



# SHAPE

How God Has Formed Me For Ministry

"Your hands shaped me and made me."  
(Job 10:8, NIV).



# HOW HAS GOD SHAPED ME?

*"Your hands **formed** and **shaped** me..." Job 10:8a (GN)*

God has been molding and shaping you for ministry since you were born. In fact, God started uniquely shaping you even before you were born!

*"Thank you for making me so **wonderfully complex**! It is amazing to think about. Your **workmanship** is marvelous... You were there while I was being **formed**... You saw me **before I was born** and scheduled each day of my life before I began to breathe." Psalm 139:14-16 (Living)*

1. I was \_\_\_\_\_ for a purpose.
2. I am \_\_\_\_\_!
3. I am \_\_\_\_\_!

*"What right do you have, a human being, to cross-examine God? The pot has no right to say to the potter: **Why did you make me this shape?** A potter can do what he likes with the clay!"*

Rom 9:20-21

In Ministry...Function follows Form!

MINISTRY IS DETERMINED BY SEVERAL FACTORS

*"There are different kinds of **SPIRITUAL GIFTS** but the same Spirit gives them. There are different **WAYS OF SERVING**, but the same Lord is served. There are different **ABILITIES** to perform service, but the same God gives ability to everyone for their service. The Spirit's presence is shown **IN SOME WAY** in each one for the good of all." I Corinthians 12:4-7 (GN)*

My **SHAPE** WILL DETERMINE MY MINISTRY!

S  
H  
A  
P  
E



## WHAT IS SHAPE?

S

S \_\_\_\_\_

What am I gifted to do?

*"But each man has his own gift from God; one has this gift, another has that."  
(1 Corinthians 7:7, NIV).*

H

H \_\_\_\_\_

What do I love to do?

*"for it is God who works in you to will and to act according to his good purpose."  
(Philippians 2:13, NIV).*

A

A \_\_\_\_\_

What natural talents and skills do I have?

*"and I have filled him with the Spirit of God, with skill, ability and knowledge in all  
kinds of crafts--" (Exodus 31:3, NIV).*

P

P \_\_\_\_\_

Where does my personality best suit me to serve?

*"No one can really know what anyone else is thinking or what he is really like,  
except that person himself." (1 Corinthians 2:11 Living)*

E

E \_\_\_\_\_

What experiences have you had?

*"Always remember what you have learned. Your education is your life — guard it  
well!" (Proverbs 4:13 Good News)*



# HOW PAUL'S MINISTRY WAS SHAPED

S

## Paul's SPIRITUAL GIFTS

*And of this gospel I was appointed a herald and an apostle and a teacher. (2 Timothy 1:11, NIV).*

H

## Paul's HEART

*It has always been my ambition to preach the gospel where Christ was not known, so that I would not be building on someone else's foundation. (Romans 15:20, NIV). For God, who was at work in the ministry of Peter as an apostle to the Jews, was also at work in my ministry as an apostle to the Gentiles. (Galatians 2:8, NIV). However, I consider my life worth nothing to me, if only I may finish the race and complete the task the Lord Jesus has given me--the task of testifying to the gospel of God's grace. (Acts 20:24, NIV).*

A

## Paul's ABILITY

*Paul went to see them, and because he was a tentmaker as they were, he stayed and worked with them. Every Sabbath he reasoned in the synagogue, trying to persuade Jews and Greeks. (Acts 18:2-4, NIV).*

P

## Paul's PERSONALITY

*For you have heard of my previous way of life in Judaism, how intensely I persecuted the church of God and tried to destroy it. I was advancing in Judaism beyond many Jews of my own age and was extremely zealous for the traditions of my fathers. (Galatians 1:13-14, NIV).*

