

DISCOVER YOUR SPIRITUAL GIFTS

SpiritualGifts-Assessment-A-v1.doc

Instructions

NOTE – *This gift assessment should not be used by itself, but in conjunction with observable behaviors and results, other people's feedback, and your spiritual leader's observations.*

1. Prepare for the Assessment
 - a. Receive instructions from your spiritual leader how to correctly use this questionnaire.
 - b. Pray for the Lord's guidance.
 - c. Trust the Lord to show you your gifts and how you can be most effective in building up the Body of Christ. Be humble and realize these gifts are from the Lord – there is nothing you have done to deserve them and they are for the benefit of the Body of Christ.
2. Take the Assessment.
 - a. Answer the questions as honestly as you can – do not try to make the results have any specific outcome.
 - b. Answer each question on the answer sheet, using the numbers that best match your experience.
3. Score the Assessment.
 - a. Add the numbers across the row.
 - b. Circle the top five highest scoring gifts.
 - c. Mark the lowest five scoring gifts.
4. Review the Assessment.
 - a. On the "My Summary" sheet, record the highest (strongest) and lowest (weakest) scoring gifts.
 - b. Make a copy for you and for at least two other people with whom do a reality check.
 - c. Discuss the results with your spouse, family, leader(s), wise counsel, and / or the church.
 - d. Define your spiritual gifts based on God's guidance in your studies, this assessment, your perspective, and feedback from others.
5. Get involved
 - a. Use your gifts to serve and minister in your church and in other's lives.

Questions

1. I enjoy working behind the scenes, taking care of little details.
2. I usually step forward and assume leadership in a group where none exists.
3. When in a group, I tend to recognize and approach those who are sitting or standing alone.
4. I have the ability to recognize a need, and to get the job done, no matter how trivial the task.
5. I have the ability to organize ideas, people, and projects to reach a specific goal.
6. People often say I have good spiritual judgment.
7. I am very confident of achieving great things for the glory of God.
8. I am asked to sing or play a musical instrument at spiritual functions.
9. God has used me to communicate the gospel in a language unknown to me.
10. Through my prayers; God has made the impossible possible.
11. I have an ability to use my hands in a creative way to design and build things.
12. I have seen my prayers heal people.
13. I enjoy giving money to those in serious financial need.
14. I enjoy ministering to people in hospitals, prisons or rest homes to comfort them.
15. I often have insights that offer practical solutions to difficult problems.
16. I have understood issues or problems in the church and seen answers when others didn't.
17. I enjoy encouraging and giving counsel to those who are discouraged.
18. I have an ability to thoroughly study a passage of scripture, and then share it with others.
19. I presently have the responsibility for the spiritual growth of one or more Christians.
20. People respect me as an authority in spiritual matters.
21. I have an ability to learn foreign languages.
22. God often reveals to me the direction He desires the Body of Christ to move.
23. I enjoy spending time with non-Christians, especially with hopes of telling them about Jesus.
24. Whenever I hear reports on the news or in conversation about needy situations, I am burdened to pray.
25. I would like to assist the pastors or other leaders so they will have more time to accomplish their essential and priority ministries.
26. I don't mind asking others to accomplish an important ministry for the church.
27. I enjoy entertaining guests and making them feel "at home" when they visit.

