

S.H.A.P.E. WORKSHEET

At Heights, we want you to live the life you were created for in Jesus. Living that life involves choosing Jesus to be your Savior and growing in your relationship with Him. An extension of your relationship with Jesus is serving God through serving others. To do that in a place that you can thrive, you need to know more about your SHAPE. So, let's talk about you, your area of ministry (or service) and your SHAPE.

What is S.H.A.P.E.?

S - spiritual gifts

What am I gifted to do?

*Each man has his own gift from God; one has this gift, another has that.
1 Corinthians 7:7b (BSB)*

H - heart

What do I love to do?

*For it is God who works in you, inspiring both the will and the deed, for His own chosen purpose.
Philippians 2:13b (NEB)*

A - abilities

What natural abilities do I have?

*There are different abilities to perform service. 1 Corinthians 12:6 (GNT)
I [God] have given him the skill, ability, and knowledge to do all kinds of work. Exodus 31:3b (NCV)
Our competence comes from God. 2 Corinthians 3:5b (NIV)*

P - personality

Where does my personality best suit me to serve?

No one can really know what anyone else is thinking or what he is really like except that person himself. 1 Corinthians 2:11 (TLB)

E - experiences

What experiences have I had?

There is nothing better than for people to eat and drink and to see the good in their hard work. These beautiful gifts, I realized, too, come from God's hand. Ecclesiastes 2:24 (VOICE)

Your ministry will be most effective and fulfilling when you are using your gifts and abilities in the area of heart's desire in a way that best expresses your personality and experience!

Some things to remember as you discover your S.H.A.P.E.:

Have fun as you work to discover your S.H.A.P.E.

This not a "test." There are no right or wrong answers. The purpose is to show how God made you a unique creation!

This is self-evaluating. No one is rating you on this. We're interested in your feelings, not the feelings of others. However, it may be helpful to ask for additional input from those closest to you after you've filled in your own responses.

The value of each of these discovery tools will vary depending on your age, how long you've been a Christian, your background, your honesty, and how much time and serious thinking you're willing to invest in them!

UNWRAPPING MY GIFTS

This list can serve as a helpful guideline, giving us ideas about the kinds of gifts God gives. The key is to find the areas in which the Holy Spirit seems to supernaturally empower your service to others.

Instructions: As you read through this biblical list, prayerfully consider if the description for each of the gifts describes you. Remember, you can have more than one gift, but everyone has at least one.

A SHORT LIST OF SPIRITUAL GIFTS

As you read through this list and descriptions, select a response and mark the column.

Gift and description	I'm pretty sure I have this gift	I may have this gift	I do not think I have this gift
Administration 1 Corinthians 12:28 The ability to recognize the gifts of others and recruit them to a ministry. The ability to organize and manage people, resources, and time for effective ministry.			
Apostle 1 Corinthians 12:28 The ability to start new churches/ventures and oversee their development.			
Discernment 1 Corinthians 12:10 The ability to distinguish between the spirit of truth and the spirit of error. The ability to detect inconsistencies in another's life and confront in love.			
Encouragement (exhortation) Romans 12:8 The ability to motivate God's people to apply and act on Biblical principles, especially when they are discouraged or wavering in their faith. The ability to bring out the best in others and challenge them to develop their potential.			
Evangelism Acts 8:26–40 The ability to communicate the Good News of Jesus Christ to unbelievers in a positive, non-threatening way. The ability to sense opportunities to share Christ and lead people to respond with faith.			
Faith 1 Corinthians 12:9 The ability to trust God for what cannot be seen and to act on God's promise, regardless of what the circumstances indicate. The willingness to risk failure in pursuit of a God-given vision, expecting God to handle the obstacles.			
Giving Romans 12:8 The ability to generously contribute material resources and/or money beyond a tithe so that the body may grow and be strengthened. The ability to manage money so it may be given to support the ministry of others.			
Healing 1 Corinthians 12:9, 28 The unique God-given gift that certain members of the body of Christ possess which enables them to serve as intermediaries used by God to cure illness and restore health.			
Hospitality Romans 12:13 The ability to make others, especially strangers, feel welcomed, accepted, and comfortable in the church family. The ability to coordinate factors that promote fellowship.			

