

# Self Assessment



“It feels good to do what God made you to do.”

Rick Warren

The following guides are assessments that we wanted to make available for you to use in order to figure out where you may best use your giftings, talents, passions, life experiences, etc. to best serve in the church. This is not an end all guide, just something to help place you in the best ministry role to get you started.

Simply complete the assessments on your time. When you feel like you have narrowed down where you can best serve, please come back to our website and complete the Volunteer Form on the ministries page.

These assessments were taken from the book What Now by Marc Estes. We encourage you to read this book for deeper insights on making sense of your purpose. You can find the individual assessments online at <http://marcestes.com/resources>

# Defining Your Passions

## Discovering How Your Passions Are Expressed

The following list is comprised of seventeen passion expressions and their definitions. Please read through the list in its entirety and select the three that you enjoy most. Place these three selections in the blanks at the end of the list:

**Caring** - I really enjoy assisting those who are hurting or in need. There's nothing better than seeing a smile on the face of someone touched by a thoughtful deed.

**Completing** - It's not how you start that matters but how you finish. I love to work through the details to ensure that the task is completed thoroughly.

**Creating** - I enjoy creating materials and systems that don't already exist as well as working on new and innovative ways to convey concepts visually or audibly.

**Designing** - I love to work with technology or materials to produce better ways of communicating.

**Gathering** - Pulling together a team of people or resources to accomplish a task or meet a need is something I love giving my time to.

**Hospitality** - I like to use my home as a place to entertain others, and I enjoy being a part of a team that cooks, serves or caters for others.

**Intercession** - I love to pray for extended periods of time and sense the Holy Spirit directs me toward specific areas to pray. People consider me to be an intercessor.

**Leading or Overseeing** - I love to lead the charge. I prefer to be directing what's going on, rather than following. Helping others to see the big picture and then working together with them to accomplish the task is something I love to do.

**Maintaining** - I enjoy working with well-established programs and helping to further their success.

**Motivating** - I love to inspire others to do their very best. I love the challenge of helping people see the value and benefits of investing their time, talents, and resources.

**Overcoming** - It's doesn't matter how high the mountain or how long it's going to take—I'm going to get there. I love challenges, and I find a real thrill in figuring out ways to preserve and get the result.

**Perfecting** - I'm always looking for ways to improve things that already exist. Being at and performing to the highest level of excellence is important to me.

**Performing** - Lights, camera, action. I love to be in front of people and help them understand and enjoy a message through creative communication such as drama, music, and the arts.

**Pioneering** - I love to take risks. The idea of trying something new pushes my button.

**Repairing** - If it's broken ... then I can fix it. I love to tinker with things and get them back to working order.

**Sharing or Giving** - I love to use my resources—time, energy, and money—to make sure others' needs are taken care of.

**Strategizing** - Contemplating all the options and figuring out the best path to get the desired result is something I enjoy.

My top three passion expressions are:

1. \_\_\_\_\_

2. \_\_\_\_\_

3. \_\_\_\_\_

## Discovering the People You're Passionate About

The following list is comprised of thirty-six different categories of people. Please read through the list in its entirety and select the top three groups that you enjoy working with. Place these three selections in the blanks at the end of the list:

|                |                     |                       |
|----------------|---------------------|-----------------------|
| Infants        | Single Parents      | Business              |
| Preschoolers   | Senior Citizens     | Unemployed            |
| Kindergartners | Widowed             | Prisoners             |
| Elementary     | Divorced            | Politicians           |
| Junior High    | Handicapped         | Military              |
| High School    | Blind               | Emergency Services    |
| College        | Deaf                | Spiritual Seekers     |
| Young Adults   | Mentally Challenged | New Believers         |
| Young Married  | Homeless            | Athletes: ___         |
| Singles        | Poor                | Ethnic Groups: _____  |
| Young Families | Rich                | Addictions: Specify _ |
| Married Couple | Hospitalized        | Other: _____          |

My top three people passions are:

