






# SERVING S.H.A.P.E.

EXPLORING YOUR GIFTS AT ISLAND ECC

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# What S.H.A.P.E. are you?

At Island ECC, we want to help you find your S.H.A.P.E. in these five ways:

> **S**piritual Gifts

A set of special abilities that God has given you to share His love and serve others.

> **H**eart

The unique passions that God has given you so that you can glorify Him on earth.

> **A**bilities

The set of talents God gave you when you were born, which He also wants you to use to make an impact for Him.

> **P**ersonality

The special way God wired you to navigate life and fulfil your unique Kingdom Purpose.

> **E**xperiences

Those parts of your past, both positive and painful, that God intends to use in great ways.

**God has created you and shaped your life in unique and wonderful ways so that you can experience the joy of helping the Kingdom of God to come on earth as it is in heaven. (Matthew 6:10)**

We do different things to make a living, but we all have the same vocation or calling, which is to use our talents, abilities, interests, personality, and experience to follow Jesus, to strengthen His body the Church, and to enlarge God's Kingdom on earth. When we use our abilities for God's glory, we come to know God more fully as we obey Him and He accomplishes His work through our lives.

Here at Island ECC, we believe what Paul says in 1 Corinthians 12: Each believer is a part of the body of Christ, and God has purposefully made each person different with distinctive gifts to make up one united body (v 12-31). God designed you just as he wanted [you] to be (v 18), and we as the body of Christ need you to fully live out God's call for us here on earth.

Rick Warren of Saddleback Church in California, USA, developed the S.H.A.P.E. acronym several years ago, and it has become widely used to help Christians discover their unique "SHAPE for ministry".

We hope that the following pages assist you in deepening your understanding of your own SHAPE. Whether you are just starting to consider serving for Christ or have been serving for years, we hope you will discover and explore how God continues His good work in you (Philippians 1:6).

We would love to talk with you about any questions or aspirations these pages inspire in you. Please contact our Volunteer Ministries team anytime to discuss ways to learn more about your SHAPE or learn about the many opportunities to utilise your gifts at Island ECC.

# Spiritual Gifts

Please mark the box of those gifts you believe are active in your life.

GIFT	DESCRIPTION
<input type="checkbox"/> Administration/ Organisation	I CORINTHIANS 12:28; ROMANS 12:8 Managing, organising, and administrating people and resources for effective ministry; executing effective procedures; recognising and promoting the gifting in other people.
<input type="checkbox"/> Craftsmanship/Artistry	EXODUS 35:31-33 Creating and crafting in meaningful ways through various artistic mediums for the glory of God.
<input type="checkbox"/> Discernment	I CORINTHIANS 12:10 Discriminating spiritual motives in people and events; distinguishing between the spirit of truth and error; detecting inconsistencies in other people and confronting patiently.
<input type="checkbox"/> Encouragement/ Exhortation	ROMANS 12:8 Motivating God's people to apply biblical principles; delivering comforting, strengthening, and challenging messages so that others can endure and do good.
<input type="checkbox"/> Evangelism	EPHESIANS 4:11 Communicating the Good News of Christ to unbelievers in positive, non-threatening ways; sensing opportunities for sharing the Gospel and leading people to faithful responses.
<input type="checkbox"/> Faith	I CORINTHIANS 12:9 Trusting God with confidence and expecting great things from God regardless of the circumstances; risking failure and obstacles with willingness to follow a God-given vision.
<input type="checkbox"/> Giving	ROMANS 12:8 Contributing material resources and financial wealth unselfishly and generously for the well-being of people or the church; creating and managing resources easily.
<input type="checkbox"/> Intercession	I CORINTHIANS 12:9 Praying, in faith, for specific people and their physical, emotional, or spiritual healing with evidence of God's restoration; being a channel to relieve suffering and brokenness.

GIFT	DESCRIPTION
<input type="checkbox"/> Leadership	ROMANS 12:8 Motivating and directing others toward unified ministry; communicating and clarifying the purpose and direction of ministries in attractive and effective ways.
<input type="checkbox"/> Mercy	ROMANS 12:8 Demonstrating compassionate, practical care for those who are suffering; sensing burden for the needy and afflicted.
<input type="checkbox"/> Pastoring/Shepherding	EPHESIANS 4:11 Guiding and caring for the spiritual needs of believers and equipping them for ministry; assuming responsibility for the spiritual welfare of a group and nurturing them.
<input type="checkbox"/> Pioneering	I CORINTHIANS 12:28; EPHESIANS 4:11 Starting and charting the course for new churches/ventures and assisting in their development with sensitive, experienced authority.
<input type="checkbox"/> Preaching	ROMANS 12:6 ; I CORINTHIANS 12:10 Proclaiming publicly God's Word in an inspired way that challenges and edifies believers and convicts and convinces unbelievers; declaring God's will persuasively.
<input type="checkbox"/> Service/Hospitality	ROMANS 12:7 ; I CORINTHIANS 12:28 Recognising unmet needs and rendering practical help in physical, social and spiritual matters without need of recognition; making others feel comfortable and appreciated.
<input type="checkbox"/> Teaching	Ephesians 4:11; Romans 12:7 Educating God's people by clearly explaining biblical truths so that they can learn and apply these; training and equipping others for ministry.
<input type="checkbox"/> Wisdom	I CORINTHIANS 12:8 Understanding God's perspective and assisting others to apply these to their life situations; sharing Godly insights in simple, understandable ways.