E

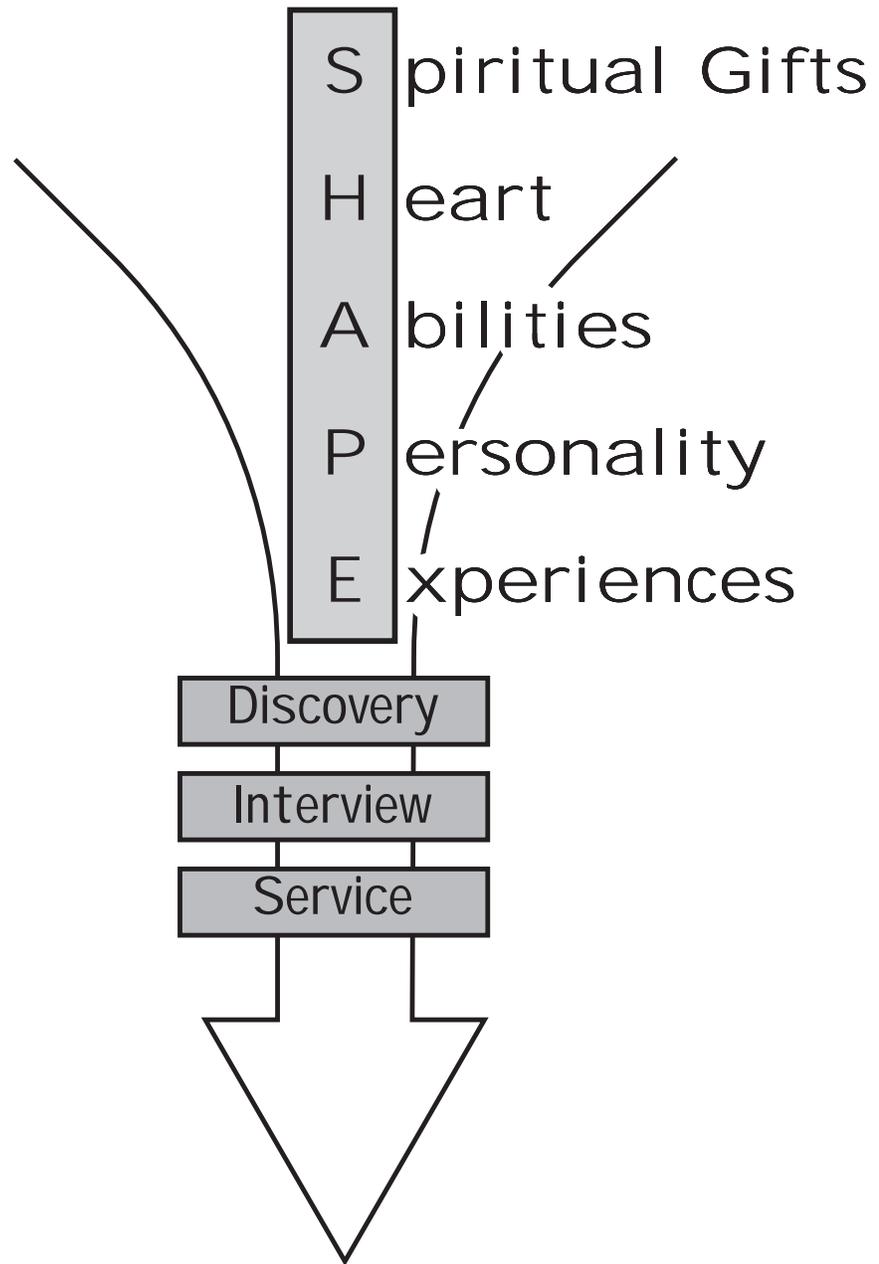
## Paul's EXPERIENCES

*You, however, know all about my teaching, my way of life, my purpose, faith, patience, love, endurance, persecutions, sufferings--what kinds of things happened to me in Antioch, Iconium and Lystra, the persecutions I endured. Yet the Lord rescued me from all of them. (2 Timothy 3:10-11, NIV).*



## DISCOVERING YOUR SHAPE

SHAPPE





# SHAPE

## *Seeking Your Spiritual Gift*

**S** tudy

-Read books

**T** rial & Error

-Experiment with different areas of service.

**A** nalyze

-Use a test or inventory

**R** equest Responses  
from Others

-Ask others what gifts they see in you.

**T** ake Training

-Develop yourself in your area of giftedness.



