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Table of Contents

Notes

God's Plan - We All Serve in Mission	4
Biblical Foundations for Serving in Mission	8
Spiritual Gifts - Essential to Serve in Mission	12
God's SHAPED Us Uniquely to Serve in Mission	16
God Empowers Us for Serving in Mission	20
God Brings Breakthrough as We Serve in Mission Together	24
God Blesses & Rewards as We Serve in Mission	28

Spiritual Gifts Inventory

A Description of Each Spiritual Gift	34
<i>Descriptions provided by Network Ministries: B.Bugbee & D.Cousins, Network, Grand Rapids: Zondervan, 2005</i>	

Spiritual Gifts Discovery

Experience Assessment	58
Experience Assessment Answer Sheet	59
Experience Assessment Questionnaire	60
Experience Assessment Key	67
Observation Assessment Summary	68
Spiritual Gifts Summary	70
Observation Assessment	71
Observation Assessment Questionnaire	72



Servant Profile

Personal Resources Survey	77
Ministry Passion	80
Ministry Passion Assessment	82
Ministry Passion Summary	85
Sample List of Ministry Passions	87
Personal Style Assessment	88
Personal Experiences Assessment	96
Your Servant Profile	100



Notes

101

God's Plan - We All Serve in Mission

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Ruled lines for writing.

Biblical Foundations for Serving in Mission

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Spiritual Gifts - Essential to Serve in Mission

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God's SHAPED Us Uniquely to Serve in Mission

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God Brings Breakthrough as We Serve in Mission Together

God Blesses & Rewards as We Serve in Mission

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Spiritual
Gifts
Inventory

Administration

Literal Meaning: To pilot or steer a ship

Description

The gift of Administration is 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

What It Looks Like In The Church

- Develop strategies or plans to reach identified goals
- Assist ministries to become more efficient and effective
- Create order out of organizational chaos
- Manage or coordinate a variety of responsibilities to accomplish a task
- Organize people, tasks or events

Traits

- Thorough
- Objective
- Responsible
- Organized
- Goal-oriented
- Efficient
- Conscientious

Cautions

- Need to be open to adjusting their plans so they don't stifle a leader's vision
- Could use people simply to accomplish goals without being concerned for their growth in the process
- Could fail to see God's purposes being fulfilled in the process of reaching a goal

Bible References

1 Corinthians 12:28-29, Acts 13:2-3, Ephesians 4:11-12, Romans 1:5

Apostleship

Literal Meaning: To be sent with a message

Description

The gift of Apostleship is the divine ability to start and oversee the development of new churches or ministry structures

What It Looks Like In The Church

- Pioneer and establish new ministries or Churches
- Adapt to different surroundings by being culturally sensitive and aware
- Desire to minister to unreached people in other communities and countries
- Have responsibilities to oversee ministries or groups of churches
- Demonstrate authority and vision for the mission of the Church

Traits

- Adventurous
- Entrepreneurial
- Persevering
- Adaptable
- Culturally Sensitive
- Risk-taking
- Cause driven

Cautions

- Should be aware that misusing their authority can quench the Spirit in others
- Need to be affirmed and sent by the Church
- Can be demanding and pessimistic

Bible References

1 Corinthians 12:28-29, Acts 13:2-3, Ephesians 4:11-12, Romans 1:5

Craftsmanship

Literal Meaning: To craft, design and build

Description

The gift of Craftsmanship is the divine enablement to creatively design and/or construct items to be used for ministry

What It Looks Like In The Church

- Work with wood, cloth, paint, metal glass and other raw materials Make things that increase the effectiveness of others' ministries Enjoy serving with their hands to meet tangible needs
- Design and build tangible items and resources for ministry use Work with different kinds of tools and are skilled with their hands

Traits

- Creative Designer Handy
- Resourceful
- Practical
- Behind the scenes
- Helpful

Cautions

- Could fail to see that their gift is significant and one that makes a spiritual contribution to the body
- Could use people to get things done instead of helping them grow in the process
- Should remember that the things they produce are just a means to the end and not the end itself

Bible References

1 Corinthians 12:28-29, Acts 13:2-3, Ephesians 4:11-12, Romans 1:5

Creative Communication

Literal Meaning: To communicate artistically

Description

The gift of Creative Communication is the divine enablement to communicate God's truth through a variety of art forms

What It Looks Like In The Church

- Use the arts to communicate God's truth
- Develop and use artistic skills such as drama, writing, art, music, etc.
- Use variety and creativity to captivate people and cause them to consider Christ's message
- Challenge people's perspective of God through various forms of the arts Demonstrate fresh ways to express the Lord's ministry and message

Traits

- Expressive
- Imaginative
- Idea-oriented
- Artistic
- Creative
- Unconventional
- Sensitive

Cautions

- Need to remember that art is not for art's sake, but it's to glorify God and edify others
- Could find evaluation and constructive criticism difficult to accept
- Might be uncooperative (because of ego, pride, or individualism) and need to work at being a team player

Bible References

Psalms 150:3-5; 2 Samuel 6:14-15; Mark 4:2,33

Discernment

Literal Meaning: To separate or make a distinction, differentiate

Description

The gift of Discernment (of spirits) is the divine enablement to distinguish between truth and error. It is able to discern among spirits, differentiating between good and evil, right and wrong.

What It Looks Like In The Church

- Distinguish truth from error, right from wrong, pure motives from impure
- Identify deception in others with accuracy and appropriateness
- Determine whether a word attributed to God is authentic
- Recognize inconsistencies in a teaching prophetic message or interpretation
- Are able to sense the presence of evil

Traits

- Perceptive
- Insightful
- Sensitive
- Intuitive
- Decisive
- Challenging
- Truthful

Cautions

- May struggle with how to express their perceptions, feelings, or insights
- Could be harsh when confronting others, instead of speaking the truth in love
- Need to confirm their perceptions before speaking

Bible References

1 Corinthians 12:10, Acts 5:1-4, Matthew 16:21-23

Encouragement/Exhortation

Literal Meaning: To come alongside of

Description

The gift of Encouragement is the divine enablement to present truth so as to strengthen, comfort or urge to action those who are discouraged or wavering in their faith

What It Looks Like In The Church

- Come to the side of those who are discouraged to strengthen and reassure them
- Challenge, comfort, or confront others to trust and hope in the promises of God
- Urge others to action by applying biblical truth
- Motivate others to grow
- Emphasize God's promises and have confidence in His will

Traits

- Positive
- Motivating
- Challenging
- Affirming
- Reassuring
- Supportive
- Trustworthy

Cautions

- Can sometimes be overly optimistic, too simplistic or flattering
- Should first take time to understand where others are and what they really need
- May want to just say “positive” things to others and avoid being confrontational when it's needed

Bible References

Romans 12:8; Acts 11:22-24; 15:30-32

Evangelism

Literal Meaning: To bring good news

Description

The gift of Evangelism is the divine enablement to effectively communicate the gospel to unbelievers so they respond in faith and move toward discipleship

What It Looks Like In The Church

- Communicate the message of Christ with clarity and conviction
- Seek out opportunities to talk to unbelievers about spiritual matters Challenge unbelievers to faith and to become fully devoted followers of Christ Adapt their presentation of the gospel to connect with the individual's needs Seek opportunities to build relationships with unbelievers

Traits

- Sincere/serious
- Candid
- Respected Influential Spiritual Confident Commitment-oriented

Cautions

- Need to be remember the Holy Spirit, not guilt, is the motivator in a person's decision for Christ
- Should avoid becoming critical of others by remembering that we are all "witnesses", but are not all "evangelists"
- Need to listen to people carefully, because the same approach is not appropriate for everyone

Bible References

Ephesians 4:11; Acts 8:26-40; Luke 19:1-10

Faith

Literal Meaning: To trust, have confidence, believe

Description

The gift of Faith is the divine enablement to act on God's promises with confidence and unwavering belief in God's ability to fulfill His purposes.

