

Hope Fellowship S.H.A.P.E. survey

"You are the light of the world. A city set on a hill cannot be hidden. Nor do people light a lamp and put it under a basket, but on a stand, and it gives light to all in the house. In the same way, let your light shine before others, so that they may see your good works and give glory to your Father who is in heaven." Matthew 5:14-16

"As each has received a gift, use it to serve one another, as good stewards of God's varied grace." 1 Peter 4:10

God has created you uniquely for His glory! God has given you gifts, talents, abilities, and a heart that He has designed to be used in His body, the church, for the expansion of His kingdom here on earth. This is incredibly exciting! The reality that God has called us to be his children, to walk alongside of him and use the gifts that he gave us to help further his kingdom! We get to take part in His work of redemption here on Earth!

This brief survey is meant to be a catalyst in your understanding of what God has given you in terms of your Spiritual Gifts, Heart (passion), abilities, personality and your experiences. AKA: (S.H.A.P.E.). This survey is not set in stone nor is it comprehensive in its ability to detail who you are. It is simply a tool that you can use to help you better understand what God has given you in terms of gifting and how you can apply the results to serve his body, the church.

The first part of this survey will consist of questions that will help determine what your Spiritual Gifts are. This part of the test will give you an objective score that you will use to rank your gifts. The second part of the test is subjective in that it seeks to know what your thoughts are on your heart for certain areas of serving, your abilities, your personality and your experiences. There are no wrong answers on this test, so don't worry! Also, don't try to "think" your answers out. Your first or gut response will most likely be the best response. So put your first reaction down as your answer. Also, please make sure you put your name on the survey (There are two places where you need to write your name).

Hope Fellowship is not going to publish or release this information to the general public. The information gained from this survey will only be used by the ministry leaders at Hope Fellowship. The information gained from this survey will be held on your private profile on our online directory. If you want the information to be public you can change the settings on your profile so that others can see your results, it is entirely up to you. The default setting will only allow ministry leaders to see the results. This information will not be available on the internet either. It will only be on our online directory, which is closed to the general public. If you have any concerns about the information or wish to not have it listed on the online directory please contact Pastor Jeff at jeffsmith@hope-fellowship.net.

For you were called to freedom, brothers. Only do not use your freedom as an opportunity for the flesh, but through love serve one another. For the whole law is fulfilled in one word: "You shall love your neighbor as yourself."

Galatians 5:13,14

Name _____

SPIRITUAL GIFTS SURVEY

DIRECTIONS

This is not a test, so there are no wrong answers. The ***Spiritual Gifts Survey*** consists of 80 statements. Some items reflect concrete actions; other items are descriptive traits; and still others are statements of belief.

- Select the one response you feel best characterizes yourself and place that number in the blank provided. Record your answer in the blank beside each item.
- Do not spend too much time on any one item. Remember, it is not a test. Usually your immediate response is best.
- Please give an answer for each item. Do not skip any items.
- Do not ask others how they are answering or how they think you should answer.
- Work at your own pace.

Your response choices are:

- 5—Highly characteristic of me/definitely true for me
- 4—Most of the time this would describe me/be true for me
- 3—Frequently characteristic of me/true for me—about 50 percent of the time
- 2—Occasionally characteristic of me/true for me—about 25 percent of the time
- 1—Not at all characteristic of me/definitely untrue for me

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- _____ 1. I have the ability to organize ideas, resources, time, and people effectively.
 - _____ 2. I am willing to study and prepare for the task of teaching.
 - _____ 3. I am able to relate the truths of God to specific situations.
 - _____ 4. I have a God-given ability to help others grow in their faith.
 - _____ 5. I possess a special ability to communicate the truth of salvation.
 - _____ 6. I have the ability to make critical decisions when necessary.
 - _____ 7. I am sensitive to the hurts of people.
 - _____ 8. I experience joy in meeting needs through sharing possessions.
 - _____ 9. I enjoy studying.
 - _____ 10. I have delivered God's message of warning and judgment.
 - _____ 11. I am able to sense the true motivation of persons and movements.
 - _____ 12. I have a special ability to trust God in difficult situations.
 - _____ 13. I have a strong desire to contribute to the establishment of new churches.
 - _____ 14. I take action to meet physical and practical needs rather than merely talking about or planning to help.
 - _____ 15. I enjoy entertaining guests in my home.
 - _____ 16. I can adapt my guidance to fit the maturity of those working with me.
 - _____ 17. I can delegate and assign meaningful work.

