

To “Ship Out” you need to “Shape up” to so how do you S.H.A.P.E up? This questionnaire will help you Discover your S.H.A.P.E - Spiritual Gifts, Hearth, Abilities, Personality, and Experiences.



SHAPE UP AND SHIP OUT

This packet contains 4 different sections that will help you process your Spiritual Gifts, Hearth, Abilities, Personality, and Experiences. At the end of this you won't have a message saying, “serve here”, remember, this is not a cruise ship. You will, however, have the knowledge of what your gifts and abilities are and how you could put them to use on the battleship.

SPIRITUAL GIFTS:

Respond to each of the 80 following statements according to who you are, right now, not who you would like to be. We agree that we'd all like for God in His grace to make us better in a lot of areas. This questionnaire will help you find areas that you might enjoy serving in if you answer honestly.

Don't place the number you think you should to be. What's true for you?

0 = Not at all; Never

1 = Some of the time; once in a while

2 = Most of the time; usually true

3 = Consistently; definitely true

(Fill in the blanks before each question using the following scoring scale on Page 4.)

1. ___ I like to organize people, tasks, and events.
2. ___ I can easily tell the difference between spiritual truth and error, between good and evil.
3. ___ I have a good understanding of the gospel, and can share it with others easily.
4. ___ I tend to see the potential in people, not their weaknesses.
5. ___ I find it natural and easy to trust God to answer my prayers.
6. ___ I am always ready to give money for an important need.
7. ___ I enjoy working behind the scenes and supporting the work of others.
8. ___ I am a very caring person and always sympathize with other people.
9. ___ I really want others to learn and grow in their faith.

10. ____ Education and knowledge are very important to me.
11. ____ I decide things based on facts, not my feelings.
12. ____ I can usually tell what a person's character is like based upon first impressions.
13. ____ I always look for opportunities to build relationships with non-Christians.
14. ____ I am able to help others when they are upset about something.
15. ____ I have confidence that God will always provide for me, even in difficult times.
16. ____ When I earn money, I always give some back to God.
17. ____ I enjoy doing routine tasks that support the ministry.
18. ____ I am a patient person, but I respond quickly to help those in need.
19. ____ I am very protective of people who need my help.
20. ____ I have a very strong desire to study the Bible on a regular basis.
21. ____ When given a job, I am able to recruit people to help out, and can explain what needs to be done
22. ____ I can see through lies, phoniness, or deceit before other people can.
23. ____ I feel that I have to tell my friends about Jesus, especially those who don't go to church.
24. ____ I give hope to others by telling them about the promises of God.
25. ____ I believe that God will help me to accomplish great things.
26. ____ I am organized in all areas of my life. I can find things when I need them.
27. ____ I feel a part of my church even when I do routine tasks like cleaning, painting, or yard work.
28. ____ I enjoy helping people who others think of as "undeserving" or beyond help.
29. ____ I like trying to protect others from doing bad things so that they can grow stronger in their faith.
30. ____ I pay close attention to the words, phrases, and meanings of those who teach.
31. ____ I am a leader at school and church.
32. ____ I tend to see rightness or wrongness in situations.
33. ____ Some people think I'm too pushy when I talk about what I believe, and when I try to convince others to follow Jesus.
34. ____ I can develop a plan to solve problems that I or my friends might have.
35. ____ I trust God even when my success seems impossible.
36. ____ Some people think I am into "things" because of the importance I place on money.
37. ____ I usually do lots of things that help people.
38. ____ It is important to me to comfort others when they are hurt.
39. ____ Relationships are more important to me than other tasks related to a job. I am a "people" person.
40. ____ I like to study the Bible one book at a time.
41. ____ I like to set goals and reach them, no matter what others think about my goals and motives.
42. ____ People usually tell me that I am a good judge of character.
43. ____ I believe salvation is the greatest gift of all.
44. ____ I strengthen those who are down in their faith.
45. ____ I am absolutely sure of God's daily presence and action in my life.
46. ____ I like knowing that the money I give makes a real difference in the lives and ministries of God's people.
47. ____ I like to find small things that need to be done and often do them without being asked.

