

Finding & Fulfilling Your S.H.A.P.E.

**A workshop for discovering your unique purpose in life
through your spiritual gifts, heart, attitudes and abilities,
personality and experiences**

Presented by

**The Rev. Dr. Gary Nicolosi
Rector, St. James Westminster Anglican Church
115 Askin Street
London, Ontario N6C 1E7**

gary.nicolosi at gmail.com

Part One

Spiritual Gifts

Spirit Given Gifts

Contents

The following materials are included with the Spirit Given Gifts Questionnaire:

1. Introduction to Questionnaire
Instructions for completing the questionnaire. This should be given out with the questionnaire.
2. Spirit Given Gifts Questionnaire
Scoring sheet is included.
3. Scoring & interpretation
Instructions for scoring the questionnaire and some suggestions for further exploration and discussion of the results. The person administering the questionnaire should be familiar with this to assist those completing the questionnaire. Depending on the situation, it may be helpful to copy this for handing out to each person completing the questionnaire.
4. Acknowledgements
Includes information about other questionnaires for further exploration.
5. Introduction
Gives a definition and brief introduction to Spirit Given Gifts in general as well as an explanation of the detailed information for each Gift description.
6. Descriptions Summary
Gives the name and definition of each of the 22 Gifts,
7. Descriptions
Contains a one page definition and description of each gift. A complete set is needed for comparing similar gifts in the interpretation and discernment of Gifts following scoring of the questionnaire, but only the relevant ones need be copied for each individual.

In the spirit of Acts 2, permission is given to photocopy all these materials. If they have been a blessing to you, and you'd like to say, "Thanks," in some way, why not send a free-will thank offering to:

The United Church of New Westminster
529 Queens Avenue,
New Westminster, BC V3L 1K2
CANADA

David Ewart, Minister,
United Church of New Westminster,
October, 2002

Spirit Given Gifts Questionnaire

Please indicate the extent to which the following statements apply to you.	Disagree/ Not True	Sometimes Agree/True	Agree/ Very True
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1	I enjoy working in the background to support others who are leading and organizing.	0	5	10
2	I enjoy creating, repairing or maintaining the buildings, grounds, equipment, or computer technologies, etc. which help the activities at our church.	0	5	10
3	I enjoy expressing my devotion to God through artistic means: writing, music, painting, drama, etc.	0	5	10
4	I instinctively "know where a person is coming from;" whether their motives are genuine or not.	0	5	10
5	I always see the good in people that others do not see at first.	0	5	10
6	I can easily say in my own words what my faith means to me; how it makes a difference in my everyday life.	0	5	10
7	I always trust that God is active in our lives even when we can't see it.	0	5	10
8	I regularly give more than the Biblical amount of 10% of my income for God's work.	0	5	10
9	I am drawn to those who are not well in heart, mind, soul and/or body.	0	5	10
10	I enjoy meeting new people and helping them feel at home.	0	5	10
11	I get upset by the many injustices I see in the way people are treated, and believe Jesus would too.	0	5	10
12	I love learning about the Bible, its historical background, and comparing how it has been understood in different times and places.	0	5	10
13	I enjoy bringing people together to work constructively and effectively for a common goal.	0	5	10
14	I enjoy the kind of relationships where we can really tell the truth about our spiritual life, and support one another to mature in our faith.	0	5	10
15	I find it fulfilling to personally do practical things that help relieve other people's suffering, hunger, or other needs.	0	5	10
16	I am drawn to meeting with others who don't share my culture; those from a different country or generation or social class, etc.	0	5	10
17	When planning for a church project or event, I am able to see in advance all the steps that must be completed for it to be successful.	0	5	10
18	My day begins and ends with prayer.	0	5	10
19	I like doing the practical, unskilled, odd jobs that need to be done around the church.	0	5	10
20	I enjoy learning new insights myself, and then helping others learn them too.	0	5	10
21	I am often the first one to see possibilities for new programs or projects for our church's ministry.	0	5	10
22	When a situation is complex or conflicted, I listen for the essence of the problem, and can often suggest a new perspective that leads to a resolution.	0	5	10

Spirit Given Gifts Questionnaire

Please indicate the extent to which the following statements apply to you.	Disagree/ Not True	Sometimes Agree/True	Agree/ Very True
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23	I would rather be responsible for helping a leader than being a leader myself.	0	5	10
24	I am willing to help with repairs and maintenance around the church.	0	5	10
25	I have creative talents that I would like to offer for the service of the church's mission.	0	5	10
26	I am good at seeing when Christian values and truths are really being expressed at church, or movies, books, other people's behaviour, etc.	0	5	10
27	I often tell others that if they will trust God, they can overcome any difficulties they face.	0	5	10
28	I am comfortable sharing my faith with others, and have been told that others enjoyed talking with me and have found new faith in Christ.	0	5	10
29	I trust that God will bring things to fruition no matter how impossible the situation.	0	5	10
30	I am so thankful for God's many blessings that I give happily to support God's work.	0	5	10
31	God has worked through me to bring healing to others through my prayers, touch, teaching, or other means.	0	5	10
32	I like the social times we have at church; meeting new people and introducing them to others; getting to know each other better.	0	5	10
33	I believe the church needs to work for social justice for all, not just meet individual needs.	0	5	10
34	I am interested in a variety of subjects and have often been able to provide an idea or information that has helped a church project to develop.	0	5	10
35	Once a goal has been set, I can inspire a group to work together to achieve it.	0	5	10
36	Although I don't have all the answers, I can offer real support to others over the long-term development of their faith.	0	5	10
37	When I see people hurting or in need, I will personally do something to help.	0	5	10
38	I have experienced - or would like to experience - how my faith can be shared in a different culture.	0	5	10
39	Once the idea has been set for a project or event, I enjoy making all the necessary arrangements for it, and can see them through to completion without supervision.	0	5	10
40	I am, or would like to be, part of prayer group.	0	5	10
41	When worship is over, I like to help tidy up the church, count the offering, help with coffee, etc.	0	5	10
42	I love to study the Bible myself, and enjoy leading study groups on the Bible or other Christian topics.	0	5	10
43	I have dreams for the future of our church that I am sure God is calling us to.	0	5	10
44	I am drawn to the simplicity, novelty, beauty and harmony of Christ's life and teachings, and can apply my insights to present circumstances.	0	5	10

Spirit Given Gifts Questionnaire

Please indicate the extent to which the following statements apply to you.	Disagree/ Not True	Sometimes Agree/True	Agree/ Very True
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45	I am able to assist leaders by relieving them of detail work so they can focus on their main job.	0	5	10
46	I have craft, trade, technical, professional or handy skills that I like to use to serve God.	0	5	10
47	Others have told me that something I created or performed helped them to worship or experience God.	0	5	10
48	Contradictions between what people say or do and true Christian values stand out for me - even when claimed to be "Christian."	0	5	10
49	I have been able to help people find new directions for their lives.	0	5	10
50	I may not have all the answers to life's tough questions, but I can help others have trust that the life, death and resurrection of Christ reveals God's abiding love and life's meaning.	0	5	10
51	I live by the motto: "God blesses God's work done in God's way."	0	5	10
52	Even when money is tight, I trust God will always meet my needs and so I give generously to the church.	0	5	10
53	I have a strong sense of God's presence when I am with those who are not well.	0	5	10
54	I like helping our church to be warm and welcoming to all; it's one way we make Christ's love real for them.	0	5	10
55	The church needs to speak out - and act - on political, environmental, social and other issues.	0	5	10
56	I can gather information and ideas from many sources and see the connections, gaps, and unknowns among them.	0	5	10
57	I am good at helping groups to commit to a common goal, and then working cooperatively to accomplish it.	0	5	10
58	I can often tell when someone's faith is in trouble or has gone stale and can help them find a fresh start, or a next step.	0	5	10
59	I enjoy meeting and getting to know people who are disabled, poor, shut-in, ill, etc. and expressing God's love for them through my caring.	0	5	10
60	I enjoy experiencing and learning from other cultures: food, customs, language, etc.	0	5	10
61	I enjoy working with others to plan who will do what by when so that the job we are working on gets done effectively and happily.	0	5	10
62	I keep a prayer list, and pray regularly for others.	0	5	10
63	I enjoy doing small but necessary jobs like stuffing envelopes, folding brochures, etc.	0	5	10
64	Other people have told me that their faith really benefited from being part of a study group I led.	0	5	10
65	I can readily see how the Biblical teachings of Jesus can give direction to the activities of church now.	0	5	10
66	Others have told me, I have helped them solve a problem or grow in faith by shedding new light on their situation.	0	5	10

