

NEXT STEPS



Passion Assessment

Passion Assessment

An important part of discovering your Servant Profile is understanding your Passion. When you have a Passion for an area of ministry, you are more enthusiastic and motivated to serve.

Directions:

1. Pray before you start the assessment.
2. Consider each question through the lens of your passion for an area of ministry.
3. Remember that there are no “right or wrong” responses.
4. Complete the assessment as if you have no obstacles to your dreams.
5. Ask yourself how you could be most helpful serving in and through your church.

Passion Assessment

Questions:

1. If fear of failure were not an option, I would serve in and through Faith Arlington in what ways?

2. At the end of my life, I'd love to be able to look back and know that I was effective, obedient, and helpful in what ways?

3. If I were to mention your name to a group of your friends or family, what would they say you were really interested or passionate about?

4. What conversation would keep you talking late into the night?

Passion Assessment

At this point, if you are able to describe your Passion in a word or brief sentence, go to item 10 of this assessment and do so. If you would like more clarification, consider the following statements:

5. What I would most like to do for others:

6. The people I would like to help most are (mark up to 3):

- | | | |
|---|---|--|
| <input type="checkbox"/> Infants | <input type="checkbox"/> Children | <input type="checkbox"/> Students |
| <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"/> Young Marrieds |
| <input type="checkbox"/> Parents | <input type="checkbox"/> Refugees | <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"/> Security | <input type="checkbox"/> Greeter |
| <input type="checkbox"/> Parking | <input type="checkbox"/> AV | <input type="checkbox"/> Church Facility |
| <input type="checkbox"/> Missions (local, national, global) | <input type="checkbox"/> Teams/Committees | |
| <input type="checkbox"/> Home Group Leadership (Encouragers, Host Home, Facilitators) | | |

Passion Assessment

Summary:

9. I think the area where I could make the most significant contribution is:

If you need more help in identifying your Passion, look for patterns in your answers. For example, can you see any themes? Does a particular age group keep coming up? Is there a need that keeps surfacing? Are you serving in a similar role in different areas? Can you prioritize your concerns?

Conclusion:

10. Based on my answers to the above questions, I sense that I have a passion for:

Making a statement of Passion is not easy for everyone. Remember that this is just the beginning of the process of identifying and clarifying your Passion. As you think, pray, and gain more ministry experience, your Passion will become more clear over time.

Spiritual Gifts Test

1. I can organize my friends or classmates to accomplish a goal or task.
2. I can tell if a statement is from the Bible or not.
3. I have a good understanding of the gospel and can easily share it with others.
4. I believe everyone needs encouragement in this life, and I love to give it.
5. I don't spend my money on things I don't need so I can give more of it to God.
6. I have big dreams to live my life for God.
7. I have compassion for those who are having hard times in their lives.
8. I always pray for other people.
9. I enjoy doing everyday tasks that support the different ministries of the church.
10. I spend a lot of time studying the Bible so I can make a difference in someone's life.
11. I can easily create a plan and put it into place to get something done.
12. I listen carefully to what people say and teach to see if it is true or not.
13. My heart is heavy for those who are lost without Jesus.
14. When I see someone who is discouraged, I remind them of how great God is and how much He has promised to take care of them.
15. I love giving money to help the Church share the Gospel.
16. I like to set goals and reach them, even if others oppose them.
17. I see the sick or needy as those who most need the love and comfort that Jesus offers.
18. I love helping others learn and grow in their faith.
19. I gladly volunteer to help in church when I know it will fill a practical need.
20. When I teach the bible, others are interested and want to learn more.
21. When I am in a group, I clearly see how everyone can contribute to accomplish our goal together.
22. I can tell easily if a person is phony or fake.
23. I always look for opportunities to build relationships with non-Christians.
24. I feel God pushing me to inspire those who are not growing in their faith.
25. It makes me happy knowing that when I give to the Church, people will be helped and told about Jesus.
26. I am not afraid to take risks to advance the kingdom of God.
27. I care deeply about those who are hurting and want to help them through their tough times.
28. Relationships are very important to me. I am definitely a "people person."
29. I like to be in the background and have no need of recognition when I serve in the church.