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28. I enjoy serving others, no matter how simple or little the task.
29. I am a very organized person who sets goals and makes plans to reach them.
30. I am a good judge of character, and can spot a spiritual phony.
31. I often step out and start projects that other people won't attempt, and the projects are usually successful.
32. I believe I could sing well in the choir or play an instrument well for the music team.
33. Praying in tongues is personally meaningful to me in my prayer life.
34. God has used me to make things happen which were far beyond human Means.
35. I enjoy doing things like woodworking, crocheting, sewing, metal work, stained glass, etc.
36. I enjoy praying for those who are physically and emotionally ill, for God to heal them.
37. I joyfully give money to the church well above my normal offering to the Lord.
38. I feel compassion for people who are hurting and lonely, and like to spend considerable time with them to cheer them up.
39. God has enabled me to choose correctly between several complex options in an important decision, when no one else knew what to do.
40. I enjoy studying difficult questions about God's Word, and I am able to find answers more easily and more quickly than others.
41. People often tell me their problems, and I encourage them.
42. When a question arises from a difficult Bible passage, am motivated to research the answer.
43. I like to give of my own free time to meet other's needs.
44. I would be willing and excited to start a new church.
45. I can adapt easily to culture, language, and lifestyle, other than my own, and would like to use my adaptability to minister in foreign countries.
46. I will always speak up for Christian principles even when what I say isn't popular and people may not like it.
47. I find it easy to invite a person to accept Jesus as their Savior.
48. I believe prayer is the most important thing a Christian can do.
49. I enjoy relieving others of routine tasks so they can get special projects done.
50. I can guide and manage a group of people toward achieving a specific goal.
51. I enjoy meeting new people and introducing them to others in the group.
52. I am very dependable for getting things done on time.
53. I easily delegate significant responsibilities to other people.
54. I am able to distinguish between right and wrong in complex spiritual matters that other people can't seem to figure out.
55. I trust in God's faithfulness for a bright future, even when everything looks bad.
56. I enjoy singing or playing an instrument, or people say I have a good voice or am skilled in music.
57. I have been overwhelmed by the Holy Spirit during prayer or worship, and began to speak in tongues.
58. God has blessed my prayers so that supernatural results have come from otherwise impossible situations.
59. I find satisfaction in meeting people's needs by making something for them.
60. God regularly speaks to me concerning people's illnesses, so that I can pray for them.
61. I wouldn't mind lowering my standard of living to give more to the church and others in need.
62. I want to do whatever can for the needy people around me, even if I have to give up something.
63. People often seek my advice when they don't know what to do.
64. I have an ability to gather information from several sources to discover the answer to a question, or learn more about a subject.
65. I feel a need to challenge others to better themselves, especially in their spiritual growth, without condemning them.
66. Others listen and enjoy my teaching of scriptures.
67. I enjoy working with people, and desire to help them be the best person they can for the Lord.
68. I am accepted as a spiritual authority in other parts of the country or world.
69. I would like to present the gospel in a foreign language, in a country whose culture and lifestyle is different from my own.
70. I feel a need to speak God's messages from the Bible so people will know what God expects of them.
71. I would like to tell others how to become a Christian, and give them the invitation to receive Jesus in their lives.
72. Many of my prayers for others have been answered by the Lord.
73. I enjoy helping others get their work done, and don't need a lot of public recognition.
74. People respect my opinion and follow my direction.
75. I would like to use my home to get acquainted with newcomers and visitors to the church.
76. I enjoy helping people in any type of need, and feel a sense of satisfaction in meeting that need.
77. I am comfortable making important decisions, even under pressure.

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78. People come to me for help in distinguishing between spiritual truth and error.
79. I often exercise my faith through prayer, and God answers my prayers in exciting ways.
80. I believe the Lord could use me to deliver messages through song or musical instruments.
81. I have spoken in a language unknown to me, that when interpreted brought a blessing to those who heard.
82. God uses me to work miracles for the glory of His kingdom.
83. People say I am gifted with my hands.
84. People often seek me out to pray for their physical healing.
85. When I give money to someone, I don't expect anything in return, and often give anonymously.
86. When I hear of people without jobs who can't pay their bills, I do what I can to help them.
87. God enables me to make appropriate application of biblical truth to practical situations.
88. I can recognize difficult biblical truths and principles on my own, and I enjoy this.
89. People will tell me things they won't tell anyone else, and say I am easy to talk to.
90. I am organized in my thinking and systematic in my approach to presenting Bible lessons to a group of people.
91. I help Christians who have wandered away from the Lord find their way back to a growing relationship with Him.
92. I would be excited to share the gospel and form new groups of Christians in areas where there aren't many churches.
93. I have no racial prejudice, and have a sincere appreciation for people very different from myself.
94. I find it relatively easy to apply biblical promises to present day situations.
95. I have a strong desire to help non-Christians find salvation through Jesus Christ.
96. Prayer is my favorite ministry in the church, and I spend a great deal of time at it.

-- End of Questions --

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My Summary

Name _____ Phone _____

Record Answers

Cover the right column below with a piece of paper until you are done with the questionnaire. For each question, record the number from 0 to 4 for how true each statement is in your life.

- 0 – Not at all
- 1 – A Little
- 2 – Moderately
- 3 – Considerably
- 4 – Strongly

Answers				Total (add numbers in rows)	Gift Name
1.	25.	49.	73.		Helps
2.	26.	50.	74.		Leadership
3.	27.	51.	75.		Hospitality
4.	28.	52.	76.		Service
5.	29.	53.	77.		Administration
6.	30.	54.	78.		Discernment
7.	31.	55.	79.		Faith
8.	32.	56.	80.		Music
9.	33.	57.	81.		Languages (Tongues)
10.	34.	58.	82.		Miracles
11.	35.	59.	83.		Craftsmanship
12.	36.	60.	84.		Healing
13.	37.	61.	85.		Giving
14.	38.	62.	86.		Mercy
15.	39.	63.	87.		Wisdom
16.	40.	64.	88.		Knowledge
17.	41.	65.	89.		Exhortation
18.	42.	66.	90.		Teaching
19.	43.	67.	91.		Pastor/Shepherd
20.	44.	68.	92.		Apostleship
21.	45.	69.	93.		Missionary
22.	46.	70.	94.		Prophecy
23.	47.	71.	95.		Evangelism
24.	48.	72.	96.		Intercession

Record Your Gifts, Your Perspectives, Others Perspectives

My Strongest Gifts	My Weakest Gifts	Agree / Disagree / Unsure	Confirmation - Others

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Gift Descriptions and Uses

NOTE

- Some gifts overlap – this shows their close relationship to each other and the strength of certain gifts if they are closely related.
 - Example – Helps and Service are both closely related – if a person scores high in both, this gift is very strong.
- The “Potential Uses” and “Biblical Examples” are not comprehensive – they are merely a starting point for considering how God can use your gifts to build up the Body of Christ where you are.