Spirit Given Gifts Questionnaire

Please indicate the extent to which the following statements apply to you.	Disagree/ Not True	Sometimes Agree/True	Agree/ Very True
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67	I prefer to work behind the scenes, helping those who are out in front.	0	5	10
68	It bothers me when I see that buildings, equipment, technologies, etc. are ugly, chaotic, out of date, or in disrepair.	0	5	10
69	It is important to me that church is pleasing and inspiring to the eye (art, banners, decorations, etc.), ear (music, poetry, etc.), and imagination (drama, writing, etc.).	0	5	10
70	I seem to have a built-in 'truth detector' that I can trust to show me whether someone is genuine or not.	0	5	10
71	I often praise others.	0	5	10
72	One of my concerns is to help others find the same joy and confidence that I have found through my faith in Christ.	0	5	10
73	I have experienced God's faithfulness in surprising and powerful ways.	0	5	10
74	When it comes to giving to the church, I never compare myself with others; I give freely and without thought of reward.	0	5	10
75	Others have told me that I have brought them healing through Spirit-given means.	0	5	10
76	Making connections with strangers is something I really enjoy; it reminds me of how Jesus was so caring and loving.	0	5	10
77	I am committed to working with others for a fairer and sustainable society.	0	5	10
78	I enjoy doing the background research that is needed and organizing it in a helpful way to ensure a new church project is well grounded.	0	5	10
79	Others have told me, when I am the leader they know they will enjoy working on a project because we get the job done and have fun doing it.	0	5	10
80	I have gone through a lot of faith challenges myself, and, with God's help, have helped others find a way for themselves.	0	5	10
81	I couldn't be a disciple of Christ without being directly involved in helping the disadvantaged in our community and/or around the world.	0	5	10
82	I enjoy uncovering the cultural assumptions of my own upbringing, and learning to broaden my appreciation of how God works in the world.	0	5	10
83	Even if I am not the one in charge, I can take responsibility for arranging the activities, people, and resources needed to accomplish a goal.	0	5	10
84	I know God answers prayer, and have often seen clear examples of how God has responded to my prayer requests.	0	5	10
85	I like to help church programs by coming early - or staying late - to help with refreshments, materials or equipment, etc.	0	5	10
86	Others have told me that I can present new or complicated information or ideas clearly and helpfully.	0	5	10
87	I am always looking at the "big picture," and can help others by putting it into concrete, practical terms.	0	5	10
88	It is easy for me to make practical applications of the truths found in the Bible.	0	5	10

Spirit Given Gifts Questionnaire

Please indicate the extent to which the following statements apply to you.	Disagree/ Not True	Sometimes Agree/True	Agree/ Very True
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89	I enjoy doing practical tasks so leaders can be freed up to better accomplish their ministries.	0	5	10
90	I enjoy doing handy repairs, or using my skills with software, accounting, gardening, crafts, etc. to help strengthen the church.	0	5	10
91	I like finding novel, creative, imaginative, or artistic ways to express and explore my faith.	0	5	10
92	I have an intuitive understanding of what Jesus means by, "I am the truth, the way and the life."	0	5	10
93	I can help people discover how God has helped others in the past and can be trusted to help now.	0	5	10
94	I like being with people who don't go to church; talking with them about life, and sharing my faith.	0	5	10
95	I rely on God no matter what.	0	5	10
96	If I knew it would help them, I could tell others about my experience of giving generously.	0	5	10
97	I have an intuitive sense when something is bothering someone even if no one else is aware of it.	0	5	10
98	Others often tell me I am very easy to be with; they have enjoyed meeting me.	0	5	10
99	To truly help those in need, I try to understand underlying issues and work to change what is causing the problem.	0	5	10
100	I am interested in researching the different ideas people have about God and how we decide what to believe.	0	5	10
101	When I am the leader, people who have worked with me before are happy to volunteer again.	0	5	10
102	Faith is an adventure, and I enjoy sharing the journey with others, helping them to grow.	0	5	10
103	I am moved by God's love to help those in need in direct, practical ways.	0	5	10
104	I would like to share the Christian faith with those from different backgrounds and cultures than my own, and am willing to learn how to translate from one setting to another.	0	5	10
105	I am good at details and enjoy working with others to plan things out in advance.	0	5	10
106	I pray daily for God to bless our church leaders, projects and programs.	0	5	10
107	Others have told me they appreciate that they can count on me to notice, and help out in a pinch, with practical jobs that need to be done for a program or activity at church.	0	5	10
108	I love leading groups when others have one of those "Aha!" moments - an insight that deepens their faith.	0	5	10
109	Others have told me they appreciate the way I have helped the church clarify its purposes.	0	5	10
110	I enjoy working with others at church to sort through complex issues, discovering and sharing new insights that break through to fresh solutions.	0	5	10

Spirit Given Gifts Questionnaire

Scoring Sheet

Enter the scores from each question into the table below, and then total each row to find your score for each gift.

Page 1	Page 2	Page 3	Page 4	Page 5	Total	Gift Name
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1	23	45	67	89		Assisting
2	24	46	68	90		Crafting
3	25	47	69	91		Creativity
4	26	48	70	92		Discernment
5	27	49	71	93		Encouragement
6	28	50	72	94		Evangelism
7	29	51	73	95		Faith
8	30	52	74	96		Giving
9	31	53	75	97		Healing
10	32	54	76	98		Hospitality
11	33	55	77	99		Justice
12	34	56	78	100		Knowledge
13	35	57	79	101		Leadership
14	36	58	80	102		Mentoring
15	37	59	81	103		Mercy
16	38	60	82	104		Mission
17	39	61	83	105		Organization
18	40	62	84	106		Prayer
19	41	63	85	107		Service
20	42	64	86	108		Teaching
21	43	65	87	109		Vision
22	44	66	88	110		Wisdom

Your Spiritual Gifts

I. Practical, Personal, Hands-on, Behind the Scenes Gifts

- **Assisting** is focused on the eagerness to aid or assist others in need to such an extent that the helper receives as much as the persons helped. Assisting, also known as Helping, involves investing the talents one has in the life and ministry of other members of the church, thus enabling those others to increase effectiveness of their own spiritual gifts. The Helper supports leaders, lightening their work load, attaching spiritual value to practical, often behind the scenes tasks.

Mark 15:40-41 Romans 16:1-2 Acts 9:36 I Corinthians 12:28
Psalm 21:1 Luke 8:2-3

- **Crafting** is focused on using skills such as gardening, property maintenance, professional, technical or trade. Crafting is the ability to use physical materials and artistic **skills** to create, mold, carve, sculpt, draw, design, paint, repair, or photograph items necessary for spiritual nurture, faith development, and caring ministries. People with this gift may also serve to lead others in forming their abilities in this area.

Exodus 35:20-35 II Chronicles 34:9-13 Exodus 36: 1-3 Acts 18:2-3

- **Creativity** is focused on all forms of artistic creativity and expression. Creativity is the ability to use one's artistic gifts, including playing a musical instrument, to the glory of God and the benefit of others.

Deuteronomy 31:22 II Chronicles 5:12-13 1 Samuel 16:16
II Chronicles 34:12 I Chronicles 16:41-42 Psalm 150

- **Mercy** is focused on personally helping those in need. Mercy is the ability to feel genuine empathy and compassion for individuals who suffer distressing physical, mental or emotional problems, and to translate that

compassion into cheerfully-done deeds which reflect Christ's love and alleviate the sufferings.

Matthew 9:35-36 Mark 9:41 I Thessalonians 5:14 Matthew 20:29-34

Luke 10:33-35 Romans 12:8 Acts 11:28-30 Acts 16:33-34

- Service is focused on helping groups or projects around the church.

Service is the ability to identify the unmet needs involved in a task related to God's work, and to make use of available resources to meet those needs and help accomplish the desired results.

Acts 6:1-7

II Timothy 1:16-18

Romans 12:7

Titus 3:4

Galatians 6:2, 10

Matthew 4:11

Mark 1:31

Luke 10:40

John 12:2

II. Nurturing, Caring, People Oriented Gifts

- **Encouragement** is focused on short-term, as needed, moral encouragement of others. Encouragement or exhortation is the ability to counsel, inspire, motivate, and strengthen others in and through their efforts to live out God's will and calling as Christians in pain or pleasure, want or plenty.

Acts 4:32-37

I Timothy 4:13

Acts 14:22

Hebrews 10:24, 25

Romans 12:8

I Thessalonians 2:11

- **Faith** is focused on having personal trust in God, which may or may not lead to helping and supporting others in direct ways. Faith is the ability to discern with extraordinary confidence the will and purpose of God and to propel the church into actively claiming the promises of God.

