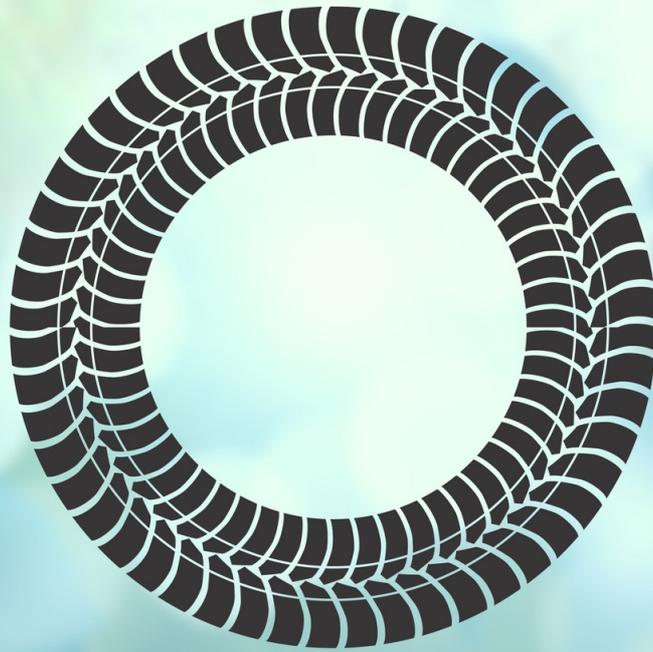


seeds uniting church | shaped to serve

shaped to serve



Introduction

This workbook is intended to be used in conjunction with the sermon series on spiritual gifts. It provides additional material to that presented in the preaching series so as to assist you in broadening your understanding of how God has shaped you to serve in ministry. Our aim is to help you grow as a disciple of Jesus who is “Bringing people to Jesus and transforming them into his passionate disciples” (Seeds Uniting Church Mission Statement).

How to use these materials

This workbook is for your own personal use. You don't have to share what you write in it with anyone else. But you may find it helpful to talk with another person about what you are discovering and how it applies in your life. You will find there will be various aspects of being shaped to serve presented for your prayerful consideration. Also there are opportunities for reflection and discussion entitled “Reflection” and “Discussion” which are there to help you clarify your thinking and to discern what God is saying to you. You can do this by yourself, with another person, or in a small group setting by addressing the questions in the workbook, or those below:

- What did I already know and how well have I applied it in my life?
- What new understandings have I discovered and what will I do about it?
- What do I find challenging and why?
- What issues are raised by what I have discovered?
- What don't I understand? What will I do about this?
- What do I believe God is saying to me through all of this?
- How will my life be different because of all of this?

Don't forget: write things down

To help you remember the various things that relate to your discipleship journey write them down. It is more than keeping a diary. It could best be described as reflective writing. We encourage you to keep a journal in which you can record your progress. Write down what have learnt, new insights you have gained, observations you have made, problems that arise, questions you have, things you need to apply in your life, your thoughts, etc. which relate directly to the discipleship process.

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Shaped to Serve

SHAPED FOR MINISTRY (AN INTRODUCTION)

It is our firm conviction that a call to serve (to ministry) is inherent in the invitation to follow Jesus. It is obvious that ministry is a big part of God's plan for every disciple of Jesus and that God has uniquely designed each one for this purpose. This means that what God made us to BE (our SHAPE) determines what God intends us to DO. God has given us spiritual gifts, heartfelt passions and desires, abilities, personal temperaments and all sorts of life experiences as resources for us to use for ministry. By examining these things we can understand who God made us to be and the way God intends us to serve him and so discover the unique ministry God has for each of us.

What is ministry?

In the New Testament the word "ministry" is a translation of the Greek words *diakonos* (meaning "to serve") or *douleuo* (meaning "to serve as a slave") and denotes service to God and others in Jesus' name. As we serve we minister to the various needs of others just as Jesus did. As we undertake ministry we are to place an emphasis on sensitively sharing the good news of Jesus with others so they too may come to know him and receive him as their Lord and Saviour. Ministry is all about using whatever God has given us to serve him and the needs of others.

What does the Bible say about ministry and us as followers of Jesus?

To whom do we minister?

- To the Lord. (Acts 13:2)
- To God's people. (Hebrews 6:10)
- To the people around us. (Matthew 5:14-16)

In what areas do we minister?

- To people's physical needs. (Matthew 10:42; 25:35, 36 & 40)
- To people's emotional needs. (Romans 12:15; 1 Thessalonians 5:14)
- To people's spiritual needs. (Colossians 1:28 & 29)

What about ministry and us?

- We have been designed and created by God and he knows us intimately. (Psalm 139:13-16)
- We have been created by God for ministry. (Ephesians 2:10)
- We have been saved by God for ministry. (2 Timothy 1:9)

- We have been gifted by God for ministry. (1 Peter 4:10)
- We have been challenged by God to do ministry, to be his servant. (Philippians 1:5-7)
- We will be held accountable by God for our ministry. (Romans 14:2)
- We will be rewarded for our ministry. (Colossians 3:23 & 24)

Reflection

What are your initial feelings (both positive and negative) about yourself and ministry and why?

What are your history and experiences in ministry to date?

Who are the some of the people who have made a significant contribution to helping you grow as a follower of Jesus? What was it they did and why was it significant for you?

Identifying my SHAPE for ministry

SHAPE is an acrostic reflecting five aspects of our lives and experiences that have prepared us for effective ministry and service. They are:

- | | | |
|----------|-----------------|---|
| S | Spiritual Gifts | The spiritual gifts God has given us to do his work. (1 Corinthians 7:7b) |
| H | Heart | The interests and passions we have. (Philippians 2:13) |
| A | Abilities | The natural talents and skills we have acquired. (Acts 18:2-4) |
| P | Personality | Our unique personality. (Exodus 4:10) |
| E | Experiences | Our life story. (2 Corinthians 9:13) |

Ministry will be most effective and fulfilling when we use our spiritual gifts and abilities in the area of our heart's desire and in a way that best expresses our personality and makes use of our experience.

Reflection

We are certainly God's creation. God has been shaping us and preparing us for ministry since the moment we were born.

Read Psalm 139:1-16. What observations about God and yourself would you make from your reading of this passage?

Verses 1-4

Verses 5 & 6

Verses 7-10

Verses 11 & 12

Verses 13 & 14

Verses 15 & 16

Read Ephesians 2:10 and answer the following questions.

Who is God's workmanship?

Why were you created?

What works were you created to do?

How can you know what works God has prepared for you?

Spiritual Gifts

INTRODUCING SPIRITUAL GIFTS

What is a spiritual gift and who receives it?

- A spiritual gift is a special ability given by the Holy Spirit to every member of the Body of Christ according to God's grace for use within the context of the Body of Christ with every person receiving at least one spiritual gift (see 1 Peter 4:10 & 1 Corinthians 7:7b)

Who decides what gifts a person gets?

- The Holy Spirit (1 Corinthians 12:8-11)

Why does God give spiritual gifts?

- To bring glory to God (1 Peter 4:10 & 11)
- To serve others (1 Peter 4:10b)
- To build up the Body of Christ (Ephesians 4:12)
- For unity in the Body of Christ (Ephesians 4:13)
- For growth in maturity (Ephesians 4:13-15)
- For growth of the Body of Christ (Ephesians 4:16)
- For the common good (1 Corinthians 12:7)

What does the Uniting Church say about spiritual gifts?

