

The background is a dark blue gradient with several bright red, glowing lines that intersect to form a complex, web-like pattern. The word 'SHAPE' is prominently displayed in the center in a large, white, sans-serif font. Behind it, the same word is repeated multiple times in a lighter, semi-transparent blue font, creating a layered effect.

SHAPE

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What is the American Dream?

Are there different versions?
But is that what the Bible teaches?

"For it is by grace you have been saved, through faith—and this is not from yourselves, it is the gift of God—not by works, so that no one can boast. For we are God's handiwork, created in Christ Jesus to do good works, which God prepared in advance for us to do."

Ephesians 2:8–10

SHAPE is an acronym that helps us discover how God created us as we seek the "good works" God prepared in advance for us to do.

S
H
A
P
E

Spiritual Gifts:

Supernatural God-given abilities to serve the body of Christ

Heart:

Passions that God has given you

Abilities:

Talents God has given and allowed you to develop

Personality:

The way you have been created and shaped by experiences
Nature & Nurture

Experiences:

Parts of your past (positive and negative) that God redeems and intends to use for His glory

As we explore these areas we realize the uniqueness of each of God's creatures.
Like fingerprints, no one has the exact SHAPE as you.

Spiritual Gifts

God-given special ability, given to every believer at conversion by the Holy Spirit to share His love and strengthen the body of Christ

Don't forget they are gifts—think like Christmas!

Most Christians don't know what they are or what theirs are!

- Like an unopened gift
- If meant to build up the body, the body is in trouble!

Five key passages: (underline spiritual gifts as you see them)

"We have different gifts, according to the grace given to each of us. If your gift is prophesying, then prophesy in accordance with your faith; if it is serving, then serve; if it is teaching, then teach; if it is to encourage, then give encouragement; if it is giving, then give generously; if it is to lead, do it diligently; if it is to show mercy, do it cheerfully." Romans 12:6-8

"Now to each one the manifestation of the Spirit is given for the common good. To one there is given through the Spirit a message of wisdom, to another a message of knowledge by means of the same Spirit, to another faith by the same Spirit, to another gifts of healing by that one Spirit, to another miraculous powers, to another prophecy, to another distinguishing between spirits, to another speaking in different kinds of tongues, and to still another the interpretation of tongues. All these are the work of one and the same Spirit, and he distributes them to each one, just as he determines." 1 Corinthians 12:7-11

"Now you are the body of Christ, and each one of you is a part of it. And God has placed in the church first of all apostles, second prophets, third teachers, then miracles, then gifts of healing, of helping, of guidance, and of different kinds of tongues." 1 Corinthians 12:27-28

"So Christ himself gave the apostles, the prophets, the evangelists, the pastors and teachers, to equip his people for works of service, so that the body of Christ may be built up until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ. Ephesians 4:11-13

Offer hospitality to one another without grumbling. Each of you should use whatever gift you have received to serve others, as faithful stewards of God's grace in its various forms. If anyone speaks, they should do so as one who speaks the very words of God. If anyone serves, they should do so with the strength God provides, so that in all things God may be praised through Jesus Christ. To him be the glory and the power for ever and ever. Amen. 1 Peter 4:9-11

How many gifts did you underline in the passages above?

Clarity of the lists of gifts:

- Not necessarily exhaustive
- While all Jesus followers have at least one, they may have more.
- As gifts are intended to serve the body it is possible for gifts to change or emerge:
For example you join a community where a gift is lacking or needed and the Holy Spirit gives it to you for the edification of that community.
- Like natural abilities we can develop and grow in them or neglect them.

In the above passages we see 20 gifts:

- Administration: ability to effectively organize resources and people to efficiently reach ministry goals.
- Apostleship: ability to launch and lead new ministry ventures.
- Discernment: ability to recognize truth or error within a message, person or event.
- Encouragement: ability to help others live Christ centered lives through inspiration, encouragement, counseling and empowerment.
- Evangelism: ability to share the love and truth of Christ that draws them to respond to the Gospel.
- Faith: ability to step out in faith to see God's purposes accomplished despite challenges and obstacles.
- Giving: ability to joyfully support and fund various kingdom centered efforts.
- Healing: ability to heal and restore to health beyond traditional and natural means.
- Helping: ability to assist others in reaching goals and meeting needs that glorify God and advance His kingdom.
- Hospitality: ability to provide warm and welcoming environments.
- Interpretation: ability to understand and interpret God's message given by other(s) in an unknown language.
- Knowledge: ability to understand and communicate God's truth to others.
- Leadership: ability to serve and strengthen the body of Christ by casting vision, stimulating spiritual growth, applying strategies and achieving success.
- Mercy: ability to minister to those who suffer physically, emotionally, spiritually or relationally.
- Miracles: ability to serve and strengthen the body of Christ through supernatural acts that bring validity to God and His power.
- Pastoring: ability to shepherd and equip a group of Jesus followers.
- Prophecy: ability to speak truth from God; both forth- and fore- telling.
- Teaching: ability to teach Scripture in relevant ways that help equip and grow Jesus followers.
- Tongues: ability to communicate God's message in a special language unknown to the speaker.
- Wisdom: ability to make Biblically based decisions and counsel others with Godly advice.

4 traps to avoid in handling gifts:

- **Comparison** — Prioritizing gifts (or results) in unhealthy ways.
- **Projection** — Expecting others to function as we do in our gifting(s).
- **Rejection** — Not knowing and exercising/developing our gift(s).
- **Deception** — Striving for or believing we have gifts we do not.

Discovering our gifts:

- Prayer
- Tests/inventories
 - Humble and honest assessment.
 - Human tool, not divine, but God can use.
- Validation by others
- Walking in them

Heart:

"Trust in the Lord and do good; dwell in the land and enjoy safe pasture. Take delight in the Lord, and he will give you the desires of your heart."

Psalm 37:3-4

What does your heart desire?

- Not flesh but "spirit"
- What makes your heart race and accelerate?
- In what things do you feel "God's Pleasure"

A good indication of what makes our Heart beat are our Passions.

Passion principles:

- **Know what drives you**
 - What gets you about of bed?
 - What will you go the extra mile for?
- **Know what you care about**
 - What do you check in the news/net?
 - Good indicators are our statements and calendars.
- **Know the needs you will meet**
 - What is a request you will almost always say yes to?
 - When volunteering what makes your hand shoot up?
- **Know the cause you will help conquer**
 - What do you dream of fixing or seeing fixed?
 - What kind of solutions do you daydream about?
- **Know your ultimate dream for God's kingdom**
 - Not just you, but what do you dream of God's people doing?
 - What's a way you believe God's kingdom could be advanced?

Abilities:

"So whether you eat or drink or whatever you do, do it all for the glory of God."

1 Corinthians 10:31

We can have many abilities, but which of them do, or can, bring glory to God?

Remember the parable of the talents...

- All God-given
- Need to be invested
- Some have less and some have more

Some people are able to do many things, and often necessity means we do. But ask "what do I excel at and love to do"?

- Jack of all and master of none principle.
- Need humility but not self-deprecating evaluations.
- What do I have to do? What do I want to do?

