

Discover Your S.E.R.V.E

Discover Your Place of Service By Discovering Your:

Spiritual Gifts

Experiences

Relational Style

Vocational Skills

Enthusiasm

A tool to help you identify, discover and apply your unique role in fulfilling God's purpose for your life!



Discover Your S.E.R.V.E.

God has prepared all of us to serve. One way to see how God has prepared you is to discover your Spiritual Gifts, Experiences, Relational Style, Vocational Skills, and Enthusiasm. This is accomplished by completing this workbook and meeting with one of our pastors to help you analyze your results. When a tennis player enhances his or her serve, then they can become a better tennis player. It is the same way with a servant leader, the more we understand about our **S.E.R.V.E.** the better we will be able to serve. God.

This process will help you find your strengths in the stuff you do at home, work, and at First Baptist Church. You may even learn of some unexpected ideas about areas in which you would enjoy serving in the community or at the church. Remember that this is designed to encourage you as you seek ways in which God has prepared you for service. Completion of this process does not require your participation in any area or specific ministry at First Baptist.

When you have completed the workbook exercises, please call the church office to schedule an interview. If you have any questions, please call Darrell Williams in the church office at 252.726.4142.

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Spiritual Gifts – the gifts given to you by the Holy Spirit which empowers you to serve.

Experiences – those events in your life that mold you into a servant leader.

Relational Style – your unique personality gives you a specific leadership style for ministry.

Vocational Skills – the abilities you have acquired through training and experiences.

Enthusiasm – the passion God has placed in your heart for a certain ministry to others.

Everyone is free to discover and develop their spiritual gifts in a God-called ministry.

Spiritual Gifts

What is a spiritual gift?

A spiritual gift is a special ability given by the Holy Spirit. (1 Corinthians 12:7)

What is the purpose of Spiritual Gifts?

God gifts believers for the purpose of making their unique contribution to the church. Therefore, they are to be used to minister to others and to build up the body of the church. (1 Peter 4:10 & Ephesians 4:11-14)

Spiritual Gift Assessment

Taking the Spiritual Gift Assessment is not a fool proof way of knowing your spiritual gifts. Sometimes the best way to know is to begin serving somewhere and allow the Holy Spirit to speak to you. However, identifying your spiritual gifts will give you an idea of how God may have gifted you to serve.

As you answer the questions remember this is not a test. There are no right or wrong answers. Let your responses reflect how you feel at the present time. Usually your immediate response is best. Do not take too much time on any one question, but be sure to answer all the questions.

Use the enclosed answer sheet to record your answer. After completion return the answer sheet to Darrell Williams for tabulation. You may choose to go online at www.teamministry.com and complete the analysis and print out a copy for your records.

Read each statement, decide how it pertains to you, and mark the appropriate circle on the answer sheet.

If the statement fits you 70% - 100% of the time, darken circle #1 Almost Always.
If the statement fits you 40% - 70% of the time, darken circle #2 Occasionally.
If the statement fits you less than 40% of the time, darken circle #3 Not Very Often.

1. I have a consuming passion (strong desire, great concern) to reach non-Christians.
2. I put great importance on repentance (sorrow, regret, resulting in turning from sin).
3. I believe I am very discerning of other people's motives.
4. When I speak, I desire to stir other people's consciences (make them think).
5. I have an unusually strong desire to study the Bible.
6. I put great importance on education.
7. When I do something, I like to see "tangible" results for my efforts, such as a finished project or measurable results.

