

SHAPE INVENTORY

Spiritual Gifts, Heart/Passions, Abilities, Personality, Experiences

This inventory is designed to help you look more deeply at the unique way God has built you in hopes that you better understand where and how you can be involved in God's work in ways that are most effective and rewarding.

SPIRITUAL GIFTS ASSESSMENT

Please fill in your answers next to each statement, based on the following scale:

0 = Almost Never True, 1 = Seldom True, 2 = Sometimes True, 3 = Often True, 4 = Almost Always True

- _____ 1. I am able to remain optimistic even when progress is not visible.
- _____ 2. I prefer working in the background if I can be a help to others.
- _____ 3. I am able to welcome unexpected guests into my home.
- _____ 4. People say I have a way of making the Bible "come alive."
- _____ 5. When someone is hurting, I am able to say or do something that renews his or her hope and trust in God.
- _____ 6. I am moved to help others struggling with emotional pain.
- _____ 7. I like to give sacrificially and freely to those who are in need.
- _____ 8. I am able to motivate groups to achieve specific, Biblical objectives.
- _____ 9. I seem to be able to recognize and address the root problems keeping someone from growing spiritually.
- _____ 10. I enjoy organizing ideas, tasks and people for Christian service.
- _____ 11. I love to pray for others and even lose track of time while praying.
- _____ 12. Even when human circumstances don't add up, I will step out in faith if I feel it is God's will for me.
- _____ 13. I will gladly respond with practical assistance when others ask for help.
- _____ 14. I have a knack for helping people I don't know feel welcome at church or in my home.
- _____ 15. I earnestly desire to explain Biblical principles and truths to others.
- _____ 16. I take the time to say a kind word to those who are using their gifts in service to others.
- _____ 17. People often turn to me when they are feeling hurt, lonely or confused.
- _____ 18. In an appeal for a worthy cause, I am among the first to give financially.
- _____ 19. I am able to recognize the spiritual gifts of others and help them find a means to serve in ministry to others.
- _____ 20. I am willing to help an individual find Biblical resources and then guide them as they grow in faith and Christian maturity.
- _____ 21. I can recognize and work to resolve key issues confronting a team.
- _____ 22. Most of my prayer time is spent addressing the needs of others.
- _____ 23. I take God's promises at face value and I am comforted by their truth.
- _____ 24. When I see a need, I spring into action and do something about it.
- _____ 25. I enjoy blessing people by having them over to my home for a meal.
- _____ 26. I enjoy studying my Bible and the opportunity to clarify Biblical truths to others.
- _____ 27. I feel comfortable using Scripture when people need courage and guidance.
- _____ 28. I like to help people who suffer from physical, mental or emotional problems.
- _____ 29. I am committed to giving 10% or more of my income to the church.
- _____ 30. I am energized when I am able to help people be in ministry to others.
- _____ 31. I am able to be honest with others about the struggles I have had in my past, and I am able to share how God helped me through.
- _____ 32. I enjoy working out the details so the work of God can be accomplished.
- _____ 33. I take prayer requests very seriously and pray until the answer comes.
- _____ 34. I believe that all things will work out to our benefit as long as we keep our trust in God.
- _____ 35. I prefer to serve in some hands-on, practical ministry.
- _____ 36. I would welcome the opportunity to house someone in need or a visiting missionary.

