

Shaped for Significance¹



Understanding My Design

God has made you unique.

“You made all the delicate, inner parts of my body and knit me together in my mother’s womb. Thank you for making me so wonderfully complex! Your workmanship is marvelous – and how well I know it. You watched me as I was being formed in utter seclusion, as I was woven together in the dark of the womb. You saw me before I was born. Everyday of my life was recorded in your book. Every moment was laid out before a single day had passed.”

Psalm 139:13-16 (NLT)

“Your hands formed and shaped me.”

Job 10:8

What God says about me:

- I am _____
- I am _____
- I was _____ for a purpose.

Five Factors that help me understand my God-given **SHAPE**

I. **Spiritual Gift(s)**

“Each one has his/her own gift from God”...

1 Corinthians 7:7

A. The Importance of God’s Spiritual Gifts to me.

1. *They indicate how God wants me to serve Him and His Purposes.*

“There are different kinds of spiritual gifts, but the same Spirit. There are different kinds of service, but the same Lord. There are different Kinds of working, but the same God works in all of them.” 1 Corinthians 12: 4-6

2. *They contribute to my self-worth.*

“All of you form one Body of Christ and each one is a separate and necessary part of it.” 1 Corinthians 12:27

3. *They are a major source to my life joy and fulfillment.*

“My true disciples produce much fruit. This brings great glory to my Father... I have told you this so that you will be filled with my joy. Yes, your joy will overflow.”

¹ **SHAPE** is taken and adapted from sermon notes by Rev. Rick Warren, 1991

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B. What does God want me to do with His Gifts to me?

1. *Discover them.*

“...eagerly desire the special abilities (spiritual gifts) God gives...
1 Corinthians 14:1

2. *Develop them.*

“Do not neglect the spiritual gift that is in you ...” 1 Timothy 4:14
“Fan into flame the gift God has given you.” 2 Timothy 1:6

3. *Use them*

“Each on should use whatever spiritual gifts he has received to serve others ...
faithfully managing God’s grace in its various forms.” 1 Peter 4:10

“Why is it that He gives us these special abilities to do certain things best? It is that
God’s people will be equipped to do better work for Him, building up the church, the
Body of Christ to a position of strength and maturity.” Ephesians 4:12

II. Heart **Passion / Desire / Motivation**

“God has put it into their hearts to accomplish his purpose...” Rev. 17:17

“For God is working in you, giving you the desire to obey him and the power to do
what pleases him.” Philippians 2:13

A. Understanding the Heart

“As a face is reflected in water, so the heart reflects the person.”

My heart determines ...

- Why I _____ the things I do.
“The mouth speaks what the heart is full of.” Matthew 12:24

- Why I _____ the things I do.
“[God’s Word] examines the thought and motives of the heart.”
Hebrews 4:12

- Why I _____ the way I do.
“Guard your heart for out of it will flow the actions of life.
Proverbs 4:23

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B. The Results of Living your Heart's Desire

“Whatever you do, work at it with all your heart, as working for the Lord.”

Colossians 3:23

One gains **Effectiveness, Enthusiasm, and Excellence**

“My heart took delight in all my work.” Ecclesiastes 2:10

C. How to Start Living your Heart's Desire

1. *Commit all to the Lord*

“Take delight in the Lord, and he will give you your heart's desires.”

Psalm 37:4-5

2. *Know what you are to do*

”Be sure to do what you should, for then you will enjoy the personal satisfaction of having done your work well, and you won't need to compare yourself to anyone.” Galatians 6:4

Questions / Thoughts to Consider:

- **What fascinates me?**
- **What do I love to do?**
- **I feel really good when...**
- **I was most fruitful at ...**

3. *Explore my options/opportunities*

“Get the facts at any price...” Proverbs 23:23

4. *Step out in faith ... go for it!*

“Be bold and strong! Banish fear and doubt! For remember, the Lord is with you wherever you go.” Joshua 1:9

- **Fears kill our dreams!**

“It is God who is at work within you – energizing and creating in you the power and desire to will and to work for his good pleasure and satisfaction and delight.”

