

FIRST BAPTIST CHURCH

CONNECT TRACK

Step Two

Discover Purpose



MONT BELVIEU
FIRST BAPTIST CHURCH

www.YourFirstBaptist.com

S-H-A-P-E-D FOR MINISTRY

Introduction

We are each fearfully and wonderfully made by the Creator of the universe. We are His workmanship, created to glorify and honor Him and to be used as an agent of change in the lives of others. God gives us spiritual gifts, desires, abilities, and personalities. These traits, along with our experiences and the ways we most naturally give and receive love, make us uniquely fit for transformational ministry.

In the pages that follow, we'll help you discover your unique design by looking at how God has shaped you for ministry. Using the acronym S-H-A-P-E-D, we'll guide you through six exercises that will help reveal your spiritual gifts, heart desires, abilities, personality, experiences, and devoted love (love languages).

Assessments & Questionnaires

We want to encourage you to complete the assessments and questionnaires before reading any of the teaching materials. There are no wrong answers, so don't sweat it if you get stuck on a question; just go with your initial inclination or gut feeling.



S – SPIRITUAL GIFTS

Introduction

The spiritual gifts assessment is a tool for helping you discover your spiritual gift or gifts. This exercise is not an exact science; that's why we call it an assessment. Spiritual gifts are ultimately discerned within the local church body. As you use your spiritual gifts within the ministries of First Baptist, you'll be affirmed as we together witness their unifying and edifying effect. As you prepare to take the assessment, follow the instructions below:

1. Read each statement and circle the number (0-4) of the response next to the statement that is most true of you.
2. Don't try to overthink the questions. If you're unsure about a question, go with your gut feeling.
3. After completing the assessment, fill in the chart on page 31 by putting the number (0-4) of your response to each statement with the same statement number in the chart.
4. Add each horizontal row of numbers and place the total in the box labeled "Total."
5. Circle the six highest totals.
6. Write the gift names that have the three highest totals in the "Primary Gifts" section below.
7. Write the next three highest totals in the "Secondary Gifts" section below.

Primary Gifts:

Secondary Gifts:

Spiritual Gifts Assessment

0 = Never 1 = Rarely 2 = Sometimes 3 = Often 4 = Always

i.e.	I like chocolate ice cream.	0 1 2 3 4
1.	I enjoy organizing resources, ideas, and people to allow for more effective ministry.	0 1 2 3 4
2.	My heart is drawn toward internationals.	0 1 2 3 4
3.	I enjoy working with my hands.	0 1 2 3 4
4.	I can easily identify false teaching when I listen to others speak.	0 1 2 3 4
5.	I am very comfortable with and enjoy sharing my faith with non-believers.	0 1 2 3 4
6.	I enjoy verbally encouraging those who need help and healing.	0 1 2 3 4
7.	I have believed God for the impossible and have seen Him respond.	0 1 2 3 4
8.	I give well over 10% of my income to the Lord's work.	0 1 2 3 4
9.	I enjoy praying for the sick and seeing God move to answer those prayers.	0 1 2 3 4
10.	I enjoy working on the simple, routine tasks that benefit others.	0 1 2 3 4
11.	I often have people into my home for meals and fellowship.	0 1 2 3 4
12.	I enjoy praying for extended periods of time.	0 1 2 3 4
13.	I have a good grasp of the Scriptures and can refer to numerous passages on many diverse topics.	0 1 2 3 4
14.	When in a group setting, people enjoy it when I take the lead.	0 1 2 3 4
15.	My heart breaks when I see people suffering.	0 1 2 3 4
16.	I can empathize and understand the needs of others and can offer guidance and support to help them grow.	0 1 2 3 4
17.	God uses me as a spokesperson to reveal specific words of encouragement and admonition.	0 1 2 3 4
18.	When I share my insights from God's Word, others tell me that they are motivated to learn and grow.	0 1 2 3 4
19.	God uses me to share insights about very complicated situations in such a way that resolution results.	0 1 2 3 4
20.	I am very goal-oriented and enjoy outlining plans to reach those goals.	0 1 2 3 4
21.	I would enjoy the opportunity to work cross-culturally for an extended period of time.	0 1 2 3 4

22.	I consider myself a craftsman or craftswoman.	0 1 2 3 4
23.	I can sense when God's Word is being misapplied or misrepresented.	0 1 2 3 4
24.	I lead quite a few people to faith in Christ each year.	0 1 2 3 4
25.	When people are discouraged, they often come to me for counsel.	0 1 2 3 4
26.	No matter how hopeless the situation is, I am seldom anxious or worried.	0 1 2 3 4
27.	If there is a need, I will find the resources to meet that need.	0 1 2 3 4
28.	When I pray for the emotional and physical needs of people, those prayers are often answered.	0 1 2 3 4
29.	I enjoy working behind the scenes taking care of the small tasks so that others can be freed up to minister more effectively.	0 1 2 3 4
30.	Others often comment that they feel at home when staying or fellowshiping at my house.	0 1 2 3 4
31.	I often spend about an hour praying for people, needs, our church, other churches, and needs around the world.	0 1 2 3 4
32.	God uses me to understand and clarify biblical truths that help people grow.	0 1 2 3 4
33.	I tend to be a visionary person who always looks at the big picture with grand expectations and dreams.	0 1 2 3 4
34.	I enjoy helping those who are in great need.	0 1 2 3 4
35.	I enjoy caring for and nurturing the spiritual well-being of a group of people.	0 1 2 3 4
36.	When people are in sin, I feel compelled to point it out and help them turn away from it.	0 1 2 3 4
37.	I enjoy making the Scriptures come alive with illustrations, stories, applications, and insights.	0 1 2 3 4
38.	I enjoy applying given knowledge to specific needs arising in the church.	0 1 2 3 4
39.	I am very detailed and thorough when it comes to organizing projects and events.	0 1 2 3 4
40.	More than most people, I have a passion to see peoples from every nation come to know Christ.	0 1 2 3 4
41.	Building something with my hands is very satisfying to me.	0 1 2 3 4
42.	I can tell when someone is insincere.	0 1 2 3 4
43.	I look for opportunities to share the message of salvation with non-believers.	0 1 2 3 4
44.	I enjoy investing my time and energy into people with struggles to help them find freedom and fulfillment.	0 1 2 3 4
45.	When there is a special need or opportunity, I pray for it and believe God to act supernaturally.	0 1 2 3 4

