

Identifying your ministry profile through

S.H.A.P.E

(For tracking Lay Ministers)



The Free Methodist Church In Canada

S.H.A.P.E.



THE PURPOSE OF SHAPE

The kind of person that God created each of us to BE plays a large part in what God desires us to DO. We will better understand the purpose for which we were created when we understand the kind of person that we are. This is the secret of knowing God's intentions for our lives! God is consistent in His plan for each of our lives. God wants to make use of our in-born talents and temperaments, spiritual gifts, and all sorts of life experiences – all things that are part of His best intentions for us!

By reviewing and studying these factors, we discover the ministry God has for us ... The way God intends for us to serve Him.

THE FOCUS OF SHAPE AS A MINISTRY PROFILE

S = Spiritual Gifts

- ◆ Unwrapping Your Gifts will give you an overview of spiritual gifts and help you identify which ones you may have been given by God.

H = Heart (passion, desire)

- ◆ Monitoring Your Heartbeat will help you clarify what you really love to do.

A = Abilities

- ◆ Applying Your Abilities will help you appreciate the natural talents and vocational skills you have.

P = Personality

- ◆ Plugging in Your Personality will help you see how your God-given temperament can best be used in ministry.

E = Experience

- ◆ Examining Your Experiences will help you review your history to discover how God has prepared you for a unique ministry that only you can fulfill.

PART I: SPIRITUAL GIFTS INVENTORY

As you complete each tool, transfer your results to the form called “My SHAPE Profile” on page 20.

	(3) MUCH	(2) SOME	(1) LITTLE	(0) NOT AT ALL
1. You can easily delegate job responsibilities to others.				
2. You enjoy designing brochures and illustrating text.				
3. You enjoy fixing and repairing things.				
4. You enjoy introducing people to Jesus Christ so that they understand what a personal relationship with Jesus Christ is.				
5. You enjoy encouraging people when they are discouraged.				
6. You find it easy to make money and you enjoy giving it to the church and other projects.				
7. You like helping people do things as long as you can stay behind the scene.				
8. You like to provide food and/or housing for people when they are in need.				
9. You like to pray often for other people.				
10. When you read the Bible, you see new truths and you want to explain them to others in everyday language.				
11. You enjoy getting others to reach their goals.				
12. You enjoy reaching out to down and outers.				
13. You enjoy listening to people and gently helping them to take steps towards maturity in Christ.				
14. You like music and enjoy playing an instrument or singing to the glory of God.				
15. You like doing the little routine things that no one else ever gets around to.				
16. You like helping other people learn new things about the Bible.				
17. You enjoy speaking for God when faced with situations where God's will is in doubt.				
18. You like to see through to the heart of matters and determine if people's motives are good or bad.				

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	(3) MUCH	(2) SOME	(1) LITTLE	(0) NOT AT ALL
19. You enjoy envisioning how much better things could be and acting on those convictions.				
20. You enjoy speaking to God in an unknown but very expressive language.				
21. You enjoy being God's instrument in making people well, physically, emotionally or spiritually.				
22. You like to organize time, talent, and people to accomplish projects.				
23. You like working in gardens and flower beds.				
24. You like working on lawns and outside maintenance and inside repairs.				
25. You enjoy telling others how you began your relationship with Jesus Christ, and how they too can have a relationship with Christ.				
26. You like supporting people who are working at solving problems in their lives.				
27. You enjoy giving lots of time, talent or money to the church because you are so thankful for what God has done for you.				
28. You enjoy doing office work such as typing, filing, and answering phones.				
29. You enjoy having people stay with you in your home and sharing your things (cars, equipment, etc.) with them.				
30. You are very aware that your prayers are heard by God and that He acts on them.				
31. You enjoy discovering new facts and principles that help others in their spiritual growth.				
32. You enjoy knowing that people feel good about following your example and directions.				
33. You like calling on people when they are sick, or in jail, or just can't get out of the house.				
34. You like taking responsibility for the spiritual maturity of others and helping them grow.				
35. You enjoy taking part in a church, school, or community music program.				
36. You enjoy doing fix-it jobs.				
37. You enjoy teaching Bible stories and helping other people understand them better.				
38. You are glad to speak up for the ways of God in the face of injustice and immorality.				
39. You enjoy an ability to test the spiritual source behind a deed or activity when others can't see it.				

