

WE ARE...

# GOD'S WORK OF ART

FOR WE ARE GOD'S HANDIWORK, CREATED IN CHRIST JESUS TO DO GOOD WORKS,  
WHICH GOD PREPARED IN ADVANCE FOR US TO DO. EPHESIANS 2:10



**SPIRITUAL FORMATION**  
discipleship journeys in growing and serving communities



# SPIRITUAL JOURNEY

AND YOU SHALL REMEMBER ALL THE WAY IN WHICH THE LORD YOUR  
GOD HAS LED YOU... DEUTERONOMY 8:2

Each of us is in a different place along our spiritual journey. Growing in Christ takes time and includes our willingness to be conformed to His will; it is a process. If you were to take a snapshot of your relationship with Christ, which of the following would best describe how you see yourself at this time?

## ■ Seeker (John 4:1-26)

You are gaining a better understanding of Christ and the Christian faith, but you have not yet personally trusted in Jesus for forgiveness of your sins. You are still investigating Christianity.

Characteristics: Curious about spiritual things. Insulated from normal church impact. Doesn't understand traditional Christianity. Has emotional, spiritual or intellectual barriers toward God.

Needs: Authentic friendships where the seeker is accepted and valued. Christianity explained in a relevant way at an introductory level. Church programs where there is a degree of anonymity so the claims of Christ can be explored without feeling threatened. Church programs done in a sensitive and excellent manner so more barriers are not created between the seeker and the message. Information on how to respond to the gospel when ready.

## ■ New or Young Believer (1 John 2)

You have recently become a Christian. There is excitement and enthusiasm in your new walk with Jesus Christ-or you have been a Christian for a while (maybe for many years) but are just now becoming aware of what Jesus meant when He promised an abundant life. Whether a new or young believer, you still need to grow in your understanding of the basics of the Christian faith.

Characteristics: Tends to be dependent upon the care and encouragement of other Christians. Growing desire to learn more about the Christian life. Looks to spiritual role models. Is beginning to understand that Christianity is relevant to everyday life.

Needs: To learn the Word of God at an introductory level. To experience God's love through others, in relationships that foster growth. To be protected by keeping lines of communication open. To make an appropriate contribution to the family of God.

## ■ Stable, Growing Believer (1 John 2)

You are confident in the faithfulness of God and His ability to accomplish His will in your life. You are teachable and sensitive to the Spirit's leading in your life. Your life is marked by stability that comes from knowing Christ, regularly worshipping with His people, and being a witness to others.

Characteristics: Aware of the basics of the Christian life, walking in accordance with them...able to help others grow spiritually...able to share with others about life in Christ...discovering what unique contributions can be made in line with temperament, gifts and passion.

Needs: Training in evangelism, discipleship and spiritual gifts...continued teaching and worship with other believers... Interdependent relationships of authenticity and accountability with other believers.

## ■ Maturing, Guiding Believer (1 John 2)

Your spiritual maturity is resulting in God beginning to use you to lead and guide others in the faith. You are learning to model for other believers a life in Christ, to lead by example and guide others in a deeper understanding of what it means to walk personally with Jesus Christ.

Characteristics: Interdependence upon the family of God, living life dependent upon God, and loving Him and His people passionately. Able to reproduce the life of Christ in the life of another. Able to recognize gifts and passions in other believers and help them enter into ministry. Evangelizes others.

Needs: Continued teaching and worship with other believers. Interdependent relationships of authenticity and accountability with other believers.



# TEMPERAMENT

BY THE MEEKNESS AND GENTLENESS OF CHRIST, I APPEAL TO YOU – I, PAUL, WHO [YOU SAY] AM "TIMID" WHEN FACE TO FACE WITH YOU, BUT "BOLD" WHEN AWAY! ...YOU ARE LOOKING ONLY ON THE SURFACE OF THINGS.... FOR SOME SAY, "HIS LETTERS ARE WEIGHTY AND FORCEFUL, BUT IN PERSON HE IS UNIMPRESSIVE AND HIS SPEAKING AMOUNTS TO NOTHING!" --2 CORINTHIANS 10:1, 7A, 10

Whether we've formally identified it or not, each one of us has an innate sense of our personality type (or temperament). In any given situation we either experience boredom, struggle and stress or we experience fulfillment and fruitfulness, and we thrive as a result. When you and others get a more complete and accurate view of the real you everyone has a better chance of recognizing your God-given role in the body of Christ. Where on the three continuums do you find yourself?