Acts 11:22-24

Romans 4:18-21

1 Corinthians 12:9 Hebrews 11

- **Hospitality** is focused on being comfortable meeting new people and providing a warm welcome and inviting space. Hospitality is the ability to

provide an open house and a warm welcome to those in need of food, friendship or lodging.

Acts 16:14-15 Romans 12:9-13 Romans 16:23 Titus 1:8
Hebrews 13:1-2 I Peter 4:9 Matthew 25:35

- **Mentoring is focused on longer term support and faith development.** Mentoring or shepherding is ability to assume long-term personal responsibility for a group of Christians or even for a congregation, including being pastor. It involves a great deal of caring and nurture of people.

John 10:1-18 Ephesians 4:11-14 1 Timothy 3:1-7 I Peter 5:1-3
I Peter 5:24 JOHN 10:1-30 Matthew 18:12-14 Acts 20:28

III. Leadership Gifts

- **Knowledge is focused on *the* ability to gather and organize information and ideas. This may be done for others to use. Knowledge is the ability to ascertain and understand the universal and timeless truths of God and to link them with the church in its mission through Christ for justice and righteousness in the world.**

Acts 5:1-11 I Corinthians 12:8 II Corinthians 11:6
Colossians 2:2-3 Romans 11:33 Ephesians 3:19

- **Leadership is focused on inspiring others to work for a common purpose. Leadership is the ability to set goals in accordance with God's purpose for the future and to communicate those goals to others in such a way that they voluntarily and harmoniously work together to accomplish those goals for the glory of God.**

Acts 15:7-11 Romans 12:8 1 Timothy 5:17 Hebrews 13:17
Luke 10:16 Acts 7:10 Titus 3:8, 14

- **Organization** is focused on the ability to coordinate all the details for a program or project to be successfully accomplished. Organization, also known as administration, is the ability to sort out resources and persons for effective ministries and to organize and implement them into ministry projects until completion with eventful results.

Luke 14:28-30 Acts 6:1-7 I Corinthians 12:28 Romans 12:8
- **Teaching** is focused on the ability to help others learn and understand. Teaching is the ability to discern, analyze and deliver biblical and other spiritual truths to help others to comprehend and accept the clear calling of God to live justly and righteously.

Acts 18: 24-28 Acts 20:20-21 I Corinthians 12:28
Ephesians 4:11-14 Acts 13:1 Acts 18:24-28 Acts 20:20-21
I Timothy 2:7 II Timothy 1:11 James 3:1
- **Vision** is focused on clarifying the goals, outcomes or purposes for a group, program or project. Vision is the ability to picture a desired future for the church, one that God is calling the church to enter into and become.

Acts 2:37-40 Acts 7:54 Acts 26:24-29
I Corinthians 14:1,3 1 Thessalonians 1:5
- **Wisdom** is focused on the ability to provide insightful yet practical solutions to complex, conflicted or puzzling situations. Wisdom is the ability to apply spiritual truth to a specific issue in an especially relevant fashion, and to make proper choices in difficult situations, based on sufficient information.

Acts 6:3, 10 I Corinthians 2:1-13 I Corinthians 12:8
James 1:5 II Peter 3:15 I Corinthians 1:18-25
Colossians 1:28 Colossians 3:16

IV. Personal Faith Gifts

- **Discernment** is focused on an above average ability to sense personal motives and hidden agendas. Discernment is the ability to differentiate between good and evil, right and wrong, and what is of God, human nature, or evil, and to use this knowledge for the protection and health of the church.
Matthew 16:21-23 Matthew 7:6 Acts 5:1-11 Acts 16:16-18
I Corinthians 12:10 I John 4:1-6 2 Peter 2:1-3
- **Evangelism** is focused on being comfortable talking with others about one's core faith. Evangelism is the ability to give such a persuasive witness to the love of God expressed in Jesus Christ that it moves others to accept that love and to become disciples of Christ.
Acts 8:5-6 Acts 8:26-40 Acts 14:21 Acts 21:8
Ephesians 4:11-14 11 Timothy 4:5 I Corinthians 3:5-6
- **Mission** is focused on using our gifts in a second culture. Mission is the ability to go beyond race, culture, subculture, creeds, nationality or lifestyle to serve the basic human and spiritual needs of certain neglected peoples.
Matthew 25:37-40 Matthew 28:19-20 Acts 8:4-8 Acts 13:2-12
Romans 10:14-17 I Corinthians 9:19-23
- **Faith** is focused on having an above average trust in God in all circumstances. Faith is the ability to discern with extraordinary confidence the will and purpose of God and to propel the church into actively claiming the promises of God.
Acts 11:22-24 Romans 4:18-21 I Corinthians 12:9 Hebrews 11
Mark 9:23 Matthew 17:19-21
- **Giving** is focused on above average generosity with one's money. Giving is the ability to manage one's resources of income, time, energy and skills to

exceed what is considered to be a reasonable standard of giving to the church, an amount that brings joy and power to do more for further service.

Mark 12:41-44

Romans 12:8

H Corinthians 8:1-7

II Corinthians 9:2-8

I Kings 17:8-16

Acts 4:32-37

- **Healing** is focused on improving or restoring health. It may or may not involve prayer, but is focused exclusively on healing. Healing is the ability to serve as a human intermediary through whom God's healing power is applied to another person's physical or emotional need.

Acts 3:1-10

Acts 5:12-16

Acts 9:32-35

Acts 28:7-10

I Corinthians 12:9, 28

I Peter 2:24

- **Justice** is focused on an above average ability to see underlying causes and connections for social, economic, political and environmental relationships. Justice or prophecy or advocacy is the ability to link biblical truths and God's will for today's living and to be an instrument for revealing or interpreting historic or current messages from God for righteous and just living in today's world.

Acts 2:14-36

Acts 11:28

Acts 15:32

Acts 21:9ff

Romans 12:6

1 Corinthians 12:10

1 Corinthians 14:3, 6, 24ff

Ephesians 3:1-6

Ephesians 4:11-14

- **Prayer** is focused on an above average time spent in prayer. It may include prayers for healing, but will not be focused exclusively on healing. Prayer or intercession is the ability to pray for extended periods of time on a regular basis and to know when, and for whom or what to pray with effective results.

Luke 22:41-44

Acts 12:12

Colossians 1:9-12

Colossians 4:12-13

I Timothy 2:1-2

James 5:14-16

Spiritual Gifts and Ministry Match-Up

Assisting / Service

Reception desk	Baptism recognition
Office worker	Photographer
Telephone ministry	Parking lot attendant
Tape or CD Ministry	Maintenance worker
Committees	Media Committee
Children's work	Hospital visitation
Nursery worker	Baptismal preparation
Cooking	Church landscaping
Library	After school programs
Transportation	Children's music
Usher	Arts and Crafts
Greeter	Sunday School Superintendent
Altar Guild	Anglican Church Women
Church building repair	Drama
Bible Study leader	Church bulletin
Children's Sunday School teacher	Musical instrument
Typing	Event registration
Keeping lists	Purchasing supplies
Coffee hour helper	

Crafting

Handyperson	Arts and Crafts
Poster artist	Office machine maintenance
Building repair	Grounds maintenance
Gardening	Web page design
Membership databases	Bookkeeping
Painting / Sculpture,	Carpentry / Woodwork
Quilting / Knitting / Sewing	

Creativity

Church Art	Banner decoration
Providing music	Drama for worship
Web design	Signage design
Newsletter preparation	Church logo

Discernment

Parish Council member
Recruiter
Counseling
Divorce recovery
Search committee

Spiritual director
Visitation
Youth work
Mentor new Christians
Warden

Encouragement

Committees
Children's Sunday School worker
Hospital visitation
Counseling
Usher
Camp counselor
Work with the disabled

Adult education teacher
Discipleship ministries
Vacation Bible School teacher
Greeter
Stephen Minister
Work with seniors
Pastoral visiting

Evangelism

Open houses
Small group ministries
Publicity committee
Visitation
Street ministry
Young adult ministry

Community ministries
Newcomer ministries
Outreach committee
Telephone ministry
Prison ministry
College chaplaincy

Faith

Prayer ministries
Outreach ministries
Parish Council member
Prayer Partner
Warden

New project development team
Nominating committee
Healing ministry
Stephen Minister
Building project team member

Giving

Church treasurer
Stewardship Committee member
Outreach Committee
Fundraiser

Finance Committee member
Planned Giving Committee
Primates' Fund Coordinator
Construction projects

Healing

Counseling
Healing ministry
Pastoral visitor

Prayer team
Order of St. Luke

Hospitality

Usher
Open home
Host J Hostess
Visitors' lunches
Visiting newcomers

Greeter
Banquet server
Welcome new members
Fellowship Committee

Justice

Social justice ministries
Educating others about issues
Political participation
Economic justice