The Basis of Union (the Uniting Church's foundational document) states in Paragraph 13, "The Uniting Church affirms that every member of the Church is engaged to confess the faith of Christ crucified and to be his faithful servant. It acknowledges with thanksgiving that the one Spirit has endowed the members of Christ's Church with a diversity of gifts and there is no gift without its corresponding service. All ministries have a part in the ministry of Christ."

Spiritual gifts and natural abilities

Spiritual gifts are not the same as natural skills or abilities (e.g. musical ability, mechanical skill). Every human being has many natural skills and abilities. Research suggests the average person has between 500-700 specific skills, bestowed at birth and sharpened through training and experience.

Spiritual gifts are often in line with a natural ability and this is why our natural abilities may often point the direction in which a spiritual gift may be used.

What are the differences between natural abilities and spiritual gifts?

Natural talents

- Inherited from our forefathers
- Present from natural birth
- God-given to all members of the human race
- For human activities
- Can be operated independent of the Holy Spirit
- Glorify self

Spiritual gifts

- Given by the Holy Spirit.
- Present from new birth (born again in Christ)
- God-given to all members of the Body of Christ
- For ministry of the Body
- Dependent on the Holy Spirit
- Glorify God

Spiritual gifts and the fruit of the Spirit

Spiritual gifts are not the same as the fruit of the Spirit. The fruit of the Spirit (see Galatians 5:22 & 23) are the characteristics of Christ-likeness that are developed over time in a believer's life. "Fruit" shows our maturity, "Gifts" show our ministry. Ministry is using whatever God has given us to serve him and the needs of others.

What are the differences between the fruit of the Spirit and the gifts of the Spirit?

Fruit of the Spirit

- Defines what a Christian is
- Singular (one fruit, nine flavours)
- Deals with character
- An end in itself
- Permanent and eternal
- Dependent on spiritual maturity

Gifts of the Spirit

- Determines what a Christian does
- Different in every Christian
- Deals with service/ministry
- A means to an end
- Temporary (will cease)
- Not dependent on spiritual maturity

Why do I need to discover my Spiritual gifts?

- Spiritual gifts are foundational and fundamental to living the Christian life as a passionate and effective disciple of Jesus. (1 Corinthians 12)
- It's a matter of stewardship. God has given us spiritual gifts to use and he expects us to use them. We will be accountable to God for how we have used the gifts he has entrusted to us. (1 Peter 4:10)
- It will enable us to find our place of ministry in our Church. Every member of the Body of Christ has a unique function to perform. Each of us has been given one gift (or more) to enable us to carry out our function. Knowing how we are gifted will help us to carry out that function. (1 Corinthians 12: 12-27)

- It will help us determine our priorities. We all face competing demands for our time and what we are to do. Knowing our spiritual gifts will help us make the use of spiritual gifts a priority in our lives. (Romans 12:6-8) Also, the work of God needs the equipping and power of God to be eternally effective and fruitful.
- It will help us discern God's will for us. There is a direct relationship between knowing the will of God (Romans 12:1-2) and understanding our spiritual gift (Romans 12:3-8). We will then be able to be and do what God created us to be and do.

How does God want us to use the spiritual gifts he has given us?

- Through ongoing ministry (service) and mission.
- Through short-term projects.
- Through spontaneous situations.

Why is it that people don't use the spiritual gifts God has given them?

- Fear of failure or taking risks.
- Fear of confronting pain.
- Fear of commitment.

Discussion

In a small group (or with another person) you may like to share and discuss your reflections or respond to the questions listed on the inside of the front cover of this booklet.

THE WHO, WHAT, WHEN, WHERE & WHY OF SPIRITUAL GIFTS

Background to Paul writing to the Corinthian Church

Paul founded the church in Corinth. A few years after leaving, he heard some disturbing reports. Amongst the various issues being faced was the use of spiritual gifts. Much antagonism and strife arose from the gift of tongues being used as a measure of status with those who practiced this gift claiming to be more spiritual and superior than those who didn't. In response, Paul outlined a broad understanding of the who, what, when, where and why of spiritual gifts.

Reflection

Read 1 Corinthians 12:1-31. What observations can you make about the who, what, when, where & why of spiritual gifts?

Verses 1-3

Verses 4-11

Verses 12-27

Verses 28-31

SPEAKING GIFTS

These are spiritual gifts that require or centre upon verbalisation for edification and building up of the Body of Christ and/or equipping and preparing the rest of the Church community in the exercise of their gifts.

For each of the following spiritual gifts there are three boxes which follow the description and explanation. Tick only one box as it applies to you. This is not a test. There are no right or wrong answers. It is simply how you see yourself in relation to the different gifts mentioned.

Tongues

1 Corinthians 12:10

The gift of Tongues is the God-given ability to speak, worship or pray in a language unknown to the speaker. People with the gift may receive a spontaneous message from God which is made known to his Body through the gift of interpretation.

I'm pretty sure I have this gift *I may have this gift* *This is not my gift*

Interpretation of Tongues

1 Corinthians 12:10

The gift of Interpretation of Tongues is the God-given ability to make known to the Body of Christ the message of one who is speaking in tongues or an unknown language. It's purpose is to edify, challenge or bring conviction to God's people and to glorify God.

I'm pretty sure I have this gift *I may have this gift* *This is not my gift*

Exhortation/Encouragement

Romans 12:8

The gift of Exhortation/Encouragement is the God-given ability to motivate God's people with counsel, comfort, inspiration, encouragement, correction and challenge in such a way that they feel supported and strengthened.

I'm pretty sure I have this gift *I may have this gift* *This is not my gift*

Apostle/Apostleship

Ephesians 4:11

The gift of Apostleship is the God-given ability to start and oversee the development of new churches or ministry structures.

I'm pretty sure I have this gift *I may have this gift* *This is not my gift*

Prophecy/Prophet

1 Corinthians 14:1-5

The gift of Prophecy is the God-given ability to receive and communicate a message from God with clarity and authority in a timely and relevant manner for edification, correction, motivation or comfort. There may be immediate or future implications.

- I'm pretty sure I have this gift* *I may have this gift* *This is not my gift*

Evangelism/Evangelist

Ephesians 4:11

The gift of Evangelism is the God-given ability to effectively communicate the Good News of Jesus Christ to people who do not believe or have given up their faith, in such a non-threatening way that some become active disciples of Jesus and responsible members of the Body of Christ.

- I'm pretty sure I have this gift* *I may have this gift* *This is not my gift*

Pastor

Ephesians 4:11

The gift of Pastor is the God-given ability to assume long term responsibility for the care, spiritual well-being, nurture and growth of a group of believers.

- I'm pretty sure I have this gift* *I may have this gift* *This is not my gift*

Teacher/Teaching

Ephesians 4:11

The gift of Teaching is the God-given ability to understand, clearly explain and apply the word of God, leading to greater Christ-likeness in the lives of listeners.

- I'm pretty sure I have this gift* *I may have this gift* *This is not my gift*

Speaking gifts summary list

List any spiritual gifts that you are pretty sure you have.

List any spiritual gifts you think you may have.

Discussion

In a small group (or with another person) you may like to share and discuss your reflections or respond to the questions listed on the inside of the front cover of this booklet.