46.	I find great joy in giving money to special causes and needs within the church.	0 1 2 3 4
47.	I look for opportunities to pray for the sick.	0 1 2 3 4
48.	I readily recognize and meet unmet needs of the church body.	0 1 2 3 4
49.	I enjoy hosting groups of people in my home.	0 1 2 3 4
50.	I enjoy attending prayer meetings and prayer events.	0 1 2 3 4
51.	I enjoy spending hours studying God's Word.	0 1 2 3 4
52.	Others tell me that I motivate and inspire them to become more actively involved in being a part of change.	0 1 2 3 4
53.	I am moved to compassion and action when I see someone in need.	0 1 2 3 4
54.	Others tell me that I have helped them grow and flourish in the Lord by my guidance and care.	0 1 2 3 4
55.	I enjoy sharing biblical truth that brings encouragement, edification, and even correction.	0 1 2 3 4
56.	Others tell me that they really enjoy it and are challenged when I share from God's Word.	0 1 2 3 4
57.	Others tell me that I have deep insights and advice that help them in difficult problems.	0 1 2 3 4
58.	Creating a task list is easy and enjoyable for me.	0 1 2 3 4
59.	I am interested in starting new churches.	0 1 2 3 4
60.	I appreciate the fine details of good craftsmanship.	0 1 2 3 4
61.	I sense when situations are spiritually unhealthy.	0 1 2 3 4
62.	I pray daily for people who don't know Jesus.	0 1 2 3 4
63.	Encouraging others is a high priority in my life.	0 1 2 3 4
64.	Asking God for a list of seemingly impossible things is exciting to me.	0 1 2 3 4
65.	I am passionate about financially investing in the kingdom of God.	0 1 2 3 4
66.	God has used me to bring healing to those who are sick.	0 1 2 3 4
67.	I like to do small things that others overlook.	0 1 2 3 4
68.	Creating a warm and welcoming environment is important to me.	0 1 2 3 4
69.	When burdened for a prayer request, I fervently pray and often hear how the request has been answered.	0 1 2 3 4

70.	I enjoy knowing biblical details and helping others understand them too.	0	1	2	3	4
71.	I tend to motivate others to get involved.	0	1	2	3	4
72.	It is difficult for me to see people suffering even when they have brought it upon themselves.	0	1	2	3	4
73.	Loving people and undergirding their spiritual needs gives me great joy.	0	1	2	3	4
74.	I get frustrated when people knowingly sin.	0	1	2	3	4
75.	I like creating outlines of the Bible.	0	1	2	3	4
76.	I can listen to many different opinions about a situation, problem, or circumstance and accurately discern what would be best for everyone involved.	0	1	2	3	4

1.	20.	39.	58.	Total	Administration
2.	21.	40.	59.		Apostleship/Missionary
3.	22.	41.	60.		Craftsmanship
4.	23.	42.	61.		Discernment
5.	24.	43.	62.		Evangelism
6.	25.	44.	63.		Exhortation
7.	26.	45.	64.		Faith
8.	27.	46.	65.		Giving
9.	28.	47.	66.		Healing
10.	29.	48.	67.		Helps/Service
11.	30.	49.	68.		Hospitality
12.	31.	50.	69.		Intercession
13.	32.	51.	70.		Knowledge
14.	33.	52.	71.		Leadership
15.	34.	53.	72.		Mercy
16.	35.	54.	73.		Pastoring
17.	36.	55.	74.		Prophecy
18.	37.	56.	75.		Teaching
19.	38.	57.	76.		Wisdom

Scriptures

Romans 12:6-8	1 Corinthians 12-13		Ephesians 4:11	Others *
Prophecy Service Teaching Exhortation Giving Leadership Mercy	Wisdom Knowledge Faith Healing Miracles** Prophecy Discernment Tongues**	Interpretation of Tongues** Apostleship Teaching Helps Administration Giving Martyrdom**	Apostleship Prophecy Evangelism Pastoring Teaching	Hospitality Intercession Craftsmanship

* The Scriptures allude to other gifts not mentioned in these three focal passages. In as much as Paul does not attempt to name the same gifts in each letter, it seems logical to conclude that all the gifts of the Spirit are not named in the Bible. There are likely other gifts today that could be added to this list. We will focus our study to the gifts listed above.

** There are various views about the sign gifts. Some believe that they ceased when the full cannon of Scripture was closed. Some believe that all the gifts are present today and useful to the building up of the church. Some believe that the sign gifts, particularly tongues, gives evidence of one's salvation. Our doctrinal statement gives room for various views though the sign gifts are not commonly practiced in our church. For our use, these specific gifts are not included in the assessment.

What Spiritual Gifts Are

Spiritual gifts are extraordinary and supernatural abilities, motivations, and manifestations given to believers during the salvation process by the Holy Spirit as God's way of equipping and enabling them to carry out His world mission and redemptive plan. Spiritual gifts are given to bring glory to God, edification to the local church, and ministry to the world. The Holy Spirit, the gifts of the Spirit, the church of Jesus Christ, and the world mission of the church are inextricably bound together. The corporate gathering and small groups are the places to learn to use the gifts and to develop ministries which can then be used to the glory of God and the extension of His kingdom.

What Spiritual Gifts Are Not

Spiritual gifts are not natural abilities or talents, nor are they spiritual disciplines. Furthermore, spiritual gifts need to be differentiated between the fruit of the Spirit. The fruit of the Spirit is a natural outflow of character when a believer walks, is led by, and lives by the Spirit. Believers should bear all the fruit of the Spirit when they walk in obedience and submission to God and His Word. The gifts of the Spirit are administered to believers by the Spirit as He sees fit for the honor of God, building up of the church, and witness to the world. Spiritual gifts are given uniquely to individual believers for the good of all the church and all the kingdom. Spiritual gifts must be separated from counterfeit gifts such as those mentioned in Matthew 7:22-23; 24:24.

