

Strengths

Abilities

Spiritual Gifts

Longings

Welcome to the Open Door Ministry!

Thank you for making use of this ministry of assessment. We are delighted that you are seeking opportunities for involvement and service here at Moorpark Presbyterian Church.

This assessment is designed to help you discover who God has uniquely created you to be. Did you know that God calls each of us to ministry and gives us the gifts, talents and abilities to fulfill that purpose?

Moorpark Presbyterian's desire for you in this process is that you will discover just how unique you truly are and that you will find a PLACE to serve that is fruitful and fulfilling for you. By imitating Christ's example and following him, you will find that your own spiritual growth increases. We are excited to see how God will work in and through your life.

Your fellow servant for Christ,

Janet Loughry
Associate Pastor



Growth Areas

Personality Type

Who Am I?



MOORPARK PRESBYTERIAN CHURCH

13950 Peach Hill Road
Moorpark, CA 93021
805.529.8422

Why should I serve in ministry?

As followers of Christ we have the example he set for us. In John 13:12-17, Jesus calls us to serve as he served us.

- As disciples of Christ, it is important that we learn all we can about his example so we will know how to serve.
- It is not enough to just learn about serving. We cannot truly grow unless we are living what we believe.
- Servant hearts can only come from abiding in Christ. When we seek to have a heart like his, we are able to obey wholeheartedly with the love that only he can give.
- As disciples of Christ, we are to imitate his example.
- The goal of service is to continually make Christ the Lord in our lives. It is character change that we are after as we conform more and more to the image of our Lord.

How do I discover my giftedness?

We believe that every person has a unique PLACE profile, or five dimensions of who they are that can help determine the best ministry match.

PLACE: five dimensions of who I am...

Personal spiritual gifts

Longing

Ailities

Comfort zone

Experience

1. PERSONAL SPIRITUAL GIFTS...

... are given to every believer according to God's purposes;

... are distributed by the Holy Spirit;

... are special gifts given to help each believer make a unique contribution;

... are given so that the body of Christ may be built up.

For more information on spiritual gifts please read: Romans 12:1-8; 1 Corinthians 12; Ephesians 4:1-16 and 1 Peter 4:10, 11. We believe there are at least 20 spiritual gifts; if you are a believer, the Holy Spirit has given you at least one of them!

2. LONGING

- **Longing can be described as your passion, dream, burden, vision or call**
- God has given each of us unique desires and emotions, which lead us to be excited or to feel deeply about some activities, subjects and circumstances and not about others.
- Your longing motivates you to pursue these activities and subjects. Don't ignore your natural interests: they can lead you to where you will be fruitful in ministry.
- God has given you these interests as a way of motivating you to serve him in places in which you are already designed to succeed.
- What are you longing for?

Examples of longing in one's life: 1 Chronicles 17:1-15; Psalm 119:169-176; Jeremiah 1:4-10; Matthew 23:37; Romans 1:11,12 and 10:1; Philippians 1:8; Timothy 4:6-8. Results of following your longing: Proverbs 13:19.

3. ABILITIES

- **Abilities are natural talents that you are born with.** Many studies have shown that the average person possesses from 500 to 700 skills.
- God gives abilities to help with *your* house and *his* house.
- There are examples throughout the Bible of how God gives people abilities so that those abilities can be used to serve God well.
- Examples of abilities people have that can be used for God: recruiting, writing, promoting, decorating, entertaining, repairing, drawing, cooking, artistic and musical abilities, abilities to produce wealth, etc.
- What abilities do you have that you could use for God?

Scriptures that show God gives each of us abilities we can use to serve him: Exodus 31:1-6; Deuteronomy 8:18; Acts 18:1-3; Colossians 3:23.

4. COMFORT ZONE

- **God has created each of us with different personality traits and preferred ways of doing things.**
- **God has made people who are introverts, extroverts, thinkers, feelers, people who work best alone, people who work best with a team etc.**
- Ministering in a manner contrary to your basic God-given nature can require extra effort and energy; the results may be less satisfactory.

“Comfort zones” are sometimes broken down into four categories:

1. **Doers:** prefer task over relationship.
2. **Influencers:** prefer big picture over detail.
3. **Relaters:** prefer relationships over task.
4. **Thinkers:** preferred detail over big picture.

Scripture confirms you are designed exactly as you are, so it is fitting to minister within your own “comfort zone”: Psalm 139:1-16. Colossians 1:28 & 29 suggests being people-oriented energized Paul. Acts 3:1-7 suggests Peter was open to new opportunities as they presented themselves.

