

# S.H.A.P.E. Assessment

including

*Discerning and Exercising  
Spiritual Gifts*

By Dr. Timothy Keller



Peninsula Community Chapel

# S.H.A.P.E.

Hello!

It is our firm conviction here at Peninsula Community Chapel that a call to serve is inherent in the invitation to follow Jesus. Understanding who God made you to be, will help you discover what He's called you to do. In order to help you better understand who God made you to be, we'll be using this assessment made popular by Pastor Rick Warren, as well as this helpful article from Pastor Tim Keller. Completing the assessment, reading the article and discussing both with others will help you to more confidently grasp what God is calling you to. It is our hope and prayer that you will understand more fully what it means for you to serve God and His Kingdom – so that you can serve Him with increased joy and effectiveness!

Please know it is not our intention to force you into any particular area of service based on the results of this assessment. The primary reason for this process is simply to help you discover which directions you may choose to explore. Once you complete the assessment, please use the “Discerning and Exercising Your Spiritual Gifts” article to help you understand your results and make decisions about next steps. Ultimately, the best way for you to truly discover your best fit for ministry is to identify needs around you and to “get in the game” by seeking to meet some of them! God may use this process to affirm the ways you are already serving or to stretch you to serve him in new ways.

May our God use this to help us all more fully know His joy and change His world together!

A handwritten signature in black ink, appearing to read "Garrett Spitz". The signature is fluid and stylized, with a long horizontal stroke extending to the right.

Garrett Spitz  
Lead Pastor

# ABOUT S.H.A.P.E.

## Five Ways God Has Shaped You

- **S – Spiritual Gifts:** What has God supernaturally gifted me to do?
- **H – Heart:** What do I have passion for and love to do?
- **A – Abilities:** What natural talents and skills do I have?
- **P – Personality:** Where does my personality best suit me to serve?
- **E – Experiences:** What spiritual experiences have I had? What painful experiences have I had? What educational experiences have I had? What ministry experiences have I had?

## ABOUT SPIRITUAL GIFTS

Now about spiritual gifts, brothers, I do not want you to be ignorant. 1 Cor. 12:1 (NIV)

A spiritual gift is a special ability given by the Holy Spirit to serve others and strengthen the Body of Christ.

### Ways To Discover Our Spiritual Gifts:

- **Experiment** – It's easier to discover your gift through ministry than to discover your ministry through your gift.
- **Read / study** – There are a number of books that talk about spiritual gifts like Vern Poythress' What are Spiritual Gifts? and Erik Rees' S.H.A.P.E.
- **Take assessments** – Like this S.H.A.P.E. assessment.
- **Ask others** – others will often see gifts in us that we can't see ourselves.

### Spiritual Gift Assessment

**Directions:** Respond to each statement on the Spiritual Gift Assessment pages which follow, according to the following scale:

- 3 = Consistently, definitely true
- 2 = Most of the time, usually true
- 1 = Some of the time, once in a while
- 0 = Not at all, never

Using the Spiritual Gift Answer Key insert, write your response to each statement in the box that corresponds to that statement.

**Important:** Answer according to who you are, not who you would like to be or think you ought to be. How true are these statements for you? What has been your experience? To what degree do these statements reflect your usual tendencies?

Total each row and record that number in the Total (T) space.

### Example:

|      |       |       |       |       |       |        |       |   |
|------|-------|-------|-------|-------|-------|--------|-------|---|
| 1= 3 | 20= 2 | 39= 3 | 58= 1 | 77= 2 | 96= 3 | 115= 1 | T= 15 | A |
|------|-------|-------|-------|-------|-------|--------|-------|---|

When you have completed the assessment, note your **top three to five** Spiritual Gifts (Top 3-5 highest "T's" = corresponding letters on the definitions page).

**Note:** Healing, Interpretation, Miracles, and Tongues are not included in the Spiritual Gift Assessment because their presence in the life of a believer is generally self-evident.

## Spiritual Gift Assessment Statements

- 1) I like to organize people, tasks, and events.
- 2) I would like to start churches in places where they do not presently exist.
- 3) I enjoy working creatively with wood, cloth, paints, metal, glass, or other materials.
- 4) I enjoy challenging people's perspective of God by using various forms of art.
- 5) I can readily distinguish between spiritual truth and error, good and evil.
- 6) I tend to see the potential in people.
- 7) I communicate the gospel to others with clarity and effectiveness.
- 8) I find it natural and easy to trust God to answer my prayers.
- 9) I give liberally and joyfully to people in financial need or to projects requiring support.
- 10) I enjoy working behind the scenes to support the work of others.
- 11) I view my home as a place to minister to people in need.
- 12) I take prayer requests from others and consistently pray for them.
- 13) I am approached by people who want to know my perspective on a particular passage or biblical truth.
- 14) I am able to motivate others to accomplish a goal.
- 15) I empathize with hurting people and desire to help in their healing process.
- 16) I can speak in a way that results in conviction and change in the lives of others.
- 17) I enjoy spending time nurturing and caring for others.
- 18) I am able to communicate God's work effectively.
- 19) I am often sought out by others for advice about spiritual or personal matters.
- 20) I am careful, thorough, and skilled at managing details.
- 21) I am attracted to the idea of serving in another country or ethnic community.
- 22) I am skilled in working with different kinds of tools.
- 23) I enjoy developing and using my artistic skills (art, drama, music, photography, etc...).
- 24) I frequently am able to judge a person's character based upon first impressions.
- 25) I enjoy reassuring and strengthening those who are discouraged.
- 26) I consistently look for opportunities to build relationships with non-Christians.
- 27) I have confidence in God's continuing provision and help, even in difficult times.
- 28) I give more than a tithe so that kingdom work can be accomplished.
- 29) I enjoy doing routine tasks that support the ministry.
- 30) I enjoy meeting new people and helping them to feel welcomed.
- 31) I enjoy praying for long periods of time and receive leadings as to what God wants me to pray for.
- 32) I receive information from the Spirit that I did not acquire through natural means.