In addition to what we excel at and love we need to also ask the question "what is needed"?

What are some natural abilities you excel at and love doing?

Adapting	Counseling	Landscaping	Recruiting
Administrating	Decorating	Leading	Repairing
Analyzing	Designing	Learning	Researching
Building	Developing	Managing	Resourcing
Coaching	Directing	Mentoring	Serving
Communicating	Editing	Motivating	Strategizing
Competing	Encouraging	Negotiating	Teaching
Competing	Engineering	Operating	Translating
Computing	Facilitating	Organizing	Traveling
Connecting	Forecasting	Performing	Visualizing
Consulting	Implementing	Pioneering	Welcoming
Cooking	Improving	Planning	Writing
Coordinating	Influencing	Promoting	

Personality:

"For you created my inmost being; you knit me together in my mother's womb. I praise you because I am fearfully and wonderfully made; your works are wonderful, I know that full well. My frame was not hidden from you when I was made in the secret place, when I was woven together in the depths of the earth. Your eyes saw my unformed body; all the days ordained for me were written in your book before one of them came to be."

Psalms 139:13-16

Many ways to measure and inventory.

The basic question is: how are we wired?

- How do we relate to others?
- How do we respond to opportunities?
- As we consider differences remember:
- Not good or bad. Not opposites

Relating to others:

- Outgoing or reserved?
- Self-expressive or self-controlled?
- Cooperative or competitive?

Response to opportunities:

- High risk or low risk?
- People or projects?
- Follow or lead?
- Team or solo?
- Routine or variety?

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

Five areas of life to consider:

Personal Educational
Vocational Spiritual
Relational

In life we have mountains and valleys:

Achievements

- What has God allowed us to accomplish?
- Stay humble but reject false humility.

Achievements:

Personal, vocational, relational, educational, spiritual.

Failures & Pain

- What has God allowed us to fail at or feel pain in?

Failures & Pain:

Personal, vocational, relational, educational, spiritual

Response:

Before we look at our SHAPE we need to surrender some things:

Parental expectations
Personal goals and agendas
Societal pressure and influence
Worldly success for eternal investment

Looking at our SHAPE we need to give things to God that prevent us from moving toward "the good works He has prepared in advance".

Worries
Wounds
Wrongs
Weakness
Wishes

First: Looking at our SHAPE we need to focus on its purpose: build the body of Christ.

“Therefore if you have any encouragement from being united with Christ, if any comfort from his love, if any common sharing in the Spirit, if any tenderness and compassion, then make my joy complete by being like-minded, having the same love, being one in spirit and of one mind. Do nothing out of selfish ambition or vain conceit. Rather, in humility value others above yourselves, not looking to your own interests but each of you to the interests of the others.

In your relationships with one another, have the same mindset as Christ Jesus: Who, being in very nature God, did not consider equality with God something to be used to his own advantage; rather, he made himself nothing by taking the very nature of a servant, being made in human likeness. And being found in appearance as a man, he humbled himself by becoming obedient to death — even death on a cross!

Therefore God exalted him to the highest place and gave him the name that is above every name, that at the name of Jesus every knee should bow, in heaven and on earth and under the earth, and every tongue acknowledge that Jesus Christ is Lord, to the glory of God the Father.”

Philippians 2:1-11

Second: Looking at our SHAPE we realize we need the body to be and do our “part”

Just as a body, though one, has many parts, but all its many parts form one body, so it is with Christ. For we were all baptized by one Spirit so as to form one body—whether Jews or Gentiles, slave or free—and we were all given the one Spirit to drink. Even so the body is not made up of one part but of many.

1 Corinthians 12:12-14

Assessment:

ALL CONFIDENTIAL — ONLY SHARE SUMMARY

Take time to assess your SHAPE with the following “tools”

- Be completely honest / Allow the Spirit to help us answer
- Trust the idea that truth can set us free

SHAPE Assessment Tools

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Spiritual Gifts:

Take the attached Spiritual Gifts Test and “score” it.

Instructions:

Romans 12:3 says, "For by the grace given to me I say to everyone among you not to think of himself more highly than he ought to think, but to think with sober judgment, each according to the measure of faith that God has assigned."

For the best results answer each statement below according to who you are, not who you would like to be or think you ought to be. How true are these statements of you? What has been your experience? What do others tell you? To what degree do these statements reflect how you live your life every day? Each question is very important, so try not to miss out on any. You will calculate your score at the end of the test.

Respond to each statement according to the following 0-5 point scale:

0 = Never; Not true

1 = Rarely; Seldom true

2 = Some of the time; Occasionally true

3 = Half of the time; Usually true

4 = Most of the time; Consistently true

5 = All of the time; Always true



Begin:

1. _____ I am skilled at organizing people to accomplish many different tasks and objectives.
2. _____ I want to establish and equip new churches and/or ministries.
3. _____ I can easily determine whether a statement is true to Scripture or not.
4. _____ I can clearly and effectively communicate the Gospel to others.
5. _____ I seek to inspire others who are facing difficulties in their faith.

6. _____ I live confidently knowing that God is intimately concerned and involved with my life.
7. _____ I live a simple lifestyle so that I can give a larger portion of my income to The Lord's work.
8. _____ People often ask me my perspective or interpretation of specific passages of Scripture.
9. _____ Others tend to follow my lead.
10. _____ I have great empathy for those who are facing difficult life challenges.
11. _____ I am very protective of the spiritual well-being of others.
12. _____ At times God has given me a message for an individual or group and compelled me to speak it to them.
13. _____ I enjoy doing everyday tasks that support the various ministries of the church.
14. _____ I spend large amounts of time studying the Word of God knowing that my effort will make a difference in someone's life.
15. _____ I often have helpful insights into situations that have not been made clear to others.
16. _____ I can clearly see what needs to be done and implement a plan to make it happen.
17. _____ Cultural boundaries do not hinder my work to expand the kingdom of God.
18. _____ I pay attention to what people say and how they say it, particularly those who teach.
19. _____ I feel a burden of compassion for those who are lost without Jesus.
20. _____ When people are discouraged, I remind them of the power and promises of God found in Scripture.

21. _____ I trust God completely to answer my prayers according to His perfect will.
22. _____ I consistently and joyfully give of my income - often more than a tithe.
23. _____ The Spirit has brought to my mind information that I have been able to use to minister to others effectively.
24. _____ I have a vision for my church or ministry and I know what needs to be done to accomplish it.
25. _____ I see the sick or needy as those who most need the love and comfort that Jesus offers.
26. _____ I love spending time nurturing and guiding others in their faith.
27. _____ There have been occasions that I have received a revelation from the Lord and spoken it to the church.
28. _____ I readily volunteer to help in church when I know it will fill a practical need.
29. _____ I effectively communicate the Bible in ways that influence and motivate others to learn more.
30. _____ I have learned through my experiences in life and can often guide others who are facing similar difficulties or challenges that I have had.
31. _____ I am good at delegating responsibility and trust others to "do their jobs."
32. _____ I can minister to people in different cultures effectively.
33. _____ I am a quick and accurate judge of character.
34. _____ I seek ways to build relationships with non-Christians so that The Lord will use me to share the Gospel with them.
35. _____ I am compelled to challenge and inspire growth in those whose faith is stagnant.