KNOWLEDGE AND OTHER GIFTS

Love and spiritual gifts

Spiritual gifts were a big issue for the church at Corinth. Some members were proud and bigheaded as a result of using spiritual gifts whilst others who used theirs didn't receive the same attention and felt marginalised and ignored. The result was jealousy and division (1 Corinthians 12:22-25). So Paul wrote to them to correct their misunderstandings and motivations concerning spiritual gifts. In chapter 12 he addresses the who, what, when, where & why of spiritual gifts. In chapter 14 he looks at the practicalities of their use.

In between we have chapter 13 where Paul talks about love. The Greek word he used was *agapē* which has been translated simply as "love". *Agapē* is also used in other places in the New Testament to describe the deep and abiding love between the Father and the Son, the divine love that God has for man, and the love we are to have for our one another. It is this rich, deep and abiding love that was to be a governing force when using spiritual gifts.

Reflection

Read 1 Corinthians 12:31 - 13:13. What observations can you make about the relationships between love and spiritual gifts and the importance of love?

Verses 1-3

Verses 4-7

Verses 7-10

Verses 11 & 12

Verse 13

KNOWLEDGE GIFTS

These are spiritual gifts that require supernaturally given knowledge as a basis for use.

For each of the following spiritual gifts there are three boxes which follow the description. Tick only one box as it applies to you. This is not a test. There are no right or wrong answers. It is simply how you see yourself in relation to the different gifts mentioned.

Knowledge

1 Corinthians 12:8

The gift of word of Knowledge is the God-given ability to bring truth to the Body through a revelation or Biblical insight.

I'm pretty sure I have this gift *I may have this gift* *This is not my gift*

Wisdom

1 Corinthians 12:8

The gift of word of Wisdom is the God-given ability to apply spiritual truth effectively to meet a need in a specific situation.

I'm pretty sure I have this gift *I may have this gift* *This is not my gift*

Faith

1 Corinthians 12:9

The gift of Faith is the God-given ability to act on God's promise with confidence and unwavering belief in God's ability to fulfil his purposes.

I'm pretty sure I have this gift *I may have this gift* *This is not my gift*

Discernment

1 Corinthians 12:10

The gift of Discernment is the God-given ability to distinguish between truth and error. It is able to discern the spirits, differentiating between good and evil, right or wrong.

I'm pretty sure I have this gift *I may have this gift* *This is not my gift*

Healing

1 Corinthians 12:9

The gift of Healing is the God-given ability to be God's instrument for restoring people to wholeness.

I'm pretty sure I have this gift *I may have this gift* *This is not my gift*

Miracle Working

1 Corinthians 12:10

The gift of Miracle Working is the God-given ability to authenticate the ministry and message of God through supernatural interventions that glorify God and point to his reality. People with this gift are often able to speak God's truth and have it accompanied by a miracle (such as a healing, a word of knowledge, a prophetic word or the casting out of a demonic force in a person's life).

- I'm pretty sure I have this gift* *I may have this gift* *This is not my gift*

OTHER SPIRITUAL GIFTS

None of the lists in Romans, 1 Corinthians, and Ephesians is complete. In other Biblical passages, other spiritual gifts are occasionally mentioned. Three such spiritual gifts are:

For each of the following spiritual gifts there are three boxes which follow the description and explanation. Tick only one box as it applies to you. This is not a test. There are no right or wrong answers. It is simply how you see yourself in relation to the different gifts mentioned.

Missionary

Acts 14:21-28

The gift of Missionary is the God-given ability for a person to minister in their spiritual giftedness in a second culture.

- I'm pretty sure I have this gift* *I may have this gift* *This is not my gift*

Martyrdom

Acts 7:54-60

The gift of Martyrdom is the God-given ability to undergo suffering for the faith, even to death, while consistently displaying a joyous and victorious attitude that brings glory to God.

- I'm pretty sure I have this gift* *I may have this gift* *This is not my gift*

Craftsmanship

2 Chronicles 34:9-13

The gift of craftsmanship is the God-given ability for a person to use their hands and minds to creatively design and construct items to be used for ministry. Often it is seen as an enhancement of natural skills and abilities.

- I'm pretty sure I have this gift* *I may have this gift* *This is not my gift*

Knowledge gifts and Other gifts summary list

List any spiritual gifts that you are pretty sure you have.

List any spiritual gifts you think you may have.

Discussion

In a small group (or with another person) you may like to share and discuss your reflections or respond to the questions listed on the inside of the front cover of this booklet.

SERVICE GIFTS

These are spiritual gifts that require action as they are doing gifts.

For each of the following spiritual gifts there are three boxes which follow the description and explanation. Tick only one box as it applies to you. This is not a test. There are no right or wrong answers. It is simply how you see yourself in relation to the different gifts mentioned.

Administration

1 Corinthians 12:28

The gift of Administration is the God-given ability to understand what makes an organisation function, and the special ability to plan and execute procedures that accomplish the goals of the ministry.

I'm pretty sure I have this gift *I may have this gift* *This is not my gift*

Helps

1 Corinthians 12:28

The gift Helps is the God-given ability to invest one's talents in the life and ministry of other members of the Body. They accomplish practical and necessary tasks which free-up, support and meet the needs of others and do it in such a way that the people helped are able to more effectively exercise their ministries.

I'm pretty sure I have this gift *I may have this gift* *This is not my gift*

Giving

Romans 12:8

The gift of Giving is the God-given ability to contribute money and resources to the work of the Lord with cheerfulness, eagerness and liberality. People with this gift do not ask, "How much money do I need to give to God?" but, "How much money do I need to live on?"

I'm pretty sure I have this gift *I may have this gift* *This is not my gift*

Service

1 Corinthians 12:7

The gift of Service is the God-given ability to identify the unmet needs involved in a task related to God's work, and to make use of available resources to meet the needs and help accomplish the desired goal in an efficient, cheerful manner.

I'm pretty sure I have this gift *I may have this gift* *This is not my gift*

Leadership

1 Corinthians 12:8

The gift of Leadership is the God-given ability to cast vision, motivate, and direct people to harmoniously accomplish the purposes of God. People with this gift tend to be multi-talented, excelling in both their people and task skills.

I'm pretty sure I have this gift *I may have this gift* *This is not my gift*

Mercy

1 Corinthians 12:8

The gift of Mercy is the God-given ability to feel genuine concern and compassion for individuals who are suffering distressing physical, mental or emotional needs and cheerfully and practically help them. Mercy is compassion moved to action.

I'm pretty sure I have this gift *I may have this gift* *This is not my gift*

Hospitality

1 Peter 4:9

The gift of Hospitality is the God-given ability to provide an open house and warm welcome and care for people by providing fellowship, food and shelter.

I'm pretty sure I have this gift *I may have this gift* *This is not my gift*

Intercession

Colossians 4:12 & 13

The gift of Intercession is the God-given ability to consistently pray for extended periods of time, on a regular basis, on behalf of and for others, and in doing so, see frequent and specific answers to prayer.

I'm pretty sure I have this gift *I may have this gift* *This is not my gift*

Service gifts summary list

List any spiritual gifts that you are pretty sure you have.

List any spiritual gifts you think you may have.

Discussion

In a small group (or with another person) you may like to share and discuss your reflections or respond to the questions listed on the inside of the front cover of this booklet.

SPIRITUAL GIFTS EVALUATION

Before moving on to “Discovering My Spiritual Gifts” (page 27) please complete the following spiritual gifts evaluation.

What do I need to do?