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

## Discovering the Issues You're Passionate About

The following list identifies thirty different areas of interest. These can be identified as issues of passion. Please read through the list in its entirety and select the top three issues or causes that you feel strongly about. Place these three selections in the blanks at the end of the list:

The issues or causes I feel strongly about are:

|                 |               |                   |
|-----------------|---------------|-------------------|
| Abortion        | Education     | Mental Health     |
| Abuse           | Environment   | Mentoring         |
| Addictions      | Family        | Politics          |
| Adoption        | Finances      | Poverty           |
| AIDS            | Health        | Racism            |
| Business        | Homosexuality | Reaching the Lost |
| Child Care      | Hunger        | Social Concerns   |
| Church          | Injustice     | Technology        |
| Disaster Relief | International | Violence          |
| Discipleship    | Literacy      | Other: _____      |

My top three issue passions are:

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

# Identifying Your Spiritual Gifts

## **Directions**

Read and score each of the following questions according to the following scale:

*0=Not at all; has never occurred*

*1=Rarely applies; seldom happens.*

*2=Occasionally; happens once in a while.*

*3=Frequently; occurs more often than not.*

*4=Most of the time; consistently applies.*

Answer these questions *according to who you are*, not who you would like to be or think you ought to be. Put your score in the box to the immediate right of each question. Once you have completed all questions, transfer your answers to the corresponding numbered block on the table on page 5

1. I can do many things at once.
2. I would like to start churches in areas that need a strong local church.
3. I can easily distinguish between right and wrong.
4. It is easy for me to persuade others to get involved in areas of ministry.
5. I find myself sharing my Christian journey with others.
6. Trusting God to answer prayers regarding difficult situations is easy for me.
7. I love to give resources to people or projects needing assistance.
8. People have said that my prayers have assisted them in their healing.
9. I enjoy doing smaller tasks that no one else will do.
10. I can interpret when others speak in tongues.
11. I receive information that I sense came from the Holy Spirit considering others.
12. I feel empathy toward those who are less fortunate.
13. I have been used by God to perform miracles.
14. I feel compelled to share truth that has been impressed in my mind by God.
15. I love to guide others toward spiritual health, growth, and maturity.
16. I feel compelled to speak in tongues often.

17. I can find scriptural insights easily and desire to communicate these to others.
18. People often ask me for advice regarding their important decisions.
19. I have the ability to work well under pressure.
20. I would be willing to relocate to start a new church plant.
21. I am able to distinguish between a person's real needs and possible false needs.
22. I enjoy giving biblical advice to help people make right choices.
23. I like to find new ways to develop relationships with unchurched people.
24. I believe God to accomplish great things in my life and those around me.
25. I give above and beyond my tithe to further projects or programs that fulfill God's purposes.
26. I find myself praying for sick people, knowing that God can heal them.
27. I would rather serve others than have others serve me.
28. When people speak in tongues, I sense a stirring to interpret.
29. I perceive information regarding other people without others telling me the information.
30. I enjoy assisting those who are facing difficult situations.
31. People say that I have been used in their lives to see a miracle take place.
32. I sense insights concerning the future.
33. I have compassion for those in need and find myself assisting them through the process.
34. God has used me to speak in an unlearned language to a group of people.
35. I can impart knowledge and skills in a manner that makes it easy for others to learn and apply.
36. It is easy to identify practical solutions, where others seem confused.
37. I like to take on what appears to be complex challenges.
38. I find myself thinking about church-planting often.
39. My first impressions of a person's motives are often true.
40. I find myself directing people to God's promises by offering them hope.
41. I am successful at applying the Gospel to connect with a person's need or circumstance.
42. I am convinced that God's Word dictates my circumstance and circumstances don't dictate my faith.
43. Charitable giving is a high priority in my life.
44. I look for opportunities to pray for those who are sick.
45. I prefer to function behind the scenes than in a more visible role.
46. God directs me to translate the meaning of someone speaking in tongues.
47. I receive impressions regarding certain people or circumstances.