Gifts, Service, and Activities

Each of us has gifts that differ according to the grace that has been given to us. The way our gifts function within ministry and the effectiveness within ministry differs as well.

1 Corinthians 12:4-5 says, *"Now there are varieties of gifts, but the same Spirit; and there are varieties of service, but the same Lord."* Spiritual gifts fit within the realm of service or ministries. As we study the gifts and begin to discover how God has gifted each of us, we must place our gifting within ministry. We need to encourage each other in our giftings and give opportunity to practice our gifts within a variety of ministries.

1 Corinthians 12:6 goes on to say, *"and there are varieties of activities, but it is the same God who empowers them all in everyone."* Not only are there different gifts and ministries, but there are also different effects or activities of those gifts within different ministries. Again, we must encourage each other to explore different avenues of effects and allow God to manifest Himself for His glory and our good.

Follow these steps:

1. Study the gifts.
2. Practice ministry with gifting.
3. Explore effects within ministries.

For example, after studying spiritual gifts, a person may discover that he or she has the gift of teaching. The next step would be to use the gift in a variety of ministries such as teaching a topical study in a small group, teaching children on Sunday mornings, teaching the church body during a conference, etc. After the person has practiced a variety of ministries within his or her gifting, he or she should explore the effects within those different ministries. God may use the person more greatly in a small group of people rather than a large congregational gathering. The person may be more effective teaching middle schoolers than adults.

Summary

- God gives all of His Spirit to all of His children.
- There are varieties of gifts, ministries, and effects but the same God who works all things in all people.
- Every believer is given the manifestation of the Spirit for the common good.
- The Spirit administers the gifts, distributing to each believer just as He wills.
- All the gifts work together as one body. No one gift should be disdained nor elevated.
- The gifts should bring unity, not division.
- All the gifts should operate out of love.

Test Questions

- Is the use of my spiritual gifts bringing glory to God?
- Is the use of my spiritual gifts building up the church?
- Is the use of my spiritual gifts building up others?
- Is the use of my spiritual gifts advancing the kingdom of God?

Definitions

Administration – The extraordinary and supernatural ability to assimilate and organize resources, ideas, goals, personnel, etc. so that particular aspects of God's work can be efficiently and effectively accomplished.

Apostleship/Missionary – The extraordinary and supernatural ability to assume and exercise leadership over several bodies of believers with an authority in spiritual matters. This gift is spontaneously recognized by those bodies of believers. It's also the Spirit's gift to work with power and authority in cross-cultural settings and in pioneering new churches and ministries through planting, overseeing, and training.

Craftmanship – The extraordinary and supernatural ability to plan, build, and work with your hands in construction environments to further the work and mission of the church.

Discernment – The extraordinary and supernatural ability to know with assurance whether certain behaviors, events, or words that claim to be of Christ are truly spiritual or non-spiritual; true or false.

Evangelism – The extraordinary and supernatural ability to effectively communicate God's redemptive plan to others in a variety of different settings and environments and help move the hearer toward becoming a follower of Christ.

Exhortation – The extraordinary and supernatural ability to communicate biblical truth through words of comfort, consolation, encouragement, and counsel to those who need help and healing. It is the Spirit's gift to motivate people to action in the power of the Spirit.

Faith – The extraordinary and supernatural ability to discern with confidence what the will of God is in accordance with His Word and to believe and know that God will do what is asked. It is the Spirit's gift

enabling one to believe God to act supernaturally at given times of special need or opportunity. It is trusting and believing in the unseen.

Giving – The extraordinary and supernatural ability to contribute beyond the norm of resources of various kinds to the work of God with liberality, generosity, and cheerfulness. It involves giving without controlling, owning, or indebting others.

Healing – The extraordinary and supernatural ability to serve as a human intermediary through whom it pleases God to bring physical, mental, and emotional restoration.

Hospitality – The extraordinary and supernatural ability to use one's home, office, church, and resources as a refuge and blessing to others to create a warm and welcoming environment.

Intercession – The extraordinary and supernatural ability to consistently and frequently pray for long periods of time on behalf of others and to see regular and specific answers to those prayers.

Interpretation – The extraordinary and supernatural ability to make known to others in the common language the content of the message of a spoken tongue.

Knowledge – The extraordinary and supernatural ability to uncover, accumulate, analyze, and clarify ideas, information, and biblical truths that are necessary and important to the growth and well-being of the local church. It is the Spirit's gift to know the *what* of God's acts, truths, and doctrine.

Leadership – The extraordinary and supernatural ability to communicate goals and vision to others in such a way that they will eagerly, freely, and harmoniously work together to accomplish those goals and carry out the vision for the glory of God and the advancement of His kingdom.

Martyrdom – The extraordinary and supernatural ability to endure extreme suffering and even death for the cause of Christ.

Mercy – The extraordinary and supernatural ability to feel genuine empathy and compassion toward others, especially to those who are suffering. This empathy and compassion are always translated into actions that express the love of Christ and alleviate suffering.

Miracles – The extraordinary and supernatural ability to be an intermediary through whom it pleases God to perform powerful acts that are perceived by others not to be the ordinary course of nature.

Pastoring – The extraordinary and supernatural ability to care for, nurture, and oversee the spiritual well-being of others.

Prophecy – The extraordinary and supernatural ability to boldly speak and bring clarity to biblical truth. It is the Spirit's gift to perceive sin's influence upon the life of a person or the church and to lovingly confront it.

Service/Helps – The extraordinary and supernatural ability to recognize unmet needs and to make use of available resources to meet those needs.

Teaching – The extraordinary and supernatural ability to communicate God's Word in such a way that others understand, learn, and grow. It is the Spirit's gift of capturing listeners minds and hearts by inspirationally sharing the truths of God's Word.