36. _____ I know God will come through even if I don't see any possible solution to my problem.
37. _____ When I give it brings me great joy knowing that more people will be served and touched with the Gospel.
38. _____ I study the Bible regularly in order to share truth with others in and outside the church.
39. _____ I am not afraid to take risks to advance the kingdom of God through my church or ministry.
40. _____ I care deeply about those who are hurting and want to help them navigate through their tough times.
41. _____ I desire to help the wounded and lost find healing and shelter in Jesus Christ.
42. _____ The Lord has spontaneously given me information about an individual that I felt obligated to confront them with in order to restore them to God.
43. _____ I like to serve the Lord "behind the scenes."
44. _____ I am able to explain deep theological truths in ways that even a child can understand them.
45. _____ I often help people by offering Scriptural lessons and principles as solutions to life's various challenges.
46. _____ I like to create ways to make things run efficiently in my life and work.
47. _____ God has given me influence over several different ministries and/or churches.
48. _____ I can readily sense the enemy or a demonic influence in a situation.

49. _____ I love to memorize Scripture to share with those who don't know Jesus as their Savior.
50. _____ I am not afraid to challenge someone if I know it will foster spiritual growth and boldness in their life.
51. _____ I will boldly move forward in a situation if I sense God's calling and provision to do so.
52. _____ I believe I have been blessed financially so that I may be a blessing to the church and her mission to reach the lost and help the poor.
53. _____ I retain most of what I learn and can recall it quickly when the need arises.
54. _____ I can readily identify leaders and love to help them grow in their gifts and abilities.
55. _____ I love to see people through the storms of life and show them the compassion that Jesus did.
56. _____ I care about the church and do all I can to see it grow and be built up in love.
57. _____ God has put in my mind urgent matters that were otherwise unknown that I have announced to the church.
58. _____ I set aside time in my week to help those in need in my church and community.
59. _____ I enjoy communicating the important details of Scripture to others.
60. _____ I can see where a group or individual's decisions and actions will lead them, and I offer to guide them in the right direction.
61. _____ Details matter to me and I pay special attention to make sure things are done correctly.
62. _____ I am qualified and able to establish and lead a new church or ministry.

63. _____ I can often tell if someone is being deceitful or dishonest before it becomes apparent to others.
64. _____ I love to share what Christ has done in my life and how He has changed me.
65. _____ Others have told me that my words have compelled them to step out and grow in their faith.
66. _____ Even when times are tough, I trust God completely to comfort me and provide for my needs.
67. _____ Stewardship is an important discipline in my daily walk with Christ.
68. _____ I like to share the truth and insights God has shown me with others.
69. _____ People often look to me to lead a group or project.
70. _____ I have been known to "care too much" and help others in their time of need.
71. _____ I long to see each person in the church fulfilling the Great Commission.
72. _____ I have suddenly received a message from God specific to our congregation and shared it for the edification of the entire church.
73. _____ If I recognize a need in the church I simply fill it without being asked.
74. _____ Others have shared that my teaching is helpful and easy to understand.
75. _____ It is humbling to me when someone asks for my guidance, so I take great care to help them.
76. _____ I manage my time wisely.
77. _____ I have a strong desire to raise up leaders and pastors who will equip the church.
78. _____ I have a strong "radar" for false teaching.

79. _____ I am not afraid to plead with people to believe that Christ died for their sin and to confess Him as Lord and Savior.
80. _____ When others are faced with difficult situations, I boldly tell them of the faithfulness of God towards His people.
81. _____ I don't often worry because of my confidence in God's ability and willingness to see me through every circumstance.
82. _____ I seek ways to help others financially and share the love of Christ with them.
83. _____ I am able to relate the truth and realities of the Gospel to all aspects of life.
84. _____ I am not afraid to step up and take charge in a crisis situation.
85. _____ I seek out those who are deemed "lost causes" and aid them in restoring their lives.
86. _____ The Gospel of Jesus Christ is the foundation of my life and ministry.
87. _____ Others have recognized that often God has spoken clearly and directly to them through a message I have shared.
88. _____ I believe there is eternal significance in performing mundane tasks and service.
89. _____ I love discovering how the Gospel is woven throughout the entire Bible as I increasingly spend time in study.
90. _____ I can easily see which plan or strategy is the best one in a given circumstance.
91. _____ My desk or workspace is set up so I can access whatever I need quickly.
92. _____ Other pastors and leaders often come to me for help and guidance.
93. _____ Others have told me that my perceptions or judgments of people, situations, or statements have proved trustworthy.

94. _____ Most of my conversations with non-Christians lead to me speaking about my faith in Jesus.
95. _____ If a person or a group is stumbling or deviating from the life God has intended for them, I will speak up and press them to remember and return to joyful life in Christ.
96. _____ I consistently encourage others to trust God in everything.
97. _____ I give generously and without pretense to the ministry of God's people.
98. _____ I can usually recall a Scripture verse or passage that applies to a given situation.
99. _____ I am more "visionary" than detail oriented. I concentrate more on the big picture than the day-to-day particulars.
100. _____ Others have showed appreciation that I have comforted and ministered to them at a low point in their lives.
101. _____ I build others up to be more like Jesus.
102. _____ I can recall times the Lord gave a specific message to His church through me.
103. _____ I find joy in being a helper and assisting others in their ministries.
104. _____ Often the Holy Spirit gives me just the right words to say when I am teaching an individual or group.
105. _____ I can often see through the confusion or conflict in a situation and provide a practical and Scriptural solution to it.

Scoring Instructions:

Write your score (from 0-5) for each question in the box with that question number. Add up each column and write your total scores above the corresponding Gift Code. Once you have done this you can check the key below to see what spiritual gift each Gift Code represents. **The highest score for any gift is 35.** The higher the score, the stronger you are in that spiritual gift based on your responses. A score of **29 or higher** in any gift is a strong indicator of the presence of that gift in your life. Scores between **22 and 28** could indicate a spiritual gift in the “seedling” stage, particularly if one or more of your top three scores are in this range.

Scoring Matrix:

	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
Total Scores															
Gift Codes	Ad	Ap	Di	Ev	Ex	Fa	Gi	Kn	Le	Me	Pa	Pr	Se	Te	Wi

Gift Codes:

Ad = Administration

Ap = Apostleship

Di = Discernment

Ev = Evangelism

Ex = Exhortation

Fa = Faith

Gi = Giving

Kn = Knowledge

Le = Leadership

Me = Mercy

Pa = Pastor/Shepherd

Pr = Prophecy

Se = Serving/Ministering

Te = Teaching

Wi = Wisdom

Heart:

Answer the following question in essay form below:

If I wrote you a check for \$25,000 and covered your living expenses for one year, what would you do?

This image shows a single sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

This image shows a single sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

Abilities:

Answer the following questions below:

What are 20 things you know how to do and are good at?

