

Observation assessment

I'd like your opinion!

I am seeking understand better how God has equipped me for service in the church and elsewhere. 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 for me.

Opinions about: _____

Provided by: _____

Relationship: _____

Please read each of the descriptions below. For each set of statements, write a number in the box according to how well it describes the person this is for:

5 = Seen consistently in this person's life. All the descriptions fit.

4 = Often observed. Most of the descriptions fit this person.

3 = Quite often observed

2 = Sometimes seen. Some of the descriptions fit.

1 = Not often seen

? = Not sure or not observed

- A.** ☐ This person is good at organising people and can delegate tasks and coordinate what a group is doing. They tend to bring order out of chaos and make events and tasks run efficiently and effectively. A thorough and conscientious person.
- B.** ☐ This person is a pioneer and an entrepreneur, good at setting up new initiatives. They are highly adaptable to new situations and sensitive to cultural differences. They envision a group and help them take risks. Perhaps they oversee a group of activities or organisations.
- C.** ☐ This person has creative skills in making useful or beautiful things out of wood, cloth, paints, metal, glass, computers etc. They enjoy using their hands to meet tangible needs and could make a very practical contribution to the church or to people who don't have those skills.
- D.** ☐ This person is creative and artistic and communicates in fresh ways using arts such as music, paint, drama, dance, multimedia, puppets etc. Variety and imaginative ideas capture peoples attention and help them to learn or engage with God in a new way.
- E.** ☐ This person tends to spot something phoney, inconsistent or deceptive before others notice. They are perceptive and can distinguish when something comes from God's Holy Spirit, the human spirit or a demonic origin. They have great insight into motives and can also sense the presence of evil.
- F.** ☐ People feel reassured and supported through this person's encouragement.

- G.** ☐ This person talks about Jesus to non-believers and is respected by them for their sincerity and integrity. They are good at listening and grasping another point of view as well as influential and convincing about the Christian faith.
- H.** ☐ This person inspires a group to have confidence in God. They press forward despite obstacles, demonstrate that they believe the promises of God and encourage others to do the same. They have an attitude that trusts God for his leadership and provision.
- I.** ☐ More than the average Christian, this person contributes money and other resources to God's work. They probably don't make a show of it, but take delight in both regular and spontaneous generosity. They live a lifestyle well within their means in order to be able to give away as much as possible.
- J.** ☐ This person has been used by God to bring healing to the sick or diseased through prayer. Through them, people have been restored to wholeness.
- K.** ☐ This person can often be found doing practical jobs behind the scenes which free other people to concentrate on what they need to do. They notice odd jobs and routine tasks and seem to take pleasure in meeting everyday responsibilities.
- L.** ☐ A warm welcome and an accepting atmosphere are what this person gives. They set people at ease and build people together in meaningful relationships. You feel valued and cared for. Depending on circumstances, this person might invite others round to their house and share meals with them - new people as well as old friends.
- M.** ☐ This is someone who enjoys praying a lot and seems to see specific results in direct response to their prayers. They pray earnestly and with confidence for the protection and strengthening of others
- N.** ☐ When someone speaks in tongues in a meeting, this person will sometimes be able to interpret what was being said. They are able to communicate the interpretation in a way that is helpful to the listeners, perhaps in the form of a prayer or a prophecy.
- O.** ☐ This person regularly shares insights of spiritual truth that help others. They study the Bible and read quite a bit and are able to select truths relevant to the situation. Sometimes they receive knowledge from the Holy Spirit, not by natural means.
- P.** ☐ This person has vision that other people want to be part of. They set direction and present the "big picture" for others to see. They take responsibility, establish goals, and are able to motivate others to perform to the best of their abilities.
- Q.** ☐ This person expresses love, grace and dignity to those facing hardships and crisis. They serve cheerfully in difficult or unsightly circumstances to address the needs of the lonely or forgotten. They may feel strongly about the individual and social issues that oppress people.
- R.** ☐ Sometimes God has used this person to perform supernatural signs and wonders. This may be in the form of a visible miracle, a supernatural change in lives or circumstances or in releasing someone from demonic oppression.

- S.** ☐ This person speaks out God's truth in particular situations. Often this will encourage people, but sometimes it will be an unpopular challenge to trends, teachings or events that contradict biblical principles.
- T.** ☐ This person takes care of fellow-believers and helps them to grow to maturity in the faith. They establish trust and confidence through long-term relationships, practical guidance & support and a life that is devoted to God. They may pray with other Christians, show them helpful scriptures and gently restore wandering believers to fellowship.
- U.** ☐ When this person teaches others, the listeners understand the application clearly and are motivated to change their lives. This person has a sound grasp of biblical truth and is constantly learning through personal Bible study and reading. They enjoy explaining things to people.
- V.** ☐ This person has the ability to speak in tongues (a language they do not understand) in a way which is helpful to other believers. What they say may be an expression of intimacy with God or worship, or it may be a message given by God for the church. In either case, it should usually be followed by an interpretation.
- W.** ☐ This person is able to see solutions to fairly complicated problems, often in the midst of conflict or confusion. They sense from the Lord practical ways forward for the group, or for individuals who may come for advice. They can anticipate the consequences of a particular course of action.

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.

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

Thank you for taking the time to complete this sheet. Your opinions are valuable to me in this process and I appreciate your help. Please return the sheet to me as soon as you can.