

Sunny Sanguines

Strengths:

appealing
have a memory for color
cheerful and bubbly
good sense of humor
curious
wide-eyed and innocent
has a sincere heart
always a child
life of the party
emotional and demonstrative
good on stage
talkative and good story teller
enthusiastic and expressive
lives in the present
changeable disposition
holds on to listeners physically

As a friend:

makes friends easily
envied by others
likes spontaneous activity
doesn't hold grudges
prevents dull moments from
 happening
thrives on compliments
apologizes quickly
loves people in general
seems excited most of the time

Weaknesses:

compulsive talker
scares off others
blusters and complains
too happy for some people
egotistical
seems phony to some people
controlled by circumstances
dwells on trivia
restless energy
loud voice and laugh
exaggerates / elaborates
naïve and gullible
never grows up
angers easily

As a friend:

needs to be center of stage
looks for credit
dominates conversations
doesn't like to listen
makes excuses
repeats stories
hates to be alone
wants to be popular
interrupts
answers for others
fickle and forgetful

MOTTO OR FAMOUS LAST WORDS:

*Trust me---it will work out!
Are we having fun yet?
I can never seem to say "no".*

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Your Servant Profile

The work of the following people has been extremely helpful in the development of this study: Ric Warren from Saddleback Community Church, Bill Millard with Life Discovery, Inc., Bill Gothard's Advanced Leadership Training Seminar, Don Pickerel from Eaglerock Four Square Church and Sandy Maskaly from University Family Fellowship.

The unique stamp of 'God's Image' has been placed upon each one of us. Unfortunately because of sin's effect on us, the world's ungodly influence, and the devil's wiles, this image has been hidden, marred and distorted. God's plan is to see us restored and emerge as mature, victorious Christians, displaying His character, power and wisdom (His image) in the unique way He designed for each of us.

"How will this be done?", you might ask?

God will do it!! (He's already been at work.....)

God is at work and our great hope is in Him. The apostle Paul says it this way:

...“being confident of this, that he who began a good work in you will _____ until the day of Christ Jesus.”

Philippians 1:6

and

The one who calls you is faithful and _____.

1 Thessalonians 5:24

Our job is to cooperate with him in the process.....and learn to enjoy the journey.

Building on the Good Foundation

Much of our uniqueness will grow from the strength of a good foundation. Understanding this foundation and building your life on Christ must precede any real and lasting insight into the unique identity of your 'Servant Profile'. Knowing Christ, His mission and His purpose and experiencing His power are essential and prerequisite to truly benefiting from this study. The proper perspective will always place God at the center of our lives. We must often be reminded that this is not about us but about Him. Learning to live from this center will put everything else (including our 'servant profile') into focus.

Beginning to See Your Uniqueness

The study "Your Servant Profile" will help you begin to identify your own uniqueness as Christ's servant. As we continue to persevere in our general 'Christian role' we will connect with specific aspects of God's grace given to us. We will be better at some things, more anointed, more confident, and have more positive effect in certain areas of ministry service than others. This can often be seen as the budding of our uniqueness, the image of God we are specifically to display, an inkling of our gifts and calling. As we continue to serve we will become more and more confident of these areas.

Now building further on this foundation, we are ready to explore more specifically your unique identity in Christ: your ‘Servant Profile’. To help look at this fascinating area we will use the acronym: “SHAPE” each letter designating a different area of development.

Spiritual Gifts
 Heart Passion
 Abilities
 Personality
 Experiences

These five categories will help reveal different aspects of your ‘Servant Profile’. They will reveal certain strengths and desires in which God has already been at work. You are uniquely made. The Bible clearly tells us that you were made in the image of God.

*So God created man in _____,
 _____ he created him; male and
 female he created them.*

Genesis 1:27

Don’t Label Yourself but Accept the Way God Made You

Don’t be too quick to receive this information as a ‘label’. That’s not what this study is all about. The very fact that we are made in the image of God makes us far more complex than that. However, knowing about these areas will cause you to see God’s activity in your life in a new way. You will recognize some of your uniqueness and see that it was God who made you the way He did. Not only that, but you will see how he can use your past experiences both good and bad for His glory. The end of such a study will hopefully help you accept who you are more deeply and even rejoice in that identity!

