



PREP FOR KNOWLEDGE

1. Watch Erik Rees' video "What is Your S.H.A.P.E.?"
[youtube.com/watch?v=4mYac9FMSJQ](https://www.youtube.com/watch?v=4mYac9FMSJQ) (7:06).
2. Complete the Spiritual Gifts Assessment at
leadershiplab.fellowshipnwa.org
3. Take the DiSC Profile from Uniquely You website.
uniquelyyou.org/content/concise-personality-online-profile-summarized



KNOWLEDGE

Intro

S.H.A.P.E. is an acronym Rick Warren, Pastor at Saddleback Church in Lake Forest, California, developed in order that leaders may know and apply the way God has wired them to do ministry. Gaining knowledge of your spiritual gifts, heart, abilities, personality, and experiences better equips you to lead and serve in the right place, at the right time, for the right reason.

“What God made you to be determines what God intends for you to do.” —Rick Warren



THINK

Spiritual Gifts: God gives you spiritual gifts to use in ministry leadership and service. (1 Corinthians 12, Romans 8, Ephesians 4)

Warren states, “I also believe most churches get the process backwards. They say, ‘Discover your spiritual gifts and then you’ll know what ministry you’re supposed to have.’ I believe the exact opposite of this: start experimenting with different ministries and then you’ll discover your gifts! Until you actually get involved in serving, you’re not going to know what you’re good at.”

Heart: The Bible uses the term “heart” to represent the center of your motivation, desires, interests, and inclinations. Your heart determines why you say the things you do (Matthew 12:34), why you feel the way you do (Psalm 34:7), and why you act the way you do (Proverbs 4:23). Physiologically, each of us has a unique heartbeat. Each person has a slightly different pattern. Likewise, God has given each of us a unique emotional “heartbeat” that races when we encounter activities, subjects, or circumstances that interest us. Another word for heart is passion. Remember, we’ve linked this idea to vision in the Leader Profile. There are certain subjects that you feel passionate about and others that you couldn’t care less about. God had a purpose in giving you your inborn interests. Your emotional heartbeat reveals a very important key to understanding His intentions for your life. Don’t ignore your natural interests. People rarely excel at tasks they don’t enjoy doing. High achievers enjoy what they do.

Session Three

Knowledge

Abilities: These are natural talents God gives you so you can accomplish His purposes. In Exodus 31:3 NLT, God gives “skill, ability, and knowledge in all kinds of crafts...”

Personality: God has not used a cookie cutter to create people. He made introverts and extroverts. He made people who love routine and those who love variety. Some people work best when given an individual assignment while others work better with a team. Some of us are task oriented, others are people oriented. Some fast paced, while others are slower paced.