**1. How I sometimes get my energy...**

Circle one:      Extrovert      "Don't label me!"      Introvert

**2. How I often make a Decision...**

Circle one:      Thinker      "Don't label me!"      Feeler

**3. How I usually approach and carry out tasks...**

Circle one:      Routine      "Don't label me!"      Variety



# MINISTRY PASSION

NEVER BE LACKING IN ZEAL, BUT KEEP YOUR SPIRITUAL FERVOR, SERVING THE LORD. -- ROMANS 12:11

Zeal, fervor and passion are essentially synonymous; they all have to do with the level of motivation we have from ministry. God wants us to serve him with passion. If we serve according to our passion, we won't grow tired of our ministry or become burned out. This is how we can keep our zeal and fervor.

**Consider the following questions:**

1. What are few events, activities or accomplishments in your life you found especially fulfilling?
2. What topics or concerns do you feel most burdened about?
3. Do you have an interest for a particular cause? (i.e. global concerns, societal concerns, poverty, the family, politics, economics, spiritual growth, church growth)

**In which situations do you feel the most fulfilled? (check all that apply):**

- primarily alone       meeting an athletic or physical challenge
- primarily w/ other people       meeting a mental or intellectual challenge
- doing something creative or using your hands

**Which of the following groups brings you the greatest concern?**

- infants       singles       elderly       children       couples       teens
- men       college age       women       adults       other

Two individuals may have the same spiritual gifts, but because they have different ministry passions, they will use their gifts in completely different ministries. What do you think your ministry passion might be?

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# PRIORITIES AND AVAILABILITY

DO NOT THINK OF YOURSELF MORE HIGHLY THAN YOU OUGHT, BUT RATHER THINK OF YOURSELF WITH SOBER JUDGMENT, IN ACCORDANCE WITH THE MEASURE OF FAITH GOD HAS GIVEN YOU. -ROMANS 12:3

Think through your life priorities right now. You likely have family, friendship, financial, physical or work priorities that God may be using in your life. Since life priorities impact availability at certain seasons of life, which category best indicates your current availability for ministry?

- scheduled/ongoing* basis (frequent, regular commitment, often one to three years)
- periodic/short term* basis (seasonal or special projects, extends for duration of project/event)
- spontaneous/personal* basis (spontaneous personal service; respond and obey wherever, whenever God leads; commitment between you and God rather than organized tasks or group of people)



# TALENTS

DO YOU SEE A MAN SKILLED IN HIS WORK? HE WILL SERVE BEFORE KINGS; HE WILL NOT SERVE BEFORE OBSCURE MEN.-PROVERBS 22:29

Talents, abilities, and skills are not spiritual gifts, but in God's plan for us they often compliment or even mirror spiritual gifts. Use the following questions to help you identify your talents, abilities and skills.

Consider the following questions:

1. What jobs (paid or volunteer, Christian or secular) have you had in which you felt you experienced some success, felt confident about your abilities, and enjoyed your work?
2. What abilities did those jobs require?
3. What hobbies or other recreational pursuits have you done in which you felt a sense of accomplishment and a degree of mastery? (Examples: gardening, music, athletics, catering or cooking, computer programming, etc.)
4. What educational pursuits, life experiences, or information would you like to use? (Examples: What classes have you taken and in what areas of interest? What books have you read? Where have you traveled?)

What do you believe a few of your talents, abilities or skills?

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# DISCOVERING MY GIFTS

Each statement in the following questionnaire has six response choices:

- 1 = *Not at all like me*      2 = *Very little like me*      3 = *Little like me*  
 4 = *Some like me*          5 = *Much like me*          6 = *Very much like me*

Read each statement. Decide to what extent the statement is true of you. Circle the response that is most appropriate for you. There is no need to take a lot of time to reason out your response; your first impressions are usually correct.

When you have selected a response to each of the statements, turn to the Discovery of Gifts score sheet to tabulate your scores.