- _____ 37. I have a solid understanding of the Bible, but I am also learning more each day as I study the Scriptures and read Christian books.
- _____ 38. I regularly write personal notes to praise someone for their help or service.
- _____ 39. I often pick up on the emotional pain of others and come to their side.
- _____ 40. I think I could do something to help those in financial distress.
- _____ 41. God seems to use me to develop a spirit of unity and enthusiasm within a team.
- _____ 42. I could help someone begin a personal relationship with God.
- _____ 43. I don't get stressed trying to coordinate the necessary details to meet a deadline or orchestrate an event.
- _____ 44. People in need seem to come to mind throughout the week and I pray for them, trusting God to see them through.
- _____ 45. I have learned not to worry but to pray for all things and at all times.
- _____ 46. I prefer to serve at someone's side, helping him or her with the small details and tasks that need to get accomplished.
- _____ 47. I like to introduce myself and speak with people that I've never met.
- _____ 48. Continuous learning is something I greatly value and invest in personally.
- _____ 49. I feel compelled to strengthen other believers in the faith.
- _____ 50. I think it is important to comfort those who are grieving.
- _____ 51. I am willing to live more simply so that I can give more to God's work.
- _____ 52. I am willing to bear the brunt of criticism for a team's failure.
- _____ 53. At times, I know it is necessary to correct others. In those times, I am able to do so in love, so that God is honored and everyone involved is encouraged to press onward.
- _____ 54. I am able to delegate and entrust important tasks to the right people at the right time.
- _____ 55. I believe that prayer is one of my most important daily activities.
- _____ 56. I don't worry about tomorrow. I live in faith each day and trust God to guide me through each circumstance.
- _____ 57. I prefer following someone else's lead rather than leading.
- _____ 58. I enjoy reaching out to others and helping them feel at home wherever we are.
- _____ 59. I like to share God's Word with others.
- _____ 60. When people do good work, I am quick to praise and thank them.
- _____ 61. I look for opportunities to bring hope and God's Word to those who are sick or distraught.
- _____ 62. I spend a lot of time earning money, but an equal amount of joy accompanies every dollar I give away.
- _____ 63. I am able to recognize, direct and encourage a group that is being confronted by some obstacles and help them regain their focus.
- _____ 64. I like to help people learn how to trust God in every aspect of life.
- _____ 65. I am willing to cope with the difficulties that come with taking care of the details.
- _____ 66. I have seen God heal someone in direct answer to my prayers.

SPIRITUAL GIFTS SCORECARD

- Transfer the numeric value from each question to the corresponding line below.
- Add the sum of each row. Place your score in the last column.
- Find the definition for spiritual gifts on the next page. Pay special attention to the three you score highest with.

| | | | | | | |
|----------|----------|----------|----------|----------|----------|-----------|
| 1 _____ | 12 _____ | 23 _____ | 34 _____ | 45 _____ | 56 _____ | A = _____ |
| 2 _____ | 13 _____ | 24 _____ | 35 _____ | 46 _____ | 57 _____ | B = _____ |
| 3 _____ | 14 _____ | 25 _____ | 36 _____ | 47 _____ | 58 _____ | C = _____ |
| 4 _____ | 15 _____ | 26 _____ | 37 _____ | 48 _____ | 59 _____ | D = _____ |
| 5 _____ | 16 _____ | 27 _____ | 38 _____ | 49 _____ | 60 _____ | E = _____ |
| 6 _____ | 17 _____ | 28 _____ | 39 _____ | 50 _____ | 61 _____ | F = _____ |
| 7 _____ | 18 _____ | 29 _____ | 40 _____ | 51 _____ | 62 _____ | G = _____ |
| 8 _____ | 19 _____ | 30 _____ | 41 _____ | 52 _____ | 63 _____ | H = _____ |
| 9 _____ | 20 _____ | 31 _____ | 42 _____ | 53 _____ | 64 _____ | I = _____ |
| 10 _____ | 21 _____ | 32 _____ | 43 _____ | 54 _____ | 65 _____ | J = _____ |
| 11 _____ | 22 _____ | 33 _____ | 44 _____ | 55 _____ | 66 _____ | K = _____ |

SPIRITUAL GIFTS KEY

Below is a list of spiritual gifts. Spiritual gifts are not the same as talents, but are spiritual strengths God gives for being a part of His work in the world. The list below is by no means exhaustive. There are many different attributes identified as spiritual gifts in the Bible, and even those are not complete listings of the ways God gifts people to do His work. The assessment and list below is simply meant to be a tool to help you better understand the gifts God is expressing in you. Throughout your life, as you grow, change and experience different things, your spiritual gifts may change. We hope that this list provides a glimpse into the part God has for you in His body now. To learn more about spiritual gifts you can look at 1 Corinthians 12:27-31, Romans 12:3-8 and Ephesians 4:11-16.