Gift and description	I'm pretty sure I have this gift	I may have this gift	I do not think I have this gift
Knowledge 1 Corinthians 12:8 The special ability to seek out, gather, organize, and clarify facts and ideas on a number of diverse subjects related to the Word of God in an effort to increase one's knowledge.			
Leadership Romans 12:8 The ability to clarify and communicate the purpose and direction of a ministry in a way that attracts others to get involved. The ability to motivate others, by example, to work together in accomplishing a ministry goal.			
Mercy Romans 12:8 The ability to manifest practical, compassionate, cheerful love toward suffering members of the body of Christ.			
Miracles 1 Corinthians 12:10, 28 The special gift that God gives to certain members of the body of Christ to serve as intermediaries whom God uses to perform powerful acts that edify Him.			
Pastoring (Shepherding) Ephesians 4:11-13 The ability to care for the spiritual needs of a group of believers and equip them for ministry. The ability to mentor a small group into spiritual growth and assume responsibility for their welfare.			
Praying with my Spirit sometimes called "Tongues/Interpretation" 1 Corinthians 12:10 The ability to pray in a language understood only by God or one who is given the gift of interpretation at that time.			
Preaching 1 Corinthians 14:3 The ability to publicly communicate God's Word in an inspired way that convinces unbelievers and both challenges and comforts believers. The ability to persuasively declare God's will.			
Service (helps) Romans 12:7, 28 The ability to recognize unmet needs in the church family, and take the initiative to provide practical assistance quickly, cheerfully, and without a need for recognition.			
Teaching Ephesians 4:12-13 The ability to educate God's people by clearly explaining and applying the Bible in a way that causes them to learn. The ability to equip and train other believers for ministry.			
Wisdom 1 Corinthians 12:8 The ability to understand God's perspective on life situations and share those insights in a simple, understandable way. The ability to explain what to do and how to do it.			

An Example of how a Spiritual Gift may be used: Cindy has the gift of service and expresses this gift in the Kid's Ministry. She helps assists in preparing crafts, prepares the handouts, and helps with registration. Cindy is willing to serve in any way possible to take the load off the teacher, so she can focus on using her teaching gift more effectively. The gift of service edifies / compliments the gifts of others, freeing them from temporal tasks to focus on their spiritual gifts. People with the gift of service often like to work behind the scenes.

*If you need help with determining your spiritual gifts, we have a more extensive assessment available.
Contact Pastor Bob at Bob@heightschurch.com.*

Next is H – Heart

Discovering your Heartbeat

Please consider the three ways in which your heart or passion is directed:

- A passion for a role (what you like to do)
- A passion for specific people (whom you like to help)
- A passion for a cause (what you would like to see changed)

My heart for a ROLE: What I love to do . . .

Check the following ROLES you enjoy fulfilling and that best describe you. If none of the words on the list fit you, feel free to add your own on the “Other” line provided.

- DESIGN/DEVELOP: I love to make something out of nothing. I enjoy getting something started from scratch.
- PIONEER: I love to test and try out new concepts. I am not afraid to risk failure.
- ORGANIZE: I love to bring order out of chaos. I enjoy organizing something that is already started.
- OPERATE/MAINTAIN: I love to efficiently maintain something that is already organized.
- SERVE/HELP: I love to assist others in their responsibilities. I enjoy helping others succeed.
- ACQUIRE/POSSESS: I love to shop, collect, or obtain things. I enjoy getting the highest quality for the best price.
- EXCEL: I love to be the best and make my team the best. I enjoy setting and attaining the highest standard.
- INFLUENCE: I love to convert people to my way of thinking. I enjoy shaping the attitudes and behavior of others.
- PERFORM: I love to be on stage and receive the attention of others. I enjoy being in the limelight.
- IMPROVE: I love to make things better. I enjoy taking something that someone else has designed or started and improve it.
- REPAIR: I love to fix what is broken or change what is out of date.
- LEAD/BE IN CHARGE: I love to lead the way, oversee, and supervise. I enjoy determining how things will be done.
- PERSEVERE: I love to see things to completion. I enjoy persisting at something until it is finished.
- FOLLOW THE RULES: I love to operate by policies and procedures. I enjoy meeting the expectations of an organization or boss.
- PREVAIL: I love to fight for what is right and oppose what is wrong. I enjoy overcoming injustice.
- OTHER:
-

My heart for PEOPLE: Who do I love to serve?

Check the following PEOPLE, listed by age and affinity group, whom you feel most drawn to serve. If none of the words on the list fit, feel free to add your own on the “Other” line provided.

