

# *Observation Assessment Survey*

## for Discovering Your Ministry Base 3

(Your Church's Name and Logo)

# Observation Assessment Survey

For \_\_\_\_\_  
Name of person requesting the assessment

You are asked to assist the person named below in discovering ways God has shaped his or her for ministry. Please take the time to provide accurate observations. If you feel that you cannot provide the necessary information, let this person know as soon as possible. This form should be completed promptly and returned directly to the person assessed. Thanks for your help!

By \_\_\_\_\_  
Name of person doing the assessment

\_\_\_\_\_  
Relationship Date

## A. Spiritual Gifts

Which of the following spiritual gifts do you believe is most evident (active) in this disciple's present service to Christ? Which other(s) do you believe have the potential to develop in this person's future service to Christ?

Active gift(s):
Potential gift(s):

- \_\_\_ **Administration:** the ability to organize and guide human activities in such a way that Christ's program is carried out ( 1 Cor. 12:28 ).
- \_\_\_ **Creative Ability:** the ability to forward God's kingdom through creative skills such as music, drama, graphic arts, writing, painting, sculpting (Ex. 35:31)
- \_\_\_ **Discernment:** the ability to distinguish between truth and error, to know when a person or act is of God (1 Cor. 12:10)
- \_\_\_ **Encouragement:** the ability to motivate people through encouraging words to live practical Christian lives (Rom. 12:8)
- \_\_\_ **Evangelism:** the ability to present the gospel to unbelievers in such a clear and meaningful way that it calls for a response (Eph. 4:11)
- \_\_\_ **Faith:** the ability to envision what God wants to happen and to be certain that He will do it in response to prayer, even when there is no concrete evidence (1 Cor. 12:9)
- \_\_\_ **Giving:** the ability to support the Lord's work materially with generous, timely and cheerful contributions (Rom. 12:8)
- \_\_\_ **Hospitality:** the ability to welcome and graciously serve guests or strangers.

- \_\_\_ **Intercession:** the ability to pray faithfully for others and to identify specific answers to those prayers (Col 1:9-10)
- \_\_\_ **Leadership:** the ability to lead a group with caring concern and foresight (Rom. 12:28)
- \_\_\_ **Mercy:** the ability to empathize with those who are hurting and to translate that into cheerful acts of service (Rom. 12:8)
- \_\_\_ **Prophecy:** the ability to proclaim and apply God's truth so that believers may be edified, encouraged and consoled, and non-believers convinced (I Cor. 2:10, 28)
- \_\_\_ **Service:** the ability to help others in their lives and ministries by aiding them in practical ways (Rom 12:7)
- \_\_\_ **Shepherding:** the ability to oversee the spiritual lives of others and care for their spiritual needs by teaching and guiding them toward maturity (Eph. :11)
- \_\_\_ **Teaching:** the ability to impart truth to others for the purpose of up-building (I Cor. 12:28; Rom. 12:7; Eph. 4:11)

## B. Heart Beat

The following is a list of basic heart motivations which God uses in shaping individuals as his unique servants. None of them are inappropriate. Which do you think best describes the person named in this assessment?

Your first choice:
Your second choice:

### ***THIS PERSON LOVES TO ...***

**DESIGN/DEVELOP** - I love to make something out of nothing. I enjoy getting something started from scratch.

**PIONEER** - I love to test and try out new concepts. I am not afraid to risk failure.

**ORGANIZE** - I love to bring order out of chaos. I enjoy organizing something that is already started.

**OPERATE/MAINTAIN** - I love to efficiently maintain something that is already organized.

**SERVE/HELP** - I love to assist others in their responsibility. I enjoy helping others succeed.

**ACQUIRE/POSSESS** - I love to shop, collect or obtain things. I enjoy getting the highest quality for the best price.

**EXCEL** - I love to be the best and make my team the best. I enjoy setting and attaining the highest standard.

**INFLUENCE** - I love to convert people to my way of thinking. I enjoy shaping the attitudes and behavior of others.

**PERFORM** - I love to be on stage and receive the attention of others. I enjoy being in the limelight.

**IMPROVE** - I love to make things better. I enjoy taking something that someone else has designed or started and improve it.

**REPAIR** - I love to fix what is broken or change what is out of date.

**LEAD/BE IN CHARGE** - I love to lead the way, oversee and supervise. I enjoy determining how things will be done.

**PERSEVERE** - I love to see things to completion. I enjoy persisting at something until it is finished.

**FOLLOW THE RULES** - I love to operate by policies and procedures. I enjoy meeting the expectations of an organization or boss.