48. ____ I can look beyond a person's handicaps or problems to see a life that matters to God.
49. ____ I think I would enjoy being given the responsibility for the spiritual growth of a group of believers, like a Bible Study.
50. ____ When I teach Scripture, others are interested and want to learn more.
51. ____ I enjoy learning how organizations function.
52. ____ I know when preaching, teaching, or communication is not true to the Bible.
53. ____ I would rather tell others about my faith and about Jesus more than anything else.
54. ____ I like motivating others to take steps for spiritual growth.
55. ____ I am regularly challenging my friends to trust God.
56. ____ When I give something, I want it to be the best that can be given.
57. ____ I like being one of the crowd. I don't wish to be the leader or the most popular person.
58. ____ I enjoy bringing hope and joy to people living in difficult situations.
59. ____ I can gently help wandering believers get back to faith and fellowship.
60. ____ When I teach, other people usually "get" what I am trying to say.
61. ____ I dream big dreams, but I don't usually tell others about them.
62. ____ I can see sin when others can't.
63. ____ I want to talk with people who don't know Jesus even if they are total strangers, just so I can influence them for Jesus.
64. ____ When I study the Bible I am interested in what it says to me about my life and how it can help me solve problems.
65. ____ I am willing to try things that others think are not possible, if I am doing it for God.
66. ____ It really bothers me when people are in need of money or things; I want to do something
67. ____ I readily and happily use any of my skills to help wherever needed.
68. ____ I act on feelings rather than facts.
69. ____ Teaching the same material over and over is boring. I like to learn and teach new things to others.
70. ____ I enjoy explaining things to people so that they can grow spiritually and personally.
71. ____ I work best under pressure.
72. ____ I see most actions as right or wrong, and feel the need to correct the wrong.
73. ____ My conversations with non-believers usually leads to me telling them about my faith.
74. ____ I consider myself to be a very "down to earth" person, so I enjoy teaching that I can use in my everyday life.
75. ____ I live with confidence because I know that God is always at work in my life.
76. ____ It is important for me to support missionaries with my money and time.
77. ____ I am excited and willing to serve others when I am needed to.
78. ____ Other people know that I care about them. I always try to have a loving attitude.
79. ____ I pray a lot for other people.
80. ____ I get upset when others misuse the Bible by making it say what they want it to say, instead of what it really means.

SPIRITUAL GIFTS SCORING:

Write your score (0-3) in the box for each question. Add up each column and write your score next to the corresponding letter. Once you have done this you can check the next page to see what gift each letter represents.

1.	2.	3.	4.	5.	6.	7.	8.	9.	10.
11.	12.	13.	14.	15.	16.	17.	18.	19.	20.
21.	22.	23.	24.	25.	26.	27.	28.	29.	30.
31.	32.	33.	34.	35.	36.	37.	38.	39.	40.
41.	42.	43.	44.	45.	46.	47.	48.	49.	50.
51.	52.	53.	54.	55.	56.	57.	58.	59.	60.
61.	62.	63.	64.	65.	66.	67.	68.	69.	70.
71.	72.	73.	74.	75.	76.	77.	78.	79.	80.

A____ B____ C____ D____ E____ F____ G____ H____ I____ J____

After taking the Spiritual Gifts test, check your top 3 spiritual gifts and read the explanations:

- Administration** – the ability to organize and guide human activities in such a way that Christ’s program is carried out
- Discernment** – the ability to know when a person or action is of God
- Evangelism** – the ability to communicate the Gospel so effectively that many people respond in faith
- Encouragement** – the ability to motivate people through words of comfort or counsel
- Faith** – the obvious ability to trust God in the most adverse circumstances with a strong belief in the presence and power of God
- Giving** – the unique ability to exercise financial insight as wise stewards of the resources God has provided
- Serving** – the ability to recognize and meet needs through prompt, cheerful, practical assistance
- Mercy** – the ability to identify joy or distress in others and offer God’s comfort through words or actions
- Shepherding** – the ability to oversee the lives of others in order to nurture and care for their spiritual development
- Teaching** – the ability to explain God’s Word for maximum learning by others

HEART

In this next section, consider these questions:

What do/would you really enjoy doing? Who do/would you really enjoy working with? What issues are important to you?