What It Looks Like In The Church

- Believe the promises of God and inspire others to do the same Act in complete confidence of God's ability to overcome obstacles Demonstrate an attitude of trust in God's will and His promises
- Advance the cause of Christ because they go forward when others will not Ask God for what is needed and trust Him for His provision

Traits

- Prayerful
- Optimistic
- Trusting
- Assured
- Positive
- Inspiring
- Hopeful

Cautions

- Need to act on their faith
- Should remember that those who speak with reason and desire to plan do not necessarily lack faith
- Should listen to and consider the counsel of wise and Spirit-filled believers

Bible References

1 Corinthians 12:9, 13:2; Hebrews 11:1; Romans 4:18-21

Giving

Literal Meaning: To give part of, to share

Description

The gift of Giving is the divine enablement to contribute money and resources to the work of the Lord with cheerfulness and liberality. People with this gift do not ask, "How much money do I need to give to God?" but "How much money do I need to live on?"

What It Looks Like In The Church

- Manage their finances and limit their lifestyle in order to give as much of their resources as possible
- Support the work of ministry with sacrificial gifts to advance the kingdom
- Provide resources, generously and cheerfully, trusting God for His provision
- May have a special ability to make money so that they may use it to further God's work

Traits

- Stewardship-oriented
- Resourceful
- Responsible
- Charitable
- Trusts in God
- Disciplined

Cautions

- Need to esteem their gift, remembering that giving money and resources is a spiritual contribution to the body of Christ
- Need to remember the Church's agenda is determined by leaders, not by the giver's gift
- Need to guard against greed

Bible References

Romans 12:8; 2 Corinthians 6:8, Luke 21 :1-4

Healing

Literal Meaning: To restore instantaneously

Description

The gift of Healing is the divine enablement to be God's means for restoring people to wholeness

What It Looks Like In The Church

- Demonstrate the power of God
- Bring restoration to the sick and diseased
- Authenticate a message from God through healing
- Use healing as an opportunity to communicate a biblical truth and to see God glorified
- Pray, touch or speak words that miraculously bring healing to one's body

Traits

- Compassionate
- Trusts in God Prayerful
- Full of Faith Humble
- Responsive Obedient

Cautions

- Need to remember that it is not always their faith or the faith of the sick that determines a healing, but God who determines it
- Need to realize that God does not promise to heal everyone who asks or is prayed for
- Should remember that Jesus did not heal everyone who was sick or suffering while he was on the earth

Bible References

1 Corinthians 12:9,28, 30; Acts 3:1-16; Mark 2:1-12

Helps

Literal Meaning: To take the place of someone

Description

The gift of Helps is the divine enablement to accomplish practical and necessary tasks which free up, support and meet the needs of others

What It Looks Like In The Church

- Serve behind the scenes wherever needed to support the gifts and ministries of others
- See the tangible and practical things to be done and enjoy doing them
- Sense God's purpose and pleasure in meeting everyday responsibilities
- Attach spiritual value to practical service
- Enjoy knowing that they are freeing up others to do what God has called them to do

Traits

- Available
- Willing
- Helpful
- Reliable
- Loyal
- Dependable
- Whatever-it takes attitude

Cautions

- Need to esteem their gift, remembering that doing practical deeds is a spiritual contribution to the body of Christ
- Find it difficult to say "no"
- Need to be responsive to the priorities of leadership instead of setting their own agendas

Bible References

1 Corinthians 12:28; Romans 12:7; Acts 6:1-4; Romans 16:1-2

Hospitality

Literal Meaning: To love strangers

Description

The gift of Hospitality is the divine enablement to care for people by providing fellowship, food and shelter

What It Looks Like In The Church

- Provide an environment where people feel valued and cared for
- Meet new people and help them feel welcomed
- Create a safe and comfortable setting where relationships can develop
- See ways to connect people together into meaningful relationships
- Set people at ease in unfamiliar surroundings

Traits

- Friendly
- Gracious
- Inviting
- Trusting
- Caring
- Responsive Warm

Cautions

- Should avoid viewing their gift as just entertaining
- Need to remember to ask God who to befriend and serve
- Should be careful not to cause stress in their own family when inviting others into their home

Bible References

1 Peter 4:9-10; Romans 12:13; Hebrews 13:1-2

Intercession

Literal Meaning: To plead on behalf of someone, intercede

Description

The gift of Intercession is the divine enablement to consistently pray on behalf of and for others, seeing frequent and specific results

What It Looks Like In The Church

- Feel compelled to earnestly pray on behalf of someone or some cause
- Have a daily awareness of the spiritual battles being waged and pray
- Are convinced God moves in direct response to prayer
- Pray in response to the leading of the Spirit, whether they understand it or not
- Exercise authority and power for the protection of others and the equipping of them to serve

Traits

- Advocate
- Caring
- Sincere
- Peacemaker
- Trustworthy
- Burden bearer
- Spiritually sensitive

Cautions

- Should avoid feeling that their gift is not valued, by remembering that interceding for others is their ministry and spiritual contribution to the body of Christ
- Should avoid using prayer as an escape from fulfilling responsibilities
- Need to avoid a “holier-than-thou” attitude sometimes caused by extended times of prayer and spiritual intimacy with God

Bible References

Romans 8:26-27; John 17:9-26; 1 Timothy 2:1-2; Colossians 1:9-12; 4:12-13

Interpretation

Literal Meaning: To translate, interpret

Description

The gift of Interpretation is the divine enablement to make known to the body of Christ the message of one who is speaking in tongues

What It Looks Like In The Church

- Respond to a message spoken in tongues by giving an interpretation
- Glorify God and demonstrate His power through this miraculous manifestation Edify the body by interpreting a timely message from God
- Understand an unlearned language and communicate that message to the body of Christ
- Are sometimes prophetic when exercising an interpretation of tongues

Traits

- Worshipful
- Responsive
- Devoted
- Responsible
- Spiritually intimate Sensitive
- Faithful

Cautions

- Need to remember that the message being interpreted should reflect the will of God and not man
- Should remember that this gift is to provide edification, its to build up the church
- Use it in an orderly manner in conjunction with tongues

Bible References

1 Corinthians 12:10, 14:5,26-28

Leadership

Literal Meaning: To stand before

Description

The gift of Leadership is the divine enablement to cast vision, motivate and direct people to harmoniously accomplish the purposes of God

What It Looks Like In The Church

- Provide direction for God's people or ministry
- Motivate others to perform to the best of their abilities
- Present the "big picture" for others to see
- Model the values of the ministry
- Take responsibility and establish goals

Traits

- Influential
- Diligent
- Visionary
- Trustworthy
- Persuasive
- Motivating
- Goal setter

Cautions

- Should realize their relational credibility takes time and is critical for leadership effectiveness
- Should remember that servant leadership is the biblical model, the greatest being the servant of all
- Do not need to be in a leadership "position" to use this gift

Bible References

Romans 12:8, Hebrews 13:17, Luke 22:25-26

Mercy

Literal Meaning: To have compassion

Description

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

What It Looks Like In The Church

- Focus upon alleviating the sources of pain or discomfort in suffering people Address the needs of the lonely and forgotten
- Extend love, grace, and dignity to those facing hardships and crisis Serve in difficult or unsightly circumstances and do so cheerfully Concern themselves with individual or social issues that oppress people

Traits

- Empathetic
- Caring
- Responsive
- Kind
- Compassionate Sensitive
- Burden-bearing

Cautions

- Need to be aware that rescuing people from their pain may be hindering God's work in them
- Need to guard against feeling "unappreciated" since some of the people helped will not show or express any appreciation
- Should guard against becoming defensive and angry about the sources of others' pain

Bible References

Romans 12:8; Matthew 5:7; Mark 10:4G-52; Luke 10: 25-37

Miracles

Literal Meaning: To do powerful deeds

Description

The gift of Miracles is the divine enablement to authenticate the ministry and message of God through supernatural interventions which glorify Him

What It Looks Like In The Church

- Speak God's truth and have it authenticated by an accompanying miracle
- Express confidence in God's faithfulness and ability to manifest His presence
- Bring the ministry and message of Jesus Christ with power
- Claim God to be the source of the miracle and glorify Him
- Represent Christ and through the miracle, point people to a relationship with Christ

Traits

- Bold
- Venturesome
- Authoritative
- God-fearing
- Convincing
- Prayerful
- Responsive

Cautions

- Needs to remember that miracles are not necessarily caused by faith
- Should avoid viewing this gift as a personal responsibility, remembering that God determines the location and timing of His deeds
- Need to guard against the temptation to call on the Lord's presence and power for selfish reasons

