combination of all of these, God has created you uniquely for ministry!

Once you complete the survey, please return it to the church office. A member of our Serve Team will reach out to you to schedule a time for a coaching session. Coaching sessions simply allow us an opportunity to discuss the results of your survey with you to determine how your unique gifts can be best utilized at FBCL.

GENERAL INFORMATION

Before we begin, tell us a little bit about you.

Name _____

Email Address _____

Address _____

Date of Birth _____ Contact number _____

Are you a member of FBCL? Yes No

Send my S.H.A.P.E. form to (staff member or ministry) _____

SPiritual GIFTS

It's near impossible to utilize a tool you don't know you have, right? That's often the case with spiritual gifts. These gifts, given to us by God when we receive His salvation, are valuable for helping others know Him better. But so many Christians go a lifetime without investigating more about who God has created and equipped them to be. Take a moment to complete the questions in this survey so you can know what tools you're working with.

INSTRUCTIONS

This is not a test, so there are no wrong answers. The survey contains 80 statements. Some items reflect concrete actions; other items are descriptive traits; and still others are statements of belief.

Select the response you feel *best* characterizes yourself and place that number in the blank provided. Record your answer in the blank beside each item.

Don't spend too much time on any one item. Remember, it's not a test. Usually your immediate response is best. Please give an answer for each item, and don't skip any items. Do not ask others how they think you should answer. Work at your own pace.

Your response choices are:

- 5** – Highly characteristic of me/definitely true for me
- 4** – Most of the time this would describe me/be true for me
- 3** – Frequently characteristic of me/true for me (about 50 percent of the time)
- 2** – Occasionally characteristic of me/true for me (about 25 percent of the time)
- 1** – Not at all characteristic of me/definitely untrue for me

- ___ 1. I have the ability to organize ideas, resources, time, and people effectively.
- ___ 2. I am willing to study and prepare for the task of teaching.
- ___ 3. I am able to relate the truths of God to specific situations.
- ___ 4. I have a God-given ability to help others grow in their faith.
- ___ 5. I possess a special ability to communicate the truth of salvation.
- ___ 6. I have the ability to make critical decisions when necessary.
- ___ 7. I am sensitive to the hurts of people.
- ___ 8. I experience joy in meeting needs through sharing possessions.
- ___ 9. I enjoy studying.
- ___ 10. I have delivered God's message of warning and judgment.
- ___ 11. I am able to sense the true motivation of persons and movements.

- ___ 12. I have a special ability to trust God in difficult situations.
- ___ 13. I have a strong desire to contribute to the establishment of new churches.
- ___ 14. I take action to meet physical and practical needs rather than merely talking about or planning to help.
- ___ 15. I enjoy entertaining guests in my home.
- ___ 16. I can adapt my guidance to fit the maturity of those working with me.
- ___ 17. I can delegate and assign meaningful work.
- ___ 18. I have an ability and desire to teach.
- ___ 19. I am usually able to analyze a situation correctly.
- ___ 20. I have a natural tendency to encourage others.
- ___ 21. I am willing to take the initiative in helping other Christians grow in their faith.
- ___ 22. I have an acute awareness of the emotions of other people, such as loneliness, pain, fear, and anger.
- ___ 23. I am a cheerful giver.
- ___ 24. I spend time digging into facts.
- ___ 25. I feel that I have a message from God to deliver to others.
- ___ 26. I can recognize when a person is genuine or honest.
- ___ 27. I am a person of vision (a clear mental portrait of a preferable future given by God). I am able to communicate vision in such a way that others commit to making the vision a reality.
- ___ 28. I am willing to yield to God's will rather than question and waver.
- ___ 29. I would like to be more active in getting the gospel to people in other lands.
- ___ 30. It makes me happy to do things for people in need.
- ___ 31. I am successful in getting a group to do its work joyfully.
- ___ 32. I am able to make strangers feel at ease.
- ___ 33. I have the ability to plan learning approaches.
- ___ 34. I can identify those who need encouragement.
- ___ 35. I have trained Christians to be more obedient disciples of Christ.
- ___ 36. I am willing to do whatever it takes to see others come to Christ.
- ___ 37. I am drawn to people who are hurting.
- ___ 38. I am a generous giver.
- ___ 39. I am able to discover new truths.