Go through the list of the following statements and make your response. Be honest and score each one on the basis of past experience. For each statement (in the left hand column), simply write next to it (in the middle column) the number that corresponds with what extent you believe that statement to be true in your life (from 0 for never to 3 for always). When you are done, add up the total for each group of 4 questions and write it next to the letter of the alphabet (in the right hand column). When you have completed all the questions go to the table at the end of this evaluation and complete that table for your 5 highest scoring totals (from highest to lowest).

Never 0

Seldom 1

Sometimes 2

Always 3

When a group is lacking organisation, I tend to step in and help them organise the task so it can be accomplished.		A _____
I enjoy handling the details of organising ideas, people and resources for more effective ministry.		
I have been able to make effective and efficient plans for accomplishing the goals of a group.		
I have enjoyed the responsibility of helping coordinate the church to accomplish a task or project.		
I feel called to be sent out by my church to start new ministries.		B _____
I would like to start churches in places where they do not presently exist.		
I enjoy pioneering new undertakings.		
I have a strong desire to contribute to the establishment of new churches and am willing to take an active part in doing so.		

Never 0

Seldom 1

Sometimes 2

Always 3

I am able to design and construct things that help the church.		C ____
I find satisfaction in repairing and maintaining things.		
I am skilled in working with different kinds of tools.		
I enjoy making things for use in ministry.		
I have found that I can sometimes see through situations and recognise those things that are not of God.		D ____
I can recognise whether a person's teaching has been anointed from God, or is of human origin.		
I can tell, with a fairly high degree of assurance, when a person is afflicted by an evil spirit.		
I have noticed that God gives to me a keen sense of right and wrong when it comes to spiritual or ministry decisions.		
I have great desire to lead others to a decision of personal faith in Jesus Christ.		E ____
I find great joy in helping people understand the Gospel for the first time, and its relevance for life.		
I get on well with non-believers.		
I get frustrated when others don't seem to share their faith with unbelievers.		
I like to encourage those who are struggling and discouraged in their Christian work.		F ____
I have found it my experience that I am a person in whom others confide.		
I find that I can effectively motivate people to get involved in ministry.		
I have been used to counsel and encourage those who are perplexed and confused about what God is seeking for them to do with their lives.		
There have been times when I felt sure that I knew God's specific leading, and I could see what needed to occur even though others had not been so sure.		G ____
I often find myself believing God for the impossible, and helping others see what God may want to do.		
Others have told me that I am a person of unusual vision and belief in God.		
When in a group, I am the one others often turn to for vision or hope in what God can do.		

Never 0

Seldom 1

Sometimes 2

Always 3

I am very confident that God will meet my needs so that I can give to Him consistently and sacrificially.		H ____
When I am moved by an appeal to give to God’s work, I can usually find the funds needed to respond.		
People say that they are blessed by how willing I am to share the resources that God has given me.		
I have been willing to maintain a lower standard of living in order to help, give and benefit God’s work.		

I enjoy praying for the sick and those who are struggling emotionally, because I believe that many of them will be restored.		I ____
God has used me to bring healing to those struggling with an illness or past hurts.		
When I pray for those who are sick, either I or they feel a sensation of tingling or warmth.		
I have prayed for others and physical healing has actually occurred.		

I enjoy ministering to the needs of others so that they are released to be more effective in their ministry.		J ____
I enjoy working behind the scenes helping others.		
When I serve the Lord, I want to help where I can without minding who gets the credit.		
People tell me that my ministry is one of those ministries that causes the church to run effectively.		

I have a desire to make my home available for sharing my faith.		K ____
I enjoy arranging and preparing church teas, suppers and social events.		
When people come to my home, they indicate that they “feel at home” with me.		
My home is always open to people who are in need of a place to stay.		

When I hear a prayer request, I often find myself praying for that need for the next several days.		L ____
I recognise that the battle we face is spiritual and I spend specific time in prayer for our effectiveness.		
I find delight in staying behind the scenes and supporting the ministry through prayer.		
When I pray, God frequently speaks to me and reveals insights.		

Never 0

Seldom 1

Sometimes 2

Always 3

When a person speaks in tongues, I have a good idea what God is wanting to say.		M ____
I have been used by God to interpret when someone begins speaking a message in tongues.		
After times when people have spoken in tongues, God gives me insights that help to edify, exhort or comfort the Congregation.		
Others have told me that when people are speaking in tongues, my insight into what God is saying has been accurate.		

I have a hunger to study God's Word in order to learn and discover new Biblical truths.		N ____
Through study or experience I have been able to discern how God works in the church or people's lives.		
I find that when I apply myself to studying the Scriptures I sometimes get insights others never see.		
I have helped others to discern key and important facts from Scripture.		

Sometimes, other believers have followed my leading in a situation because they have sensed that God was guiding me.		O ____
When I speak in a group of people, I often find them agreeing with what I feel should be done.		
When I join a group others seem to step back and look for me to lead.		
When I set goals for ministry, others seem to accept the goals and join in their accomplishment.		

If feel that my actions are in accord with God's will, I do not consider the consequences of those actions.		P ____
Suffering physical persecution for my faith is not a major concern.		
I will joyfully stick my neck out if I feel that God wants me to.		
I have lost friends because of stands that I felt I had to take because of my Christian faith.		

I feel real empathy for those who are struggling, whether physically or emotionally.		Q ____
I have deep concerns for others with material or personal needs.		
I enjoy spending time with those who often get overlooked by the church; the lonely, and the shut-ins.		
People call upon me to help care for those who are suffering and less fortunate.		

Never 0

Seldom 1

Sometimes 2

Always 3

I have seen that I have been used as God’s instrument to bring about supernatural change in people’s lives.		R ____
God seems to involve me in situations where supernatural signs and wonders occur.		
Others can point to specific instances where my prayers have resulted in visible miracles.		
I have seen miraculous occurrences while I have been ministering.		
I relate well with people from different cultures to mine.		S ____
I would be willing to leave my present surroundings if it meant others would be able to hear the Gospel.		
I feel a sense of concern and heartache for the many people around us from different cultures who don’t know Christ.		
I would enjoy being able to start new churches in a different culture.		
I have enjoyed caring for a group of people over an extended period of time.		T ____
I have enjoyed assuming responsibility for the spiritual well-being of others.		
People have told me that I helped restore them back into the Christian community.		
I am comfortable in giving spiritual guidance and direction to a group of Christians.		
I sometimes know what God wants to say to people about different situations in their life.		U ____
I have more than once become convinced that God was giving me a message for the church.		
I have sensed that I have communicated a timely, urgent message that the Congregation acknowledged as coming directly from the Lord.		
I have experienced pictures in my mind that reveal what God desires to occur in the future or that help people understand God’s will.		
I enjoy doing special jobs around the church that need to be done.		V ____
I prefer being active and doing a task or job rather than just sitting around talking or planning ministry.		
I really enjoy doing tasks and jobs that others seem to despise and say are unimportant.		
I find myself looking for tasks that need to be done at the church or in the ministry, and then making time to see they are accomplished.		

Never 0

Seldom 1

Sometimes 2

Always 3

People have told me that I have helped them learn Biblical truth in a meaningful way.		W _____
I enjoy devoting time to learning new Biblical truths in order to communicate them to others.		
People have told me that when I share, the Bible becomes more relevant and understandable.		
Sharing my insights from the Bible and helping others to discover God's truth is very satisfying.		