**PREVAIL** - I love to fight for what is right and oppose what is wrong. I enjoy overcoming injustice.

## C. NATURAL SKILLS AND ABILITIES

Are there any special natural skills or abilities you've noticed in this person? These are not spiritual gifts, but inborn or learned abilities which may also be useful to ministry.

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

### SOME EXAMPLES

**Entertaining Ability** - to perform, act, dance, speak

**Recruiting Ability** - to enlist and motivate people to get involved

**Interviewing Ability** - to discover what others are really like

**Researching Ability** - to read, gather information, collect data

**Artistic Ability** - to conceptualize, picture, draw, paint, photograph or make renderings

**Graphics Ability** - to lay out, design, create visual displays or banners

**Evaluating Ability** - to analyze data and draw conclusions

**Planning Ability** - to strategize, design and organize programs and events

**Management Ability** - to supervise people to accomplish a task or event and coordinate the details involved

**Counseling Ability** - to listen, encourage and guide with sensitivity

**Teaching Ability** - to explain, train, demonstrate, tutor

**Writing Ability** - to write articles, letters, books

**Editing Ability** - to proofread or rewrite

**Promoting Ability** - to advertise or promote events or activities

**Repairing Ability** - to fix, restore, maintain

**Feeding Ability** - to create meals for large or small groups

**Recall Ability** - to recall or remember names and faces

**Mechanical Operating Ability** - to operate equipment, tools or machinery

**Resourceful Ability** - to search out and find inexpensive materials or resources needed

**Counting Ability** - to work with numbers, data or money

**Classifying Ability** - to classify, cross-reference, systematize and file articles, data, books, and materials so they can be retrieved easily

**Public Relations Ability** - to handle complaints and unhappy customers with care and courtesy

**Welcoming Ability** - to convey warmth, develop rapport, making others feel welcome

**Composing Ability** - to write music or lyrics

**Landscaping Ability** - to do gardening and work with plants

**Decorating Ability** - to beautify a setting for a special event

## D. PERSONALITY ASSESSMENT

The following personality assessments will also assist this person in understanding his or her unique shape for ministry. These assessments are not invasive of privacy nor do they aim at a detailed psychological analysis. They are intended as observations about a person's personality to help see the total picture.

*(Mark each scale with an "X" in the appropriate location)*

<b>Extroverted</b>					<b>Introverted</b>
	3	2	1   1	2	3
extreme	mild mild			extreme	
<b>Thinker</b>				<b>Feeler</b>	
	3	2	1   1	2	3
extreme	mild mild			extreme	
<b>Routine</b>				<b>Variety</b>	
	3	2	1   1	2	3
extreme	mild mild			extreme	
<b>Self-Controlled</b>				<b>Self-Expressive</b>	
	3	2	1   1	2	3
extreme	mild mild			extreme	
<b>Cooperative</b>				<b>Competitive</b>	
	3	2	1   1	2	3
extreme	mild mild			extreme	

Traits scored "2" or higher:

**Other remarks or comments:**

Place a check mark next to appropriate descriptions. After checking all appropriate descriptions in each of the four boxes, total the number check marks for each box and multiply by 2 - no score in any box can exceed 28 points.

<b>L</b>	Takes charge Assertive Bold Enterprising Decision Maker Goal driven Enjoys challenges  Determined Firm Purposeful Competitive Leader Self-reliant Adventurous	<b>O</b>	Takes risk Motivator Fun Loving variety Very Verbal Enjoys Change Group oriented Avoids detail  Visionary Energetic Likes  Promoter Creative Mixes well Optimistic
Total X 2 =		Total X 2 =	
<b>G</b>	Loyal Even keel Enjoys routine Good listener Sympathetic Nurturing Tolerant relationships  Non-demanding Avoids conflict Dislikes change Adaptable Thoughtful Patient Deep	<b>B</b>	Deliberate Reserved Practical Factual Detailed Inquisitive Persistent  Controlled Predictable Orderly Discerning Analytical Precise Scheduled
Total X 2 =		Total X 2 =	

Chart each of the totals onto the graph below

	Lion	Otter	Golden Retriever	Beaver
30 -	-	-	-	-
26 -	-	-	-	-
22 -	-	-	-	-
18 -	-	-	-	-
14 -	-	-	-	-
10 -	-	-	-	-
6 -	-	-	-	-
2 -	-	-	-	-
0 -	-	-	-	-

Thank you for your help in the great task of seeing people grow up to maturity and find their place in ministry.