5. EXPERIENCE

- **God can use every experience that has happened in your life to prepare you for your place in ministry.**
- God can use the good and the bad in your life to mold you into a person who is motivated to make a significant contribution in his or her place of ministry.
- God uses these experiences in people's lives:
 - Past events, i.e. “turning points”
 - People: godly, trusted friends
 - Specific Scripture
 - Direct communication from God through prayer

What experiences has God brought into your life that are motivating you to make a difference?

Suggested Scripture: In Acts 26 Paul shares the experiences that made him who he was. God's ability to take all things and bring about his good purposes from them can be found in Genesis 50:15-20; Romans 8:28 and 2 Corinthians 1:3-5.

What do I need to know about ministry *PLACE*ment?

The *PLACE* process is designed to help you discover who God has uniquely created you to be and then to take that uniqueness and match it to ministries that could use your special gifts, talents and abilities. That process will take you from seeking and exploring to a final point where you actually begin to *SERVE* in the ministry to which you feel called.

SEEK to understand your *PLACE* profile, what makes you “you”.

In the seeking phase you will learn about your makeup in order to find a *PLACE* to *SERVE*. God usually calls us along the lines of who he created us to be. By filling out this assessment, you'll begin to understand your giftedness and how that giftedness can be used in ministry.

EXPLORE ministry opportunities at Moorpark Presbyterian Church

Each ministry team invites you to consider joining them! In the exploring phase you will take the assessment results that describe your unique *PLACE* dimensions and match them to our ministry opportunities to see which ones best fit your gifting. Just as you will have a “place profile” for yourself, each ministry opportunity has its own profile, facilitating a fulfilling match.

RESPOND by committing to serve in ministry

You decide on a particular ministry where you would like to serve. Ministry Teams meet the third Tuesday of every month and you are invited to join! If you need help, we will gladly help you connect with the ministry team leaders.

VALUED through training and recognition

The ministry in which you have chosen to serve will furnish a description of the ministry, an application (if needed), and training and support in accomplishing ministry goals. The ministry team is there to help... brainstorming, encouraging and working alongside you to serve Christ!

EVALUATE ministry direction

At the end of your ministry commitment, you will have the opportunity to evaluate how your ministry experience went and to look at new directions you might wish to take. You could continue to serve in the same ministry, move to a new ministry or take a break for a season. The idea is that ministry is never over and we continually move through the *SERVE* cycle.

How can I complete the *PLAC*Ement process?

1. The colored sheet located at the end of this brochure on page 8 and labeled Personal Spiritual Gifts Assessment is for you to give to a friend who might be able to help you determine your personal spiritual gifts. After they give it back, you can keep that sheet for future reference.
2. Fill out pages 4 through 7 in this booklet. When you are done you will have a *PLAC*E profile.
3. Using your *PLAC*E profile knowledge, select your *PLAC*E to *SERVE*! See the church website: www.mppres.org for a description of each ministry team. Then fill out the on-line Interest and Activity survey. Request a link from jfredrickson@mppres.org.
4. Need help? Call Pastor Janet: 529-8422 ext. #2 or visit the church website to contact the Integration and Discipleship Ministry Team.



My *PLAC*Ement Assessment Results

Date: ____/____/____

(for you to keep)

PERSONAL SPIRITUAL GIFTS...

Answers the question, "What will I do in my area of ministry?"

Below are brief descriptions of the spiritual gifts listed in the New Testament. Rate each description according to how well it describes you as you know yourself and as you've heard others comment about you. Remember it is what is true of you *now*, not what you hope to be true about you *in the future*.

Circle a number from 0-5 as you read each spiritual gift description.

0 = never true of me

3 = occasionally true of me

1 = rarely true of me

4 = often true of me

2 = equals sometimes true of me

5 = almost always true of me

Gifts are the divine enablement of...

- | | | | | | | |
|---|---|---|---|---|---|--|
| 0 | 1 | 2 | 3 | 4 | 5 | Administration (efficiently organize procedures that accomplish goals of the ministry) |
| 0 | 1 | 2 | 3 | 4 | 5 | Apostleship (start and oversee the development of new churches or ministries) |
| 0 | 1 | 2 | 3 | 4 | 5 | Discernment (distinguish between truth and error and to discern good from evil spirits) |
| 0 | 1 | 2 | 3 | 4 | 5 | Encouragement (present truth so as to strengthen, comfort or urge to right action) |
| 0 | 1 | 2 | 3 | 4 | 5 | Evangelism (effectively communicate the gospel to those who are not committed to the Christian faith) |
| 0 | 1 | 2 | 3 | 4 | 5 | Faith (trust God in all life's circumstances with total belief in his ability to fulfill his promises and purposes) |
| 0 | 1 | 2 | 3 | 4 | 5 | Giving (sacrificially, cheerfully, liberally contribute money and/or resources to God's work) |
| 0 | 1 | 2 | 3 | 4 | 5 | Healing (be God's means for restoring people to physical, emotional and spiritual wholeness) |
| 0 | 1 | 2 | 3 | 4 | 5 | Helps (investing one's time and energy to do practical tasks to free up others to use their gifts) |