Age

- Infants/Babies
- Toddlers/ Preschoolers
- Elementary Children
- Middle School Students
- High School
- College/Young Adult
- Young Married
- Adults
- Senior Adults
- Other

Affinity

- Athletes
- Business Professionals
- Couples
- ESL
- Families
- Hearing Impaired
- Men
- Musicians
- People Who Are Hurting
- Single Parents
- Singles
- Widows
- Women

My heart for a CAUSE: What I get excited about . . .

Circle the following CAUSES you feel led to champion! If none of the words on the list fit you, feel free to add your own on the "Other" line provided.

- | | | |
|-------------------------------|---|---------------------------------|
| Abuse/Violence | Environment | Mental Health |
| Assisting the Poor | Equipping Leaders | Parenting/Family |
| Athletics | Ethics | Planting Churches |
| At-Risk Children | Evangelism | Policy and/or Politics |
| Blindness | Fellowship | Race |
| Business and the Economy | Financial Management | Relief Efforts |
| Caring for the Sick | HIV/AIDS | Regional, State, Federal Issues |
| Community/Neighborhood Issues | Health and/or Fitness | Sanctity of Life |
| | Helping People Get Involved In Ministry | Science and/or Technology |
| Compulsive Behavior Recovery | | Sexuality and/or Gender Issues |
| Deafness | Homelessness | World Evangelization |
| Disabilities and/or Support | Illness and/or Injury | Worship |
| Divorce Recovery | International/Global Affairs | Other |
| Drug and Alcohol Recovery | Law and/or Justice System | |
| Educating the Next Generation | Marriage | |
| | Media and/or Entertainment | |

Next is A - Your Abilities

Discovering your Abilities:

Read through this list of Abilities. Determine your ability level for each and indicate it in the box, with a letter: N = None, B = Basic, I = intermediate, A = Advanced. If none of the words on the list fit you, feel free to add your own on the "Other" line.

- Entertaining ability (to perform, act, speak, sing)
- Recruiting ability (to enlist and motivate people to get involved)
- Interview ability (to discover what others are really like)
- Researching ability (to read, gather information, collect data)
- Artistic ability (to create or design)
- Evaluating ability (to analyze data and draw conclusions)
- Planning ability (to strategize, design, and organize programs and events)
- Managing ability (to supervise people to accomplish a task or event and coordinate the details)
- Counseling/Encouraging ability (to listen, encourage, and guide with sensitivity)
- Athletic ability (to coach or participate in a sport)
- Teaching ability (to explain, train, demonstrate, and tutor)
- Writing ability (to write articles, letters, books)
- Linguistic ability (to speak and write in one or more of the following language(s):
 Write Read
- Editing ability (to proofread or rewrite)
- Promoting ability (to advertise or promote events and activities)
- Repairing ability (to fix, restore, maintain)
- Hobby-related ability (to work with your hands)

Scrapbooking	Knitting/Quilting/Sewing	Photography	Cooking	Gardening
Social Networking	Fitness/Exercise	Wood Working	Other:	

- Feeding ability (to create meals for large or small groups)
- Recall ability (to remember or recall names and faces)
- Mechanical operating ability (to operate equipment, tools, or machinery)
- Resourceful ability (to search out and find inexpensive materials or resources needed)
- Counting ability (to work with numbers, data, or money)
- Classifying ability (to systematize and file books, data, records, and materials so they can be retrieved easily)
- Public Relations ability (to handle complaints and unhappy people with care and maturity)
- Welcoming ability (to convey warmth, develop rapport, and make others feel comfortable)
- Musical ability (to sing or play a musical instrument)
- Landscaping ability (to do gardening and work with landscaping, trees and plants)
- Decorating ability (to beautify a setting for a special event)
- Business Administration ability (to work with office tasks such as typing, filing, copying, scanning, and phones)
- Critical Thinking ability (to evaluate, assess, and problem solve in order to reach an answer or conclusion)
- Leadership ability (to train, coach, mentor, facilitate and/or strategize to accomplish an objective or goal)
- Financial/Numeric ability (to sort and process accounting and bookkeeping tasks)
- Technology ability (to operate/repair equipment)
- Production ability (stage hand, audio mixer, lighting, recording, camera)
- Computer Technology ability (create new apps, software, hardware, graphic design, programming, data entry)
- Maintenance ability (to operate/repair equipment)
- Video/Technology ability (video editor, set designer, script writer, makeup artist, camera operator, director/producer, production assistant, costume coordinator)

Other:

Now, we are at P – Personality

Discover your personality:

Identify Your Personality Type

When you think about your personality, indicate what attributes best describe you.