If the statement fits you 70% - 100% of the time, darken circle #1 Almost Always.
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8. If I were to speak/teach a group, I would prefer to deal with topics rather than verse-by-verse studies.
9. I am willing to assume a long-term personal responsibility for the spiritual welfare of a group of believers.
10. I am people centered; I need many relationships.
11. I am usually soft-spoken.
12. I am patient, not one to jump into things, but am willing to respond to others' needs quickly.
13. I am fulfilled by performing routine tasks in the church for God's glory.
14. I am usually involved in or drawn to a variety of activities that help other people.
15. I keep my personal and business affairs well organized
16. I have a burden to support missions.
17. I make decisions based strictly on facts and data.
18. I can clearly communicate goals in a way that others may fulfill them.
19. I believe salvation is the greatest gift of all and am driven to tell others about this gift.
20. Some people think my witnessing methods are pushy.
21. I can spot (discern, point out, recognize) sin when other people cannot.
22. I feel a greet need to expose the sin I see in others.
23. I like to use visuals and books to support me when I teach or speak to a group of people.
24. I constantly analyze for better ways to do and say things.
25. I believe I am a very practical, pragmatic person.
26. I am able to provide helpful solutions and advice to others when they have personal problems.
27. I spend a great amount of time praying for other people.
28. I enjoy looking after the spiritual welfare of others; I am protective.
29. I find it easy to express my feelings to others.
30. I have a real burden to comfort others.
31. I am more fulfilled when I work behind the scenes, out of the public eye.
32. I am burdened with the physical and tangible needs of others.
33. I consider my giving to be a private matter between God and me.
34. I am sensitive to others people's financial and material needs.
35. I am goal oriented, as opposed to being people or content oriented.
36. I work best in a fast-paced environment, under "pressure".
37. I have a desire to meet non-Christians, even when they are total strangers.
38. I would rather witness (verbally share the Gospel, give my testimony) than do anything else.
39. I am impatient with the wrong actions of others.
40. I am disorganized and must depend on others to keep me on schedule.
41. I have an organized system to store facts and figures.
42. I put more emphasis on the content of material than with people or the task.
43. When studying the Bible, I am more interested in the practical areas that I can immediately apply my life.
44. I put great importance on God's will.
45. I have a burden to see others learn and grow spiritually.

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46. I am more relationship oriented than task oriented.
47. I am sympathetic and sensitive to others.
48. Other people think I am weak, a pushover, because of my lack of firmness.
49. I enjoy working with my hands.
50. I often let people talk me into things I don't want to do.
51. I am always ready and willing to give if a valid need exists.
52. I have the ability to make quick wise decisions concerning finances.
53. I do things promptly; I make decisions quickly.
54. I dream big dreams and have great hopes, although I do not always share them with others.
55. I have a clear understanding of the Gospel message and can relate it to others.
56. I am socially active and get along well with others.
57. I must verbalize my message. I would never be content only writing it.
58. I always speak with urgency and want others to make quick decisions.
59. Sometimes I would rather just write, but "must" teach because others would not present my material correctly.
60. The use of a Bible verse out of context upsets me.
61. I have several steps of action to solve every problem.
62. I question the value of deep doctrinal and theological studies.
63. I am very protective of people under my care.
64. Teaching the same material over and over would be boring and unappealing to me.
65. I attempt to show love and concern in all I do.
66. I act on emotions rather than just logic.
67. I am impressed and motivated when urged to serve.
68. I like to meet others' needs immediately.
69. When giving, I always like my gift to be of high quality.
70. Other people think I am materialistic because of the importance I put on money.
71. I delegate whenever and wherever possible, but I know when and where I can't.
72. I am willing to attempt impossible tasks for God.
73. I take great joy in seeing people come to Christ.
74. I believe sharing Christ with others is the greatest responsibility given to every Christian.
75. I enjoy speaking in public and do it with boldness.
76. I have a strong desire to memorize Bible verses.
77. I have a tendency to question the knowledge of those who teach me.
78. Others accuse me of giving too many details.
79. I have the ability to motivate others.
80. Impractical teaching upsets me.
81. I desire to give direction to those under my care.
82. I am willing to study whatever is necessary in order to help those I am working with.
83. My heart goes out to the poor, the aged, the ill, the underprivileged, etc.
84. I seem to attract and be drawn to people who are hurting or rejoicing.
85. I am already helping people while others are still talking about it.