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	(3) MUCH	(2) SOME	(1) LITTLE	(0) NOT AT ALL
40. You easily believe that with God all things are possible, even when facing extreme difficulties.				
41. You enjoy an ability to communicate with God and others in extraordinary languages.				
42. You are humbled to think that God has worked through you in powerful ways to bring real healing into the lives of suffering people.				
43. You enjoy planning programs which help other Christians.				
44. You really enjoy working with your hands.				
45. You find great joy in repairing things.				
46. You look forward to opportunities to share Christ with strangers.				
47. You like to do and say things that are positive and helpful to people who are discouraged, suffering from shame, or addiction.				
48. You respond enthusiastically when confronted with real financial needs.				
49. You enjoy it when someone depends on you for practical kinds of help.				
50. You love making people feel at home when they visit a church event.				
51. You really enjoy times set aside for prayer, both in your personal devotions and other opportunities.				
52. You seem to be able to help people make sense of the Bible and how to apply their new insights.				
53. You enjoy motivating others to make positive decisions to complete projects.				
54. You enjoy visiting retirement homes and places where people are sick or disadvantaged.				
55. You enjoy the way people entrust their lives and spiritual problems to you and you protect this trust.				
56. It makes you happy to give other people enjoyment by doing something musical.				
57. You like it when people ask you to do things to help them and you do it cheerfully and humbly.				
58. You enjoy the challenge of teaching children or adults about God's love.				
59. You find it easy to take a meaningful stand for the truth when others seem to ignore it.				
60. You sense immediately what God is asking when the Bible says "test the spirits".				

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61. You prefer to relate to people in terms of the potential you see in them rather than their history.				
62. Occasionally you've had your personal prayers interpreted into ordinary language so that other people could benefit from them.				
63. You sometimes sense God's leading to lay hands on a person and pray for them because He is about to heal them.				

Instructions

Place the number you selected from the Spiritual Gifts Survey next to the corresponding number in the "Value of Answers" column below. Then add up the three numbers that you have recorded across in each row, placing the sum in the "Total Column".

ROWS	VALUE OF ANSWERS			TOTAL	SPIRITUAL GIFTS
Row A	1	22	43		Administration
Row B	2	23	44		Artistic
Row C	3	24	45		Craftsmanship
Row D	4	25	46		Evangelism
Row E	5	26	47		Encouragement
Row F	6	27	48		Giving
Row G	7	28	49		Helps
Row H	8	29	50		Hospitality
Row I	9	30	51		Prayer
Row J	10	31	52		Knowledge
Row K	11	32	53		Leadership
Row L	12	33	54		Mercy
Row M	13	34	55		Shepherding
Row N	14	35	56		Music
Row O	15	36	57		Serving
Row P	16	37	58		Teaching
Row Q	17	38	59		Prophecy
Row R	18	39	60		Discernment
Row S	19	40	61		Vision (Faith)
Row T	20	41	62		Tongues
Row U	21	42	63		Healing

List below and on your profile on the final page, the three categories in which you scored the highest. This will give you one indication of your spiritual gifts:

1. _____
2. _____
3. _____

DEFINITIONS OF SPIRITUAL GIFTS



Administration: The special ability to be a leader for the church in directing and planning its life and order. The special ability to plan and execute procedures that increase organizational effectiveness. An example can be found in Acts 15.

Art/Graphic Artist: The special ability to sense what will look good or communicate in an effective way on paper, banners, in sculpture, gardens, and other visual mediums. See Exodus 31:3-11.

Craftsmanship: The special ability to work with your hands and mind to design, build, troubleshoot, and repair physical, technical, hardware, construction-related projects. See 2 Chronicles 34:9-13.

Evangelism: The special ability to effectively share one's faith with non-Christians in a way that leads to a new commitment to Christ. An example is Peter in Acts 2:14-29 or Philip in Acts 8:1-7.

Encouragement: The unique ability to comfort, strengthen, and challenge those faced with significant choices or actions. An example can be found in Acts 9:26-30.

Giving: The ability to contribute significant material wealth, time, or talents to support tangible needs and the ministries of the church. People with this gift seem to be able to create resources easily and contribute them unselfishly. See 2 Corinthians 8:1-7.

Helps: The special ability to assist others in practical ways that are nonetheless very necessary. Often this gift complements other ministries and makes them more effective. See Romans 16:1-2.