The following is true of me . . .	Not at all	Very little	Little	Some	Much	Very Much
1. I easily delegate important responsibilities to others.	1	2	3	4	5	6
2. I have used a particular creative ability (writing, painting, drama, etc.) to benefit others.	1	2	3	4	5	6
3. I am encouraging to those who are anxious, confused, or frightened.	1	2	3	4	5	6
4. I am instrumental in bringing new Christians into active church participation.	1	2	3	4	5	6
5. I believe God will keep his promises in spite of present circumstances.	1	2	3	4	5	6
6. I assume responsibility for meeting financial needs in the church and community.	1	2	3	4	5	6
7. The Lord has cured diseases through my touch.	1	2	3	4	5	6
8. I assist formal church leaders, freeing them for their special responsibilities.	1	2	3	4	5	6
9. I graciously provide food and lodging to those in need.	1	2	3	4	5	6
10. I take prayer requests very seriously.	1	2	3	4	5	6
11. I have the ability to discover new facts and relationships.	1	2	3	4	5	6
12. I know where I am going and other Christians seem to realize this and follow me.	1	2	3	4	5	6
13. I can cheerfully help those who seem to deserve it the least.	1	2	3	4	5	6
14. God spectacularly changes circumstances through me.	1	2	3	4	5	6
15. I adapt easily to cultures different from mine.	1	2	3	4	5	6
16. I often know and tell others what God is doing with the present situation.	1	2	3	4	5	6
17. I feel fulfilled taking care of responsibilities that seldom get me into the limelight.	1	2	3	4	5	6
18. I go out of my way to be available to someone needing spiritual support or nurture.	1	2	3	4	5	6
19. I enjoy developing ways of presenting material so that others can learn easily.	1	2	3	4	5	6

20. I effectively apply truth in my own life.	1	2	3	4	5	6
21. I am able to set goals and to make effective plans to reach them.	1	2	3	4	5	6
22. I enjoy expressing myself creatively through artistic expression (music, drama, poetry, etc.)	1	2	3	4	5	6
23. I am able to hold up a vision of the possible that encourages others to try again in spite of defeat.	1	2	3	4	5	6
24. I can share joyfully with others about why I am a Christian.	1	2	3	4	5	6
25. I trust in the presence and in the power of God to do the impossible.	1	2	3	4	5	6
26. I give cheerfully and liberally in support of God's people.	1	2	3	4	5	6
27. The Lord heals through my touch and prayers.	1	2	3	4	5	6
28. I enjoy being called on to do little jobs.	1	2	3	4	5	6
29. I am able to make a stranger feel comfortable I my home, at meetings, or at church.	1	2	3	4	5	6
30. Praying for others is natural way for me to help them.	1	2	3	4	5	6
31. I read and study a great deal and enjoy learning about my faith.	1	2	3	4	5	6
32. I motivate groups towards specific biblical objectives.	1	2	3	4	5	6
33. I happily visit people who are in hospitals or nursing homes.	1	2	3	4	5	6
34. God has worked through me to cast out evil spirits in others.	1	2	3	4	5	6
35. I can learn other languages and customs in order to relate to people of different cultures.	1	2	3	4	5	6
36. I can communicate timely and urgent messages which I feel come directly from God.	1	2	3	4	5	6
37. I feel satisfaction in doing routine tasks to help get a job done.	1	2	3	4	5	6
38. People seek me out for encouragement and guidance.	1	2	3	4	5	6
39. I make content come alive when I teach.	1	2	3	4	5	6
40. I perceive deep understandings and relationships.	1	2	3	4	5	6
41. I follow through on details and make sure that plans that have been initiated are implemented.	1	2	3	4	5	6
42. I have significant artistic ability (music, drama, writing, painting, sculpting, etc.) which I put to good use in the service of God.	1	2	3	4	5	6
43. I am comfortable with another person in a time of crisis, being both close enough to empathize and also detached enough to guide.	1	2	3	4	5	6
44. I joyously talk about my Christian faith at my work or in social and community gatherings.	1	2	3	4	5	6
45. I believe God will act in a situation in spite of evidence to the contrary.	1	2	3	4	5	6
46. I help people and the Lord's work through generous and timely contributions.	1	2	3	4	5	6
47. I find that God works actively through me to bring wholeness to other persons.	1	2	3	4	5	6
48. I often find myself in the dishpan and cleaning up after functions. I am content to do these things.	1	2	3	4	5	6
49. I have a knack for making strangers feel at home.	1	2	3	4	5	6

