

SERVE 301 EVALUATION

Ministry



CONNECTING



GROWING



SERVING



GOING



PENTECOSTALS

Tools To Determine My S.H.A.P.E.

Especially for the SERVE 301 class, we've prepared and adapted several tools to help you discover and think through the five factors that make up who you are. Please keep in mind the following points as you complete these exercises:

1. Relax and have fun; these are not exams! There are no right or wrong answers. The purpose is to show that you are a UNIQUE individual, not to be like someone else.
2. Each test is self-evaluating; no one is rating you on this! We're interested in YOUR feelings, not those of others. However, it might be helpful to ask for input from those closest to you once you've filled in your own responses.
3. The value of each of these tests will vary somewhat depending on your age, how long you have been a Christian, your background, your honesty, and how much time and serious thinking you're willing to invest in them!
4. As you complete each test, transfer your results to the form called MY MINISTRY PROFILE at the back of your notebook. This form will become a valuable resource in evaluating which ministries you are particularly suited for.
5. Remember that the goal is not just to complete a test, but to get prepared for actual involvement in ministry!

My Ministry Profile - S.H.A.P.E.

Name: _____

Address: _____

City: _____ Zip: _____

Phone: _____

Email: _____

As we proceed through the evaluation tool that follows, check off your initial impressions concerning yourself.

Spiritual Gifts...

PREACHING – Ephesians 3:7-8, Colossians 1:25-28

The ability to publicly communicate God's Word in an inspired and anointed way that convinces unbelievers, and both challenges and comforts believers. The ability to persuasively declare God's will.

- ☐ I'm pretty sure I have this gift.
- ☐ I may have this gift.
- ☐ I don't think I have this gift.

EVANGELISM – Acts 8:26-40, Ephesians 4:11

The ability to communicate the good news of Jesus Christ to unbelievers in such a way that they become His disciples. The ability to sense opportunities to share the gospel and lead people to respond with faith.

- ☐ I'm pretty sure I have this gift.
- ☐ I may have this gift.
- ☐ I don't think I have this gift.

MISSIONS – 1 Corinthians 9:19-23, Acts 13:2-3

The ability to adapt to a different culture in order to reach unbelievers and help believers from that culture. The ability to use whatever other spiritual gifts one has in a second culture.

- ☐ I'm pretty sure I have this gift.
- ☐ I may have this gift.
- ☐ I don't think I have this gift.

APOSTLESHIP – Romans 15:20, Ephesians 4:11

The ability to start new churches, assume oversight for their development, and exercise leadership with authority in spiritual matters that is spontaneously recognized and appreciated by those churches.

- ☐ I'm pretty sure I have this gift.
- ☐ I may have this gift.

- ☐ I don't think I have this gift.

TEACHING – Ephesians 4:11-13, 1 Corinthians 12:28

The ability to educate God's people by clearly explaining and applying the Bible in a way that causes them to learn and grow in their relationship with God. The ability to equip and train other believers for ministry.

- ☐ I'm pretty sure I have this gift.
- ☐ I may have this gift.
- ☐ I don't think I have this gift.

LEADERSHIP – Hebrews 13:7, 13:17

The ability to clarify and communicate the purpose and vision of a ministry in a way that attracts others to get involved. The ability to set goals in accordance with God's purpose for the future, then communicate these goals to others in such a way that they voluntarily and harmoniously work together to accomplish them for the glory of God.

- ☐ I'm pretty sure I have this gift.
- ☐ I may have this gift.
- ☐ I don't think I have this gift.

PASTORING – 1 Peter 5:2-3, James 5:14-16

The ability to care for the spiritual needs of a group of believers and help equip them for ministry. The ability to nurture a small group in spiritual growth and assume long-term personal responsibility for their welfare.

- ☐ I'm pretty sure I have this gift.
- ☐ I may have this gift.
- ☐ I don't think I have this gift.

ADMINISTRATION – Romans 12:8, 1 Corinthians 3:10

The ability to understand clearly the goals of leadership and to devise and execute effective plans for the accomplishment of those goals. The ability to coordinate many details, manage people, and organize resources and time for maximum effectiveness in ministry.

- ☐ I'm pretty sure I have this gift.

- ☐ I may have this gift.
- ☐ I don't think I have this gift.

MERCY – Luke 10:30-37, Romans 12:8

The ability to feel genuine empathy and compassion for individuals (both Christian and non-Christian) who suffer distressing physical, mental or other problems, and to translate that compassion into practical and cheerful deeds that reflect God's love and alleviate the suffering.

- ☐ I'm pretty sure I have this gift.
- ☐ I may have this gift.
- ☐ I don't think I have this gift.

ENCOURAGEMENT – Acts 14:22, 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, or to speak words of comfort and counsel in such a way that they feel helped or healed.

