

S.H.A.P.E. Profile

**content courtesy of S.H.A.P.E. by Erik Rees & Saddleback Church*

Spiritual Gifts: What I'm gifted to do.

To help in discovering your spiritual gifts, use the Questionnaire & Tools available online at www.friendshipwired.com/shape.

• The spiritual gifts I believe God has given me are:

- | | |
|--|--|
| <input type="checkbox"/> Administration | <input type="checkbox"/> Hospitality |
| <input type="checkbox"/> Apostleship | <input type="checkbox"/> Knowledge |
| <input type="checkbox"/> Discernment | <input type="checkbox"/> Leadership |
| <input type="checkbox"/> Exhortation | <input type="checkbox"/> Mercy |
| <input type="checkbox"/> Evangelism | <input type="checkbox"/> Prophecy |
| <input type="checkbox"/> Faith | <input type="checkbox"/> Shepherding/Pastoring |
| <input type="checkbox"/> Giving | <input type="checkbox"/> Teaching |
| <input type="checkbox"/> Helping/Serving | <input type="checkbox"/> Wisdom |

• I feel I could use these gifts in the following ways to serve others:

Heart: What I have a passion for.

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); and
- a passion for a **cause** (what you would like to see changed).

Instructions: Check the items that best describe you. If none of the words on the list fit you, feel free to add your own on the “other” line at the bottom.

1. My Passion for a **Role**: I love to...

- 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 up front & 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** _____

2. *My Passion for **People**: I love to be or work with...*

- | | | |
|--|---|---|
| <input type="checkbox"/> Infants/babies | <input type="checkbox"/> Young married | <input type="checkbox"/> Widows |
| <input type="checkbox"/> Toddlers | <input type="checkbox"/> Women | <input type="checkbox"/> Disabled |
| <input type="checkbox"/> Preschool children | <input type="checkbox"/> Men | <input type="checkbox"/> Hospitalized |
| <input type="checkbox"/> Elementary children | <input type="checkbox"/> Elderly | <input type="checkbox"/> Prisoners |
| <input type="checkbox"/> Middle school | <input type="checkbox"/> Parents | <input type="checkbox"/> Poor |
| <input type="checkbox"/> High school | <input type="checkbox"/> Single parents | <input type="checkbox"/> Those w/ special needs |
| <input type="checkbox"/> College students | <input type="checkbox"/> Teen moms | <input type="checkbox"/> Other _____ |
| <input type="checkbox"/> Young adults | <input type="checkbox"/> Empty nesters | |

3. *My Passion for **a Cause**: I get excited to make a difference in the area of...*

- | | |
|--|---|
| <input type="checkbox"/> Abuse/Violence | <input type="checkbox"/> Illness and/or injury |
| <input type="checkbox"/> At-risk children | <input type="checkbox"/> International & global affairs |
| <input type="checkbox"/> Business and the Economy | <input type="checkbox"/> Law and/or Justice system |
| <input type="checkbox"/> Compulsive behavior recovery | <input type="checkbox"/> Mental health |
| <input type="checkbox"/> Community/neighborhood issues | <input type="checkbox"/> Mobilizing people for ministry |
| <input type="checkbox"/> Disabilities | <input type="checkbox"/> Parenting |
| <input type="checkbox"/> Divorce | <input type="checkbox"/> Policy and/or Politics |
| <input type="checkbox"/> Drug/Alcohol Recovery | <input type="checkbox"/> Prison ministry |
| <input type="checkbox"/> Education | <input type="checkbox"/> Race |
| <input type="checkbox"/> Ethics | <input type="checkbox"/> Regional, State, or Federal issues |
| <input type="checkbox"/> Environment | <input type="checkbox"/> Relief efforts |
| <input type="checkbox"/> Evangelism | <input type="checkbox"/> Sanctity of life |
| <input type="checkbox"/> Families/Marriages | <input type="checkbox"/> Science and/or Technology |
| <input type="checkbox"/> Fellowship | <input type="checkbox"/> Sexuality and/or Gender issues |
| <input type="checkbox"/> Financial management | <input type="checkbox"/> World Missions |
| <input type="checkbox"/> Health/fitness | <input type="checkbox"/> Worship |
| <input type="checkbox"/> Homelessness | <input type="checkbox"/> Other _____ |
| <input type="checkbox"/> Human trafficking | <input type="checkbox"/> Other _____ |

Abilities: What I naturally excel at.

"One of the most common excuses people give for not serving is 'I just don't have any abilities to offer.' This is ludicrous. You have dozens, probably hundreds, of untapped, unrecognized, and unused abilities that are lying dormant inside you. Many studies have revealed that the average person possesses from 500 to 700 different skills and abilities—far more than you realize... Every gift can be used for God's glory. What I'm able to do, God wants me to do."