Social justice advocacy
Street ministry
Environmental stewardship
Community issues

Knowledge

Parish committees
Social trends and analysis
Teaching
Marriage enrichment

Research
Demographic research
Counseling
Visitation

Leadership

Warden
Head Usher
Camp Director
Organize special events
Long-term planning
Chair of a committee

Parish Council member
Sunday School Superintendent
Leadership training
Lay leader
Project leader
Head of a ministry

Mentoring

Spirit Given gift counselor
Small group leader
Confirmation mentor

Youth and young adult ministry
New Christian ministry
Baptism preparation

Pre-marital preparation
Alpha discussion leader
Follow-up work

Discipleship ministries
Home Bible Study leader
Children's work

Mercy

Prayer partner
Divorce Recovery
Cancer Care
Mentally ill ministry
Hospital visitation
Prison ministry
Special needs children ministry
Nursing home visitation
Soup kitchen volunteering

Stephen Minister
Bereavement ministry
Drug and Alcohol ministry
Abused children ministry
Shut-in ministry
Disabled ministry
Ministry to retirees
Outreach ministries of all kinds
Shelter ministry volunteer

Missionary

Missions
Primates Fund work
Overseas ministries
Social outreach
Youth ministry

Missions committee
Anglican Appeal
First Nations' ministries
Evangelism
Senior' ministry

Organization

Boards and committees
Church office worker
Sunday School assistant
Ministries coordinator
Administrative assistant
Library administrator

Organizer of special events
Financial secretary
Sunday School superintendent
Office manager
Church historian / archivist
Finance committee

Prayer

Prayer Partners
Healing ministries
Prayer vigils
Prayer Quilt Ministry

Prayer ministries
Prayer chains
Personal witness about prayer
Prayer Bowl Ministry

Teaching

Small group leader
New member classes
Pre-marital classes
Children, Youth & Adult education
Parish Council member
Discipleship ministries
Youth ministry

Alpha leader
Pre-baptismal classes
Confirmation classes
Bible study leader
Stewardship education
Camp speaker
After-school program volunteer

Vision

Minister
Project initiator
Speaker / writer

Long-range planning
Resident visionary

Wisdom

Leading seminars
Prayer teams
Career / Vocational counselor
Marriage enrichment
Warden / Parish Council
Rector Search Committee

Counseling
Conflict resolution
Spirit Given gift consultant
Teaching
Planning committee
Finance Committee

Other Spiritual Gifts

1. Suffering... the ability to endure hardships, pain, and distress with an amount of joy and fortitude to inspire others to endure their suffering and to lead others to accept God's offer of salvation made possible in Christ's suffering.

Matthew 16:24 Mark 8:34 John 18:11 Romans 8:17
I Peter 4:12-14 Philippians 1:29ff 2 Corinthians 11:23-27; 12:1-10

- I feel that suffering is one of God's ways of accomplishing a divine purpose in life.
- I identify my pains and tragedies as sharing the suffering of our Lord.
- I see God's powerful love in my sorrow, hardships, pain or loss.
- God uses my sorrows to bring about radical changes for the good of other persons and events.
- My witness in affliction and troubles has been used of God to lead others to experience the joy of Christ in their hardships.

2. Prayer-Praise Language (Tongues)... the ability to pray to or praise God with beneficial wordless phrases or utterances not familiar as a known language, and with such joy-filled intimacy with Christ that faith is strengthened and ministries become effective.

Acts 2:1-13 Acts 10:44-46 Acts 19:1-7 Romans 8:26-27
I Corinthians 12:10, 28; 13:1; 14:4-5, 22 Ephesians 6:18

- I pray in words or thoughts that I don't understand.
- I experience a spiritual presence and power when I pray or chant in a wordless form.
- I feel spiritually right and normal to pray or to give praise to God with utterances unlike any language I know.

- In my private devotions, I pray both with words I understand and with utterances I don't understand.
- Praying or praising God in wordless sounds and phrases gives me a sense of unhindered and intimate communication with God.

3. Interpretation (of Tongues)... the ability to hear, comprehend, and translate spiritual messages given by others in wordless phrases or utterances unfamiliar as a known language or to decipher and translate spiritual messages from another who speaks in a known language but not recognized by the interpreter.

Luke 24:27

Acts 2:14-21

I Corinthians 12:10, 30; 14:5, 13, 27

- I understand and can interpret what others say or pray in words or phrases they do not know as a language.
- When others deliver inspired messages in words and sounds not known by the hearers, I am able to explain.
- I delight in understanding and translating for others who speak with unintelligible words.
- I interpret messages from spiritual languages to build up the members of the church.
- I receive direct clarification of divine messages for the good of the church through persons who, to others, speak in unintelligible gibberish.

4. Apostle... the ability to adhere to the personality of Jesus Christ and his tradition of missional itinerancy so that one may wield effective spiritual oversight of new people in new places for the purpose of extending Christian ministries for spiritual, just and righteous living.

Acts 15:1-2 I Corinthians 12:28

2 Corinthians 12:12

Galatians 2:1-10

Ephesians 3:1-13; 4:11

- Leaving the comforts of home, friends, and my church to serve other Christians elsewhere appeals to me.
- I yearn to go to new places to proclaim Christ and to help establish another group of believers.
- People accept what I say about spiritual matters without offering rebuttals.
- I enjoy spending lots of time visiting other churches to aid them in their services to Christ.
- When I visit from church to church and have occasion to speak, I feel a sense of authority in spiritual matters that comes only from God.

5. Singleness (Celibacy)... the ability to offer God and the church a life free from marriage, family responsibilities, and sexual frustrations to spend time and energies necessary for certain Christian ministries.

Isaiah 56:3-5 Matthew 19:10-12; 22:27-30 I Corinthians 7:7, 27-28, 32-35

- Do ever wonder how spiritually rewarding it must be not to be married?
- I can be a whole person outside of a social or legal bond with one person.
- The divine purpose of singleness is freedom to give more time to ministries for our Lord and his church.
- God gives special relief from sexual needs and frustrations to single persons.
- Being single and enjoying it never discounts the value of marriage for others but frees me to serve the church more fully.

6. Martyrdom... the ability to stand firm on divinely inspired convictions and divinely directed ministries without equivocation or ulterior motives.

Acts 6:10, 15; 7:54-60 I Corinthians 13:3 1 Thessalonians 2:2 I Timothy 6:12

- I am willing and able to endure any hardship to demonstrate God's love and power to others.

- The prospect of loss or gain because of my faith in Jesus Christ causes me no abiding concern.
- I am stubborn and unyielding in my insistence on what Christ means to me and to everyone.
- I prefer dying painfully for Jesus Christ than dying painlessly without knowing him personally.
- Whatever the costs, I do not hesitate to tell others about God's love in Jesus Christ.

7. Exorcism... the ability to use faith, prayers, spirit-music, or other spiritual gifts to liberate persons from debilitating and hindering forces and evil circumstances to free them to use their gifts effectively to serve their fellow Christians and others through the church.

I Samuel 16:14-23

Matthew 8:16-17; 12:43-45

Mark 1:24; 16:17

Acts 5:16; 8:6-8

Luke 9:1, 49-50; 10:17; 11:25

Ephesians 6:10-18

Colossians 1:13-15; 2:20

I Corinthians 2:6-8; 10:20-21

- When someone is an obvious victim of an alien evil desire, I feel a strong need to pray for that person's deliverance in the name of Jesus.
- I know when there are conflicts between evil and good forces, and I feel that God wants to use me to eradicate the evil.
- At times I feel that my praying is a battlefield on which evil and good forces are battling for control over someone or some event.
- I need to know and to name the demonic force in order to pray or work effectively for its elimination.
- God uses my obedience to free others of evil forces.

8. Battle... the ability to use spiritual, physical, or psychological energies with righteous force enough to confront and overcome evil that hinders the church's mission to do God's will.

Deuteronomy 31:6 Joshua 1:6-9 2 Samuel 10:12 Daniel 10:19
Acts 23:11 I Corinthians 16:13 Ephesians 6:10-17 I Thessalonians 2:2
I Timothy 6:12

- I enjoy debating persons who discredit the value of the church or Christian faith and usually win their esteem.
- I have such strong feelings about the rightness of the church's role in the affairs of life, I stand ready to defend it at whatever cost.
- I feel like a Christian soldier at war with evil, not people.
- I view the church as an army of the Lord and myself as part of its special victory force.
- I think of unbelievers not as enemies but as persons in need of a strong Christian influence and commander.

9. Humor... the ability to bring laughter and joy to situations and relationships to relieve tension, anxiety, **or conflicts and** to heal and free emotions and energies needed for effective ministries.