- 0 1 2 3 4 5 **Hospitality** (care for guests, strangers, needy people by providing an open house, food and warm welcome)
- 0 1 2 3 4 5 **Interpretation** (encourage the church or individual by making known the message given by God)
- 0 1 2 3 4 5 **Knowledge** (ability to gain insight into and share Scripture and truths)
- 0 1 2 3 4 5 **Leadership** (cast vision, motivate and set direction of projects in ways that aid the spiritual growth of others and accomplish God's purposes)
- 0 1 2 3 4 5 **Mercy** (empathetically, cheerfully, compassionately help those who are suffering or in need)
- 0 1 2 3 4 5 **Miracles** (authenticate message of God through supernatural interventions to glorify him)
- 0 1 2 3 4 5 **Prophecy** (reveal and proclaim truth for understanding, correction, repentance and encouragement)
- 0 1 2 3 4 5 **Service** (serve the physical needs of people in ways that strengthen others spiritually)
- 0 1 2 3 4 5 **Shepherding** (nurture, care for, guide people towards spiritual maturity in Christ likeness)
- 0 1 2 3 4 5 **Teaching** (understand, communicate and apply God's word causing greater spiritual growth in listeners. Could be expressed through creative communication, counseling, etc.)
- 0 1 2 3 4 5 **Wisdom** (practical and effective application of God's truth to meet a need in a specific situation)

Write your top three spiritual gifts here:

1. _____
2. _____
3. _____

LONGING... *Passions*

Answers the questions, "To Whom will I minister?"

"What issues has God placed on my heart?"

Ask yourself: What experiences have given meaning to my life?

What kind of people do I want to serve?

What visions has God placed on my heart?

- | | | |
|--|--|---|
| <input type="checkbox"/> Assimilation | <input type="checkbox"/> Internationals | <input type="checkbox"/> Singles |
| <input type="checkbox"/> Bible study | <input type="checkbox"/> Leadership | <input type="checkbox"/> Small groups |
| <input type="checkbox"/> Bible memory | <input type="checkbox"/> Married couples | <input type="checkbox"/> Social issues |
| <input type="checkbox"/> Camps | <input type="checkbox"/> Men | <input type="checkbox"/> Sports |
| <input type="checkbox"/> Care for others | <input type="checkbox"/> Military Families | <input type="checkbox"/> Teaching |
| <input type="checkbox"/> Children | <input type="checkbox"/> Mission/Outreach | <input type="checkbox"/> Unemployed |
| <input type="checkbox"/> College | <input type="checkbox"/> Mothers of Preschoolers | <input type="checkbox"/> Women |
| <input type="checkbox"/> Disabled | <input type="checkbox"/> Music | <input type="checkbox"/> Worship |
| <input type="checkbox"/> Discipleship | <input type="checkbox"/> Nursery | <input type="checkbox"/> Young adult singles |
| <input type="checkbox"/> Divorced | <input type="checkbox"/> Poor/homeless | <input type="checkbox"/> Young adult marrieds |
| <input type="checkbox"/> Drama | <input type="checkbox"/> Prayer | <input type="checkbox"/> Youth |
| <input type="checkbox"/> Evangelism | <input type="checkbox"/> Racial reconciliation | <input type="checkbox"/> Other: _____ |
| <input type="checkbox"/> Family | <input type="checkbox"/> Seniors | |
| <input type="checkbox"/> Grief/bereavement | <input type="checkbox"/> Single parents | |

ABILITIES... *Skills and interests*

Helps answer the question, "What will I do within my area of ministry?"

Ask yourself: What am I good at? What is enjoyable?