Based on your responses to these questions, check the boxes below indicating people groups and service areas you would enjoy.

Pick your very favorites...Try to only choose 5 or less.

- | | |
|--|---|
| <input type="checkbox"/> Infants | <input type="checkbox"/> Inner City Kids |
| <input type="checkbox"/> Preschool Kids | <input type="checkbox"/> Elementary Kids |
| <input type="checkbox"/> Visitors/New People | <input type="checkbox"/> Drama |
| <input type="checkbox"/> Non-Believers | <input type="checkbox"/> Kids of Divorced Parents |
| <input type="checkbox"/> People Grieving a Death | <input type="checkbox"/> Handicapped |
| <input type="checkbox"/> Homeless | <input type="checkbox"/> Audio/Visual |
| <input type="checkbox"/> Missions | <input type="checkbox"/> Camping/Outdoors <input type="checkbox"/> Cleaning |
| <input type="checkbox"/> Babysitting | <input type="checkbox"/> Event Set-Up |
| <input type="checkbox"/> Prayer | <input type="checkbox"/> Crafts |
| <input type="checkbox"/> Service projects | <input type="checkbox"/> Singing |
| <input type="checkbox"/> Sharing the Gospel | <input type="checkbox"/> Sports |
| <input type="checkbox"/> Big Church Events | <input type="checkbox"/> Other |
| <input type="checkbox"/> Other _____ | _____ |

ABILITIES

Please indicate the skills, talents and abilities you really enjoy exercising.

- | | | |
|---|---|---|
| <input type="checkbox"/> Acting | <input type="checkbox"/> Interviewing | <input type="checkbox"/> Setting Up Tables & Chairs |
| <input type="checkbox"/> Artistic | <input type="checkbox"/> Landscaping | <input type="checkbox"/> Sewing |
| <input type="checkbox"/> Audio-Visual | <input type="checkbox"/> Managing | <input type="checkbox"/> Sign language |
| <input type="checkbox"/> Babysitting | <input type="checkbox"/> Mechanics | <input type="checkbox"/> Singing |
| <input type="checkbox"/> Computer & Social Med. | <input type="checkbox"/> Organization | <input type="checkbox"/> Teaching |
| <input type="checkbox"/> Construction | <input type="checkbox"/> Painting | <input type="checkbox"/> Video production |
| <input type="checkbox"/> Curriculum development | <input type="checkbox"/> Phone/Calling People | <input type="checkbox"/> Vision/goal setting |
| <input type="checkbox"/> Dance | <input type="checkbox"/> Phone/Texting People | <input type="checkbox"/> Blogs/Podcasting |
| <input type="checkbox"/> Editing | <input type="checkbox"/> Photography | <input type="checkbox"/> Web design |
| <input type="checkbox"/> Evaluating | <input type="checkbox"/> Planning | <input type="checkbox"/> Welcoming |
| <input type="checkbox"/> Graphic design | <input type="checkbox"/> Play instrument | <input type="checkbox"/> Writing |
| <input type="checkbox"/> Hospitality | <input type="checkbox"/> Promoting | <input type="checkbox"/> Other: _____ |
| <input type="checkbox"/> Hosting in my home | <input type="checkbox"/> Recruiting | |
| <input type="checkbox"/> House repairs | <input type="checkbox"/> Reviewing/Analyzing | |

How much time do you have available to serve at Watermark?

- Less than one hour weekly 1-3 hours weekly 3-5 hours weekly More than 5 hours
 Sunday mornings only

PERSONALITY

Check the words in the boxes that describe your personality. The designation with the most checked is most likely your dominant personality. Please enter the total number checked for each at the bottom of each section and read the summary of your personality type.