Hospitality: The special ability to open one's home to strangers in a way that makes them feel comfortable and to make visitors to church events feel welcome and appreciated. See Acts 16:15.

Prayer: This is the unique ability to intercede faithfully and constantly before God for the needs of people and ministries. Often these "prayer warriors" see God answering prayer in exceptional ways. Colossians 4:12.

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Knowledge: This is the special ability to discover and comprehend truths one gains in Bible study -- the details, the various themes, and the message of the Bible as a whole as it applies to any situation. An example of this gift can be found in 1 Corinthians 2 and 4.

Leadership: The unique ability to motivate, equip, and direct others in the ministry of Christ. This ability is always tempered by a loving concern for the ones being led. See Acts 13:1-3 and Acts 15.

Mercy: The ability to express deep concern and loving compassion towards people who are discouraged, mistreated, or just plain down and out, even if as a result of their own choices. Mercy is the gift that finds a way to minister appropriately to people who suffer. Acts 9:36 or Romans 15:1.

Shepherding: The special ability to guide, nurture, and care for individuals and groups in the church so that they grow in their faith and spiritual maturity. This is the gift of being responsible for the welfare and unity of Christ's disciples. See 1 Peter 5:1-9.

Musical: The ability to use one's voice or an instrument to bring glory to God and communicate effectively with people. An example is found in 1 Chronicles 16:41-42.

Serving: This is the ability to meet the physical and practical needs of people in or out of the church. The gift of service meets those needs with humility and takes joy in being helpful to others. Acts 6:1-6.

Teaching: The ability to teach, train, and encourage Christians in the way of Christ with clarity and faithfulness to the Bible. John 21:15-17 or 1 Timothy 4:6,11 and 5:17.

Prophecy: The special ability to proclaim and stand for God's truth in the face of confusion or disobedience and in a way that leads to correction, repentance or encouragement. Acts 11:27-30, 21:7-12.

Discernment: The special ability to see through to the spiritual motives in people, events and actions and to determine whether or not they are of God. See 1 John 2 and 3.

Vision or Faith: It is an exceptional ability to see what isn't and to believe and act as though it will be because God will do it, especially in terms of the advance of the Kingdom or the increase in the church. Acts 16:9,10,18, 18:9-11, 27:21-26.

Tongues: The special ability to communicate effectively with God or others in a language not learned in conventional ways. Tongues may be a gift for personal encouragement or it may be a gift for the building up of the whole church (when interpreted). See Acts 2:1-13; 1 Corinthians 14:1-19.

Healing: The ability to be a channel of God's power to restore human brokenness and relieve suffering. See Acts 3:1-10; 1 Corinthians 12:27-30.

PART II - MONITORING MY *HEARTBEAT*



GOD HAS GIVEN EACH PERSON A UNIQUE “HEARTBEAT”

God had a purpose in giving you your inborn interests. In fact, your emotional heartbeat reveals a very important key to understanding God’s design and intention for your life. A key to understanding your heartbeat is to look at your past accomplishments.

What to Include:

- ◆ Accomplishments at home, school, work, etc.
 - ◆ Things you enjoyed doing
 - ◆ Things you believe you did well
1. Remember, you are recalling things you **enjoyed doing** and **did well** (accomplishments), not just pleasant experiences.
Bad example: “Had a great vacation in the Rockies.”
Good example: “Took some stunning photographs during my vacation.”
 2. You do not have to cover every year of your life. Just focus on what you feel are the highlights of the things you’ve done.

Here are some brainstorming suggestions to get you started. For each period of your life, think about the following things:

- ◆ Your home – favorite rooms, how was your room decorated?
- ◆ Favorite toys, games, activities, movies, books.
- ◆ School – awards you won, favorite teachers and classes, extra curricular activities.
- ◆ Friends, boy/girlfriends, enemies.
- ◆ Jobs you had and liked/disliked.
- ◆ Clothes you wore, things you enjoy doing around the house.

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MY ACCOMPLISHMENT HIGHLIGHTS

DURING MY ELEMENTARY SCHOOL YEARS

- 1.
- 2.
- 3.

AS A TEENAGER

- 1.
- 2.
- 3.

IN COLLEGE OR EARLY 20's

- 1.
- 2.
- 3.
- 4.