- ___ 40. I have spiritual insights from Scripture concerning issues and people that compel me to speak out.
- ___ 41. I can sense when a person is acting in accord with God's will.
- ___ 42. I can trust in God even when things look dark.
- ___ 43. I can determine where God wants a group to go and help it get there.
- ___ 44. I have a strong desire to take the gospel to places where it has never been heard.
- ___ 45. I enjoy reaching out to new people in my church and community.
- ___ 46. I am sensitive to the needs of people.
- ___ 47. I have been able to make effective and efficient plans for accomplishing the goals of a group.
- ___ 48. I often am consulted when fellow Christians are struggling to make difficult decisions.
- ___ 49. I think about how I can comfort and encourage others in my congregation.
- ___ 50. I am able to give spiritual direction to others.
- ___ 51. I am able to present the gospel to lost persons in such a way that they accept the Lord and His salvation.
- ___ 52. I possess an unusual capacity to understand the feelings of those in distress.
- ___ 53. I have a strong sense of stewardship based on the recognition that God owns all things.
- ___ 54. I have delivered messages to others that have come directly from God.
- ___ 55. I can sense when a person is acting under God's leadership.
- ___ 56. I try to be in God's will continually and be available for His use.
- ___ 57. I feel that I should take the gospel to people who have different beliefs from me.
- ___ 58. I have an acute awareness of the physical needs of others.
- ___ 59. I am skilled in setting forth positive and precise steps of action.
- ___ 60. I like to meet visitors at church and make them feel welcome.
- ___ 61. I explain Scripture in such a way that others understand it.
- ___ 62. I can usually see spiritual solutions to problems.
- ___ 63. I welcome opportunities to help people who need comfort, consolation, encouragement, and counseling.
- ___ 64. I feel at ease in sharing Christ with nonbelievers.
- ___ 65. I can influence others to perform to their highest God-given potential.

- ___ 66. I recognize the signs of stress and distress in others.
- ___ 67. I desire to give generously and unpretentiously to worthwhile projects and ministries.
- ___ 68. I can organize facts into meaningful relationships.
- ___ 69. God gives me messages to deliver to His people.
- ___ 70. I am able to sense whether people are being honest when they tell of their religious experiences.
- ___ 71. I enjoy presenting the gospel to persons of other cultures and backgrounds.
- ___ 72. I enjoy doing little things that help people.
- ___ 73. I can give a clear, uncomplicated presentation.
- ___ 74. I have been able to apply biblical truth to the specific needs of my church.
- ___ 75. God has used me to encourage others to live Christ-like lives.
- ___ 76. I have sensed the need to help other people become more effective in their ministries.
- ___ 77. I like to talk about Jesus to those who do not know Him.
- ___ 78. I have the ability to make strangers feel comfortable in my home.
- ___ 79. I have a wide range of study resources and know how to secure information.
- ___ 80. I feel assured that a situation will change for the glory of God even when the situation seems impossible.