48. I like to practically help those who cannot help themselves.
49. "Signs and wonders" occur when I am ministering to others.
50. The Scripture comes alive to me regarding others' lives.
51. I seek to help others grow in Christ.
52. I have been used to edify others by using tongues as the primary tool of edification.
53. I enjoy instructing people and see positive change as a result of my instruction.
54. When talking with someone regarding a personal challenge, I sense special insight regarding their situation.
55. I enjoy organizing people and programs to achieve great goals.
56. Ministries that start new churches get my attention.
57. I find myself able to "read between the lines."
58. I am able to confront others to develop spiritual health, growth, and maturity.
59. I openly communicate my relationship with Christ and love when others ask me about my faith.
60. My ability to move forward in a God-given task is not hindered by a lack of support or resistance.
61. I find fulfillment in seeing others blessed through giving to their needs.
62. I possess a personal passion to see others healed.
63. I like to take on tasks that help others to succeed.
64. It is easy for me to understand what someone is saying in tongues.
65. God reveals to me the source to a person's problem, illness, or need.
66. I can see God's potential in every person regardless of their handicap or limitation.
67. I have faith to believe that God can use me to accomplish the impossible.
68. I am stirred in services or gatherings to communicate something that is burning in my heart.
69. I enjoy sharing truth with others to guide them in moving to be more like Jesus.
70. After speaking in tongues, someone has interpreted my utterance.
71. People have said that my instruction has helped them to better understand a concept, truth, or skill.
72. I seem to have a special ability to solve problems.
73. I like to figure out how to accomplish certain goals and delegate them.
74. I would like to oversee many churches and equip local church pastors.
75. I can sense when evil forces are at work in a person or situation.
76. I like to strengthen those who are spiritually weak.



77. Looking for opportunities to discuss spiritual matters with unbelievers excites me.
78. I trust God in any situation where the desired result cannot be guaranteed only by human efforts.
79. I give my personal belongings to those in greater need, knowing God will bless me in return.
80. God has used me as His vessel to heal others.
81. I readily use my talents to help whenever needed, regardless of the task.
82. People consider me to be a person that translates the meaning of a message delivered in tongues to a group of people.
83. God gives me specific direction in assisting people in finding a solution to their problems.
84. I feel compelled to offer comfort to those who are in a seemingly impossible situation.
85. Extraordinary things take place when I pray for impossible situations.
86. I see pictures or visions for certain people concerning a situation or circumstance they are facing.
87. I like to help guide people through all areas of their lives in fulfilling their potential.
88. I sense God wanting to use me to speak in tongues to believers during gatherings.
89. I love to study because I realize that communicating these truths will bring change in the lives of others.
90. I can identify the best course of action where many other conflicting options exist.

|                              |    |    |    |    |    |              |
|------------------------------|----|----|----|----|----|--------------|
|                              |    |    |    |    |    | <i>Total</i> |
| <i>Administration/Ruling</i> | 1  | 19 | 37 | 55 | 73 |              |
| <i>Apostle/Pioneer</i>       | 2  | 20 | 38 | 56 | 74 |              |
| <i>Discernment</i>           | 3  | 21 | 39 | 57 | 75 |              |
| <i>Exhortation</i>           | 4  | 22 | 40 | 58 | 76 |              |
| <i>Evangelism</i>            | 5  | 23 | 41 | 59 | 77 |              |
| <i>Faith</i>                 | 6  | 24 | 42 | 60 | 78 |              |
| <i>Giving</i>                | 7  | 25 | 43 | 61 | 79 |              |
| <i>Healing</i>               | 8  | 26 | 44 | 62 | 80 |              |
| <i>Serving/Helps</i>         | 9  | 27 | 45 | 63 | 81 |              |
| <i>Interpretation</i>        | 10 | 28 | 46 | 64 | 82 |              |
| <i>Knowledge</i>             | 11 | 29 | 47 | 65 | 83 |              |
| <i>Mercy</i>                 | 12 | 30 | 48 | 66 | 84 |              |
| <i>Miracles</i>              | 13 | 31 | 49 | 67 | 85 |              |
| <i>Prophecy</i>              | 14 | 32 | 50 | 68 | 86 |              |
| <i>Pastor/Shepherd</i>       | 15 | 33 | 51 | 69 | 87 |              |
| <i>Tongues</i>               | 16 | 34 | 52 | 70 | 88 |              |
| <i>Teaching</i>              | 17 | 35 | 53 | 71 | 89 |              |
| <i>Wisdom</i>                | 18 | 36 | 54 | 72 | 90 |              |