Tongues – The extraordinary and supernatural ability to speak to God or others in a language one has never known or learned and or the reception and communication of such a message to the church which must be accompanied with interpretation.

Wisdom – The extraordinary and supernatural ability to know the mind of the Spirit in such a way as to have insight as to how given knowledge may best be applied to specific needs arising in the local church. It is the Spirit's gift to know the *why* of God's acts, truths, and doctrine.



H – HEART’S DESIRES

Introduction

Heart sometimes refers to one’s hopes, desires, spiritual dreams, and passions. We oftentimes think that passions are reserved for those who lead in the church. On the contrary, God gives each of us hopes, dreams, and desires to carry out and accomplish within the church. God uses the heart desires of the church members to enhance, foster, and even establish ministries within the church.

After looking at some of the questions below, you may feel a bit overwhelmed or not even know how to begin answering the questions. You may have never even thought about some of these questions. Yet, we want you to dream big. Psalm 37:4 says, *"Delight yourself in the LORD, and he will give you the desires of your heart."*

Questions

Here’s your opportunity to dream big. There are no wrong answers.

1. If you had all the resources in the world and you knew that whatever you tried to do would not fail, what would you do for God and His kingdom?
2. What one thing excites you when thinking about what God can really do through you?
3. If there was just one special thing that you hope to accomplish for God and His kingdom before going to be with Him in heaven, what would it be?
4. If there were two other people (other than your family or spouse) that you would want to be with you in carrying out any of the above, who would they be?
5. What other heart desires, spiritual dreams, or passions do you have that you haven’t mentioned above.

A – ABILITIES (SKILLS & TALENTS)

Introduction

You may be thinking that your natural abilities do not play a part in how you are shaped for ministry. God is a master craftsman and designs every facet of our lives with purpose and strategy. Your abilities, skills, and talents fit together beautifully with the other parts of how you're SHAPED to make you uniquely special for uniquely special ministry.

Questions

1. What do you do for a living? (carpenter, salesman, retail, engineer, homemaker, accountant, etc.)
2. What skills are involved in what you do?
3. List your three favorite hobbies.
4. What do others say you're good at?
5. If you could spend a day doing anything that you wanted, what would you do?
6. Have you ever taken lessons to develop a skill? If so, what kind of lessons did you take and how long did you take them?
7. List any other abilities, skills, or talents that you have which were not brought out above.



P – PERSONALITY

Personality Assessment

Personality refers to individual differences in characteristic patterns of thinking, feeling, and behaving. Our personalities are neutral, meaning that certain personalities are not superior to others. Because God purposefully gives us our personalities, they are good and should be celebrated. God also uses our personalities to complement ministry. For this reason, we want help you discover your personality and see how it fits into the ministry of the church.

As you prepare to take the assessment, follow the instructions below:

1. Read each statement and circle the number (0-4) of the response next to the statement that is most true of you.
2. Don't try to overthink the questions. If you're unsure about a question, go with your gut feeling.
3. After completing the assessment, fill in the chart on page 42 by putting the number (0-4) of your response to each statement with the same statement number in the chart.
4. Add each horizontal row of numbers and place the total in the box labeled "Total."
5. Rank your personality traits from highest to lowest below (D, I, S, C).
6. Write your predominant personality traits sequence (DI, ID, SC, CD, etc.), which is the combination of your primary and secondary personality trait.
7. Read the description of your most predominant personality trait (D, I, S, C) and the description of your two highest personality traits sequence (DI, ID, SC, CD, etc.).