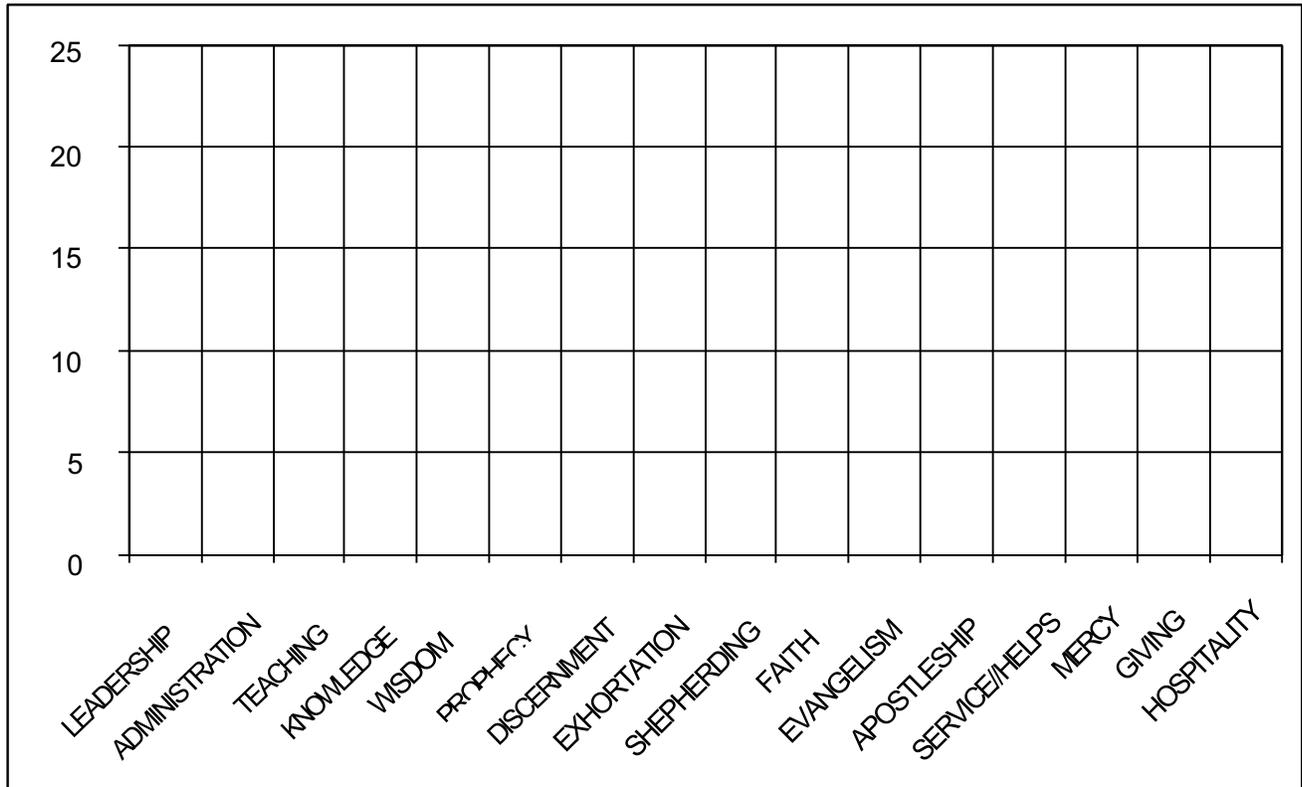
SCORING YOUR SURVEY

Follow these directions to figure your score for each spiritual gift.

1. Place in each box your numerical response (1-5) to the item number which is indicated below the box.
2. For each gift, add the numbers in the boxes and put the total in the TOTAL box.

LEADERSHIP	+	+	+	+	=	
	<u>Item 6</u>	<u>Item 16</u>	<u>Item 27</u>	<u>Item 43</u>	<u>Item 65</u>	TOTAL
ADMINISTRATION	+	+	+	+	=	
	<u>Item 1</u>	<u>Item 17</u>	<u>Item 31</u>	<u>Item 47</u>	<u>Item 59</u>	TOTAL
TEACHING	+	+	+	+	=	
	<u>Item 2</u>	<u>Item 18</u>	<u>Item 33</u>	<u>Item 61</u>	<u>Item 73</u>	TOTAL
KNOWLEDGE	+	+	+	+	=	
	<u>Item 9</u>	<u>Item 24</u>	<u>Item 39</u>	<u>Item 68</u>	<u>Item 79</u>	TOTAL
WISDOM	+	+	+	+	=	
	<u>Item 3</u>	<u>Item 19</u>	<u>Item 48</u>	<u>Item 62</u>	<u>Item 74</u>	TOTAL
PROPHECY	+	+	+	+	=	
	<u>Item 10</u>	<u>Item 25</u>	<u>Item 40</u>	<u>Item 54</u>	<u>Item 69</u>	TOTAL
DISCERNMENT	+	+	+	+	=	
	<u>Item 11</u>	<u>Item 26</u>	<u>Item 41</u>	<u>Item 55</u>	<u>Item 70</u>	TOTAL
EXHORTATION	+	+	+	+	=	
	<u>Item 20</u>	<u>Item 34</u>	<u>Item 49</u>	<u>Item 63</u>	<u>Item 75</u>	TOTAL
SHEPHERDING	+	+	+	+	=	
	<u>Item 4</u>	<u>Item 21</u>	<u>Item 35</u>	<u>Item 50</u>	<u>Item 76</u>	TOTAL
FAITH	+	+	+	+	=	
	<u>Item 12</u>	<u>Item 28</u>	<u>Item 42</u>	<u>Item 56</u>	<u>Item 80</u>	TOTAL
EVANGELISM	+	+	+	+	=	
	<u>Item 5</u>	<u>Item 36</u>	<u>Item 51</u>	<u>Item 64</u>	<u>Item 77</u>	TOTAL
APOSTLESHIP	+	+	+	+	=	
	<u>Item 13</u>	<u>Item 29</u>	<u>Item 44</u>	<u>Item 57</u>	<u>Item 71</u>	TOTAL
SERVICE/HELPS	+	+	+	+	=	
	<u>Item 14</u>	<u>Item 30</u>	<u>Item 46</u>	<u>Item 58</u>	<u>Item 72</u>	TOTAL
MERCY	+	+	+	+	=	
	<u>Item 7</u>	<u>Item 22</u>	<u>Item 37</u>	<u>Item 52</u>	<u>Item 66</u>	TOTAL
GIVING	+	+	+	+	=	
	<u>Item 8</u>	<u>Item 23</u>	<u>Item 38</u>	<u>Item 53</u>	<u>Item 67</u>	TOTAL
HOSPITALITY	+	+	+	+	=	
	<u>Item 15</u>	<u>Item 32</u>	<u>Item 45</u>	<u>Item 60</u>	<u>Item 78</u>	TOTAL