- 33) I am able to influence others to achieve a vision.
- 34) I can patiently support those going through painful experiences as they try to stabilize their lives.
- 35) I feel responsible to confront others with the truth.
- 36) I have compassion for wandering believers and want to protect them.
- 37) I can spend time in study knowing that presenting truth will make a difference in the lives of people.
- 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 am willing to take an active part in starting a new church.
- 41) I enjoy making things for use in ministry.
- 42) I help people understand themselves, their relationships and God better through artistic expression.
- 43) I can see through phoniness or deceit before it is evident to others.
- 44) I give hope to others by directing them to the promises of God.
- 45) I am effective at adapting the gospel message so that it connects with an individual's felt needs.
- 46) I believe that God will help me to accomplish great things.
- 47) I manage my money well in order to free more of it for giving.
- 48) I willingly take on a variety of odd jobs around the church to meet the needs of others.
- 49) I genuinely believe the Lord directs strangers to me who need to get connected to others.
- 50) I am conscious of ministering to others as I pray.
- 51) I am committed, and schedule blocks of time for reading and studying Scripture, to understand Biblical truth fully and accurately.
- 52) I can adjust my leadership style to bring out the best in others.
- 53) I enjoy helping people sometimes regarded as undeserving or beyond help.
- 54) I boldly expose cultural trends, teachings, or events, which contradict Biblical principles.
- 55) I like to provide guidance for the whole person – relationally, emotionally, spiritually, etc...
- 56) I can devote considerable time to learning new Biblical truths in order to communicate them to others.
- 57) I can easily select the most effective course of action from among several alternatives.
- 58) I can identify and effectively use the resources needed to accomplish tasks.
- 59) I can adapt well to different cultures and surroundings.
- 60) I can visualize how something should be constructed before I build it.
- 61) I like finding new and fresh ways of communicating God's truth.
- 62) I tend to see rightness or wrongness in situations.
- 63) I reassure those who need to take courageous action in their faith, family, or life.

- 64) I invite unbelievers to accept Christ as their Savior.
- 65) I trust God in circumstances where success cannot be guaranteed by human effort alone.
- 66) I am challenged to limit my lifestyle in order to give away higher percentages of my income.
- 67) I see spiritual significance in doing practical tasks.
- 68) I like to create a place where people do not feel that they are alone.
- 69) I pray with confidence because I know that God works in response to prayer.
- 70) I have insight or just know something to be true.
- 71) I set goals and manage people and resources effectively to accomplish them.
- 72) I have great compassion for hurting people.
- 73) I see most actions as right or wrong, and feel the need to correct the wrong.
- 74) I can faithfully provide long-term support and concern for others.
- 75) I like to take a systematic approach to my study of the Bible.
- 76) I can anticipate the likely consequences of an individual's or a group's action.
- 77) I like to help organizations or groups become more efficient.
- 78) I can relate to others in culturally sensitive ways.
- 79) I honor God with my handcrafted gifts.
- 80) I apply various artistic expressions to communicate God's truth.
- 81) I receive affirmation from others concerning the reliability of my insights or perceptions.
- 82) I strengthen those who are wavering in their faith.
- 83) I openly tell people that I am a Christian and want them to ask me about my faith.
- 84) I am convinced of God's daily Presence and action in my life.
- 85) I like knowing that my financial support makes a real difference in the lives and ministries of God's people.
- 86) I like to find small things that need to be done and often do them without being asked.
- 87) I enjoy entertaining people and opening my home to others.
- 88) When I hear about needy situations, I feel burdened to pray.
- 89) I have suddenly known some things about others, but did not know how I knew them.
- 90) I influence others to perform to the best of their capability.
- 91) I can look beyond a person's handicaps or problems to see a life that matters to God.
- 92) I like people who are honest and will speak the truth.
- 93) I enjoy giving guidance and practical support to a small group of people.
- 94) I can communicate Scripture in ways that motivate others to study and want to learn more.
- 95) I give practical advice to help others through complicated situations.
- 96) I enjoy learning about how organizations function.
- 97) I enjoy pioneering new undertakings.
- 98) I am good at and enjoy working with my hands.
- 99) I am creative and imaginative.