1. _____
2. _____
3. _____
4. _____
5. _____
6. _____
7. _____
8. _____
9. _____
10. _____
11. _____
12. _____
13. _____
14. _____
15. _____
16. _____
17. _____
18. _____
19. _____
20. _____

What are 4 things you excel at and love to do?

1. _____
2. _____
3. _____
4. _____

What are 2 things from your list of 4 you would be willing to spend 40+ hours/week doing (i.e. a job!)?

1. _____
2. _____
3. _____
4. _____

Career Interest Survey

In order to choose a career that will give you personal satisfaction, you must spend some time thinking about what really interests you. This activity helps you match your interests to different types of careers. For each item, circle the letter of the activity you would rather do. It doesn't matter if you like both of them a lot or dislike both of them a lot; just pick the one you would rather do, and circle that letter.

- | | | |
|--|---|--|
| A – Operate a printing press | E – Make three-dimensional items | L – Build kitchen cabinets |
| B – Study the causes of earthquakes | D – Analyze handwriting | N – Refinance a mortgage |
| C – Plant and harvest crops | B – Design indoor sprinkler systems | A – Sing in a concert |
| R – Replace a car window and fender | F – Run a factory sewing machine | R – Direct the takeoff/landing of planes |
| E – Analyze reports and records | G – Develop personnel policies | G – Operate a cash register |
| F – Operate a machine | Q – Train racehorses | B – Collect rocks |
| G – Work in an office | D – Guard an office building | G – Start a business |
| H – Answer customer questions | H – Run a department store | L – Draft a blueprint |
| D – Write reports | A – Write for a newspaper | M – Assess student progress |
| J – Help former prison inmates find work | G – Use a calculator | L – Design an airplane |
| L – Design a freeway | O – Help people at a mental health clinic | O – Wrap a sprained ankle |
| M – Plan educational lessons | L – Remodel old houses | I – Guide an international tour group |
| N – Balance a checkbook | M – Care for young children | P – Solve technical problems |
| O – Take an X-ray | D – Locate a missing person | J – Provide spiritual guidance to others |
| P – Write a computer program | N – Plan estate disbursements/payments | Q – Manage a veterinary clinic |
| Q – Train animals | P – Enter data | K – Lead others |
| C – Be in charge of replanting forests | A – Design a book cover | E – Operate heavy equipment |
| A – Act in a TV show or movie | E – Build toys with written instructions | Q – Manage a fish hatchery |
| D – Solve a burglary | B – Figure out why someone is sick | F – Assemble cars |
| F – Check products for quality | R – Fly an airplane | K – Protect our borders |
| E – Build an airport | C – Learn how things grow and stay alive | A – Play an instrument |
| G – Keep company business records | H – Sell cars | J – Plan activities for adult day care |
| F – Put together small tools | I – Work as a restaurant host or hostess | C – Research soybean use in paint |
| P – Design a website | D – Fight fires | J – Provide consumer information |
| M – Tutor students | G – Keep payroll records for a company | D – Guard money in an armored car |
| Q – Work at a zoo | J – Work in a nursing home | B – Study human behavior |
| J – Take care of children | G – Hire new staff | E – Fix a television set |
| O – Plan special diets | O – Run ventilators/breathing machines | M – Run a school |
| A – Choreograph a dance | R – Drive a taxi | F – Fix a control panel |
| K – Lobby or show support for a cause | A – Broadcast the news | J – Help friends with personal problems |
| H – Sell clothes | K – Audit taxes for the government | C – Oversee a logging crew |
| E – Work with your hands | B – Sort and date dinosaur bones | B – Study weather conditions |
| I – Work at an amusement park | O – Give shots | R – Pack boxes at a warehouse |
| N – Sell insurance | C – Design landscaping | A – Teach dancing |
| I – Learn about ethnic groups | P – Give tech support to computer users | O – Sterilize surgical instruments |
| P – Manage an information system | D – Work in a courtroom | B – Study soil conditions |
| N – Appraise the value of a house | Q – Care for injured animals | N – Play the stock market |
| M – File books at the library | I – Serve meals to customers | C – Protect the environment |

- M – Grade papers
- R – Operate a train
- L – Order building supplies
- E – Paint motors
- P – Develop new computer games
- H – Buy merchandise for a store
- K – Work to get someone elected
- C – Identify plants in a forest
- D – Guard inmates in a prison
- L – Read blueprints
- H – Line up concerts for a band
- K – Ask people survey questions
- E – Manage a factory
- O – Work as a nurse in a hospital
- A – Paint a portrait
- K – Testify before Congress
- B – Work with a microscope
- I – Schedule tee times at a golf course
- C – Classify plants
- O – Transcribe medical records
- F – Install rivets
- Q – Raise worms
- N – Balance accounts
- M – Develop learning games
- J – Read to sick people
- P – Repair computers
- F – Compare sizes and shapes of objects
- Q – Fish
- R – Repair bicycles
- K – Deliver mail
- M – Teach Special Education
- P – Set up a tracking system
- G – Manage a store
- H – Advertise goods and services
- R – Distribute supplies to dentists
- I – Compete in a sports event
- I – Check guests into a hotel
- M – Teach adults to read
- L – Follow step-by-step instructions
- N – Collect past due bills
- R – Inspect cargo containers
- F – Work in a cannery
- I – Coach a school sports team
- P – Update a website
- Q – Hunt
- K – Enlist in a branch of the military
- H – Sell sporting goods
- J – Cut and style hair
- B – Experiment to find new metals
- N – Work in a bank
- G – Work with computer programs
- N – Loan money
- L – Hang wallpaper
- D – Make an arrest
- O – Deliver babies
- H – Persuade people to buy something
- H – Stock shelves
- I – Serve concession stand drinks

Career Evaluation

Count the number of times you circled each letter and record each number in the chart below.

A:	D:	G:	J:	M:	P:
B:	E:	H:	K:	N:	Q:
C:	F:	I:	L:	O:	R:

Now that you have the results from your career interest assessment, it's time to learn about specific career fields that match your interests.