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- _____ 18. I have an ability and desire to teach.
- _____ 19. I am usually able to analyze a situation correctly.
- _____ 20. I have a natural tendency to encourage others.
- _____ 21. I am willing to take the initiative in helping other Christians grow in their faith.
- _____ 22. I have an acute awareness of the emotions of other people, such as loneliness, pain, fear, and anger.
- _____ 23. I am a cheerful giver.
- _____ 24. I spend time digging into facts.
- _____ 25. I feel that I have a message from God to deliver to others.
- _____ 26. I can recognize when a person is genuine/honest.
- _____ 27. I am a person of vision (a clear mental portrait of a preferable future given by God). I am able to communicate vision in such a way that others commit to making the vision a reality.
- _____ 28. I am willing to yield to God's will rather than question and waver.
- _____ 29. I would like to be more active in getting the gospel to people in other lands.
- _____ 30. It makes me happy to do things for people in need.
- _____ 31. I am successful in getting a group to do its work joyfully.
- _____ 32. I am able to make strangers feel at ease.
- _____ 33. I have the ability to plan learning approaches.
- _____ 34. I can identify those who need encouragement.
- _____ 35. I have trained Christians to be more obedient disciples of Christ.
- _____ 36. I am willing to do whatever it takes to see others come to Christ.
- _____ 37. I am attracted to people who are hurting.
- _____ 38. I am a generous giver.
- _____ 39. I am able to discover new truths.
- _____ 40. I have spiritual insights from Scripture concerning issues and people that compel me to speak out.
- _____ 41. I can sense when a person is acting in accord with God's will.
- _____ 42. I can trust in God even when things look dark.
- _____ 43. I can determine where God wants a group to go and help it get there.
- _____ 44. I have a strong desire to take the gospel to places where it has never been heard.
- _____ 45. I enjoy reaching out to new people in my church and community.
- _____ 46. I am sensitive to the needs of people.
- _____ 47. I have been able to make effective and efficient plans for accomplishing the goals of a group.
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- _____ 77. I like to talk about Jesus to those who do not know Him.
- _____ 78. I have the ability to make strangers feel comfortable in my home.
- _____ 79. I have a wide range of study resources and know how to secure information.
- _____ 80. I feel assured that a situation will change for the glory of God even when the situation seem impossible.