Philippians 2:13 (Amplified)

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III. Abilities

“There are different abilities to perform service ...” 1 Corinthians 12:1-6

“I (God)...have given him skill, ability, and knowledge in all kinds of crafts.” Exodus 31:3; 2 Corinthians 3:5

Facts about your abilities:

■ **Every ability is given by God**

“God has given each of us the ability to do things well.” Romans 12:6

■ **Every ability can be used for the glory of God**

“Whatever you do, do it for the glory of God.” 1 Corinthians 10:31

“Remember the Lord your God, for it is he who gives you the ability produce wealth...” Deuteronomy 8:18

■ **My abilities give insights concerning God’s plan for me**

“God...will equip you and give you all you need for doing his will.”
Hebrews 13:21

- Panic Zone:

- Drone Zone:

- C- Zone:

■ **Your abilities and their implications for...**

- Your Career

- Your Marriage

- Your Family

- Your Ministry

■ **Your Driving / Energizing Abilities** (Exercise)



IV. Personality

“No one can really know what anyone else is thinking or what he is really like, except that person himself.” 1 Corinthians 2:11

V. Experiences

“And we know that all that happens to us is working for our good if we love God and are fitting into his plans.” Romans 8:28

My SHAPE is...

- Inter-related
- Fixed
- Irrepressible

Why must I understand my SHAPE?

- It impacts every area of my life!

Benefits of Understanding Your SHAPE ...

- Reduces Stress
- Increases Success
- Deepens Satisfaction
- Builds Self-Esteem

Spiritual Gifts

Understanding My Design

Spiritual Gift	Central Thrust	Description	Common Traits & Functions	Best Use
Apostleship	Creating new ministry	The capacity to move with authority from God to create new ministry structures (churches & para-church) to meet needs and to develop and appoint leadership	Envisioning, building, deciding, practical, conceptual, forceful personality, not afraid to try	Pioneer new & innovative ministries. Overhaul existing ministries which have lost a sense of purpose and direction.
Discerning of Spirits	Sensitivity to truth and its source	The ability to perceive issues in terms of spiritual truth and to know the fundamental source of the issues and to give judgment concerning those issues. This includes the recognition of the spiritual forces operating in the issue.	Perceptive, sensitive to moral issues, personally steadfast, rightly evaluating, keen sense of recognizing inconsistencies, ability to categorize.	Interviewing people seeking ministry position. Evaluating the quality and maturity of ministry.
Evangelism	Introducing others to the Gospel	The capacity to challenge people through various communicative methods (persuasion) to receive the Gospel of salvation in Christ so as to see them respond by taking initial steps in Christian discipleship.	Bold, confident, deep concern for eternal issues, speaks easily before large group or with individuals, talks naturally & unforcedly about spiritual things.	Serve on a church planting team; follow up visitors; special outreach ministries, train others in sharing Christ.
Exhortation	To apply biblical truth	The capacity to urge people to action in terms of applying biblical truths, or to encourage people generally with biblical truths, or to comfort through the application of biblical truth to their needs.	Relationally perceptive, empathetic, process orientated, people react strongly to you, advise others, a sense of urgency.	Guiding another individual or small group through difficult personal problems.
Faith	A trusting response to a challenge from God	The unusual capacity to recognize in a given situation that God intends to do something and to trust God for it until He brings it to pass.	Future oriented biblical values, change oriented, an unusual desire to accept God's promises at face value.	Involved in new ministry initiatives where resistance is encountered
Giving	Sensitivity to God to channel His resources to others	The capacity to give liberally to meet the needs of others and yet to do so with a purity of motive which senses that the giving is a simple sharing of what God has given to you.	Resourceful, caring, generous, sensitivity, quickness to assume burden.	Contributing material resources beyond their natural ability for the work of God.
Government	Supportive organizational abilities	A capacity to manage details of service functions so as to support and free other leaders to prioritize their efforts.	Organizing, systematizing, efficiency oriented.	Organize information, materials & people in an efficient manner for a particular task.
Healing	Releasing God's power to heal	The supernatural releasing of healing power for curing all types of illnesses.		Healing the sick as a means of demonstrating the power & glory of God.
Helps	The attitude & ability to aid others in practical ways	The capacity to unselfishly meet the needs of others through very practical means.	Servant attitude, loyal, detail oriented, responsive to the initiatives of others.	Serve as a detail person for a leader of a ministry.
Interpretation of Tongues	Interpreting a message given in tongues	The ability to spontaneously respond to a giving of an authoritative message in tongues by interpreting this word and clearly communicating the message given.		Interpret an unknown tongue within corporate worship.