Spiritual Gifts Test

30. I enjoy explaining things to people so that they can grow spiritually and personally.
31. I organize things so that my life runs more smoothly.
32. I can decide quickly if there is an evil or wicked influence in a situation.
33. I love to memorize Bible verses to share with those who don't know Jesus as their Savior.
34. I am not afraid to challenge someone if I know it will inspire spiritual growth and boldness in their life.
35. Even though I give a good portion of what I have to God, He still blesses me with more than I need.
36. I love to help others grow in their gifts and abilities.
37. I love to help people through the problems of life and show them the compassion that Jesus did.
38. I care about the church and want to see it grow and be built up in love.
39. I set aside time and make an effort to help those in need around me.
40. I hate it when someone uses Bible verses out of context for their own purposes.
41. I care about the details when I am working on something.
42. I can usually tell if someone is being deceitful or dishonest before anyone else can.
43. I love to share what Christ has done in my life and how He has changed me.
44. Others have told me that my encouraging words have helped them to step out and grow in their faith.
45. I want to make God happy with how I use my money.
46. People often look to me to lead a group or project at school or church.
47. I have been known to "care too much" and help others in their time of need.
48. I want to see everyone in the church fulfilling the Great Commission
49. If I see a need in the church I simply fill it without being asked.
50. I pay attention to the words people use because each word is significant and has meaning,.
51. I know how to manage my time to get my daily work done.
52. I see things plainly as good or evil, right or wrong, true or false.
53. I feel that I have to tell my friends about Jesus, especially those who don't go to church.
54. When others are faced with difficult problems, I confidently reassure them of God's faithfulness towards His people.
55. I look for ways to personally help the poor and needy.
56. I am not afraid to step up and take charge in a difficult situation.
57. I look for those who are "outcasts" and help them put their lives back together.

Spiritual Gifts Test

58. The gospel of Jesus Christ is the most important thing in my life and ministry.
59. I believe there is eternal importance in doing ordinary jobs at church.
60. When I study the Bible, I am always finding out interesting new things about the Gospel.
61. My room is always clean and in order.
62. Others have told me I am a good judge of character.
63. Most of my conversations with non-Christians lead to me speaking about my faith in Jesus.
64. If I see people stumbling in their faith, I encourage them to remember what God has done and to come back to the joy He offers us.
65. When I get a paycheck or allowance, the first thing I do is ask God what He wants me to give.
66. I concentrate more on the big picture than the small details.
67. Others have said that I have comforted them at a low point in their lives.
68. I do not seek the “spotlight,” but I believe God is preparing me to minister to others.
69. I find joy in being a helper and assisting others in their ministries.
70. Often the Holy Spirit gives me just the right words to say when I am teaching something.

Spiritual Gifts Results

A - Administration

B - Discernment

C - Evangelism

D - Exhortation

E - Giving

F - Leadership

G - Mercy

H - Pastor

I - Serving

J - Teaching

Administration

Literal Meaning: To pilot or steer a ship

Description: The gift of Administration is the divine enablement to understand what makes an organization function, and the special ability to plan and execute procedures that accomplish the goals of the ministry.

Distinctives: People with this gift:

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

Traits:

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

Cautions: People with this gift

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

References: 1 Corinthians 12:28, Acts 6:1-7, Exodus 18:13-26

Discernment

Literal Meaning: To apply truth practically

Description: The gift of Discernment is the divine enablement to apply spiritual truth effectively to meet a need in a specific situation.

Distinctives: People with this gift:

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

Traits:

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

Cautions: People with this gift

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

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

Evangelism

Literal Meaning: To bring good news

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

Distinctives: People with this gift:

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

Traits:

- Sincere
- Candid
- Respected
- Influential
- Spiritual
- Confident
- Commitment Oriented

Cautions: People with this gift

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

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

Exhortation

Literal Meaning: To come along side of

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

Distinctives: People with this gift:

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

Traits:

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

Cautions: People with this gift

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

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

Giving

Literal Meaning: To give part of, share

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

Distinctives: People with this gift:

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

Traits:

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

Cautions: People with this gift

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

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

Leadership

Literal Meaning: To stand before.