I have spoken in tongues.		X _____
In private I find myself lifting up praise and adoration in a language that is not known.		
I can find myself ministering to the Body or worshipping in a tongue or language.		
My speaking in tongues has been used to edify the Body.		

I am excited when I am used by God to help others apply Biblical truths and principles to specific needs.		Y _____
When a person has a problem, I can usually help guide them to the best Biblical solution.		
I find that I can take Biblical truth and almost intuitively know how it applies in my own life or the lives of others.		
People seek my advice in relation to how God might be leading them or what God might be saying through their study of the Bible.		

Spiritual gifts scoring table

In the first column write down your top 5 scores from highest to lowest.

Score	Letter (A-Y)	Spiritual gift (see list on next page)

A Administration	N Knowledge
B Apostle/Apostleship	O Leadership
C Craftsmanship	P Martyrdom
D Discernment	Q Mercy
E Evangelism/Evangelist	R Miracle Working
F Exhortation/Encouragement	S Missionary
G Faith	T Pastor
H Giving	U Prophecy/Prophet
I Healing	V Service
J Helps	W Teacher/Teaching
K Hospitality	X Tongues
L Intercession	Y Wisdom
M Interpretation of Tongues	

Discussion

In a small group (or with another person) you may like to share and discuss your reflections or respond to the questions listed on the inside of the front cover of this booklet.

DISCOVERING MY SPIRITUAL GIFTS

Reflection

Read Matthew 15:14-30. What observations about God and yourself would you make from your reading of this passage?

Verses 14 & 15

Verses 16 & 17

Verse 19

Verses 20-23

Verses 24-27

Verses 28-30

What do you think “The Parable of the Talents” has to teach us about spiritual gifts and their use?

Why do you think it is important to discover our spiritual gifts?

How can I discover my spiritual gifts?

In Romans 12:3-8 we are given some good advice regarding discovering our spiritual gifts. We are to:

- **Look at ourselves:** (verse 3) Often people think too highly or too little of themselves. They do this by failing to have an honest evaluation of themselves. Paul encourages people to “think with sober judgement” i.e. to think carefully in a balanced and sane way, with an unclouded mind. In other words, we are to think about ourselves wisely and accurately so as to make a balanced evaluation of ourselves and our giftedness!

- **Look at how the Body works:** (verses 4 & 5) The human body is made up of many interdependent and unique members, each performing specific functions. Likewise, the Body of Christ. It has many members, each one being different and unique, each one with a different function. Each member is intended to perform their specific function using the spiritual gifts they have been given for that very purpose. It takes every single member working together for the Body to function properly. So, we are to look at how the Body of Christ is working in this Church setting to see what the Body needs and how we might fulfil that need.
- **Use your spiritual gifts:** (verses 6-8) In these few verses, through the examples given Paul is in effect saying “Use your spiritual gifts!” Spiritual gifts are not meant to be merely discovered then ignored or forgotten, or simply given lip service. Spiritual gifts are meant to be used in service for the Body of Christ. We aren’t to just sit around. We are meant to do something. We are to use whatever spiritual gifts we may have.

How can I develop my spiritual gifts?

In 2 Timothy 1:6, Paul tells Timothy to “... fan into flame the gift of God, which is in you through the laying on of my hands.” Spiritual gifts are given to every follower of Jesus. They are to be discovered and used. They are also meant to be developed. We do this by:

- **Exercise:** Through using our spiritual gifts we are able to develop and enhance the effectiveness of the gifts.
- **Education:** Through such things as speaking with others with the same spiritual gifts, reading, attending conferences or workshops, and using audiovisual resources, we can grow in our knowledge, understanding and use of our spiritual gifts.
- **Evaluation:** Through our reflection upon our experiences of using our spiritual gifts, the assessment of the results of their use, and by seeking the godly counsel and wisdom of others we can evaluate the appropriateness, effectiveness and fruitfulness of their usage which will in turn help us to develop and enhance their effectiveness.

How can I put this it into practice?

Pray. Prayer is essential if we wish to become serious about discovering and using our spiritual gifts. We are promised that “If any of you are lacking in wisdom, ask God, who give to all generously and ungrudgingly, and it will be given you.” (James 1:5) We begin by asking God to show us what our spiritual gifts are. As you pray, offer yourself to God. Make a commitment to do whatever he asks of you, and trust in him to give you what you need for the task. Finally, be willing to use your gift for God.

Reflect. We look at ourselves, to simply see how we see ourselves in relation to the different spiritual gifts. You have already done this and prepared summary lists on pages 12, 17 and 19. Record your answers in the table below.

Spiritual gifts I am pretty sure I have	Spiritual gifts I think I may have

Ask. We ask others what gifts they see in us. Often others may see a spiritual gift in us long before we are aware of it. If you haven't already done so talk with another person or members of your small group to see what gifts they see in you. Record your answers in the table below.

Spiritual gifts that others see in me	How well did they match the table above? (give details)

Take an spiritual gifts evaluation. This is usually done by completing a questionnaire and tallying the results to give an indication of what your gifts may be. An evaluation done this way is not intended to be a final authority. Rather it is a discovery tool the results of which are to be confirmed through prayer, ministry experience and the counsel of others. You have already done an evaluation in this booklet. Record the top five spiritual gifts you discovered and listed on page 25 in the following table.

Spiritual gifts from the assessment	How well did they match the 2 previous tables? (give details)

Recognise our spiritual gifts and accept them. In the three previous tables we have brought together three different ways of discovering our spiritual gifts. From this process we now prayerfully consider what we believe to be our top three spiritual gifts and a possible next three. We aren't to be concerned if we have only recognised one or a few gifts. We are not all numerically equally gifted and some people will have more gifts than others. We are not to fall into the trap of the Corinthian Church where the number and nature of spiritual gifts led to feelings of superiority or inferiority. We are to recognise what God has given us (whether one spiritual gift or many), accept them and give thanks to him for the gift or gifts we have been given.

My top three spiritual gifts	My possible next three spiritual gifts
1.	1.
2.	2.
3.	3.

Learn about the gifts. We can read and study the main Bible passages which deal with spiritual gifts (Romans 12:1-8, 1 Corinthians 12, 13 & 14, Ephesians 4:7-16 and 1 Peter 4:9-11). The Bible does not give exhaustive lists of spiritual gifts and there are many additional passages that mention other spiritual gifts. There are also books about spiritual gifts available from Christian bookshops.

Experiment with different areas of service. Try to identify areas of need, especially those that really concern you or capture your imagination. Often people are gifted in areas that relate to their passions. Then experiment by trying to meet those needs. We are to test our giftedness as soon as we can by volunteering in a way that enables us to use our gifts.

Spiritual gift	Areas of possible service
1.	1.
2.	2.
3.	3.

Look for results. If we have accurately identified our spiritual gifts then their use will produce results. We should be able to discern that our initial efforts have been at least modestly fruitful. As we continue working to develop our gifts the results will become apparent to all. If it appears that our service has been ineffective then we are to try again to find our gifts.

Spiritual gift	Results/fruitfulness
1.	1.
2.	2.
3.	3.

Look at your motivation. As we experiment and attempt to use our spiritual gifts we are to examine our feelings. We are to ask ourselves:

- Am I experiencing a sense of inner satisfaction?
- Am I enjoying what I am are doing?
- Do I have a sense of fulfilment?
- Do I feel that I am doing what I have been specifically created to do?