# SHAPE

## *Hearing Your Heart*

1. What issues cause a strong emotional stirring in you?

- |  |  |  |
|--|--|--|
| <input type="checkbox"/> Environment   | <input type="checkbox"/> Child Care        | <input type="checkbox"/> Homosexuality |
| <input type="checkbox"/> Discipleship  | <input type="checkbox"/> AIDS              | <input type="checkbox"/> Politics      |
| <input type="checkbox"/> Violence      | <input type="checkbox"/> Injustice         | <input type="checkbox"/> Racism        |
| <input type="checkbox"/> Education     | <input type="checkbox"/> Addictions        | <input type="checkbox"/> International |
| <input type="checkbox"/> Economic      | <input type="checkbox"/> Reaching the lost | <input type="checkbox"/> Technology    |
| <input type="checkbox"/> Health care   | <input type="checkbox"/> Poverty           | <input type="checkbox"/> Family        |
| <input type="checkbox"/> Abortion      | <input type="checkbox"/> Hunger            | <input type="checkbox"/> Literacy      |
| <input type="checkbox"/> Church        |  |  |
| <input type="checkbox"/> Others: _____ |  |  |

2. What kind of people do you feel strongly attracted to?

- |  |   |   |
|--|---|---|
| <input type="checkbox"/> Infants       | <input type="checkbox"/> Children       | <input type="checkbox"/> Youth            |
| <input type="checkbox"/> Teen moms     | <input type="checkbox"/> Single parents | <input type="checkbox"/> College students |
| <input type="checkbox"/> Divorced      | <input type="checkbox"/> Widowed        | <input type="checkbox"/> Singles          |
| <input type="checkbox"/> Career women  | <input type="checkbox"/> Young marrieds | <input type="checkbox"/> Refugees         |
| <input type="checkbox"/> Parents       | <input type="checkbox"/> Empty nesters  | <input type="checkbox"/> Homeless         |
| <input type="checkbox"/> Unemployed    | <input type="checkbox"/> Elderly        | <input type="checkbox"/> Disabled         |
| <input type="checkbox"/> Prisoners     | <input type="checkbox"/> Poor           | <input type="checkbox"/> Hospitalized     |
| <input type="checkbox"/> Young moms    | <input type="checkbox"/> Men            | <input type="checkbox"/> Women            |
| <input type="checkbox"/> Others: _____ |   |   |

### **Other questions to consider:**

- What do I like to work with? People, things or information?
- If you knew you couldn't fail what would you attempt to do for God with your life?
- At the end of my life, I'd love to be able to look back and see that I'd done something about:



# SHAPE

## ***Assessing Your Abilities***

STEP 1 : List and describe you accomplishments since childhood

### **EXAMPLES:**

- *I put on plays for the neighborhood kids with costumes, props, etc. We made costumes, a stage and wrote the whole play.*
- *I started a kool-aid stand and got other kids to work with me. Soon we had 3 kool-aid stands in our neighborhood.*
- *I ran for president of everything and I won sometimes.*
- *I won a prize at the fair in the dress making competition.*
- *I read twenty books one summer in junior high.*

### **WHAT TO INCLUDE:**

- *Accomplishments at home, school, work etc.*
- *Things you **enjoyed** doing*
- *Things you believe you **did well***
- *Give specific details about what you did*
- *Forget what other people think about it.*

### **GUIDELINES:**

1. *Remember, you're recalling things you enjoyed doing and did well (accomplishments not just pleasant experiences.)*  
*BAD EXAMPLE: Had a great vacation in Canada.*  
*GOOD EXAMPLE: Took some great pictures on my vacation.*
2. *You do not have to cover every year of your life. Just focus on what **you feel** are the highlights of things you've done.*

MY HIGHLIGHTS OF THINGS I DID WELL AND ENJOYED...

MY GRADE SCHOOL YEARS:



# SHAPE

## ASSESSING YOUR ABILITIES

MY HIGHLIGHTS OF THINGS I DID WELL AND ENJOYED... (continued)

*AS A TEENAGER:*

*IN COLLEGE AND/OR DURING MY 20'S*

*IN MY "THIRTY-SOMETHING" YEARS?*

*COMPLETE UP TO THE PRESENT:*



# SHAPE

## ASSESSING YOUR ABILITIES

### HOW TO DISCOVER YOUR ABILITIES

Look over your list of accomplishments. Circle all verbs that denote actions performed while you were doing each achievement.