SCORING YOUR SURVEY

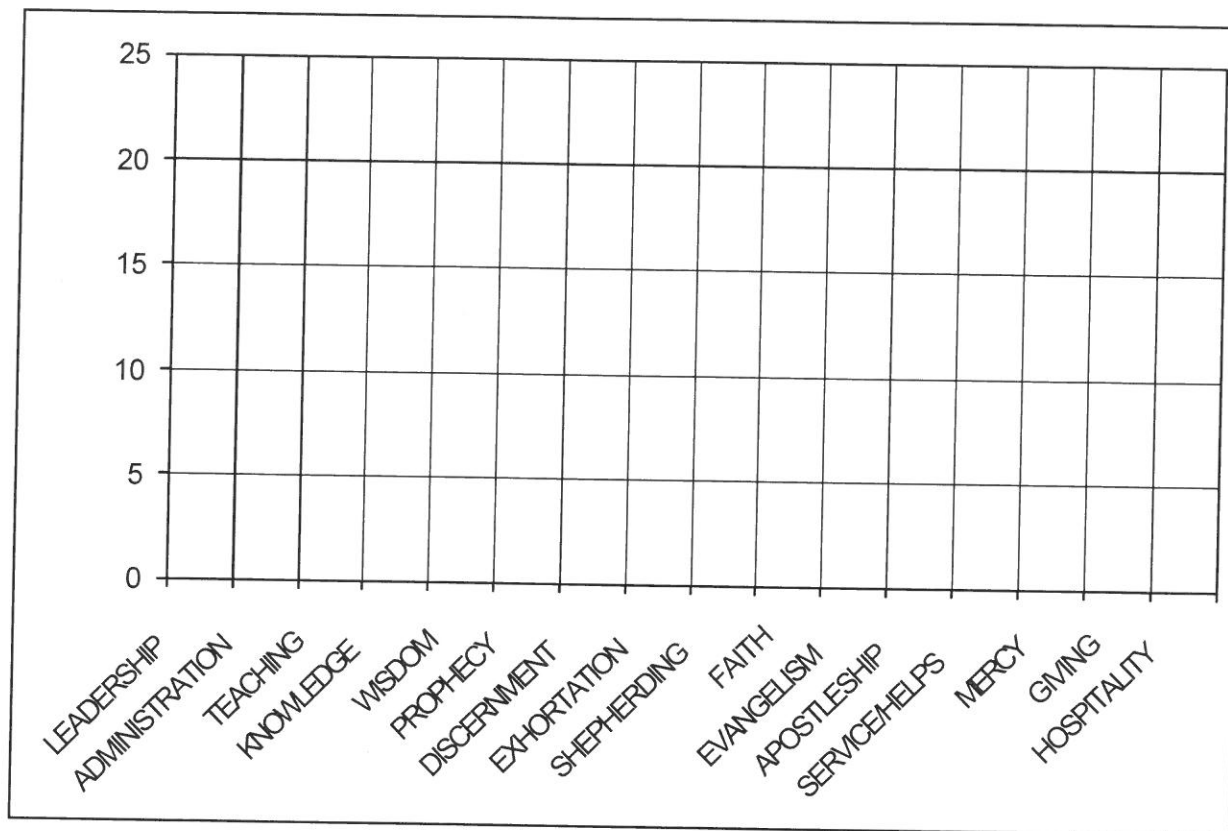
Follow these directions to figure your score for each spiritual gift.

1. Place in each box your numerical response (1-5) to the item number which is indicated below the box.
2. For each gift, add the numbers in the boxes and put the total in the TOTAL box.

LEADERSHIP	+	+	+	+	=	
	Item 6	Item 16	Item 27	Item 43	Item 65	TOTAL
ADMINISTRATION	+	+	+	+	=	
	Item 1	Item 17	Item 31	Item 47	Item 59	TOTAL
TEACHING	+	+	+	+	=	
	Item 2	Item 18	Item 33	Item 61	Item 73	TOTAL
KNOWLEDGE	+	+	+	+	=	
	Item 9	Item 24	Item 39	Item 68	Item 79	TOTAL
WISDOM	+	+	+	+	=	
	Item 3	Item 19	Item 48	Item 62	Item 74	TOTAL
PROPHECY	+	+	+	+	=	
	Item 10	Item 25	Item 40	Item 54	Item 69	TOTAL
DISCERNMENT	+	+	+	+	=	
	Item 11	Item 26	Item 41	Item 55	Item 70	TOTAL
EXHORTATION	+	+	+	+	=	
	Item 20	Item 34	Item 49	Item 63	Item 75	TOTAL
SHEPHERDING	+	+	+	+	=	
	Item 4	Item 21	Item 35	Item 50	Item 76	TOTAL
FAITH	+	+	+	+	=	
	Item 12	Item 28	Item 42	Item 56	Item 80	TOTAL
EVANGELISM	+	+	+	+	=	
	Item 5	Item 36	Item 51	Item 64	Item 77	TOTAL
APOSTLESHIP	+	+	+	+	=	
	Item 13	Item 29	Item 44	Item 57	Item 71	TOTAL
SERVICE/HELPS	+	+	+	+	=	
	Item 14	Item 30	Item 46	Item 58	Item 72	TOTAL
MERCY	+	+	+	+	=	
	Item 7	Item 22	Item 37	Item 52	Item 66	TOTAL
GIVING	+	+	+	+	=	
	Item 8	Item 23	Item 38	Item 53	Item 67	TOTAL
HOSPITALITY	+	+	+	+	=	
	Item 15	Item 32	Item 45	Item 60	Item 78	TOTAL