Write down the two letters with the most responses. These are your top two areas of career interest. If you have a tie, list three:

Find and read the description of your top area of career interest on the next page. Then, record your interest area(s) here:

Career Interest Areas

- A. Arts, A/V Technology and Communications:** Interest in creative or performing arts, communication or A/V technology.
- B. Science, Technology, Engineering and Mathematics:** Interest in problem-solving, discovering, collecting and analyzing information and applying findings to problems in science, math and engineering.
- C. Plants, Agriculture and Natural Resources:** Interest in activities involving plants, usually in an outdoor setting.
- D. Law, Public Safety, Corrections and Security:** Interest in judicial, legal and protective services for people and property.
- E. Mechanical Manufacturing:** Interest in applying mechanical principles to practical situations using machines, hand tools or techniques.
- F. Industrial Manufacturing:** Interest in repetitive, organized activities in a factory or industrial setting.
- G. Business, Management and Administration:** Interest in organizing, directing and evaluating business functions.
- H. Marketing, Sales and Service:** Interest in bringing others to a point of view through personal persuasion, using sales or promotional techniques.
- I. Hospitality and Tourism:** Interest in providing services to others in travel planning and hospitality services in hotels, restaurants and recreation.
- J. Human Services:** Interest in helping others with their mental, spiritual, social, physical or career needs.
- K. Government and Public Administration:** Interest in performing government functions at the local, state or federal level.
- L. Architecture, Design and Construction:** Interest in designing, planning, managing, building and maintaining physical structures.
- M. Education and Training:** Interest in planning, managing and providing educational services, including support services, library and information services.
- N. Finance, Banking, Investments and Insurance:** Interest in financial and investment planning and management, and providing banking and insurance services.
- O. Health Sciences, Care and Prevention:** Interest in helping others by providing diagnostic, therapeutic, informational and environmental services, including researching and developing new health care services.
- P. Information Technology (IT):** Interest in the design, development, support and management of hardware, software, multimedia, systems integration services and technical support.
- Q. Animals, Agriculture and Natural Resources:** Interest in activities involving the training, raising, feeding and caring for animals.
- R. Transportation, Distribution and Logistics:** Interest in the movement of people, materials and goods by road, pipeline, air, railroad or water.

Career Evaluation

Now that you know what career areas may interest you, explore some of the careers that fall in those categories below. Do you see any occupations you want to know more about? If so, those are the careers you might want to research as future occupations.

Agriculture, Animals and Natural Resources

Agricultural Engineer
Agricultural Scientist
Animal Trainer
Chef
Conservation Scientist
Farm Equipment Mechanic
Fish and Game Warden
Forester
Veterinarian
Zoologist

Architecture and Construction

Architect
Cabinetmaker
Carpenter
Construction Manager
Electrician
Civil Engineer
General Construction Worker
Highway Maintenance Worker
Interior Designer
Sheet Metal Worker
Surveying and Mapping Technician

Arts, A/V Technology and Communications

Actor
Art Director
Broadcast Technician
Camera Operator
Composer and Music Arranger
Film and Video Editor
Cartographer
News Reporter
Photographer
Producer and Director
Set and Exhibit Designer
Technical Writer
Graphic Designer

Business, Management and Administration

Accountant
Advertising Manager
Computer Operator
Court Reporter
Management Analyst
Meeting and Convention Planner
Payroll Clerk
Property and Real Estate Manager
Shipping and Receiving Clerk
Statistician

Education and Training

Audio/Visual Specialist
Coach and Sports Instructor
College/University Administrator
Teacher/Professor
Librarian
Public Health Educator
Special Education Teacher
Speech Pathologist

Finance

Accounting Clerk
Appraiser
Credit Analyst
Credit Checker
Economist
Financial Counselor
Insurance Adjuster and Examiner
Insurance Agent
Loan Officer
Tax Preparer

Government and Public Administration

City Planning Aide
Construction/Building Inspector
Interpreter and Translator
License Clerk
Occupational Health Specialist
Tax Examiner

Health Sciences

Anesthesiologist
Athletic Trainer
Chiropractor
Dentist
Emergency Medical Technician
Physical Therapist
Occupational Therapist
Pharmacist
Physician
Registered Nurse

Hospitality and Tourism

Baggage Porter and Bellhop
Chef and Dinner Cook
Food Service Worker
Hotel Manager
Janitor/Housekeeper Supervisor
Reservation and Ticket Agent
Restaurant Manager
Tour Guide
Travel Agent

Human Services

Child Care Worker
Clergy
Cosmetologist
Counselor
Funeral Director
Manicurist
Professional Makeup Artist
Financial Adviser
Psychologist
Residential Counselor
Social Worker

Information Technology (IT)

Computer/Information Systems Manager
Computer Engineer
Computer Programmer
Computer Security Specialist
Computer Support Specialist

Computer Systems Analyst
Data Communications Analyst
IT Mechanic

Law, Public Safety, Corrections and Security

Coroner
Corrections Officer
Court Clerk
Detective and Investigator
Firefighter
Judge
Lawyer
Life Guard and Ski Patrolman
Police Patrol Officer

Manufacturing (Mechanical/Industrial)

Chemical Engineer
Forklift Operator
Gas and Oil Plant Operator
Jeweler
Locksmith
Metal/Plastic Processing Worker
Office Machine Repairer
Power Plant Operator
Shoe and Leather Worker
Welder

Marketing, Sales and Services

Advertising Salesperson
Buyer and Purchasing Agent
Customer Service Representative
Floral Designer
Market Research Analyst
Public Relations Specialist
Real Estate Agent
Sales Manager
Telemarketer

Science, Technology, Engineering and Mathematics

Aerospace Engineer
Biologist
Chemist
Electrical and Electronics Engineer
Geographer
Petroleum Engineer
Mechanical Engineer
Meteorologist
Physicist
Safety Engineer

Transportation, Distribution and Logistics

Air Traffic Controller
Airplane Pilot
Automobile Mechanic
Flight Attendant
Motorboat Mechanic
School Bus Driver
Subway and Streetcar Operator
Traffic Technician
Transportation Agent

Personality:

Take the three personality tests and score them.

The Big Five Personality Test

from personality-testing.info

courtesy ipip.ori.org

Introduction

This is a personality test, it will help you understand why you act the way that you do and how your personality is structured. Please follow the instructions below, scoring and results are on the next page.

Instructions

In the table below, for each statement 1-50 mark how much you agree with on the scale 1-5, where 1=disagree, 2=slightly disagree, 3=neutral, 4=slightly agree and 5=agree, in the box to the left of it.