John 13:6-15 Galatians 5:12 I Corinthians 12:12-24

- I enjoy making others laugh.
- It is easy for me to spot humor in most situations, even serious and painful ones.
- I experience fun and entertainment as vital parts of the practice of Christian faith.
- I recognize amusing events and statements in the Bible that most people do not *see*.
- I use wholesome jokes and laughable statements to relieve others of pressure, anxiety or suffering.

10. **Miracles...** the ability to do powerful works that transcend our perception of natural laws and means to free the church or individuals from conditions that restrict needed ministries.

Genesis 18:14

Mark 9:38-40; 16:17-18

Luke 1:37

Acts 4:30; 5:1-10; 5:12; 13:11

I Corinthians 2:4; 12:10, 28

- I become aware of surprisingly powerful results from some things I do for God's work.
- I feel mysteriously connected to a divine power when doing ministries of Christ for others.
- Though I do not intend it, extraordinary things occur when I assert special efforts for Christ and his church.
- I experience unexpected and unsolicited inner promptings to do some service for Christ and the church and learn later of unbelievable results.
- I feel mystically empowered by the presence of God when doing some things that others may consider insignificant, strange or impossible.

11. **Voluntary Poverty...** the ability to live a simple, conservative and unencumbered life free of material responsibilities in order to devote large amounts of time, energy, and skills to essential ministries.

Mark 1:18, 20; 10:21

Acts 2:45; 4:34-35

I Corinthians 13:3

2 Corinthians 8:9

- A fulfilling life, to me, should be simple and free from obligations that do not directly support kingdom living.
- I enjoy having a minimal income and no debts so that my interests and energies may be put to Christ's use.
- God does not want me to have worldly possessions so that the kingdom may claim my time and strength.

- I feel it is important for me to identify with the poor to build their confidence in my service to them.
- Having little of this world's goods doesn't make me feel inferior to others or left out of God's grace.

Part Two

Personality Type

Finding Your Personality Type

DO YOU PREFER EXTRAVERSION OR INTROVERSION?

(Circle the letters that best describe you; paired questions are not necessarily opposites, so feel free to circle all that apply.)

E - you tend to talk first, think later, and don't know what you'll say until you hear yourself say it; it's not uncommon for you to berate yourself with something like, "Will I ever learn to keep my mouth shut?"

I - you rehearse things before saying them and prefer that others would do the same; you often respond with "I'll have to think about that" or "let me tell you later." It's not uncommon for you to leave a gathering and "wish you had said it."

E — you are approachable and easily engaged by friends and strangers alike, though perhaps somewhat dominating in a conversation.

I - you are perceived as "a good listener" but feel that others take advantage of you.

E — you know a lot of people, and count many of them among your "close friends"; you like to include as many people as possible in your activities.

I — you enjoy the peace and quiet of having time to yourself; you find your private time too easily invaded and tend to adapt by developing a high power of concentration that can shut out TV, noisy kids, and nearby conversation.

E - you like going to parties and prefer to talk with many people instead of just a few; your conversations aren't necessarily limited to those you already know, and you aren't beyond revealing relatively personal things to veritable strangers.

I - you like to share special occasions with just one person or perhaps a few close friends.

E — you prefer generating ideas with a group than by yourself; you become drained if you spend too much time in reflective thinking without being able to bounce your thoughts off others.

I — you need to "recharge" alone after you've spent time socializing with a group; the more intense the encounter, the greater the chance you'll feel drained afterwards.

E — you find telephone calls to be welcome interruptions; you don't hesitate to pick up the phone whenever you have something to tell someone.

I — you have been called "shy" from time to time; whether or not you agree, you may come across to others as somewhat reserved and reflective.

E — you look with your mouth instead of your eyes - "I lost my glasses. Has anyone seen my glasses? Who knows where my glasses are?" — and when you lose your train of thought, verbally 'find' your way back "Now, what was I saying? I think it had something to do with last night's dinner. Oh, yes, it was about what Harriet said."

I — you believe that "talk is cheap"; you get suspicious if people are too complimentary, or irritated if they say something that's already been said by someone else. The phrase "reinventing the wheel" may occur to you as you hear others chattering away.

DO YOU PREFER SENSING OR INTUITION?

(Circle the *letters that best describe you.*)

N — you prefer specific answers to specific questions; when you ask someone the time, you prefer "three fifty-two" and get irritated if the answer is "a little before four" or "almost time to go."

N — you tend to think about several things at once; you are often accused by friends and colleagues of being absent-minded.

S — you find most satisfying those jobs that yield some tangible result; as much as you may hate doing housekeeping, you would rather clean your office than think about where your career is headed.

N — you find the future and its possibilities more intriguing than frightening; you are usually more excited about where you're going than where you are.

S — you would rather work with facts and figures than ideas and theories; you like to hear things sequentially instead of in random order.

N — you believe that "boring details" is a redundancy.

S — you think that "fantasy" is a dirty word; you wonder about people who seem to spend too much time indulging their imagination.

N — you would rather fantasize about spending your next paycheck than sit and balance your checkbook.

S — you get frustrated when people don't give you clear instructions, or when someone says "Here's the overall plan — we'll take care of the details later"; or worse, when you've heard clear instructions and others treat them as vague guidelines.

N - you tend to give general answers to most questions; you don't understand why so many people can't follow your directions, and get irritated when people push you for specifics.

S - you are very literal in your use of words; you also take things literally and often find yourself asking, and being asked, "Are you serious or is that a joke?"

N - you are prone to puns and word games (you may even do these things standing up).

S - you find it easier to see the individual trees than the forest; at work, you are happy to focus in on your own job, and aren't as concerned about how it fits into the larger scheme of things.

N - you find yourself seeking the connections and interrelatedness behind most things rather than accepting them at face value; you're always asking, "What does that mean?"

DO YOU PREFER THINKING OR FEELING?

(Circle the letters that best describe you.)

T - you would rather settle a dispute based on what is fair and truthful than on what will make people happy.

F - you consider a "good decision" one that takes others' feelings into account.

T - you pride yourself on your objectivity despite the fact that some people accuse you of being cold and uncaring (you know that couldn't be further from the truth.)

F - you put yourself in other people's moccasins; you are likely to be one in a meeting who asks, "How will this affect the people involved?"

T - you don't mind making difficult decisions and can't understand why so many people get upset about things that aren't relevant to the issue at hand.

F - you like to decide things by taking into consideration personal feelings and human values, even if they are not logical.

T - you think it's more important to be right than liked; you don't believe it is necessary to like people in order to be able to work with them and do a good job.

F - you prefer harmony over clarity; you are embarrassed by conflict in groups or family gatherings and will either try to avoid it ("Let's change the subject") or smother it with love ("Let's kiss and make up")

T— you are able to stay cool, calm, and objective in situations when everyone else is upset.

F— you are often accused of taking things too personally.

T— you are more firm-minded than gentle-hearted; if you disagree with people, you would rather tell them than say nothing and let them think they're right.

F— you won't hesitate to take back something you've said that you perceive has offended someone.

T— you enjoy proving a point for the sake of clarity; it's not beyond you to argue both sides in a discussion simply to expand your intellectual horizons.

F— you will overextend yourself meeting other people's needs; you'll do almost anything to accommodate others, even at the expense of your own comfort.

DO YOU PREFER JUDGING OR PERCEIVING?

(Circle the letters that best describe you.)

J— you are always waiting for others, who never seem to be on time.

P— you have to depend on last-minute spurts of energy to meet deadlines; you usually make the deadline, although you may drive everyone else crazy in the process.

J— you have a place for everything and aren't satisfied until everything is in its place.

P— you don't believe that "neatness counts," even though you would prefer to have things in order; what's important is creativity, spontaneity, and responsiveness.

J— you "know" that if everyone would simply do what they're supposed to do (and when they're supposed to do it), the world would be a better place.

P— you don't like to be pinned down about most things; you'd rather keep your options open.

J— you don't like surprises, and find yourself irritated when someone throws you a curve.

P— you love to explore the unknown, even if it's something as simple as a new route home from work.

J – you wake up in the morning and know fairly well what your day is going to be like; you have a schedule and follow it and can become unraveled if things don't go as planned.

P – you don't plan a task but wait and see what it demands; people accuse you of being disorganized, although you know better.

J – you like to work things through to completion and get them out of the way, even if you know you're going to have to do it over again later to get it right.

P – you turn most work into play; if it can't be made into fun, it probably isn't worth doing.

J – you thrive on order; you have a special system for keeping things in the refrigerator and dish drainer, hangers in your closets and picture on your walls.

P – you thrive on your ability to be adaptable and flexible; each situation and circumstance demands its own routine and order.

As you count the statements with which you agree — and perhaps, check those perceptions with friends or colleagues — you will get a preliminary reading on your four preferences. You may enter them below.