_____ (Primary Personality Trait – D, I, S, C)

_____ (Secondary Personality Trait – D, I, S, C)

_____ (Primary Personality Trait Sequence – DI, ID, SC, CD, etc.)

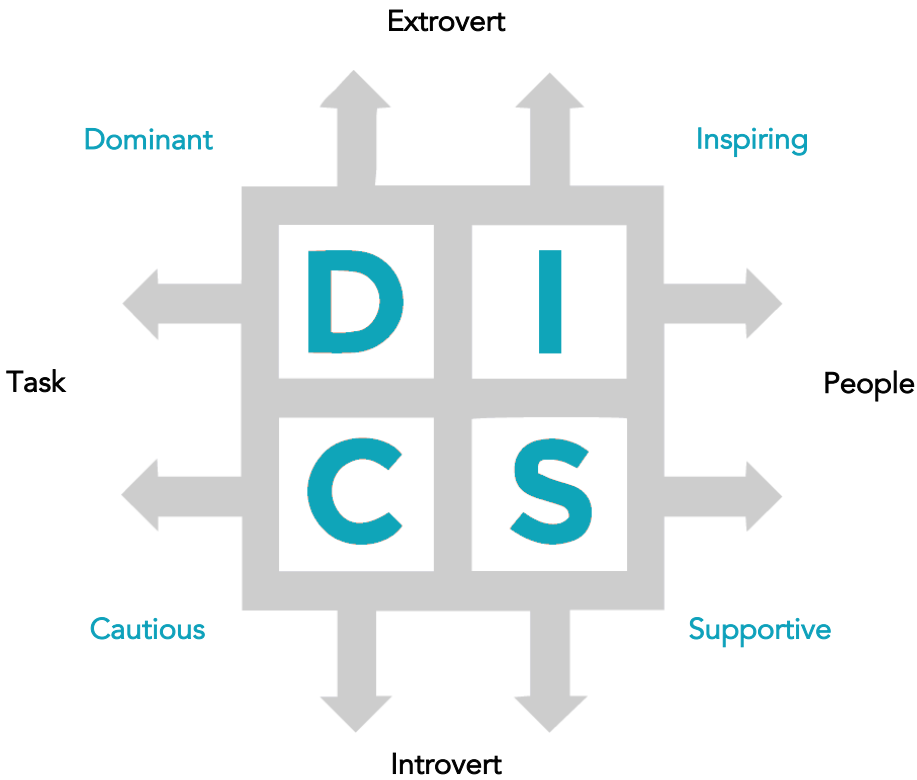
Personality Trait Assessment

0 = Never 1 = Rarely 2 = Sometimes 3 = Often 4 = Always

i.e.	I like chocolate pie.	0	1	2	3	4
1.	I am assertive, demanding, and decisive.	0	1	2	3	4
2.	I enjoy influencing and inspiring other people.	0	1	2	3	4
3.	I thrive in consistent environments.	0	1	2	3	4
4.	I typically avoid big risks.	0	1	2	3	4
5.	I enjoy doing multiple tasks at once.	0	1	2	3	4
6.	I am optimistic about others.	0	1	2	3	4
7.	I prefer specifics over generalizations.	0	1	2	3	4
8.	I love tasks, order, and details.	0	1	2	3	4
9.	I thrive in a challenge-based environment.	0	1	2	3	4
10.	I tend to be the life of the party.	0	1	2	3	4
11.	I enjoy small groups of people.	0	1	2	3	4
12.	I am right most of the time.	0	1	2	3	4
13.	I think about tasks more than others or myself.	0	1	2	3	4
14.	I think about motivating people.	0	1	2	3	4
15.	I prefer being a member of a team.	0	1	2	3	4
16.	I comply with clearly defined rules.	0	1	2	3	4
17.	I am motivated by accomplishment and authority.	0	1	2	3	4
18.	I am motivated by recognition and approval.	0	1	2	3	4
19.	I am motivated by stability and support.	0	1	2	3	4
20.	I am motivated by quality and correctness.	0	1	2	3	4

1.	5.	9.	13.	17.	Total	D
2.	6.	10.	14.	18.		I
3.	7.	11.	15.	19.		S
4.	8.	12.	16.	20.		C

DISC Profile



DISC Profile Descriptions

D We are direct and decisive. We are risk-takers and problem solvers. We are more concerned with completing tasks and winning than we are with gaining approval from people. Though the internal drive tends to make us insensitive to those around us, "D"s are not afraid to challenge the status quo, and we thrive when it comes to developing new things. However, we need discipline to excel and respond to confrontation. Our greatest fear is to be taken advantage of, and even despite our possible weaknesses – which include an aversion to routine, a tendency to overstep authority, an argumentative nature, and a habit of taking on too much – we place a high value on time and use our innovative thinking to accomplish complex tasks and conquer challenges.

D/I We are curious conclusers who place emphasis on the bottom line and work hard to reach our goals. We are more determined than we are inspirational. Yet, our high expectations and standards for ourselves and those around us typically cause us to make quite an impact, motivating others to follow us. We have an array of interests and can become distracted by taking on too many projects. We often need to focus, prioritize, and simply slow down. Because we thrive on activity and forward motion, we like to accomplish tasks through a large number of people.

Joshua (Joshua 1), Noah (Genesis 6-9), Sarah (Genesis 16, 1 Peter 3:6)

D/S We are achievers with the ability to persevere. We are more active than passive but possess a kind of calm sensitivity and steadiness that makes us good leaders. We seem to be people-oriented but can easily be dominant and decisive when it comes to tasks and project planning. We strive to accomplish goals with fierce determination that comes from a strong internal drive. Still, we could benefit from contemplative and conservative thinking and spend more time focusing on relationships.

Daniel (Daniel 1-6), Job (Job 1:5, James 5:11), Martha (Luke 10:38-42)

D/C We are challengers that can either be determined students or defiant critics. Being in charge is important to us, yet we care little about what others think as long as we get the job done. We have a great deal of foresight and examine every avenue to find the best solution. We prefer to work alone. Though we fear failure and the lack of influence, we are motivated by challenges and can often be excellent administrators. We can benefit from learning to relax and paying more attention to people.

Malachi (Malachi 4), Nathan (2 Samuel 12:1-13), Nahum (Nahum 1-3)

I We are inspiring and impressive. Enthusiastic, optimistic, impulsive, and emotional – we tend to be creative problem solvers and excellent encouragers. We often have a large number of friends, but we can become more concerned with approval and popularity than with getting results. Our greatest fear is rejection, but we thrive when it comes to motivating others. Our positive sense of humor helps us negotiate conflicts. Though we can be inattentive to details and poor listeners, we can be great peacemakers and effective teammates when we control our feelings and minimize our urge to entertain and be the center of attention. We value lots of human touch and connection.

I/D We are persuaders who are outgoing and energetic. We enjoy large groups and use our power of influence to attain respect and convince people to follow our lead. Sometimes we can be viewed as fidgety and nervous, but it comes from our need to be a part of challenges with variety, freedom, and mobility. We could benefit from learning to look before we leap and spending more time being studious and still. We make inspiring leaders and know how to get results from and through people.

John the Baptist (Luke 3), Peter (Matthew 16 & 26, Acts 3), Rebekah (Genesis 24)

I/S We are influential counselors who love people, and it's no surprise that people love us. We live to please and serve and tend to be good listeners. Looking good and encouraging others is important to us, as is following through and being obedient. We often lack organization and can be more concerned with the people involved than we are with the task at hand. However, we can be center stage or behind the scenes with equal effectiveness, and we shine when it comes to influencing and helping others.

Barnabas (Acts 4, 9, 11-15), Elisha (1 Kings 19, 2 Kings 2-3), Nicodemus (John 3,7,19)

I/C We are inspiring yet cautious assessors who are excellent communicators through the combination of concerned awareness and appreciation of people. We excel in determining ways to improve production. We tend to be impatient and critical and overly persuasive, and too consumed by the desire to win. We like to work inside the box, and we could benefit from trying new things and caring less about what others think. This personality type often possesses a gift for teaching; we are generally dependable when paying attention to details and getting the job done.

Miriam (Exodus 15-21), Ezra (Ezra 7-8), Shunammite Woman (2 Kings 4:8-37)



We are steady and more reserved. We do not like change and thrive in secure, non-threatening environments. We are often friendly and understanding, as well as good listeners and loyal workers who are happy doing the same job consistently. With an incredible ability to forgive, reliable and dependable "S"s tend to make the best friends. Our greatest fear, however, is loss of security, and our possible weaknesses naturally include not only resistance to change but also difficulty adjusting to it. We can also be too sensitive to criticism and unable to establish priorities. To avoid being taken advantage of, we need to be stronger and learn how to say "no." We also like to avoid the limelight, but when given an opportunity to help others genuinely, we will gladly rise to the occasion. We feel most valued when we have truly helped someone.