Spiritual Gifts

Understanding My Design

Spiritual Gift	Central Thrust	Description	Common Traits & Functions	Best Use
Word of Knowledge	Getting revelatory information	The capacity or sensitivity to supernaturally perceive revealed knowledge from God which otherwise could not or would not be known and apply it to a situation.	Analytical, objective, accumulate information, researching.	Delineating a detailed plan for ministry vision, project or activity.
Mercy	Empathetic care for those who are hurting	The capacity to feel sympathy for those in need (especially the suffering) and to manifest this sympathy in some practical, helpful way with a cheerful spirit so as to encourage and help those in need.	Perceptive, consoling, not condemning, empathetic, unusual desire to express your love to helpless people.	Consoling those with emotional scars from sin.
Pastor	Caring for the growth of followers	The capacity to exercise concern and care for members of a group so as to encourage them in their growth in Christ, which involves modeling maturity, protecting them from error and disseminating truth.	Sensitive to group needs, caring for people, guiding others.	Pastor a local group of believer. Train others by mentoring them.
Workings of Powers / Miracles	Releasing of God's power to give authenticity	The releasing of God's supernatural power so that the miraculous intervention of God is perceived and God receives recognition for the supernatural intervention.		Believing God for miracles which will bring glory to God & cause others to consider God's will for their lives.
Prophecy	To provide correction or perspective on a situation	The capacity to deliver truth (in a public way) either or a predictive nature or as a situational word from God, in order to correct by exhorting, edifying or consoling believers and to convince non-believers of God's truth.	Sensitive to sin, not afraid to speak publicly, convincing, bold, high value on biblical behavior, forceful personality.	Influence believers and society toward biblical, moral behavior. Train others by mentoring them.
Leadership	Influencing others toward vision	The capacity to exercise influence over a group so as to lead it toward a goal or purpose, with a particular emphasis on the capacity to make decisions and keep the group operating together.	Purposeful, destiny driven, comfortable with power, views leading as a service.	A primary leader of a ministry
Teaching	To clarify truth	The ability to instruct, explain or expose biblical truth in such a way as to cause believers to understand the biblical truth.	Learning, researching, communicating, illustrating truth, concerned about meaning, never satisfied with unclear explanations, disciplined in study.	Speaking to various sizes of groups of believers. Speaking on subjects with personal conviction.
Tongues	Speaking a message in an unknown tongue	A spontaneous utterance of a word from God in unknown words (to the individual giving the word) to a group of people.		Private worship of God for personal edification. Sharing Christ to non-Christians in language they can understand.
Word of Wisdom	Applying revelatory information	The capacity to know the mind of the Spirit in a given situation and to communicate clearly the situation, facts, truth or application of the facts and truth to meet the need of the situation.	Synthesizing, intuiting, designing, studying, unusual sensitivity to the Holy Spirit, sees principles of truth, usually gets consensus approval of solutions.	Detailed implementation and leading.

Driving / Energizing Abilities²

Understanding My Design

Hint: Always assume the ideal conditions (e.g. I love to plan if I have time. Assume you have enough time)

Step 1: Next to each of these words put either a “G” or a “Y” or an “R.” “G” stands for green, for abilities that you REALLY love to use and that HIGHLY energize you. “Y” is for yellow, for abilities that you may like (not love) to use, that you may be good at, but that DON’T energize you. “R” is for red, abilities that actually tend to DRAIN you, don’t energize you, and that you may do adequately, but may tend to procrastinate.

