

FIGURING OUT YOUR SERVANT PROFILE

Although we will not always be in a ministry for which we are totally wired, we need to over time, be moving toward those ministries in the body of Christ for which God has most wired us.

There are three dimensions to our servant profile:

- 1) Our **spiritual gifts** determine **what** we should do. Part **A** (p. 2-8)
- 2) Our **style** determines **how** we go about doing it. Part **B** (p. 9)
- 3) Our **passion** determines **where** we do it. Part **C** (p. 10-13)

When we function in a ministry for which we are most wired, we will notice that 1) God is glorified, 2) We are most fruitful and 3) We are most fulfilled. Thanks to Bruce Bugbee's book *'What you do best in the body of Christ'* for this servant profile test.

The diagram is a pyramid with a target symbol at the top. The pyramid is divided into three sections. The top section is labeled "Spiritual Gifts" and contains three numbered lines for listing gifts. The middle section is labeled "Personal style" and contains a horizontal line for writing. The bottom section is labeled "Ministry Passion" and contains a horizontal line for writing. The pyramid is shaded in a gradient from light gray at the top to dark gray at the bottom.

A: Spiritual Gifts Experience Assessment

Experience Key:

A	Administration
B	Craftsmanship
C	Creative Communication
D	Encouragement
E	Faith
F	Giving
G	Helps
H	Hospitality
I	Intercession
J	Leadership
K	Mercy
L	Apostleship
M	Prophecy
N	Evangelism
O	Shepherding
P	Teaching
Q	Discernment
R	Word of knowledge
S	Word of wisdom
T	Healing
U	Interpretation
V	Miracles
W	Tongues
Other	

Directions:

1) Place the score for your response to each of the following statements (p. 3 - 6) in the appropriately numbered box on the answer sheet below. Use the following scale:

<u>SCORE</u>	<u>MEANING</u>
3 =	Consistently / Definitely true
2 =	Most of the time / Usually true
1 =	Some of the time / Once in a while
0 =	Never / Not at all

2) *Important:* Answer according to who you are, not who you would like to be or who you think you should be.

- How true of you are these statements?
- What has been your experience?
- To what degree do these statements reflect your tendencies?

3) When you have completed the Spiritual Gifts Experience Assessment, add up each column and record the total above each letter.

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19				
	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38				
	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57				
	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76				
	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95				
	96	97	98	99	100	101	102	103	104	105	106	107	108	109	110	111	112	113	114				
	115	116	117	118	119	120	121	122	123	124	125	126	127	128	129	130	131	132	133	134	135	136	137
Total																							
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W
Top three																							

(Rate the following questions as explained on p.2 and complete the table accordingly.)

1. I can coordinate people, tasks, and events to meet a need'.
2. I enjoy working creatively with wood, cloth, paints, metal, glass, or other materials.
3. I enjoy developing and using my artistic skills (art, drama, music, photography, etc.).
4. When I see spiritual complacency, I am willing to challenge it.
5. I have confidence that God not only can, but he will.
6. I give liberally and joyfully to people in financial need or: to projects requiring support.
7. I enjoy working behind the scenes to support the work of others.
8. I view my home as a safe and caring place to minister to people.
9. When it comes to my attention, I am honored to regularly pray for someone or for a concern.
10. I am motivated to set goals and influence others to achieve a vision in order to advance God's work on earth.
11. I empathize with hurting people and desire to help in their healing process.
12. I am attracted to the idea of serving in another country or an ethnic community.
13. I have spoken a timely and important prophetic word to others that I felt came to me directly from God while in prayer.
14. I have the ability to communicate the Gospel clearly and accurately.
15. I establish trust and confidence through long-term relationships.
16. I am able to communicate God's Word effectively.
17. I can readily distinguish between spiritual truth and error, good and evil.
18. I research and am persistent in my pursuit of knowing the truth.
19. Others often seek me out for advice about personal and spiritual matters.
20. I am careful, thorough, and skilled at managing details.
21. I am skilled in working with different kinds of tools.
22. I help people better understand themselves, their relationships, and God through artistic expression.
23. I enjoy reassuring and strengthening those who are discouraged.
24. I have confidence in God's continuing provision and help, even in difficult times.
25. I give more than a tithe so that kingdom work can be accomplished.
26. I enjoy doing routine tasks that support the needs of ministry.
27. I enjoy meeting new people and helping them feel welcomed.
28. I enjoy praying for long periods of time and receive leading as to what God wants me to pray for.
29. It is quite natural for me to lead, and it is more comfortable for me to lead than not to lead.
30. I can patiently support those going through painful experiences as they are seeking stability in their lives.
31. I am willing to take an active part in starting a new church.