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86. I am quick to recognize and respond when other people need help.
87. I want to know my financial gift is being used properly. I believe in accountability.
88. I tend to judge others' success by the amount of their material assets.
89. I want to be a winner; I cannot bear defeat.
90. I am capable of making quick decisions and sticking to them.
91. When I witness to a non-Christian, I always press for a decision.
92. Others think I am more interested in the number of people led to the Lord than in people themselves.
93. You must "prove" me wrong before I will go along with you.
94. Studying is too time-consuming; I rely on others to do my background work for me.
95. I find other teachers' material hard to present; I prefer to develop my own.
96. I put great emphasis on word pronunciation.
97. Other people think I am not evangelistic because of my emphasis on personal growth.
98. I am accused of not using enough Scripture when teaching.
99. I enjoy doing a wide variety of activities rather than being confined to only one.
100. I perceive myself as a shepherd (guiding and ministering to those under my care).
101. I am an emotional person; I tend to show my feelings and cry easily.
102. I identify emotionally and mentally with others.
103. Some people think I neglect spiritual needs because of my focus on physical and practical needs.
104. I enjoy mechanical jobs in the church.
105. I may measure (judge) other peoples' spirituality by the amount of their giving.
106. Others think I am trying to control (manipulate) them with my money.
107. When there is no leadership in a group, I will assume it.
108. I have the ability to organize and harmonize the people with whom I work.

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My Dominant Spiritual Gifts are:

1. _____
2. _____
3. _____

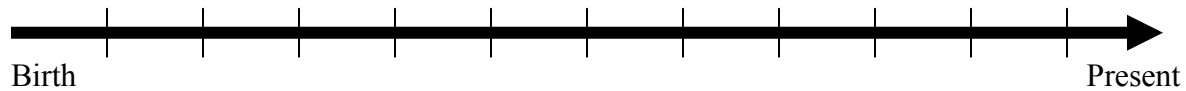
Experiences

“And we know that in all things God works for the good of those who love Him, who have been called according to His purpose.” Romans 8:28

“Now, I (Paul) want you to know, brothers, that what has happened to me has really served to advance the Gospel.” Philippians 1:12

Take some time reflecting on your past and how you have been changed by what those experiences have been. Your past can be the most significant factor in determining how God wants you to serve. Sometimes certain events happen in our lives that create a greater sensitivity to the needs of others. For example, the mother of a child with disabilities may feel called to help others who have children with special needs.

Begin by doing a time line of the events of your life. Begin with your birth and all the events in your life that has helped shape you into who you are today.



List your positive and meaningful experiences. How have these added to your growth?

List any painful experiences. What lessons have you learned from these trials?

List your spiritual experiences.
How you came to know Christ.

Meaningful decisions you have made

Special times with God

Have you had any experiences in life that give you a passion to support others in a specific way? If so what kind of ministry would that be?

Relational Style

Every person is uniquely made by God and therefore we all have a different style or personality. Each style has its strengths and weaknesses and God can use any style to serve His purposes. To know your personality and how you relate to others is important in matching you to the right ministry.

Remember: The right style is your style surrendered to God.

How are you around other people? Reserved or Outgoing

Outgoing: Stereotypical Descriptions

- Social and energized by people
- Lonely when they are not with people
- Love parties - usually the last to leave
- Easily connect with strangers
- Has lots of relationships

Reserved: Stereotypical Descriptions

- Drained by people
- Not bothered being alone
- Likes solo activities: reading, few people
- Energized when they are alone
- Enjoys others but they are drained afterwards
- Limited number of relationships

How do you make decisions? Facts or Feelings

Facts: Stereotypical Descriptions

- Likes facts and trust facts
- Rooted in reality
- Appreciates past experiences
- Notices the details
- Wants what is actual... "give me the facts"
- Practical

Feelings: Stereotypical Descriptions

- Scan, glance, miss details because head is in the clouds
- Futuristic thinking
- Don't care about past, wants to know what is ahead
- Forward thinking – anticipates the future
- Great imagination
- Loves to speculate and go on hunches
- Does not care what is practical