Accounting			Drama / Skits
Achieving			Drawing
Acting		Competing	Driving Change
Activating		Composing	Editing
Adapting		Composing Music	Empathizing
Advertising		Computer Programming	Empowering
Advising		Computing	Entertaining
Affecting Change		Conceptualizing	Equipping
Analyzing		Conducting	Evaluating
Animal Training		Connecting	Examining
Animal Treating		Consensus Building	Executing Plans
Appraising		Constructing	Experimenting
Arbitrating		Consulting	Exploring
Architecture		Controlling	Facilitating
Arranging		Coordinating	Financing
Assessing		Counseling	Focusing
Assisting		Creating Ideas	Following Through
Attending to Details		Dancing	Food Preparation
Auditing		Debating	Fund Raising
Beautifying		Delegating	Gathering Data
Being a Change Agent		Deliberating	Generating Ideas
Being a Unique Resource		Demonstrating Dexterity	Giving Donations
Being in Front of People		Demonstrating Precision	Giving Feedback
Bookkeeping		Designing	Guiding
Broadcasting		Developing	Gut Decision-making
Budgeting		Developing Action Plans	Handicrafts
Categorizing		Diagnosing / Treating	Harmonizing
Classifying		Directing	Helping
Coaching		Directing Others	Identifying Problems
Commanding		Discovering	Improving
Communicating		Drafting	Including

² Adapted from material by Dave Jewitt

Driving / Energizing Abilities



	Influencing Others		Operating Equipment		Sculpturing
	Initiating		Operating Tools		Seeing Big Picture
	Instinctive		Ordering Space		Selling
	Integrating Parts into a Whole		Ordering Time		Serving
	Interior Decorating		Organizing		Setting Up Procedures
	Interpreting Data		Organizing Information		Setting Up Systems
	Interviewing		Organizing People		Showing Foresight
	Inventing		Organizing Things		Showing Hospitality
	Investing Money		Painting		Singing
	Keeping Others Informed		Participating in Sports		Spokesperson
	Keyboarding		Perceiving Needs		Staring
	Landscape Design		Perceiving Non-Verbals		Statistical Analysis
	Launching		Perspective Giving		Staying on Schedule
	Leading in Background		Persuading		Strategic Thinking
	Leading up Front		Pioneering		Strength
	Learning		Planning		Studying
	Lifting		Planning Logistics		Supervising
	Listening Accurately		Playing an Instrument		Supporting
	Listening Well		Prioritizing		Surveying
	Loading		Problem Solving		Synthesizing
	Maintaining Standards		Producing Results		Systems Analysis
	Making Arrangements		Project Management		Talking with Individuals
	Making Decisions		Promoting		Task Completing
	Making People Laugh		Providing Structure		Teaching
	Managing		Public Relations		Team Building
	Managing Money		Public Speaking		Training
	Manipulating Numbers		Questioning		Translating
	Manufacturing		Reading		Tutoring
	Marketing		Recruiting		Using Color
	Maximizing		Refinishing		Using Intuition
	Mentoring		Relating		Using Shapes
	Motivating		Remembering		Using Spaces
	Moving w/ Agility - Speed		Remodeling		Using Textures
	Negotiating		Repairing		Vision Building
	Networking		Researching		Visualizing
	Observing		Resolving Conflict		Working Accurately
	Operating Vehicles		Risk Taking		Working Independently
	Ordering Priorities		Scientific Exploration		Writing

Driving / Energizing Abilities³



Understanding My Design

Step 2: Create a separate list of “G”s. Next to each “G” write an “H”, “M”, or “L”.

“**H**” means: “I greatly **LOVE** using this ability and I am **extremely** energized in the using this ability.

“**M**” means: “I love using this ability and I’m energized using this ability.”

“**L**” means: “I kind of love using this ability and I’m somewhat energized using this ability.”

Step 3: Next to each Green ability that you’ve put an “H” put either a 3, 2, or 1.