Don’t Label Others but Accept the Way God Made Them

Understanding about who you are also helps you see that God has made others different---sometimes quite different than you, and can help you accept their uniqueness. One of the greatest things that comes from such a study is that it helps us honor others (accepting and appreciating how they’ve been fashioned) even above ourselves (Romans 12:10) thereby honoring the God who made them.

Going over the SHAPE profile will help you to see some of these areas. The longer you have been seriously serving Christ in your Christian ‘role’ the more aware you will be of these areas. As your SHAPE or ‘Servant Profile’ emerges you will have greater confidence to pursue God’s specific call knowing He has, indeed, prepared you for it.

PRACTICAL Phlegmatics

Strengths:

Low-key personality
 consistent life
 happily reconciled to life
 patient and well-balanced
 Keeps emotions hidden
 calm, cool, collected
 sympathetic and kind
 easygoing and relaxed
 quiet but witty
 all purpose person

Weaknesses:

unenthusiastic
 quiet will of iron
 self-righteous
 avoids responsibility
 too compromising
 indecisive
 too shy and reticent
 fearful and worried
 selfish

As a friend:

easy to get along with
 dry sense of humor
 pleasant and enjoyable
 enjoys watching people
 inoffensive
 has many friends
 good listener
 has compassion and concern

As a friend:

dampens enthusiasm
 stays uninvolved
 judges others
 sarcastic and teasing
 in not exciting
 indifferent to plans
 resists change

MOTTO OR FAMOUS LAST WORDS:

*Is there an easy way to do it?
 You decide. I really don’t care.
 Let’s keep things the way they are.*

Confident CHOLERICs

Strengths:

born leader
strong willed and decisive
exudes confidence
must correct wrongs
can fun anything
compulsive need for change
not easily discouraged
dynamic and active
unemotional
independent and self -sufficient

As a friend:

has little need for friends
excels in emergencies
is usually right
will lead and organize
will work for group activity

Weaknesses:

bossy
too impetuous
won't give up when losing
impatient
enjoys controversy
not complimentary
quick tempered
inflexible
dislikes tears / emotions
can't relax
comes on too strong
is unsympathetic

As a friend:

tends to use people
possessive of friends
can do everything better
too independent
decides for others
dominates others
knows everything
doesn't easily apologize

MOTTO OR FAMOUS LAST WORDS:

Let's do it my way!
Let's do it now!
We've talked enough!

Steps in the process of filling out your “Servant Profile”

1. Spiritual Gift. Begin by reading the scripture and fill in the blanks. Then read each of the gift definitions. Now do the Motivational Gift test. This instrument will reveal the primary motivational gift that you have been given. Take your time, do it thoroughly but don't get bogged down. Discuss the results with your spouse or close friend and then with your pastor or someone you respect as a spiritual leader or advisor to you..

2. Heart Passion. Next take some time to answer the questions on Heart Passion. Be prayerful but not over spiritual as you think about your heart passion. God has already put His stamp on you. These questions are just attempts to help uncover it. The longer you have been wholeheartedly serving the Lord and a fully devoted follower of Jesus the more you will be in touch with this area.

3. Abilities: Don't rush too quickly over these questions. Your natural abilities can have a great impact on your effectiveness in service to Christ. For most of us the arena of our employment will occupy much of our time. This is no accident. God wants to show us how we can be used on our jobs and through our work.

4. Personality. Temperament is just another way to look at diversity in human make up. It gives us a snapshot of who we are. Spend some time with this “personality inventory”. If you are interested in further study, much has been written about the four personality types.

5. Experiences. This area is crucially important to get a full picture of how you've been fashioned. God is at work to use all of your life's experiences to mold you into a useful instrument in his hands. Often your most effective ministry will come through areas of personal brokenness. If we have experienced God's healing touch in an area of need we can then give that away to others. Answer the questions honestly and in as much detail as you feel comfortable.

Motivational Gifts

Meticulous **MELANCHOLY**

The category of spiritual gift we will be examining in your SHAPE profile will be the 'Gifts of Motivation' listed in Romans 12:6-8.