*The spiritual gifts presented here are those which best relate to ministries of Island ECC and are not inclusive of all manifestations of God's gifts. This exercise is a practical tool, not a comprehensive theological study, to assist you in exploring the spiritual gifts you can use for God's glory and the building up of the body of Christ.*

# Heart

God has given each of us a unique emotional heartbeat that races when we encounter activities, subjects, or circumstances that interest us. We instinctively feel deeply about some things and not about others. This God-given motivation serves as an internal guidance system for our lives. It determines what our interests are, and what will bring us the most satisfaction and fulfilment. It also motivates us to pursue certain activities, subjects, and environments.

God had a purpose in giving you your inborn interests and passions to accomplish His purpose. (Revelation 17:17) In fact, your emotional heartbeat reveals a very important key to understanding God's design and intention for your life.

## What are your heart passions, or the needs you love meeting?

- Spiritual Needs**      These typically focus on the spiritual condition of a person's life. Those who feel led to meet these types of needs long to help people discover Christ and reach their full potential in him.

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- Physical Needs**      People with physical needs appreciate practical expressions of love. Those who focus on meeting physical needs use their resources to make sure people in need have food, clothing, shelter, and other simple necessities.

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- Relational Needs**      The focus here is on helping people develop authentic, Christ-centered relationships with others. Those who take an interest in meeting these needs find fulfilment in connecting people, helping them find and build satisfying relationships.

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- Emotional Needs**      Individuals who are hurting emotionally need reassurance to know who they are in Christ. People who feel gratified by meeting emotional needs tend to be interested in counselling, encouraging, and listening to others so that they can help those in pain go through their life situations with Christ.

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- Educational Needs**      People drawn to minister in this area enjoy everything from helping people learn, to showing them how to live life to its fullest. People who have a heart for meeting educational needs tend to enjoy teaching – using a variety of settings, teaching tools, and styles – to stimulate growth.

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- Vocational Needs**      Whether young mothers or financial executives, some individuals need help maximising their personal or professional potential. People who love to meet these needs typically use their expertise to train, coach, and consult with others to overcome barriers and reach goals.

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What is the primary need you feel led to meet in serving God?

A number of specific passions are listed below. Circle the items for which you have an interest or heart:

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Abuse/Family Violence	Greeting/Welcoming	Outreach
Addiction Recovery	Health & Fitness	Political Issues
At-Risk Children	History	Prison Ministry
Bereavement	Homelessness	Publicity
Children	Hospitality	Repair/Construction
Community Issues	Hospitalised	Sanctity of Life
Crisis Counselling	Infants	Serving/Helping
Designing/Developing	Library/Media	Social Events
Disaster Relief	Memorials	Teaching
Discipleship	Missions: International	Women
Education	Missions: Local	Worship
Elderly	Mobilisation	Young Couples
Environment/Creation	Music	Youth
Financial Management	Organisation	

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**My key heart interests (passions) are:**

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# Abilities

God has purposefully created each person with specific abilities. “I [God]... have given him skill, ability, and knowledge in all kinds of crafts.” (Exodus 31:3) God makes it clear that He has given different abilities to different people for unique purposes. As Paul explains in 1 Corinthians 12:6, there are different abilities to perform service. Sometimes people feel like they don’t have any gifts – Nothing could be further from the truth! The key is finding a ministry and place to serve that aligns with your distinctive blend of abilities.

## Five Common Misconceptions about Abilities

- 1 People are not born with skills. All skills must be learned.**  
This is simply not true. A number of skills are inborn or are developed early in infancy. When people say, “He just seems to have a natural talent for it,” it is probably true!
- 2 Those skills that are learned are learned in a classroom.**  
Actually, some of your most basic skills were learned at home, “on the street”, or somewhere else in your daily life.
- 3 If you have certain abilities, you will be very aware that you have them.**  
Again, this is not true. You are probably using a number of talents or skills that you are not even aware of! We often need a process of skill identification.
- 4 Skills I use at work are only usable in that environment and are not transferable elsewhere.**  
Hopefully, you’ll come to see the fallacy of this idea. Be creative!
- 5 Most people only have very few abilities.**  
The truth is that many studies have proven that the average person possesses from 500 - 700 skills!