Bible References

1 Corinthians 12:10, 28-29; John 2:1-11; Luke 5:1-11

Prophecy

Literal Meaning: To speak before

Description

The gift of Prophecy is the divine enablement to reveal truth and proclaim it in a timely and relevant manner for understanding, correction, repentance, or edification. There may be immediate or future implications

What It Looks Like In The Church

- Expose sin or deception in others for the purpose of reconciliation
- Speak a timely word from God causing conviction, repentance and edification See truth that others fail to see and challenge them to respond
- Warn of God's immediate or future judgment if there is no repentance Understand God's heart and mind through experiences He takes them through

Traits

- Discerning
- Compelling
- Uncompromising
- Outspoken
- Authoritative
- Convicting
- Confronting

Cautions

- Need to be aware that listeners may reject the message if its not spoken in love and for their edification
- Need to avoid pride, which can create a demanding or discouraging spirit that hinders the gift
- Should remember that discernment and Scripture must support and agree with each prophecy

Bible References

Romans 12:6; 1 Corinthians 12:10,28; 13:2; 2 Peter 1:19-21

Shepherding

Literal Meaning: To shepherd a flock

Description

The gift of Shepherding is the divine enablement to nurture, care for and guide people toward ongoing spiritual maturity and becoming like Christ

What It Looks Like In The Church

- Take responsibility to nurture the whole person in their walk with God
- Provide guidance and oversight to a group of God's people
- Model with their life what it means to be a fully devoted follower of Jesus Christ
- Establish trust, loyalty, and confidence through long-term relationships
- Lead and protect those within their span of care

Traits

- Influencing
- Nurturing
- Guiding
- Discipling
- Protective
- Supportive
- Relational

Cautions

- Should remember that God judges those who neglect or abuse their oversight responsibilities
- Could fail to see God's purposes being fulfilled in the process of reaching a goal

Bible References

1 Corinthians 12:28-29, Acts 13:2-3, Ephesians 4:11-12, Romans 1:5

Teaching

Literal Meaning: To instruct

Description

The gift of Teaching is the divine enablement to understand, clearly explain, and apply the Word of God, causing greater Christ like-ness in the lives of listeners

What It Looks Like In The Church

- Communicate biblical truth that inspires greater obedience to the Word
- Challenge listeners simply and practically with the truths of Scripture
- Present the whole counsel of God for maximum life-change
- Give attention to detail and accuracy
- Prepare thorough extended times of study and reflection

Traits

- Disciplined
- Perceptive
- Teachable
- Authoritative
- Practical
- Analytical
- Articulate

Cautions

- Should avoid pride that may result from their “superior” biblical knowledge and understanding
- Could become too detailed when teaching and fail to make life application
- Should remember that their spirituality is not measure by how much they know

Bible References

Romans 12:7; 1 Corinthians 12:28-29; Acts 18:24-28; 2 Timothy 2:2

Tongues

Literal Meaning: Tongue, language

Description

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

What It Looks Like In The Church

- Express with an interpretation a word by the Spirit which edifies the Church
- Communicate a message given by God for the church
- Speak in a language they have never learned or do not understand
- Worship the Lord with unknown words too deep for the mind to comprehend
- Experience an intimacy with God which inspires them to serve or edify others

Traits

- Worshipful
- Prayerful
- Responsive
- Trusting
- Devoted
- Spontaneous
- Receptive

Cautions

- Should remain silent in the church if there is no gift of interpretation
- Should avoid expecting others to manifest this gift which may cause inauthenticity of the Spirit
- Should remember that all the gifts, including this one, are to edify others

Bible References

1 Corinthians 12:10,28-30; 13:1; 14:1-33; Acts 2:1-11

Word of Knowledge

Literal Meaning: To know

Description

The gift of the Word of Knowledge is the divine enablement to bring truth to the body through a revelation or biblical insight

What It Looks Like In The Church

- Receive truth which enables them to better serve the body
- Search the scriptures for insight, understanding, and truth
- Have an unusual insight or understanding that serves the church
- Organize information for teaching and practical use
- Gain knowledge which was not attained by natural observation or means

Traits

- Inquisitive
- Responsive
- Observant
- Insightful
- Reflective
- Truthful
- Spiritually sensitive

Cautions

- Need to be careful of this gift leading to pride (“knowledge” puffs up)
- Should remember that it’s God’s message, not theirs, when they give a word of knowledge to the church
- Need to remember with the increasing of knowing comes the increasing of pain (Ecclesiastes 1:18)

Bible References

1 Corinthians 12:28, Mark 2:6-8, John 1:45-50

Word of Wisdom

Literal Meaning: To apply truth practically

Description

The gift of Wisdom is the divine enablement to effectively apply spiritual truth to meet a need in a specific situation

What It Looks Like In The Church

- Focus on the unseen consequences in determining the next steps to take
- Receive an understanding of what is necessary to meet the needs of the body of Christ
- Provide divinely given solutions in the midst of conflict and confusion
- Hear the spirit provide direction for God's best in a given situation
- Apply spiritual truth in specific and practical ways

Traits

- Sensible
- Insightful
- Practical
- Wise
- Fair
- Experienced
- Common sense

Cautions

- Could fail to share the wisdom that God has given them
- Need to avoid having others develop a dependence upon them, which may weaken their faith in God
- Need to be patient with others who do not have this gift

Bible References

1 Corinthians 12:8, 2:3-14, James 3:13-18, Jeremiah 9:23-24

IIII SERVE →

Spiritual
Gifts
Discovery

Experience Assessment

A Self-Assessment Based On Your Experiences

Directions

1. Respond to each of the following statements on the Experience Assessment page.
2. Place your score to each statement in the appropriate box on our answer sheet located the page.
3. **IMPORTANT** -- Answer according to who you are, not who you would like to be or think you should be:
 - How true are these statements of you?
 - What has been your experience?
 - To what degree do these statements reflect your tendencies?
4. When you have completed the Experience Assessment, add up each of the columns for a total above each letter (bottom portion of Assessment).

Please Use The Following Scale

Score	Meaning
3	Consistently / Definitely True
2	Most of the Time / Usually True
1	Some of the Time / Once in a While
0	Never / Not at All

Experience Assessment Answer Sheet

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	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95										
96	97	98	99	100	101	102	103	104	105	106	107	108	109	110	111	112	113	114										
115	116	117	118	119	120	121	122	123	124	125	126	127	128	129	130	131	132	133	134	135	136	137						
A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W						

Use the Top "Grey" row to tally the respective column above it.

Indicate your Top 3 Gifts with the bottom "Grey" row: 1, 2, 3

These three identified Spiritual Gifts will be transferred to the Experience Assessment Key as well as the Spiritual Gifts Summary.

Experience Assessment Questionnaire

1. I can coordinate people, tasks, and events to meet a need.
2. I enjoy working creatively with wood, cloth, paints, metal, glass, or other materials.
3. I enjoy developing and using my artistic skills (art, drama, music, photography, etc.).
4. When I see spiritual complacency, I am willing to challenge it.
5. I have confidence that God not only can, but He will.
6. I give liberally and joyfully to people in financial need or to projects requiring support.
7. I enjoy working behind the scenes to support the work of others.
8. I view my home as a safe and caring place to minister to people.
9. When it comes to my attention, I am honored to regularly pray for someone or for a concern.
10. I am motivated to set goals and influence others to achieve a vision in order to advance God's work on earth.
11. I empathize with hurting people and desire to help in their healing process.
12. I am attracted to the idea of serving in another country or an ethnic community.
13. I have spoken a timely and important prophetic word to others that I felt came to me directly from God while in prayer.
14. I have the ability to communicate the gospel with clarity and conviction.
15. I establish trust and confidence through long-term relationships.
16. I am able to communicate God's Word effectively.
17. I can readily distinguish between spiritual truth and error, good and evil.
18. I research and am persistent in my pursuit of knowing the truth.
19. Others often seek me out for advice about personal and spiritual matters.
20. I am careful, thorough, and skilled at managing details.
21. I am skilled in working with different kinds of tools.
22. I help people better understand themselves, their relationships, and God through artistic expression.