GRAPHING YOUR PROFILE



1. For each gift place a mark across the bar at the point that corresponds to your **total** for that gift.
2. For each gift shade the bar below the mark that you have drawn.
3. The resulting graph gives a picture of your gifts. Gifts for which the bars are tall are the ones in which you appear to be strongest. Gifts for which the bars are very short are the ones in which you appear not to be strong.

Now that you have completed the survey, thoughtfully answer the following questions.

My top three spiritual gifts are:

1. _____
2. _____
3. _____

HEART (PASSIONS IN LIFE)

The person cheering, rooting, and sometimes screaming at the top of their lungs during a football game definitely shows their heart or passion for their team. They are called “fanatics” (or “fans,” for short). Likewise, God has put in each of us desires, inclinations, and passions for certain people or groups – people or groups that we cheer for, give towards, and volunteer our time. You might say we become their “fans!”

People/Groups Passions

Please check all the people and/or groups that you feel the most concerned and passionate about. After checking the ones that apply, narrow them down to your top three.

- | | |
|--|---|
| <input type="checkbox"/> Those who had an abortion | <input type="checkbox"/> Children in foster care |
| <input type="checkbox"/> Alcoholic/drug addicts | <input type="checkbox"/> Preschool children (ages 2-5) |
| <input type="checkbox"/> Athletes | <input type="checkbox"/> Believers married to non-believers |
| <input type="checkbox"/> Children (grades 1-5) | <input type="checkbox"/> Engaged couples |
| <input type="checkbox"/> Children of single parents | <input type="checkbox"/> College & career adults (ages 18-25) |
| <input type="checkbox"/> Single Parents | <input type="checkbox"/> Engaged couples, second marriage |
| <input type="checkbox"/> Couples facing marriage issues/crises | <input type="checkbox"/> Couples wanting to grow their marriage |
| <input type="checkbox"/> Hearing Impaired | <input type="checkbox"/> Newlyweds (married less than 5 years) |
| <input type="checkbox"/> High school students (grades 9-12) | <input type="checkbox"/> Terminally ill |
| <input type="checkbox"/> Homebound adults | <input type="checkbox"/> Teenage mothers |
| <input type="checkbox"/> Parents who have lost a child | <input type="checkbox"/> Homeless |
| <input type="checkbox"/> Depressed and discouraged | <input type="checkbox"/> Hospitalized |
| <input type="checkbox"/> Hispanic community | <input type="checkbox"/> Infants (birth - 1 year) |
| <input type="checkbox"/> Lonely | <input type="checkbox"/> Those seeking discipleship/mentoring |
| <input type="checkbox"/> Middle school students (grades 6-8) | <input type="checkbox"/> Visitors to our church |
| <input type="checkbox"/> Missionaries | <input type="checkbox"/> Unreached people groups |
| <input type="checkbox"/> New Christians | <input type="checkbox"/> Non-Christians |
| <input type="checkbox"/> Teaching/discipling men | <input type="checkbox"/> Widows |
| <input type="checkbox"/> Teaching/discipling women | <input type="checkbox"/> Teachers and educators |
| <input type="checkbox"/> Parents of teenagers | <input type="checkbox"/> Unwed pregnant mothers |
| <input type="checkbox"/> Poor | <input type="checkbox"/> Orphans |
| <input type="checkbox"/> Foster parents | <input type="checkbox"/> Working mothers |
| <input type="checkbox"/> Senior adults | <input type="checkbox"/> Singles |
| <input type="checkbox"/> Stay-at-home moms | <input type="checkbox"/> People new to our community |
| <input type="checkbox"/> Other _____ | |
-