50. I am conscious of ministering to others as I pray for them.	1	2	3	4	5	6
51. I easily discover and master new facts and dynamics of Christian truth.	1	2	3	4	5	6
52. I have accepted leadership responsibilities and have succeeded helping groups work toward their goals.	1	2	3	4	5	6
53. It is important to me to be available to spend time with someone who needs a friend.	1	2	3	4	5	6
54. At times God has intervened to do impossible things through me.	1	2	3	4	5	6
55. I am able to relate well to persons of races, languages, and cultures different from my own.	1	2	3	4	5	6
56. I often speak out boldly concerning what I feel is God's will in specific situations.	1	2	3	4	5	6
57. I enjoy it when other express a need for my help.	1	2	3	4	5	6
58. I have been responsible for the spiritual lives of others with good results.	1	2	3	4	5	6
59. I am able to clarify things for learners (children or adults).	1	2	3	4	5	6
60. I minister to others by helping them clarify alternatives and by bringing awareness of the movement of the Spirit within them.	1	2	3	4	5	6
61. I am able to organize ideas, tasks, people, and time for service.	1	2	3	4	5	6
62. I can use my creative abilities for developing meaningful prayer and worship services.	1	2	3	4	5	6
63. I am sensitive to suffering, trouble and discouraged people and want to help them see God's answers to their problems.	1	2	3	4	5	6
64. I seek out friends and acquaintances who do not go to church in order to bring them to my congregation.	1	2	3	4	5	6
65. I find myself accepting God's promises at face value and applying them to given situations without doubt.	1	2	3	4	5	6
66. I feel moved to give when confronted with financial needs for God's work.	1	2	3	4	5	6
67. When I pray, healing often occurs.	1	2	3	4	5	6
68. I am willing to do time-consuming, detail work to aid others.	1	2	3	4	5	6
69. I enjoy finding strangers in places that I consider my home ground, be it in my home, church, or office.	1	2	3	4	5	6
70. I am sensitive to the prayer needs of others and concerned to give the needed prayer support.	1	2	3	4	5	6
71. I study and read a great deal to learn God's will.	1	2	3	4	5	6
72. I have a desire to help, lead, guide and direct people in an important church ministry.	1	2	3	4	5	6
73. I have a knack for turning compassion into cheerful deeds of kindness.	1	2	3	4	5	6
74. I have been used as an instrument of God's power to bring about change in lives and events.	1	2	3	4	5	6
75. I fit easily and feel at home with people whose lifestyles differ from my own.	1	2	3	4	5	6
76. God uses me to build up, encourage, and comfort others by speaking to them of spiritual things.	1	2	3	4	5	6
77. I like to work at little things that help build the Church.	1	2	3	4	5	6
78. The Lord has used me to watch over, guide and nurture other believers toward spiritual maturity.	1	2	3	4	5	6
79. I like to help people understand things.	1	2	3	4	5	6

80. I don't have to think much to reach decisions; most of the time the alternatives seem very obvious.	1	2	3	4	5	6
81. I have a sense for how and when projects or ministries need to be better organized.	1	2	3	4	5	6
82. I am aware that people have been blessed through my creative ability.	1	2	3	4	5	6
83. I am glad when people who need comfort, consolation, encouragement and counsel seek my help.	1	2	3	4	5	6
84. I am able to share the Gospel in a way that makes it clear and meaningful to non-believers.	1	2	3	4	5	6
85. I inwardly sense what Jesus meant when He said mountains could be moved by faith.	1	2	3	4	5	6
86. I have a conviction that all I have belongs to God, and I want to be a good steward.	1	2	3	4	5	6
87. I am willing to study and train so that I may exercise a healing ministry.	1	2	3	4	5	6
88. It is alright to ask me at the last minute to substitute for a missing member of a committee.	1	2	3	4	5	6
89. My home is available to those in need of hospitality.	1	2	3	4	5	6
90. I have an inner conviction that God works in response to prayer, and I want to be used to help others through prayer.	1	2	3	4	5	6
91. I am able to separate out the essential from the secondary issues as I study Christian writings.	1	2	3	4	5	6
92. I am usually quick to sense when a group I am a part of is "spinning its wheels", and I know what to do about it.	1	2	3	4	5	6
93. Sick, helpless and shut-in persons are helped when I minister to them.	1	2	3	4	5	6
94. With the power of God, things beyond the reach of other humans happen around me.	1	2	3	4	5	6
95. I value heritage and traditions different from my own.	1	2	3	4	5	6
96. I have spiritual insights from the Scriptures relating to people and issues which make me want to speak out.	1	2	3	4	5	6
97. It is my nature to like to do work that helps others do theirs.	1	2	3	4	5	6
98. I am an intimate spiritual and emotional support for others.	1	2	3	4	5	6
99. I get excited about discovering new ideas I can share with others.	1	2	3	4	5	6
100. I feel strong presence of God when important decisions need to be made.	1	2	3	4	5	6