We have different gifts, according to the grace given us. If a man's gift is _____, let him use it in proportion to his faith. If it is _____, let him serve; if it is _____, let him teach; if it is _____, let him encourage; if it is _____ to the needs of others, let him give generously; if it is _____, let him govern diligently; if it is showing _____, let him do it cheerfully.

Romans 12:6-8

The Motivational Gifts Defined:

1. Prophecy: Declaring truth, insight. The ability to see where people or programs really are. The motivation to make motives right.

2. Serving: The motivation to demonstrate love by meeting practical needs and rendering assistance. The ability to see and do things that need to be done.

3. Teaching: The ability to impart knowledge and lead others into revealed truth. The motivation to search out and validate truth which has been declared.

4. Encouraging: The ability to encourage people to grow and to meet successfully the experiences of life. The motivation to stimulate the faith and personal growth of others.

5. Giving. Special sharing of material assets. The ability to meet needs by giving financial or material assets to encourage and to further the work of the ministry. The motivation to show love through material gifts.

6. Leadership: The ability to set goals in accordance with God's purpose for the future and to communicate these goals to others in such a way that they voluntarily and harmoniously work together to accomplish those goals for the glory of God.

7. Mercy: The ability to feel where people are and to identify with their need. The motivation to identify with and to relieve those who are in distress.

Strengths:

In their emotions:

- Deep and thoughtful
- Genius-prone
- Artistic or musical
- Appreciative of beauty
- Self-sacrificing
- Idealistic
- Serious and purposeful
- Talented and creative
- Philosophical
- Sensitive to others
- Conscientious

As a friend:

- Makes friends cautiously
- will listen to complaints
- seeks ideal mate
- faithful and devoted

Other areas of strength:

- avoids seeking attention
- deep concern for others
- moved to tears with compassion
- content to stay in background

Weaknesses:

- Remembers the negatives
- False humility
- Selective hearing
- Persecution complex
- Self-centered
- Enjoys being hurt / martyr
- Guilt feelings
- Off in another world
- Too introspective
- Low self- image
- Tends to hypochondria
- Lives through others
- Holds back affection
- Unforgiving
- Skeptical of compliments
- Suspicious o people
- Socially insecure

Motto or famous last words:

*If it's worth doing, it's worth doing right!
Practice makes perfect.
How was it done in the past?*

Personality Profile Instrument

Directions: In each of the following rows of four words across, place an “X” in front of the one that most often applies to you. Make sure you select only one in each row. Answer questions honestly; not how you want to be or how you hope others see you. If you are having a difficult time picking which most applies, think of what your answer would have been when you were a child. When you have completed all of the rows across, count the words in each column (downward) and mark your totals in the blank provided.

1.	industrious	determined	calm	outgoing
2.	moody	unsympathetic	unbothered	weak-willed
3.	perfectionist	productive	easygoing	charismatic
4.	critical	pushy	conforming	forgetful
5.	gifted	independent	supportive	ambitious
6.	withdrawn	insensitive	blase	restless
7.	persistent	strong-willed	likeable	warm
8.	rigid	inconsiderate	lazy	disorganized
9.	conscientious	visionary	respectful	stimulating
10.	pessimistic	severe	unsure	unproductive
11.	loyal	optimistic	diplomatic	responsive
12.	legalistic	hostile	spectator	excitable
13.	serious	active	efficient	talkative
14.	self-centered	sarcastic	selfish	undependable
15.	idealistic	courageous	realist	carefree
16.	touchy	impatient	stingy	obnoxious
17.	exacting	decisive	conservative	compassionate
18.	cultured	self-confident	controlled	dramatic
19.	picky	proud	dependent	reactive
20.	self-sacrificing	outspoken	agreeable	generous
21.	practical	bold	adaptable	funny
22.	considerate	persuasive	submissive	demonstrative
23.	analytical	assertive	peaceful	optimistic
24.	scheduled	resourceful	patient	group-oriented
25.	orderly	self-reliant	consistent	variety
26.	predictable	competitive	sympathetic	motivator
27.	chartmaker	adventurous	mediator	promoter
28.	detailed	tenacious	stable	animated
29.	too sensitive	resistant	worrier	changeable
30.	goal-oriented	organized	willing	enthusiastic
31.	stuffy	tough	indifferent	undisciplined
32.	vengeful	domineering	stubborn	loud
33.	unsociable	opinionated	indecisive	exaggerates
34.	self disciplined	leader	dry humor	friendly
Totals				
A. _____	B. _____	C. _____	D. _____	