My top three people/group passions are:

1. _____
2. _____
3. _____

How I Demonstrate My Passions

Check the descriptions below that describe how you demonstrate your passions. After checking the ones that apply, narrow them down to your top three.

- Challenging** I am passionate about situations that require new thoughts and ideas that haven't been implemented.
- Defending** I am passionate about standing up for what is right and opposing wrong, even in the face of opposition.
- Delegating** I am passionate about empowering other to complete tasks.
- Developing/Creating** I am passionate about making something that is not in existence.
- Improving** I am passionate about taking something/someone that has been created and making it/them better and more efficient.
- Influencing** I am passionate when it is apparent I have influenced others in their way of thinking and/or acting.
- Leading** I am passionate about leading a group to move into a certain direction. I enjoy determining how and what things will be done.
- Managing** I am passionate about maintaining something that is operating efficiently.
- Organizing** I am passionate about organizing resources into a systematic structure.
- Perfecting** I am passionate about doing things in an excellent manner.
- Performing** I am passionate about being in front of people with their undivided attention on me.
- Pioneering** I am passionate about launching new concepts that have not been tested and tried in any setting. I am not discouraged by failure.
- Repairing** I am Passionate about fixing what is broken (this could include the lives of people).
- Serving** I am passionate about helping others succeed.
- Socializing** I am passionate about providing and planning opportunities for individuals and/or groups to get together for a common purpose.
- Teaching** I am passionate about teaching others how to understand ideas/truths or perform a task that they previously did not know how to understand or do.

My top three demonstrative passions are:

- 1. _____
- 2. _____
- 3. _____

ABILITIES

Abilities are God-given talents or skills that you have. Please check all the abilities that you have. After checking those that apply to you, narrow them down to your top three.

- | | |
|--|---|
| <input type="checkbox"/> Sewing | <input type="checkbox"/> Playing Musical Instruments |
| <input type="checkbox"/> Singing | <input type="checkbox"/> Artistic/Creating |
| <input type="checkbox"/> Baking/Cooking | <input type="checkbox"/> Growing Plants |
| <input type="checkbox"/> Public Speaking | <input type="checkbox"/> Counseling, Give Advice & Wisdom |
| <input type="checkbox"/> Writer/Writing | <input type="checkbox"/> Building Things & Construction |
| <input type="checkbox"/> Mechanically Gifted | <input type="checkbox"/> Coaching |
| <input type="checkbox"/> Cutting, Styling Hair | <input type="checkbox"/> Researching |
| <input type="checkbox"/> Decorating | <input type="checkbox"/> Entertaining/Performing |
| <input type="checkbox"/> Meeting New People | <input type="checkbox"/> Caring for People |
| <input type="checkbox"/> Other Abilities I Have: _____ | |
| _____ | |

My top three abilities are:

- 1. _____
- 2. _____
- 3. _____

PERSONALITY

Personality is the inward and outward expression of emotional traits and characteristics that shape who we are, how we act, and what we do.

Personality Assessment Instructions

Step 1: Answer each question under sections 1–4 by circling the number that best describes you. Allow yourself two to three minutes to complete this step before moving on to other steps.