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

Distinctives: People with this gift:

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

Traits:

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

Cautions: People with this gift

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

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

Mercy

Literal Meaning: To have compassion

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

Distinctives: People with this gift:

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

Traits:

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

Cautions: People with this gift

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

References: Romans 12:8, Matthew 5:7, Mark 10:46-52, Luke 10:25-37

Pastor

Literal Meaning: To shepherd a flock

Description: The gift of Pastor is the divine enablement to nurture, care for, and guide people toward on-going spiritual maturity and becoming like Christ.

Distinctives: People with this gift:

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

Traits:

- Influencing
- Nurturing
- Guiding
- Discipling
- Protective
- Supporting
- Relational

Cautions: People with this gift

- Should remember that God judges those who neglect or abuse their oversight responsibilities
- Need to be aware that the desire to feed and support others can make it difficult to say "no"
- Should realize that some of those being nurtured will grow beyond the shepherd's own ability and need to be free to do so

References: Ephesians 4:1-12, 1 Peter 5:1-4, John 10:1-18

Serving

Literal Meaning: To love strangers

Description: The gift of Serving is the divine enablement to care for people by providing fellowship, food, and shelter.

Distinctives: People with this gift:

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

Traits:

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

Cautions: People with this gift

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

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

Teaching

Literal Meaning: To instruct

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

Distinctives: People with this gift:

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

Traits:

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

Cautions: People with this gift

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

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

Personal Style Assessment

Directions:

1. For each item, check the word you think best describes what you would prefer to do or be in most situations.
2. Do not answer according to what you feel is expected by a spouse, family member, employer, etc.
3. 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 organized?

1. While on vacation, I prefer to:	Be spontaneous	1	2	3	4	5	Follow a set plan
2. I prefer to set guidelines that are:	General	1	2	3	4	5	Specific
3. I prefer to:	Leave my options open	1	2	3	4	5	Settle things now
4. I prefer projects that have:	Variety	1	2	3	4	5	Routine
5. I like to	Play it by ear	1	2	3	4	5	Stick to a plan
6. I find routine:	Boring	1	2	3	4	5	Restful
7. I accomplish tasks best:	By working it out as I go	1	2	3	4	5	By following a plan
How are you organized?		Total =					

Personal Style Assessment

How Are You Energized?

1. I'm more comfortable:	Doing things for people	1 2 3 4 5	Being with people
2. When doing a task, I tend to:	Focus on the goal	1 2 3 4 5	Focus on relationships
3. I get more excited about:	Advancing a cause	1 2 3 4 5	Creating community
4. I feel I have accomplished something when I've:	Gotten a job done	1 2 3 4 5	Built a relationship
5. It is more important to start a meeting:	On time	1 2 3 4 5	When everyone gets there
6. I'm more concerned with:	Meeting a deadline	1 2 3 4 5	Maintaining the team
7) I place a higher value on:	Action How are you organized?	1 2 3 4 5 Total =	Communication

Tabulate Your Profile:

1. On the grid on the next page, put an X on the "O" scale that corresponds to your "O" total from page 22.
2. On the grid on the next page, put an X on the "E" scale that corresponds to your "E" total from above.
3. Draw a vertical line through the number circled on the "O" scale.
4. Draw a horizontal line through the number circled on the "E" scale.
5. Your personal style is indicated where the lines meet (see sample on next page).

The Four Personal Style Quadrants

Sample "E" scale (task oriented)

				7						
		Task (unstructured)		10		Task (structured)				
				14						
				18						
"O" scale (unstructured)	7	10	14	18	21	24	28	32	35	"O" scale (structured)
				24						
		People (unstructured)		28		People (structured)				
				32						
				35						

Sample "E" scale (people oriented)

Task/Unstructured

- * General Guidelines
- * Versatile
- * Helps where needed
- * Likes tangible results

Consider the kind of ministry position that needs you to fulfill a _____ of responsibilities.

Task/Structured

- * Getting the job done
- * Focused on results
- * Prefers to follow an agenda
- * Appreciates clear direction

Consider the kind of ministry position that allows you to know clearly what the _____ are and _____ the task is to be accomplished.

Summary

Personal style does _____ our behavior, but it doesn't _____ it.