“**3**” means: “I could use this ability more than 4 hours each day and stay energized doing so.”

“**2**” means: “I could use this ability 2-4 hours each day and stay energized doing so.”

“**1**” means: “I could use this ability up to 2 hours each day and stay energized doing so.”

Step 4: Transfer all you “Greens” that are “H-3”s to a final list below.

These are your Driving / Energizing Abilities!

³ Adapted from material by Dave Jewitt

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My SHAPE Summary

Spiritual Gifts

Hearth

Abilities

Personality

Experiences

Shaped for Significance



Team Roles and My Design

Creator: initiates creative ideas

Promoter: champions ideas after they are initiated

Assessor: offers insightful analysis of options

Organizer: provides structure

Producer: provides direction and follow-through

Controller: examines details and enforces rules

Adviser: encourages search for more information / solutions

Linker: coordinates and integrates

Designer: takes abstract ideas and makes them concrete

Counselor: sensitive to the inter-personal relationships

Spiritual thermostat: keeps the spiritual tone

Sage: provides wisdom

Clarifying Your Mission

A written Mission Statement will enable you to focus your time, talents and treasure on what you were sent to earth by God to do. Jesus prayed, *"I have brought You glory on earth by completing the work You gave me to do."* With God's help, you can complete the work he gave you to do.

A personal Mission Statement is a short summary of a person's "reason for being" or "purpose for existence". It is what a person seeks to do, rather than what an individual wants to be. Mission is something to be "accomplished", but never fully achieved or completed. We do not create our mission; God reveals it to us. He is working in you. *"For it is God who works in you to will and act according to His good purpose."* (Philippians 2:13)

Now it's time to write out your Mission Statement. Drawing from the understanding of yourself and God working in and through you (revealed in the various exercises you have completed), develop a Mission Statement.

Although there is no right or wrong way to write a Mission Statement, the most effective ones are:

- no more than one sentence in length
- easy to remember
- simple to understand
- inspiring to you – and to others
- applicable to all areas of your life

There are three parts to a Mission Statement:

- Action** – that I will take to create the desired result
The "action" you want to take is revealed in the key verbs from the Motivation Verbs exercise.
- Receiver**
Every mission implies that someone or something will receive the benefit of your action. Who or what is that? (See the Focus Areas exercise.)
- Desired Result**
What effect/result do you desire to have on the receiver?

My Mission is to . . .

A. MOTIVATING VERBS

- **Check (✓) verbs** from each category which you **enjoy** and are **motivated** to do. Choose no more than 20 verbs.
Then go back to the checked verbs and **circle the top three**. List them on the next page.