-
- _____ 48. I often am consulted when fellow Christians are struggling to make difficult decisions.
- _____ 49. I think about how I can comfort and encourage others in my congregation.
- _____ 50. I am able to give spiritual direction to others.
- _____ 51. I am able to present the gospel to lost persons in such a way that they accept the Lord and His salvation.
- _____ 52. I possess an unusual capacity to understand the feelings of those in distress.
- _____ 53. I have a strong sense of stewardship based on the recognition that God owns all things.
- _____ 54. I have delivered to other persons messages that have come directly from God.
- _____ 55. I can sense when a person is acting under God's leadership.
- _____ 56. I try to be in God's will continually and be available for His use.
- _____ 57. I feel that I should take the gospel to people who have different beliefs from me.
- _____ 58. I have an acute awareness of the physical needs of others.
- _____ 59. I am skilled in setting forth positive and precise steps of action.
- _____ 60. I like to meet visitors at church and make them feel welcome.
- _____ 61. I explain Scripture in such a way that others understand it.
- _____ 62. I can usually see spiritual solutions to problems.
- _____ 63. I welcome opportunities to help people who need comfort, consolation, encouragement, and counseling.
- _____ 64. I feel at ease in sharing Christ with nonbelievers.
- _____ 65. I can influence others to perform to their highest God-given potential.
- _____ 66. I recognize the signs of stress and distress in others.
- _____ 67. I desire to give generously and unpretentiously to worthwhile projects and ministries.
- _____ 68. I can organize facts into meaningful relationships.
- _____ 69. God gives me messages to deliver to His people.
- _____ 70. I am able to sense whether people are being honest when they tell of their religious experiences.
- _____ 71. I enjoy presenting the gospel to persons of other cultures and backgrounds.
- _____ 72. I enjoy doing little things that help people.
- _____ 73. I can give a clear, uncomplicated presentation.
- _____ 74. I have been able to apply biblical truth to the specific needs of my church.
- _____ 75. God has used me to encourage others to live Christlike lives.
- _____ 76. I have sensed the need to help other people become more effective in their ministries.
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GRAPHING YOUR PROFILE



1. For each gift place a mark across the bar at the point that corresponds to your TOTAL for that gift.
2. For each gift shade the bar below the mark that you have drawn.
3. The resultant graph gives a picture of your gifts. Gifts for which the bars are tall are the ones in which you appear to be strongest. Gifts for which the bars are very short are the ones in which you appear not to be strong.

Is there anything else you would like to mention in regards to the spiritual gifts survey?

Spiritual Gifts List with Definitions

Discover Your Spiritual Gifts!

By Gene Wilkes

Ken Hemphill defines a spiritual gift as “an individual manifestation of grace from the Father that enables you to serve Him and thus play a vital role in His plan for the redemption of the world.”¹ Peter Wagner defines a spiritual gift as “a special attribute given by the Holy Spirit to every member of the Body of Christ according to God’s grace for use within the context of the Body.”² I like to use this definition:

A spiritual gift is an expression of the Holy Spirit in the life of believers which empowers them to serve the body of Christ, the church.

Romans 12:6-8; 1 Corinthians 12:8-10, 28-30; Ephesians 4:11; and 1 Peter 4:9-11 contain representative lists of gifts and roles God has given to the church. A definition of these gifts follows.³

