

NETWORK PARTICIPANT'S GUIDE

OBSERVATION ASSESSMENT

Often, you will not be aware of what others have appreciated about you or noticed about your abilities in ministry situations. This indicator gives people who know you an opportunity to affirm your areas of possible spiritual giftedness.

DIRECTIONS

1. Your Participant's Guide contains three identical questionnaires. Remove all of them, give one questionnaire to each of three Christians who know you well, and ask them to complete and return it to you.

Preferably, ask people who have observed you in a ministry context and understand Spiritual Gifts. If this is not possible, then ask people who know you well to make what observations they can from their general experience with you.

2. Since you will be giving your Observation Assessment to others to fill out and return to you, get started on these assignments as soon as possible. This way you won't run out of time, and you will be prepared for our next session.

3. When you receive the Observation Assessment back, compile the responses on the Observation Assessment Summary on pp.69-70 in your Participant's Guide.

I'd like your opinion!

I am seeking to better understand how God has equipped me for service in the church. One part of this process involves getting feedback from a few people who know me reasonably well. Your thoughts about the way I relate to others will be very helpful. Please take a few minutes to complete this sheet with your thoughtful consideration.

Observations of:

Provided by:

Relationship:

Please read each of the descriptions below. Mark each according to how well it describes the person this is for.

Y = Yes, very descriptive of this person

S = Somewhat or slightly descriptive

N = No, does not describe this person

? = Unsure, unknown, or not observed

In my opinion, this person has strengths in . . .

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|--|---------|
| A. Developing strategies or plans to reach identified goals; organizing people, tasks, and events; helping organizations or groups become more efficient; creating order out of organizational chaos. | Y S N ? |
| B. Pioneering new undertakings (such as a new church or ministry); serving in another country or community; adapting to different cultures and surroundings; being culturally aware and sensitive. | Y S N ? |
| C. Working creatively with wood, cloth, metal, paints, glass, etc.; working with different kinds of tools; making things with practical uses; designing or building things; working with his or her hands. | Y S N ? |
| D. Communicating with variety and creativity; developing and using particular artistic skills (art, drama, music, photography. etc.); finding new and fresh ways to communicate ideas to others. | Y S N ? |

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| E. | Distinguishing between truth and error, good and evil; accurately judging character, seeing through phoniness or deceit; helping others to see rightness or wrongness in life situations. | Y S N ? |
| F. | Strengthening and reassuring troubled people; encouraging or challenging people; motivating others to grow; supporting people who need to take action. | Y S N ? |
| G. | Looking for opportunities to build relationships with nonbelievers; communicating openly and effectively about his or her faith; talking about spiritual matters with nonbelievers. | Y S N ? |
| H. | Trusting God to answer prayer and encouraging others to do so; having confidence in God's continuing presence and ability to help, even in difficult times; moving forward in spite of opposition. | Y S N ? |
| I. | Giving liberally and joyfully to people in financial need or projects requiring support; managing their money well in order to free more of it for giving. | Y S N ? |
| J. | Working behind the scenes to support the work of others; finding small things that need to be done and doing them without being asked; helping wherever needed, even with routine or mundane tasks. | Y S N ? |
| K. | Meeting new people and helping them to feel welcome; entertaining guests; opening his or her home to others who need a safe, supportive environment; setting people at ease in unfamiliar surroundings. | Y S N ? |
| L. | Continually offering to pray for others; expressing amazing trust in God's ability to provide: evidencing confidence in the Lord's protection: spending a lot of time praying. | Y S N ? |
| M. | Carefully studying and researching subjects he or she wants to understand better, sharing his or her knowledge and insights with others when asked; sometimes gaining information that is not attained by natural observation or means. | Y S N ? |
| N. | Taking responsibility for directing groups; motivating and guiding others to reach important | Y S N ? |

goals; managing people and resources well;
influencing others to perform to the best of their abilities.

- O. Empathizing with hurting people; patiently and compassionately supporting people through painful experiences; helping those generally regarded as undeserving or beyond help. Y S N ?
- P. Speaking with conviction in order to bring change in the lives of others; exposing cultural trends, teachings, or events that are morally wrong or harmful; boldly speaking truth even in places where it may be unpopular. Y S N ?
- Q. Faithfully providing long-term support and nurture for a group of people; providing guidance for the whole person; patiently but firmly nurturing others in their development as believers. Y S N ?
- R. Studying, understanding, and communicating biblical truth; developing appropriate teaching material and presenting it effectively; communicating in ways that motivate others to change. Y S N ?
- S. Seeing simple, practical solutions in the midst of conflict or confusion; giving helpful advice to others facing complicated life situations; helping people take practical action to solve real problems. Y S N ?

HERE ARE A FEW ADDITIONAL QUESTIONS:

Your responses will give me more specific feedback about your observations. Simply leave a question blank if you feel uncertain about how to answer.

1. What kinds of work do you think I am especially well suited to do in or through the church?
2. If you are familiar with the concept of spiritual gifts, which have you seen exhibited in my life? What have you specifically observed?
3. Are there any other Observations or insights you have that would help me better understand my unique place of service in or through the church?

Thank you for taking the time to complete this sheet. Your opinions are valuable to me in this process and I deeply appreciate your help.

OBSERVATION ASSESSMENT SUMMARY

Use this sheet to compile the Observation Assessment responses you received.

Whenever an observer marked "Y" for a Spiritual Gift, put TWO check marks in the appropriate block for that Spiritual Gift. Whenever an observer marked "S" for a Spiritual Gift, put ONE check mark in the appropriate block for that Spiritual Gift. Leave the blocks blank for "N" and "?" responses.

When you have done this for each Observation Assessment, total the number of check marks for each Spiritual Gift in the column headed "Row Total"

Spiritual Gift	Observer 1	Observer 2	Observer 3	Row Total
A. Administration				
B. Apostleship				
C. Craftsmanship				
D. Creative Communication				
E. Discernment				
F. Encouragement				
G. Evangelism				
H. Faith				
I. Giving				
J. Helps				
K. Hospitality				
L. Intercession				
M. Knowledge				
N. Leadership				
O. Mercy				
P. Prophecy				
Q. Shepherding				
R. Teaching				
S. Wisdom				
T. Healing*				
U. Interpretation*				
V. Miracles*				
W. Tongues*				
Other Spiritual Gifts*				

*Although these gifts do not appear on the numbered list of descriptions given to your observers, they may be specifically mentioned by some of them in one of the open-ended questions. "Other" gifts include: Counseling, Celibacy, Martyrdom, Serving, etc.

When you have finished compiling the individual Observation Assessments, check what seem to you to be the Spiritual Gifts these persons have identified in you. Write these Spiritual Gifts on the lines in the Observation Assessment box on the next page

SPIRITUAL GIFTS SUMMARY

Use this page to compile the results of your Observation Assessment and the Spiritual Gift Assessment.

This will complete this step in identifying your Spiritual Gift(s).

OBSERVATION ASSESSMENT (from pp.69-70 in this guide)

What Spiritual Gifts were observed by those who know you well?

SPIRITUAL GIFT ASSESSMENT (from p.48 in this guide)

What Spiritual Gifts did you identify on your Spiritual Gift Assessment?

Now, merge the results of the Observation Assessment and Spiritual Gift Assessment into a list of what you think are your Spiritual Gifts.

My Spiritual Gifts

Transfer these Spiritual Gifts to p.124 in this guide.