Now compare those verbs to the list below and check those abilities you feel you have.

### 26 SPECIALIZED ABILITIES

- Entertaining ability:** to perform, act, dance, speak, magic
- Recruiting ability:** to enlist and motivate people to get involved
- Interviewing ability:** to discover what others are really like
- Researching ability:** to read, gather information, collect data
- Artistic ability:** to conceptualize, picture, draw, paint, photograph, or make renderings
- Graphics ability:** to lay out, design, create visual displays or banners
- Evaluating ability:** to analyze data and draw conclusions
- Planning ability:** to strategize, design and organize programs and events
- Managing ability:** to supervise people to accomplish a task or event and coordinate the details involved
- Counseling ability:** to listen, encourage and guide with sensitivity
- Teaching ability:** to explain, train, demonstrate, tutor
- Writing ability:** to write articles, letters, books
- Editing ability:** to proofread or rewrite
- Promoting ability:** to advertise or promote events or activities
- Repairing ability:** to fix, restore, maintain
- Feeding ability:** to create meals for large or small groups
- Recall ability:** to remember or recall names and faces
- Mechanical operating ability:** to operate equipment, tools or machinery
- Resourceful ability:** to search out and find inexpensive materials or resources needed
- Counting ability:** to work with numbers, data or money
- Classifying ability:** to systematize and file books, data, records and materials so they can be retrieved easily
- Public Relations ability:** to handle complaints and unhappy customers with care and courtesy
- Welcoming ability:** to convey warmth, develop rapport, making others feel comfortable
- Composing ability:** to write music or lyrics
- Landscaping ability:** to do gardening or working with plants, rocks, etc.
- Decorating ability:** to beautify a setting for a special event



# SHAPE

## *Pursuing Your Personality*

*In the box below, write your name:*

*Now write your name with the opposite hand:*

### WHAT HAPPENED?

When you tried to do something that was not *natural* to you...

1. You felt uncomfortable.
2. It took extra time and effort.
3. You still did a lousy job at it!

The same things are true when we try to minister in areas that are not suited to our personality. God has wired your temperament in a unique way. This factor is very important in matching you to the right ministry.

It's obvious that God has not used a cookie cutter to stamp out people in a process of uniformity. He loves variety — just look around! And there is no "right" or "wrong" temperament. We need opposites to give balance in the body of Christ.



# SHAPE

## Examining Your Experiences

God also uses your personal experience to minister to others, particularly the hurts and problems you've overcome with God's help. List any experiences you feel comfortable sharing that you've had in any of the following areas.

***YOUR SPIRITUAL EXPERIENCES*** • *Meaningful decisions/times with God*

• *MY SPIRITUAL JOURNEY* -

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

*Times I have felt close to God, and meaningful spiritual experiences that stand out in my mind.*

***YOUR PAINFUL EXPERIENCES*** • *Problems, hurts, trials—that have taught you*

*These are the kind of trials or problems I could share with someone else and encourage a fellow Christian who is going through the same experience.*



# SHAPE

## EXAMINING YOUR EXPERIENCES

**YOUR EDUCATIONAL EXPERIENCES** • *What were your favorite subjects in school?*

*My favorite subjects in school.*

*Seminars or training that has been meaningful to me:*

**YOUR MINISTRY EXPERIENCES** • *How have you served in the past.*

<i>Church or Organization:</i>	<i>Where:</i>	<i>Position of service</i>	<i>Years involved</i>
1.			
2.			
3.			
4.			
5.			
6.			



# SHAPE

## What Is My SHAPE?

### Spiritual Gifts

Spiritual Gifts I believe I have:

- 1.
- 2.
- 3.

### Heart

Who and what do I have a passion for?

- 1.
- 2.

How would you state your passion in 3-5 words?

### Abilities

I feel I have these specialized abilities:

- 1.
- 2.
- 3.