| <b>Spiritual Gift</b> | <b>Description</b>   | <b>Scriptural References</b>  |
|-----------------------|--|---|
| Administration/Ruling | The gift of Administration is the divine ability to understand and effectively perform tasks that make an organization function properly. This includes the ability to plan and organize certain goals to reach ministry objectives. | Luke 14:28-30<br>Acts 6:1-7<br>Romans 12:8<br>1 Corinthians 12:28                       |
| Apostle/Pioneer       | The gift of Apostle/Pioneer is the divine ability that God gives to members of the body of Christ to exercise leadership over multiple churches.   | Acts 13:2-3<br>Romans 1:5<br>1 Corinthians 12:28-29<br>Ephesians 4:11-12                |
| Discernment           | The gift of Discernment is the divine ability to comprehend with assurance whether a source of communication or situation is derived from a godly, human, or satanic source.   | Matthew 16:21-23<br>Acts 5:1-11<br>Acts 16:16-18<br>1 Corinthians 12:10<br>1 John 4:1-6 |
| Evangelism            | The gift of Evangelism is the divine ability to communicate the Gospel of Jesus Christ effectively to unbelievers, resulting in salvation and onward progress toward spiritual health, growth, and maturity.                         | Luke 19:1-10<br>Acts 8:26-40<br>Ephesians 4:11  |
| Exhortation           | The gift of Exhortation is the divine ability to support, strengthen, uplift, and counsel those in a special way, resulting in them feeling helped and healed.   | Acts 14:22<br>Romans 12:8<br>1 Timothy 4:13<br>Hebrews 10:25                            |
| Faith                 | The gift of Faith is the divine ability to embrace with unwavering confidence God's promises and purposes and His ability to perform them.   | Acts 11:22-24<br>Romans 4:18-21<br>1 Corinthians 12:9<br>Hebrews 11                     |
| Giving                | The gift of Giving is the divine ability to contribute one's finances and other resources liberally and cheerfully beyond the level expected of all believers for the benefit of the kingdom of God.                                 | Mark 12:41-44<br>Romans 12:8<br>2 Corinthians 8:1-7<br>2 Corinthians 9:2-8              |
| Healing               | The gift of Healing is the divine ability to serve as a vessel which God uses to restore people to wholeness. This would include physical, spiritual, and emotional areas of one's life.   | Acts 3:1-10<br>Acts 5:12-16<br>Acts 9:32-35<br>Acts 28:7-10<br>1 Corinthians 12:9       |
| Helps/Serving         | The gift of Helps/Serving is the divine ability to devote one's personal talents and abilities toward the lives and ministry of others.  | Acts 6:1-4<br>Acts 9:36<br>Romans 12:7<br>Romans 16:1-2<br>1 Corinthians 12:28          |
| Interpretation        | The gift of Interpretation is the divine ability to translate a message to a known language from an unknown tongue spoken to a body of believers in tongues.   | 1 Corinthians 12:10, 30<br>1 Corinthians 14:5, 13, 26-28                                |
| Knowledge             | The gift of the word of knowledge is the divine ability to know facts that could not otherwise be known.   | Mark 2:6-8<br>Acts 5:1-11<br>1 Corinthians 12:8<br>2 Corinthians 11:6                   |
| Mercy                 | The gift of Mercy is the divine ability to see others in need and be moved with empathy and compassion, resulting in meaningful actions that help better the distressing circumstances of the person being ministered to.            | Matthew 20:29-34<br>Luke 10:25-37<br>Acts 11:28-30<br>Romans 12:8                       |
| Miracles              | The gift of Miracles is the divine ability to be used by the Holy Spirit in a supernatural way to perform powerful acts that alter the course of nature and result in glorifying God.  | John 2:1-11<br>Acts 20:7-12<br>Romans 15:18-19<br>1 Corinthians 12:10, 28               |