Step 2: Add the total of circled numbers for the five statements under each section. Write each total on the indicated total line for each section.

Step 3: Identify the groups with the highest and second-highest total numbers to discover your dominant personality traits. Write your predominant personality traits sequence in the top right-hand corner (DI, ID, SC, CD, etc.).

Step 4: Read the description of your most predominant personality trait (D, I, S, C) and the description of your two highest personality traits together (DI, ID, SC, CD, etc.).

My Personality/Leadership Style _____

D

1. Total _____

	Never	Rarely	Sometimes	Often	Always
I am assertive, demanding, and decisive.	1	2	3	4	5
I enjoy doing multiple tasks at once.	1	2	3	4	5
I thrive in a challenge-based environment.	1	2	3	4	5
I think about tasks more than others or myself.	1	2	3	4	5
I am motivated by accomplishment and authority.	1	2	3	4	5

I

2. Total _____

	Never	Rarely	Sometimes	Often	Always
I enjoy influencing and inspiring other people.	1	2	3	4	5
I am optimistic about others.	1	2	3	4	5
I tend to be the life of the party.	1	2	3	4	5
I think about motivating people.	1	2	3	4	5
I am motivated by recognition and approval.	1	2	3	4	5

S

3. Total _____

	Never	Rarely	Sometimes	Often	Always
I thrive in consistent environments.	1	2	3	4	5
I prefer specifics over generalizations.	1	2	3	4	5
I enjoy small groups of people.	1	2	3	4	5
I prefer being a member of a team.	1	2	3	4	5
I am motivated by stability and support.	1	2	3	4	5

C

4. Total _____

	Never	Rarely	Sometimes	Often	Always
I typically do not take big risks.	1	2	3	4	5
I love tasks, order, and details.	1	2	3	4	5
I am right most of the time.	1	2	3	4	5
I comply with clearly defined rules.	1	2	3	4	5
I am motivated by quality and correctness.	1	2	3	4	5

D We are direct and decisive. We are risk takers and problem solvers. We are more concerned with completing tasks and winning than we are with gaining approval from people. Though the internal drive tends to make us insensitive to those around us, “D”s are not afraid to challenge the status quo, and we thrive when it comes to developing new things. We need discipline to excel, and respond to direct confrontation. Our greatest fear is to be taken advantage of, and even despite our possible weaknesses—which include an aversion to routine, a tendency to overstep authority, an argumentative nature, and a habit of taking on too much—we place a high value on time and use our innovative thinking to accomplish difficult tasks and conquer challenges.

D/I We are curious conclusers who place emphasis on the bottom line and work hard to reach our goals. We are more determined than we are inspirational, yet our high expectations and standards for ourselves and those around us typically cause us to make quite an impact, motivating others to follow us. We have an array of interests and can become distracted by taking on too many projects. We often need to focus, prioritize, and simply slow down. Because we thrive on activity and forward motion, we like to accomplish tasks through a large number of people.

Joshua (Joshua 1), Noah (Genesis 6-9), Sarah (Genesis 16, 1 Peter 3:6)

D/S We are achievers with an ability to persevere. We are more active than passive, but possess a kind of calm sensitivity and steadiness that makes us good leaders. We seem to be people-oriented but can easily be dominant and decisive when it comes to tasks and project planning. We strive to accomplish goals with fierce determination that comes from strong internal drive, but we could benefit from contemplative and conservative thinking as well as spending more time focusing on relationships.

Daniel (Daniel 1-6), Job (Job 1:5, James 5:11), Martha (Luke 10:38-42)

D/C We are challengers that can either be determined students or defiant critics. Being in charge is important to us, yet we care little about what others think as long as we get the job done. We have a great deal of foresight and examine every avenue to find the best solution. We prefer to work alone. Though we fear failure and the lack of influence, we are motivated by challenges and can often be excellent administrators. We can benefit from learning to relax and paying more attention to people.