Test

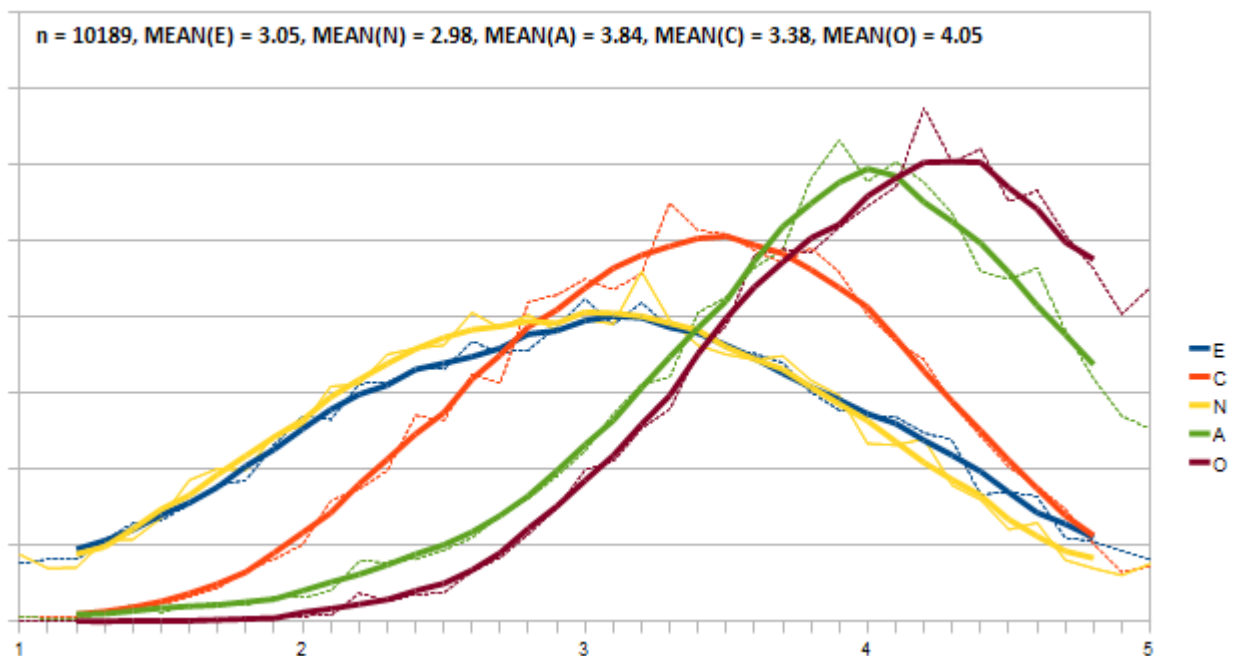
Rating	I....	Rating	I.....
	1. Am the life of the party.		26. Have little to say.
	2. Feel little concern for others.		27. Have a soft heart.
	3. Am always prepared.		28. Often forget to put things back in their proper place.
	4. Get stressed out easily.		29. Get upset easily.
	5. Have a rich vocabulary.		30. Do not have a good imagination.
	6. Don't talk a lot.		31. Talk to a lot of different people at parties.
	7. Am interested in people.		32. Am not really interested in others.
	8. Leave my belongings around.		33. Like order.
	9. Am relaxed most of the time.		34. Change my mood a lot.
	10. Have difficulty understanding abstract ideas.		35. Am quick to understand things.
	11. Feel comfortable around people.		36. Don't like to draw attention to myself.
	12. Insult people.		37. Take time out for others.
	13. Pay attention to details.		38. Shirk my duties.
	14. Worry about things.		39. Have frequent mood swings.
	15. Have a vivid imagination.		40. Use difficult words.
	16. Keep in the background.		41. Don't mind being the center of attention.
	17. Sympathize with others' feelings.		42. Feel others' emotions.
	18. Make a mess of things.		43. Follow a schedule.
	19. Seldom feel blue.		44. Get irritated easily.
	20. Am not interested in abstract ideas.		45. Spend time reflecting on things.
	21. Start conversations.		46. Am quiet around strangers.
	22. Am not interested in other people's problems.		47. Make people feel at ease.
	23. Get chores done right away.		48. Am exacting in my work.
	24. Am easily disturbed.		49. Often feel blue.
	25. Have excellent ideas.		50. Am full of ideas.

$$\begin{aligned}
E &= 20 + (1) ___ - (6) ___ + (11) ___ - (16) ___ + (21) ___ - (26) ___ + (31) ___ - (36) ___ + (41) ___ - (46) ___ = ______ \\
A &= 14 - (2) ___ + (7) ___ - (12) ___ + (17) ___ - (22) ___ + (27) ___ - (32) ___ + (37) ___ + (42) ___ + (47) ___ = ______ \\
C &= 14 + (3) ___ - (8) ___ + (13) ___ - (18) ___ + (23) ___ - (28) ___ + (33) ___ - (38) ___ + (43) ___ + (48) ___ = ______ \\
N &= 38 - (4) ___ + (9) ___ - (14) ___ + (19) ___ - (24) ___ - (29) ___ - (34) ___ - (39) ___ - (44) ___ - (49) ___ = ______ \\
O &= 8 + (5) ___ - (10) ___ + (15) ___ - (20) ___ + (25) ___ - (30) ___ + (35) ___ + (40) ___ + (45) ___ + (50) ___ = ______
\end{aligned}$$

The scores you calculate should be between zero and forty. Below is a description of each trait.

- **Extroversion (E)** is the personality trait of seeking fulfillment from sources outside the self or in community. High scorers tend to be very social while low scorers prefer to work on their projects alone.
- **Agreeableness (A)** reflects much individuals adjust their behavior to suit others. High scorers are typically polite and like people. Low scorers tend to 'tell it like it is'.
- **Conscientiousness (C)** is the personality trait of being honest and hardworking. High scorers tend to follow rules and prefer clean homes. Low scorers may be messy and cheat others.
- **Neuroticism (N)** is the personality trait of being emotional.
- **Openness to Experience (O)** is the personality trait of seeking new experience and intellectual pursuits. High scores may day dream a lot. Low scorers may be very down to earth.

Below is a graph of how other people scored when test was offered on the internet.



Holland Code Test

from personality-testing.info
courtesy Interest Item Pool (IIP)

Introduction

The following is a personality test designed to help you understand yourself, with a particular focus on careers.

Instructions

On the following two pages is a list of various activities that could be preformed. For each one indicate on the empty space to the right how much you would enjoy that activity with the scale

- 1 – strongly dislike
- 2 – dislike
- 3 – neither like not dislike
- 4 – like
- 5 – strongly like

The scoring instructions will be on the page after that.

Test the quality of parts before shipment		X	X	X	X	X
Study the structure of the human body	X		X	X	X	X
Conduct a musical choir	X	X		X	X	X
Give career guidance to people	X	X	X		X	X
Sell restaurant franchises to individuals	X	X	X	X		X
Generate the monthly payroll checks for an office	X	X	X	X	X	
Lay brick or tile		X	X	X	X	X
Study animal behavior	X		X	X	X	X
Direct a play	X	X		X	X	X
Do volunteer work at a non-profit organization	X	X	X		X	X
Sell merchandise at a department store	X	X	X	X		X
Inventory supplies using a hand-held computer	X	X	X	X	X	
Work on an offshore oil-drilling rig		X	X	X	X	X
Do research on plants or animals	X		X	X	X	X
Design artwork for magazines	X	X		X	X	X
Help people who have problems with drugs or alcohol	X	X	X		X	X
Manage the operations of a hotel	X	X	X	X		X
Use a computer program to generate customer bills	X	X	X	X	X	
Assemble electronic parts		X	X	X	X	X
Develop a new medical treatment or procedure	X		X	X	X	X
Write a song	X	X		X	X	X
Teach an individual an exercise routine	X	X	X		X	X
Operate a beauty salon or barber shop	X	X	X	X		X
Maintain employee records	X	X	X	X	X	
Operate a grinding machine in a factory		X	X	X	X	X
Conduct biological research	X		X	X	X	X
Write books or plays	X	X		X	X	X
Help people with family-related problems	X	X	X		X	X
Manage a department within a large company	X	X	X	X		X
Compute and record statistical and other numerical data	X	X	X	X	X	
Fix a broken faucet		X	X	X	X	X

Study whales and other types of marine life	X		X	X	X	X
Play a musical instrument	X	X		X	X	X
Supervise the activities of children at a camp	X	X	X		X	X
Manage a clothing store	X	X	X	X		X
Operate a calculator	X	X	X	X	X	
Assemble products in a factory		X	X	X	X	X
Work in a biology lab	X		X	X	X	X
Perform stunts for a movie or television show	X	X		X	X	X
Teach children how to read	X	X	X		X	X
Sell houses	X	X	X	X		X
Handle customers' bank transactions	X	X	X	X	X	
Install flooring in houses		X	X	X	X	X
Make a map of the bottom of an ocean	X		X	X	X	X
Design sets for plays	X	X		X	X	X
Help elderly people with their daily activities	X	X	X		X	X
Run a toy store	X	X	X	X		X
Keep shipping and receiving records	X	X	X	X	X	

To score the test add up each column (numbered 1-6 from left to right) and put the sums in the grid below.

