

Spiritual Gifts Assessment Meeting Outline

- I. Introduction
 - a. Greet
 - b. Confirm Time Available
 - c. Ask for Personal Feedback of Tools
 - d. Have You Ever Done Anything Like This Before?
 - e. Summary of Purpose of Tools
 - i. Tools 1-3, Spiritual Gifts: *How God has Gifted You?*
 - ii. Tool 4, Personal Style: *How God has Wired You?*
 - iii. Tool 5, Passion Assessment: *What Passions has God Given You?*
- II. Opening Prayer
- III. Tools #1-3 Review – Spiritual Gifts
 - a. Explanation of Tools - Use Spiritual Gifts Summary Sheet to Lead Discussion
 - i. Tool #1 – Experience Assessment
 - ii. Tool #2 – Observation Assessment
 - iii. Tool #3 – Trait Assessment
 - b. Explain They Have Number of Gifts, but We are Seeking Out Three Most Prominent Gifts
 - c. “This is as much **art** as it is **science**...”
 - d. Explain Your Conclusion on Spiritual Gifts Summary Sheet
 - e. “I’m not Moses coming down with the tablets saying these are your gifts...”
 - f. **Ask What They Think About Conclusion, When You Agree On Top Three, Take Those and Transfer to the Servant Profile Sheet**
- IV. Tool #4 Review – Personal Style Assessment
 - a. Explanation of Tool #4
 - i. We Function in All Quadrants, but We are Looking for Sweet Spot
 1. Baseball, Baking or Music Analogy
 2. Sweet Spot of Serving in Ministry
 - ii. Task vs. People Oriented Illustration: Soup Kitchen
 1. Mercy gift but people oriented in back counting cans
 2. Mercy gift but task oriented out front with people
 3. Both will be frustrated
 - iii. Structured vs. Unstructured
 1. Structured: Build me a house. “Give me blueprints.”
 2. Unstructured: Build me a house. “What about a house is important to you?”
 - iv. Capture on Servant Profile Sheet
- V. Explain Tool #5 – Passion Assessment
 - a. Use Actual Tool to Walk Through
 - b. Go Question by Question
 - c. Restate Question #2: What makes you willing to crack the whip?
 - d. Ask Clarifying Questions
 - e. Look for Recurring Themes
 - f. Create a Summary Statement of Passions
- VI. Fill In, People Groups and Social Issues Ask for Hobbies
- VII. Ask for Current Ministries Involved In and Ministries Interested In
- VIII. Time Availability and Spiritual Maturity Question
 - a. Give Disclaimer Concerning “No Judgment”
 - b. Ask Time Availability Question
 - c. Ask Spiritual Maturity Question
 - d. Capture on Servant Profile Sheet
- IX. Show Connection to Leadership Structure
- X. Show Connection to Active Ministries
- XI. Go Over Spiritual Gift Assessment Sheet and Review Specific Gift
- XII. Give Follow Up Instructions, Including Time Frame