D (Dominance/Lion)

- | | | |
|---|---|--|
| <input type="checkbox"/> Self-confident | <input type="checkbox"/> Independent | <input type="checkbox"/> Risk taker |
| <input type="checkbox"/> Accept challenges | <input type="checkbox"/> Competitive | <input type="checkbox"/> Adventurousome |
| <input type="checkbox"/> Make quick decisions | <input type="checkbox"/> Practical | <input type="checkbox"/> Direct communicator |
| <input type="checkbox"/> Demanding | <input type="checkbox"/> Great negotiator | <input type="checkbox"/> Focused |

D – TOTAL _____

I (Influence/Otter)

- | | | |
|--|---------------------------------------|-------------------------------------|
| <input type="checkbox"/> Relate well to others | <input type="checkbox"/> Enthusiastic | <input type="checkbox"/> Animated |
| <input type="checkbox"/> Motivator | <input type="checkbox"/> Persuasive | <input type="checkbox"/> Expressive |
| <input type="checkbox"/> Influential | <input type="checkbox"/> Optimistic | <input type="checkbox"/> Popular |
| <input type="checkbox"/> Outgoing | <input type="checkbox"/> Empathetic | <input type="checkbox"/> Talkative |

I – TOTAL _____

C (Conscientiousness/Beaver)

- | | | |
|---|--|--|
| <input type="checkbox"/> Orderly | <input type="checkbox"/> Dependable | <input type="checkbox"/> Serious |
| <input type="checkbox"/> Value organization | <input type="checkbox"/> Respect authority | <input type="checkbox"/> Analytical |
| <input type="checkbox"/> Detail-oriented | <input type="checkbox"/> Wise and thoughtful | <input type="checkbox"/> Theoretical |
| <input type="checkbox"/> Set standards | <input type="checkbox"/> Conservative | <input type="checkbox"/> Perfectionist |
| <input type="checkbox"/> Cautious | <input type="checkbox"/> Quality Conscious | |

C – TOTAL _____

S (Steadiness/Golden Retriever)

- | | | |
|---|--|---|
| <input type="checkbox"/> Consistent | <input type="checkbox"/> Service-oriented | <input type="checkbox"/> Flexible |
| <input type="checkbox"/> Predictable | <input type="checkbox"/> Loyal | <input type="checkbox"/> Philosophical |
| <input type="checkbox"/> Specialized skills | <input type="checkbox"/> Security-oriented | <input type="checkbox"/> Calm and collected |
| <input type="checkbox"/> Enjoy stability | <input type="checkbox"/> Appreciates harmony | <input type="checkbox"/> Shy |
| <input type="checkbox"/> Sympathetic | <input type="checkbox"/> Simplistic | |

S – TOTAL _____

The designation on the previous page with the most checked is most likely your dominant personality. See personality descriptions below, you likely identify with your top two highest rankings.

Example: Harrison Ross is a Lion/ Otter and Sean Hill is a Retriever/ Beaver.

D (Dominance/Lion)

This personality likes to lead. The lion is good at making decisions and is very goal-oriented. These people are strong, direct, and enjoy changing things by solving problems. They also enjoy challenges, difficult assignments, and opportunity for advancement.

I (Influence/Otter)

Otters are very social creature. Otter personalities love people. These people are open, positive, energetic, and inspirational. They enjoy being popular and influencing and motivating others.

C (Conscientiousness/Beaver)

Beavers are organized and ordered. Because they think that there is a right way to do everything and want to do it exactly correct, they have very high standards. Beaver personalities are very creative and they desire to find a way to solve everything. They take their time and do things right.

S (Steadiness/Golden Retriever)

Retrievers are good at making friends. They are sensitive, loyal, and very caring. Retrievers are calm, accommodating, and affirming. These people are great listeners and are quick to enter into deep relationships.