E or **I**

S or **N**

T or **F**

J or **P**

Each of your four letters represents a choice. Let's look again at the MBTI preferences on the following scales:

Extraversion (E)..... Introversion (I)

Sensing (S).....Intuition (N)

Thinking (T) Feeling (F)

Judging (J)..... Perceiving (P)

What Your Personality Type Means

Extraversion (E) (70%)

- Interest in external happenings
- Energized by contact with people
- Fatigued by steady reading or study study
- Needs breaks to talk with people
- Opens mouth, then engages brain
- Leaves wishing s/he hadn't said it
- Unloads emotions
- Expansive and dispassionate
- Action and practical achievement
- Living life to understand it
- Multiplicity of relationships
- Breadth
- Talkative, active
- Scanning the environment for stimulation
- Using trial and error with confidence

Introversion (I) (30%)

- Interest in internal reactions
- Fatigued by contact with people
- Energized by reading, meditating
- Prefers solitude and silence
- Engages brain, then may speak
- Leaves wishing s/he had said it
- Guards emotions
- Intense and passionate
- Ideas and abstract invention
- Understanding life to live it
- A few intense relationships
- Depth
- Reserved, reflective
- Probing inwardly for stimulation
- Considering deeply before acting

Sensing (S) (70%)

- Perceives with five senses
- Practical and factual details
- Present moment
- Looking for specifics
- Down to earth
- Craving enjoyment, fun-loving
- Enjoyment of life as it is
- Contented
- Sensible
- Experience
- Concrete
- Meticulous, systematic
- Accurate observers of detail
- The eyes tell the mind

Intuitive (N) (30%)

- Memory and associations
- Patterns and meanings
- Possibilities for the future
- Looking for the big picture
- Head in the clouds
- Craving inspiration
- Change oriented
- Restless
- Imaginative
- Hunches
- Abstract
- Impulsive, spontaneous
- Sees what fits preoccupation
- The mind tells the eyes

Thinking (T)

(60% men, 40% women)

- Using logical analysis
- Using objective & impersonal criteria
- Drawing cause and effect relationships
- Being firm-minded
- Being skeptical
- Prizing logical order
- Analytical
- Truthful
- Impersonal
- Relating to things, ideas, concepts

Feeling (F)

(60% women, 40% men)

- Applying personal priorities
- Weighing human values & motives
- Appreciating
- Valuing warm relationships
- Trusting
- Prizing harmony
- Persuasive
- Tactful
- Personal
- Relating to people

Judging (J)

(55%)

- Self-disciplined, purposeful, exacting
- Decisive
- Defend against unnecessary experience
- Aim to be right
- Plan ahead
- Conform to plans and standards
- Bottom line
- Get things settled
- Closure, even when data is incomplete
- Controlling and regulating
- Organizing and scheduling
- Focus on essentials
- Bring matters to closure

Perceiving (P)

(45%)

- Flexible, adaptive, tolerant
- Curious, tentative
- Seek out experience
- Aim to miss nothing
- Adapt as we go
- Respond to the situation
- Option
- Take time to study
- Resisting closure to obtain more data
- Curious and interested
- Adapting and changing
- Explore possibilities
- Live with open-endedness

Characteristics frequently associated with each type

IS Sensing Types		IN Intuitive Types	
<p>ISTJ</p> <p>Serious, quiet, earn success by concentration and thoroughness. Practical, orderly, matter-of-fact, logical, realistic, and dependable. See to it that everything is well organized Take responsibility Make up their own minds as to what should be accomplished and work toward it steadily, regardless of protests or distractions.</p>	<p>ISFJ</p> <p>Quiet, friendly responsible, and conscientious Work devotedly to meet their obligations Lend stability to any protect or group. thorough, painstaking, accurate Their interests are usually not technical Can be patient with necessary details Loyal, considerate, perceptive, concerned with how other people feel</p>	<p>INFJ</p> <p>Succeed by perseverance, originality, and desire to do whatever is needed or wanted. Put their best efforts into their work Quietly forceful, conscientious, concerned for others. Respected for their firm principles Likely to be honored and followed for their clear convictions as to how best to serve the common good.</p>	<p>INTJ</p> <p>Usually have original minds and great drive for their own ideas and purposes In fields that appeal to them, they have a fine power to organize a job and carry it through with or without help Skeptical, critical, independent, determined, sometimes stubborn. Must learn to yield less important points in order to win the most important</p>
<p>ISTP</p> <p>Cool onlookers—quiet, reserved, observing and analyzing life with detached curiosity and Unexpected flashes of original humor Usually interested in cause and effect, how and why mechanical things work, and in organizing facts using logical principles.</p>	<p>ISFP</p> <p>Retiring, quietly Inendly, sensitive, kind, modest about their abilities Shun disagreements. do not force their opinions or values on others. Usually do not care to lead but are often loyal followers Open relaxed about getting things done because they enjoy the present moment and do not want to spoil it by undue haste or exertion</p>	<p>INFP</p> <p>Full of enthusiasms and loyalties, but seldom talk of these until they know you well. Care about learning, ideas, language, and independent projects of their own Tend to undertake too much, then somehow get it done. Friendly, but often too absorbed in what they are doing to be sociable. Little concerned with possessions or physical surroundings</p>	<p>INTP</p> <p>Quiet and reserved. Especially enjoy theoretical or scientific pursuits. Like solving problems with logic and analysis. Usually interested mainly in ideas, with little liking for parties or small talk Tend to have sharply defined interests. Need careers where some strong interest can be used and useful</p>
<p>ESTP</p> <p>Good at on-the-spot problem solving. Do not worry, enjoy whatever comes along Tend to like mechanical things and sports, with friends on the Side Adaptable, tolerant, generally conservative in values Dislike long explanations Are best with real things Mal can be worked, handled, taken apart, or put together.</p>	<p>ESFP</p> <p>Outgoing, easygoing, accepting. Friendly, enjoy everything and make things more fun for others by their enjoyment Like sports and making things happen Know what's going on and join in eagerly Find remembering facts easier than mastering theories Are best in situations that need sound common sense and practical ability with people as well as with things</p>	<p>ENFP</p> <p>Warmly enthusiastic, high-spirited, ingenious, imaginative Able to do almost anything that interests them Quick with a solution for any difficulty and ready to help anyone with a problem Often rely on their ability to improvise instead of preparing in advance Can usually find compelling reasons for whatever they want.</p>	<p>ENTP</p> <p>Quick, ingenious, good at many things Stimulating company, alert and outspoken May argue for fun on either side of a question. Resourceful in solving new and challenging problems, but may neglect routine assignments Apt to turn to one new interest after another Skillful in Waiving logical reasons for what they want.</p>
<p>ESTJ</p> <p>Practical, realistic, matter-of-fact, with a natural head for business or mechanics Not interested in subjects they see no use for, but can apply themselves when necessary. Like to organize and run activities May make good administrators, especially if they remember to consider others' feelings and points of view</p>	<p>ESFJ</p> <p>Warmhearted, talkative, popular, conscientious, born cooperators. active committee members Need harmony and may be good at creating it Always doing something nice for someone Work best with encouragement and praise Main interest is in things that directly and visibly affect people's lives</p>	<p>ENFJ</p> <p>Responsive and responsible Generally feel real concern for what others think or want, and try to handle things with due regard for the Other person's feelings. Can present a proposal or lead a group discussion with ease and tact Sociable, popular, sympathetic. Responsive to praise and criticism.</p>	<p>ENTJ</p> <p>1-tearty, frank, decisive, leaders in activities Usually good in anything That requires reasoning and intelligent talk, such as public speaking. Are usually well informed and enjoy adding to their fund of knowledge May sometimes appear more positive and confident than their experience in an area warrants.</p>

ES

EN

Part Three

**Spiritual
Temperament**

Personality Type, Spirituality and Prayer

I. Personality and Gospel

I. Gospel of John — NT

Jesus as God: "In the beginning was the Word..."