How are you in relationships? Dependent or Independent

Dependent: Stereotypical Descriptions

- Needs people
- High expectations of others
- Rely on people to be there during tough times
- Need others to validate me
- Need to talk feelings out
- External

Independent: Stereotypical Descriptions

- Does not need others
- Low expectations of others
- Rely on self to get through tough times
- Seek validation from self
- Figure out my own feelings
- Internal

How are you in the use of your time? Determined or Spontaneous

Determined: Stereotypical Descriptions

- Fixed
- Organized
- Plan ahead
- Closure
- Deadlines

Spontaneous: Stereotypical Descriptions

- Flexible
- Adapt as you go
- Open ended
- What deadline?
- Plenty of time...what is the rush

Realize your relational style will be a **BENEFIT** to your ministry

Vocational Skills

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

A vocation is what you feel called to do with your life. It is what you do to provide for your needs in society. Through your training and experience you have acquired skills and abilities that can be used in ministry. The key is to match those skills up with the right ministry.

Example of Abilities/Skills

- Entertaining: to perform, act, dance, sing
- Recruiting: to enlist and motivate people to become involved
- Interviewing: to discover what others really like
- Researching: to read, gather information, collect data
- Artistic: to conceptualize, draw, paint, photograph,
- Artistic: to lay out, design, create visual displays or banners
- Evaluating: to analyze data and draw conclusions
- Managing: to supervise people to accomplish a task or event and coordinate details
- Teaching: to explain, train, demonstrate, tutor
- Writing: to compose articles, letters, or books
- Promoting: to advertise or promote events and activities
- Repairing: to fix, restore, and maintain
- Feeding: to create meals for large and small groups
- Mechanical operating: to operate tools, equipment or machinery
- Resourcing: to search out and find inexpensive materials or needed resources
- Counting: to work with numbers, data, or money
- Classifying: to systematize and file books, data, or records so they can be easily retrieved
- Computer: to enter data, do word processing
- Computer Web Site: to create or update
- Welcoming: to convey warmth and make others feel comfortable
- Composing: to write music or lyrics
- Decorating: to beautify a setting, possibly for a special event
- Landscaping: to do gardening and work with plants
- Sports: to play or coach a sport
- Acquire: to shop, collect, or obtain things, getting the highest quality for the price

Abilities/Talents/Skills Questionnaire

- 1. My current vocation (employment): _____

- 2. My specific job responsibility is: _____

- 3. Other jobs or vocations I have experienced: _____

- 4. The vocation or job I enjoyed the most in my working experience is: _____

- 5. My hobbies and interest include: _____

- 6. I feel my most valuable personal asset is: _____

Why? _____

- 7. The five skills, talents, and abilities I do well and enjoy are: _____

Please mark the areas in which you have skills and are willing to use in ministry.

Music

- Soloist
- Singing
- Song Leading
- Worship Leading
- Composer
- Arranger
- Instrument _____

Theatrical

- Actor/Actress
- Poet
- Script Writer
- Dance
- Mime
- Puppets
- Clowning
- Mime
- Narration
- Public Speaking

Technical Arts

- Producing
- Directing
- Stage Manager
- Stage Hand
- Set Design
- Set Construction
- Lighting
- Sound/Mixing
- Video Productions
- Audio Productions
- Costume Design/Sewing
- Makeup
- Hairdressing

Visual Arts

- Calligraphy
- Cartoon
- Illustration
- Crafts
- Drawing
- Painting/Artistic
- Photography
- Sculpting/Ceramics

Construction

- Multi-Media
- General Contractor
- Architect
- Carpenter: General
- Carpenter: Finish
- Carpenter: Cabinet
- Electrician
- Plumbing
- Heating
- Air Conditioning
- Painting
- Papering
- Masonry
- Roofer
- Concrete
- Carpet Installer
- Interior Design
- Draftsman
- Welder
- Landscaping/Gardening

Home

- Baking
- Cake Decorating
- Cooking
- Flower Arrangements
- Food Art
- Kitchen Aid
- Sewing
- Table Decorations