- ☐ I'm pretty sure I have this gift.
- ☐ I may have this gift.
- ☐ I don't think I have this gift.

INTERCESSION – Col. 1:9-12, Romans 8:26-27

The ability to pray for the needs of others for extended periods of time on a regular basis, and see frequent specific answers to one's prayers, to a degree greater than that expected of an average Christian. The ability to persist in prayer and not be discouraged until the answer arrives.

- ☐ I'm pretty sure I have this gift.
- ☐ I may have this gift.
- ☐ I don't think I have this gift.

CRAFTSMANSHIP – 1 Chronicles 28:21, Exodus 31:1-11

The ability to build, maintain or beautify a place of worship for God's glory and the facilitation of ministry. Also, the ability to develop and utilize one's skills to express worship through a variety of art forms.

- ☐ I'm pretty sure I have this gift.
- ☐ I may have this gift.
- ☐ I don't think I have this gift.

MUSIC – Colossians 3:16, Psalm 40:3

The ability to celebrate God's presence through anointed music, either vocally or instrumentally, in such a way that an atmosphere of participatory worship is created for the believer and a powerful sense of God's presence is experienced by the unbeliever.

- ☐ I'm pretty sure I have this gift.
- ☐ I may have this gift.
- ☐ I don't think I have this gift.

HOSPITALITY – 1 Peter 4:9-10, Hebrews 13:1-2

The ability to make others, especially strangers, feel warmly welcomed, accepted and comfortable in the church family. The ability to coordinate factors that promote fellowship between the saved and unsaved, whether it be within the church, in one's own home, or at some other location or event. The ability to graciously accommodate those in need.

- ☐ I'm pretty sure I have this gift.
- ☐ I may have this gift.
- ☐ I don't think I have this gift.

SERVICE – Romans 16:1-2, 1 Corinthians 12:22

The ability to recognize unmet needs in the church family or in a task related to God's work, and take the initiative to provide practical assistance promptly, cheerfully, and without a need for recognition.

- ☐ I'm pretty sure I have this gift.
- ☐ I may have this gift.
- ☐ I don't think I have this gift.

HELPS – Acts 6:1-7, 1 Corinthians 12:28

The ability to invest one's talents in the life and ministry of another member of the Body, thus enabling the person helped to increase the effectiveness of their own gifts.

- ☐ I'm pretty sure I have this gift.
- ☐ I may have this gift.
- ☐ I don't think I have this gift.

GIVING – Romans 12:8, 2 Corinthians 8:1-7

The ability to generously contribute material resources or money beyond one's tithe so that the Body may grow and be strengthened. The ability to earn and manage money so it may be given to support the ministry of others, particularly through the local church.

- ☐ I'm pretty sure I have this gift.
- ☐ I may have this gift.
- ☐ I don't think I have this gift.

DISCERNMENT – Acts 16:16-22, 1 Corinthians 12:10

The ability to know with assurance whether the source of an experience is God, Satan, or merely the human spirit. The ability to distinguish between the spirit of truth and the spirit of error, and to give an immediate evaluation based on God's Word.

- ☐ I'm pretty sure I have this gift.
- ☐ I may have this gift.
- ☐ I don't think I have this gift.

KNOWLEDGE – 1 Corinthians 12:8, Daniel 1:17

The ability to receive specific information from the Holy Spirit that meets a particular need. Also, the ability to comprehend a large amount of information and provide it when needed for effective decision-making, in such a way that an individual believer or the entire church is benefited.

- ☐ I'm pretty sure I have this gift.
- ☐ I may have this gift.
- ☐ I don't think I have this gift.

WISDOM – 1 Corinthians 2:6-16, 12:8

The ability to know the mind of the Holy Spirit and receive supernatural insight into how given knowledge may best be applied to specific circumstances. Also, the ability to understand God's perspective on situations and share those insights in a simple, understandable way so that God's guidance can be given to others.

- ☐ I'm pretty sure I have this gift.
- ☐ I may have this gift.
- ☐ I don't think I have this gift.

PROPHECY – 1 Corinthians 12:10, 14:3

The ability to receive and communicate an immediate message of God to his people through a divinely anointed utterance given in the language of the speaker and hearers.

- ☐ I'm pretty sure I have this gift.
- ☐ I may have this gift.
- ☐ I don't think I have this gift.

TONGUES – 1 Corinthians 12:10, 14:21-22

The ability to receive and communicate an immediate message of God to his people through a divinely anointed utterance in a language one has never learned.

- ☐ I'm pretty sure I have this gift.
- ☐ I may have this gift.
- ☐ I don't think I have this gift.

INTERPRETATION – 1 Corinthians 12:10, 14:27-28

The ability to make known, in the vernacular of the hearers, the message of one who gives an anointed utterance from God in an unknown tongue.

