

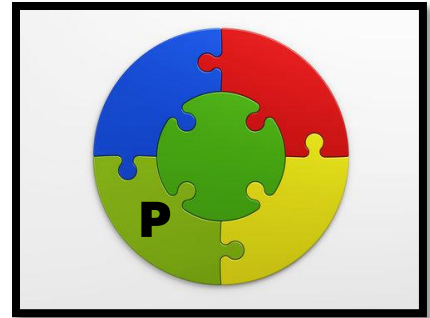
English Transcript

Discover How God Has SHAPED You for Ministry

Lesson 6 – SHAPE Assessment - Personality

Welcome back to Lesson 6 as we continue with the SHAPE assessment focused on the “P” in SHAPE that relates to the PERSONALITY that God has placed within you.

Our personality style reflects the natural preferences we have for how we approach life. It helps you decide what kind of environment you are most comfortable serving in. Are you energized by relationships with people or achieving tasks? Are you a planner or spontaneous in how you organize life?



There are many aspects to our personalities and there are many detailed assessments that can be administered to understand each of these complexities.

In this assessment, we will focus on two common dimensions of our personality that can influence how we may employ our gifts, passions, abilities and life experiences in ministry. We will look at how we are energized (Task or Relationship) and how you are organized (through structure or more spontaneous/unstructured processes). We could also look at how you relate with others (introvert or extrovert), how you process information (objective vs intuitive) and how you make decisions (thinking vs feeling).

Discovery Assessment #4 will be slightly different from the prior assessments. I will first ask you to respond to a few questions related to how you are energized. There are 7 questions. Each question has a response scale and I will ask you to circle the number that most defines your preference for dealing with people compared with completing tasks. You can see the questions on page 23 in your handout.

Do not answer according to what you feel is expected by a spouse, family member, employer, etc. Select the behavior or perspective that comes most naturally to you.

Let me walk you through each of the seven questions.

1. I'm more comfortable...

doing things for people 1 2 3 4 5 being with people

If you are **very comfortable** doing thing for people instead of just being with people, circle #1. If you are **somewhat comfortable** doing things for people, circle #2. If you are **very comfortable** being with people, circle #5, and if **somewhat comfortable**, then circle #4. If you are **balanced between the two**, circle #3. You want to avoid always answering #3. Try to force yourself to respond with #1 #2, #4, or #5 if possible.

Let's continue to question #2.

2. When doing a task, I tend to...

focus on the goal 1 2 3 4 5 *focus on relationships*

3. I get more excited about...

advancing a cause 1 2 3 4 5 *creating community*

4. I feel I have accomplished something when I've...

gotten the job done 1 2 3 4 5 *built a relationship*

5. It is more important to start a meeting...

on time 1 2 3 4 5 *when everyone is there*

6. I'm more concerned with...

meeting a deadline 1 2 3 4 5 *maintaining the team*

7. I place a higher value on...

action 1 2 3 4 5 *communication*

Next, add up the numbers that you circled for each of the 7 questions. For example, my responses were 2+3+2+2+2+2+3 = 16.

I would write the number 16 as my Energized Total E = 16.

Take a few minutes to total your Energized responses and record your total in the E box on page 23.

Turn to page 24 for the next set of questions that explore how you tend to be organized or approach a project. I will ask the question, and you will circle the response that most closely matches your preference for structure compared with less structure. Let's begin with the first question.

1. I prefer to...

be spontaneous 1 2 3 4 5 *follow a set plan*

2. I prefer to set guidelines that are...

general 1 2 3 4 5 *specific*

3. I prefer to...

Leave my options open 1 2 3 4 5 *settle things now*

4. I prefer projects that have...

variety 1 2 3 4 5 *routine*

5. I like to...

play it by ear 1 2 3 4 5 *stick to a plan*

6. I find routine...

boring 1 2 3 4 5 *restful*

7. I accomplish tasks best...

by working it out as I go 1 2 3 4 5 *by following a plan*

Now add up the numbers circled for each question. My responses were 4+4+4+2+4+4+3 = 25

I would write the number 25 as my Organized Total O = 25.

Now add up your Organized responses and write the O total in the box on page 24.

Next, record your E and O results for your Personality Style on your SHAPE Profile on Page 27 in your handout.

The summary below will help you analyze your results for how you are energized and organized.

If your E total was 7-20 you are energized through *tasks*
21-35 you are energized through *people*

If your O total was 7-20 you are organized by being *unstructured*
21-35 you are organized by *structure*

My Total E score was 16 and my Total O score was 25. Using the chart at the bottom of page 24, I can see that I have a mild tendency toward being energized by TASKS and a mild tendency toward being more Structured than Unstructured.

The intensity of your personal style is indicated by a score of ...

7-10 Concentrated
11-14 Moderate
15-18 Mild
19-23 Undefined
24-27 Mild
28-31 Moderate
32-35 Concentrated

There is one more discovery assessment to complete that will explore how God is working through your Life Experiences to guide how He has SHAPED you for ministry. We will continue with this in Lesson 7.