Malachi (Malachi 4), Nathan (2 Samuel 12:1-13), Nahum (Nahum 1-3)

I We are inspiring and impressive. Enthusiastic, optimistic, impulsive, and emotional—we tend to be creative problem solvers and excellent encouragers. We often have a large number of friends, but we can become more concerned with approval and popularity than with getting results. Our greatest fear is rejection, but we thrive when it comes to motivating others. Our positive sense of humor helps us negotiate conflicts. Though we can be inattentive to details and poor listeners, we can be great peacemakers and effective teammates when we control our feelings and minimize our urge to entertain and be the center of attention. We value lots of human touch and connection.

I/D We are persuaders who are outgoing and energetic. We enjoy large groups and use our power of influence to attain respect and convince people to follow our lead. Sometimes we can be viewed as fidgety and nervous, but it comes from our need to be a part of challenges that have variety, freedom, and mobility. We could benefit from learning to look before we leap and spending more time being studious and still. We make inspiring leaders and know how to get results from and through people.

John the Baptist (Luke 3), Peter (Matthew 16 and 26, Acts 3), Rebekah (Genesis 24)

I/S We are influential counselors who love people, and it's no surprise that people love us. We live to please and serve, and tend to be good listeners. Looking good and encouraging others is important to us, as is following through and being obedient. We often lack in the area of organization and can be more concerned with the people involved than we are with the task at hand. However, we can be center stage or behind the scenes with equal effectiveness, and we shine when it comes to influencing and helping others.

Barnabas (Acts 4, 9, 11-15), Elisha (1 Kings 19, 2 Kings 2-3), Nicodemus (John 3, 7, 19)

I/C We are inspiring yet cautious assessors who are excellent communicators through the combination of concerned awareness and appreciation of people. We excel in determining ways to improve production. We tend to be impatient and critical, and can also be overly persuasive and too consumed by the desire to win. We like to work inside the box, and we could benefit from trying new things and caring less about what others think. This personality type often possesses a gift for teaching; we are generally dependable when it comes to paying attention to details and getting the job done.

Miriam (Exodus 15-21), Ezra (Ezra 7-8), Shunammite Woman (2 Kings 4:8-37)

S We are steady and more reserved. We do not like change, and thrive in secure, non-threatening environments. We are often friendly and understanding as well as good listeners and loyal workers who are happy doing the same job consistently. With an incredible ability to forgive, reliable and dependable "S"s tend to make the best friends. Our greatest fear, however, is loss of security, and our possible weaknesses naturally include not only resistance to change, but also difficulty adjusting to it. We can also be too sensitive to criticism and unable to establish priorities. In order to avoid being taken advantage of, we need to be stronger and learn how to say "no." We also like to avoid the limelight, but when given an opportunity to genuinely help others, we will gladly rise to the occasion. We feel most valued when we have truly helped someone.

S/D We are quiet leaders who can be counted on to get the job done. We perform better in small groups and do not enjoy speaking in front of crowds. Though we can be soft- and hard-hearted at the same time, we enjoy close relationships with people, being careful not to dominate them. Challenges motivate us, especially ones that allow them to take a systematic approach. We tend to be determined, persevering through time and struggles. We benefit from encouragement and positive relationships.

Martha (Luke 10:38-42), Job (Job 1:5, James 5:11)

S/I We are inspirational counselors who exhibit warmth and sensitivity. Tolerant and forgiving, we have many friends because they accept and represent others well. Our social nature and desire to be likable and flexible makes us inclined to be overly tolerant and non-confrontational. We will benefit from being more task-oriented and paying more attention to detail. Kind and considerate, we include others and inspire people to follow us. Words of affirmation go a long way with us, and with the right motivation, we can be excellent team players.

Mary Magdalene (Luke 7:36-47), Barnabas (Acts 4, 9, 11-15), Elisha (1 Kings 19, 2 Kings 2-13)

S/C We are diplomatic and steady, as well as detail-oriented. Stable and contemplative, we like to weigh the evidence and discover the facts to come to a logical conclusion. More deliberate, we prefer to take our time, especially when the decision involves others. Possible weaknesses include being highly sensitive and unable to handle criticism, and we also need to be aware of the way we treat others. Operating best in precise and cause-worthy projects, we can be a peacemaker; this makes us a loyal team member and friend.