COULUMN	SUM	NAME / VALUE
1		Realistic
2		Investigative
3		Artistic
4		Social
5		Enterprising
6		Conventional

Now take the category that you scored the highest in and that is your personality type.

Myers-Briggs (Partial)

MYERS-BRIGGS TYPE INDICATOR

By Katharine C. Briggs & Isabel Briggs Myers

Directions:

There are no "right" or "wrong" answers to the questions on this inventory. Your answers will help to show how you like to look at things and how you like to go about deciding things. Knowing your own preferences and learning about other people's can help you understand whether your special strengths are, what kind of work you might enjoy and be successful doing, and how people with different preferences can relate to each other and be valuable to society.

Read each question carefully and select one of the two choices given, which applies to you, by circling to either "A" or "B".

PART1: Which answer comes closer to telling how you usually feel or act?

1. WHEN YOU GO SOMEWHERE FOR THE DAY, WOULD YOU RATHER
 - A. PLAN WHAT YOU WILL DO AND WHEN, OR
 - B. JUST GO!!
2. IF YOU WERE A TEACHER, WOULD YOU RATHER TEACH
 - A. FACTS-BASED COURSES, OR
 - B. COURSES INVOLVING OPINION OR THEORY?
3. ARE YOU USUALLY
 - A. A "GOOD MIXER" WITH GROUPS OF PEOPLE, OR
 - B. RATHER QUIET AND RESERVED?
4. DO YOU MORE OFTEN LET
 - A. YOUR HEART RULE YOUR HEAD. OR
 - B. YOUR HEAD RULE YOUR HEART?

5. IN DOING SOMETHING THAT MANY OTHER PEOPLE DO, WOULD YOU RATHER
 - A. INVENT A WAY OF YOUR OWN, OR
 - B. DO IT IN THE ACCEPTED WAY?
6. AMONG YOUR FRIENDS ARE YOU
 - A. FULL OF NEWS ABOUT EVERYBODY, OR
 - B. ONE OF THE LAST TO HEAR WHAT IS GOING ON?
7. DOES THE IDEA OF MAKING A LIST OF WHAT YOU SHOULD GET DONE OVER A WEEKEND
 - A. HELP YOU, OR
 - B. STRESS YOU, OR
 - C. POSITIVELY DEPRESS YOU?
8. WHEN YOU HAVE A SPECIAL JOB TO DO, DO YOU LIKE TO
 - A. ORGANIZE IT CAREFULLY BEFORE YOU START, OR
 - B. FIND OUT WHAT IS NECESSARY AS YOU GO ALONG?
9. DO YOU TEND TO HAVE
 - A. BROAD FRIENDSHIPS WITH MANY DIFFERENT PEOPLE, OR
 - B. DEEP FRIENDSHIP WITH VERY FEW PEOPLE?
10. DO YOU ADMIRE MORE THE PEOPLE WHO ARE
 - A. NORMAL-ACTING TO NEVER MAKE THEMSELVES THE CENTER OF ATTENTION, OR
 - B. TOO ORIGINAL AND INDIVIDUAL TO CARE WHETHER THEY ARE THE CENTER OF ATTENTION OR NOT

11. DO YOU PREFER TO
- A. ARRANGE PICNICS, PARTIES ETC, WELL IN ADVANCE, OR
 - B. BE FREE TO DO WHATEVER TO LOOKS LIKE FUN WHEN THE TIME COMES?
12. DO YOU USUALLY GET ALONG BETTER WITH
- A. REALISTIC PEOPLE, OR
 - B. IMAGINATIVE PEOPLE?
13. WHEN YOU ARE WITH THE GROUP OF PEOPLE, WOULD YOU USUALLY RATHER
- A. JOIN IN THE TALK OF THE GROUP OR
 - B. STAND BACK AND LISTEN FIRST?
14. IS IT A HIGHER COMPLIMENT TO BE CALLED
- A. A PERSON OF REAL FEELING, OR
 - B. A CONSISTENTLY REASONABLE PERSON?
15. IN READING FOR PLEASURE, DO YOU
- A. ENJOY ODD OR ORIGINAL WAYS OF SAYING THINGS, OR
 - B. LIKE WRITERS TO SAY EXACTLY WHAT THEY MEAN?
16. DO YOU
- A. TALK EASILY TO ALMOST ANYONE FOR AS LONG AS YOU HAVE TO, OR
 - B. FIND A LOT TO SAY ONLY TO CERTAIN PEOPLE OR UNDER CERTAIN CONDITIONS?
17. DOES FOLLOWING A SCHEDULE
- A. APPEAL TO YOU, OR
 - B. CRAMP YOU?

18. WHEN IT IS SETTLED WELL IN ADVANCE THAT YOU WILL DO A CERTAIN THING AT A CERTAIN TIME, DO YOU FIND IT

A. NICE TO BE ABLE TO PLAN ACCORDINGLY, OR

B. A LITTLE UNPLEASANT TO BE TIED DOWN?

19. ARE YOU MORE SUCCESSFUL

A. AT FOLLOWING A CAREFULLY WORKED OUT PLAN, OR

B. AT DEALING WITH THE UNEXPECTED AND SEEING QUICKLY WHAT SHOULD BE DONE?

20. WOULD YOU RATHER BE CONSIDERED

A. A PRACTICAL PERSON, OR

B. AN OUT-OF-THE-BOX-THINKING PERSON?

21. IN A LARGE GROUP, DO YOU MORE OFTEN

A. INTRODUCE OTHERS, OR

B. GET INTRODUCED?

22. DO YOU USUALLY

A. VALUE EMOTION MORE THAN LOGIC, OR

B. VALUE LOGIC MORE THAN FEELINGS?

23. WOULD YOU RATHER HAVE AS A FRIEND

A. SOMEONE WHO IS ALWAYS COMING UP WITH NEW IDEAS, OR

B. SOMEONE WHO HAS BOTH FEET ON THE GROUND?

24. CAN THE NEW PEOPLE YOU MEET TELL WHAT YOU ARE INTERESTED IN
- A. RIGHT AWAY,
 - B. ONLY AFTER THEY REALLY GET TO KNOW YOU?
25. (ON THIS QUESTION ONLY, IF TWO ANSWERS ARE TRUE, CIRCLE BOTH)
IN YOUR DAILY WORK, DO YOU
- A. USUALLY PLAN YOUR WORK SO YOU WON'T NEED TO WORK UNDER PRESSURE, OR
 - B. RATHER ENJOY AN EMERGENCY THAT MAKES YOU WORK AGAINST TIME, OR
 - C. HATE TO WORK UNDER PRESSURE?
26. DO YOU USUALLY
- A. SHOW YOUR FEELINGS FREELY, OR
 - B. KEEP YOUR FEELINGS TO YOURSELF?