(The total of your scores should equal 34)

Motivational Gift Test*

1. In each set, check only one in each column for best ‘A’ and for second best ‘B’.

- A B Set One
1. You often see issues all white or all black (right or wrong).
2. You would rather do things yourself rather than having others help you.
3. You feel a need to validate and clarify truth.
4. You often outline clear, practical steps of action in counseling others.
5. You can see the material needs of someone, when others can't.
6. You are concerned about the precise details of a project.
7. You have the ability to discern emotional distress or joy in individuals or groups.

- A B Set Two
1. You have the ability to discern the personal needs of others.
2. You desire to remove others immediately from an emotional or hurtful situation.
3. You can see the resources in others and find it easy to delegate responsibilities.
4. You must see outward change before accepting sincere inward repentance.
5. You can easily dedicate yourself to deep research.
6. You seek to make wise investments that you may have more resources to give.
7. You have the ability to see both sides of a situation.

- A B Set Three
1. You have the ability to systematically present the truth to others.
2. You may tend to judge the spirituality of others based upon their use of finances.
3. You have the ability to have empathy with hurting people.
4. You find yourself to be quick to discern, direct in speech, and forceful in action.
5. You have a tendency to exhaust yourself in helping others.
6. You encourage and motivate others to reach their full potential.
7. You are a self-starter and decisive.

- A B Set Four
1. You can see the big picture and encourage others to find their place in it.
2. You can look at a large project and break it into achievable goals.
3. You are a strong defender of truth and will even suffer for righteousness.
4. You have the desire to be appreciated privately, but do not want public recognition.
5. You are sensitive to words, attitudes, and actions that may harm others.
6. You often prefer to keep your giving secret.
7. You like to accumulate and file knowledge that you have discovered.

- A B Set Five
1. You desire to give quality gifts to others.
2. You try to avoid confrontation whenever possible.
3. You have a strong interest in future events and can foresee them before they occur.
4. You find it difficult to say “No” when others ask for your assistance.
5. You are persistent to dig out little known facts.
6. You enjoy sharing face to face.
7. You will follow a job through to completion, then look for a new one.

My ministry experiences

Where have you served in the past?

Where are you presently serving?

What was the most gratifying ministry assignment you have ever had?

A B Set Six

- 1. You find it easy to take charge in the absence of leadership.
- 2. You believe in an all or nothing commitment.
- 3. You don't get tired of doing things that please others.
- 4. You only rely upon established sources of authority.
- 5. You have the ability to see root causes of surface problems.
- 6. You like to motivate others to give through your giving.
- 7. You have a tendency to measure acceptance by closeness in relationships.

A B Set Seven

- 1. You have the tendency to overlook the failures of others in order to relate to them.
- 2. You require the loyalty of those under your authority.
- 3. You are hard on yourself when you discover that you have been wrong.
- 4. You can see how tragedy and struggles can produce growth.
- 5. You are very particular about the accuracy of details.
- 6. You can remember the personal likes and dislikes of others.
- 7. You will invest of yourself along with your financial giving.

A B Set Eight

- 1. You may say, "Let me encourage you to try these steps next time."
- 2. You may ask, "How can I help you?"
- 3. You often sincerely ask, "How do you feel?"
- 4. You may say, "Jack you do this, James you do that, and I will do the other."
- 5. You may ask, "Do you have the finances to cover that expense, if not, I..."
- 6. You may state, "The reason it happened was..."
- 7. You may say, "That's what happens when you ..."

