

What Do You See In Me?

ServantHeart Observer Assessment

Dear _____,

Please share your candid observations! I need your help in looking *honestly* at the gifts and abilities that you think God has given to me. It will be most helpful if you can identify those qualities which you see as a consistent part of my personality and as natural strengths. Our goal is to distinguish my particular God-given gifts.

Please consider each set of descriptions carefully. Then mark each scale by circling the appropriate number according to how well you feel that group describes my particular strengths and giftedness. Thank you!

Sincerely,

Observations of: _____ Provided by: _____

3 = Consistently – Definitely True

2 = Most of the Time – Usually True

1 = Some of the Time – Once in a While

0 = Don't Know – Haven't Observed

- 3---2---1---0 A. Develops strategies or plans to reach identified goals; organizes people, tasks, and events; helps organizations or groups become more efficient; creates order out of organizational chaos.
- 3---2---1---0 B. Works creatively with wood, cloth, metal, paints, glass, etc.; works with different kinds of tools; makes things with practical uses; designs or builds things; works with his or her hands.
- 3---2---1---0 C. Communicates with variety and creativity; develops and uses particular artistic skills (art, drama, music, photography, etc.); finds new and fresh ways to communicate ideas to others.
- 3---2---1---0 D. Strengthens and reassures troubled people; encourages or challenges people; motivates others to grow; supports people who need to take action.
- 3---2---1---0 E. Trusts God to answer prayer and encourages others to do the same; has confidence in God's continuing presence and ability to help, even in difficult times; moves forward in spite of difficulties or opposition.
- 3---2---1---0 F. Gives liberally and joyfully to people in financial need; gives generously to projects requiring support; manages his or her money well in order to free more of it for other people and causes.
- 3---2---1---0 G. Works behind the scenes to support the work of others; finds small things that need to be done and does them without being asked; helps wherever needed, even with routine or mundane tasks.
- 3---2---1---0 H. Meets new people and helps them to feel welcome; entertains guests; opens his or her home to others who need a safe, supportive environment; puts people at ease in unfamiliar surroundings.
- 3---2---1---0 I. Continually offers to pray for others; has confidence in the Lord's protection; spends a lot of time praying; is convinced that God moves in direct response to prayer.
- 3---2---1---0 J. Takes responsibility for directing groups; motivates and guides others to reach important goals; manages people and resources well; influences others to perform to the best of their abilities.

- 3---2---1---0 K. Empathizes with hurting people; patiently and compassionately walk with people through painful experiences; helps those generally regarded as undeserving or beyond help.
- 3---2---1---0 L. Looks for opportunities to build relationship with unbelievers; communicates openly and effectively about his or he faith; talks about spiritual matters with those who don't believe.
- 3---2---1---0 M. Faithfully provides long-term support and nurture for a group of people; provides guidance for the whole person; patiently but firmly nurtures others in their development as believers.
- 3---2---1---0 N. Studies, understands, and communicates biblical truth; develops appropriate teaching material and presents it effectively; communicates in ways that motivate others to change.
- 3---2---1---0 O. Distinguishes between truth and error, good and evil; accurately judges character; sees through phoniness or deceit; helps others to see rightness or wrongness in life situations.
- 3---2---1---0 P. Carefully studies and researches subjects he or she wants to understand better; shares his or her knowledge and insights with others when asked; sometimes gains information that is not attained by natural observation or means.
- 3---2---1---0 Q. Sees simple practical solutions in the midst of conflict or confusion; gives helpful advice to others facing complicated life situations; helps people take practical action to solve real problems.

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.

<p>Go back over those you marked with a "3" (Consistently/Definitely True) and in the margin to the left, indicate your top choice with a 1, second with a 2, and third with a 3. Then write the letter of those top three in the space provided to the right.</p>	<p>Top Three Letters</p> <p>1. _____</p> <p>2. _____</p> <p>3. _____</p>
<p>If you are familiar with Spiritual Gifts, Which one(s) have you seen most in this person's life?</p>	
<p>Are there any other observations or insights you have that would help this person better understand what they do best?</p>	