S/D We are soft-hearted leaders who can be counted on to get the job done. We perform better in small groups and do not enjoy speaking in front of crowds. Though we can be soft-hearted and hard-hearted at the same time, we enjoy close relationships with people, being careful not to dominate them. Challenges motivate us, especially ones that allow us to take a systematic approach. We tend to be determined, persevering through time and struggles. We benefit from encouragement and positive relationships.

Martha (Luke 10:38-42), Job (Job 1:5, James 5:11)

S/I We are inspirational counselors who exhibit warmth and sensitivity. Tolerant and forgiving, we have many friends because they accept and represent others well. Our social nature and desire to be likable and flexible makes us inclined to be overly tolerant and nonconfrontational. We will benefit from being more task-oriented and paying more attention to detail. Kind and considerate, we include others and inspire people to follow us. Words of affirmation go a long way with us, and with the right motivation, we can be excellent team players.

Mary Magdalene (Luke 7:36-47), Barnabas (Acts 4, 9, 11-15), Elisha (1 Kings 19, 2 Kings 2-13)

S/C We are diplomatic and steady, as well as detail oriented. Stable and contemplative, we like to weigh the evidence and discover the facts to come to a logical conclusion. More deliberate, we prefer to take our time, especially when the decision involves others. Possible weaknesses include being highly sensitive and unable to handle criticism, and we also need to be aware of the way we treat others. Operating best in precise and cause-worthy projects, we can be a peacemaker; this makes us a loyal team member and friend.

Moses (Exodus 3, 4, 20, 32), John (John 19:26-27), Eliezer (Genesis 24)

C We are compliant and analytical. Careful and logical lines of thinking drive us forward, and accuracy is a top priority. We hold high standards and value systematic approaches to problem-solving. Though we thrive when given opportunities to find solutions, we tend to ignore the feelings of others and can often be critical and downright crabby. Verbalizing feelings is difficult for us, but when we are not bogged down in details and have clear-cut boundaries, we can be big assets to the team by providing calculated “reality checks.” Our biggest fear is criticism, and our need for perfection is often a weakness, as is our tendency to give in when in the midst of an argument. However, we are thorough in all activities and can bring a conscientious, even-tempered element to the team that will provide solid grounding. We value being correct.

C/I We are attentive to the details. We tend to impress others by doing things right and stabilizing situations. Not considered aggressive or pushy, we enjoy both large and small crowds. Though we work well with people, we are sometimes too sensitive to what others think about us and our work. We could benefit from being more assertive and self-motivated. Often excellent judges of character, we easily trust those who meet our standards. We are moved by genuine and enthusiastic approval as well as concise and logical explanations.

Miriam (Exodus 15-21, Numbers 12:1-15), Ezra (Ezra 7, 8)

C/S We are systematic and stable. We tend to do one thing at a time and do it right. Reserved and cautious, we would rather work behind the scenes to stay on track; however, we seldom take risks or try new things and naturally dislike sudden changes in our environments. Precisionists to the letter, we painstakingly require accuracy and fear criticism, which we equate to failure. Diligent workers, our motivation comes from serving others.

Esther (Esther 4), Zechariah (Luke 1), Joseph (Matthew 1:1-23)

C/D We are cautious and determined designers who are consistently task-oriented and very aware of problems. Sometimes viewed as insensitive, we do care about individual people but have a difficult time showing it. We often feel we are the only ones who can do the job the way it needs to be done, but because of our administrative skills, we are able to bring plans for change and improvements to fruition. We tend to be serious and could benefit from being more optimistic and enthusiastic. Despite our natural drive to achieve, we should concentrate on developing healthy relationships and simply loving people.

Bezalel (Exodus 35:30-36, 8, 37:1-9), Jochebed (Exodus 1:22-2:4), Jethro (Exodus 2,18)

Considerations for Your Personality

"D" personalities are dominant, direct, task-oriented, decisive, organized, outgoing, and outspoken. As you embrace these strengths, also make sure to:

- Listen attentively to others.
- Support other team members.
- Invest in personal relationships.
- Balance controlling and domineering tendencies. Value the opinions, feelings, and desires of others.

"I" personalities are influential, witty, easygoing, outgoing, and people-oriented. As you embrace these strengths, also make sure to:

- Be aware of tasks that need to be accomplished.
- Balance your emotions, words, and actions.
- Remember to consider details and facts.
- Slow down your pace for others when necessary.
- Listen attentively to others instead of only talking.
- Choose thoughtful decision-making over impulsive decision-making.

"S" personalities are supportive, steady, stable, analytical, introverted, and people-oriented. As you embrace these strengths, also make sure to:

- Take initiative.
- Practice flexibility.
- Approach confrontation constructively.
- Be direct in your interactions when necessary.
- Realize change can be healthy and be willing to adapt. Consider the overall goals of your family or group, not just specific processes or procedures.

"C" personalities are cautious, compliant, competent, task-oriented, goal-oriented, and introverted. As you embrace these strengths, also make sure to:

- Be decisive when necessary.
- Cultivate personal relationships.
- Be open to others' ideas and methods.
- Balance your focus between facts and people.
- Focus on doing the right things, not just doing things right. Help others accomplish their goals.

E – EXPERIENCES (GOOD, BAD, & PAINFUL)

Introduction

God leads us through different experiences in life that build upon each other to make us more effective, sensitive, understanding, wise, available, and useful. We can find common ground with those who have the same experiences. We can offer advice, warning, or encouragement to others who are going through experiences that we have already encountered. Again, God guides us through experiences with purpose and forethought. He intertwines your experiences with the other parts of how you're SHAPED to make you a useful vessel for His purposes and ministry.