This inventory was inspired by Robert Noble's *Modified Heights Discovery of Gifts Questionnaire*, 1981 and Church Development Resources' *Discovering My Gifts Inventory*, 1987.



Place the numerical value (1-6) for each answer in the best that corresponds with the statement number in the self-assessment questionnaire. For example-If you circled the number 4 next to statement 1, write 4 next to number one on this page. When all have been recorded, add each row across. The highest totals indicate your highest gifts. Circle your top 3 scores for use in discussion.

My response					Total	Gift
1	21	41	61	81		Administration
2	22	42	62	82		Creative Ability
3	23	43	63	83		Encouragement
4	24	44	64	84		Evangelism
5	25	45	65	85		Faith
6	26	46	66	86		Giving
7	27	47	67	87		Healing
8	28	48	68	88		Helping
9	29	49	69	89		Hospitality
10	30	50	70	90		Intercession
11	31	51	71	91		Knowledge
12	32	52	72	92		Leadership
13	33	53	73	93		Mercy
14	34	54	74	94		Miracles
15	35	55	75	95		Missionary
16	36	56	76	96		Prophecy
17	37	57	77	97		Service
18	38	58	78	98		Shepherding
19	39	59	79	99		Teaching
20	40	60	80	100		Wisdom

If you ask a friend or friends to complete the optional pages of this packet, please put their answer (Y, S, or N) next to each gift. Be aware some gifts are intentionally omitted from the optional pages.

# SPIRITUAL GIFTS LIST

“THE DIVINE ENDOWMENT OF A SPECIAL ABILITY FOR SERVICE  
UPON EVERY MEMBER OF THE BODY OF CHRIST.”  
-DYNAMICS OF SPIRITUAL GIFTS, WILLIAM MCRAE

## Spiritual Gifts of Equipping

### **LEADERSHIP (I Cor. 12:28; Romans 12:8)**

The special ability that God gives to set goals and to direct people in such a manner that members accomplish the work of ministry. People with this gift provide direction for God's people by casting the vision, by presenting the "big picture" and by inspiring trust and confidence.

### **TEACHING (I Cor. 12:28; Romans 12:7)**

The special ability that God gives to communicate clearly the truths of the Word and of its application so that others may learn and profit. People with this gift are skilled communicators who love to spend large amounts of time in study and reflection.

### **WISDOM (I Cor. 12:8)**

The special ability that God gives to apply spiritual truth and insight to particular needs in the Body of Christ. People with this gift are able to apply knowledge in practical ways.

### **SHEPHERDING (Eph. 4:11)**

The special ability that God gives to guide, care for and nurture individuals or groups as they grow in their faith. People with this gift lead and protect those within their care, establishing trust and confidence through long-term relationships.

### **ENCOURAGEMENT (Exhortation) (Romans 12:8)**

The special ability that God gives to listen, encourage and assist others in their quest for wholeness. People with this person-centered gift provide guidance and counsel. They minister to aching hearts and tired souls.

### **MISSIONARY (I Cor. 12:28, 29; Eph. 4:11)**

The special development of new churches or ministry structures. People with this gift have missionary hearts. They desire to minister to unreached people in other communities or countries, demonstrate a vision for the mission of the church and pioneer new ministries or churches.

### **EVANGELISM (Eph. 4:11)**

The special ability that God gives to share the gospel with unbelievers. People with this gift are effective communicators of the faith who seek out opportunities to be in relationship with unbelievers.

## Spiritual Gifts of Service

### **HELPING (I Cor. 12:28)**

The special ability that God gives to do practical and necessary tasks that support others in their ministries. People with this gift often loath the limelight but are the backbone of an effective church.