Manual/ Athletic	Work Inform Develop Maintain Achieve Adapt Attain Detail Implement Monitor Obtain Program Produce Accomplish	Review Summarize Systemize Test Understand Know Consider Perceive	Persuade/ Influence	Talk Speak Broadcast Translate Edit Teach Train Debate Listen Display Dramatize Inspire Persuade Publicize Recommend Move Enlist Excite Affect Prove	General	Separate Renew Venture Nurture Choose Purchase Advance Increase Shape Resonate Volunteer Open Draft Alleviate Integrate Share Respect Yield Participate Dream Amplify Judge Sort Sacrifice Worship Play Drive Work Appreciate make Supply Safeguard Hold Elect Associate Navigate Team build Save Practice Embrace Believe Process Unify Stand Illuminate Praise Endow Bestow Produce Upgrade Summon Involve Engage Cause Light
Construct Remodel Repair Operate Demonstrate Draft Manufacture Lift Fix Install Pilot Repair Participate Move Dance	Visualize Invent Design Conceptualize Compose Generate Adapt Improve Create Devise Formulate Found Imagine Initiate Innovate Originate Improvise Integrate Enhance Engineer Revise Conceive	Research/ Investigate Question Interview Gather Research Classify Experiment Explore Study Observe Remember Survey Examine Discover Hypothesize Inspect Learn Read	Help/Serve Counsel Diagnose Treat Facilitate Resolve Mentor Give feedback Support Assess Evaluate Serve Help Consult Advise Show Hospitality Arbitrate Ascertain Coach Empathize Help Mediate Model Reconcile Rehabilitate Heal Encourage Affirm	Move Enlist Excite Affect Prove Help/Serve Counsel Diagnose Treat Facilitate Resolve Mentor Give feedback Support Assess Evaluate Serve Craft/ Perform Sculpt Craft Compose Decorate Landscape Draw Paint Photograph Sketch Shape Layout Color Act Sing Play Conduct Direct Perform	Deliver Protect Utilize Labor Promise Enliven Call Provide Win Launch Pursue Entertain Realize Extend Claim Record Refine Compete Reclaim Forgive Compel Combine Build Reduce Reflect Sustain Live Complement Foster Develop Relate Reform Team Love Connect Franchise Expand Remember Touch Master Contact Generate Restore Release Validate Mature Grant Give Select Rely Value Mold Delight Acquire Improve	
Numbers/ Money Compute Audit Bookkeep Account Budget Manage Invest Calculate Estimate Finance Manipulate Analyze Complete	Create/ Modify Visualize Invent Design Conceptualize Compose Generate Adapt Improve Create Devise Formulate Found Imagine Initiate Innovate Originate Improvise Integrate Enhance Engineer Revise Conceive	Research/ Investigate Question Interview Gather Research Classify Experiment Explore Study Observe Remember Survey Examine Discover Hypothesize Inspect Learn Read	Help/Serve Counsel Diagnose Treat Facilitate Resolve Mentor Give feedback Support Assess Evaluate Serve Help Consult Advise Show Hospitality Arbitrate Ascertain Coach Empathize Help Mediate Model Reconcile Rehabilitate Heal Encourage Affirm	Craft/ Perform Sculpt Craft Compose Decorate Landscape Draw Paint Photograph Sketch Shape Layout Color Act Sing Play Conduct Direct Perform	Deliver Protect Utilize Labor Promise Enliven Call Provide Win Launch Pursue Entertain Realize Extend Claim Record Refine Compete Reclaim Forgive Compel Combine Build Reduce Reflect Sustain Live Complement Foster Develop Relate Reform Team Love Connect Franchise Expand Remember Touch Master Contact Generate Restore Release Validate Mature Grant Give Select Rely Value Mold Delight Acquire Improve	
Organize Structure Define Categorize Classify Set up Order Integrate Administrate Arrange Collect Prepare Maintain Plan	Analyze/ Summarize Solve Identify Analyze Organize Synthesize Appraise Evaluate Prioritize Diagnose Interpret Define Predict Project Reason Resolve	Lead/ Manage Initiate Start Direct Supervise Control Coordinate Decide Plan Delegate Produce Account Take risks Hire Fire Facilitate Empower Enforce Establish Guide Determine Head Lead Manage Oversee Represent	Help/Serve Counsel Diagnose Treat Facilitate Resolve Mentor Give feedback Support Assess Evaluate Serve Help Consult Advise Show Hospitality Arbitrate Ascertain Coach Empathize Help Mediate Model Reconcile Rehabilitate Heal Encourage Affirm	Craft/ Perform Sculpt Craft Compose Decorate Landscape Draw Paint Photograph Sketch Shape Layout Color Act Sing Play Conduct Direct Perform	Deliver Protect Utilize Labor Promise Enliven Call Provide Win Launch Pursue Entertain Realize Extend Claim Record Refine Compete Reclaim Forgive Compel Combine Build Reduce Reflect Sustain Live Complement Foster Develop Relate Reform Team Love Connect Franchise Expand Remember Touch Master Contact Generate Restore Release Validate Mature Grant Give Select Rely Value Mold Delight Acquire Improve	
Task/ Completing Schedule Follow- through Execute Arrange Attend	Analyze/ Summarize Solve Identify Analyze Organize Synthesize Appraise Evaluate Prioritize Diagnose Interpret Define Predict Project Reason Resolve	Lead/ Manage Initiate Start Direct Supervise Control Coordinate Decide Plan Delegate Produce Account Take risks Hire Fire Facilitate Empower Enforce Establish Guide Determine Head Lead Manage Oversee Represent	Help/Serve Counsel Diagnose Treat Facilitate Resolve Mentor Give feedback Support Assess Evaluate Serve Help Consult Advise Show Hospitality Arbitrate Ascertain Coach Empathize Help Mediate Model Reconcile Rehabilitate Heal Encourage Affirm	Craft/ Perform Sculpt Craft Compose Decorate Landscape Draw Paint Photograph Sketch Shape Layout Color Act Sing Play Conduct Direct Perform	Deliver Protect Utilize Labor Promise Enliven Call Provide Win Launch Pursue Entertain Realize Extend Claim Record Refine Compete Reclaim Forgive Compel Combine Build Reduce Reflect Sustain Live Complement Foster Develop Relate Reform Team Love Connect Franchise Expand Remember Touch Master Contact Generate Restore Release Validate Mature Grant Give Select Rely Value Mold Delight Acquire Improve	