Communication

- Bulletin Board Design
- Desktop Publishing
- Editing
- Graphics/Layout Design
- Poetry
- Publicity
- Sign Language
- Script Writing/Teaching
- Web Page Design
- Writing

Leadership

- Accounting

- Auditing
- Employee Benefit Adm.
- Financial Planning
- Personnel Management
- Strategic Planning

Office

- Data Entry
- Organizational/filing
- Receptionist
- Spreadsheets
- Word Processing

Professional

- Medical
- Nursing
- Dental
- Legal
- Other _____

Working with:

- Handicapped
- Hearing Impaired (signing)
- Incarcerated
- Learning Disabilities
- Nursing Home/Shut-ins
- Emotional Disability
- Attention Deficit Disorder
- Other _____

Other (any we left out)

Enthusiasm

“Delight yourself in the Lord and He will give you the desires of your heart.” Psalm 37:4

Your enthusiasm or passion in ministry consists of those areas that motivate or pull you toward involvement. These are not the “shoulds”, rather they are the areas you would choose if you were not limited by anything and knew you could not fail.

The Bible uses the term “**heart**” to represent the center of your motivation, desires, and inclinations. The heart determines:

Why you **SAY** the things you do.

“The mouth speaks what the heart is full of.” Matt. 12:34

Why you **FEEL** the way you do.

The Word of God...examines the thoughts and motives of the heart.” Hebrews 4:12

Why you **ACT** the way you do.

“Guard your heart, for it is the wellspring of life.” Proverbs 4:23

The Bible makes it very clear that your heart was designed by God, but you make the choice to use it for good or evil, for selfish purposes or for service.

You may have “...selfish ambition in your heart...” James 3:14

or

You may “...Serve the Lord with all your heart.” 1 Samuel 12:20

The following questions can help you identify and state your enthusiasm/passion/heart for ministry. Assume that money, time, and abilities are not an issue. Follow your dream...

1. I prefer to work with:
Things People Information Other _____

2. I am attracted to and have the greatest concern for:
Infants Children Students/Teens Young Adults Adults

Senior Adults Singles Couples Other _____

3. Things I do well and enjoy are:

4. What I love doing is:

5. People compliment me when...

6. The greatest need I could address at First Baptist is:

The following list will help your thinking:

I love to...

Design/develop: love to make something out of nothing or get something from scratch

Pioneer: love to test and try out new concepts; be unafraid to risk failure

Organize: love to bring order out of chaos or keep something going once it is started

Serve/help: enjoy assisting others in their responsibility; help them succeed

Improve: like making things better; improving what has already been started or developed

Lead/be in charge: love to lead the way, oversee and supervise; enjoy determining how things will be done

Operate/maintain: love to efficiently maintain something that is already organized

Acquire/Possess: love to shop, collect, or obtain things, looking for the highest quality for the best price

Excel: love to be the best and make the team the best; enjoy setting and attaining the highest standard

Influence: like to convert people to your way of thinking; enjoy shaping the attitudes and behavior of others

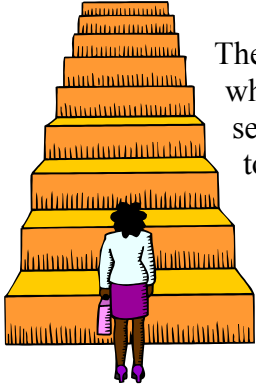
Perform: like being on stage and receive the attention of others; enjoy being in the limelight

Repair: love to fix what is broken or change what is out of date

Persevere: love to see things to completion; enjoy persisting at something until it is finished

Prevail: love to fight for what is right and oppose what is wrong; enjoy overcoming injustice.

The Next Step



The next step in the process is to meet with one of the pastors in order to discuss what your assessments may have revealed and how you can be used to better serve God at First Baptist Church. This is just a beginning of a life long journey to discover how God has prepared you to serve Him. Call the church office at 726.4142 to schedule a time.

Acknowledgments

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The Equipping Church Guidebook, by Sue Mallory & Brad Smith

Notes



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