

English Transcript

Discover How God Has SHAPED You for Ministry

Lesson 3: SHAPE Assessment – Spiritual Gifts

Welcome back to Lesson 3 of Discovering How God Has SHAPED You for Ministry. This lesson has several discovery activities to help you discover how God has been preparing you to serve in your area of giftedness for His glory.

Every Christian has been given and entrusted with particular gifts by the Holy Spirit to be used for God's glory and the building up of the body of Christ. As you begin this journey to identify your gifts it will be necessary for you to...

- Have trusted Jesus Christ as Savior.
- Believe that spiritual gifts are real and given by God.
- Be prepared to put your gift(s) to use.

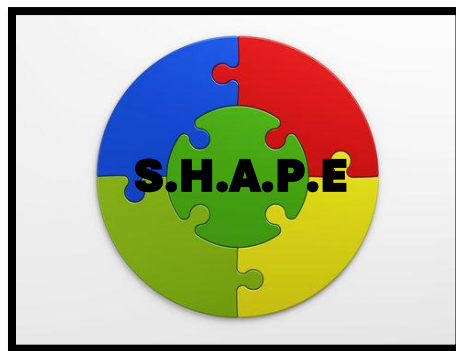
This is not an exercise just for knowledge but for putting gifts into practice.

Be committed to praying for God to show you how you can use your gift(s).

The SHAPE concept was developed by Saddleback Community Church many years ago and adapted by hundreds of churches to help believers identify how God has already gifted them to serve within the Church.

God never wastes anything. The Bible says that we are fearfully and wonderfully made. You are a combination of many different factors. By identifying these factors, you may discover God's will for your life through serving. To help remember these five factors, a simple acrostic was created: S.H.A.P.E.

In English, these five letters spell the word SHAPE. Shape means to mold, form or assemble multiple pieces into one, functioning, end product. The diagram in your handout shows the pieces of a puzzle. In this diagram, there are five individual puzzle pieces that if fit together correctly form a picture that spells the word "SHAPE".



Each letter of the word “**SHAPE**” stands for something that will help us better understand God’s plan and purpose for how we might serve within the church.

- The letter “S” stands for **Spiritual Gifts**: “What am I supernaturally gifted to do?”
- The letter “H” stand for **Heart or Passions**: “What passions do I have?”
- The letter “A” stand for **Abilities**: “What comes naturally to me?”
- The letter “P” stands for **Personality** : “How has God wired me to navigate life?”
- The letter “E” stands for **Life Experiences**: “Where have I been?” and “What have I learned?”

“Whenever God gives us an assignment, He always equips us with what we need to accomplish it. The combination of these capabilities is called your S.H.A.P.E.”

Rick Warren, The Purpose Driven Life

The SHAPE Assessment is composed of 5 different assessments. There will be discovery activities for each of the SHAPE assessments. I will explain each assessment and walk you through how to complete each one. You will transfer your individual assessment results onto your SHAPE Profile on page 27 in your handout.

In addition to your handout, you may also download the SHAPE summary booklet that will be a helpful booklet summarizing the key learning from this course as well as include your final SHAPE Profile for future reference and teaching others about this tool.

There is also a tool that will help to map serving opportunities within the church with spiritual gifts. This handout can be used to help the members of your church explore serving opportunities in their areas of spiritual giftedness.

In every area of life, as well as the church, there are those who have a deep desire to contribute and make a difference. Others are more interested in allowing others to do the work while they reap the benefits. And there is a third group that is content to do just the minimum needed to be accepted and to get by. They are not interested in making the most of what God has entrusted to them. As we begin this course, take a few minutes to reflect on your life.

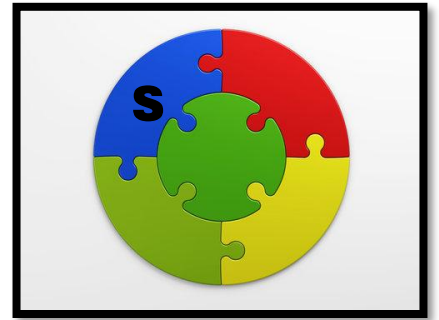
What kind of person were you in more than five to ten years ago. How would you describe yourself today? What kind of person would you like to be in the future?

Today, would you be known as a...

- Consumer (focused on getting)?
- Contributor (focused on giving)?
- Cruiser (focused on just getting by)?

S - Spiritual Gifts: Understanding How God has Supernaturally Gifted You

God has given you certain gifts to help you effectively share His love and make your unique contribution to His kingdom. The apostle Paul writes in 1 Corinthians 12:1, “Now about spiritual gifts, brothers, I do not want you to be ignorant.” God wants us to be informed, so we can use the gift(s) He has given for His glory and the building up of the Church.



On the next few pages, for each spiritual gift listed, provide one of the following responses:

- 1 - I am confident that I have been given this spiritual gift.**
- 2 - I may have this spiritual gift.**
- 3 - I do not believe that I have been given this spiritual gift.**

Remember that these assessments are just helpful tools to identify the gifts that God has already given you. Always seek God’s confirmation. Always allow Him to have the final word. He will confirm the results through prayer, further experience in ministry areas utilizing your gifts, your effectiveness in those ministries, and through the perception of others who have seen you serving.