Clarifying Your Mission



Narrow your list to a group of three "Motivation Verbs" which you believe best describe what you *excel* at doing.

List these verbs in the blanks provided below.

- Your final list encompasses actions that you both "particularly enjoy" and "excel" at doing.
- These words should evoke a sense of action, excitement and passion.

	Motivation Verbs
1	
2	
3	

Clarifying Your Mission



Circle one or two items from each of the following categories that you feel identifies a special concern or burden you have. This is not a comprehensive list. The possibilities are endless. Feel free to write in your “other” selections.

PEOPLE GROUPS		
I gravitate toward working with people from this group . . . (circle 1 or 2)		
<ul style="list-style-type: none"> • Infants • Pre-schoolers • Children • Junior/Senior Highers • College Students • Career Singles • Young Marrieds • Couples • Young Parents • Parents of Teens 	<ul style="list-style-type: none"> • Older People • Internationals • People of different Race • People of different Religion • Women • Men • Uneducated Classes • Educated Classes • Executives/Leaders in business 	<ul style="list-style-type: none"> • People of public influence • Rural People • Military People • My extended Family • Media People • Educators/Teachers • Pastors/Church Leaders • Poor/Homeless • Other: _____

PEOPLE NEEDS	
I gravitate toward working with people . . . (circle 1 or 2)	
<ul style="list-style-type: none"> • in crisis • in pain • in transition • in normal stages of development • who are shut in • who are hungry to grow 	<ul style="list-style-type: none"> • who need motivation • who need special skills • who need basic life skills • who need resourcing • who need encouragement • Other: _____

MINISTRY NEEDS		
I gravitate toward engaging in this type of ministry . . . (circle 1 or 2)		
<ul style="list-style-type: none"> • Giving leadership • Administration • Worship/Prayer • Strengthening Fellowship • Teaching • Discipling 	<ul style="list-style-type: none"> • Giving • Mobilizing people/resources • Networking • Recruiting • Evangelizing • Equipping 	<ul style="list-style-type: none"> • Shepherding • Caring/meeting needs • Writing • Other: _____

Examples of Mission Statements

My Mission is to . . .

- influence and inspire emerging leaders to live and lead like Jesus.
- support, believe for and assist others in the accomplishment of their God-given vision.
- teach, lead and inspire people to fulfill their purpose.
- shepherd and serve people so that they feel God's embrace.
- create a safe refuge for others through compassionate listening and joyful intercession.
- encourage and empower people in need to realize their potential and self-worth.
- influence others through authenticity and honesty to pursue excellence in every area of their lives.
- help others feel valued and loved through compassionate acts of service.
- instill and inspire self-worth in young people so they know they are valued and loved.
- mentor and shepherd people by leading them into experiences and relationships that transform their lives.
- bring beauty and joy into the world by designing images and surroundings that reflect God's creativity.
- connect with people to encourage them to grow, heal and love.
- encourage others to find hope and fulfillment in life.
- encourage and motivate others to reach their God-give potential.
- lead others to develop authentic and intimate relationships.
- promote peace and unity in the people's lives through friendship and kindness.
- show the love of God to people in need through basic acts of service.