32. By God's revelation to me, I have been able to shed light on current realities in someone's life that helps them see God's desire for their future.
33. After I have shared the story of Jesus, people pray with me for salvation.
34. I can faithfully provide long-term emotional and spiritual support and concern for others.
35. I simply and practically explain and clarify the Word for those who are confused or just do not know.
36. I have a "sixth sense" and frequently am able to identify a person's character based on first impressions.
37. I receive information from the Spirit that I did not acquire through natural means.
38. I can often find simple, practical solutions in the midst of conflict or confusion.
39. I can clarify goals and develop strategies or plans to accomplish them.
40. I can visualize how something should be constructed before I build it.
41. I like finding new and fresh ways of communicating God's truth.
42. I give hope to others by directing them to the promises of God.
43. I have a special ability to trust God for extraordinary needs.
44. I manage my money well in order to free more of it for giving.
45. I willingly take on a variety of odd jobs around the church to meet the needs of others.
46. I genuinely believe the Lord directs strangers to me who need a sense of belonging and connection to others.
47. I am conscious of ministering to others as I pray.
48. I am usually chosen as the group's spokesperson when in discussion groups.
49. I am drawn toward people who are sometimes regarded as undeserving or beyond help.
50. I can relate to others in culturally sensitive ways.
51. I speak biblical truth in a timely and culturally sensitive way in order to strengthen, encourage, and comfort God's people.
52. I'd rather be around non-Christians more than Christians so that I can build relationships with them.
53. I enjoy giving practical support, nurture, and spiritual guidance to a group of people.
54. When I teach, people respond to my teaching with action.
55. I can see through phoniness or deceit before it is evident to others.
56. I seek certainty and truth in order to avoid superficial understandings and speculation.
57. I am surprised by how many people are unable to solve problems and seem to lack common sense.
58. I can identify and effectively use the resources needed to accomplish tasks.
59. I am good at working with my hands and enjoy doing so,
60. I regularly need to get alone to reflect and to develop my imagination.
61. I reassure those who need to take courageous action in their faith, family, or life.
62. I am unwavering in my belief that God will absolutely work in circumstances in which success cannot be guaranteed by human effort alone.

63. I choose to limit my lifestyle in order to give away a higher percentage of my income.
64. I see spiritual significance in doing practical tasks.
65. I rarely meet people I do not like and wouldn't want to see included in the life of the church.
66. I pray with confidence because I know that God works in response to prayer.
67. I set goals and direct people to effectively accomplish them.
68. I have great compassion for hurting people.
69. I view the overall picture and do not get hindered with problems along the way.
70. I have spoken to others about future events or situations that God revealed to me, and they happened as I said they would.
71. I boldly speak about salvation through Jesus Christ and see a positive response in those who are listening.
72. I can gently restore wandering believers to faith and fellowship.
73. I get frustrated when I see people's lack of biblical knowledge:
74. God shows me the difference between a demonic influence, a mental illness, and an error in truth.
75. When reading or studying Scripture, I see important biblical truths and themes that benefit others in the body of Christ.
76. I can anticipate the likely consequences of the actions of an individual or a group.
77. I like to help groups become more efficient.
78. I serve and work more behind the scenes to make things that are useful for ministry and that honor God.
79. The way I say and do things awakens the truth in others, so they say, "I have never thought of it that way."
80. I find great joy in affirming the value and worth of others.
81. When I see God's activity, I move toward it in spite of opposition or a lack of support.
82. For special projects and capital campaigns, I like to give in a way that encourages and inspires others to give generously.
83. I like to find things that need to be done and often do them without being asked.
84. For me, the greatest times of joy in the church are times of social interaction and fellowship.
85. When I hear about needy situations, I feel burdened to pray.
86. I influence others to perform to the best of their ability.
87. I look through a person's handicaps or problems to see a life that matters to God and an opportunity to serve.
88. I am culturally sensitive and comfortable with different ethnic groups.
89. I feel a compulsion to speak the words God gives me to strengthen, encourage, and comfort others.
90. I openly tell people that I am a Christian and want them to ask me about my faith.
91. There are a number of people in my life that I am personally guiding with truth, encouragement, caring, and wisdom.