23. I enjoy reassuring and strengthening those who are discouraged.
24. I have confidence in God's continuing provision and help, even in difficult times.
25. I give more than a tithe so that kingdom work can be accomplished.
26. I enjoy doing routine tasks that support the needs of ministry.
27. I enjoy meeting new people and helping them feel welcomed.
28. I enjoy praying for long periods of time and receive leadings as to what God wants me to pray for.
29. It is quite natural for me to lead, and it is more comfortable for me to lead than not to lead.
30. I can patiently support those going through painful experiences as they are seeking stability in their lives.
31. I am willing to take an active part in starting a new Church.
32. By God's revelation to me, I have been able to shed light on current realities in someone's life that helps them see God's desire for their future.
33. After I have shared the story of Jesus, people pray with me for salvation.
34. I can faithfully provide long-term emotional and spiritual support and concern for others.
35. I simply and practically explain and clarify the Word for those who are confused or just do not know.
36. I have a "sixth sense" and frequently am able to identify a person's character based on first impressions.
37. I receive information from the Spirit that I did not acquire through natural means.
38. I can often find simple, practical solutions in the midst of conflict or confusion.
39. I can clarify goals and develop strategies or plans to accomplish them.
40. I can visualize how something should be constructed before I build it.
41. I like finding new and fresh ways of communicating God's truth.
42. I give hope to others by directing them to the promises of God.
43. I have a special ability to trust God for extraordinary needs.

44. I manage my money well in order to free more of it for giving.
45. I willingly take on a variety of odd jobs around the church to meet the needs of others.
46. I genuinely believe the Lord directs strangers to me who need a sense of belonging and connection to others.
47. I am conscious of ministering to others as I pray.
48. I am usually chosen as the group's spokesperson when in discussion groups.
49. I am drawn toward people who are sometimes regarded as undeserving or beyond help.
50. I can relate to others in culturally sensitive ways.
51. I speak biblical truth in a timely and culturally sensitive way in order to strengthen, encourage, and comfort God's people.
52. I'd rather be around non-Christians more than Christians so that I can build relationships with them.
53. I enjoy giving practical support, nurture, and spiritual guidance to a group of people.
54. When I teach, people respond to my teaching with action.
55. I can see through phoniness or deceit before it is evident to others.
56. I seek certainty and truth in order to avoid superficial understandings and speculation.
57. I am surprised by how many people are unable to solve problems and seem to lack common sense.
58. I can identify and effectively use the resources needed to accomplish tasks.
59. I am good at working with my hands and enjoy doing so.
60. I regularly need to get alone to reflect and to develop my imagination.
61. I reassure those who need to take courageous action in their faith, family, or life.
62. I am unwavering in my belief that God will absolutely work in circumstances in which success cannot be guaranteed by human effort alone.
63. I choose to limit my lifestyle in order to give away a higher percentage of my income.
64. I see spiritual significance in doing practical tasks.
65. I rarely meet people I do not like and wouldn't want to see included in the life of the church.
66. I pray with confidence because I know that God works in response to prayer.

67. I set goals and direct people to effectively accomplish them.
68. I have great compassion for hurting people.
69. I view the overall picture and do not get hindered with problems along the way.
70. I have spoken to others about future events or situations that God revealed to me, and they happened as I said they would.
71. I boldly speak about salvation through Jesus Christ and see a positive response in those who are listening.
72. I can gently restore wandering believers to faith and fellowship.
73. I get frustrated when I see people's lack of biblical knowledge.
74. God shows me the difference between a demonic influence, a mental illness, and an error in truth.
75. When reading or studying Scripture, I see important biblical truths and themes that benefit others in the body of Christ.
76. I can anticipate the likely consequences of the actions of an individual or a group.
77. I like to help groups become more efficient.
78. I serve and work more behind the scenes to make things that are useful for ministry and that honor God.
79. The way I say and do things awakens the truth in others, so they say, "I have never thought of it that way."
80. I find great joy in affirming the value and worth of others.
81. When I see God's activity, I move toward it in spite of opposition or lack of support.
82. For special projects and capital campaigns, I like to give in a way that encourages and inspires others to give generously.
83. I like to find things that need to be done and often do them without being asked.
84. For me, the greatest times of joy in the church are times of social interaction and fellowship.
85. When I hear about needy situations, I feel burdened to pray.
86. I influence others to perform to the best of their ability.
87. I look through a person's handicaps or problems to see a life that matters to God and an opportunity to serve.

88. I am culturally sensitive and comfortable with different ethnic groups.
89. I feel a compulsion to speak the words God gives me to strengthen, encourage, and comfort others.
90. I openly tell people that I am a Christian and want them to ask me about my faith.
91. There are a number of people in my life that I am personally guiding with truth: encouragement, caring, and wisdom.
92. I communicate Scripture in ways that cause others to learn and become motivated toward greater growth.
93. I receive affirmation from others concerning the reliability of my insights about them and of perceptions I have of others.
94. I have suddenly known things about others, but did not know how I knew them.
95. I give practical advice to help others through complicated situations.
96. I can visualize a coming event, anticipate potential problems, and develop strategies to meet them.
97. I am a resourceful person, able to find the best materials and tools required to build what is needed.
98. I use various forms of the arts to draw people closer to God and to his truth.
99. I like motivating others to take steps for spiritual growth.
100. I am regularly challenging others to trust God.
101. I manage my money and give to ministries that are well led and are making a difference for Christ in the lives of people.
102. I show my love for others in actions more than words.
103. I do whatever I can to make visitors and others feel they belong.
104. God gives me a peace and a confidence that my prayers are being answered, even when I cannot see the results.
105. I am able to case a vision for ministry that others want to follow and be a part of.
106. I enjoy bringing hope, joy, and comfort to people working through a crisis or chronic situation in their lives.
107. I relate to leaders who often follow me into new ministry ventures.

108. God reveals to me things others cannot see so when I speak to them they can understand his activity in their lives.
109. I love unchurched people no matter where they are on their spiritual journey.
110. I take responsibility to nurture the whole person in his or her walk with God.
111. I can present information and skills to others in ways that make it easier for them to grasp and apply them to their lives.
112. I have seen into the spiritual realm where spirits have been revealed to me by God.
113. The truths I learn and the understanding I gain create a burden for me because of the responsibility I feel to handle the information wisely.
114. When faced with how to apply biblical truths practically in a difficult or complex situation, God reveals to me a solution.
115. I want to bring order where there is organizational chaos.
116. I have good hand-eye coordination and good dexterity.
117. I have a sense of the whole and can creatively put things together in a harmonious flow that artistically communicates a biblical truth.
118. I carefully challenge or rebuke others in order to help them grow spiritually.
119. I find it natural to believe in God for things that others see as impossible.
120. I believe I have been given an abundance of resources so that I may give more to the Lord's work.
121. When a task needs to be done, I find it difficult to say no.
122. I can make people feel at ease even in unfamiliar surroundings.
123. I see specific results in direct response to my prayers.
124. I figure out where we need to go and help others to get there.
125. I am moved with compassion and motivated to remove the sources of another 's sufferings.
126. God's authority and power are manifested in the new churches and ministries I served to start.
127. I feel compelled to expose sin wherever I see it and to challenge people to repentance.
128. I'm constantly thinking of ways to bring up spiritual matters with friends who do not know God.

129. I feel responsible to help oversee and protect believers from the things that keep them from fellowship with God and one another.
130. I struggle with how to take what I have been studying and communicate only those things that will help Gods people learn what they need at the moment.
131. I can sense when demonic forces are at work in a person or situation.
132. I love learning and share with those who want to learn.
133. I like to read and study the book of Proverbs for its simple and powerful truths expressed in a clear and practical way.
134. If you have repeatedly had any of the following experiences, simply place a check mark in the appropriate box on the answer sheet.
135. I have repeatedly seen an instant healing as I laid hands on someone and prayed.
136. When I hear people speak in tongues, I feel the Spirit revealing his message to me. And I speak it aloud, interpreting it for the Church.
137. I have experienced the power of God within me to cast out demons and heal the sick, and I see his supernatural intervention in nature.
138. I have spoken in a language I do not understand, and someone has spoken out to interpret what I had just said

Experience Assessment Key

Use this key to circle your top three identified Spiritual Gifts.

You will be able to do this after you have responded to statements in The Experience Assessment Questionnaire and completed the Answer Sheet. At the bottom of the answer chart you will find a row of grey blocks which you will have marked with your top three Spiritual Gifts.