2. Gospel of Matthew — SJ

Jesus as Lawgiver: the Sermon on the Mount

3. Gospel of Luke — NF

Jesus as Savior: Compassion and caring for people

4. Gospel of Mark - SP

Jesus as Servant: a person on a mission

II. Personality and Prayer

I. Extravert

- Prefers not to pray alone
- Difficult to develop an inner life
- Prefers verbal prayer to silence
- Uses content and images

2. Introvert

- Quiet times come naturally
- Relishes solitude and silence
- Engages in Centering Prayer and Lectio Divina

3. Sensing Prayer

- Uses five senses
- Concrete, colorful, specific
- Uses bodily gestures: sign of the cross, kneeling, bowing
- Sacraments
- Liturgy: smell, touch, taste, sight, sound
- Architecture, pictures, candles

4. Intuitive Prayer

- Focus on the transcendence of God
- An emphasis on the mystery of revelation
- Content to live the questions
- A need for inspiration
- An exploring spirituality: yoga, dance, body movement

5. Thinking Prayer

- Prayer as thought-provoking, informative and deep
- An avoidance of superstition and muddled thinking in theology
- Clarity in worship
- The importance of words: Scripture, the sermon, the prayers
- Values creeds, doctrines and liturgy that is ordered, inspiring and informative

6. Feeling Prayer

- A desire to have one's heart "strangely warmed" by prayer
- To feel God's presence and love
- An emphasis on experiential worship and spirituality
- The importance of right and wrong
- A caring community of believers

7. Judging Prayer

- An emphasis on spiritual disciplines: fasting, almsgiving, service to others
- A systematic approach to Bible reading: prefers the lectionary or some other method of ordered reading
- Desires a consistent form of daily prayer, such as the Daily Office
- Values the Liturgical Year and ordered worship

8. Perceiving Prayer

- An emphasis on awareness and spontaneity
- A passion to be "led by the Spirit"
- Open and flexible
- Daily prayer with many options and in a variety of ways

Spirituality Types

Adapted from *A History of Christian Spirituality* by Urban T. Holmes, III

The Circle of Sensibility

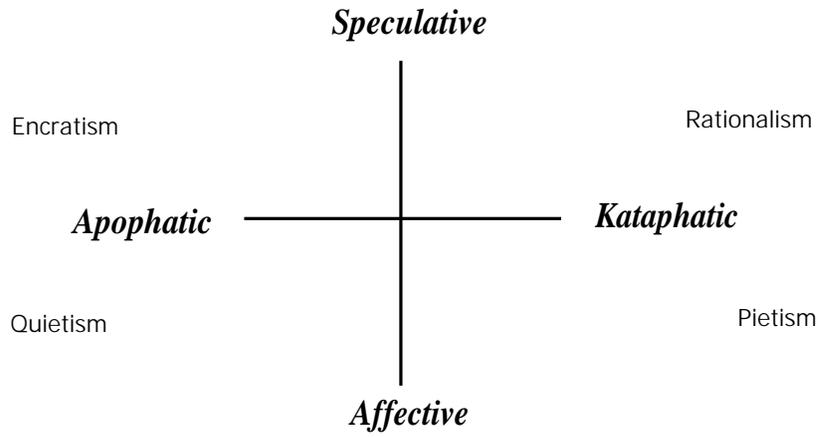


Figure 1: The Circle of Sensibility

The Circle of Sensibility (terms adapted)

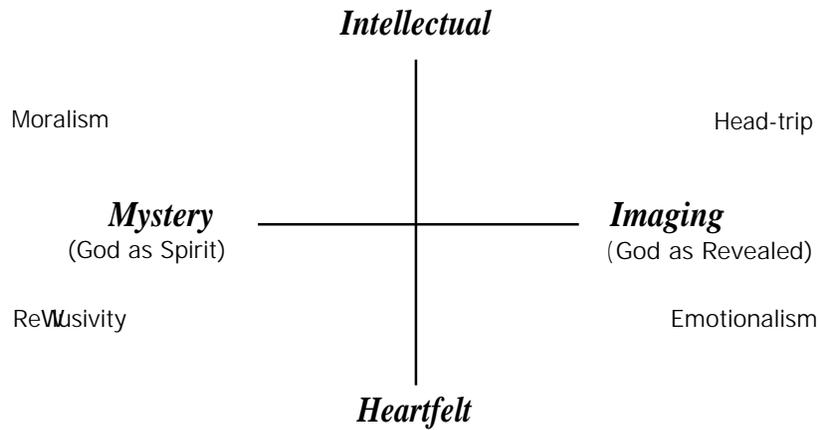


Figure 2: The Circle of Sensibility (terms adapted)

Religious Leadership and Personality Type

I. Pastoral Strengths

1. Spiritual Depth — INFP / INFJ / INTJ / INTP
2. Preaching — ENFJ / INFJ / ENTJ / INTJ
3. Youth Ministry — ESFP / ENFP
4. Pastoral Counselor — INFJ / ENFP / INFP
5. Effective Leader — ENTJ / INTJ I INFJ / ENFJ
6. Parish Administrator — ESTJ / ISTJ

II. Temperaments

1. SP — Action-Oriented

A. Strengths

- Down to earth and practical
- Looks at all options
- Searches for possibilities
- Flexible, spontaneous
- Communicates feeling effectively
- Better leader than manager
- Gospel: Mark

B. Potential Difficulties

- Marches to a different drummer
- Not orderly enough for many people
- Does not take orders well

2. NT – **Intellectual, Competence-Seeking**

A. Strengths

- Gathers data and searches for meaning
- Visionary
- Provides strong leadership
- Projects competence
- Strives for excellence
- Prefers justice over mercy
- Lifelong learner
- Gospel: John

B. Potential Difficulties

- Theological snobbery
- Impatience
- Too demanding
- Arrogant
- interpersonal distance
- Fear of incompetence
- Drive to be correct

3. SJ — **Conserving, Serving**

A. Strengths

- Traditionalist
- Stabilizer
- Authority-dependent
- Focus on heritage
- Values the past
- Emphasizes the fundamentals
- Politically astute
- Knows how to work the system
- Prefers incremental change
- Good at administration
- Loyal to the institution

- Realist
- Gospel: Matthew

B. Potential Difficulties

- Literalism
- Pessimism
- Burnout
- Strict adherence to rules and regulations
- Legalistic: moralistic, judgmental
- Connects Christ and culture
- Expressing appreciation

4. NF — Authenticity Seeking, Relationship-Oriented

A. Strengths

- Idealistic and romantic
- Attracted to helping roles that alleviate suffering
- Goal of transformation
- Loves community life
- Values belonging
- Flexible and unpredictable
- Charismatic
- Empathetic
- Gospel: Luke

B. Potential Difficulties

- Appearing wishy-washy
- Saying no
- Faddism
- High need for strokes
- Conflict avoidance
- Dependency relationships
- Long pastorates
- Endlessly searching for self
- Emotional roller coaster

Part Four

Your S.H.A.P.E.

Discerning a Particular Choice in Life

Ignatian discernment is the prayerful and careful process of listening for God's leading on a particular matter, and requires time to pray, ponder, and listen to what the Spirit is saying to the church. Discernment is a prayerful and intentional sifting and sorting around a crucial question, such as "Where is God leading me?" Or, "How is God leading?" In the *Spiritual Exercises*, Ignatius of Loyola enunciates the principles for discernment in making important choices in our lives. Here are some of the principles:

1. Christian spiritual discernment leaves the outcome of the discernment in God's hands. As you discern, ask yourself if you can really be at peace with whatever comes from this time of sifting, sorting, praying and choosing. Open yourself to doing God's will, regardless of your own personal preference.
2. Good discernment takes all the facts and practical issues into consideration. Don't rush the process without having all the facts before you. Think about the pros and cons of a particular decision. What are the consequences? Informed decision-making is crucial to the discernment process.
3. Good discernment is steeped in prayer along each step in the process. Listen and pay attention to God's movement in your heart. At each stage in the process ask, "What does God desire for me?"
4. Good discernment listens to the heart's deepest and truest desires. As you look into yourself, be honest about your passions. What excites you? What causes you, when you speak about it, to get a lump in your throat and a tear in your eye? What topic causes you to come alive, to be filled with joy and experience inner peace?
5. Good discernment always considers people who are poor, forgotten and hurting. Ignatius suggested we ask how any decision of ours will affect the least of our sisters and brothers. Ask yourself if you are being the face of Christ in the world.
6. Discernment doesn't go on forever. At some point make a choice and take action. If you are waiting for certainty, forget it. Seek clarity

instead. And remember: just because we discern well doesn't mean we never make mistakes. Having prayed and sifted and sorted to the fullest, we need to take a leap of faith and act. That way we can sit with our choice for awhile and evaluate it.

7. Good discernment is evaluated later, based on whether or not it produces "fruit of the Spirit". Finding God's desire for us does usually produce lasting peace, joy, love, kindness and mercy. If you evaluate your choice and find it has produced lasting chaos, anxiety, mean-spiritedness, and heartache, then perhaps another discernment process is in order.