Evaluate. We can assess how effective we are becoming as we exercise the spiritual gifts we have been experimenting with. A good indication that God has given us gifts in a certain way is that others are helped as we use that gift in ministry. We are to ask ourselves:

- Am I growing in confidence and skill with this gift?
- Are additional opportunities opening for me to use this “gift”?
- Are my efforts producing results?

Seek feedback from the Body. God has called us to be part of the Body of Christ. As a Church we need one another just as each different part of the human body needs all the other parts to function in a healthy and harmonious way. We are to expect other people, especially Church members, to affirm our spiritual gifts. We are to ask ourselves:

- Do my family and friends see a particular giftedness in me?
- Do other Christians who know me well see a specific spiritual gift in me?
- Do other people who have the same spiritual gift see this gift in me?

Discussion

In a small group (or with another person) you may like to share and discuss your reflections or respond to the questions listed on the inside of the front cover of this booklet.

Heart

DISCOVERING MY HEART FOR MINISTRY (SERVICE)

What do we mean by heart?

The Bible uses the word “heart” to represent the centre of our motivation, desires and inclinations (Psalm 37:4). In this sense our hearts determines why we say the things we do (Matthew 12:34), why we feel the way we do (Hebrews 4:12) and why we act the way we do (Proverbs 4:23).

Why is it so important?

Just as each one of us has a unique God-given physical heartbeat we also have a unique God-given emotional “heartbeat” which races when we encounter activities, subjects, circumstances and certain situations that interest us. We instinctively feel passionately and deeply about some things and not others.

This God-given motivation serves as an internal guidance system for our lives. It determines what our interests are and what will bring us the most satisfaction and fulfilment. It motivates us to pursue certain activities, issues, causes and environments. It also has a direct bearing on our fruitfulness in ministry.

Our heart with its unique heartbeat is a key to understanding God’s design and intention for our lives (Revelation 17:7).

Reflection

What observations about God and yourself would you make from your reading of these verses?

1 Chronicles 28:9

1 Samuel 16:7

Psalms 139:23

Proverbs 4:23

Matthew 12:34

Hebrews 4:12

Jeremiah 17:9

Romans 6:17

What do these verses have to teach us about our hearts and our “heartbeat”?

What further contributions do 1 Samuel 12:20, Proverbs 3:5-6, Psalm 37:3-5 and Ephesians 6:6 make to our understanding of our heart (and “heartbeat”)and what we are to do?

MY HEART ASSESSMENT

This heart assessment is designed to assist each one of us in getting a clearer understanding of where our “heart” may be. Answering the following questions will help us identify our heart’s desires, the things we should pursue and also the things we dislike and should avoid. In doing so, please remember there are no right or wrong answers.

What drives you?

What would you do for God if you could do anything you wanted to, money was no obstacle and you knew you couldn’t fail.

What pushes you to action?

What deeply moves you?

Who are the people you most want to help?

Who do you feel you can influence the most?

Any particular age range you feel most drawn to? (give details)

What specific group of people you feel drawn to?

What are the needs you most feel drawn to?

What are the three top needs you love to meet for people?

Why do you love meeting those needs?

What cause are you most passionate about?

What cause or issue makes your heart race?

Where could you make the greatest impact for God?

What things have you done in the past that have really excited you?

Briefly describe four or five positive experiences (things you did well and enjoyed doing) you have had in the course of growing up.

School years

Teenage years

Early adulthood (20's)

“Thirty something” to present

What common themes do you see?

What is my motivational direction - I love to

Tick the appropriate box for those that apply to you or fill in the blanks.

- Design/develop - create or start something from scratch
- Pioneer - be among the first to do something new, even at the risk of failure
- Organise - give order and structure to something that has already begun
- Operate/maintain - carry out set tasks for something that is already organised
- Serve/help - assist others to succeed in their responsibilities
- Acquire/collect - obtain and collect things; get top quality for the best price
- Excel - achieve the highest possible standard, to do the best
- Influence - shape the attitudes, beliefs and behaviours of others
- Perform - be up front, on stage, in the limelight
- Improve - take something already started and make it better
- Repair - fix what is broken
- Lead - be in charge of others, giving supervision, direction & encouragement
- Persevere - see things through to completion no matter what
- Follow the rules - operate according to set policy, to meet expectations
- Prevail - take a stand for what is right, overcoming injustice
- Other _____
- Other _____
- Other _____

Heart summary list

I have a growing conviction I should be involved in:

- 1.
- 2.
- 3.

I have a sense God is calling me to a ministry of:

- 1.
- 2.
- 3.

I think the areas where I could make the most significant contribution are:

- 1.
- 2.
- 3.

If you are finding yourself coming up with a variety of responses, then consider where there may be continuity. For example: Do you see any re-occurring themes? Does a particular age group keep coming up? Is there a need that keeps surfacing? Are you serving in a similar role in different situations? Do you notice any patterns? Can you prioritise your concerns?

My Heart

Based on the summary list above I sense I have a passion for:

- 1.
- 2.
- 3.

Discussion

In a small group (or with another person) you may like to share and discuss your reflections or respond to the questions listed on the inside of the front cover of this booklet.

Abilities

DISCERNING MY ABILITIES

One of the most common excuses people give for not getting involved in ministry is “I just don’t have any abilities to offer.” Nothing could be further from the truth. The key is matching our abilities with the right ministry.

Reflection

God’s people have manifested various abilities. Read the verses below and record the abilities and/or vocations suggested.

Genesis 13:2 (Abram)

Exodus 17:9 & 13 (Joshua)

Ruth 4:13 (Ruth)

1 Samuel 16:11 & 12 (David)

Nehemiah 1:11 (Nehemiah)

Amos 7:14 (Amos)

Mark 1:16-20 (Peter, Andrew, James, John)

Acts 16:14 (Lydia)

Colossians 4:14 (Luke)

What observations about God and yourself and your abilities would you make from your reading of these verses?

5 popular misconceptions about abilities (talents and skills)

1. People aren't born with skills - they must be learned by experience.
2. Skills must be learned in the classroom.
3. If you have certain abilities you will be aware of them.
4. Skills I use at work won't be of much use in the church.
5. Most people have very few abilities.

The reality concerning abilities (talents and skills)

1. Many skills, talents and abilities seem to be inborn.
2. Most skills are learned outside the classroom e.g. at home).
3. We are all probably using a number of abilities that we are not aware of.
4. Many skills we use at work can be used in ministry.
5. Studies have shown that the average person possesses from 500 to 700 skills (including skills, talents and abilities related to work, sports, hobbies, recreation, interests, lifestyle and life situation).

We need to recognise our abilities, accept them and use them in ministry.

MY ABILITIES ASSESSMENT

What is your current vocation? What abilities skills and talents do you enjoy using at present?

What other jobs have you had? What abilities skills and talents have you enjoyed using in the past?

We all have abilities that we have discovered and learned throughout life. What God-given abilities have surfaced throughout your life? Read through this list of specialised abilities and tick the box for the ones you excel at and love doing.