Discovering My Contributions and Passions

Teaching:

1. Two key thoughts:

- a. Acts 13:36 – “for when David had served God’s purpose in his own generation...”
- b. 1 Corinthians 12:4-11 – different gifts, service, and workings. Each person given them to be equipped to do God’s purpose.

2. Definitions:

- a. Contribution = to give or to supply something that is needed (1 Peter 4:10)

You will make your greatest contribution in the areas of your _____ and _____.

Your contribution will best come to light through your _____, _____, and _____ Exodus 31:1-5; 1 Cor.7:7; 12:4-6; 12:27

- b. Passion = strong emotions, fervor, commitment and actions

Our passion will largely be shaped by _____, _____, and _____.

Examples: Nehemiah (Nehemiah 1) – need, concern, burden, passion

Burden = when we cannot

Passion = when we cannot

Most don’t get to a passion because of the

Howard Schultz –

Mother Teresa –

Chuck Colson –

Regarding your passion(s), some thoughts:

- don’t
- don’t
- don’t
- do

Discovering My Contributions and Passions

3. Regarding your contribution:

a.

b.

c.

Exercise: To help you discover your contribution(s) and possible passion(s), do this exercise individually:

1. List your spiritual gifts (spiritual gifts pages).
2. List your spiritual roles (spiritual roles pages).
3. List your motivating abilities & motivating verbs. What activities do you enjoy doing? ...do you see success and affirmation when you do them?
4. Was there a time of intense difficulty that has shaped you and your values?
5. What are some of your strong desires or burdens which dominate your heart?
6. Are there some things you are always dreaming about doing?
7. How can you develop these? Market them?

Next, get with two other people who know you well.

1. Share your thoughts.
2. Get their feedback and input. Do they confirm your findings?
3. What can they add to your adventure of discovery?
4. What thoughts do they have in helping you develop and market your contribution(s) or passion(s)?

At your next team meeting and also with your supervisor, share your findings.

Discovering My Contributions and Passions



CONTRIBUTION & PASSION



Primary Roles



Role	Function	Definition*
abstract designer	originating - conceptualizing	Ability to design solutions to problems requiring complex integration of multiple paradigms (systems of thought)
concrete designer	originating – implementing	Ability to design detailed workable solutions for practical problems
counselor	advising	Ability to help individuals embrace workable solutions to their unique problems
evaluator	analyzing - quality control	Ability to ensure the quality of the enterprise and the integrity of the people involved
financier	funding	Ability and willingness to fund (for profit or not) specific people or enterprises
group arbitrator	negotiating	Ability to negotiate a palatable solution between two or more parties
leader	supervising - directing	Ability to oversee other managers in a manner that work is coordinated, people morale is satisfactory and direction and values are clear
manager	supervising - coordinating	Ability to oversee people in a manner that work is coordinated and people morale is satisfactory
organizer	arranging - prioritizing	Ability to arrange information and/or things in an efficient manner
promoter	influencing	Ability to proclaim the value of a person, concept or thing in a convincing manner
recruiter	enlisting	Ability to enlist other people in the pursuit of a common enterprise
seller	persuading	Ability to guide a person to decide to commit his resources for a person, concept or thing

Primary Roles



Role	Function	Definition*
specialist	focusing - developing	Ability to perform specific and specialized skills involving information, aesthetics or things
stabilizer	maintaining	Ability to ensure an enterprise continues to function without unnecessary instability
supporter	assisting	Ability to help others succeed in their role with little or no personal recognition (usually involves information, aesthetics and/or things)
teacher	communicating	Ability to communicate ideas and information in a manner which is understandable to others
trainer	equipping - guiding	Ability to impart a skill to another
visionary builder	originating - envisioning	Ability to envision the fulfillment of an idea and make decisions to ensure its reality

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