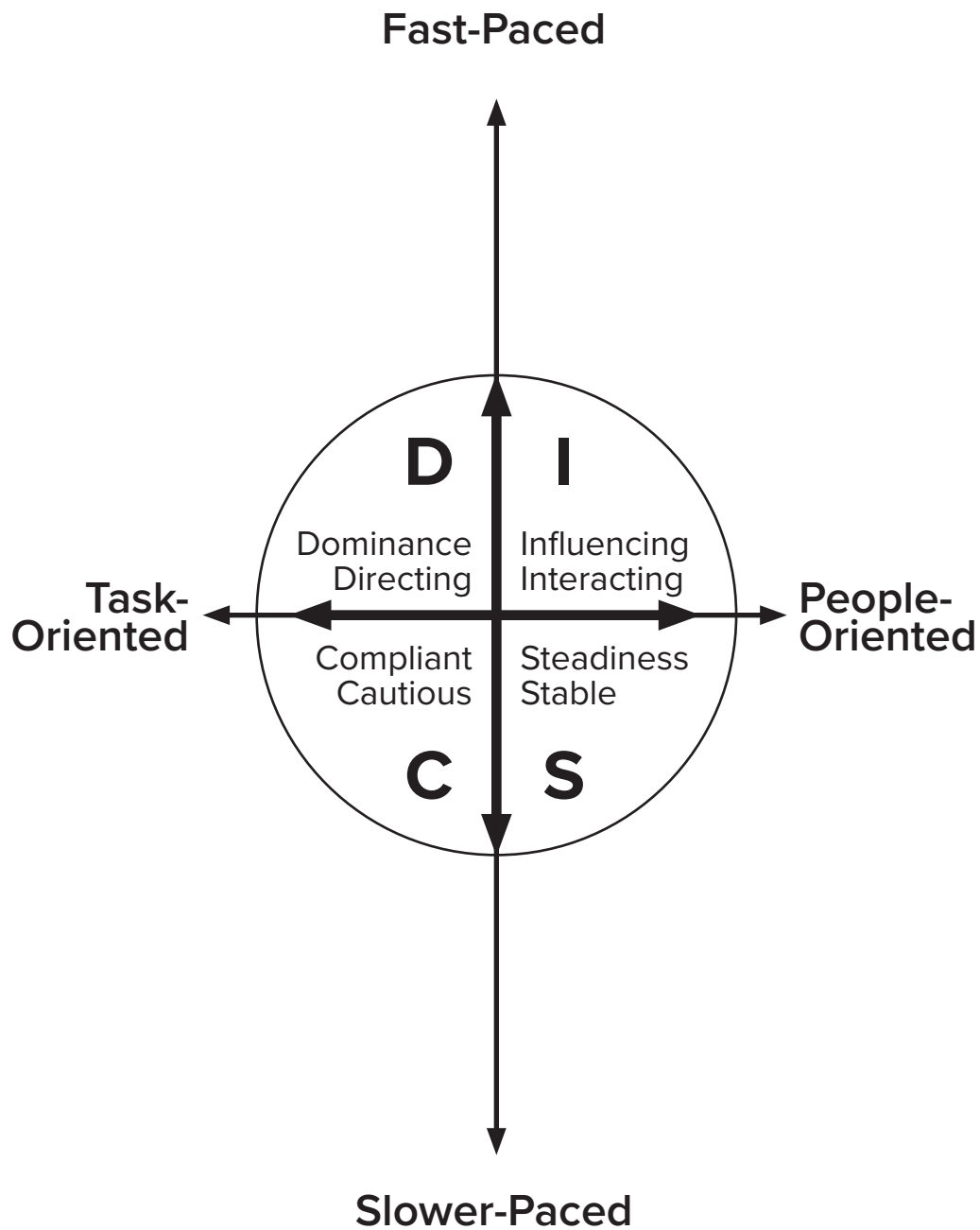
For our purposes in Leadership Lab, we utilize the DiSC Profile Assessment to gain a better understanding of personality types and how to champion the strengths of each.

Experiences: God never wastes an experience. Romans 8:28 (NIV) reminds us, “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.”

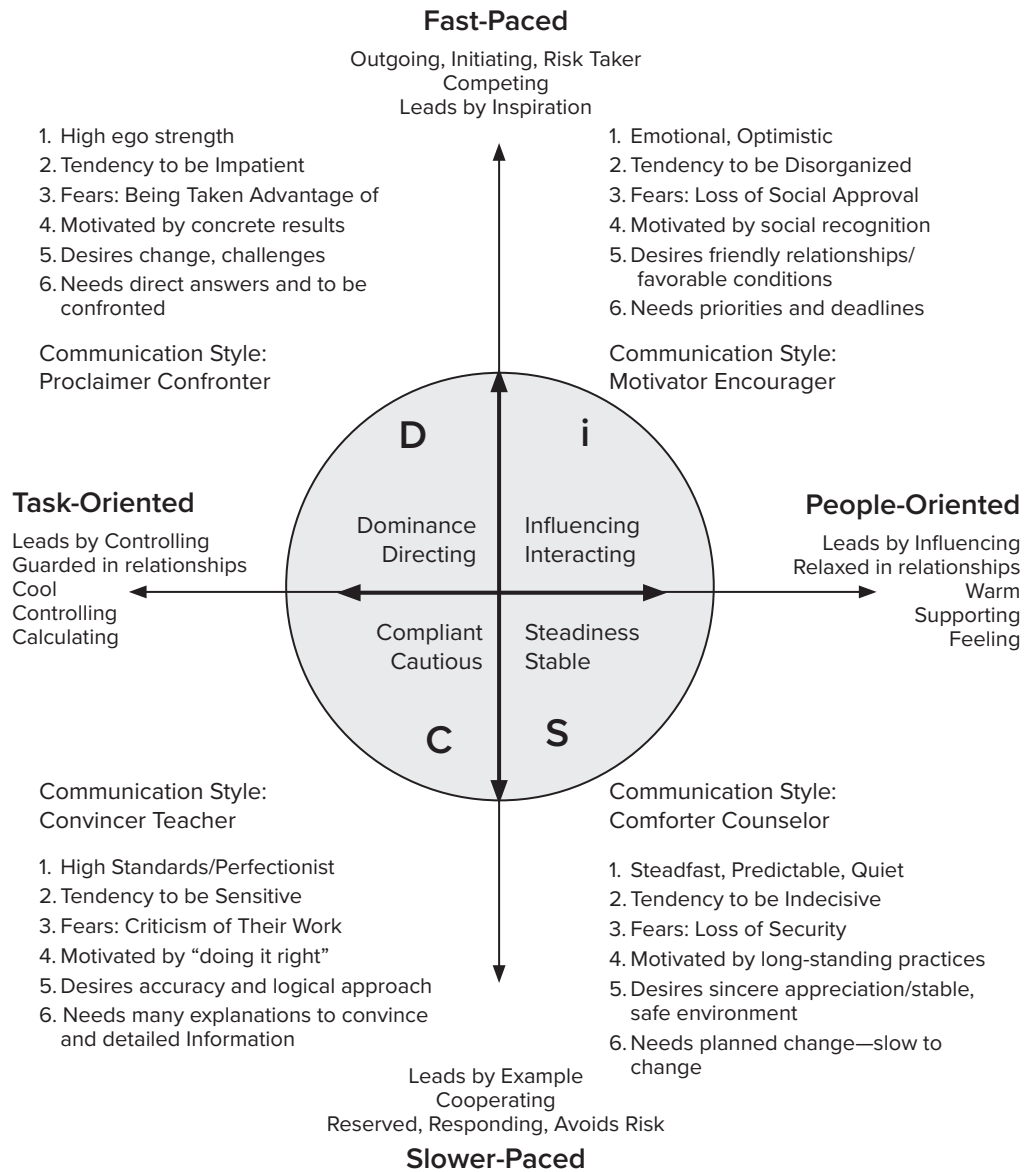
There are five common experiences that influence your service to others:

- **Educational Experiences:** What were your favorite subjects in school?
- **Vocational Experiences:** What jobs have you enjoyed and achieved results while doing?
- **Spiritual Experiences:** What have been the meaningful or decisive times with God in your life?
- **Ministry Experiences:** How have you served God in the past?
- **Painful Experiences:** What are the problems, hurts, and trials that you’ve learned from?

Wise stewardship of your life begins by knowing and understanding your S.H.A.P.E. You will be the most effective and fulfilled in ministry when you use your spiritual gifts and abilities in the area of your heart’s desire and in a way that best expresses your personality and experiences.



Understanding Your Personality



Style	D	I	S	C
Basic Tendencies	Fast Paced Task-oriented	Fast Paced People-oriented	Slower Paced People-oriented	Slower Paced Task-oriented
Greatest Strengths	Decisive Action Takes Charge Gets Results Self-Confident Independent Risk-Taker	Fun-Loving Involved Enthusiastic Emotional Optimistic Good Communicator	Patient Easy Going Team Player Calming Influence Stability Systematic	Accurate Analytical Detailed High Standards Intuitive Controlled
Natural Limitations	Impatient Stubborn Blunt	Disorganized Not Detail-Oriented Unrealistic	Indecisive Over-Accommodating Too Passive	Too Critical Perfectionist Overly Sensitive
Communication	One Way Direct "Bottom Line"	Positive Inspiring Persuasive	Two Way Best Listener Empathetic Feedback	Diplomatic Good Listener Provides Details
Fears	Being Taken Advantage Of	Loss of Social Approval	Loss of Stability	Criticism of Their Work or Performance
Time Frame	NOW	FUTURE	PRESENT	PAST
Love Language	Admiration	Acceptance	Appreciation	Affirmation
Under Pressure	Autocratic Aggressive Demanding	Attacks (But may avoid public confrontations)	Acquiesces Tolerates Complies	Avoids Ignores Plan Strategy
Money Viewed As A Means Of	Power	Freedom	Showing Love	Insuring Security
Decision Making	Quick: Result-Focused Very Few Facts	Impulsive: Whether It "Feels" Right	Relational: Based on Trust of Others	Reluctant: Needs a lot of Information
Greatest Needs	Challenges Change, Choices Direct Answers	Fun Activities Social Recognition Freedom From Details	Status Quo and Stability Time to Adjust to Change, Conflict Free Environment	Time to Do Quality Work Personal Support No Surprises
Recovery	Physical Activity	Social Time	Nothing Time	Private Time



PROCESS

For which we are his workmanship, created in Christ Jesus for good works, which God prepared beforehand, that we should walk in them.
-Ephesians 2:10 (ESV)

1. What are your spiritual gifts?
2. What do you put your heart into? What things are you passionate about?
3. What special abilities and skill sets do you have that can be an asset in ministry leadership and service?
4. What is your personality type? D, I, S, or C?



SHARE

1. How do you see God using your gifts, experiences, and personality for His glory and the good of others?