- Adapting - the ability to adjust, change, alter, modify
- Analysing - the ability to examine, investigate, probe, evaluate
- Artistry - the ability to conceptualise, picture, draw, paint, photograph, render
- 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 use or operate a computer proficiently
- Connecting - the ability to link together, involve, relate
- Consulting - the ability to advise, discuss, confer
- Coordination - the ability to organise, match, harmonise
- Counselling - the ability to guide, advise, support, listen, care for
- Counting - the ability to work with numbers, data or money
- Decorating - the ability to beautify, enhance, adorn
- Designing - the ability to draw, create, picture, outline
- Developing - the ability to expand, grow advance, increase
- Directing - the ability to aim, oversee, manage, supervise
- Editing - the ability to correct, amend, alter, improve
- Engineering - the ability to construct, design, plan
- Facilitating - the ability to help, assist, make possible
- Forecasting - the ability to predict, calculate, see trends, patterns & themes
- Graphics - to lay out, design, create visual displays
- Hospitality - the ability to prepare, serve, feed, cater for small & large groups
- Implementing - the ability to apply, execute, make happen
- Improving - the ability to better, enhance, further, enrich
- Influencing - the ability to affect, sway, shape, change
- Landscaping - the ability to garden, plant, improve
- Managing - the ability to run, handle, oversee
- Mentoring - the ability to advise, guide, teach
- Motivating - the ability to provoke, induce, prompt
- Negotiating - the ability to discuss, consult, settle
- Operating - the ability to run mechanical or technical things
- Organising - the ability to simplify, arrange, fix, classify, coordinate
- Performing - the ability to sing, speak, dance, play an instrument, act

- Persevering - the ability to persist and see things to completion
- Pioneering - the ability to bring about something new & original
- Planning - the ability to arrange, map out, prepare
- Promoting - the ability to sell, sponsor, endorse, showcase
- Recruiting - the ability to draft, enlist, hire, engage
- Repairing - the ability to fix, mend, restore, heal
- Researching - the ability to seek, gather, examine, study
- Resourcing - the ability to seek out, collect, obtain materials & resources
- Serving - the ability to help, assist, fulfil
- Strategising - the ability to think ahead, develop strategies & systems
- Teaching - the ability to explain, train, demonstrate, tutor
- Welcoming - the ability to greet, embrace, make comfortable
- Writing - the ability to compose, create, record
- Other _____
- Other _____
- Other _____

My Abilities

Based on my abilities assessment I have identified the following as my top six particular abilities:

- | | |
|-----------|-----------|
| 1. | 2. |
| 3. | 4. |
| 5. | 6. |

Discussion

In a small group (or with another person) you may like to share and discuss your reflections or respond to the questions listed on the inside of the front cover of this booklet.

Personality

UNDERSTANDING MY PERSONALITY

Each one of us is unique. We started out with a combination of ingredients that make us different from our brothers and sisters, despite the fact that we may have been raised in the same environment. We were born with our own personality traits, our raw material. Circumstances, IQ, nationality, economics, environment and parental influences mould our personalities, but the basic building block underneath remains the same. When we know who we are and why we act the way we do, we can begin to understand our inner selves, improve our personalities, and learn to help others and get along better with them.

Why do we take into account people's personality?

We need to take into account people's personal behavioural styles when encouraging them to undertake particular ministries or tasks. One style will be ideal for one ministry responsibility, whereas the same style would be most unhelpful in another ministry. God has created us in such a way that, as a general guide, we should undertake ministry assignments that are consistent with our unique personalities.

PERSONALITY SURVEY

General guidelines:

1. No person is a single common personality type.
2. There is not a right or wrong personality type, nor is there a best or worst personality type.
3. The purpose of this survey is simply to assist you to identify your personality type so as to better understand yourself and how to better relate to others.
4. The purpose for identifying personality types is not to put people in little boxes nor to judge their behaviour.
5. The discovery of your personality type is based on your point of view. It is how you see yourself.
6. This survey is not a test. There are no right or wrong answers.
7. The personality assessment tool does not measure psychological behaviour.
8. Don't desire to be a specific personality.
9. Be honest with your responses to get an accurate assessment.

The personality indicator

Place a tick next in the box next to the words that describe you. On completion total the columns.

- | | | | |
|---|---|---|--|
| <input type="checkbox"/> <i>Playful</i> | <input type="checkbox"/> <i>Powerful</i> | <input type="checkbox"/> <i>Perfectionist</i> | <input type="checkbox"/> <i>Peaceful</i> |
| <input type="checkbox"/> <i>Carefree</i> | <input type="checkbox"/> <i>Determined</i> | <input type="checkbox"/> <i>Analytical</i> | <input type="checkbox"/> <i>Adaptive</i> |
| <input type="checkbox"/> <i>Relational</i> | <input type="checkbox"/> <i>Productive</i> | <input type="checkbox"/> <i>Reflective</i> | <input type="checkbox"/> <i>Dependent</i> |
| <input type="checkbox"/> <i>Idealist</i> | <input type="checkbox"/> <i>Optimist</i> | <input type="checkbox"/> <i>Thinker</i> | <input type="checkbox"/> <i>Realist</i> |
| <input type="checkbox"/> <i>Impulsive</i> | <input type="checkbox"/> <i>Domineering</i> | <input type="checkbox"/> <i>Sceptical</i> | <input type="checkbox"/> <i>Indecisive</i> |
| <input type="checkbox"/> <i>Seek Approval</i> | <input type="checkbox"/> <i>Result Oriented</i> | <input type="checkbox"/> <i>Artistic</i> | <input type="checkbox"/> <i>Compromising</i> |
| <input type="checkbox"/> <i>Not Disciplined</i> | <input type="checkbox"/> <i>Insensitive</i> | <input type="checkbox"/> <i>Rigid</i> | <input type="checkbox"/> <i>Spectator</i> |
| <input type="checkbox"/> <i>Free-wheeling</i> | <input type="checkbox"/> <i>Organised</i> | <input type="checkbox"/> <i>Creative</i> | <input type="checkbox"/> <i>Cooperative</i> |
| <input type="checkbox"/> <i>Emotional</i> | <input type="checkbox"/> <i>Practical</i> | <input type="checkbox"/> <i>Moody</i> | <input type="checkbox"/> <i>Loyal</i> |
| <input type="checkbox"/> <i>Restless</i> | <input type="checkbox"/> <i>Volatile</i> | <input type="checkbox"/> <i>Judgemental</i> | <input type="checkbox"/> <i>Stubborn</i> |
| <input type="checkbox"/> <i>Expressive</i> | <input type="checkbox"/> <i>Efficient</i> | <input type="checkbox"/> <i>Sensitive</i> | <input type="checkbox"/> <i>Conservative</i> |

Total:_____ (A) Total:_____ (B) Total:_____ (C) Total:_____ (D)

A. Playful (Extrovert/Expressive); accomplish through people

Biblical examples: John, Eve

B. Powerful (Extrovert/Competitive); shape environment; overcomer

Biblical examples: Paul, Deborah

C. Perfect (Introvert/Controlled); works with existing; improve

Biblical examples: Solomon, Ruth

D. Peaceful (Introvert/Cooperative); team, go together

Biblical examples: Abraham, Mary

Results

Highest:

Second:

(Adapted from C.E.F.I. "Networking")

Discussion

In a small group (or with another person) you may like to share and discuss your reflections or respond to the questions listed on the inside of the front cover of this booklet.