- 100) I can identify preaching, teaching, or communication which is not true to the Bible.
- 101) I like motivating others to take steps for spiritual growth.
- 102) I openly and confidently tell others what Christ has done for me.
- 103) I am regularly challenging others to trust God.
- 104) I give generously due to my commitment to stewardship.
- 105) I feel comfortable being a helper, assisting others to do their job more effectively.
- 106) I do whatever I can to make people feel that they belong.
- 107) I am honored when someone asks me to pray for them.
- 108) I discover important Biblical truths when reading or studying Scripture which benefit others in the Body of Christ.
- 109) I am able to cast a vision that others want to be a part of.
- 110) I enjoy bringing hope and joy to people living in difficult circumstances.
- 111) I will speak God's truth, even in places where it is unpopular or difficult for others to accept.
- 112) I can gently restore wandering believers to faith and fellowship.
- 113) I can present information and skills to others at a level that makes it easy for them to grasp and apply to their lives.
- 114) I can apply Scriptural truth that others regard as practical and helpful.
- 115) I can visualize a coming event, anticipate potential problems, and develop backup plans.
- 116) I am able to orchestrate or oversee several church ministries.
- 117) I am able to design and construct things that help the church.
- 118) I regularly need to get alone to reflect and develop my imagination.
- 119) I can sense when demonic forces are at work in a person or situation.
- 120) I am able to challenge or rebuke others in order to foster spiritual growth.
- 121) I seek opportunities to talk about spiritual matters with unbelievers.
- 122) I can move forward in spite of position or lack of support when I sense God's blessing on an undertaking.
- 123) I believe I have been given an abundance of resources so that I may give more to the Lord's work.
- 124) I readily and happily use my natural or learned skills to help wherever needed.
- 125) I can make people feel at ease even in unfamiliar surroundings.
- 126) I often see specific results in direct response to my prayers.
- 127) I confidently share my knowledge and insights with others.
- 128) I figure out where we need to go and help others to get there.
- 129) I enjoy doing practical things for others who are in need.
- 130) I feel compelled to expose sin wherever I see it and to challenge people to repentance.
- 131) I enjoy patiently but firmly nurturing others in their development as believers.
- 132) I enjoy explaining things to people so that they can grow spiritually and personally.
- 133) I have insights into how to solve problems that others do not see.

## Spiritual Gift Answer Key:

|     |     |     |     |     |      |      |    |          |
|-----|-----|-----|-----|-----|------|------|----|----------|
| 1=  | 20= | 39= | 58= | 77= | 96=  | 115= | T= | <b>A</b> |
| 2=  | 21= | 40= | 59= | 78= | 97=  | 116= | T= | <b>B</b> |
| 3=  | 22= | 41= | 60= | 79= | 98=  | 117= | T= | <b>C</b> |
| 4=  | 23= | 42= | 61= | 80= | 99=  | 118= | T= | <b>D</b> |
| 5=  | 24= | 43= | 62= | 81= | 100= | 119= | T= | <b>E</b> |
| 6=  | 25= | 44= | 63= | 82= | 101= | 120= | T= | <b>F</b> |
| 7=  | 26= | 45= | 64= | 83= | 102= | 121= | T= | <b>G</b> |
| 8=  | 27= | 46= | 65= | 84= | 103= | 122= | T= | <b>H</b> |
| 9=  | 28= | 47= | 66= | 85= | 104= | 123= | T= | <b>I</b> |
| 10= | 29= | 48= | 67= | 86= | 105= | 124= | T= | <b>J</b> |
| 11= | 30= | 49= | 68= | 87= | 106= | 125= | T= | <b>K</b> |
| 12= | 31= | 50= | 69= | 88= | 107= | 126= | T= | <b>L</b> |
| 13= | 32= | 51= | 70= | 89= | 108= | 127= | T= | <b>M</b> |
| 14= | 33= | 52= | 71= | 90= | 109= | 128= | T= | <b>N</b> |
| 15= | 34= | 53= | 72= | 91= | 110= | 129= | T= | <b>O</b> |
| 16= | 35= | 54= | 73= | 92= | 111= | 130= | T= | <b>P</b> |
| 17= | 36= | 55= | 74= | 93= | 112= | 131= | T= | <b>Q</b> |
| 18= | 37= | 56= | 75= | 94= | 113= | 132= | T= | <b>R</b> |
| 19= | 38= | 57= | 76= | 95= | 114= | 133= | T= | <b>S</b> |

## Spiritual Gift Assessment Key and Definitions:

- A. Administration:** The God-given special ability to serve and strengthen the body of Christ by effectively organizing resources and people in order to efficiently reach ministry goals.
- B. Apostleship:** The God-given special ability to serve and strengthen the body of Christ by launching and leading new ministry ventures that advance God's purposes and expand his kingdom.
- C. Craftsmanship:** The God-given special ability to serve and strengthen the body of Christ by constructing or fixing his creation.
- D. Creative Communication:** The God-given special ability to serve and strengthen the body of Christ by using creativity and artistic expression to help others grasp God's beauty, holiness, and truth in new ways.
- E. Discernment:** The God-given special ability to serve and strengthen the body of Christ by recognizing truth or error within a message, person, or events.
- F. Encouragement:** The God-given special ability to serve and strengthen the body of Christ by helping others live God-centered lives through inspiration, encouragement, counseling, and empowerment.
- G. Evangelism:** The God-given special ability to serve and strengthen the body of Christ by sharing the love of Christ with others in a way that invites them to respond by accepting God's free gift of eternal life.
- H. Faith:** The God-given special ability to serve and strengthen the body of Christ by stepping out in faith in order to see God's purposes accomplished, trusting him to handle any and all obstacles along the way.
- I. Giving:** The God-given special ability to serve and strengthen the body of Christ by joyfully supporting and funding various kingdom initiatives through material contributions beyond the tithe.
- J. Helps:** The God-given special ability to serve and strengthen the body of Christ by offering others assistance in reaching goals that glorify God.
- K. Hospitality:** The God-given special ability to serve and strengthen the body of Christ by providing others with a warm and welcoming environment for fellowship.
- L. Intercession:** The God-given special ability to serve and strengthen the body of Christ by persistently and eager presenting others' needs to God through prayer.
- M. Knowledge:** The God-given special ability to serve and strengthen the body of Christ by communicating God's truth to others in a way that promotes justice, honesty, and understanding.
- N. Leadership:** The God-given special ability to serve and strengthen the body of Christ by casting vision, stimulating spiritual growth, applying strategies, and achieving success where God's purposes are concerned.
- O. Mercy:** The God-given special ability to serve and strengthen the body of Christ by ministering to those who suffer physically, emotionally, spiritually, or relationally. These actions are characterized by love, care, compassion, and kindness toward others.
- P. Prophecy:** The God-given special ability to serve and strengthen the body of Christ by offering messages from God that comfort, encourage, guide, warn, or reveal sin in a way that invites repentance and spiritual growth.
- Q. Shepherding:** The God-given special ability to serve and strengthen the body of Christ by taking spiritual responsibility for a group of believers and equipping them to live Christ-centered lives.
- R. Teaching:** The God-given special ability to serve and strengthen the body of Christ by teaching sound doctrine in relevant ways, empowering people to gain a sound and mature spiritual education.
- S. Wisdom:** The God-given special ability to serve and strengthen the body of Christ by making wise decisions and counseling others with sound advice, all in accordance with God's revealed will from Scripture.