|                 |  |   |
|-----------------|--|---|
| Pastor/Shepherd | The gift of Pastor/Shepherd is the divine ability to assume a personal responsibility to care for and lead others into receiving greater depths of spiritual health, growth, and maturity.   | John 10:1-18<br>Ephesians 4:11-12<br>1 Timothy 3:1-7<br>1 Peter 5:1-3                             |
| Prophecy        | The gift of Prophecy is the divine ability to receive, interpret, and deliver a message from God in a timely manner for edification, repentance, understanding, and/or correction.   | Acts 15:32<br>Romans 12:6<br>1 Corinthians 12:28<br>Ephesians 4:11-14<br>2 Peter 1:19-20          |
| Teaching        | The gift of Teaching is the divine ability to receive God-given truths from God's Word and communicate them in a relevant way, resulting in others learning and applying those truths in their personal walk with Christ.                              | Acts 18:24-28<br>Acts 20:20-21<br>1 Corinthians 12:28<br>Ephesians 4:11-13                        |
| Tongues         | The gift of Tongues is the divine ability to receive and communicate a message delivered by God to His people through a heavenly inspired language, different than speaking to God in an unknown language during private devotion and edification.     | Mark 16:17<br>Acts 2:1-13<br>Acts 10:44-46<br>1 Corinthians 12:10, 28-30<br>1 Corinthians 14:1-33 |
| Wisdom          | The gift of the word of Wisdom is the divine ability to know the mind of God toward a certain situation in a manner that gives you supernatural understanding, resulting in others receiving God-given direction and clarity to make proper decisions. | Acts 6:3<br>I Corinthians 2:1-13<br>1 Corinthians 12:8<br>James 3:13-18<br>2 Peter 3:15           |

# Clarifying Your Talents and Abilities

Please take a moment to read through the list of talents and abilities, checking off every item where you perceive yourself to have a special ability or talent. Once you have completed checking off all appropriate boxes, answer the questions on page 2.

## PROFESSIONAL SERVICES

- Mental Health
- Counseling
- Social Work
- Accounting
- Bookkeeping
- Medical
- Nursing
- Paramedic
- Legal
- Law Enforcement
- Landscaping
- Unemployment
- Daycare
- Public Relations
- Advertising
- Computer Programming
- Journalism/Writing

## CONSTRUCTION

- General Contractor
- Drywall
- Carpenter
- Cabinet
- Electrician
- Plumbing
- Heating/AC
- Painting
- Masonry
- Roofing

## MISSIONS

- Missionary
- Evangelism

## ART

- Painting
- Layout
- Graphics
- Screen Printing
- Photography
- Decorating
- Crafts
- Interior Design

## MECHANICAL

- Copier Repair
- Auto Mechanic
- Small Engine Repair
- Mower Repair
- Machinist

## THEATRICAL

- Acting
- Dancing
- Puppets
- Audio Production
- Sound/Mixing
- Lighting
- Set Design
- Set Construction
- Stage Hand
- Script Writer

## WORKING WITH

- Handicapped
- Hearing Impaired
- Incarcerated
- Learning Disabilities
- Shut-ins
- Housing for Homeless
- Hospital Visitation

## TEACHING/ ASSISTING

- Preschool
- Elementary
- Junior High
- Senior High
- Singles
- Couples
- Men's Groups
- Women's Groups
- Tutoring

## OFFICE SKILLS

- Typing
- Word Processing
- Receptionist
- Office Manager
- Data Entry
- Filing/Photocopy
- Transcription

## GENERAL HELPS

- Catering/Cooking
- Cashier
- Child Care
- Food Service
- Gardening
- Grounds Maintenance
- Transportation
- Telephoning
- Mailing
- Sports Instructor

## MUSICAL

- Singer
- Composer
- Instrument

## Summarizing Your Talents and Abilities

What talents and/or abilities do you feel best about? \_\_\_\_\_

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What most interests you? \_\_\_\_\_

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What are some of your hobbies? \_\_\_\_\_

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What are your greatest talents? \_\_\_\_\_

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How do you think you could use the abilities you checked to serve in your church? \_\_\_\_\_

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Pastor Marc Estes – Taken from his book, "What Now, Making Sense of who you are and Where you are Going."