MY "THIRTY-SOMETHING" YEARS

- 1.
- 2.
- 3.
- 4.

COMPLETE UP TO YOUR PRESENT

- 1.
- 2.
- 3.
- 4.
- 5.

The more you can list the better. Fill up this page if you can!

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MOTIVATIONAL DIRECTION OF YOUR HEART

Examine your achievements for a common motivational thread. You might find a key phrase repeated. See if you can match one of the “heartbeats” listed below as examples. Choose as many as apply to you.

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 organising something that is already started.

OPERATE/MAINTAIN - I love to efficiently maintain something that is already organised.

SERVE/HELP - I love to assist others in their responsibility. 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 behaviour 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 organisation or boss.

PREVAIL - I love to fight for what is right and oppose what is wrong. I enjoy overcoming injustice.



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You should be able to support your choice with examples from your achievements. For example:

“I feel the basic motivation God put in my heart is to
'ACQUIRE/POSSESS': My history demonstrates this:

- ◆ I purchased my first car at age 16
- ◆ I have collected rare stamps
- ◆ I have built up a large cash reserve
- ◆ I have acquired options on three properties”

WRITE THE BASIC MOTIVATIONAL DIRECTION OF YOUR HEART THAT YOU FEEL MOST STRONGLY ABOUT BELOW, AND ON YOUR PERSONAL PROFILE (page 20):
(you can have more than one)

1. _____

2. _____

3. _____

PART III- DISCOVER YOUR MOTIVATED ABILITIES

Look over your list of accomplishments again. Circle all verbs that denote actions performed while you were doing each achievement. Now compare those verbs to the list below and check those abilities you feel you have.

Entertaining Ability - to perform, act, dance, speak

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, collect data

Artistic Ability - to conceptualise, picture, draw, paint, photograph or make renderings

Graphics Ability - to lay out, design, create visual displays or banners

Evaluating Ability - to analyse data and draw conclusions

Planning Ability - to strategize, design and organise programs and events

Management Ability - to supervise people to accomplish a task or event and co-ordinate the details involved

Counselling Ability - to listen, encourage and guide with sensitivity

Teaching Ability - to explain, train, demonstrate, tutor

Writing Ability - to write articles, letters, books

Editing Ability - to proof-read or rewrite

Promoting Ability - to advertise or promote events or activities

Repairing Ability - to fix, restore, maintain

Feeding Ability - to create meals for large or small groups

Recall Ability - to recall or remember names and faces



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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 classify, cross-reference, systematize and file articles, data, books, and materials so they can be retrieved easily

Public Relations Ability - to handle complaints and unhappy customers with care and courtesy

Welcoming Ability - to convey warmth, develop rapport, making others feel welcome

Composing Ability - to write music or lyrics

Landscaping Ability - to do gardening and work with plants

Decorating Ability - to beautify a setting for a special event

LIST YOUR MOTIVATED ABILITIES BELOW AND ON YOUR PERSONAL PROFILE. (pg. 20)
(ADD MORE IF YOU NEED TO)

1. _____

2. _____

3. _____

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WHAT KIND OF ANIMAL ARE YOU?

An interesting approach to “getting a handle” on our different personalities has been developed, identifying different characteristics by a type of animal

(Place a check mark next to appropriate descriptions and double the number checked off for total in each of the four boxes – no score in any box can exceed 28 points)

<p style="text-align: center;">L</p> <table style="width: 100%;"> <tr> <td>Takes charge</td> <td>Determined</td> </tr> <tr> <td>Assertive</td> <td>Firm</td> </tr> <tr> <td>Bold</td> <td>Purposeful</td> </tr> <tr> <td>Enterprising</td> <td>Competitive</td> </tr> <tr> <td>Decision maker</td> <td>Leader</td> </tr> <tr> <td>Goal driven</td> <td>Self-reliant</td> </tr> <tr> <td>Enjoys challenges</td> <td>Adventurous</td> </tr> </table> <p><i>“Let’s do it now!”</i></p> <p>Total _____ X 2 = _____</p>	Takes charge	Determined	Assertive	Firm	Bold	Purposeful	Enterprising	Competitive	Decision maker	Leader	Goal driven	Self-reliant	Enjoys challenges	Adventurous	<p style="text-align: center;">O</p> <table style="width: 100%;"> <tr> <td>Takes risk</td> <td>Visionary</td> </tr> <tr> <td>Motivator</td> <td>Energetic</td> </tr> <tr> <td>Fun Loving</td> <td>Likes variety</td> </tr> <tr> <td>Very verbal</td> <td>Promoter</td> </tr> <tr> <td>Enjoys change</td> <td>Creative</td> </tr> <tr> <td>Group oriented</td> <td>Mixes well</td> </tr> <tr> <td>Avoids detail</td> <td>Optimistic</td> </tr> </table> <p><i>“Trust me. It will work out!”</i></p> <p>Total _____ X 2 = _____</p>	Takes risk	Visionary	Motivator	Energetic	Fun Loving	Likes variety	Very verbal	Promoter	Enjoys change	Creative	Group oriented	Mixes well	Avoids detail	Optimistic
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Chart each of these totals from above onto the graph on the following page.