### **ADMINISTRATION (I Cor. 12:28)**

The Special ability that God gives to understand what makes an organization function and the ability to plan and execute procedures that increase organizational effectiveness. People with this gift enjoy organizing people, tasks, or events to accomplish a specific goal of ministry.

### **FAITH (I Cor. 12:9)**

The special ability that God gives to see something that needs to be done and to believe that God will do it, even when it looks impossible. People with this gift are possibility thinkers and are usually undaunted by circumstances or obstacles. They trust God to remove mountains.

### **MERCY (Romans 12:8)**

The special ability that God gives to feel empathy and compassion for those who are suffering or are in need. People with this gift give willingly and cheerfully to the bereaved, the ill, the anxious, the depressed, the poor, the orphan, the aged, and many others. They have the heart of a Good Samaritan; their neighbor is anyone who is in need.

### **GIVING (Romans 12:8)**

The special ability that God gives to certain members of the Body of Christ to contribute their material resources liberally and with such wisdom and cheerfulness that others are encouraged and blessed. People with this gift manage their finances and their lifestyle in such a manner as to give as much of their resources as possible to the work of the Kingdom.

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***HOSPITALITY (I Peter 4:9)***

The special ability that God gives to care for people by providing friendship, fellowship, food, or shelter. People with this gift create a gracious, safe environment where people feel loved and accepted.

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***SERVICE (Romans 12:7)***

The special ability God gives to identify the unmet needs involved in a task related to God's work and to make use of available resources to meet those needs and help accomplish the desired goals. This gift is not a person-centered gift like mercy and helps. It is more task-oriented.

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***CREATIVITY (Exodus 31:1-6)***

The special ability that God gives to facilitate ministry through the creative use of a variety of art forms.

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## **Spiritual Gifts Growing Out of Prayer and Worship**

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***KNOWLEDGE (I Cor. 12:8)***

The special ability that God gives to discover, accumulate, analyze and clarify information effectively. People with this gift have unusual insight and are able to gather and organize information for practical use.

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***PROPHECY (I Cor. 12:10; I Cor. 12:28,29)***

The special ability that God gives to reveal truth and to proclaim in a timely manner for understanding, corrections, repentance, or edification. People with this gift speak forth on issues dealing with present situations or future events. They may be politically-minded and often enjoy using their energies in making pronouncements concerning public righteousness.

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***INTERCESSION (James 5:14-16, Colossians 1:9-12)***

The special ability that God gives to pray for extended periods of time on a regular basis. People with this gift see frequent and specific answers to their prayers to a degree much greater than found among most Christians.

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***TONGUES (I Cor. 12:10; I Cor. 12:28,30)***

The special ability that God gives to speak in a language that the believer has never learned. People with this gift are understood by at least one other believer.

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***INTERPRETATION OF TONGUES (I Cor. 12:10; I Cor. 12:28-29)***

The special ability that God gives to make known in the vernacular the message of one who is speaking in tongues. People with this gift are able to "translate" what is said into everyday language for other members of the Body.

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***MIRACLES (I Cor. 12:10; I Cor. 12:28-30)***

The special ability that God gives to serve as a channel for His supernatural interventions. People with this gift represent Christ and through this gift point people to a relationship with Him.

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***HEALING (I Cor. 12:9; I Cor. 12:28, 30)***

The special ability that God gives to cure physical, mental, emotional, or spiritual illness. People with this gift do not have supernatural power over disease; they are simply a channel through whom God works to bring restoration to the sick and diseased.

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***DISCERNMENT (I Cor. 12:10)***

The special ability that God gives to know with assurance whether certain behavior purported to be of God is in reality divine, human, or satanic. People with this gift are able to distinguish truth from error, right from wrong, good from evil



# INPUT FROM ANOTHER PERSON

THIS OPTIONAL PAGE HELPS YOU DISCERN YOUR GIFTS BY ASKING FOR INPUT FROM ANOTHER PERSON.  
PLEASE NOTE THAT A FEW GIFTS ARE OMITTED ON THIS FORM.

Your Name: \_\_\_\_\_

I am seeking to better understand how God has equipped me for service in the church. One part of this process involves getting feedback from a few people who know me reasonably well. Your thoughts about the way I relate to others will be very helpful.