# ABOUT HEART

*Delight yourself in the LORD and he will give you the desires of your heart.*  
Psalms 37:4 (NIV)

**Another way to think of your heart is to think about passion!**

Take a moment to think about these questions:

**What drives you?**

- What would you do for God if you knew you couldn't fail?
- What pushes you to action?
- What moves you so deeply that it keeps you awake at night?

**Who are the people you most want to help?**

- Who do you feel you can influence the most?
- Is there an age range you feel most drawn to? If so, what age group?
- Is there an affinity group I feel most drawn to?

**What are the needs I feel most drawn to?**

- What are the top two needs I love to meet for people?
- Why do I love meeting those needs?

**What cause am I most passionate about?**

- What cause or issue makes my heart race?
- Where could I make the greatest impact for God?

## Heart Assessment

**Directions:** Please check each box that you feel applies to you.

**The people I would like to serve most are:**

- |                                           |                                         |                                        |
|-------------------------------------------|-----------------------------------------|----------------------------------------|
| <input type="checkbox"/> Children         | <input type="checkbox"/> Infants        | <input type="checkbox"/> Unemployed    |
| <input type="checkbox"/> College Students | <input type="checkbox"/> Men            | <input type="checkbox"/> Widowed       |
| <input type="checkbox"/> Disabled         | <input type="checkbox"/> Parents        | <input type="checkbox"/> Women         |
| <input type="checkbox"/> Divorced         | <input type="checkbox"/> Poor           | <input type="checkbox"/> Young Married |
| <input type="checkbox"/> Elderly          | <input type="checkbox"/> Prisoners      | <input type="checkbox"/> Youth         |
| <input type="checkbox"/> Empty Nesters    | <input type="checkbox"/> Single Parents | <input type="checkbox"/> Other: _____  |
| <input type="checkbox"/> Homeless         | <input type="checkbox"/> Singles        | <input type="checkbox"/> Other: _____  |
| <input type="checkbox"/> Hospitalized     | <input type="checkbox"/> Teen Moms      | <input type="checkbox"/> Other: _____  |

**The issues or causes I feel most strongly about are:**

- |                                              |                                             |                                           |
|----------------------------------------------|---------------------------------------------|-------------------------------------------|
| <input type="checkbox"/> Abuse/Violence      | <input type="checkbox"/> Ethics             | <input type="checkbox"/> Poverty/ Hunger  |
| <input type="checkbox"/> Alcoholism          | <input type="checkbox"/> Finances           | <input type="checkbox"/> Sanctity of Life |
| <input type="checkbox"/> At-risk children    | <input type="checkbox"/> Health/fitness     | <input type="checkbox"/> Sexuality        |
| <input type="checkbox"/> Compulsive behavior | <input type="checkbox"/> HIV/AIDS           | <input type="checkbox"/> Spiritual apathy |
| <input type="checkbox"/> Deafness            | <input type="checkbox"/> Homelessness       | <input type="checkbox"/> Ethics           |
| <input type="checkbox"/> Disabilities        | <input type="checkbox"/> Injustice issues   | <input type="checkbox"/> Other: _____     |
| <input type="checkbox"/> Divorce             | <input type="checkbox"/> Law/justice system | <input type="checkbox"/> Other: _____     |
| <input type="checkbox"/> Drug Abuse          | <input type="checkbox"/> Marriage/Family    | <input type="checkbox"/> Other: _____     |
| <input type="checkbox"/> Education           | <input type="checkbox"/> Parenting          | <input type="checkbox"/> Other: _____     |
| <input type="checkbox"/> Environment         | <input type="checkbox"/> Policy/ Politics   |                                           |

# ABOUT ABILITIES

---

Each of us has abilities that we have discovered and learned over our lifetime.