Gift	Description	Potential Uses	Biblical Examples
Helps	Assisting others behind the scenes with getting tasks and jobs done.	Any group of people or ministry with tasks to accomplish.	Jonathan, Martha, Silas, Phoebe, Priscilla & Aquilla
Leadership	Leading and guiding strategic and/or tactical decisions including the general direction of ministries, teams, and projects.	Pastor, elder, deacon, board of directors, ministry leadership team.	Moses, David, Paul, Peter, Timothy
Hospitality	Being a “host” and helping others feel comfortable.	Greeting team, visitation team, event welcoming.	Esther, Martha
Service	Assisting others with anything that needs done with minimal need for recognition.	Any group of people or ministry that needs to be served or helped.	Jonathan, Silas, Phoebe, Priscilla & Aquilla
Administration	Planning, processing, defining, organizing, and/or scheduling tasks with the goal of accomplishing organizational goals.	Miscellaneous staff (secretary, etc.), deacon, usher, board of directors, project management team, building and grounds team.	Joseph (Jacob’s son), Aaron
Discernment	Grasping qualities and relationships that lead to wise solutions.	All ministries. May apply to specific types of ministries depending on the type of discernment.	Solomon, Paul
Faith	Deep unwavering trust and confidence in God in spite of the circumstances.	All ministries.	Abel, Abraham, Noah, Esther, Ruth, Job, Paul, John, James, Thessalonians
Music	Vocal and/or instrumental abilities that bear fruit in affecting peoples lives.	Worship / praise team, choir, evangelism.	Levites, David
Languages (Tongues)	Natural and/or supernatural ability to speak in other languages and minister to foreign nationalities.	Evangelism, missions, others as guided by Holy Spirit.	Peter, Paul, All Disciples
Miracles	Supernatural abilities such as healing or other actions that go against normal laws of nature – that bear fruit in affecting peoples lives.	Counseling, evangelism, missions.	Moses, Elijah, Peter, Paul, All Disciples
Craftsmanship	Using tools and manual labor to build or construct items such as carpentry, plumbing, art, or similar.	All ministries. Building, grounds, and maintenance. Special projects.	Noah, Bezalel, Oholiab
Healing	Supernatural healing – spiritually,	All ministries. Elderly	Peter, Paul, All

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Gift	Description	Potential Uses	Biblical Examples
	emotionally, and/or physically.	ministry, counseling, evangelism, missions.	Disciples
Giving	Desire and means to help and give financially to the church and those in need.	All ministries.	Joseph of Arimathea, Philippians
Mercy	Compassionate support and abundant understanding of those in distress and/or those that are difficult to serve.	All ministries. Elderly ministry, counseling, missions.	Joseph (son of Jacob), Paul, James
Wisdom	Consistently solving difficult or complex issues; supernaturally discerning inner qualities and relationships without previous knowledge.	All ministries. May apply to specific types of ministries depending on the type of wisdom.	Solomon, Paul
Knowledge	Deep knowledge and recollection of facts and information that can be applied to solutions.	All ministries. May apply to specific types of ministries depending on the type of knowledge.	Solomon, Mathew, Luke, Paul
Exhortation	Providing warnings, advice, appeals, and focused encouragement.	All ministries.	Ezekiel, Elijah, Paul, James, Peter, Timothy
Teaching	Communicating information, knowledge, and wisdom to groups that results in learning and application of biblical principles in peoples lives.	Pastor, elder, bible study leader, missions.	Isaiah, Paul, James, Peter
Pastor /Shepherd	Overseeing groups of believers to ensure they are protected and grow.	Pastor, elder, bible study leader, missions leader.	Moses, David, Paul, Peter, Barnabas, Timothy
Apostleship	Spiritual leadership of ministry direction most frequently focused on church planting and new ministries.	Pastor, elder, missions leader.	All Disciples & Apostles, Silas, Timothy
Missionary	Taking the gospel and services into new or spiritually dark areas of the world – locally, regionally, or internationally.	Pastor, elder, missions leader, business leader.	Jonah, Paul, Barnabas, Silas
Prophecy	Supernatural declaration of God's divine will and purpose as applied to specific circumstances; prediction of future events with 100% accuracy.	All ministries. Pastor, elder, bible study leader, missions leader.	Isaiah, Daniel, David, Paul, Barnabas, Silas, John, Agabus, Lucius
Evangelism	Presenting the gospel that frequently results in people accepting Christ as Savior.	Pastor, elder, bible study leader.	Mathew, Mark, Luke, John, Paul, Barnabas, Silas
Intercession	Prayer and fasting that frequently results in clear answers.		Elijah, Elisha, David, Paul, James, Job

-- End of Descriptions & Uses --