Most of the time I would consider myself to be . . . please check one for each:

extreme	moderate	extreme
Extroverted <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I prefer interacting with many people and gain energy from being part of a variety of activities		I prefer interacting with only a few people and gain energy from a reflective quiet time.

extreme	moderate	extreme
self-expressive <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am more open and verbal about my thoughts and I enjoy sharing these with other people.		I tend to keep my thoughts and opinions to myself.

extreme	moderate	extreme
cooperative <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
As I work with others, I easily see their point of view. I like being part of a team effort.		I like a sense of challenge. I enjoy overcoming obstacles. I enjoy winning.

Types of Ministries that complement my personality

Instructions: When you think about serving, what type of opportunities do you most enjoy?

Most of the time, I enjoy: . . . *please check one for each*

	extreme	moderate	extreme
routine _____ <input type="checkbox"/>	_____ <input type="checkbox"/>	_____ <input type="checkbox"/>	_____ <input type="checkbox"/> variety
Activities where I clearly know what is expected of me. I like closure and completion before starting something new.			Activities that allow me to work with many variables. I am more fulfilled by tasks that change and maybe even have some surprises. Finishing one task before starting another is not crucial.
Serving with a team _____ <input type="checkbox"/>	_____ <input type="checkbox"/>	_____ <input type="checkbox"/>	_____ <input type="checkbox"/> servng alone
Activities that require working with others toward a goal. I am more motivated working with a team.			Activities that allow me to work alone to accomplish a task or goal.
Task oriented _____ <input type="checkbox"/>	_____ <input type="checkbox"/>	_____ <input type="checkbox"/>	_____ <input type="checkbox"/> people oriented
I enjoy activities in which I can perform a task or function. I enjoy seeing an objective met.			I enjoy activities that serve people directly and the opportunity to influence them in some way.

Last, E – Experiences

Discovering Your Experiences

How to examine my experiences:

Instructions: As you look over the experience word list for each of these areas, ask God to help you identify which ones describe you and your experiences. Check all the areas that apply to your life in each of the five areas. If necessary, use the “Other” line at the end of each area to write in your unique personal experience.

◆ EDUCATIONAL EXPERIENCES

- | | |
|---|--|
| <input type="checkbox"/> High School Diploma | <input type="checkbox"/> PhD/Doctoral Degree |
| <input type="checkbox"/> Associate of Arts Degree | <input type="checkbox"/> Specialized Advanced Training |
| <input type="checkbox"/> Bachelor’s Degree | |
| <input type="checkbox"/> Master’s Degree | Other |

◆ WORK EXPERIENCES

Agriculture

- | | | | |
|-------------|------------------|---------------------------|--------------|
| Agriculture | Animal Husbandry | Project / Area Management | Other: _____ |
|-------------|------------------|---------------------------|--------------|

Automotive

- | | | | |
|--------------|---------------|----------------------|-----------------|
| Management | Manufacturing | Mechanic/Maintenance | Sales/Marketing |
| Other: _____ | | | |

Business

- | | | | |
|---------------------------|------------------------------|--------------------------|------------------------------|
| Accounting | Administrative Support | Advertising/Marketing | Call Center |
| Construction / Building | Financial Services / Banking | Food/Restaurant Services | Manufacturing |
| Personal Care | Personnel/Human Resources | Products / Services | Product Receiving/Delivery |
| Project / Area Management | Property Management | Public Relations | Purchasing |
| Real Estate | Recruiting / Head Hunting | Sales / Retail | Service / Customer Relations |
| Shipping | Small Business Owner | Start Up | Consulting |
| Other: _____ | | | |

Computer Science

- | | | | |
|------------|--------------|---------------------|--------------|
| Consulting | Data Entry | Database Management | Graphics |
| Hardware | Info Systems | Network Management | Printing |
| Software | Tech Support | Websites | Other: _____ |

Creative

- | | | | |
|-----------------|------------------------------|---------------|-------------------|
| Advertising | Architecture | Computer Arts | Fashion |
| Fine Arts | Graphic Design | Illustration | Industrial Design |
| Interior Design | Motion Pictures / Television | Photographer | Videographer |
| Other: _____ | | | |

Education

Christian/Religion
 Languages
 Performing Arts
 Preschool Education
 Principal / Director

Communication
 Manual Arts/Vocational
 Physical Education/Coaching
 Elementary Education
 Other: _____