Read through this list of specialized abilities and check the ones that you excel at and love doing:

## Abilities Assessment

- |                                                |                                                                                                   |
|------------------------------------------------|---------------------------------------------------------------------------------------------------|
| <input type="checkbox"/> <b>Adapting</b>       | The ability to adjust, change, alter, modify                                                      |
| <input type="checkbox"/> <b>Administrating</b> | The ability to govern, run, rule                                                                  |
| <input type="checkbox"/> <b>Analyzing</b>      | The ability to examine, investigate, probe, evaluate                                              |
| <input type="checkbox"/> <b>Building</b>       | The ability to construct, make, assemble                                                          |
| <input type="checkbox"/> <b>Coaching</b>       | The ability to prepare, instruct, train, equip, develop                                           |
| <input type="checkbox"/> <b>Communicating</b>  | The ability to share, convey, impart                                                              |
| <input type="checkbox"/> <b>Competing</b>      | The ability to contend, win, battle                                                               |
| <input type="checkbox"/> <b>Computing</b>      | The ability to add, estimate, total, calculate                                                    |
| <input type="checkbox"/> <b>Connecting</b>     | The ability to link together, involve, relate                                                     |
| <input type="checkbox"/> <b>Consulting</b>     | The ability to advise, discuss, confer                                                            |
| <input type="checkbox"/> <b>Cooking</b>        | The ability to prepare, serve, feed, cater                                                        |
| <input type="checkbox"/> <b>Coordination</b>   | The ability to organize, match, harmonize                                                         |
| <input type="checkbox"/> <b>Counseling</b>     | The ability to guide, advise, support, listen, care for                                           |
| <input type="checkbox"/> <b>Decorating</b>     | The ability to beautify, enhance, adorn                                                           |
| <input type="checkbox"/> <b>Designing</b>      | The ability to draw, create, picture, outline                                                     |
| <input type="checkbox"/> <b>Developing</b>     | The ability to expand, grow, advance, increase                                                    |
| <input type="checkbox"/> <b>Directing</b>      | The ability to aim, oversee, manage, supervise                                                    |
| <input type="checkbox"/> <b>Editing</b>        | The ability to correct, amend, alter, improve                                                     |
| <input type="checkbox"/> <b>Encouraging</b>    | The ability to cheer, inspire, support                                                            |
| <input type="checkbox"/> <b>Engineering</b>    | The ability to construct, design, plan                                                            |
| <input type="checkbox"/> <b>Excelling</b>      | The ability to be the best and make my team the best, setting and attaining the highest standard. |
| <input type="checkbox"/> <b>Facilitating</b>   | The ability to help, aid, assist, make possible                                                   |
| <input type="checkbox"/> <b>Forecasting</b>    | The ability to predict, calculate, see trends, patterns, and themes                               |
| <input type="checkbox"/> <b>Implementing</b>   | The ability to apply, execute, make happen                                                        |
| <input type="checkbox"/> <b>Improving</b>      | The ability to better, enhance, further, enrich                                                   |

|                                              |                                                                                           |
|----------------------------------------------|-------------------------------------------------------------------------------------------|
| <input type="checkbox"/> <b>Influencing</b>  | The ability to affect, sway, shape, change                                                |
| <input type="checkbox"/> <b>Landscaping</b>  | The ability to garden, plant, improve                                                     |
| <input type="checkbox"/> <b>Leading</b>      | The ability to pave the way, direct, excel, win                                           |
| <input type="checkbox"/> <b>Learning</b>     | The ability to study, gather, understand, improve, expand self                            |
| <input type="checkbox"/> <b>Managing</b>     | The ability to run, handle, oversee                                                       |
| <input type="checkbox"/> <b>Mentoring</b>    | The ability to advise, guide, teach                                                       |
| <input type="checkbox"/> <b>Motivating</b>   | The ability to provoke, induce, prompt                                                    |
| <input type="checkbox"/> <b>Negotiating</b>  | The ability to discuss, consult, settle                                                   |
| <input type="checkbox"/> <b>Operating</b>    | The ability to run mechanical or technical things                                         |
| <input type="checkbox"/> <b>Organizing</b>   | The ability to simplify, arrange, fix, classify, coordinate                               |
| <input type="checkbox"/> <b>Performing</b>   | The ability to sing, speak, dance, play an instrument, act out.                           |
| <input type="checkbox"/> <b>Persevering</b>  | The ability to see things to completion, persisting at something until it is finished.    |
| <input type="checkbox"/> <b>Pioneering</b>   | The ability to bring about something new, ground-breaking, original                       |
| <input type="checkbox"/> <b>Planning</b>     | The ability to arrange, map out, prepare                                                  |
| <input type="checkbox"/> <b>Promoting</b>    | The ability to sell, sponsor, endorse, showcase                                           |
| <input type="checkbox"/> <b>Recruiting</b>   | The ability to draft, enlist, hire, engage                                                |
| <input type="checkbox"/> <b>Repairing</b>    | The ability to fix, mend, restore, heal                                                   |
| <input type="checkbox"/> <b>Researching</b>  | The ability to seek, gather, examine, study                                               |
| <input type="checkbox"/> <b>Resourcing</b>   | The ability to furnish, provide, deliver                                                  |
| <input type="checkbox"/> <b>Serving</b>      | The ability to help, assist, fulfill                                                      |
| <input type="checkbox"/> <b>Shopping</b>     | The ability to collect, or obtain things, getting the highest quality for the best price. |
| <input type="checkbox"/> <b>Strategizing</b> | The ability to think ahead, calculate, scheme                                             |
| <input type="checkbox"/> <b>Teaching</b>     | The ability to interpret, decode, explain, speak                                          |
| <input type="checkbox"/> <b>Traveling</b>    | The ability to journey, visit, explore                                                    |
| <input type="checkbox"/> <b>Visualizing</b>  | The ability to picture, imagine, envision, dream, conceptualize                           |
| <input type="checkbox"/> <b>Welcoming</b>    | The ability to entertain, greet, embrace, make comfortable                                |
| <input type="checkbox"/> <b>Writing</b>      | The ability to compose, create, record                                                    |

# ABOUT PERSONALITY ---

Understanding the personality God has given you will help you more effectively express your spiritual gifts, heart, and abilities for His sake.