**Complete the following statements:**

The key skills I actively use in my current vocation are...

Other jobs or skills that I have experience in are...

I believe my most valuable personal assets are...

My hobbies have given me skills in...

**After reviewing abilities and descriptions, mark the abilities you possess.**

- |                          |                |  |
|--------------------------|----------------|--|
| <input type="checkbox"/> | Adapting       | to adjust, change, alter, modify.                        |
| <input type="checkbox"/> | Administrating | to govern, run, rule.                                    |
| <input type="checkbox"/> | Analysing      | to examine, investigate, probe, evaluate.                |
| <input type="checkbox"/> | Artistic       | to conceptualise, picture, draw, paint or photograph.    |
| <input type="checkbox"/> | Building       | to construct, make, assemble.                            |
| <input type="checkbox"/> | Classifying    | to systematise and file materials for easy retrieval.    |
| <input type="checkbox"/> | Coaching       | to prepare, instruct, train, equip, develop.             |
| <input type="checkbox"/> | Communicating  | to share, convey, impart.                                |
| <input type="checkbox"/> | Competing      | to contend, win, battle.                                 |
| <input type="checkbox"/> | Composing      | to write music or lyrics.                                |
| <input type="checkbox"/> | Computing      | to add, estimate, total, calculate.                      |
| <input type="checkbox"/> | Connecting     | to link together, involve, relate.                       |
| <input type="checkbox"/> | Consulting     | to advise, discuss, confer.                              |
| <input type="checkbox"/> | Cooking        | to prepare, serve, feed, cater.                          |
| <input type="checkbox"/> | Coordinating   | to organise, match, harmonise.                           |
| <input type="checkbox"/> | Counselling    | to guide, advise, support, listen, care for.             |
| <input type="checkbox"/> | Decorating     | to beautify, enhance, adorn.                             |
| <input type="checkbox"/> | Designing      | to draw, create, picture, outline.                       |
| <input type="checkbox"/> | Developing     | to expand, grow, advance, increase.                      |
| <input type="checkbox"/> | Directing      | to aim, oversee, manage, supervise.                      |
| <input type="checkbox"/> | Editing        | to correct, amend, alter, improve.                       |
| <input type="checkbox"/> | Encouraging    | to cheer, inspire, support.                              |
| <input type="checkbox"/> | Engineering    | to construct, design, plan.                              |
| <input type="checkbox"/> | Evaluating     | to analyse data and draw conclusions.                    |
| <input type="checkbox"/> | Facilitating   | to help, aid, assist, make possible.                     |
| <input type="checkbox"/> | Forecasting    | to predict, calculate, see trends, patterns, and themes. |
| <input type="checkbox"/> | Implementing   | to apply, execute, make happen.                          |
| <input type="checkbox"/> | Improving      | to better, enhance, further, enrich.                     |
| <input type="checkbox"/> | Influencing    | to affect, sway, shape, change.                          |
| <input type="checkbox"/> | Interviewing   | to discover what others are really like.                 |

<input type="checkbox"/>	Leading	to pave the way, direct, excel, win.
<input type="checkbox"/>	Learning	to study, gather, understand, improve, expand self.
<input type="checkbox"/>	Managing	to run, handle, oversee.
<input type="checkbox"/>	Mechanical	to operate equipment, tools, or operating machinery.
<input type="checkbox"/>	Mentoring	to advise, guide, teach.
<input type="checkbox"/>	Motivating	to provoke, induce, prompt.
<input type="checkbox"/>	Negotiating	to discuss, consult, settle.
<input type="checkbox"/>	Operating	to run mechanical or technical things.
<input type="checkbox"/>	Organising	to simplify, arrange, fix, classify, coordinate.
<input type="checkbox"/>	Performing	to sing, speak, dance, play an instrument, act out.
<input type="checkbox"/>	Pioneering	to bring about something new, groundbreaking, original.
<input type="checkbox"/>	Planning	to arrange, map out , prepare.
<input type="checkbox"/>	Promoting	to sell, sponsor, endorse, showcase.
<input type="checkbox"/>	Public Relations	to handle complaints with care and courtesy.
<input type="checkbox"/>	Recall	to remember names and faces.
<input type="checkbox"/>	Recruiting	to draft, enlist, hire, engage.
<input type="checkbox"/>	Researching	to seek, gather, examine, study.
<input type="checkbox"/>	Resourcing	to furnish, provide, deliver.
<input type="checkbox"/>	Serving	to help, assist, fulfil.
<input type="checkbox"/>	Strategising	to think ahead, calculate, scheme.
<input type="checkbox"/>	Teaching	to explain, demonstrate, tutor.
<input type="checkbox"/>	Translating	to interpret, decode, explain, speak.
<input type="checkbox"/>	Travelling	to journey, visit, explore.
<input type="checkbox"/>	Visualising	to picture, imagine, envision, dream, conceptualise.
<input type="checkbox"/>	Welcoming	to entertain, greet, embrace, make comfortable.
<input type="checkbox"/>	Writing	to compose, create, record.

