**S.E.R.V.E. Profile**

A large part of growing our leadership culture and capacity at IGSL, and each of us flourishing as faculty, involves identifying and developing in the gifts, strengths, and passions that we have been given by God and that we have developed in team. Our leadership and impact flows out of who we are, and as a faculty team we want to steward what God has given us.

The Faculty S.E.R.V.E. Profile is a tool to help every faculty discover their unique and God given identity as they live out their calling and responsibilities as a faculty member.  It’s something that can serve you as you seek to steward your own calling and unique identity, and it also can serve the school as we seek to empower people to serve out of those gifts and strengths. The acronym S.E.R.V.E. represents the following areas that shape our contribution to God’s people and mission out of our identity…

S - Spiritual Gifts, Strengths, & Skills

E - Energy & Passions

R - Relationships and Personality

V - Values & Vision

E - Experiences

These are the instructions for the Profile that you can fill out along with relevant links and resources that may provide help if you are wanting to intentionally reflect on any of these areas. Even if you know yourself quite well, maybe there are sections that can help you evaluate the degree to which you are maximizing your best contribution in the context of IGSL. As you go through, look at the S.E.R.V.E. Profile (where you enter your responses) and reflection questions throughout that facilitate deeper reflection about the stewardship of the different areas of your God given identity and unique contribution.

**Spiritual Gifts, Strengths, and Skills**

Spiritual Gifts — We want to recognize and steward the spiritual gifts that God has given to our faculty team and empower each other to use those gifts for God’s glory and fruitfulness on mission and in the community.  Three good tests for the presence of a spiritual gift are:  (1) you enjoy using this gift; (2) you are effective when exercising the gift; (3) and other people will confirm that God is consistently using you in this way.   But sometimes it’s helpful to use tools and assessments as part of the process of discovering spiritual gifts.  Here are a few possible spiritual gifts assessments that are free online.

http://mintools.com/spiritual-gifts-test.htm (35 questions, 7 gifts)

www.spiritualgiftstest.com/test/adult (96 questions)

www.churchgrowth.org/cgi-cg/gifts.cgi?intro=1 (108 questions, 9 gifts)

Strengths — In the past we have used the Strengthsfinder assessment to discover the strengths of our team.  Because of the usefulness of this assessment, list on the profile form your top 5 Strengthsfinder themes. If you have not taken this assessment and you want to, you can purchase the book Strengthsfinder 2.0 which includes a code or here is the link to where you can buy the access code to the online test.

http://www.strengthstest.com/strengths-tests/strengthsfinder-20-access-code.html.

There is also this free version which less official but similar:

http://freestrengthstest.workuno.com/free-strengths-test.html

Skills — What are things you have the capacity to do?  That you are good at?  Sometimes we are good at things that aren’t necessarily a spiritual gift or something we are passionate about.  In this section, list skills that contribute to your effectiveness and contribution.  They can range from interpersonal skills to technical skills to language skills to writing skills to anything that you see as being helpful. Think about what others have told you that you are good at?  Ask others if you haven’t? What types of things often get entrusted to you because others recognize that you have specific abilities or skills that you can bring to the table?

**Energy and Passion**

Passions — What are the things that you love doing?  Where do you find yourself coming alive?  These are often questions that take us to the heart of our passions. What things do we feel like we must contribute to!  When we are serving and working in areas of passion we often contribute with greater energy, skill, and commitment. As faculty, we want all faculty feeling like they are excelling in areas of passion.

You may know your passions.  If you’re not sure what your passions might be, ask someone that knows you well about where they see you passionate.  But here is a online tool that also can help pinpoint areas of passion that might be driving your sense of calling.  It’s a helpful tool in terms of what it helps a person process through, but be advised that you may not want to go too deep into their provided analysis. It’s just a helpful process for reflection on what your passions are.

http://thepassiontest.geniusu.com/ (15 minutes)

Energy

What activities in or outside of IGSL tend to energize you and help you come alive?  How do you stay refreshed? What projects do you love to be a part of? What types of things keep you going?

**Relationships and Personality**

Personality — All of us are different and in so many ways.  Personality and temperament affect greatly what we do and how we work with others.  How has God uniquely fashioned you as a person in terms of your personality, temperament, and leadership style?  In what type of environments do you fluorish? What is critical to you succeeding from a relational and environmental standpoint? In what ways can you uniquely help others flourish?   Include any relevant personality assessments (MBTI, Birkman…), but especially the DISC given IGSL’s extensive use of that assessment.

DISC: http://discpersonalitytesting.com/free-disc-test/  (free quiz, not full assessment)

MBTI: http://www.keirsey.com/sorter/register.aspx  (free assessment, not full mbti)

Environment **—**What are 2-3 things that I think are critical for me to flourish and thrive in terms of my working and team environment? What are environmental or relational keys to you thriving in work and ministry? What types of people are you most comfortable working with and ministering to?  For example:

I am at my best when (these things…) are true of my team or working environment.

When my leader does (these things…) I feel valued and empowered.

I think I am most effective working and ministering to people who…

Leadership — In what types of roles do you prefer to lead?  Do you prefer leading or following? Are there contexts that you believe allow you to thrive in leadership more than others?

I am most effective leading when…

My best contribution to a team is through the role of (this…)

**Values and Vision**

What are your guiding values? Where do you see yourself 3-5 years from now? Consider calling and character. What type(s) of impact do you want to have made 3-5 years from now? In one sentence, what is your vision for your life? What do see being true of your ministry in a few years?

Personal Values

If you have clear personal values for life and ministry that are part of your sense of calling, please include them along with their brief explanations. If you have never done this, think about 5 driving values that anchor your sense of calling and contribution.

Vision Statement

We ask our students to write one of these up.  If you have one, you can include it on the profile as well. Include a mission statement if you have one of those as well.

**Experiences**

So much of our sense of calling is shaped by our experiences, the context of our lives.  Just as Paul’s bi-cultural background as well as his journey as a Pharisee ended up informing his witness and his ministry, all of us have experiences in our lives that God has used or can use or redeem for his glory.  Think about how you grew up, places you lived, failures, conflicts, wounds, education, socio-economic status, relationships, and generational influences.  There’s a lot in our life experience that can help us identify where we can maximize our impact and contribution for the Kingdom.

Here are some questions to consider as you identify key experiences:

Some of my most meaningful spiritual experiences have included...

Because of some of my own experiences, I believe I could relate to and encourage someone who is going through…

The experience that altered the path of my life the most was…

I see (these experiences…) has having the greatest influence on my leadership and ministry.

**REFLECTIONS on my S.E.R.V.E. Profile:**

The S.E.R.V.E. Profile includes questions throughout, but after finishing the profile, consider the whole of the profile and reflect prayerfully on where you are or are not stewarding your God given identity and unique contribution.  What steps can you take to move towards greater stewardship of your contribution?  What conversations do you need to pursue?  Where do you need to grow and mature to have the kind of impact you envision having?

A faculty member will contact you to set up a team for a one-hour coaching appointment to help you process and talk through your profile and identify next steps for greater stewardship and impact.