-Rick Warren

Circle the abilities that best describe you and you love doing:

1. **Entertaining ability:** To perform, act, speak, sing
2. **Recruiting ability:** to enlist and motivate people to get involved
3. **Interview ability:** to discover what others are really like
4. **Researching ability:** to read, gather information, collect data
5. **Artistic ability:** to create or design
6. **Graphics ability:** to lay out, design, create visual displays or banners
7. **Evaluating ability:** to analyze data and draw conclusions
8. **Planning ability:** to strategize, design and organize programs and events
9. **Managing ability:** to supervise people to accomplish a task or event and coordinate the details
10. **Counseling/Encouraging ability:** to listen, encourage and guide with sensitivity
11. **Athletic ability:** to coach or participate in a sport
12. **Teaching ability:** to explain, train, demonstrate, tutor
13. **Writing ability:** to write articles, letters, books
14. **Linguistic ability:** to speak and write in another language
15. **Editing ability:** to proofread or rewrite
16. **Promoting ability:** to advertise or promote events and activities
17. **Repairing ability:** to fix, restore, maintain
18. **Hobby related ability:** to work with your hands in the following areas
 - Canning
 - Woodworking
 - Gardening
 - Sewing
 - Knitting/Crocheting
 - Cooking
 - Furniture construction/repair
 - Other _____
19. **Feeding ability:** to create meals for large or small groups
20. **Recall ability:** to remember or recall names and faces
21. **Mechanical operating ability:** to operate equipment, tools or machinery
22. **Technical ability:** to operate/repair equipment in the following area(s)
 - Audio/Technical support
 - Information systems (web)
 - Online/digital ability
 - Media presentation software
 - Video production
 - Lighting technician
 - Sound engineer
 - Other _____
23. **Resourceful ability:** to search out & find inexpensive materials or resources needed

- 24. **Counting ability:** to work with numbers, data or money
- 25. **Classifying ability:** to systematize and file books, data, records and materials so they can be retrieved easily
- 26. **Public Relations ability:** to handle complaints/unhappy people with care & maturity
- 27. **Welcoming ability:** to convey warmth, develop rapport, make others feel comfortable
- 28. **Musical ability:** to sing or play a musical instrument
- 29. **Landscaping ability:** to do gardening and work with plants
- 30. **Decorating ability:** to beautify a setting for a special event
- 31. **Other** _____

• *My top natural abilities are:*

Personality: How God has wired me.

Understanding the personality God has given you will help you more effectively express your spiritual gifts, heart, and abilities for His sake.

“Like stained glass, our different personalities reflect God’s light in many colors and patterns.” -Rick Warren

We are going to focus on how you relate to *Others* and to *Opportunities*.

RELATING TO **OTHERS**

Outgoing or Reserved?

I tend to...

- Look for ways to be part of the crowd
- Build deep relationships with a few individuals, as opposed to many people
- Start conversations with people I don’t know
- Hesitate in being part of a large group

Self-expressive or Self-controlled?

I tend to...

- Share my feelings freely with those I have just met
- Withhold my thoughts & feelings from others at certain times
- Seek opportunities to share my life with others
- Hold my cards closer to my chest so that only a few individuals can truly know me

Cooperative or Competitive?

I tend to...

- Focus on making sure people are okay when I’m around them
- Find importance in achievements
- Embrace conflict and enjoy winning
- Look for ways to make others content

RESPONDING TO **OPPORTUNITIES**

High Risk or Low Risk?

I tend to...

- Avoid too much change
- Relish chaotic environments
- Thrive when risk is very low
- Become motivated when I have the chance to overcome obstacles in order to achieve success

People or Projects?

I tend to...

- Embrace opportunities that impact people directly
- Look for ways to complete projects
- Enjoy orchestrating and coordinating many projects
- Find fulfillment when I am able to work with someone one-on-one or in a small group

Follow or Lead?

I tend to...

- Find myself in positions of leadership
- Feel comfortable when I can follow someone else
- Impact others with my life
- Receive fulfillment by helping others find success

Team or Solo?

I tend to...

- Enjoy working within a team environment
- Look for opportunities that allow me to operate solo
- Become energized by being around others
- Work most effectively when I'm alone

Routine or Variety?

I tend to...

- Begin many projects at one time
- Find fulfillment when I can complete one project at a time
- Have a high capacity and look for ways to spin many plates
- Become overwhelmed with constant change

PERSONALITY RECAP

How would you describe the way you RELATE to OTHERS? Circle the number towards the side that most accurately describes you.

I tend to relate to others by being:

Outgoing	1	2	3	4	5	Reserved
Self-expressive	1	2	3	4	5	Self-controlled
Cooperative	1	2	3	4	5	Competitive

How would you describe the way you RESPOND to OPPORTUNITIES? Circle the number towards the side that most accurately describes you.

I tend to respond to opportunities that are:

High-risk	1	2	3	4	5	Low-risk
People	1	2	3	4	5	Process/Projects
Follow	1	2	3	4	5	Lead
Teamwork	1	2	3	4	5	Solo
Routine	1	2	3	4	5	Variety

Experiences: Where I have been.

You have been shaped by your experiences in life, most of which were beyond your control. God allowed them for His purpose of molding you. In determining your shape for serving God, you should examine at least five kinds of experiences from your past.

- Educational** experiences: *What were your favorite subjects in school?*
- Work** experiences: *What jobs have you been most effective in and enjoyed most?*
- Spiritual** experiences: *What have been your most meaningful times with God?*
- Ministry** experiences: *How have you served God in the past?*
- Painful** experiences: *From what problems, hurts, thorns, and trials have you learned?*

Take some time to walk down the “hallway of life” and consider the different experiences and “portraits” hanging on your walls. Write down some thoughts, then answer the final question on the following page.

EDUCATIONAL

WORK

SPIRITUAL

MINISTRY

PAINFUL

•Based on all of my experiences, both positive and painful, what are some areas God has helped me through that I feel I could help another person through?