# Making Sense of Your Life Experiences

## Directions

Take a moment to think about how your life experiences (ministry, family and life, education, career, challenges, health, financial) have helped shape you for serving opportunities. Write your thoughts below:

## MINISTRY

What past ministry experiences have you had? \_\_\_\_\_

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How have these experiences helped you? \_\_\_\_\_

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How could you use these ministry experiences to serve others? \_\_\_\_\_

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## FAMILY AND LIFE

What areas of your family and life experiences stick out most to you (i.e. where you lived, how you were raised, religious background, etc.)? \_\_\_\_\_

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Do you see any connection between these family/life experiences and how you could use these to serve? If so, how? \_\_\_\_\_

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### **EDUCATION**

What type of special education have you experienced that could be used to serve others (i.e., computer, administration, video, layout and graphic design, counseling, auto mechanics, carpentry, etc.)?

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### **CAREER**

How do you think you could use what you have learned in your career experiences to serve others?

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### **CHALLENGES**

What is the most painful experience that has happened in your life (i.e., divorce, addiction, past sin, disease, death of a loved one, etc.)? \_\_\_\_\_

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What have you learned from that experience(s)? \_\_\_\_\_

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How do you think that experience(s) could be used to help others? \_\_\_\_\_

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### **HEALTH**

Are there any specific health issues in your life that would be worth mentioning? \_\_\_\_\_

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Paired with your life experiences, how could these health issues be used to help others facing the same challenge? \_\_\_\_\_

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### **FINANCIAL**

How would you describe your financial history? \_\_\_\_\_

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What financial successes and failures have you experienced? \_\_\_\_\_

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How could your financial experiences be used to help others? \_\_\_\_\_

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## Learning About Your Personal Makeup

Please take a moment to review the following chart. For each item select the trait that best describes you— number 1 being most like the trait on the left hand side, the number 5 being most like the trait on the right hand side. Select the behavior that reflects who you naturally are, not what would be expected of you by someone else.

Add up the total of each section and enter the sum total in the appropriate boxes (X and Y). Turn to the following page and complete the process.

### ***How do I handle things?***

|  |                        |           |                         |
|--|------------------------|-----------|-------------------------|
| <b><i>I lean toward</i></b>                  | Evaluating the options | 1 2 3 4 5 | Making prompt decisions |
| <b><i>I enjoy</i></b>                        | Trying new things      | 1 2 3 4 5 | A set agenda            |
| <b><i>When I wake up, I like to</i></b>      | Allow my day to unfold | 1 2 3 4 5 | Plan my day             |
| <b><i>During my free time I tend to</i></b>  | Be spontaneous         | 1 2 3 4 5 | Have a plan             |
| <b><i>When plans change, I typically</i></b> | Go with the flow       | 1 2 3 4 5 | Get frustrated          |
| <b><i>Maintaining a budget</i></b>           | Is difficult           | 1 2 3 4 5 | Is enjoyable            |

How do I handle things? X =

### ***How am I motivated?***

|   |                    |           |                           |
|---|--------------------|-----------|---------------------------|
| <b><i>When asked to get involved, I am more interested in</i></b> | What I need to do  | 1 2 3 4 5 | Who else will be involved |
| <b><i>I like to</i></b>   | Do                 | 1 2 3 4 5 | Talk                      |
| <b><i>I would rather</i></b>                                      | Complete something | 1 2 3 4 5 | Help someone              |



**SAMPLE**