Questions

1. What are your most joyous memories or experiences?
2. What are your most disappointing or painful memories or experiences?
3. What has been the greatest challenge or obstacle you've had to overcome?
4. What is the biggest burden you've had to carry?
5. Is there something that you've experienced in life that God could use to help others?

D – DEVOTED LOVE

Introduction

The purpose of this instrument is to help you understand how to give and receive love in relationships more effectively. Since the Bible often calls us to love one another, a better understanding of how our heart bends in particular ways in giving and receiving love will benefit the church.

This section is divided into two parts: a love languages assessment and a short overview of the five love languages most of which is taken from Gary Chapman's book *The Five Love Languages*. You are encouraged to complete the assessment first before looking at the teaching materials so as not to influence the answers you provide. You may also want to have a close friend or spouse complete the exercise by giving answers her or she thinks would apply to you. You can compare your results, which will lead to some interesting discussion and hopefully a deepened relationship.

Instructions

Please realize that the results of this assessment are not always 100% accurate. As with the spiritual gifts assessment, this exercise is only a guide and not an exact test. You should consider discussing the results of this assessment with people who know you well. They will affirm your love languages and share with you how they can best be lived out in the relationships that you have. We'll also discuss this topic in our *Discover Purpose Class*.

1. Read each statement and circle the number (0-4) of the response next to the statement that is most true of you.
2. Don't try to overthink the questions. If you're unsure about a question, go with your gut feeling.
3. After completing the assessment, fill in the chart on page 52 by putting the number (0-4) of your response to each statement with the same statement number in the chart.
4. Add each horizontal row of numbers and place the total in the box labeled "Total."
5. Rank your love languages below from highest to lowest.

_____ (Primary Love Language)

_____ (Secondary Love Language)

Love Languages Assessment

0 = Never 1 = Rarely 2 = Sometimes 3 = Often 4 = Always

i.e.	I like chocolate cake.	0 1 2 3 4
1.	I often tell my loved ones that I love them.	0 1 2 3 4
2.	I enjoy giving gifts to many of my friends.	0 1 2 3 4
3.	I really enjoy holding hands with my loved ones.	0 1 2 3 4
4.	I enjoy doing unexpected tasks that communicate my care and love for others.	0 1 2 3 4
5.	More than anything else, quality time with my loved ones is important to me.	0 1 2 3 4
6.	I enjoy verbally encouraging others.	0 1 2 3 4
7.	I enjoy giving my loved ones a little something that says, "I love and care about you."	0 1 2 3 4
8.	Physical touch and closeness with my loved ones are important to me.	0 1 2 3 4
9.	I enjoy showing my love to others by small acts of service.	0 1 2 3 4
10.	I enjoy sharing deep thoughts and emotions with my loved ones.	0 1 2 3 4
11.	I enjoy noticing the little things about people's character and then praising them.	0 1 2 3 4
12.	I can feel uncomfortable when others bring me gifts when I have not had the opportunity to do the same for them.	0 1 2 3 4
13.	When my spouse or loved ones are working on a project, I just enjoy being in the same area with them.	0 1 2 3 4
14.	I enjoy doing little projects for others.	0 1 2 3 4
15.	Ten minutes of deep sharing with my loved ones is more fulfilling than hours of normal communication to me.	0 1 2 3 4
16.	One small word of appreciation is worth a thousand acts of service to me.	0 1 2 3 4
17.	When I am in different stores and shops around town, I usually see items that remind me of my friends and loved ones.	0 1 2 3 4
18.	I simply enjoy being with someone even if silence prevails.	0 1 2 3 4
19.	One of the ways I communicate gratitude to others is by helping them with special needs or tasks.	0 1 2 3 4
20.	I enjoy carefully listening and responding with deep and rich thoughts when I am with people that I care about.	0 1 2 3 4
21.	I enjoy writing letters to people and sometimes leaving little notes or cards of encouragement for them to find.	0 1 2 3 4

22.	I enjoy making special surprises and gifts for my family and friends.	0	1	2	3	4
23.	I enjoy touching and being touched as a way of saying "I love you."	0	1	2	3	4
24.	I enjoy expressing my love in actions much more than words.	0	1	2	3	4
25.	When I am with someone that I love, I enjoy spending quiet, quality time with him or her.	0	1	2	3	4

1.	6.	11.	16.	21.	Total	Encouraging Words
2.	7.	12.	17.	22.		Gift Giving
3.	8.	13.	18.	23.		Physical Touch & Closeness
4.	9.	14.	19.	24.		Acts of Service
5.	10.	15.	20.	25.		Quality Time



The Importance of Love

Love is the basis for our relationship with our heavenly Father and with one another. Without love, there can be no Christian community. Love is our life, our hope, our future. Love others is the second greatest commandment in the Bible. *"This is my commandment, that you love one another, just as I have loved you"* (John 15:12). Our Lord is our inspiration to love. *"We love, because He first loved us"* (1 John 4:19). Love is our example and testimony to the world. *"By this all men will know that you are My disciples, if you have love for one another"* (John 13:35). Love is a part of the fruit of the Spirit and is what spiritual gifts must be undergirded with. Love motivates us to seek God, empowers us to minister to one another, and propels us to reach the nations for the glory of God.

There are two parts to loving: giving and receiving. Giving love is how we act out and communicate our love for and to others. Receiving love is how we emotionally feel when others express love to us. As we think about love, it is so important to recognize these two aspects of love and to realize that because we are created differently, we will all give and receive love in somewhat different ways. The challenge of loving one another and growing together in love is learning how to love, recognizing how others love, and understanding the basic love languages.

Learning how to love is essential if we are to ever experience true community. It would be a shame to discover that all our efforts in communicating love to one of our friends has gone unnoticed and never penetrated the heart because he or she receives love in a different way than we expressed it. Therefore, we must learn how to love others in the way that best communicates our love for them.

Equally tragic would be to discover that one of our friends had been consistently pouring love into our lives and we never knew it. Recognizing how others love is just as essential to experience true community. We must learn to identify the subtle ways that others express love so that we may affirm them and receive the blessing that they are pouring into our lives.