A - FAITH : The gift to trust God for what cannot be seen, and pressing forward, to act upon the promises of God. (Romans 4:18-21; Hebrews Chapter 11)

B - SERVICE/HELPS : The gift to identify and take the initiative to meet the practical needs of others, freeing them to fulfill their own calling or to attend to personal needs or urgent matters. (Acts 6:1-7)

C - HOSPITALITY: The gift of helping others feel welcome, accepted, relaxed and comfortable. (1 Peter 4:9-10)

D - TEACHING: The gift to proclaim and clearly explain God's Word in a manner that transforms the lives of others. (1 Corinthians 12:28; Acts 20:20-21; Romans 12:6-8; Titus 3:1-2)

E - ENCOURAGEMENT: The gift to provide encouragement, comfort, reassurance and support in ways that foster healing and wholeness (1 Thessalonians 5:11; Romans 12:8)

F - MERCY: The gift to detect the emotional pains of others, to feel compassion, listen and provide loving-care. (Luke 10:30-37; Romans 12:8; Matthew 20:29-34)

G - GIVING : The gift to cheerfully contribute material resources above and beyond a tithe to others and the church. (2 Corinthians 8:1-7; Romans 12:8; Mark 12:41-44)

H - LEADERSHIP: The gift to instill vision, to motivate and direct people to be faithful to their calling and responsibilities. (Romans 12:8; Hebrew 13:7, 17; 1 Timothy Chapter 3)

I - EXHORTATION: The gift to stimulate faith and promote Christian maturity in others. (Romans 12:8; Acts 11:23-24, 13:43, 14:22)

J - ADMINISTRATION: The gift to design and effectively execute plans managing people, resources, and time in order to reach the long range goals and objectives of the ministry team or church. (Titus 1:5; 1 Corinthians 12:28)

K - INTERCESSORY PRAYER: The gift to pray for extended periods of time on a regular basis and frequently see direct results to those prayers. (James 5:14-16, 1 Timothy 2:1-2; John Chapter 17; Colossians 1:9-12, 4:12-13; Acts 12:12; Luke 22:41-44)

Spiritual gifts are only a part of the makeup of who we are and how we serve God. The more aware we are of our whole SHAPE, the easier it is to plug into service and passions that will leave us fulfilled and feeling effective.

HEART/PASSIONS

Heart has to do with our passions, the things that excite us, the things that give us joy, the things that bring us energy and sometimes the things that keep us awake at night. The things we are passionate about are not by accident. The better we understand and follow our passions, the more fulfilled we are in joining in God's work.

What do your dreams and desires drift toward?

What needs do you love meeting for others and why?

What causes or issues make your heart race?

(If you are having trouble with this question, here is an incomplete list to get your thoughts rolling: abuse/violence, alcoholism, at-risk children, Christ-centered parenting, compulsive behavior issues, disabilities, divorce, drug abuse/recovery, education, environment, ethics, financial stewardship, health/fitness, HIV/AIDS, homelessness, hunger, social justice, legal issues, marriage/family, policy/politics, poverty, sanctity of life, sexuality/gender issues, spiritual apathy)

What age and affinity groups do you most enjoy working with?

ABILITIES

God has given all of us a wide range of different abilities, or natural gifts and talents. It is through these natural gifts and talents that we engage in serving God and joining in God's work.

Below, circle the abilities, skills or trades that you have and enjoy offering in the service of others. Add any others that do not appear on the list.

| | | | | | |
|-------------|----------------|--------------|-------------|--------------|--------------|
| Adapting | Administrating | Analyzing | Building | Coaching | Competing |
| Computing | Communicating | Connecting | Consulting | Cooking | Coordinating |
| Counseling | Decorating | Designing | Developing | Directing | Editing |
| Encouraging | Engineering | Facilitating | Forecasting | Implementing | Improving |
| Influencing | Landscaping | Leading | Learning | Managing | Mentoring |
| Motivating | Negotiating | Operating | Organizing | Performing | Pioneering |
| Planning | Promoting | Recruiting | Repairing | Researching | Resourcing |
| Serving | Strategizing | Teaching | Translating | Traveling | Visualizing |
| Welcoming | Writing | | | | |

PERSONALITY

God has designed us all with unique and different personality traits. Our personalities shape how we respond to other people and to opportunities. There are a number of very in-depth personality profiles available; the list below is not one of them. It is simply to help you better understand your personality and how it helps to shape your response to the world around you. Please remember that even though as a society we often value certain personality characteristics over others, God is not that way. Our personality differences are all celebrated and valued by God. None are more desirable than others; they simply suit us for different things. Circle the words that best describe the way you feel you really are.