- ☐ I'm pretty sure I have this gift.
- ☐ I may have this gift.
- ☐ I don't think I have this gift.

HEALING – 1 Corinthians 12:9, Acts 3:1-11

The ability to pray in faith specifically for people who need physical, emotional, or spiritual healing and see God restore health apart from the use of natural means, to bring glory to God and attention to the gospel.

- ☐ I'm pretty sure I have this gift.
- ☐ I may have this gift.
- ☐ I don't think I have this gift.

MIRACLES – 1 Corinthians 12:10, Acts 28:1-6

The ability to pray in faith specifically for God's supernatural intervention in an impossible situation and see God powerfully alter the ordinary course of nature to bring glory to His name and attention to the gospel.

- ☐ I'm pretty sure I have this gift.
- ☐ I may have this gift.
- ☐ I don't think I have this gift.

FAITH – 1 Corinthians 12:9, Romans 4:20-21

The ability to trust God, or to inspire trust in God, for what cannot be seen and to act on God's promise, regardless of what the circumstances indicate. Also, the willingness to risk failure in pursuit of a God-given vision, expecting God to handle the obstacles.

- ☐ I'm pretty sure I have this gift.
- ☐ I may have this gift.
- ☐ I don't think I have this gift.

Spiritual gifts I believe I have (from the previous list):

1. _____
2. _____
3. _____

I believe I may have these gifts because:

1. _____
2. _____
3. _____

Heart...

Our next exercise is adapted from the book *"Finding A Job You Can Love"* by Ralph Mattson and Arthur Miller. It will enable you to determine your emotional heartbeat by listing your past accomplishments and then helping you to identify some of the motivating factors behind them.

STEP 1:

List things you have done well and enjoyed since childhood (not simply pleasant experiences, but specific accomplishments you feel were highlights).

DURING YOUR GRADE SCHOOL YEARS ...

AS A TEENAGER OR IN HIGH SCHOOL ...

IN YOUR TWENTIES OR IN COLLEGE ...

IN YOUR THIRTIES OR AS A PARENT ...

AND UP TO THE PRESENT ...

Step 2:

Discover your personal motivation by matching your heartbeat with the list below.

Examine your achievements for a common motivational thread (for example, you might find a key phrase repeated). Then match that trait with one (or no more than three) of the “heartbeats” below. Remember, these are all God-given motivations; they are only negative when used selfishly. Each of them can be used in effective ministry, so don’t be embarrassed to identify a heartbeat that doesn’t seem spiritual! Almost all of them can be identified in the ministry of one of the twelve Apostles!

I LOVE TO ...

- ☐ DESIGN OR 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 OR MAINTAIN - I love to efficiently maintain something that is already organized.
- ☐ SERVE OR HELP - I love to assist others in their responsibility. I enjoy helping others succeed.
- ☐ ACQUIRE OR 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 share my talents in music or drama. I am not nervous being on stage.
- ☐ IMPROVE - I love to make things better. I enjoy taking something that someone else has designed or started and improving it.
- ☐ REPAIR - I love to fix what is broken or change what is out of date.
- ☐ LEAD OR 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 - I love to _____
- ☐ OTHER - I love to _____

What I have a heart for or what motivates me most (from the previous list):

I love to ...

I love to ...

I love to ...

Who I love to work with (ages and types of people):

Ministries or needs that excite or concern me most:

If I knew I couldn't fail, this is what I would attempt to do for God with my life:

Abilities...

How To Discover Your Abilities

1. Look over your accomplishments again from the Spiritual EKG exercise. Circle all the verbs indicating what you did.
2. Now compare the actions you performed with the list below and indicate any of the abilities you have.

SPECIALIZED ABILITIES

- ☐ **Entertaining** ability: to perform, act, sing, speak, or amuse people.
- ☐ **Recruiting** ability: to enlist and motivate people to get involved.
- ☐ **Interviewing** ability: to discover what others are really like.
- ☐ **Researching** ability: to read, gather information, and collect data.
- ☐ **Artistic** ability: to conceptualize, picture, draw, paint, or photograph.