- **Leadership**—Leadership aids the body by leading and directing members to accomplish the goals and purposes of the church. Leadership motivates people to work together in unity toward common goals (Rom. 12:8).
- **Administration**—Persons with the gift of administration lead the body by steering others to remain on task. Administration enables the body to organize according to God-given purposes and long-term goals (1 Cor. 12:28).
- **Teaching**—Teaching is instructing members in the truths and doctrines of God’s Word for the purposes of building up, unifying, and maturing the body (1 Cor. 12:28; Rom. 12:7; Eph. 4:11).
- **Knowledge**—The gift of knowledge manifests itself in teaching and training in discipleship. It is the God-given ability to learn, know, and explain the precious truths of God’s Word. A word of knowledge is a Spirit-revealed truth (1 Cor. 12:28).
- **Wisdom**—Wisdom is the gift that discerns the work of the Holy Spirit in the body and applies His teachings and actions to the needs of the body (1 Cor. 12:28).
- **Prophecy**—The gift of prophecy is proclaiming the Word of God boldly. This builds up the body and leads to conviction of sin. Prophecy manifests itself in preaching and teaching (1 Cor. 12:10; Rom. 12:6).
- **Discernment**—Discernment aids the body by recognizing the true intentions of those within or related to the body. Discernment tests the message and actions of others for the protection and well-being of the body (1 Cor. 12:10).
- **Exhortation**—Possessors of this gift encourage members to be involved in and enthusiastic about the work of the Lord. Members with this gift are good counselors and motivate others to service. Exhortation exhibits itself in preaching, teaching, and ministry (Rom. 12:8).
- **Shepherding**—The gift of shepherding is manifested in persons who look out for the spiritual welfare of others. Although pastors, like shepherds, do care for members of the church, this gift is not limited to a pastor or staff member (Eph. 4:11).
- **Faith**—Faith trusts God to work beyond the human capabilities of the people. Believers with this gift encourage others to trust in God in the face of apparently insurmountable odds (1 Cor. 12:9).
- **Evangelism**—God gifts his church with evangelists to lead others to Christ effectively and enthusiastically. This gift builds up the body by adding new members to its fellowship (Eph. 4:11).

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- **Apostleship**—The church sends apostles from the body to plant churches or be missionaries. Apostles motivate the body to look beyond its walls in order to carry out the Great Commission (1 Cor. 12:28; Eph. 4:11).
 - **Service/Helps**—Those with the gift of service/helps recognize practical needs in the body and joyfully give assistance to meeting those needs. Christians with this gift do not mind working behind the scenes (1 Cor. 12:28; Rom. 12:7).
 - **Mercy**—Cheerful acts of compassion characterize those with the gift of mercy. Persons with this gift aid the body by empathizing with hurting members. They keep the body healthy and unified by keeping others aware of the needs within the church (Rom. 12:8).
 - **Giving**—Members with the gift of giving give freely and joyfully to the work and mission of the body. Cheerfulness and liberality are characteristics of individuals with this gift (Rom. 12:8).
 - **Hospitality**—Those with this gift have the ability to make visitors, guests, and strangers feel at ease. They often use their home to entertain guests. Persons with this gift integrate new members into the body (1 Pet. 4:9).

God has gifted you with an expression of His Holy Spirit to support His vision and mission of the church. It is a worldwide vision to reach all people with the gospel of Christ. As a servant leader, God desires that you know how He has gifted you. This will lead you to where He would have you serve as part of His vision and mission for the church.

Gene Wilkes is pastor of the Legacy Drive Baptist Church, Plano, Texas. This article was adapted from *Jesus on Leadership* by Gene Wilkes (LifeWay Christian Resources 1998).

¹ Ken Hemphill, *Serving God: Discovering and Using Your Spiritual Gifts Workbook* (Dallas: The Sampson Company, 1995), 22. This product is distributed by and available from LifeWay Christian Resources of the Southern Baptist Convention, and may be purchased by calling toll free 1-800-458-2772.

² *Your Spiritual Gifts Can Help Your Church Grow* by C. Peter Wagner, Copyright © 1979, Regal Books, Ventura, CA 93003. Used by permission, 42.

³ These definitions exclude the "sign gifts" because of some confusion that accompanies these gifts and because they are difficult to fit into ministries within a typical church's ministry base.

Name:

Spiritual Gifts Summary

Spiritual Gifts- Place your top 8 Spiritual Gifts with their respective score

Spiritual Gifts	Score
1. _____	_____
2. _____	_____
3. _____	_____
4. _____	_____
5. _____	_____
6. _____	_____
7. _____	_____
8. _____	_____

Heart

Whatever you do, do your work heartily, as for the Lord rather than for men, knowing that from the Lord you will receive the reward of the inheritance. It is the Lord Christ whom you serve. Colossians 3:23, 24

God has given you the gift of serving others in specific areas. This portion of the survey seeks to gather areas that you are passionate about. The way that you should approach this portion is by asking yourself: what would you do if time were of no constraint? What are the areas of the church that you would most like to participate in? What are areas that if given the chance you would love to serve in. We would like for you to select 4 areas from the lists provided and put them in the appropriate selection. They are divided into 2 categories. The first is people and the second is activity. Rank your answers in order of preference (1 being your first choice and so on). There is a choice for you to list any options that is not listed. If you don't see the area of serving that you are passionate about, please put that in the "other" area and tell us a little bit about it.