92. I communicate Scripture in ways that cause others to learn and become motivated toward greater growth.
93. I receive affirmation from others concerning the reliability of my insights about them and of perceptions I have of others.
94. I have suddenly known things about others, but did not know how I knew them.
95. I give practical advice to help others through complicated situations.
96. I can visualize a coming event, anticipate potential problems, and develop strategies to meet them.
97. I am a resourceful person, able to find the best materials and tools needed to build what is needed.
98. I use various forms of the arts to draw people closer to God and to his truth.
99. I like motivating others to take steps for spiritual growth.
100. I am regularly challenging others to trust God.
101. I manage my money and give to ministries that are well led and are making a difference for Christ in the lives of people.
102. I show my love for others in actions more than words.
103. I do whatever I can to make visitors and others feel they belong.
104. God gives me a peace and confidence that my prayers are being answered, even when I cannot see the results.
105. I am able to cast a vision for ministry that others want to follow and be a part of.
106. I enjoy bringing hope, joy, and comfort to people working through a crisis or chronic situation in their lives.
107. I relate to leaders who often follow me into new ministry ventures.
108. God reveals to me things others cannot see so when I speak to them they can understand his activity in their lives.
109. I love unchurched people no matter where they are on a spiritual Journey.
110. I take responsibility to nurture the whole person in his or her walk with God.
111. I can present information and skills to others in ways that make it easier for them to grasp and apply them to their lives.
112. I have seen into the spiritual realm where spirits have been revealed to me by God.
113. The truths I learn and the understandings I gain create a burden for me because of the responsibility I feel to handle the information wisely.
114. When faced with how to apply biblical truths practically in a difficult or complex situation, God reveals to me a solution.
115. I want to bring order where there is organizational chaos.
116. I have good hand-eye coordination and good dexterity.
117. I have a sense of the whole and can creatively put things together in a harmonious flow that artistically communicates a biblical truth.
118. I carefully challenge or rebuke others in order to help them grow spiritually.

- 119. I find it natural to believe in God for things that others see as impossible.
- 120. I believe I have been given an abundance of resources so that I may give more to the Lord's work.
- 121. When a task needs to be done, I find it difficult to say no.
- 122. I can make people feel at ease even in unfamiliar surroundings.
- 123. I see specific results in direct response to my prayers.
- 124. I figure out where we need to go and help others to get there.
- 125. I am moved with compassion and motivated to remove the sources of another's sufferings.
- 126. God's authority and power are manifested in the new churches and ministries I served to start.
- 127. I feel compelled to expose sin wherever I see it and to challenge people to repentance.
- 128. I'm constantly thinking of ways to bring up spiritual matters with friends who do not know God.
- 129. I feel responsible to help oversee and protect believers from the things that keep them from fellowship with God and one another.
- 130. I struggle with how to take what I have been studying and communicate only those things that will help God's people learn what they need at the moment.
- 131. I can sense when demonic forces are at work in I a person of situation.
- 132. I love learning and share with those who want to learn.
- 133. I like to read and study the book of Proverbs for its simple and powerful truths expressed in a clear and practical way.

If you have repeatedly had any of the following experiences indicate that with a check mark by the appropriate letter on the answer sheet.

- 134. I have repeatedly seen an instant healing as I laid hands on someone and prayed.
- 135. When I hear people speak in tongues, I feel the Spirit revealing his message to me, and I speak it aloud, interpreting it for the church.
- 136. I have experienced the power of God within me to cast out demons and heal the sick, and I see his supernatural intervention in nature.
- 137. I have spoken in a language I do not understand, and someone has spoken out to interpret what I had just said.

*** Now, add up the columns and write the total of each column above the respective letters.**

Spiritual gifts summary:

Administration	The divine enablement to understand what makes an organization function, and the special ability to plan and execute procedures that accomplish the goals of the ministry.
Apostleship	The divine ability to start and oversee the development of new churches or ministry structures.
Craftsmanship	The divine enablement to creatively design and/or construct items to be used for ministry.
Creative Communication	The divine enablement to communicate God's truth through a variety of art forms.
Discernment	The divine enablement to distinguish between truth and error, to discern the spirits, differentiating between good and evil, right and wrong.
Encouragement	The divine enablement to present truth so as to strengthen, comfort or urge to action those who are discouraged or wavering in their faith.
Evangelism	The divine enablement to effectively communicate the Gospel to unbelievers so they respond in faith and move toward discipleship.
Faith	The divine enablement to act on God's promises with confidence and unwavering belief in his ability to fulfill his purposes.
Giving	The divine enablement to contribute money and resources to the work of the Lord with cheerfulness and liberality.
Healing	The divine enablement to be God's means for restoring people to wholeness.
Helps	The divine enablement to attach spiritual value to the accomplishment of practical and necessary tasks that free up, support, and meet the needs of others
Hospitality	The divine enablement to care for people by providing fellowship, food, and shelter.
Intercession	The divine enablement to consistently pray on behalf of and for others; thus seeing frequent and specific results.
Interpretation	The divine enablement to make known to the body of Christ the message of one who is speaking in tongues.
Knowledge	The divine enablement to bring truth to the body through a revelation or biblical insight.
Leadership	The divine enablement to cast vision, motivate and direct people to harmoniously accomplish the purposes of God.
Mercy	The divine enablement to cheerfully and practically help those who are suffering or are in need.
Miracles	The divine enablement to authenticate the ministry and message of God through supernatural interventions that glorify him.
Prophecy	The divine enablement to reveal truth and proclaim it in a timely and relevant manner for understanding, correction, repentance, or edification.
Shepherding	The divine enablement to nurture, care for, and guide people toward ongoing spiritual maturity and becoming like Christ.
Teaching	The divine enablement to understand, clearly explain and apply the Word of God, thus causing greater Christlikeness in the lives of listeners.
Tongues	The divine enablement to speak, worship or pray in a language unknown to the speaker.
Wisdom	The divine enablement to apply spiritual truth effectively to meet a need in a specific situation.

B: Personal Style - How do I relate with my personal style?

How Are You Energized?

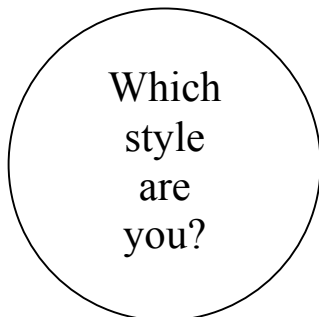
- | | | | | | | | |
|----|--|---|---|---|---|---|-------------------------------|
| 1. | I'm more comfortable ...
<i>doing things for people</i> | 1 | 2 | 3 | 4 | 5 | <i>being with people</i> |
| 2. | When doing a task, I tend to ...
<i>focus on the goal</i> | 1 | 2 | 3 | 4 | 5 | <i>focus on relationships</i> |
| 3. | I get more excited about ...
<i>advancing a cause</i> | 1 | 2 | 3 | 4 | 5 | <i>creating community</i> |
| 4. | I feel I have accomplished something when I've ...
<i>gotten a job done</i> | 1 | 2 | 3 | 4 | 5 | <i>built a relationship</i> |
| 5. | It is more important to start a meeting ...
<i>on time</i> | 1 | 2 | 3 | 4 | 5 | <i>when everyone is there</i> |
| 6. | I'm more concerned with ...
<i>meeting a deadline</i> | 1 | 2 | 3 | 4 | 5 | <i>maintaining the team</i> |
| 7. | I place higher value on ...
<i>action</i> | 1 | 2 | 3 | 4 | 5 | <i>communication</i> |

Energized Total E = If your E total is **7-20** you are energized through **tasks**. If **22-35**, you are energized through **people**.

How Are You Organized?

- | | | | | | | | |
|----|---|---|---|---|---|---|----------------------------|
| 1. | While on vacation, I prefer to ...
<i>be spontaneous</i> | 1 | 2 | 3 | 4 | 5 | <i>Follow a set plan</i> |
| 2. | I prefer to set guideline that are ...
<i>general</i> | 1 | 2 | 3 | 4 | 5 | <i>specific</i> |
| 3. | I prefer to ...
<i>leave my options open</i> | 1 | 2 | 3 | 4 | 5 | <i>settle things now</i> |
| 4. | I prefer projects that have ...
<i>variety</i> | 1 | 2 | 3 | 4 | 5 | <i>routine</i> |
| 5. | I like to ...
<i>play by ear</i> | 1 | 2 | 3 | 4 | 5 | <i>stick to a plan</i> |
| 6. | I find routine ...
<i>boring</i> | 1 | 2 | 3 | 4 | 5 | <i>restful</i> |
| 7. | I accomplish tasks best ...
<i>by working it out as I go</i> | 1 | 2 | 3 | 4 | 5 | <i>by following a plan</i> |

Organized Total O = If your O total is **7-20** you are organized by being **unstructured**. If **22-35** you are organized by **structure**.