A B Set Nine

- 1. You may say, "Let me tell you all the rewards of giving."
- 2. You may say, "I have done some research and I believe..."
- 3. You may ask, "What is God trying to say to you?"
- 4. You may say, "Don't feel too badly; it happens to everyone sooner or later."
- 5. You may say, "Bill, I have been watching you, and it is time that you take over."
- 6. You may ask, "What can we learn from this experience to use in the future?"
- 7. You may say, "Why don't you let me take care of that for you?"

A B Set Ten

- 1. Others may say that they resent your sureness about your authority.
- 2. Others may say that you are too personable and offer too much advice.
- 3. Others may say that you help others so that you can control them.
- 4. Others may say that you are too accepting of people when they are wrong.
- 5. Others may say that you just give to receive the recognition.
- 6. Others may say that you bore them with too many details.
- 7. Others may say that you are overly critical and even judgmental.

Score Sheet

Experiences

My spiritual journey

Times when you have felt close to God, and meaningful spiritual experiences that stand out in my mind:

My painful experiences

These are the trials or difficulties you have personally experienced. Finding the Lord in and through these times enables us to relate to the hurt of others and encourage them in the ways we found encouragement. (See II Corinthians 1:3&4) What are some of these major events in your life?

My educational experiences

Where you attended school and your favorite subjects:

Seminars or training that has been meaningful to you:

2. Check your test by the key below. Mark a letter 'A' next to the question you answered as most like and a 'B' next to the letter you answered as next most like.

One	Two	Three	Four	Five	Six	Seven	Eight	Nine	Ten
1. P	1. S	1. T	1. E	1. G	1. A	1. M	1. E	1. G	1. A
2. S	2. M	2. G	2. A	2. M	2. P	2. A	2. S	2. T	2. E
3. T	3. A	3. M	3. P	3. P	3. S	3. P	3. M	3. P	3. S
4. E	4. P	4. P	4. S	4. S	4. T	4. E	4. E	4. M	4. M
5. G	5. T	5. S	5. M	5. T	5. E	5. T	5. G	5. A	5. G
6. A	6. G	6. E	6. G	6. E	6. G	6. S	6. T	6. E	6. T
7. M	7. E	7. A	7. T	7. A	7. M	7. G	7. P	7. S	7. P

3. Write in the two letters that are next to the questions you marked A and B for each of the ten sets.

	One	Two	Three	Four	Five	Six	Seven	Eight	Nine	Ten
A										
B										

4. Add the letters from above and put them in the appropriate letter's box. Now add both your most like scores and your next most like scores in each category.

Total = A	P =	S =	T =	E =	G =	A =	M =
Total = B	_____	_____	_____	_____	_____	_____	_____
Total (A+B)	P =	S =	T =	E =	G =	A =	M =

5. Write your score next to its corresponding motivational gift.

Prophecy	P	
Serving	S	
Teaching	T	
Exhortation	E	
Giving	G	
Administration or Leading	A	
Mercy	M	

Spiritual Gifts

Spiritual gifts I believe I have from the Motivational Gift test:
(top three scores)

1. _____

2. _____

3. _____

Do these gifts seem like the right ones to you?

Of these three, which one do you feel is your primary gift?

I feel this because:

Heart Passion

1. What I have a heart for, or what motivates me most:

I love to:

I love to:

I love to:

2. Who I love to work with most, and the age or type of people:

3. Church issues, ministries or possible needs that excite or concern me most:

4. If I knew I couldn't fail, this is what I would attempt to do for God with my life:

Abilities

1. My current vocation is:

2. Other jobs or skills I have experience in:

3. I feel I have these specialized abilities:

4. I have experience teaching or training people to:

5. I feel my most valuable personal asset is:

Personality

1. Do you consider yourself an introvert or an extrovert?

2. Fill out the personality profile on page 12 and record your scores below.

A. _____ (Melancholy)

B. _____ (Choleric)

C. _____ (Phlegmatic)

D. _____ (Sanguine)

Place an 'x' on the line between the two contrasting words that best describes how you see yourself.

	Strong	Mild	Strong	
Introverted	_____			Extroverted
Self-controlled	_____			Self-expressive
Routine	_____			Variety
Cooperative	_____			Competitive

Read over the descriptions of the personality types (at the end of the study). Underline the parts that most accurately describe you.