### Personality

Type:

Traits:

### Experiences

Key Experiences in my life:

- 1.
- 2.
- 3.



# SHAPE

## RESOURCES

### DISCOVERING MY MINISTRY, C.L.A.S.S. 301

Saddleback Valley Community Church, The Encouraging Word, P.O. Box 6080-388, Mission Viejo, CA 92690  
714-587-5394

*Class book and cassette tapes are available. The SHAPE concept comes from this material.*

### NETWORK

Bruce Bugbee • Don Cousins • Bill Hybels -Willow Creek Resources • Zondervan

*Class book, leader's guide, video and cassette tapes are available.*

### WHAT YOU DO BEST IN THE BODY OF CHRIST

Bruce Bugbee • Zondervan

*Companion book to NETWORK (above).*

### SOAR WITH YOUR STRENGTHS

Donald O. Clifton & Paula Nelson • Dell Publishing 1992

*A secular book on strengths by the founder of SRI Gallup, one of the nation's foremost consulting firms.*

### LIFEKEYS

Jane A.G. Kise • David Stark • Sandra Krebs Hirsh -Bethany House Publishers • 1996

*Developed by three leaders in a local church.*

### RIGHT FIT

Ronald B. Oertli (Developer of the 2:7 Series). Available through him. (303) 694-9478, E-mail: growgo2@aol.com, or 5400 E. Hinsdale Place, Littleton, CO 80122.

*Ron has a number of resources for identifying giftedness in others.*

### THE STARTER KIT FOR MOBILIZING MINISTRY

Leadership Network • 1-800-765-5323, Cost: \$45.00

*A 300-page manual to help churches develop a churchwide lay mobilization system. Excellent resource!*

### THE NEW REFORMATION

Greg Ogden • Zondervan Publishing • 1990

*Why every believer must be mobilized for ministry in the kingdom of God.*

# DISCOVERING YOUR PERSONALITY

(Information on Personality types was taken from: **Please Understand Me** by David Keirsey and Marilyn Bates, ©1978, Distributed by Prometheus Nemesis Book Co.)

## I. Personality Patterns- a list of key words that fit each personality preference follows.

### OUTER FOCUS PEOPLE (E's)

(75% of population)

Extroversion  
Outer world of people  
Jump in  
Breadth  
Energized by people  
Act, then think  
Express emotions  
Many relationships  
Sociable, easy to get to know



### INNER FOCUS PEOPLE (I's)

(25% of population)

Introversion  
Inner world of ideas  
Stand back  
Depth  
Energized by quiet  
Think, then act  
Bottle emotions  
Few close relationships  
Reserved, hard to get to know

### FACTS PEOPLE (S's)

(75% of population)

Sensing  
Facts  
Present  
Specific  
Practical  
Enjoy today  
Characterized by perspiration  
Value the useful  
Details  
Process information by five senses

### POSSIBILITY PEOPLE (N's)

(25% of population)

Intuition  
Possibilities  
Future  
General  
Imaginative  
Anticipate tomorrow  
Characterized by inspiration  
Value the intuitive  
Patterns  
Process information by intuition



### LOGIC PEOPLE (T's)

(50% of population)

Thinking  
Logic  
Analysis  
Impersonal  
Decides objectively  
Prefer to criticize  
Argumentation  
Truth and justice  
Seem cool to people  
Principles



### RELATIONSHIP PEOPLE (F's)

(50% of population)

Feeling  
Relationships  
Empathy  
Personal  
Decides subjectively  
Prefer to appreciate  
Persuasion  
Harmony  
Seem warm to people  
Values

### STRUCTURED PEOPLE (J's)

(50% of population)

Judgment  
Structure  
Plan  
Meet deadlines with organization  
Fixed  
Settled  
Control Life  
Decisive

### SPONTANEOUS PEOPLE (P's)

(50% of population)

Perception  
Spontaneity  
Adapt  
Meet deadlines at last minute  
Open  
Tentative  
Experience life  
Curious



# DISCOVERING YOUR PERSONALITY

## 2. Personality Profiles of the Sixteen Types

### **ENFJ- "Teacher" (5% of population)**

Good leaders  
People are of high importance and priority  
Empathetic  
Focus on good relationships  
Like organization  
*Occupations:* People jobs, the ministry, media, therapists, teachers, executives and sales persons.