Personalities Overview

Playful Expressive	Powerful Driver	Perfect Analytical	Peaceful Amiable
STRENGTHS			
playful sociable spirited optimistic mixes easily talker bouncy	strong willed self reliant positive outspoken mover productive independent	analytical considerate sensitive planner orderly detailed perfectionist	adaptable reserved shy consistent mediator listener balanced
WEAKNESSES			
undisciplined interrupts permissive talkative disorganised inconsistent restless	bossy frank headstrong argumentative workaholic intolerant short tempered	resentful insecure pessimistic too sensitive moody loner suspicious	unenthusiastic indecisive hesitant worrier indifferent slow reluctant
NEEDS			
attention approval affection accepted	obedience praise	sensitivity space silence support	lifting up feel worth esteemed importance

(Material by Florence Littauer)

Relating with the “Powerful” Personality

- They often become bored with routine work but operate best in an environment that offers challenging goals.
- They like to be in charge and usually resist constraints.
- Because of their strong drive to reach their goals, confrontation may be necessary in order to get their attention.
- Once you have gained their attention, show them how their actions affect you and prevent the fulfilment of mutual goals.
- Be brief and to the point in your explanations. Expect them to disagree, but feel free to leave if the volume gets too loud and direct.
- Allow a cooling down period to reflect on their options before wanting a decision.
- Be prepared for a quick change once a commitment is made.
- Limit your expectations by understanding their greatest struggle.

Relating with the “Playful” Personality.

- Recognise that they have a need to be the leader in groups and to express themselves verbally.
- Watch out for their tendency to test boundaries to their limit.
- Realise that they have high levels of confidence in themselves and others.
- Don't be surprised if they have difficulty following through on commitments.
- Seek to create a fun and friendly environment for them.
- Allow them the opportunity to express their own thoughts and opinions.
- Provide ideas for transferring talk to action.
- Recognise they have a need for positive social recognition.
- Use confrontation only when necessary.
- Limit your expectations by understanding their greatest struggle.

Relating with the “Peaceful” Personality

- They usually seek acceptance and try to maintain stability.
- They prefer environments that maintain the status quo unless specific reasons are given for change.
- They seek to avoid conflict and dissension within relationships.
- They demonstrate loyalty and support for those they respect.
- They strive for security for their family.
- They need to be given time to adjust to an opportunity and to visualise requests made of them.
- They need personal assurances of support.
- They seek out close personal friendships.
- They need the person dealing with them to modify their expectations of them by understanding their greatest struggles.

Relating with the “Perfect” Personality

- They have a preference for intellectual pursuits.
- When requesting their participation in a project, be prepared to give specific details.
- They will usually exercise caution and restraint.
- They need assurances of support for their efforts.
- Be prepared to answer questions in a patient and persistent manner.
- Provide reassurances that no surprises will occur.
- Support your plans with accurate data and specific information.
- Reject any “poor me” statements that they may give.
- Disagree with the facts and not the person.
- Be willing to offer assistance if their fears persist.
- Recognise that they are conscientious, maintain high standards, and complete assignments given to them.

Experience

DRAWING ON MY EXPERIENCE

One of the most overlooked factors in determining the ministry God has for us are our past experiences.

Reflection

What observations about God and yourself would you make from your reading of these verses? What do they have to teach us about the value of our experiences?

Romans 8:28

Philippians 1:2

2 Corinthians 1:3 & 4

2 Corinthians 12:9

All life experiences are used by God to prepare us for future ministry and success. God uses both the good and the bad experiences of life to teach us, equip us with particular insights and skills and to prepare us for what is ahead. God never wastes anything! As you answer the following questions, under each heading make some brief notes about significant life experiences, how they have impacted your life and what you have learned from them

What are the spiritual experiences you have had? (Include such things as significant times with God and meaningful decisions made.)

What are the educational experiences you have had? (Include such things as school, special training and apprenticeships.)

What are the vocational experiences you have had? (Include such things as fields of experience, types of work and jobs.)

What are the ministry experiences you have had? (Include such things as positions, roles & types of ministries served in the past.)

What are the maturing experiences of life you have had? (Include such things as great achievements, health issues, pain, broken relationships and financial problems.)

Discussion

In a small group (or with another person) you may like to share and discuss your reflections or respond to the questions listed on the inside of the front cover of this booklet.

My SHAPE for Serving

MY SHAPE SUMMARY

Spiritual Gifts

Study those gifts identified through the questionnaire and interaction with others. Are there any new insights through the Spiritual gifts evaluation?

Heart

What insights were gained as you reflected upon Heart issues? Does any passion or ministry emerge as significant?

Abilities

What insights were gained as you reflected upon your Abilities? Does any ability or ministry emerge as significant?

Personality

What are the strengths and weaknesses of your basic Personality? What are some possible implications in relationship to ministry? Are there some ministries you would be better suited to do because of your temperament?

Experiences

What insights were gained as you reflected upon past Experiences? Does any past experience or ministry emerge as significant?

Reflection

Take time and write down your thoughts concerning the assessment questions from your notes on: Spiritual gifts, Heart, Ability, Personality and Experience. Ask the Lord what this reveals about your current involvement in ministry?

With what you now know about your SHAPE, what would you attempt for the glory of God, if you knew you could not fail?

Based upon the discovery and reflection, what has God revealed about your place in ministry? What will you do as a result of discovering your SHAPE?

MY PERSONAL SHAPE PROFILE

Once you have finished this page please copy your profile to the next page.

Spiritual Gifts

My top three spiritual gifts (from page 30)

1 _____ 2 _____ 3 _____

My next three spiritual gifts (from page 30)

1 _____ 2 _____ 3 _____

Heart

The people I most want to help (from page 35)

The age range I feel most drawn to (from page 35)

The group of people I feel most drawn to (from page 35)

My motivational direction. I love to ... (from page 36)

1 _____ 2 _____ 3 _____

The ministries I feel most passionate about (from page 37)

1 _____ 2 _____ 3 _____

Abilities

My top six particular abilities (from page 41)

1 _____ 2 _____ 3 _____

4 _____ 5 _____ 6 _____

Personality

My personality type (from page 43)

1 _____ 2 _____

Experience

Summary of key insights from your reflections (from pages 46 & 47)

MY PERSONAL SHAPE PROFILE FOR SERVING @ SEEDS

Name _____ **Date** _____

Spiritual Gifts

My top three spiritual gifts

1 _____ 2 _____ 3 _____

My next three spiritual gifts

1 _____ 2 _____ 3 _____

Heart

The people I most want to help

The age range I feel most drawn to

The group of people I feel most drawn to

My motivational direction. I love to ...

1 _____ 2 _____ 3 _____

The ministries I feel most passionate about

1 _____ 2 _____ 3 _____

Abilities

My top six particular abilities

1 _____ 2 _____ 3 _____

4 _____ 5 _____ 6 _____

Personality

My personality type

1 _____ 2 _____

Experience

Summary of key insights from your reflections

MY MINISTRY PROFILE FOR INTERVIEW FOR SERVING @ SEEDS

Name _____

Address _____

Contact phone number _____

Email address _____

Relevant ministry information

Length of attendance at Seeds Uniting: _____

How long since you came to faith in Christ? _____

How would you describe where you are in your spiritual journey right now?

(tick the appropriate box)

- Brand new to the Christian faith and the Bible.
- Established in the basics of Bible study, personal devotions etc.
- Vibrant relationship with Jesus & established in the basics.
- Vibrant relationship with Jesus & ready to lead others or already leading.

Have you heard of any ministry opportunities here that interest you? _____

If so, please tell us what they are: _____

What previous ministry involvement have you had?

What areas are you currently serving in?

Which would you prefer?

Regular weekly commitment _____ (hours/week)

Project-centred commitment _____ (hours/week)

Irregular commitment _____ (hours as required)