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PERSONALITY GRAPH

Plot your score on this bar graph, circle the letter/animal that represents your highest score.

	L	O	G	B
22-	—	—	—	—
20-	—	—	—	—
28-	—	—	—	—
24-	—	—	—	—
20-	—	—	—	—
16-	—	—	—	—
12-	—	—	—	—
8-	—	—	—	—
4-	—	—	—	—

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What Kind of An Animal Are You!?

L = LION . . . you will naturally

- ◆ Gravitate to positions of leadership
- ◆ Be decisive and quick to make decisions
- ◆ Avoid chit-chat and want to “get to the point”
- ◆ Have the time orientation of “let’s do it now!”
- ◆ Love to overcome obstacles and take on challenges
- ◆ May not see the impact of your words or criticisms on others



O = OTTER . . . you will naturally

- ◆ Make life fun!
- ◆ Love to talk to others
- ◆ Easily get excited and encouraged
- ◆ Enjoy groups and high activity level
- ◆ Avoid details, close accountability and deadlines
- ◆ Have the future oriented time frame of “it’ll all work out!”



G = GOLDEN RETRIEVER . . . you will naturally

- ◆ Want to go deep in your relationships
- ◆ Express tremendous loyalty to those you love
- ◆ Listen attentively (and at length) to another’s problems
- ◆ Be more sensitive to needs of others than other bents
- ◆ Carry emotional and financial stability
- ◆ Prefer stability . . . even if it means peace at all costs.



B = BEAVER . . . you will naturally

- ◆ Want to do things right and by the book
- ◆ Strive for accuracy and quality, not quickness
- ◆ See a person’s past as a key to trusting them in the future
- ◆ Want clearly defined tasks, limited risk, and an open door environment for asking questions of clarification
- ◆ Be very creative in designing helpful systems, if encouraged and allowed to work at your own pace
- ◆ Be so good at taking things apart, you can also take people apart and become a strong critic when wronged



**Circle the animal that best describes you on your SHAPE Profile page.
Record your animal type of page 20.**

PART V - EXAMINING MY *EXPERIENCES*



One of the most overlooked factors in determining the ministry God has for us is our past experiences, particularly the hurts and problems I have overcome with God's strength. Since our greatest life messages often come out of our vulnerable areas, rather than our natural strengths, we should pay close attention to what we've learned in "the school of hard knocks." Where are the areas of strength that have emerged through challenging times?

Your Spiritual Experiences: Meaningful decisions/times with God

Your Painful Experiences: Problems, hurts, trials-that have taught you

Your Educational Experiences: What were your favourite subjects in school?

Your Ministry Experiences: How have you served in the past?

MY SHAPE PROFILE

Spiritual Gifts: I believe that God has given me the following spiritual gifts:

- 1.
- 2.
- 3.

Heartbeat: These are directions that really motivate me:

- 1.
- 2.
- 3.

Abilities: These are the abilities that really give me satisfaction:

- 1.
- 2.
- 3.

Personality: Myers-Briggs Personality Type is: (letters)
(as received from Director of Personnel)

I tend to be more of a: **LION** **OTTER** **GOLDEN RETRIEVER** **BEAVER**

Experiences:

These significant life experiences (personal, educational, work-related, spiritual, church) have profoundly influenced the way I think about how I want to be used by God in service?

Write down some of the kinds of serving roles that might really suit your profile.

These are the kinds of serving roles that I think may best fit my "SHAPE":

1. _____
2. _____
3. _____