Part 2: Which word in each pair appeals to you more?

(Think what the word means, not how they look or how they sound)

- | | | |
|---|----------------------------------|---------------------------------------|
| 27. A. SCHEDULED
B. UNPLANNED | 35. A. STATEMENT
B. CONCEPT | 43. A. CALM
B. LIVELY |
| 28. A. FACTS
B. IDEAS | 36. A. RESERVED
B. TALAKATIVE | 44. A. JUSTICE
B. MERCY |
| 29. A. QUIET
B. HEARTY | 37. A. ANALYZE
B. SYMPATHIZE | 45. A. FASCINATING
B. SENSIBLE |
| 30. A. CONVINCING
B. TOUCHING | 38. A. CREATE
B. MAKE | 46. A. FIRM-MINDED
B. WARM HEARTED |
| 31. A. IMAGINATIVE
B. MATTER-OF-FACT | 39. A. DETERMINED
B. DEVOTED | 47. A. FEELING
B. THINKING |
| 32. A. BENEFITS
B. BLESSINGS | 40. A. GENTLE
B. FIRM | 48. A. LITERAL
B. FIGURATIVE |

33. A. PEACEMAKER
B. JUDGE
34. A. SYSTEMATIC
B. SPONTANEOUS
41. A. SYSTEMATIC
B. CASUAL
42. A. CERTAINTY
B. THEORY
49. A. ANTICIPATION
B. COMPASSION
50. A. HARD
B. SOFT

M.B.T.I SCORING SHEET

DIRECTIONS:

Circle the question number with your corresponding choice. (For example: If you chose "A" for question 1., then circle "1A" under the **J** category. Note: the questions are listed under the letter category for which they correspond and are therefore out of order.)

After you have circled your choices to each of the questions, add up the points for each of your circled choices within each category. (For example: if you circled 3A, 9A, 13A, 16A, and 36B under the **E** category, your total points would be 2+2+1+2+2=9 points.)

E		I		S		N		T		F		J		P	
Q & C	P	Q & C	P	Q & C	P	Q & C	P	Q & C	P	Q & C	P	Q & C	P	Q & C	P
3A	2	3B	2	2A	2	2B	2	4B	2	4A	1	1A	2	1B	2
6A	2	6B	1	5B	1	5A	1	14B	2	14A	1	7A	1	7B	1
9A	2	9B	1	10A	1	10B	2	22B	2	22A	2			7C	1
13A	1	13B	2	12A	1	12B	2	30A	2	30B	1	8A	1	8B	2
16A	2	16B	2	15B	1	15A	0	32A	1	32B	1	11A	2	11B	1
21A	2	21B	2	20A	2	20B	2	33B	2	33A	0	17A	2	17B	2
24A	1	24B	1	23B	2	23A	1	37A	1	37B	2	18A	1	18B	1
26A	1	26B	0	28A	2	28B	1	39A	1	39B	1	19A	1	19B	1
29B	2	29A	2	31B	2	31A	0	40B	2	40A	1	25A	1	25B	1
36B	2	36A	1	35A	2	35B	1	44A	1	44B	2	25C	0		
43B	1	43A	1	38B	2	38A	0	46A	2	46B	0	27A	2	27B	2
				42A	1	42B	2	47B	2	47A	1	34A	2	34B	2
				45B	2	45A	0	49A	2	49B	1	41A	2	41B	2
				48A	1	48B	1	50A	2	50B	0				
TOTAL POINTS		TOTAL POINTS		TOTAL POINTS		TOTAL POINTS		TOTAL POINTS		TOTAL POINTS		TOTAL POINTS		TOTAL POINTS	

LEGEND Q & C = QUESTION & CHOICE
P=POINTS

Compare your total points for **E** and **I**, **S** and **N**, **T** and **F**, and **J** and **P**. The letter with the greater points value is your personality type. Put this letter in the corresponding box below:

MY PERSONALITY TYPE IS =>

E/I	S/N	T/F	J/P

IN CASE OF A TIE

- 1) between E & I, select I
- 2) between S & N, select N
- 3) between T & F, male will select 'T' & females 'F'
- 4) between J & P, select P

Personality traits explained:

Mind:

Introverted (I) – prefer solitary activities, think before speaking, get exhausted by social interaction.

Extraverted (E) – prefer group activities, think while speaking, get energized by social interaction.

Energy:

Intuitive (N) – imaginative, rely on their intuition, absorbed in ideas, focus on what might happen.

Sensing (S) – down-to-earth, rely on their senses, absorbed in practical matters, focus on what has happened.

Nature:

Thinking (T) - tough, follow their minds, focus on objectivity and rationality.

Feeling (F) – sensitive, follow their hearts, focus on harmony and cooperation.

Tactics:

Judging (J) – decisive, prefer clear rules and guidelines, see deadlines as sacred, seek closure.

Perceiving (P) – very good at improvising, prefer keeping their options open, relaxed about their work, seek freedom.

www.16personalities.com

Experiences

Write out your achievements and failures and/or pain with explanations.

Personal

Achievements

Failure and/or Pain

Vocational

Achievements

Failure and/or Pain

Relational _____

Achievements

Failure and/or Pain

Educational _____

Achievements

Failure and/or Pain

Spiritual _____

Achievements

Failure and/or Pain

S H A P E Assessment Results:

Spiritual Gifts:

- Which spiritual gifts had the three highest scores:

1. _____
2. _____
3. _____

Which Spiritual gift (or gifts) do you believe God has given you?

Heart:

Something I am passionate about and would love to spend time, money, and energy doing:

Abilities:

Two things I excel at and love doing are:

1. _____
2. _____

Two careers or ministries that would fit my abilities are:

1. _____
2. _____

Personality:

- My EACNO assessment indicates that I tend to be:

1. _____

2. _____

- My Holland Code assessment indicates that I tend to be:

1. _____

2. _____

- My Myers-Briggs assessment indicates that I am the following personality type: (circle letter and write description)

E / I _____

S / N _____

T / F _____

J / P _____

Experience:

- As I look at my achievements, along with my failures/pains, I see four of those that have shaped who I am:

1. _____

2. _____

3. _____

4. _____

SHAPE Synopsis:

Use the space below to write out a description of your SHAPE based on the assessment results:

This image shows a single sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

Spend some time reviewing your assessment results:

What is affirming?

What is surprising?

Meet with the group you prepared with and share your results.

- Ask good questions and give insight/affirmation where applicable.
- Look at similarities and differences among you.

Plan a time to meet with the facilitator and look at your results.



MADE WITH LOVE AT GRACE COMMUNITY CHURCH.
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