<p>High People. (22-35) Low Structure (7-20).</p>	<p>High People. (22-35) High Structure. (22-35)</p>
<p>Low People. (7-20) Low Structure. (7-20)</p>	<p>Low People. (7-20) High Structure. (22-35)</p>

C: Passion Indicators – Where is my passion?

There are seven passion indicators that may be helpful in the identification of your passion.

1. Imagine that you and I are meeting for the first time. In the course of our conversation, we talk about a variety of topics. Then we turn to a new subject. As you are talking to me about it, you start speaking a little faster. You lean forward. You become increasingly animated. Your voice goes up a little. Your passion may be indicated by more active body language. You are talking about a subject that could keep you up late at night. It's the topic that would cause you to jump out of bed in the morning. What are we talking about?

2. Sometimes our dreaming or reflection allows us to imaginatively explore the desire of our heart. In these times, we may visualize or find ourselves being drawn as if by a current toward something that heightens our feelings and enlarges our capacity for action. The image that we see will hit an emotional chord. When you are alone, do you ever wonder, "What if ... ?" Does your response to that question create emotional energy? What is it?

3. Make a list of your greatest achievements, but be sure that they are things you enjoyed doing. These achievements may be accomplishments that others do not find particularly impressive, but were important to you. (Conversely, you may have achieved Student of the Year, but to you it was not that big of a deal, or you did not enjoy the process of earning it.) Perhaps when you were twelve, you and a friend decided to put on a neighborhood carnival. You organized the booths, got people to run them, had prizes, made and sold tickets, and actually made a little profit. You pulled it off and had a great time doing it. It was an enjoyable achievement. Are there similarities in your list of enjoyable achievements? What themes can you see?

4. What kinds of things are you doing? What topics are you involved in, in which you lose track of time? When you are moving in the direction of your passion, time can easily slip away. Our passion can make us less aware of what is going on around us because we become so focused on what we care about most. What might that be?

5. People who are fulfilling their passion are making a purposeful difference. (By the way, even though you are making a difference, it doesn't necessarily mean you are serving in the area of your passion.) Those who are expressing their heart's desire will find greater energy and focus as they positively impact those around them. Of course, the process of fulfilling your passion will not always be easy or fun. But in the midst of moving toward your passion, there is an inner confidence that you are doing what God wants you to do in the way he wants you to do it. There is an assurance that you are where he wants you, and that he is using you according to his divine purposes. Whether subtly or overtly, you are making a difference. Where is that happening? In what area would you like to see it happen?

6. Your passion will energize you. Not only will you become more alive emotionally, but the activity or thoughts about your passion will actually give you energy. This is God's way of moving you toward those people, roles, or causes that are his created agenda for your life. His will for you is partly revealed in your God-given passion. What energizes you?

7. Whatever your passion is, it needs to be submitted to a twofold test: **Does it glorify God? Does it edify others?** If your passion and its expression do not meet this test, you have not identified your God-given passion. You may have expressed a desire of your heart, but it is not from God. He cannot violate his own integrity and purposes. That is why we are shown the condition on which God will give us the desires of our heart, "Trust in the Lord and do good; dwell in the land and enjoy safe pasture. Delight yourself in the LORD and he will give you the desires of your heart" (Psalm 37:3-4). Jesus was communicating the same principle in the New Testament when he said, "If you abide in Me, and My words abide in you, ask whatever you wish, and it shall be done for you" (John 15:7 NASB). Many people are asking God for things, but they are not abiding in Jesus. When we abide, we can confidently ask, knowing that he will be pleased to respond to our requests because they will reflect his purposes. His heart's desire for us becomes our heart's desire. Does your passion glorify God and edify others? When you are abiding and delighting yourself in him, what desires do you have?

Reviewing your responses from above, how might you summarize your passion in a word or phrase?

I have a passion for (to):

Which one of the Ministry Passion Categories (on page 13) best reflects your area of passion?