Transfer those answers to this key to use as a quick reference in the future.

A	Administration
B	Craftsmanship
C	Creative Communication
D	Encouragement
E	Faith
F	Giving
G	Helps
H	Hospitality
I	Intercession
J	Leadership
K	Mercy
L	Apostleship
M	Prophecy
N	Evangelism
O	Shepherding
P	Teaching
Q	Discernment
R	Word of Knowledge
S	Word of Wisdom
T	Healing
U	Interpretation
V	Miracles
W	Tongues
OTHER	

Observation Assessment Summary

In the chart below, put an "X" in the box by each of the top three Spiritual Gifts identified in each of your Observation Assessments

Remember, their perceptions will be affected by how long they have known you and the type of relationship they have with you (family, small group, work, neighborhood, ministry, etc.) Weigh these factors as you record and evaluate their responses. Give more weight to those who have seen you in ministry.

Add across the row to total each Spiritual Gift. In the last column to the right, put a 1,2,3 next to the 3 Spiritual Gifts identified with the highest total.

Transfer these top three Gifts to the Spiritual Gifts Summary page.

	Spiritual Gift	Observer 1	Observer 2	Observer 3	Total	Top Gifts
A	Administration					
B	Craftsmanship					
C	Creative Communication					
D	Encouragement					
E	Faith					
F	Giving					
G	Helps					
H	Hospitality					
I	Intercession					
J	Leadership					
K	Mercy					
L	Apostleship					
M	Prophecy					
N	Evangelism					
O	Shepherding					
P	Teaching					
Q	Discernment					
R	Word of Knowledge					
S	Word of Wisdom					
T	Healing					
U	Interpretation					
V	Miracles					
W	Tongues					

Spiritual Gifts Summary

Use this page to compile the results of your Experience Assessment and Observation Assessment:

Experience Assessment:

What are the top Spiritual Gifts you identified on your Experience Assessment

Observation Assessment:

What Spiritual Gifts were most observed by those who know you well?

Now ... combine the results from both assessments into a list of what you think at this time are your top three, or primary, Spiritual Gifts.

My Potential Spiritual Gifts
1.
2.
3.

**Once you have identified your top three Spiritual Gifts,
add them to your Servant Profile.**

Observation Assessment

Often, you will not be aware of what others have appreciated about you or noticed about your abilities in ministry situations. This assessment gives people who know you an opportunity to affirm areas of possible Spiritual Giftedness. Your workbook includes a copy of the Observation Assessment for your reference. We will also receive 3 separate copies of the Observation Assessment to pass on to 3 people. Ask them to complete it and return to you.

1. The best people to ask are Christians who have seen you involved in a ministry context. If this is not possible, ask people who know you well and can share observations from their knowledge and relationship with you.
2. Get started with these assessments right away. People will need time to fill them out and get them back to you for the next session.
3. When you have received your Observation Assessments back, compile them on the Observation Summary Chart.
4. Transfer your conclusions to the Spiritual Gifts Summary.

Observation Assessment Questionnaire

I'd like your opinion!

I am seeking to better understand how God has equipped me to serve others. One part of the process involves getting feedback from a few people who know me reasonably well. Your thoughts about what I do best and the way I relate to others will be very helpful. Please take a few minutes to complete this assessment.

My name is: _____

These are my observation of: _____

Directions

Please read the descriptions below.

Mark each question (A through W) according to how true it is of the person you are describing.

Respond By Using The Following Scale

Score	Meaning
3	Consistently / Definitely True
2	Most of the Time / Usually True
1	Some of the Time / Once in a While
0	Don't Know

Important

Answer according to what seems to be true of them most of the time ... not what you would like them to be, or thing they should be. To what degree do these statements reflect their tendencies? Return the assessment as soon as you have completed it.

A	B	C	D	E	F	G	H	I	J	K	L
M	N	O	P	Q	R	S	T	U	V	W	

- A. Develops strategies or plans to reach identified goals; organizes people, tasks, and events; helps organizations or groups become more efficient; creates order out of organizational chaos.
- B. Works creatively with wood, cloth, metal, paints, glass, etc.; works with different kinds of tools; makes things for practical uses; designs and builds things; works with his or her hands.
- C. Communicates with variety and creativity; develops and uses particular artistic skills (art, drama, music, photography, etc.); finds new and fresh ways to communicate ideas to others.
- D. Strengthens and reassures troubled people; encourages or challenges them; motivates others to grow; supports those who seem to be stuck and need to take action.
- E. Trusts God to answer prayer and encourages others to do the same; has confidence in God's continuing presence and ability to help, even in difficult times; moves forward in spite of difficulties or opposition.
- F. Gives liberally and joyfully to people in financial need - gives generously to projects requiring substantial support; manages his or her money well in order to free more of it for other people and causes
- G. Works behind the scenes to support the work of others - finds small things that need to be done and does them without being asked; helps wherever needed, even with routine or mundane tasks.
- H. Meets new people and helps them to feel welcome; entertains guests; opens his or her home to others who need a safe, supportive environment; puts people at ease in unfamiliar surroundings.
- I. Continually offers to pray for others; has confidence in the Lords protection; spends a lot of time praying; is convinced that God moves in direct response to prayer.
- J. Takes responsibility for directing groups; motivates and guides others to reach important goals; manages people and resources well; influences others to perform to the best of their abilities.
- K. Empathizes with hurting people; patiently and compassionately walks with people through painful Experiences - helps those generally regarded as undeserving or beyond help.
- L. Pioneers new undertakings (such as a new church or ministry); serves In another country or community- adapts to different cultures and surroundings; demonstrates cultural awareness and sensitivity.

- M. Speaks with conviction to bring change in the lives of others; exposes cultural trends, teaching, or events that are morally wrong or harmful; boldly speaks truth even in places where it may be unpopular.
- N. Looks for opportunities to build relationships with unbelievers; communicates opening and effectively about his or her faith; talks about spiritual matters with those who don't believe.
- O. Faithfully provides long-term support and nurture for a group of people; provides guidance for the whole person; patiently but firmly nurtures others in their development as believers.
- P. Studies, understands, and communicates biblical truth; develops appropriate teaching material and presents it effectively; communicates in ways that motivate others to change.
- Q. Distinguishes between truth and error, good and evil; accurately judges character; sees through phoniness and deceit; helps others to see the rightness or wrongness in life situations.
- R. Carefully studies and researches subjects he or she wants to understand better; shares his or her knowledge and insights with others when asked; sometimes gains information that is not attained by natural observation or means.
- S. Sees simple, practical solutions in the midst of conflict or confusion; gives helpful advice to others facing complicated life situations; helps people take practical action to solve real problems.
- T. Demonstrates the power of God by bringing restoration to the sick and diseased by laying hands on them and praying; miraculously heals a person's body, soul or spirit.
- U. Communicates God's message to others when someone speaks in tongues; responds to people who have spoken in a different or unknown language and tells the group what God is saying.
- V. Speaks God's truth and has it authenticated by an accompanying miracle; communicates the ministry and message of Jesus Christ with demonstrations of power over nature and claims God to be the source of the miracle.
- W. Speaks in a language I do not understand, and when she or he does, someone speaks out to interpret what they just said; worships God and seems to spontaneously pray using words I have not heard before.

Here are a few additional questions:

Go back over those you marked with a “3” (Consistently/Definitely True) and in the shaded column provided in that chart of questions, indicate your top choice with a 1, second with a 2, and third with a 3. Then write the “letter” of those top three in the space provided to the right. For instance if you felt that the statement next to the letter “P” best describes your friend, place a “1” in that shaded column. Then, come back to this page and write the letter “P” as your first choice here.

Top Three Letters

- 1)
- 2)
- 3)

If you are familiar with Spiritual Gifts, which one(s) have you seen most in this person's life?

- 1)
- 2)
- 3)

Are there any other observations or insights that would help this person better understand what they do best?

Comments:

Thank you for taking the time to complete this assessment] Your opinions and observations are valuable to me. I appreciate your help.