- | | | |
|--|---|--|
| <input type="checkbox"/> Administration | <input type="checkbox"/> Gardening | <input type="checkbox"/> Prayer |
| <input type="checkbox"/> Arts: type _____ | <input type="checkbox"/> Graphics/Web design | <input type="checkbox"/> Public speaking |
| <input type="checkbox"/> Baking | <input type="checkbox"/> Handy person | <input type="checkbox"/> Reading |
| <input type="checkbox"/> Bible knowledge | <input type="checkbox"/> Hospital visitation | <input type="checkbox"/> Receptionist |
| <input type="checkbox"/> Business management | <input type="checkbox"/> Hospitality | <input type="checkbox"/> Stage productions |
| <input type="checkbox"/> Care giver | <input type="checkbox"/> Interior decorating | <input type="checkbox"/> Sewing |
| <input type="checkbox"/> Child care/nursery | <input type="checkbox"/> Internationals | <input type="checkbox"/> Singing |
| <input type="checkbox"/> Clerical skills | <input type="checkbox"/> Journalism/writing | <input type="checkbox"/> Social work |
| <input type="checkbox"/> Computer technology | <input type="checkbox"/> Language: type _____ | <input type="checkbox"/> Spiritual disciplines |
| <input type="checkbox"/> Cooking | <input type="checkbox"/> Legal services | <input type="checkbox"/> Sports: type _____ |
| <input type="checkbox"/> Crafts: type _____ | <input type="checkbox"/> Library | <input type="checkbox"/> Support groups |
| <input type="checkbox"/> Dance | <input type="checkbox"/> Management | <input type="checkbox"/> Teaching: age _____ |
| <input type="checkbox"/> Disabled | <input type="checkbox"/> Marketing | <input type="checkbox"/> Technical |
| <input type="checkbox"/> Drama | <input type="checkbox"/> Mechanics | <input type="checkbox"/> Telephoning |
| <input type="checkbox"/> Elderly/Shut-Ins | <input type="checkbox"/> Media production | <input type="checkbox"/> Trades: type _____ |
| <input type="checkbox"/> Electronics | <input type="checkbox"/> Mentoring | <input type="checkbox"/> Travel |
| <input type="checkbox"/> Engineering: type _____ | <input type="checkbox"/> Missions | <input type="checkbox"/> Tutoring |
| <input type="checkbox"/> Evangelism | <input type="checkbox"/> Music: type _____ | <input type="checkbox"/> Usher |
| <input type="checkbox"/> Event planning | <input type="checkbox"/> Ordained ministry | <input type="checkbox"/> Video |
| <input type="checkbox"/> Financial | <input type="checkbox"/> Outdoor activities | <input type="checkbox"/> Other _____ |
| <input type="checkbox"/> Floral | <input type="checkbox"/> Parking/transportation | |
| <input type="checkbox"/> Food service | <input type="checkbox"/> Photography | |

COMFORT ZONE

Answers the question, "How will I operate within my area of ministry?"

Personality Survey

Directions: Circle ONE word in each row that you feel describes you best.

	A	B	C	D
1.	Restrained	Forceful	Careful	Expressive
2.	Pioneering	Correct	Emotional	Satisfied
3.	Willing	Animated	Bold	Precise
4.	Stubborn	Bashful	Indecisive	Unpredictable
5.	Respectful	Outgoing	Patient	Determined
6.	Persuasive	Self-reliant	Cooperative	Gentle
7.	Cautious	Even-tempered	Decisive	Life-of-the-party
8.	Popular	Assertive	Perfectionist	Generous
9.	Unpredictable	Bashful	Indecisive	Argumentative
10.	Agreeable	Optimistic	Persistent	Accommodating
11.	Positive	Humble	Neighborhoodly	Talkative
12.	Friendly	Obliging	Playful	Strong-willed
13.	Charming	Adventurous	Disciplined	Consistent
14.	Soft-spoken	Dry humor	Aggressive	Attractive
15.	Enthusiastic	Analytical	Sympathetic	Determined
16.	Bossy	Inconsistent	Slow	Critical
17.	Sensitive	Force-of-character	Spirited	Laid-back
18.	Influential	Kind	Independent	Orderly
19.	Idealistic	Popular	Cheerful	Outspoken
20.	Impatient	Moody	Aimless	Show-off
21.	Competitive	Spontaneous	Loyal	Thoughtful
22.	Self-sacrificing	Considerate	Convincing	Courageous
23.	Fearful	Changeable	Pessimistic	Tactless
24.	Tolerant	Conventional	Stimulating	Resourceful

Personality Survey Scoring Sheet

For each word you circled on the previous page, circle the corresponding letter below, then total each column at the bottom of this sheet.