| | | | | | |
|---------------|---------------|--------------|-------------|----------------------|--------------|
| Bold | Empathetic | Self-assured | Persuasive | Big-picture oriented | Earnest |
| Talkative | Hospitable | Enthusiastic | Responsive | Gentle | Fast-paced |
| Compassionate | Steadfast | Loyal | Open-minded | Quiet | Freewheeling |
| Precautionary | Eager | Easygoing | Mild | Results-focused | Meek |
| Venturesome | Accommodating | Orderly | Sincere | Flexible | Reserved |
| Decisive | Careful | Organized | Restless | Humble | Intense |
| Visionary | Yielding | Shy | Meticulous | | |

EXPERIENCES

The things we experience in our lives help to shape who we are, our passions and how God uses us. We all have many different kinds of experiences (personal, relational, vocational, educational, spiritual) that impact us in various ways. Our experiences, positive and painful, can all shape who we are and be put to use for God.

Below, list three positive experiences that have impacted your life:

Now, list three experiences you would describe as painful that have impacted your life:

How can God use these experiences in your life and the lives of others?

PUTTING YOUR SHAPE INTO ACTION AT CALVARY

At Calvary, we believe God is at work everywhere, and it is our desire to join in the work He is doing. We want to help connect the lost, help them grow as disciples and equip them to serve and lead. We all step into God's work with our unique SHAPE.

We encourage everyone at Calvary to plug into a Home Church, volunteer in the community, and possibly get involved with one of our ministries. Below is a list of how you can serve in one of our ministry areas. Please do not be discouraged if you do not see something that you think lines up with your specific SHAPE. We can help you find the right ministry! There are needs for all gifts and abilities: we just need your help to figure out how God wants to use you for His Glory.

We would love to help you explore the SHAPE God has given you in any way we can.

SERVING OPPORTUNITIES AT CALVARY

Administration: Assist as needed with facilitating organizational needs, various programs, or come alongside the Pastors to assist them in their administrative needs.

Welcoming Team: Prepare and serve beverages for guests, remove snow/ice from sidewalks, help with parking, assist the elderly, oversee thermostats, seat guests, open up and close building.

Meals Teams: Prepare and deliver meals to those who have undergone surgeries, delivered a baby, and other seasons of life.

Counseling: Receive training and support to use your gift to aid those in crisis in following Christ, and to flourish in their relationships.

Creative/Graphic Design: Help tell God's truth & communicate Calvary's vision via videos, art, photography and multimedia.

Music: (Worship Team/Special Music/ Choir): Sing or play a musical instrument during Central Gathering (a.k.a. Sunday Morning Worship services) and special events.

Prayer Team: Pray with People

Production: Set up and/or operate audio-visual equipment in classrooms and the main auditorium.

Setup/Tear-Down Crew: Set up before and tear down after services, which could include chairs, props, etc.

Maintenance Crew: Help keep the interior and exterior of our building looking clean, attractive and inviting!

Calvary Students: Help reach the students of Calvary through leading a small group or mentoring a student. (Application and background check required.)

FOLLOW UP

Once you have completed your SHAPE inventory you may drop your inventory in the offering box in the foyer, mail it to the church at 1910 Marietta Rd, Lancaster OH 43130; or send a scanned copy to the church email: calvarylancaster@gmail.com.

We are providing spiritual gift consultation for those who would like to follow up (April 10/11, 17/18, 24/25, May 1/2, May 8/9). Saturday sessions will be from 9 am to 10 am or 10 am to 11am and Sundays sessions will be from 4 pm to 5 pm or 5 pm to 6pm. There will be a sign up sheet in the foyer for one hour blocks to meet with pastors Matt and Mike, to affirm giftedness, ask questions and dream about the use of your gifts. Copies of the inventory are also available on the Church website: www.calvarylancaster.com.



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This SHAPE Inventory has been adapted from the book "S.H.A.P.E.: Finding and Fulfilling Your Unique Purpose for Life" by Erik Rees