IIII SERVE →

Servant
Profile

Personal Resources Survey

In addition to your Servant Profile, please go through each area, carefully marking the boxes which indicate talents or skills in which you have proven ability. In other words, indicate areas in which you have demonstrated a reasonable amount of confidence and competence. You are not making a commitment to serve in any area where you check a box, but we would like to have this information on file in case of special needs. Be honest and fair in your self-evaluation.

Professional Services

- Mental Health
- Social Work
- Financial
- Dental
- Medical
- Chiropractic
- Legal
- Accounting
- Bookkeeping
- Taxes
- Nursing
- Landscaping
- Carpet Cleaning
- Window Washing
- Engineer
- Lifeguard
- Counseling
- Career Counseling
- Unemployment
- Day Care Director
- Law Enforcement
- Personnel Manager
- Public Relations
- Advertising
- Television
- Radio
- Computer Programming
- Paramedic/EMT
- Systems Analyst
- Journalist/Writer

Teaching

- Preschool
- Elementary
- Junior High
- Senior High
- Single Adults
- (18-29)
- Single Adults (30+)
- Couples
- Men's Group
- Women's Group
- Tutoring
- Learning Disabled
- Researcher
- Aerobics
- Budget Counselor

Art

- Layout
- Photography
- Graphics
- Multimedia
- Mailers
- Crafts
- Artist
- Banners
- Decorating

Mechanical

- Copier Repair
- Diesel Mechanic
- Auto Mechanic
- Small Engine
- Repair
- Mower Repair
- Machinist

Office Skills

- Computers
- Word Processing
- Receptionist
- Officer Manager
- Data Entry
- Filing
- Mail Room
- Library
- Transcription
- Shorthand

Missions

- Long Term
- Short Term
- Missionary
- Evangelism

continued on next page...

Personal Resources Survey *(continued)*

Theatrical

- Actor/Actress
- Poet
- Mime
- Puppets
- Clowning
- Audio Production
- Sound/Mixing
- Lighting
- Set Construction
- Set Design
- Stagehand
- Scriptwriter

General Help

- Cashier
- Child Care
- Customer Service
- Food Service
- Gardening
- Building Maintenance
- Grounds Maintenance
- Transportation
- Snow Removal
- Catering/Cooking
- Weddings
- Bookstore
- Tape Duplication
- Plant Care (Indoor)
- Sports Official
- Sports Instructor
- Website Development
- Website Maintenance

Construction

- General Contractor
- Architect
- Carpenter: General
- Carpenter: Finish
- Carpenter: Cabinet
- Electrician
- Plumbing
- Heating
- Air-conditioning
- Painting
- Papering
- Masonry
- Roofing
- Telephones
- Drywall Finishing
- Concrete
- Carpet Installer
- Interior Design
- Drafting

Working With

- Handicapped
- Hearing Impaired (Signing)
- Incarcerated
- Learning Disabilities
- Nursing Homes/Shut-ins
- Hospital Visitation
- Meals on Wheels
- Housing for Homeless

Musical

- Cashier
- Child Care
- Customer Service
- Food Service
- Gardening
- Building Maintenance
- Grounds Maintenance
- Transportation
- Snow Removal
- Catering/Cooking
- Weddings
- Bookstore
- Tape Duplication
- Plant Care (Indoor)
- Sports Official
- Sports Instructor
- Website Development
- Website Maintenance

Are there any other products, specific resources, skills, interests, talents, abilities, or unique opportunities (example: permitted access to specialized purchasing/discounts for the church) that you would like to offer to the church?

Ministry Passion

God cares for every need.

God chose to take a piece of his heart-and put it into your heart-in the form of a Ministry Passion.

MINISTRY PASSION:

Ministry Passion is a heartfelt desire that compels us to make a difference for the Kingdom of God

Our Passion May...

- Right A Wrong
- Meet A Need
- Solve A Problem
- Serve A Cause
- Change A Life

God has a passion for us ...

For God so loved the world that he gave his one and only Son... John 3:16

God also has a purpose for the passion he puts in our hearts...

For it is God who works in you to will and to act according to his good purpose.
Philippians 2:13

The psalmist puts it this way ...

Trust in the Lord and do good; dwell in the land and enjoy safe pasture. Delight yourself in the Lord and he will give you the desires of your heart.
Psalm 37:3-4

Jesus himself promises ...

If you remain in me and my words remain in you, ask whatever you wish, and it will be given you.
John 15:7

The apostle Paul had a God-given Ministry Passion to preach to the Gentiles (Galatians 1 :15-16)

Other words you might use to communicate your Ministry Passion are:

Anger	Assignment	Burden
Call	Compassion	Destiny
Dream	Energy	God's Will
Impact	Inspired	Legacy
Motivated	Passion	Purpose
Significance	Vision	

**Remember... Ministry Passions are NOT Spiritual Gifts
Spiritual Gifts are functions or tasks you perform.**

Ministry Passion Assessment

The purpose of this assessment is to assist you in the identification and articulation of your God-given Ministry Passion. The results will release greater motivation and enthusiasm in your life and ministry.

Directions

You may not be able to answer all of the questions. That is okay. The Assessment is designed to explore a variety of ways God speaks to us about our Ministry Passion. He has probably spoken to you in some of these ways, but not all of them.

Prayerfully consider your responses to each question

Since this is an individual exercise, complete the assessment on your own. (You can talk about it with others afterward.)

There are no right or wrong answers. You have permission to say what is on your heart.

At this point, do not consider whether you could do it or how you could do it. All you need to do right now is name it

Assume there are no obstacles to hinder you from fulfilling your heart's desire (Ministry Passion). Assume everything is taken care of... family, money, career, time, etc.

If you could snap your fingers and know that you wouldn't fail, what would you do for others?

What do you repeatedly see that annoys or angers you, which if changed, would be more glorifying to God and edifying to others?

I care about some things more than other things. I care most about...

At the end of my life, I'd love to be able to look back and know I'd done something about..

IIII SERVE →

List your top five to seven most meaningful and positive life experiences. Briefly describe what you achieved and why it meant so much to you.

Note: Your experiences may have taken place at home, work, school, or during your free time. It may have been a clock you fixed or a dress you made. It may have been a puzzle you put together or an award you received. It may have been helping some friends move, building a house, winning an election, or giving to someone in need. Remember, list the experiences that you enjoyed doing and left you feeling fulfilled.

	Positive Experiences	Why Is This Experience Meaningful To Me?	Theme Identified
A			
B			
C			
D			
E			
F			
G			

Ministry Passion Summary

Looking over your responses to questions 1 through 5, what theme(s) or patterns seem to be most evident and repeating?

Recurring Theme(s)...

1.

2.

Some Ministry Passions can be centered around a people group or a social issue. Consider these partial lists and indicate any that tug at your heart. It is okay if you do not have a desire to make a difference in any of these areas.

People Groups

Infants	Children	Youth
Teen Moms	Single Parents	College Students
Divorced	Widowed	Singles
Career Women	Young marrieds	Refugees
Parents	Empty Nesters	Homeless
Unemployed	Elderly	Disabled
Prisoners	Poor	Hospitalized

Social Groups

Environment	Child care	Homosexuality
Discipleship	AIDS	Politics
Violence	Injustice	Racism
Education	Addictions	Economic
Reaching the lost	Technology	Health Care
Poverty	Family	Abortion
Hunger	Literacy	Nutrition

Based on your response to this assessment, which ONE of these Ministry Passion Categories best reflects your area of passion?

Check Here	Passion Categories	Description
	Celebration Ministries	The heart of these ministries is directed toward God by engaging the church in the Word, worship, song, the arts, etc.
	Outreach Ministries	The heart of these ministries is focused on relating, reaching and connecting unbelievers and the unchurched to a relationship with Christ and His church.
	Connecting Ministries	The heart of these ministries is assimilating visitors, attenders, and members into a relationship with Christ and the church through hospitality, fellowship, belonging, and encouragement.
	Equipping Ministries	The heart of these ministries is maturing believers in the area of their gifts, ministry, training, and leadership. It serves a variety of life-stage and affinity-based groups for growth, accountability, and service.
	Caring Ministries	The heart of these ministries is assisting people in the church and community with their physical, emotional, relational, and spiritual health through the grace, love, and resources of the kingdom.
	Supporting Ministries	The heart of these ministries is freeing other people, leaders, and ministries from practical concerns to keep focused on their ministry goals. They involve structuring the systems and procedures to service.