Passion Confusion

You may still be feeling confused about what your real passion is. There are a number of factors that can make it difficult for you to get a handle on your passion. Let's consider a few of them,

Surrounding Values

Sometimes the values of those around us are so dominant or rigid that our departure from them creates feelings of rejection or a lack of approval. Growing up in a variety of environments such as our home, church, and school, we may have felt differently than those who were in positions of authority. Because we trusted them, we adopted what they valued. For some of us, doing so meant abandoning our own interests.

Our need to belong may have caused us to submerge our own passions for passions more "acceptable" to those around us. If you - knew there would be no family or friend to judge your behavior, what would you do?

Pleaser Personality

It seems that those who have a strong orientation toward pleasing others have a more difficult time identifying their own passion. Whether one's motivation for pleasing is intentional or as a result of some subconscious emotions, the result is the same. For people like this, it feels illegal or selfish to say, "I want to ..."

Unrecognizable Theme

Some people list four, five, or more passions and are not able to narrow it down to one. They cannot seem to find any harmony in their list. These people may require more prayer and reflection to discern the core of their passion. Sometimes we are not able to see the central theme of our passion because of the various ways we are expressing it. A trusted friend can be helpful in talking through our interests in order for us to be able to find a word or brief phrase that captures the essence of our passion.

Terminology

The term passion may be a mental block to the understanding of desire for ministry. If you have used words like vision, *dream*, *burden*, or call in the past to describe your special desires, the word passion might create a different way of thinking about God's intended purpose for your life. By **viewing your passion in the same way as** you view these other terms, you may be able to think more concretely about your passion's connection to purposeful action.

The Where Question

As you identify and **pursue your** God-given passion, you will become more aware of the answer to the question we have been asking, "Where should I serve?" Naming your passion answers the *where* question.

- If you have a passion for children, where should you be serving?
In a ministry that is committed to impacting the lives of children.
- If your passion is for discipleship, where should you be serving?
In a ministry committed to discipling people.
- If your passion is for world hunger, where should you be serving?
In a ministry or organization committed to feeding the poor.
- My passion is _____, so where should I be serving?
In a ministry committed to _____.

Don't worry at this time how you can fulfill your passion. Don't let the fact that your church may not have such a ministry keep you from identifying your passion. For now, we just want you to name it.

God has indicated where he wants you to serve - it has been written on your heart. But knowing where to serve is different from knowing what to do. Your passion may reveal the direction or focus of your ministry, but how do you know what to do within that area of ministry? Fortunately, that is why God gave us spiritual gifts.

Two Optional Extra Tools ...

1. Passion Categories

Which of the following categories does your ministry passion best fit into?

Category	Description
Celebration Ministries	<i>The heart of these ministries is directed toward God by engaging the church in the Word, worship, song, the arts, etc.</i>
Outreach ministries	<i>The heart of these ministries is focused on relating, reaching and connecting unbelievers and the unchurched to a relationship with Christ and His church.</i>
Connecting ministries	<i>The heart of these ministries is assimilating visitors, attenders and members into a relationship with Christ and the church through hospitality, fellowship, belonging and encouragement.</i>
Equipping ministries	<i>The heart of these ministries is maturing believers in the area of their gifts, ministry, training and leadership. It serves a variety of life stage and affinity-based groups for growth, accountability and service. The heart of these ministries are assisting people in the church and community with their physical, emotional; relational and spiritual health through the grace, love and resources of the Kingdom.</i>
Caring ministries	<i>The heart of these ministries is assisting people in the church and community with their physical, emotional, relational and spiritual health</i>
Supporting ministries	<i>The heart of these ministries is freeing other people, leaders and ministries from practical concerns to keep focused on their ministry goals. They involve structuring the systems and procedures to serve and support people and ministries.</i>

2. Once everyone in a small group or ministry team has their servant profile worked out, why not use it as a team-building exercise discussing these questions:

(we suggest the leader records the answers)

- What are your top three **spiritual gifts**? What are your two lowest scores regarding gifts?
- In your **personal style** ...
 - are you more energized by people or by tasks, or both?
 - are you more organized by structure or by lack of structure, or somewhere in between?
- What is / are your **passion(s)**?
- In what ways are you already living out your servant profile in and from this church?
- In what ways are you not yet living out your servant profile in and from this church?
- What are the specific actions that you wish to take toward living your servant profile out in and from this church?
- What surprised you from this exercise?
- Are there any other insights you have from doing this exercise?

(Another idea is to mix up the filled-in and unnamed servant profiles and see if people can guess who it describes.)