*“Like stained glass, our different personalities reflect God’s light in many colors and patterns.” - Rick Warren*

We’re going to focus on only two aspects of your personality: how you are **energized** and how you are **organized**.

## Personality Assessment

### Directions:

- For each statement, circle the number towards the statement that most accurately describes what you would prefer in most situations.
- Do not answer according to what you feel is expected by a spouse, family member, employer, etc.
- Select the behavior or perspective that would come naturally to you if you knew there were no restrictions on or consequences for your personal expression.

### HOW ARE YOU ENERGIZED?

***I’m more comfortable:***

doing things for people                    1    2    3    4                    being with people

***When doing a task, I tend to:***

focus on the goal                    1    2    3    4                    focus on relationships

***I get more excited about:***

advancing a cause                    1    2    3    4                    creating community

***I feel I’ve accomplished something when I’ve:***

gotten a job done                    1    2    3    4                    built a relationship

***It is more important to start a meeting:***

on time                    1    2    3    4                    when everyone gets there

***I’m more concerned with:***

meeting a deadline                    1    2    3    4                    maintaining the team

***I place higher value on:***

action                    1    2    3    4                    communication

**Add up the circled numbers and record the total here. Total =**

*If your score was 7 – 17: You are more task-oriented*

*If your score was 18 – 28: You are more people-oriented*

HOW ARE YOU ORGANIZED?

While on vacation I prefer to:

be spontaneous

1

2

3

4

follow a set plan

I prefer to set guidelines that are:

general

1

2

3

4

specific

I prefer to:

leave my options open

1

2

3

4

settle things now

I prefer projects that have:

variety

1

2

3

4

routine

I like to:

play it by ear

1

2

3

4

stick to a plan

I find routine:

boring

1

2

3

4

restful

I accomplish tasks best:

by working it out as I go

1

2

3

4

by following a plan

Add up the circled numbers and record the total here. Total =

If your score was 7 – 17: You are unstructured

If your score was 18 – 28: You are structured

Record your results: I am \_\_\_\_\_ / \_\_\_\_\_ .

ABOUT EXPERIENCE \_\_\_\_\_

*Praise be to the God and Father of our Lord Jesus Christ, the Father of compassion and the God of all comfort, who comforts us in all our troubles, so that we can comfort those in any trouble with the comfort we ourselves have received from God.*  
2 Corinthians 1:3-4 (NIV)

- Take a moment to think about these different experiences and how they have impacted your life:
- Spiritual experiences – meaningful decisions, times with God, times you felt especially close to God.
  - Painful experiences – problems, hurts, trials, etc.
  - Educational experiences – favorite subjects in school, special training, etc.
  - Ministry experience – how you’ve served in the past.

Record any experiences that stand out in the above areas here:

# DISCERNING AND EXERCISING SPIRITUAL GIFTS

---

[ DR. TIMOTHY KELLER ]

*The Holy Spirit gives each Christian a particular set of spiritual gifts, or a “gift matrix,” which can be used in a range of ministries that serve others in the Christian community and beyond.*

Leadership is stewardship—the cultivation of resources for God. The Bible tells us one of the main resources God has given us is our gifts, aptitudes, talents, and abilities. Christian leaders faithfully steward the gifts they receive from the Holy Spirit, and they help those they lead to do the same.

## What Are Spiritual Gifts?

According to 1 Corinthians 12:4–7, “There are different kinds of gifts, but the same Spirit. There are different kinds of service, but the same Lord. There are different kinds of working, but the same God works all of them in all men. Now to each one the manifestation of the Spirit is given for the common good.”

Every Christian (“to each one”) receives spiritual gifts. A spiritual gift is an ability (“working” or power) that comes to you freely (“gift”) for the purpose of ministering to needs (“service”) so as to build up Christian community in size and depth (“the common good”). This doesn’t mean gifts only meet needs of Christians. They meet needs “in Jesus’ name,” as a witness and sign of the coming kingdom. Ephesians 4:7–12 says that Jesus’ kingly power—which will eventually heal the world physically, socially, and spiritually—is now distributed into us. The bottom line is that every Christian is in ministry through the church. No one is merely a consumer of services; everyone is a distributor.

What, then, is service? Serving is putting the needs of others ahead of our own, or putting the needs of the community ahead of our individual needs. And the Bible says there are several reasons to do this. The first benefit is self-knowledge. Don’t think you know your real gifts and capacities until you do a lot of humble serving in many different capacities around the church. Only as you do that will you come to understand your own aptitudes.

The second benefit is community. When you approach the church as a consumer (that is, only to get your needs met), you are in a solitary mode of being, but when you reject the consumer mindset, serving will draw you out of yourself and into relationships.

The third benefit is the fulfillment and joy of seeing others touched through you, or seeing something great happen through the part you play in the body of Christ. Paradoxically, if you serve primarily for the benefits to yourself, then it isn’t really serving, and you won’t receive the benefits. The only workable dynamic for every-member ministry is Mark 10:45. Because Jesus served you in such a radical way, you have a joyful *need* to serve. It’s a form of praise<sup>1</sup> that doesn’t fully enjoy what it admires until it expresses itself in service.

---

1. Literally, *liturgy* (the Greek word is *leitourgia*).

## How Are Spiritual Gifts Distributed?

In a word, diversely. Note the repeated use of “different” in 1 Corinthians 12:4–7. First, there is a variety of individual gifts, best categorized under three basic headings.