**The main abilities I would like to contribute to service in the church are:**

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# Personality

Just as with gifts, abilities, and passions, God has wired your temperament in a unique way. It is obvious that God has not used a cookie cutter to stamp out people in a process of uniformity. God loves variety — just look around! And there is no right or wrong temperament. We need opposites to balance the church.

**For each box below, circle the traits and phrases that consistently apply to you and give yourself two points for each circle:**

## LION

Takes Charge	Determined
Assertive	Firm
Bold	Purposeful
Enterprising	Competitive
Decision Maker	Leader
Goal Driven	Self-Reliant
Enjoys Challenge	Adventurous
“Let’s do it now!”	

Total x 2 = \_\_\_\_\_

## OTTER

Takes Risks	Visionary
Motivator	Energetic
Fun Loving	Likes Variety
Very Verbal	Promoter
Enjoys Change	Creative
Group Oriented	Mixes Well
Avoids Detail	Optimistic
“Trust me, it will work out!”	

Total x 2 = \_\_\_\_\_

## BEAVER

Deliberate	Controlled
Reserved	Predictable
Practical	Orderly
Factual	Discerning
Detailed	Analytical
Inquisitive	Precise
Persistent	Scheduled
“If it’s worth doing, it’s worth doing right!”	

Total x 2 = \_\_\_\_\_

## GOLDEN RETRIEVER

Loyal	Non-demanding
Even Keel	Avoids Conflict
Enjoys Routine	Dislikes Pushiness
Good Listener	Adaptable
Sympathetic	Thoughtful
Nurturing	Patient
Tolerant	Deep Relationships
“Remember that we’re a family!”	

Total x 2 = \_\_\_\_\_

**Now consider the traits of the animal(s) for which you have the most points:**

**Fast Pace-Decision**

**As a LION**

- you'll have a tendency to...
- Gravitate to leadership positions
- Make quick decisions
- Avoid chit chat and get to the point
- Have a "do it now" time orientation
- Love to overcome obstacles
- May be critical of others

**As a OTTER**

- you'll have a tendency to...
- Make life fun!
- Love to talk to others
- Easily get people excited
- Enjoy high-activity and groups
- Avoid details
- Have an "It'll all work out in time" orientation

**Task focus**

**Relational Focus**

**As a BEAVER / Task focus**

- you'll have a tendency to...
- Do things right and by the book
- Strive for accuracy or quickness
- See someone's past as important to their future trustworthiness.
- Want defined task with limited risk
- Be helpful in designing systems
- May be critical of others

**As a GOLDEN RETRIEVER**

- you'll have a tendency to...
- Want to have deep relationships
- Express loyalty to those you love
- Listen attentively to others' problems
- Be sensitive to needs of others
- Carry emotional and financial stability
- Bend towards peace at all costs

**Slow Pace-Responsive**

**My main personality areas that I should use in service to God and Christ's church are:**

.....

.....

# Experiences

*And we know that in ALL things God works for the good of those who love Him, and have been called according to His purpose.*

ROMANS 8:28

One of the most overlooked factors in determining the place God has for someone is their past experiences. God greatly uses our pasts in His will for our future.

**Complete the following statements below to help consider how your past has shaped your strengths for ministry:**

Having lived or worked in the following places has equipped me to work with the following people groups...

**My formal education has been as follows...**

**My unique professional experiences have taught me...**

**I have had special training in the following areas...**

**Some of my most meaningful spiritual experiences have included...**

**The experiences that relate most to how I desire to serve are:**

## Pulling it all together

Now that you have explored each area of your shape, it is time to pull it all together. For each area below, list here the key points you learned from that S.H.A.P.E. area.

**S**

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**H**

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**A**

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**P**

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**E**

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## Next Steps

Once you discover your S.H.A.P.E., it is important to put your unique God-given make-up to use. Utilise the resources below to put your S.H.A.P.E. to use:

### Ready to get started?

Visit the Island ECC website to explore some current serving options:

[www.islandecc.hk/serve](http://www.islandecc.hk/serve)

### Have some questions?

Contact the Island ECC Volunteer Ministries at [serve@islandecc.hk](mailto:serve@islandecc.hk) to further explore your unique S.H.A.P.E. and best fit in our community.

### Want to know more?

The creators of the S.H.A.P.E. profile at Saddleback Church in the USA offer many tools for you to explore your S.H.A.P.E. more deeply. Visit them at [www.shapediscovery.com](http://www.shapediscovery.com).



[www.islandecc.hk](http://www.islandecc.hk)