While all spiritual gifts are given by God to be used for building up the body of Christ and for reaching the world with His message of hope, why do you think Paul tells us in 1 Corinthians 13, that love is greatest of all gifts?

As with the church in Corinth, they very quickly started to abuse these gifts and people were positioning themselves as more important than others based upon what they perceived as the “more important” gifts. It was assumed that the more visible speaking and sign gifts carried more prestige and influence. Church members with what were perceived as “lesser gifts” were being diminished and marginalized within the church. This is why, the apostle Paul emphasized that no matter what gift you may have, if it is not used in love for the building up of the church, it is worthless from God’s perspective.

As you review the list of spiritual gifts on pages 15-16 in your handout, don’t respond based on what gifts you desire to have but rather your understanding of how God has gifted you for ministry.

Every believer has at least one spiritual gift, and probably multiple gifts. It is expected that your most common response to this assessment will be **#3 - I do not believe I have been given this**

gift. You may have one to four responses of **#1 - I am confident that God has given me this gift.** Finally, you should expect to have a few **#2 responses as well (I am not sure if I have this spiritual gift).**

Let us begin this first of five SHAPE assessment activities.

I will read the short description of the spiritual gift and I will ask you to write your response of either 1, 2 or 3 on the blank line, based on these possible responses.

1 - I am confident that God has given me this spiritual gift.

2 - I may have this spiritual gift.

3 - I do not believe that God has given me this spiritual gift.

Administration _____

The divine enablement to understand what makes an organization function, and the special ability to plan and execute procedures that accomplish the goals of the ministry.

Apostleship _____

The divine ability to start and oversee the development of new churches or ministries.

Discernment _____

The divine enablement to distinguish between truth and error. It is the ability to discern spirits, differentiating between good and evil, right and wrong. The ability to detect inconsistencies in another's life and confront in love.

Encouragement _____

The divine enablement to present truth so as to strengthen, comfort, or urge to action those who are discouraged or wavering in the faith. The ability to bring out the best in others and challenge them to develop their potential.

Evangelism _____

The divine enablement to effectively communicate the gospel to unbelievers so they respond in faith and move toward discipleship.

Faith _____

The divine enablement to act on God's promises with confidence and unwavering belief in God's ability to fulfill His purposes even in the face of overwhelming obstacles and human impossibilities. The willingness to risk failure in pursuit of a God-given vision, expecting God to handle the obstacles.

Giving _____

The divine enablement to contribute money and resources to the work of the Lord with cheerfulness and liberality.

Healings _____

The divine enablement to be God's means for restoring people to wholeness. The possessor of this gift is not the source of power but a vessel who can heal only those diseases the Lord chooses to heal. The ability to pray, in faith, specifically for people who need physical, emotional, or spiritual healing and see God answer.

Helps/Service _____

The divine enablement to attach spiritual value to the accomplishment of practical and necessary tasks that free up, support, and meet the needs of others. 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.

Hospitality _____

The divine enablement to care for people by providing fellowship, food, and shelter. The ability to make others, especially strangers, feel warmly welcomed, accepted, and comfortable in the church family.

Intercession _____

The divine enablement to consistently pray on behalf of and for others, seeing frequent and specific results.

Interpretation of Tongues (Languages) _____

The divine enablement to make known to the body of Christ the message of one who is "speaking in tongues" (different language).

Knowledge _____

The divine enablement to bring truth to the body through a revelation or biblical insight.

Leadership _____

The divine enablement to clarify and communicate the purpose and direction ("vision") 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 _____

The divine enablement to cheerfully and practically help those who are suffering or are in need, having compassion that is moved to action.

Miracles _____

The divine enablement to authentic the ministry and message of God through supernatural interventions that glorify Him.

Prophecy _____

The divine enablement to reveal truth and proclaim it in a timely and relevant manner for understanding, correction, repentance, or edification. 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.

Shepherding _____

The divine enablement to nurture, care for, and guide people toward ongoing spiritual maturity and becoming like Christ.

Teaching _____

The divine enablement to understand, clearly explain, and apply the Word of God, causing greater Christlikeness in the lives of listeners.

Tongues _____

The divine enablement to receive a spontaneous message from God in public worship and to speak it in an unknown language to the speaker that is then made known to the church through the gift of interpretation.

Wisdom _____

The divine enablement to effectively apply Spiritual truth to meet a need in a specific situation. The exercise of this gift skillfully distills insight and discernment into godly advice.

The next step is to review your responses for each spiritual gift and highlight the top 3 gifts with a response of #1. You are confident that God has given you that gift and write them at the bottom of page 16. Do the same things for your top 3 gifts with a response of #2. These are gifts where you may not be sure if God has given you these gifts.

Top 3 Spiritual Gifts with response of #1

Top 3 Spiritual Gifts with response of #2:

The final step with this assessment activity is to write your top 3 Spiritual Gifts on your SHAPE Profile on page 27 in your handout. If you have others who know you well, you may ask them to affirm your #1 and #2 responses. If their responses align with yours, that will be additional affirmation.

This concludes the first of our five SHAPE discovery assessments. In the next lesson we will explore how God has gifted you with certain passions. This will be the “H” of SHAPE or the heart.