**Prophetic gifts** are abilities based on understanding and articulating truth. They represent God to others and are marked by boldness and clarity. Biblical examples of these gifts are evangelism (Eph. 4:11—*euaggelistês*), or the ability to help people believe; teaching (1 Cor. 12:29—*didaskalos*), to be a teacher, or the ability to help people learn; speaking (1 Pet. 4:10–11—*lalein*), or the ability to articulate in a compelling way, probably publicly; knowledge (1 Cor. 12:8); discerning spirits (1 Cor. 12:10), or insight, the ability to tell the authentic from the false; and prophecy (Eph. 4:11; 1 Cor. 12:10—*prophetas*), or unusually dynamic and illumined truth-telling.<sup>2</sup>

**Priestly gifts** are abilities based on understanding and supplying basic needs. They represent others to God and the world and are marked by sympathy and sacrifice. Examples of these gifts are encouraging (Rom. 12:8—*parakaleo*), a cross between the prophetic and priestly, having to do with motivating and counseling; helping (1 Cor. 12:28—*antilempseis*), or the ability to give true assistance without usurping; healing (1 Cor. 12:28—*iamaton*), or facilitating emotional and/or physical healing; pastoring (Eph. 4:11 — *poimenos*), or knowing and providing what a person needs to grow; serving (Rom. 12:7—*diakonia*), or the ability to meet practical needs effectively; sharing (Rom. 12:8—*metadidou en aplotati*), or discerning and refreshing others by giving; and mercy (Rom. 12:8—*eleon en ilarotati*) or ministry through deep empathy yet joy (literally “mercy in hilarity”).

**Kingly gifts** are abilities based on understanding direction and group needs. They represent Christ’s vision to others and are marked by wisdom and practicality. Biblical examples of these gifts are apostles (Eph. 4:11; 1 Cor. 12:28—*apostolous*), or a founder gift, plowing new ground; leadership (Rom. 12:8 — *proistamenos en spouda*, literally “leading in zeal”), or uniting toward a vision; administration (1 Cor. 12:28—*kuberneseis*), or the ability to organize a task and get it done; wisdom (1 Cor. 12:8 - *logos sophias*), or problem-solving, especially for personal or group guidance; and faith (1 Cor. 12:9—*pistis*), which is not saving faith, but the ability to envision a goal clearly.

---

2. A note on charismatic gifts: The nature of these “gifts”—prophecy, tongues/interpretation, healing and miracles—are obviously a point of division in the church today. Our church has never taken an official position on it, although our denomination (Presbyterian Church in America) holds that no spiritual gift brings new, extra-biblical revelation from God.

So what do we think of prophecy and tongues? Although this is too big a subject to thoroughly explore here, I suggest reading the following article, although it is not an easy read: “Modern Spiritual Gifts as Analogous to Apostolic Gifts” by Vern Poythress, available at [www.frame-poythress.org/poythress\\_articles/1996Modern.htm](http://www.frame-poythress.org/poythress_articles/1996Modern.htm). This view does not believe that the miraculous gifts described in the New Testament have continued, but it also sees modern versions of those gifts, as practiced in charismatic churches, as having value. For example, this view holds that prophecy with a “little p”—unusual insight, forceful forth-telling— continues, but not the infallible, God-inspired revelation of the Old Testament prophets or New Testament apostles.

Second, gifts often come in clusters, not just individually. By way of example, Ephesians 4:11 speaks of pastor-teachers, while 1 Corinthians 12:39 speaks of those who are simply teachers. Gifts that come together may modify each other. For instance, one preacher may have a public speaking gift (1 Peter 4:11) allied with exhortation, making the sermon more encouraging, while another preacher may be more “prophetic” and dynamic, and yet another’s preaching may be more scholarly with a higher teaching component. Counselors are the same. Thus a preacher or a counselor is almost never able to minister to even the majority of all needs or all people. We are better suited to minister to some than to others.

Third, there are different “kinds of service” (1 Cor. 12:5), which may mean your gifts are better suited to some venues and contexts than others. Some may work better with children than adults, or in a larger group setting than a smaller group setting, or in a blue-collar context than a white-collar context.

Fourth, there are different “kinds of working” (1 Cor. 12:6), which may mean there are different power-levels at which a gift is resourced. That means some people have a greater degree of ability than others.

In summary, every believer has an almost unique “gift matrix.” We have different gifts in different constellations. We have different gifts for different ministry venues and objects. We have different levels of ability. On top of this, there are different seasons in our lives, when the contexts we live in call the gifts out in us in different ways. Put these variables together and each person’s ministry may be as unique as a thumbprint. By implication, there are some deeds in life that only you can do! There are some people to reach whom only you can reach! Spiritual gifts fit you for your mission in life (see Eph 2:8–10).

## Important Distinctions About Spiritual Gifts

Spiritual gifts must be distinguished both from spiritual fruit and natural talents.

### GIFTS AND FRUIT

Spiritual fruit is something we are, but a spiritual gift is something we do. Every Christian should have all the fruit of the Spirit (Gal. 5:22–23), but no one but Jesus has all the gifts of the Spirit. Gifts can therefore be honored ahead of fruit or be mistaken for fruit: you may touch lives through your gifts while your spiritual growth is in a downward spiral, but the gift-success is mistakenly interpreted by others and yourself as a sign of spiritual maturity (fruit). In fact, there have been unregenerated people (Judas and those in Matt. 7:22–23) who come into the church and whose natural talents God uses to convert and build people up, but who later show that they were never really born again (1 John 2:19).