A Simple Discernment Process

- > Determine the issue. Make sure it is concrete, with a question that can be answered.
- > Pray for guidance every step along the way. Be still and listen in silence for God's leading. Pray attention to insights, feelings, and desires that show up in prayer.
- > Be open to any outcome. Leave the outcome in God's hands.
- > List all the practical considerations. Know the facts.
- > Ask, "What does my intuition say about this question?" Listen to your body and how it reacts to possible choices.
- > Ask, "What choice will I one day wish I had made here?" Imagine the future.
- > Make a preliminary choice and see if you experience peace around that choice.
- > Take action on the choice.
- > Keep praying and at some point in the future, evaluate your choice.

Adapted from Teresa Blythe, "Discerning a Call to Stewardship" in *The Clergy Journal*, September 2007, 12-14.

Discovering Your Abilities

The Bible says, "God has given each of us the ability to do certain things well" (Rom. 12:6a NLT). God has given us abilities. Rick Warren says, "The abilities you do have are a strong indication of what God wants you to do with your life. They are clues to knowing God's will for you... God doesn't waste abilities; God matches our calling and capabilities."

Think about what you love doing. Think also about the things you can live without doing. The things you enjoy doing make work more like play. When opportunities to do these things arise, they trigger an energized anticipation in you. When you do the work, it almost seems effortless. There is no sense of feeling tired or drained. Instead there is joy that you are doing what you love to do.

So ask yourself:

- > Where do I naturally excel?
- > Are you someone who loves to inspire others?
- > Do you find yourself frequently delivering a "can-do" message?
- > Is creative thinking just part of how you do things?
- > Do you love to work with your hands?
- > Are you musically talented?
- > Are you known as a team builder?
- > Is goal setting a natural part of your life?
- > Do you regularly set and meet objectives?
- > Are you excited by the challenge of refreshing and improving programs?

Do you have a track record of vision casting and getting people excited about the direction of the vision?

Whatever you are naturally good at and love to do find a way to use it for God!

Embrace the things you love to do!

Check the natural abilities you excel at and love doing:

- o Adapting - the ability to adjust, change, alter, modify
- o Administering - the ability to manage,, run, oversee
- o Analyzing - the ability to examine, investigate, probe, evaluate
- o Building - the ability to construct, make, assemble
- o Coaching - the ability to prepare, train, equip, mentor, develop
- o Communicating - the ability to share, convey, impart
- o Competing - the ability to contend, win, battle
- o Computing - the ability to add, estimate, total, calculate
- o Connecting - the ability to link together, involve, relate
- o Consulting - the ability to advise, discuss, confer
- o Cooking - the ability to prepare, serve, feed, cater
- o Coordinating - the ability to organize, match, harmonize
- o Counseling - the ability to advise, guide, listen, support, mentor
- o Decorating - the ability to beautify, enhance, adorn
- o Designing - the ability to draw, create, picture, outline

- o Developing - the ability to expand, grow, advance, increase
- o Directing - the ability to aim, oversee, manage, supervise
- o Editing - the ability to correct, amend, alter, improve
- o Encouraging - the ability to cheer, inspire, support
- o Engineering - the ability to construct, design, plan
- o Facilitating - the ability to help, aid, assist, make possible
- o Forecasting - the ability to predict, calculate, see trends, patterns and themes
- o Implementing - the ability to apply, execute, make happen
- o Improving - the ability to better, enhance, further, enrich
- o influencing - the ability to affect, sway, shape, change
- o Landscaping - the ability to garden, plant, improve
- o Leading - the ability to pave the way, direct, excel, win
- o Learning - the ability to study, gather, understand, improve
- o Managing - the ability to run, handle, oversee
- o Mentoring - the ability to advise, guide, teach
- o Motivating - the ability to provoke, induce, prompt
- o Negotiating - the ability to discuss, consult, settle
- o Operating - the ability to run mechanical or technical things
- o Organizing - the ability to simplify, arrange, fix, classify, coordinate

- o Performing - the ability to sing, speak, dance, play an instrument, act out
- o Pioneering - the ability to innovate, groundbreaking, original
- o Planning - the ability to arrange, map out, prepare
- o Promoting - the ability to sell, sponsor, endorse, showcase
- o Recruiting - the ability to draft, enlist, hire, engage
- o Repairing - the ability to fix, mend, restore, heal
- o Researching - the ability to seek, gather, examine, study
- o Resourcing - the ability to furnish, provide, deliver
- o Serving - the ability to help, assist, fulfill
- o Strategizing - the ability to think ahead, calculate, scheme
- o Teaching - the ability to explain, dedicate, tutor
- o Translating - the ability to interpret, decode, explain, speak
- o Traveling - the ability to journey, visit, explore
- o Visualizing - the ability to picture, imagine, envision, dream, conceptualize
- o Welcoming - the ability to entertain, greet, embrace, make comfortable
- o Writing - the ability to compose, create, record

Your Top Abilities: Choose the top five items that most define you.

Discovering the Passions of Your Heart

There are five passion principles that can inspire us to dream big and think beyond our fears, in the process of discovering our own unique, emotional heartbeats for God.

1. Know what drives you.

- What do my dreams and desires drift toward?
- What do I really want to do for God?
- What motivates me to take action?
- What do I crave?

2. Know who you care about.

- Who do I feel I can most profoundly influence for God?
- What age range do I feel led to minister to?
- What affinity group do I feel led to serve?
- How could I impact them in a way that maximizes my gifts?

3. Know the needs you will meet.

- What are the top two needs I love meeting?
- Why do I love meeting these needs?
- What lessons have I learned that I could pass on to others?

Note: There are many different kinds of needs that could be met. Here are several primary categories:

a) Spiritual Needs – focus on the spiritual condition of a person's life. People who lean toward meeting these types of needs tend to use the gifts of teaching, wisdom, evangelism, knowledge and prophecy.

b) Physical Needs – focus on practical expressions of love. The spiritual gifts of giving, healing, administration, hospitality, shepherding or mentoring and mercy are most often used to meet physical needs.

c) Relational Needs – focus on helping people develop authentic, Christ-centered relationships with others. Those who are drawn to

meet such needs tend to use gifts of encouragement, wisdom, hospitality, mercy, discernment and shepherding.

d) Emotional Needs – focus on hurting individuals who need reassurance to know they are loved by God. The gifts people use to meet these needs include encouragement, wisdom, mercy, discernment and shepherding.

e) Educational Needs – Focus on helping people learn how to live life to its fullest. Spiritual gifts expressed here are teaching, shepherding, knowledge, wisdom and prophecy.

f) Vocational Needs – Focus on helping people maximize their personal or professional potential. The gifts expressed here are wisdom, leadership, teaching, encouragement and discernment.

4. Know the cause you will help conquer.

- What cause or issue makes my heart race?
- Where could I make the greatest impact for God?
- If time wasn't an issue, to what cause would I donate myself?

Here is a short list of causes that Christians have been committed to championing for God's glory:

Abortion	Ethics
Abuse / Violence	Financial stewardship
Alcoholism	Health and/or fitness
At-risk children	HIV / AIDS
Christ-centered parenting	Homelessness
Compulsive behavior issues	Law and/or justice system.
Disabilities and/or support	Marriage/family issues
Divorce	Policy and/or politics
Drug abuse / recovery	Sanctity of life
Educational issues	Sexuality and/or gender issues
Environment	Spiritual apathy

5. Know your ultimate dream for God's kingdom.

- What pursuit would release the passion in my life for God?
- What God-centered dreams can I identify that has been buried in my life?
- What would I attempt to do for God with the rest of my life?

Allowing Your Past Experiences to Inform Your Future Possibilities

*Life can only be understood backwards,
but it must be lived forwards.*
- Soren Kierkegaard

There is a purpose to your past. To discover that purpose, think of your past achievements. Identify at least three significant achievements in each area:

- 1. Personal Achievements:** awards or recognitions you **have** received.
- 2. Vocational Achievements:** a pattern of achievement in your profession.
- 3. Relational Achievements:** enjoying a godly marriage or being a caring parent or having good friends.
- 4. Educational Achievements:** your academic degrees, diplomas or ongoing development.
- 5. Spiritual Achievements:** sharing your faith with others or leading Christians to deeper insight about their own faith.

Now look at the painful parts of your life. Along with our achievements, there is a difficult side to our lives. Have the courage to look at those times when your pain threshold was tested and your endurance was stretched to the breaking point. Divorce, abuse, death, alcoholism, cancer, depression, job loss, bankruptcy, eating disorders, miscarriages, suicide attempts, abortion, and affairs — the pain-producing possibilities are numerous.

Focus on the painful side of your past and use the same five areas to identify specific points of pain.

1. Personal Points of Pain

2. Vocational Points of Pain

3. Relational Points of Pain

4. Educational Points of Pain

5. Spiritual Points of Pain

Look back on the painful portraits of your life and think about the good that could come from your suffering. How might you be able to use your pain to help someone else?

Your Vocation:

The point of intersection between what you do well and what you really like to do