Once you have identified your Ministry Passion, add it to your Servant Profile.

Passion without action.....is merely a dream
 Action without passion..... passes the time
 Passion with action..... can change the world!
Author Unknown

Sample List of Ministry Passions

- Abortion
- Abused Women Addiction
- Recovery AIDS
- Animals
- Beauty and Order Building
- Esteem Career Women
- Child Care
- Children
- Children in Need Church
- Church Effectiveness Church
- Renewal College Students
- Connecting People Crisis
- Intervention Disabled
- Discipleship
- Divorced
- Economic
- Education
- Elderly
- Empty Nesters Environment
- Family
- Fellowship Relationship Harmony
- Health Care
- Help Hurting Adults
- Helping the Helpless
- Homeless
- Homosexuality
- Hospice Care
- Hospitalized
- Hunger
- Immature Believers
- Infants
- Injustice
- International Ministry
- Leadership Development
- Literacy
- Making Systems Work and Serving People
- Mentoring
- Missions
- Parents
- Politics
- Poor
- Poverty
- Prisoners
- Racism
- Reaching the Lost
- Refugees
- Single Parents
- Singles

Personal Style Assessment

Directions

1. Read each statement and circle the number along the continuum that best describes what you would prefer to do or be. If you have a strong preference, circle a 1 or 5. If it is moderate, circle a 2 or 4. Remember, there are no right or wrong responses.
2. DO NOT answer according to what you feel is expected by a spouse, family member, Church leader, or employer.
3. Select the behavior or perspective that would come most naturally to you if you knew there were no restrictions or consequences for your personal expression.
4. When you have completed your Assessment, total your “E” and “O” scores. Then plot your results on the graph provided. Notice where you are on the chart.

How are you Energized?

1. I am more comfortable ...

Doing things for people	1	2	3	4	5	Being with people
-------------------------	----------	----------	----------	----------	----------	-------------------

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 ...

Completed a job	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 gets there
---------	----------	----------	----------	----------	----------	--------------------------

6. I am more concerned with ...

Meeting a deadline	1	2	3	4	5	Maintaining a team
--------------------	----------	----------	----------	----------	----------	--------------------

7. I place higher value on ...

Action	1	2	3	4	5	Communication
--------	----------	----------	----------	----------	----------	---------------

E = _____ Total

How are you Organized?

1. In life, I generally prefer to ...

Be spontaneous	1	2	3	4	5	Follow a 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
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7. I accomplish tasks best ...

By working it out as i go	1	2	3	4	5	Following a plan
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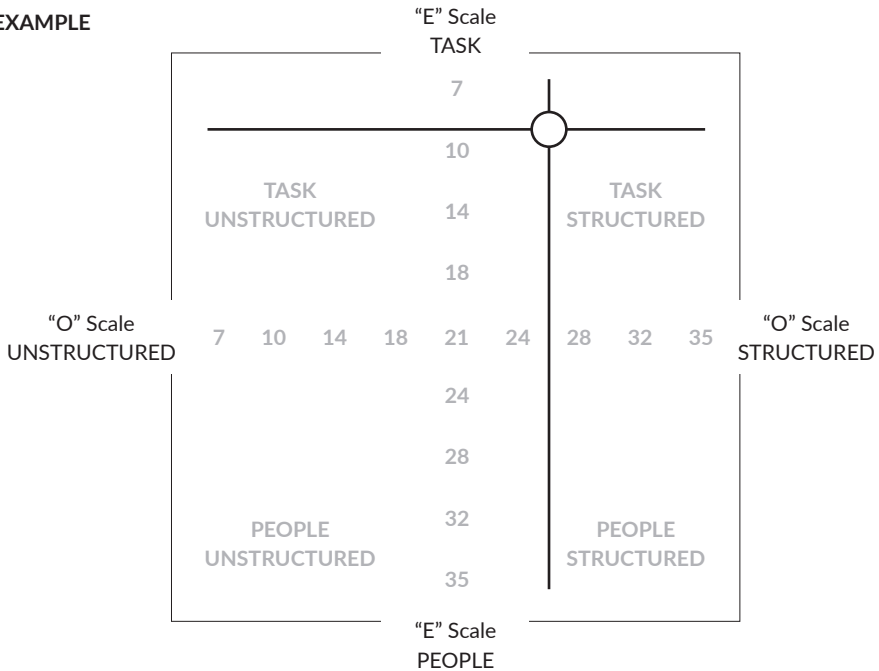
O = _____ Total

Finding Your Preferred Style

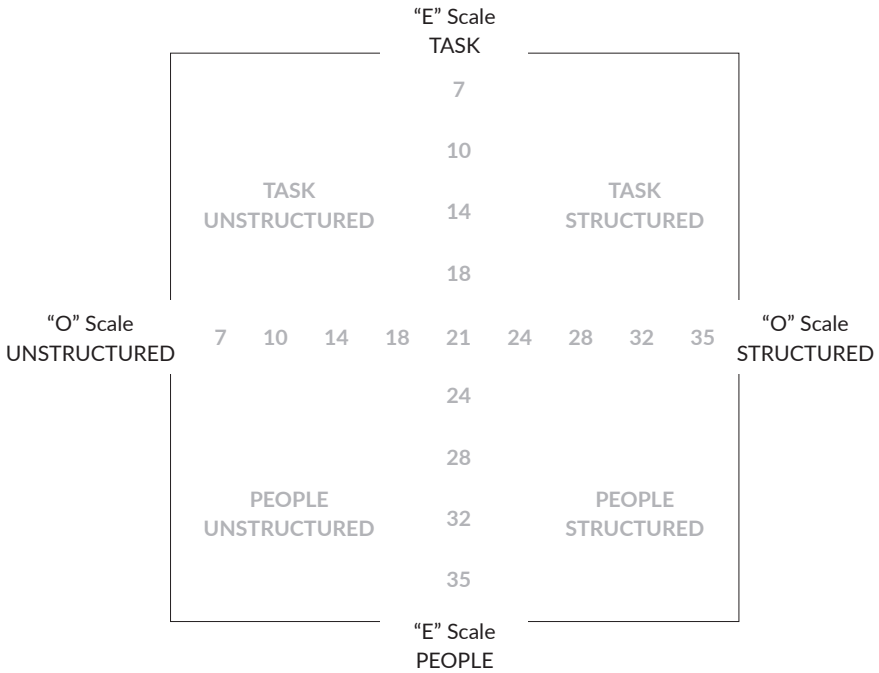
Use the graph on the next page

1. Take the total number from your "Q" scale and place an "X" where you find it along the horizontal line (Unstructured/Structured).
2. Take the total number from your "E" scale and place an "X" where you find it along the vertical line (Task-oriented/People-oriented).
3. Along the "O" scale, draw a line up and down through the "X" you placed there (see example below).
4. Along the "E" scale, draw a line across through the "X" you placed there (see example below).
5. Your Personal Style is indicated at the intersection point where the two lines cross (see example below).

EXAMPLE



Your Preferred Style



Which of the Four Personal Styles Do You Have?

My Personal Style is:

(Task or People)

(Structured or Unstructured)

Once you have identified your Personal Style, add it to your Servant Profile.

How are you Energized?

- Reflects how you receive and focus your emotional energy
- Indicates how you prefer to interact with people and tasks



Task-Oriented People

Are energized by:

- doing things
- accomplishing tasks
- working with people who share your commitment to the task

Can feel awkward or frustrated with a lot of relational activities

People-Oriented People

Are energized by:

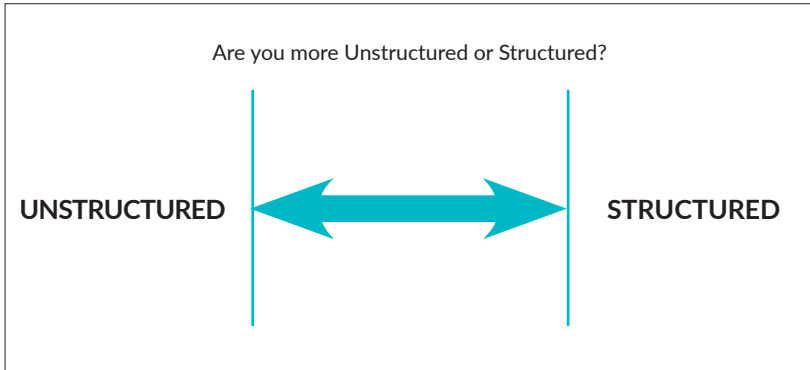
- interpersonal relationships
- people interactions
- working with people in a team setting

Can feel awkward when handling a lot of tasks

BOTH value developing relationships and meeting goals!