Moses (Exodus 3, 4, 20, 32), John (John 19:26-27), Eliezer (Genesis 24)

C We are compliant and analytical. Careful and logical lines of thinking drive us forward, and accuracy is a top priority. We hold high standards and value systematic approaches to problem solving. Though we thrive when given opportunities to find solutions, we tend to ignore the feelings of others and can often be critical and down-right crabby. Verbalizing feelings is difficult for us, but when we are not bogged down in details and have clear-cut boundaries, we can be big assets to the team by providing calculated “reality checks.” Our biggest fear is criticism, and our need for perfection is often a weakness, as is our tendency to give in when in the midst of an argument. However, we are thorough in all activities and can bring a conscientious, even-tempered element to the team that will provide solid grounding. We value being correct.

C/I We are attentive to the details. We tend to impress others by doing things right and stabilizing situations. Not considered aggressive or pushy, we enjoy both large and small crowds. Though we work well with people, we are sometimes too sensitive to what others think about us and our work. We could benefit from being more assertive and self-motivated. Often excellent judges of character, we easily trust those who meet our standards. We are moved by genuine and enthusiastic approval as well as concise and logical explanations.

Miriam (Exodus 15-21, Numbers 12:1-15), Ezra (Ezra 7, 8)

C/S We are systematic and stable. We tend to do one thing at a time— and do it right. Reserved and cautious, we would rather work behind the scenes to stay on track; however, we seldom take risks or try new things and naturally dislike sudden changes in our environments. Precisionists to the letter, we painstakingly require accuracy and fear criticism, which we equate to failure. Diligent workers, our motivation comes from serving others.

Esther (Esther 4), Zechariah (Luke 1), Joseph (Matthew 1:1-23)

C/D We are cautious and determined designers who are consistently task-oriented and very aware of problems. Sometimes viewed as insensitive, we do care about individual people but have a difficult time showing it. We often feel we are the only ones who can do the job the way it needs to be done, but because of our administrative skills, we are able to bring plans for change and improvements to fruition. We have a tendency to be serious and could benefit from being more optimistic and enthusiastic. Despite our natural drive to achieve, we should concentrate on developing healthy relationships and simply loving people.

Bezalel (Exodus 35:30-36, 8, 37:1-9), Jochebed (Exodus 1:22-2:4), Jethro (Exodus 2,18)

D personalities are dominant, direct, task-oriented, decisive, organized, outgoing, and outspoken. As you embrace these strengths, also make sure to:

- Listen attentively to others.
- Support other team members.
- Invest in personal relationships.
- Balance controlling and domineering tendencies.
- Value the opinions, feelings, and desires of others.

I personalities are influential, witty, easygoing, outgoing, and people-oriented. As you embrace these strengths, also make sure to:

- Be aware of tasks that need to be accomplished.
- Balance your emotions, words, and actions.
- Remember to consider details and facts.
- Slow down your pace for others when necessary.
- Listen attentively to others instead of only talking.
- Choose thoughtful decision-making over impulsive decision-making.

S personalities are steady, stable, analytical, introverted, and people-oriented. As you embrace these strengths, also make sure to:

- Take initiative.
- Practice flexibility.
- Approach confrontation constructively.
- Be direct in your interactions when necessary.
- Realize change can be healthy, and be willing to adapt.
- Consider the overall goals of your family or group, not just specific processes or procedures.

C personalities are compliant, competent, task-oriented, goal-oriented, and introverted. As you embrace these strengths, also make sure to:

- Be decisive when necessary.
- Cultivate personal relationships.
- Be open to others' ideas and methods.
- Balance your focus between facts and people.
- Focus on doing the right things, not just doing things right.
- Help others accomplish their goals.

EXPERIENCES

All life experiences affect us and shape us into who we are. List those experiences that have most affected and shaped your life below.

Spiritual Experiences (Meaningful decisions and times with God)

Painful & Failure Experiences (Problems, hurts, trials that have taught you)

Victorious Experiences (Awards, achievements, honors, and overcoming difficulties)

Ministry Experiences (How you have served the church in the past)

Additional Experiences (Any additional experiences you'd like to share)

FINISHED!

Thank you for taking time to complete S.H.A.P.E. Your next step is to submit this form to the church office. Once we receive it, you will be contacted to schedule your coaching session. Congratulations, you are well on your way to finding your unique place of service and ministry here at FBCL!