People

infants
children
youth
young adults
singles
young married
parents
empty nesters
seniors

1. _____

2. _____

3. _____

4. _____

Other:

Activity

Local Outreach (serving the local community)
Global Outreach (serving foreign countries)
Mentoring others
Prayer
Recreation

1. _____

2. _____

3. _____

4. _____

Abilities

I can do all things through Him who gives me strength.
Philippians 4:13

This portion of the survey seeks to gain information about the talents that you possess. These are abilities that you are naturally good at. Questions to ask yourself for this are: What are you capable of doing? What are the areas that you are competent to perform duties or actions in? Circle all of the areas that apply to you that you enjoy doing. If you have an ability that is not on the list below please add it in the other section.

General Skills

Medical
Counseling
Financial
Education
Child care
Tech/Computer
Marketing/Communication
Media/Graphics
Office
Construction
Mechanical
Security
Translator
Administration
Landscaping
Teaching

Arts

Vocalist
Guitar
Bass Guitar
Keyboard/Piano
Drums
Leading Worship through music
Music other
Sound production
Video production
Drama
Decorating
Painting
Writing
Designing

Sports

Athlete
Coaching
Sports Camp

Other abilities not listed:

PERSONALITY

I will give thanks to You, for I am fearfully and wonderfully made; Wonderful are Your works, And my soul knows it very well.
Psalm 139:14

Everyone has a unique personality that God has given them. This personality is part of what makes you different from everyone else. For the purposes of Hope Fellowship, we desire to have people use their gifts, passions & abilities in arena's that best fit their personality. So, while this section is short it will help us gain a better understanding of the arena's in which you would be most comfortable exercising your gifts and abilities. There are 3 questions in this next section. Answer each question according to what BEST describes you.

- 1) Does being in a group of people excite you or do you get excited about being alone for long periods of time. Another way of asking this question is "Where do you get your energy from? Being with people or being alone? If your answer is people you are most likely an extrovert and if you answered being alone you are most likely an introvert. Both of these personalities are used by God in his family, we would like to know which one you prefer. Put an "x" on the line that best describes you. If you like people and enjoy being alone then put the "x" in the center of the. You can place the "x" where you best believes describes you.



If you would like to explain feel free to here:

2) Would you rather work with people or tasks? If you enjoy checking off things on your to do list and creating a new list to check off you are more task oriented. If you enjoying working on projects with other people and don't care if you finish or not, you are more people oriented. Again, place the "x" on the line that best describes you.



If you would like to elaborate more on your selection, tell us about it here:

3) Do you prefer a structured environment or one that is unstructured environment ? A structured environment has a list of specific goals to accomplish and a way to accomplish them. An unstructured environment that has a list of goals but you are free to accomplish them however you like as long as they get done. Put an "x" where you think best describes you.



If you would like to explain your answer further, please do so here:

Experiences

“Truly, truly, I say to you, whoever believes in me will also do the works that I do; and greater works than these will he do, because I am going to the Father.”

John 14:12

This is the final area of the survey. In this portion we would like to know your past & present experiences in serving both in the church body and outside of the church body. Simply write down experiences you have had in the past and present. Also, if you are currently serving we would like to know where. Here are some questions to help you begin thinking about your past: Where have you served in the past? What have you done in the past that you really enjoyed?

Past areas:

Present Areas:

THE END

Thank you for taking the time to complete this survey. Please keep the Spiritual Gifts survey section and Definition of Spiritual gifts pages for yourself. Tear off the Spiritual Gifts Summary page and subsequent pages and give to your small group leader.

This survey was designed from previous surveys by other churches and will only be used at Hope Fellowship. The only people who will be able to see this survey will be the ministry leaders at Hope Fellowship. If you wish for others to have access to this survey you will have to change the privacy settings in your account on our Online Church Directory.

If you have any questions about this survey feel free to contact Pastor Jeff Smith at (425) 432-5114 or email him at jeffsmith@hope-fellowship.net.