### The Danger of Being a Christian Leader

In Christian leadership, character is primary because of the continual danger of hypocrisy.<sup>3</sup> As a Christian leader, you have to point people towards God’s worth and beauty every day. You have to constantly tell people,

---

3. For an expanded discussion of this topic, see Timothy Keller, “Ministry Can be Dangerous to Your Spiritual Health” (2007), [redeemercitycity.com](http://redeemercitycity.com).

“God is so wonderful!” This is not something you normally do in other walks of life. Your heart will seldom be in a genuine condition to say such a thing with integrity. Therefore you have two choices. Either you must watch your heart far more closely, continually warming it to God so you can preach to people what you are practicing, or you must put on a “ministerial” face and air and pretend to be something on the outside that you are not on the inside.

Abraham Kuyper said somewhere that Phariseism is like a shadow—it can be deepest and sharpest closest to the light. Therefore, the ministry polarizes people. It makes them far better or far worse Christians than they would have been otherwise, but it will not leave you where you were! There are enormous pressures in the ministry on your integrity and character.

Even when we have effective results in ministry, we have to examine ourselves deeply. Is our prayer life dead? Do we struggle with feeling slighted? Are our feelings always being hurt? Is there anxiety and joylessness in our work? Do we find ourselves being highly critical of other churches or ministers or co-workers? Do we feel a lot of self-pity? If so, our ministry may be skillful and successful, but it is hollow, and we are probably either headed for a breakdown or doomed to produce crowds and funds but only superficial long-term effects.

## **GIFTS AND TALENTS**

Every human being has talents and aptitudes to do work that serves the human community, but Christians have both natural talents as people in God's image and spiritual gifts as new creatures in Christ.<sup>4</sup> This means Christians not only must determine how their talents equip them for a certain range of work, but also how their gifts equip them for a certain range of ministry in Christ's name.

It is not always easy or necessary to make distinctions between “natural talents” and “spiritual gifts,” since ultimately they are all from the Spirit of God (Ex. 31:1–11; Isa. 45:1–7; and James 1:17). God may adopt a talent and use it spiritually to build up others or the church; then again, he may not. As J. I. Packer points out, sometimes a very mediocre talent/ability can somehow be adapted by God into a spiritual gift, while at other times, a great talent in a Christian never seems to be used as a spiritual gift or ministry.

As we exercise our spiritual gifts, we also need to avoid two great problems: “gift cop-out” and “gift projection.” Every single one of the gifts is also a task, or assignment, given to all Christians. Not all are evangelists, but everyone is a witness. Not all are deacons/deaconesses, but all are to serve. “Gift cop-out” is saying, “Since I’m not gifted at that, I don’t have to do it at all!”

“Gift projection” works in two opposite ways: Making yourself feel guilty that you aren’t as gifted or good as someone else is, and making others feel guilty that they aren’t as passionate or as good at what you do as you are. It is all too easy to try to make the whole church over into your image—making it strictly an evangelistic church, or a justice church, or a cultural center, or an intense discipleship community.

---

4. See also Timothy Keller, “Vocation: Discerning Your Calling” (2011), [redeemercitycity.com](http://redeemercitycity.com) for more on the topic of vocation, natural talents, and service.

## How Spiritual Gifts are Discovered

Remarkably little appears in the Bible about the process by which someone “discovers” his or her spiritual gifts. Problems abound with almost any prescribed, definitive set of “steps” toward this end. The traditional approach leads people to test themselves in ways similar to secular aptitude tests. The problem with this approach is that it assumes you know yourself quite well, but many of us do not. Also, the jobs in a church often don’t line up perfectly with one or two gifts. Someone may be a good preacher or counselor, but several different gifts could equip a person for those roles. The same goes for most of the jobs in the church.

We can discern God’s calling when three factors come together for us: Affinity (What human needs do I “vibrate” to? What interests me? What are my passions?); Ability (What am I good at? What do people say I am effective in?); and Opportunity (What doors for service are open? What needs to be done?). When all three factors come together, you can see God has equipped and called you to do something or to move in a certain direction.<sup>5</sup>

This process can be applied to finding a job and making major life decisions, but how do we apply it to service in the church? I propose that in the church you start with the third aspect—Opportunity. In other words, find the jobs in the church that need to be done and then do them. Just serve. Don’t ask too much about whether it fulfills you.

Why? First, the only way you will ever really come to know the kind of ministry that you are best at is if you do a lot of different things; then you will know what God blesses. Don’t look first at your proven abilities— at your day job or natural talents—to determine what you do in the church, because as mentioned earlier, God may not use that. Likewise, don’t look first at your deepest affinities—the things that excite and interest you. If you gravitate too quickly to those areas, you may miss latent gifts that you aren’t aware you have. Just serve—plug the gaps in the church and help out. Go through the door of opportunity in the church, doing what needs to be done, and then as time goes on you can check your affinities and abilities and begin to specialize. If you are in a church with many opportunities, you may be able to specialize earlier on in the process.

---

5. *Ibid.* These categories are derived from the works of John Newton.

**Copyright © 2007 by Timothy Keller, © 2011 by Redeemer City to City. This article is adapted from a leadership training session at Redeemer Presbyterian Church in 2007.**

*We encourage you to use and share this material freely—but please don’t charge money for it, change the wording, or remove the copyright information.*

**NOTES:**



**4209 Big Bethel Road, Yorktown, VA 23693**

[pccyorktown.com](http://pccyorktown.com) | [office@pccyorktown.com](mailto:office@pccyorktown.com) | (757) 867-8530