	Doer	Influencer	Relater	Thinker
1.	B	D	A	C
2.	A	C	D	B
3.	C	B	A	D
4.	A	D	C	B
5.	D	B	C	A
6.	B	A	D	C
7.	C	D	B	A
8.	B	A	D	C
9.	D	A	C	B
10.	C	B	D	A
11.	A	D	C	B
12.	D	C	A	B
13.	B	A	D	C
14.	C	D	B	A
15.	D	A	C	B
16.	A	B	C	D
17.	B	C	D	A
18.	C	A	B	D
19.	D	B	C	A
20.	A	D	C	B
21.	A	B	C	D
22.	D	C	B	A
23.	D	B	A	C
24.	D	C	A	B
TOTAL:	_____	_____	_____	_____

Below is a list of the strengths and weaknesses for each personality type. In your top two scores, mark strengths, weaknesses and ideal environments that best describe you so you will be able to identify your primary comfort zone.

Doer:

- | Strengths | Weaknesses | Environment |
|----------------------------|------------------------------|---------------------------------|
| -Getting immediate results | -Insensitivity to others | -Many new and varied activities |
| -Making quick decisions | -Impatience | -Opportunity to get things done |
| -Persistence | -Ignoring risks and cautions | -Continual challenges |
| -Solving problems | -Inflexible and unyielding | -Difficult assignments |
| -Taking Charge | -Taking on too much | -Freedom to act |
| -Self-reliance | -Being inattentive to detail | -Control over situations |
| -Accepting challenges | -Resenting restrictions | -Direct answers from others |

Influencer:

- | Strengths | Weaknesses | Environment |
|-----------------------------------|-------------------------------------|-------------------------------------|
| -Optimistic | -Lack of follow-through | -A friendly atmosphere |
| -Enthusiastic | -Overselling | -Freedom from control and detail |
| -Being personable | -Overestimating anticipated results | -Opportunity to influence others |
| -Making a good impression | -Misjudging capabilities | -Public recognition of ability |
| -Being verbally articulate | -Talking too much | -Opportunity to verbalize |
| -A desire to help others | -Acting impulsively | - Positive reinforcement and praise |
| -Creating an entertaining climate | -Jumping to conclusions | -Enthusiastic response to ideas |
| | Over committing | |

Relater:

- | Strengths | Weaknesses | Environment |
|---------------------------------------|----------------------------|---------------------------------------|
| -Being supportive | -Resisting change | -Sincere appreciation |
| -Being agreeable | -Trouble meeting deadlines | -Minimal conflict |
| -Loyalty | -Being overly lenient | -Security |
| -Consistency | -Procrastinating | -Acknowledgement of work |
| -Being a good listener | -Holding a grudge | -Limited territory |
| -Performing established work patterns | -Lack of initiative | -Opportunity to develop relationships |
| | | -Traditional way of doing things |

Thinker:

- | Strengths | Weaknesses | Environment |
|-------------------------------|--------------------------------|--------------------------------------|
| -Orderliness | -Indecisiveness | -Being able to concentrate on detail |
| -Conscientiousness | -Getting bogged down in detail | -Opportunities to critique |
| -Discipline | -Rigidity on how-to's | -Stable surrounding |
| -Preciseness | -Overly avoiding conflict | -Opportunities for reassurance |
| -Thoroughness | -Low self-esteem | -An exact job description |
| -Being diplomatic with people | -Hesitant to try new things | -Opportunities for careful planning |
| -Being analytical | -Resisting full responsibility | |
| | -Pessimism | |

EXPERIENCE...

Helps answer the question, **“Where** (in what area) will I do my ministry?”

What ministry, life experience and education has God used to prepare you for your unique *PLACE* in ministry?

Ministry Experiences:

Life Experiences:

Educational Experiences:

Personal Spiritual Gifts Assessment

To help you assess your spiritual gifting, we encourage you to give this assessment to a friend you know well and who can help you discover who you are in the Lord.

For: _____
 By: _____
 Date: _____

Personal spiritual gifts...

Answers the question, "What will I do in my area of ministry?"

Below are brief descriptions of the spiritual gifts listed in the New Testament? Rate each description according to how well it describes your friend. Remember it is what is true of him or her *now*, not what he or she hopes will be true *in the future*.

Circle a number from 0-5 as you read each spiritual gift description.

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Gifts are the divine enablement of...

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- 0 1 2 3 4 5 **Apostleship** (start and oversee the development of new churches or ministries)
- 0 1 2 3 4 5 **Discernment** (distinguish between truth and error and to discern good from evil spirits)
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- 0 1 2 3 4 5 **Wisdom** (practical and effective application of God's truth to meet a need in a specific situation)

Write below what you believe to be your friend's top three spiritual gifts:

1. _____
2. _____
3. _____