The Five Languages of Love

Learning how to love and recognizing how love is expressed is simplified when we understand that love can generally be grouped into five love languages:

Encouraging Words

Gift Giving

Physical Touch & Closeness

Acts of Service

Quality Time

The first love language is **encouraging words**. In Paul's first letter to the Thessalonians he writes, *"Therefore encourage one another, and build up one another, just as you are doing"* (1 Thess. 5:11). Some people express love more verbally than others. By expressing words of encouragement, edification, compliment, and appreciation, we communicate our love to others. Examples of this language may be, "I love you," "I really appreciate your heart of compassion; it inspires me to be more compassionate," "Thanks so much for cleaning the house today; it looks great," or "I am so proud of you."

The second love language is **gift giving**. Peter writes in his first letter, *"Finally, all of you, have unity of mind, sympathy, brotherly love, a tender heart, and a humble mind. Do not repay evil for evil or reviling for reviling, but on the contrary, bless, for to this you were called, that you may obtain a blessing"* (1 Peter 3:8-9). Luke recorded in Acts something that Jesus said that is not in the gospel accounts, *"It is more blessed to give than to receive"* (Acts 20:35b). Some people love to give simple gifts that say, "I was thinking about you." Gift giving expresses thoughtfulness, kindness, gratitude, and love to mention only a few. Impromptu gift giving can deeply impact the hearts of those we care about.

The third love language is **physical touch and closeness**. Jesus knew the beauty and power of physical touch. *"And they were bringing children to him that he might touch them, and the disciples rebuked them. But when Jesus saw it, he was indignant and said to them, 'Let the children come to me; do not hinder them, for to such belongs the kingdom of God. Truly, I say to you, whoever does not receive the kingdom*

of God like a child shall not enter it.' And he took them in his arms and blessed them, laying his hands on them" (Mark 10:13-16). Some people thrive in expressing love with touch and closeness. They love holding hands, touching, and kissing their loved ones. They enjoy just being in the same room with them even if they're not involved in conversation together. We can express love through physical touch and closeness by a hand on the shoulder, a strong handshake or embrace, or simply just standing close to the one we care about.

The fourth love language is **acts of service**. Paul tells us, "*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*" (Gal. 5:13). Some people enjoy doing things for others that they know will be appreciated. These acts of service are usually beyond the daily routines of life and are often simple services of love. Examples of acts of service may be picking up a few needed groceries on the way home from work, mowing your neighbor's yard while they're on vacation, or cleaning out the garage before your spouse can get to it. Love in action is the flip side of verbal love.

The last love language is **quality time**. Jesus enjoyed quality time with His heavenly Father. "*But he would withdraw to desolate places and pray*" (Luke 5:16). Jesus had to slip away to have quality time (not just time) with His Father. Some people flourish with quality time. Quality time involves sharing the depths of one's heart and mind with a loved one and carefully listening with rich responses and involvement. For some, ten minutes of quality time is worth days of normal conversation.

Love in Any Language

You should have completed your love languages exercise and ranked your love languages. Your primary love language is the one you act, speak, and express most often. It is also the one that you feel most loved when others act, speak, and express love to you. Yet your primary love language may be last on the list for someone you care about and vice versa. What do you do? What do you expect your loved ones to do?

We all have the capability to speak all five love languages. In a sense we are multilingual when it comes to love. We must learn to adapt our loving. Sure, we need to continue to love in the way that comes most natural to us, yet we must choose to love others in the way that best communicates love to them. Look at your loved one's actions, words, and expressions. Do they continually affirm and encourage you verbally? Are they always doing special acts of service for you? Are they affectionate and touchy? Do they often give you special gifts? Do they often communicate a desire to spend quality time with you? Discover their primary love language and act upon it. You will blow them away with love. One thing you might do is have them complete the love languages exercise. This will give you an idea of how they most naturally give and receive love.

Likewise, be sensitive to the acts, words, and expressions of love that others may be communicating to you. Realize that they may be loving in their primary love language. Their expression of love may not bring the deepest sense or feeling of love to you, but by knowing that they are genuinely giving love to you, you will feel a sense of fulfillment and love.

Let's take for example, Bill and Jill. Bill's primary love language is acts of service while Jill's is physical touch and closeness. Bill came home from a long day of work. Jill couldn't wait to see Bill and all day had envisioned an evening together with her husband. When Bill drove into the driveway, he noticed that trash from the neighbor's yard had blown over into his yard. He immediately grabbed the trash can and began picking it up. Jill watched him from the kitchen window for thirty minutes. She couldn't stand it any longer. She jumped out the door, ran over to Bill, and gave him a big hug. He responded with, "Hey, do you want to help me?" She began picking up the trash with Bill and enjoyed just being with him. After a few minutes she turned around and noticed that Bill was working in the garage. She followed him only to have him pass her with a hose in hand. "I can't believe how dry your rose bushes have become," he said. While he was watering the bushes, Jill came over and put her arm on Bill's shoulder. Bill replied, "Oh, scratch right there; a little lower. Thanks Honey." "Maybe while I have the hose out, I could wash your car for you." Jill went inside to finish up supper feeling unloved and frustrated. Maybe we haven't experienced anything quite like Bill and Jill, yet we have all had experiences in which we failed to communicate love and receive love. *Let us choose to love.*

NEXT STEPS

You've reached the end of Step **Two**, but there's one last thing we would ask you to do. Please go to <https://fbcmb.churchcenter.com/people/forms/469015> and fill out the short form letting us know that you've completed Step **Two**. It will ask you the date that you completed the class, your top 2-3 spiritual gifts, your personality type, and your primary love language. You can also scan the QR code below to access the form on your phone.



Step Three – Join a Team

Now that you've completed Step **One** and Step **Two**, there's one last step to becoming fully integrated into the life and ministry of First Baptist. You guessed it – Step **Three**. In Step **Three**, we'll introduce you to all our various serve teams. You'll take the information you learned about being specifically SHAPED for ministry and find a serve team or several serve teams where you can fruitfully live out our mission of connecting people to Christ, Community, and Cause.