Counseling
 Mathematics
 Technology
 Jr High / HS Education

History
 Music
 Specialist
 College Education

Entertainment

Actor / Actress
 Homemaker
 Other: _____

Banquets / Events
 Hotel Services

Hospitality Industry
 Resorts

Media (radio, video, film, etc.)
 Theme Parks

Medical

Administrative / Support
 Dermatology
 Mental Health
 Ophthalmology/Optometry
 Pharmacology
 Speech Pathology

Cardiology
 Geriatrics
 Nursing
 Orthodontics
 Physical/Occ Therapy
 Surgery

Chiropractic
 Internal
 Nutrition
 Pathology
 Podiatry
 Imaging

Dental
 Medical Assisting
 Obstetrics/Gynecology
 Pediatrics
 Sales / Service
 Other: _____

Military

Air Force
 Navy

Army
 Reserves:

Coast Guard
 Other: _____

Marines

Public/Civil Services

Fire Protection
 Law Enforcement
 Postal Service
 Transportation

Government Services
 Investigation
 Social Community Services
 Other: _____

Immigration Services
 Paramedic
 Social Security Services

Internal Revenue Service
 Policy / Permits
 Streets and Sanitation

Science

Engineering

Research

Other: _____

Tax/Legal/Court Services

Attorney
 Paralegal

Certified Public Accountant
 Prisoner Services

Court Services
 Other: _____

Mediation Services

Transportation

Airline Attendant
 Railroad

Airline Pilot
 Travel Agency / Services

Air Traffic Control
 Other: _____

Bus / Truck / Chauffeur

Utilities

Cable Television
 Phone
 Service

Dish
 Water
 Sales

Electric
 Install

Gas
 Management

Vocational Ministry

Administrator
 Worship Leader

Director
 Other: _____

Outreach

Pastor

◆ SPIRITUAL EXPERIENCES

Accepted Christ as Savior
 Regular Bible Reading
 Serving in Ministry

Baptized
 Regularly Praying
 Went on a Mission Trip

Partner at Heights
 Led Someone to Christ
 Community Outreach

Regular Giving / Tithe
 Member of a Life Group
 Other: _____

◆ MINISTRY EXPERIENCES

I have worked with . . . **Age and Life Stages**

Infants / Babies
 High School Students
 Adults
 Widows

Toddlers / Preschoolers
 College / Young Adult
 Men
 Other: _____

Elementary Children
 Young Married
 Women

Middle School Students
 Couples
 Senior Adults

In these capacities: **Ministry Roles/Functions**

Administrative Support	Baking / Cooking	Baptism	Bible Teacher
Camp Counselor	Career Missions	Children’s Ministry	Choir
Church Life (wedding, memorial)	Cleaning/Maintenance/ Repair	Communications / Graphics	Communion
Deaf Ministry	Discipler / Mentor	Discussion / Table Leader	Drama
Facilities Oversight	Food Preparation / Coffee Shop / Cafe	Hospital Care	In-Home Care / Senior Ministry
Lay Counselor	Library	Media	Musician / Vocalist
Prayer Team	Prison Ministry	Program/ Event Coordination	Retreat Planning
Security / Safety	Set Up / Tear Down	Small / Life Group Leader	Speaker / Trainer
Tech Team (A/V, sound)	Traffic	Van / Bus /Truck Driver	Writing
Worship Leader	Other: _____		

◆ **PAINFUL EXPERIENCES (I CAN RELATE/I HAVE GONE THROUGH . . .)**

Abortion	Abuse	Adoption	Alcoholism
Alzheimer’s/Dementia	Annulment of Marriage	Bankruptcy	Cancer
Chronic Pain	Crisis Pregnancy	Death / Grief	Depression
Divorce	Drug Abuse / Addiction	Eating Disorder	Extended Court Proceedings
Extended Depression	Extended Job Loss	Extended Physical Illness/Injury	Foster Parent / Family
Handicapped / Disabled	Homelessness	Loss due to Fire / Flood	Military Wartime Service
Miscarriage	Natural Disaster Survivor	Orphaned	Parent of Special Needs Child
Prison	Recovery Program	Remarried	Separated & restored Marriage
Separated & not yet restored Marriage	Sexual Compulsion	Suicide of a Family Member	Widowed
Other: _____			

*Whatever you do, work at it with all your heart, as working for the Lord, not for men, since you know that you will receive an inheritance from the Lord as a reward. It is the Lord Christ you are serving.
Colossians 3:23–24 (NIV84)*