### **INFJ- "Author" (1% of population)**

Enjoy helping others  
Strongly empathetic  
Good students  
Reserved  
Complex personalities  
Composers  
Artistic  
*Occupations:* Prefer jobs with one-to-one interaction with people, doctors, psychiatrists, writing, counselors

### **ENFP- "Journalist" (5% of population)**

Very observant  
Life is an exciting drama  
Project starters but not necessarily finishers  
Optimistic  
Enthusiastic  
*Occupations:* Sales, advertising, journalism, politics, acting, jobs with variety

### **INFP- "Crusader" (1% of population)**

Idealistic  
Given to a cause  
Life is a very serious matter  
Wholistic  
*Occupations:* Ministry, missionary work, professor, psychology, architecture, languages; interpreter, teacher

### **ENTJ- "Fieldmarshal" (5% of population)**

Commandant  
Drive to lead  
Objective  
Efficiency  
Strong career interest  
*Occupations:* Administration either in military, business, education or government

### **INTJ- "Scientist" (1% of population)**

Self-confident  
Focus on possibilities  
Builder  
Pragmatic  
Brainstormer  
Idea-people  
Interested in the future  
Creative  
*Occupations:* Research, executive, engineering, physical sciences, any job which requires the creation and application of technology

### **ENTP- "Inventor" (5% of population)**

Good at analysis  
Enthusiastic  
Don't like ruts  
Good conversationalists  
Not a planner  
Innovator  
*Occupations:* Anything that does not involve too much humdrum routine, make excellent teachers

### **INTP- "Architect" (1% of population)**

High level of concentration  
Curiosity  
Exact  
Designer of ideas and systems  
Prize intelligence  
*Occupations:* Teaching, philosophy, mathematics, computer programmer, architecture

### **ESTJ- "Administrator" (13% of population)**

Responsible  
Like to see things done correctly  
Focus on their duty  
Punctual  
Neat  
Orderly  
Routine is important  
Like traditions  
*Occupations:* Administration, any position of responsibility where following the rules is important

# DISCOVERING YOUR PERSONALITY

## **ISTJ-**"Trustee" (6% of population)

Dependable

Quiet and serious

Their word is their bond

Interested in details

Thorough

Practical

*Occupations:* Bank examiners, auditors, accountants or tax examiners, supervisory positions, legal secretary, law researcher, high school teacher

## **ESFJ-**"Seller" (13% of population)

Most sociable of all types

Harmony is key

Hospitable

Nostalgic/Sentimental

Not philosophical

Emotional

Love parties

*Occupations:* Service occupations, teaching, preaching, supervision, administration, coaching.

## **ISFJ-**"Conservationist" (6% of population)

Desire to serve and minister to others

Traditional

Conservation of resources valued highly

Do it by the book

Down-to-earth

Saver rather than spender

Loyal

*Occupations:* Nursing, teaching, secretarial work, medicine, library work, middle management, administrative jobs

## **ESTP-**"Promoter" (13% of population)

Action

Entrepreneur

Negotiator

Witty and clever

Initiators, pioneers

Know a lot of people

Risk takers

*Occupations:* Diplomacy, politics, business, entrepreneurial roles

## **ESFP-**"Entertainer" (13% of population)

Optimistic

Performer

Generous

Likes to be with people

Fashionable

Happy

*Occupations:* Public relations, jobs that include working with people, business, sales, social work, elementary education, performing arts

## **ISTP-**"Craftsman" (6% of population)

Fearless

Crave excitement

Hunger for action

Good with tools

Mechanically inclined

Trusting

Generous

*Occupations:* Pilots, policeman, military, any job where tools are used

## **ISFP-**"Artist" (6% of population)

Express themselves indirectly through an art form

Live in the now

Climb the mountain because it is there

Attuned to color, line, texture, shading

Kind and sympathetic

Like nature

*Occupations:* Graphic design, art, music, dance, any job which gives the freedom of expression