How are you Organized?

Reflects how you prefer to organize your world



Unstructured People

- Put everything into piles
- Are less concerned with being precise
- Prefer lots of options and flexibility
- Prefer a variety of activities
- Are comfortable in undefined situations
- Like spontaneous relationships

Structured People

- Put everything into files
- Plan and bring order to their lives
- Enjoy stable, consistent relationships
- Make decisions and seek closure
- Are more detailed
- Like things clearly defined

BOTH value being organized!

Summary

Task Unstructured

You tend to:

- Like general guidelines
- Be versatile
- Get tangible results
- Help wherever needed

Serving opportunities could be:

- Room setup/breakdown
- Special events organizer
- Building projects team

Task Structured

You tend to:

- Get the job done
- Focus on results
- Follow an agenda
- Appreciate clear direction

Serving opportunities could be:

- Sound and lighting team
- Offering taker/counter
- Drama set builder

People Unstructured

You tend to:

- Be very conversational
- Be flexible
- Relate well with others
- Like spontaneous situations

Serving opportunities could be:

- Crisis hotline
- Greeter team
- Information center

People Structured

You tend to:

- Project warmth
- Like defined relationships
- Relate well with others
- Enjoy familiar surroundings

Serving opportunities could be:

- Small group leader
- Membership team
- Assimilation strategies

Personal Experiences Assessment

My Family Experience:

These are the experiences in my family growing up, or in my current family structure that have had an impact on me.

My Educational Experience:

This is the level of education I obtained or courses I have taken that have added to my learning experiences.

High School _____

College _____

Master's Degree _____

Doctorate _____

Other _____

My Favourite Subjects _____

Seminars or Training That Have
Been Meaningful To Me _____

My Vocational Experience:

These are the experiences in my family growing up, or in my current family structure that have had an impact on me:



Name of Company _____

Title/Responsibilities _____

Product or Service _____



Name of Company _____

Title/Responsibilities _____

Product or Service _____



Name of Company _____

Title/Responsibilities _____

Product or Service _____

My Spiritual Journey:

This is how and when I became a Christian, and what it has meant to me since then.

My Spiritual Journey (continued):

Meaningful spiritual experiences (positive or negative) that stand out in my mind.

My Ministry/Serving Experience:



Church/Organization _____

Where _____

Position of Service _____ Years _____



Church/Organization _____

Where _____

Position of Service _____ Years _____



Church/Organization _____

Where _____

Position of Service _____ Years _____

My Painful Experiences:

These are the kinds of trials or problems I could relate to and encourage a fellow Christian that is going through.

Your Servant Profile

SPIRITUAL GIFTS

1. _____

2. _____

3. _____

PERSONAL STYLE

MINISTRY PASSION

IIII SERVE →

Notes

IIII SERVE 

IIII SERVE→

IIII SERVE →

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CHURCH 

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Observation Assessment Questionnaire

I'd like your opinion!

I am seeking to better understand how God has equipped me to serve others. One part of the process involves getting feedback from a few people who know me reasonably well. Your thoughts about what I do best and the way I relate to others will be very helpful. Please take a few minutes to complete this assessment.

My name is: _____

These are my observation of: _____

Directions

Please read the descriptions below.

Mark each question (A through W) according to how true it is of the person you are describing.

Respond By Using The Following Scale

Score	Meaning
3	Consistently / Definitely True
2	Most of the Time / Usually True
1	Some of the Time / Once in a While
0	Don't Know

Important

Answer according to what seems to be true of them most of the time ... not what you would like them to be, or thing they should be. To what degree do these statements reflect their tendencies? Return the assessment as soon as you have completed it.

A	B	C	D	E	F	G	H	I	J	K	L
M	N	O	P	Q	R	S	T	U	V	W	

- A. Develops strategies or plans to reach identified goals; organizes people, tasks, and events; helps organizations or groups become more efficient; creates order out of organizational chaos.
- B. Works creatively with wood, cloth, metal, paints, glass, etc.; works with different kinds of tools; makes things for practical uses; designs and builds things; works with his or her hands.
- C. Communicates with variety and creativity; develops and uses particular artistic skills (art, drama, music, photography, etc.); finds new and fresh ways to communicate ideas to others.
- D. Strengthens and reassures troubled people; encourages or challenges them; motivates others to grow; supports those who seem to be stuck and need to take action.
- E. Trusts God to answer prayer and encourages others to do the same; has confidence in God's continuing presence and ability to help, even in difficult times; moves forward in spite of difficulties or opposition.
- F. Gives liberally and joyfully to people in financial need - gives generously to projects requiring substantial support; manages his or her money well in order to free more of it for other people and causes
- G. Works behind the scenes to support the work of others - finds small things that need to be done and does them without being asked; helps wherever needed, even with routine or mundane tasks.
- H. Meets new people and helps them to feel welcome; entertains guests; opens his or her home to others who need a safe, supportive environment; puts people at ease in unfamiliar surroundings.
- I. Continually offers to pray for others; has confidence in the Lord's protection; spends a lot of time praying; is convinced that God moves in direct response to prayer.
- J. Takes responsibility for directing groups; motivates and guides others to reach important goals; manages people and resources well; influences others to perform to the best of their abilities.
- K. Empathizes with hurting people; patiently and compassionately walks with people through painful Experiences - helps those generally regarded as undeserving or beyond help.
- L. Pioneers new undertakings (such as a new church or ministry); serves in another country or community- adapts to different cultures and surroundings; demonstrates cultural awareness and sensitivity.

- M. Speaks with conviction to bring change in the lives of others; exposes cultural trends, teaching, or events that are morally wrong or harmful; boldly speaks truth even in places where it may be unpopular.
- N. Looks for opportunities to build relationships with unbelievers; communicates opening and effectively about his or her faith; talks about spiritual matters with those who don't believe.
- O. Faithfully provides long-term support and nurture for a group of people; provides guidance for the whole person; patiently but firmly nurtures others in their development as believers.
- P. Studies, understands, and communicates biblical truth; develops appropriate teaching material and presents it effectively; communicates in ways that motivate others to change.
- Q. Distinguishes between truth and error, good and evil; accurately judges character; sees through phoniness and deceit; helps others to see the rightness or wrongness in life situations.
- R. Carefully studies and researches subjects he or she wants to understand better; shares his or her knowledge and insights with others when asked; sometimes gains information that is not attained by natural observation or means.
- S. Sees simple, practical solutions in the midst of conflict or confusion; gives helpful advice to others facing complicated life situations; helps people take practical action to solve real problems.
- T. Demonstrates the power of God by bringing restoration to the sick and diseased by laying hands on them and praying; miraculously heals a person's body, soul or spirit.
- U. Communicates God's message to others when someone speaks in tongues; responds to people who have spoken in a different or unknown language and tells the group what God is saying.
- V. Speaks God's truth and has it authenticated by an accompanying miracle; communicates the ministry and message of Jesus Christ with demonstrations of power over nature and claims God to be the source of the miracle.
- W. Speaks in a language I do not understand, and when she or he does, someone speaks out to interpret what they just said; worships God and seems to spontaneously pray using words I have not heard before.

Here are a few additional questions:

Go back over those you marked with a “3” (Consistently/Definitely True) and in the shaded column provided in that chart of questions, indicate your top choice with a 1, second with a 2, and third with a 3. Then write the “letter” of those top three in the space provided to the right. For instance if you felt that the statement next to the letter “P” best describes your friend, place a “1” in that shaded column. Then, come back to this page and write the letter “P” as your first choice here.

Top Three Letters

- 1)
- 2)
- 3)

If you are familiar with Spiritual Gifts, which one(s) have you seen most in this person's life?

- 1)
- 2)
- 3)

Are there any other observations or insights that would help this person better understand what they do best?

Comments:

Thank you for taking the time to complete this assessment] Your opinions and observations are valuable to me. I appreciate your help.