- ☐ **Graphics** ability: to create layouts, design, create visual displays, signs or banners.
- ☐ **Evaluating** ability: to analyze data and draw conclusions.
- ☐ **Planning** ability: to strategize, design and organize programs and events.
- ☐ **Managing** ability: to supervise people and coordinate details to accomplish a task or event.
- ☐ **Counseling** ability: to listen, encourage and guide with sensitivity.
- ☐ **Teaching** ability: to explain, train, demonstrate, or tutor.
- ☐ **Writing** ability: to write articles, letters, books, or news releases.
- ☐ **Editing** ability: to proofread or rewrite articles for publication.
- ☐ **Promoting** ability: to advertise or promote events and activities.
- ☐ **Repairing** ability: to fix, repair, restore, maintain or renovate.
- ☐ **Feeding** ability: to create meals for large or small groups.
- ☐ **Recall** ability: to remember or recall names and faces.
- ☐ **Mechanical** operating ability: to operate tools, machinery or equipment.
- ☐ **Resourceful** ability: to search out and find inexpensive materials or resources needed.
- ☐ **Counting** ability: to work with numbers, data, or money.
- ☐ **Classifying** ability: to systematically file books, data, records and materials for easy retrieval.
- ☐ **Public relations** ability: to handle complaints and unhappy people with care and courtesy.
- ☐ **Welcoming** ability: to convey warmth, develop rapport, and make others feel comfortable.
- ☐ **Composing** ability: to write music, lyrics, poetry or drama.
- ☐ **Landscaping** ability: to do gardening and work with plants.
- ☐ **Arts and crafts** ability: to beautify a setting for a special event.
- ☐ **Musical** ability: to sing, play an instrument, or direct musical groups.
- ☐ Other ability: _____

☐ Other ability: _____

My current vocation is:

Other jobs or skills i have experience in:

I feel that I have these specialized abilities (from notebook list):

1. _____
2. _____
3. _____

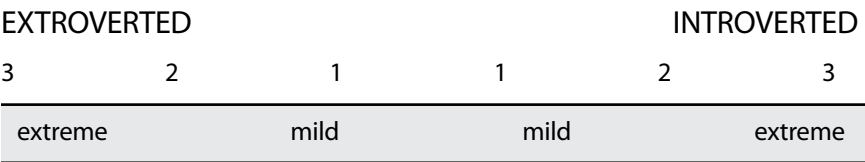
I have taught a class or seminar on:

I feel that my most valuable personal asset is:

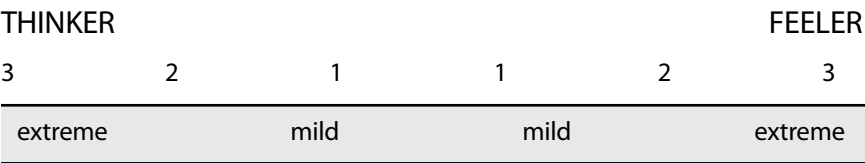
Personality...

EVALUATION: How do I see myself?

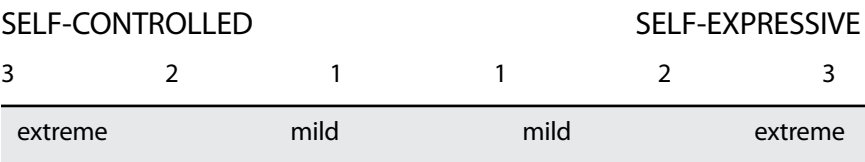
Circle **ONE** number on each graph. Note that there is no zero, because no one is “perfectly balanced” in any area!



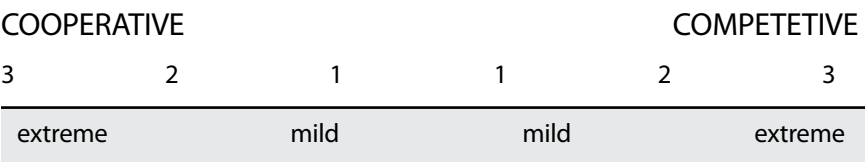
Ask yourself, “What recharges me?”



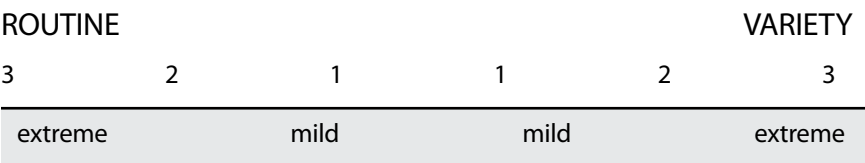
Ask yourself, “How do I make decisions?”



Ask yourself, “What kind of tasks to I prefer?”



Ask yourself, “How do I relate to others?”



Ask yourself, “What kind of tasks to I prefer?”

This is how I see myself (put the appropriate check from the previous list on each line):

	3	2	1	1	2	3	
Extroverted							Introverted
Thinker							Feeler
Routine							Variety
Self-controlled							Self-Expressive
Cooperative							Competitive

Experiences...

SPIRITUAL: How I became a Christian, and other spiritual experiences that stand out in my mind:

PAINFUL: List some problems or hurts you have learned from. These are the kinds of problems I could relate to and maybe help someone else with:

EDUCATIONAL: My favorite school subjects, and other seminars or training that have been helpful:

MINISTRY: These are the ways I have served at other churches or at The Pentecostals in the past:

Summary

After reviewing the ministry descriptions of The Pentecostals,
I feel that I am best “shaped” for ...

1. _____
2. _____
3. _____
4. _____