Using the descriptions below, circle the response that best describes how well the statements (on the following pages) describe this person:

Y = Yes, very descriptive of this person   S = Somewhat or slightly descriptive

N = No, does not describe this person   ? = Unsure, unknown, or not observed

## In my opinion, this person has strengths in...

Developing strategies or plans to reach identified goals; organizing people, tasks, and events; helping organizations or groups become efficient; creating order out of organizational chaos (Administration)	Y S N ?
Using creative expressions of art, drama, writing, painting, music, etc., in service to God and others, bringing blessings to the congregation (Creative Ability)	Y S N ?
Strengthening and reassuring troubled people; encouraging or challenging people; motivating others to grow; supporting people who need to take action (Encouragement)	Y S N ?
Looking for opportunities to build relationships with non-believers; communicating openly and effectively about his or her faith; talking about spiritual matters with nonbelievers (Evangelism)	Y S N ?
Trusting God to answer prayer and encouraging others to do so; having confidence in God's continuing presence and ability to help, even in difficult times; moving forward in spite of opposition. (Faith)	Y S N ?
Giving liberally and joyfully to people in financial need or projects requiring support; managing their money well in order to free more of it for giving (Giving)	Y S N ?
Working behind the scenes to support the work of others; finding small things that need to be done and doing them without being asked; helping wherever needed, even when it involves routine or mundane tasks (Helping)	Y S N ?
Seeking strangers, be it at home, church, or office; making strangers feel comfortable at home, at meetings, or at church (Hospitality)	Y S N ?
Praying for others, taking prayer requests seriously and consciously ministering to others through prayer for them; an inner conviction that God works in response to prayer (Intercession)	Y S N ?
Carefully studying and researching subjects he or she wants to understand better; sharing his or her knowledge and insights with others when asked; sometimes gaining, information that is not attained by natural observation or means (Knowledge)	Y S N ?
Taking responsibility for directing groups: motivating and guiding others to reach important goals; managing people and resources well; influencing others to perform to the best of their abilities (Leadership)	Y S N ?
Empathizing with hurting people; patiently and compassionately supporting people through painful experiences; helping those generally regarded as undeserving or beyond help (Mercy)	Y S N ?
Pioneering new undertakings (such as a new church or ministry); serving in another country or community; adapting to different cultures and surroundings; being culturally aware and sensitive (Missionary)	Y S N ?
Speaking with conviction in order to bring change in the lives of others; exposing cultural trends, teachings, or events that are morally wrong or harmful; boldly speaking truth even in places where it may be unpopular (Prophecy)	Y S N ?
Taking care of responsibilities that seldom get into the limelight; doing routine tasks to help get a job done, working at little things that help build the Church, doing work that helps others do theirs (Service)	Y S N ?
Faithfully providing long-term support and nurture for a group of people; providing guidance for the whole person; patiently but firmly nurturing others in their development as believers (Shepherding)	Y S N ?
Studying, understanding and communicating biblical truth; developing appropriate teaching material and presenting it effectively; communicating in ways that motivate others to change (Teaching)	Y S N ?
Seeing simple, practical solutions in the midst of conflict or confusion; giving helpful advice to others facing complicated life situations; helping people take practical action to solve real problems (Wisdom)	Y S N ?



# INPUT FROM ANOTHER PERSON

THIS OPTIONAL PAGE HELPS YOU DISCERN YOUR GIFTS BY ASKING FOR INPUT FROM ANOTHER PERSON.  
PLEASE NOTE THAT A FEW GIFTS ARE OMITTED ON THIS FORM.

Your Name: \_\_\_\_\_

I am seeking to better understand how God has equipped me for service in the church. One part of this process involves getting feedback from a few people who know me reasonably well. Your thoughts about the way I relate to others will be very helpful.

Using the descriptions below, circle the response that best describes how well the statements (on the following pages) describe this person:

Y = Yes, very descriptive of this person   S = Somewhat or slightly descriptive

N = No, does not describe this person   ? = Unsure, unknown, or not observed

## In my opinion, this person has strengths in...

Developing strategies or plans to reach identified goals; organizing people, tasks, and events; helping organizations or groups become efficient; creating order out of organizational chaos (Administration)	Y S N ?
Using creative expressions of art, drama, writing, painting, music, etc., in service to God and others, bringing blessings to the congregation (Creative Ability)	Y S N ?
Strengthening and reassuring troubled people; encouraging or challenging people; motivating others to grow; supporting people who need to take action (Encouragement)	Y S N ?
Looking for opportunities to build relationships with non-believers; communicating openly and effectively about his or her faith; talking about spiritual matters with nonbelievers (Evangelism)	Y S N ?
Trusting God to answer prayer and encouraging others to do so; having confidence in God's continuing presence and ability to help, even in difficult times; moving forward in spite of opposition. (Faith)	Y S N ?
Giving liberally and joyfully to people in financial need or projects requiring support; managing their money well in order to free more of it for giving (Giving)	Y S N ?
Working behind the scenes to support the work of others; finding small things that need to be done and doing them without being asked; helping wherever needed, even when it involves routine or mundane tasks (Helping)	Y S N ?
Seeking strangers, be it at home, church, or office; making strangers feel comfortable at home, at meetings, or at church (Hospitality)	Y S N ?
Praying for others, taking prayer requests seriously and consciously ministering to others through prayer for them; an inner conviction that God works in response to prayer (Intercession)	Y S N ?
Carefully studying and researching subjects he or she wants to understand better; sharing his or her knowledge and insights with others when asked; sometimes gaining, information that is not attained by natural observation or means (Knowledge)	Y S N ?
Taking responsibility for directing groups: motivating and guiding others to reach important goals; managing people and resources well; influencing others to perform to the best of their abilities (Leadership)	Y S N ?
Empathizing with hurting people; patiently and compassionately supporting people through painful experiences; helping those generally regarded as undeserving or beyond help (Mercy)	Y S N ?
Pioneering new undertakings (such as a new church or ministry); serving in another country or community; adapting to different cultures and surroundings; being culturally aware and sensitive (Missionary)	Y S N ?
Speaking with conviction in order to bring change in the lives of others; exposing cultural trends, teachings, or events that are morally wrong or harmful; boldly speaking truth even in places where it may be unpopular (Prophecy)	Y S N ?
Taking care of responsibilities that seldom get into the limelight; doing routine tasks to help get a job done, working at little things that help build the Church, doing work that helps others do theirs (Service)	Y S N ?
Faithfully providing long-term support and nurture for a group of people; providing guidance for the whole person; patiently but firmly nurturing others in their development as believers (Shepherding)	Y S N ?
Studying, understanding and communicating biblical truth; developing appropriate teaching material and presenting it effectively; communicating in ways that motivate others to change (Teaching)	Y S N ?
Seeing simple, practical solutions in the midst of conflict or confusion; giving helpful advice to others facing complicated life situations; helping people take practical action to solve real problems (Wisdom)	Y S N ?





# BRING IT ALL TOGETHER

Please fill out this form and give to your “Body Builder” (the person walking through *God’s Work of Art* with you). Complete the following using your answers from the God’s Work of Art Process:

Your Name: \_\_\_\_\_

## SPIRITUAL JOURNEY (PAGE 2)

- |   |   |
|---|---|
| <input type="checkbox"/> Seeker                   | <input type="checkbox"/> New or Young Believer      |
| <input type="checkbox"/> Stable, Growing Believer | <input type="checkbox"/> Maturing, Guiding Believer |

## TEMPERAMENT: LOOKING BEYOND (PAGE 3)

- |             |           |                   |           |
|-------------|-----------|-------------------|-----------|
| Circle one: | Extrovert | “Don’t label me!” | Introvert |
| Circle one: | Thinker   | “Don’t label me!” | Feeler    |
| Circle one: | Routine   | “Don’t label me!” | Variety   |

## MINISTRY PASSION (PAGE 3)

What do you think your ministry passion might be?

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## PRIORITIES AND AVAILABILITY (PAGE 4)

- scheduled/ongoing* basis (frequent, regular commitment, often one to three years)
- periodic/short term* basis (seasonal or special projects, extends for duration of project/event)
- spontaneous/personal* basis (spontaneous personal service; respond and obey wherever, whenever God leads; commitment between you and God rather than organized tasks or group of people)

## TALENTS (PAGE 4)

What do you believe are a few of your talents, abilities or skills?

1 \_\_\_\_\_

2 \_\_\_\_\_

3 \_\_\_\_\_

## SPIRITUAL GIFT (PAGE 9)

Top 3 Scores...Or change your answer here if the exercise did not “work” for you:

1 \_\_\_\_\_

2 \_\_\_\_\_

3 \_\_\_\_\_