

*As each one has received a gift,
use it to serve one another,
as good stewards of God's varied grace"
(1 Peter 4:10)*

SPIRITUAL GIFTS ASSESSMENT

What Are Spiritual Gifts?

Definition: a particular gifting, ability or endowment bestowed by God on a believer to be used in the building-up of the church and for the world in general for the glory of God and His work on earth.

A little more explanation: Some gifts are more emphasized in scripture than others (pastor-teacher) and some are simply a heightened capacity for what is expected of every Christian (mercy). They may be an extension or sanctifying of natural gifting given by God or a unique spiritual anointing after conversion or both. God may also work in you different spiritual gifts at different times of your life. Paul makes it clear though that the Holy Spirit imparts and controls them. He also makes it clear that none should be seen as more important than another (cause for pride) and that LOVE must go before all gifting (1 Cor. 13:1-3).

How Do I find Out What My Spiritual Gifts Are?

1. You can find “signposts” to your gifts through gift inventories. Only scripture in inerrant and authoritative, spiritual gift assessments are not.
2. Your experiences and passions, reflected on through looking for trends and tendencies in your personal history can help you. A good question to ask is: How has the Lord blessed me and used me in the past?
3. Get feedback from people who know you and have observed you.
4. Pray that God would reveal them to you.
5. Try things and see what happens.
 - All five of these are of equal value to finding your spiritual gifts and all four should be pursued. This process can happen quickly for some but we believe most of the time, it takes time, to know more clearly what our God-given spiritual gifts are.
 - We want you to know that your spiritual gifts are designed and used by God for service INSIDE the church family and OUTSIDE the church family; in your workplace, neighborhood and community.

Discovering Your Spiritual Gift(s)

Biblical Truths about Spiritual Gifts

Only Christians have spiritual gifts.	I Cor. 2:14
Every Christian has at least one gift.	I Cor. 12:7
No one receives all the gifts.	I Cor. 12:27-30
No single gift is given to everyone.	I Cor. 12:29-30
You cannot earn or work for a spiritual gift.	Eph. 4:7
The Holy Spirit decides what gift(s) you receive	I Cor. 12:11
The gift(s) you are given are permanent.	Rom. 11:29
You are to use the gift(s) God gives you	I Pet. 4: 10, 11
Believers will give an account to the Lord for how they have used their gift(s).	II Cor. 5:10
It is a delightful privilege to use our gifts and so Participate with God in building up the Body of Christ.	Eph. 4:11-16
We need to know about spiritual gifts because of their unlimited potential to benefit the church. Proper use of the gifts will result in growth and maturity in the body.	Eph. 4:11-16
We are told to be aware of them.	I Cor. 12:1
We are called to be stewards and we need to know about our gift(s) so we can use them.	I Tim. 4:14 Mt. 25:14-20
We will know God's will, i.e. our spiritual job description.	Rom. 12:1-2
We will know the satisfaction that serving brings as we experience fruitfulness and fulfillment.	John 15:8 John 15: 10, 11

Spiritual Gifts Assessment

*Remembering that a spiritual gift inventory is just one of four ways to discover your spiritual gifts, we will now do this inventory together. Answer each question on a scale from 1 to 5 according to how much the question describes you (not what you wish you were or what you think you should answer...be honest). Record your answers by marking an X in the appropriate box on the worksheet at the end of the questions. Progress through the questions on the answer sheet horizontally. Finish by adding up each column and then circle your highest three numbers. Your spiritual gifts for your three highest numbers are listed just below. Each gift corresponds to each column. For example, "Faith" lines up with column #1 on your answer sheet. If you have a tie, please read through the *Spiritual Gift Descriptions* section in your workbook and try to eliminate as many as you need to. Read through the "Spiritual Gift Descriptions" section in your workbook at your leisure; you'll find it very helpful.*

SPIRITUAL GIFTS ASSESSMENT

(Asking the question: Where do I enjoy directing my time and energy?)

1. Rejoice in God's provision even while the checkbook is in the red.
 2. Clean someone's kitchen once a week.
 3. Search the Bible to check the validity of a sermon.
 4. Think of ways to make content "come alive" for students.
 5. Recognize root problems, which are keeping one from growing spiritually.
 6. Help with the emotional pain of the unemployed.
 7. Give use of my car for the youth retreats.
 8. Plead the cause of God to the people of the church and/or the world
 9. Talk about Jesus to strangers who do not know Him.
 10. Motivate groups toward specific Biblical objectives.
 11. Be responsible for the spiritual lives of Christians.
 12. Organize ideas, tasks, people and time for Christian service.
- (SKIP. You will still get accurate results.)**
25. Grow a garden from seed
 26. Set up the chairs for a church banquet.
 27. Detect deceptive or manipulative persons and teachings.
 28. Through careful study, clarify ideas for learners.
 29. Share a meal with someone while discussing his or her relationship with the Lord.
 30. Work with people who suffer physical, mental, or emotional problems.
 31. Give when confronted with financial needs for God's Kingdom.

32. Speak out on spiritual insights from the Scriptures relating to people.
 33. Be instrumental in leading others to believe in Christ as their Savior.
 34. Lead and direct others toward goals.
 35. Take responsibility and help a Christian being led astray.
 36. Make effective plans to accomplish goals.
- (SKIP. You will still get accurate results.)**
49. Trust the safety rope while rock climbing
 50. Stamp and fill envelopes for the church secretary.
 51. Develop an ability to discriminate between good and evil in today's world.
 52. Break large concepts into understandable pieces.
 53. Spend some time helping, in a counseling ministry.
 54. Come along side of someone who is grieving after the loss of a parent.
 55. Maintain a lower standard of living in order to benefit God's work with your financial support.
 56. Build up, encourage, and comfort Christians by speaking to them of spiritual things.
 57. Share your beliefs in a way that makes them clear and meaningful.
 58. Bear the brunt of criticism for a team's failure.
 59. Equip people to do ministry.
 60. Delegate important tasks to the right people at the right time

Spiritual Gifts Assessment

Name: _____

	1	2	3	4	5	6	7	8	9	10	11	12	
Love it!	5	5	5	5	5	5	5	5	5	5	5	5	Love it
Like it	4	4	4	4	4	4	4	4	4	4	4	4	Like it
Maybe	3	3	3	3	3	3	3	3	3	3	3	3	Maybe
Probably													Probably
Not	2	2	2	2	2	2	2	2	2	2	2	2	Not
No Way!	1	1	1	1	1	1	1	1	1	1	1	1	No Way

	25	26	27	28	29	30	31	32	33	34	35	36	
Love it!	5	5	5	5	5	5	5	5	5	5	5	5	Love it!
Like it	4	4	4	4	4	4	4	4	4	4	4	4	Like it
Maybe	3	3	3	3	3	3	3	3	3	3	3	3	Maybe
Probably													Probably
Not	2	2	2	2	2	2	2	2	2	2	2	2	Not
No Way!	1	1	1	1	1	1	1	1	1	1	1	1	No Way!

	49	50	51	52	53	54	55	56	57	58	59	60	
Love it!	5	5	5	5	5	5	5	5	5	5	5	5	Love it!
Like it	4	4	4	4	4	4	4	4	4	4	4	4	Like it
Maybe	3	3	3	3	3	3	3	3	3	3	3	3	Maybe
Probably													Probably
Not	2	2	2	2	2	2	2	2	2	2	2	2	Not
No Way!	1	1	1	1	1	1	1	1	1	1	1	1	No Way!

Total _____

Faith

Service

Discernment

Teacher

Exhortation

Mercy

Giving

Prophet

Evangelism

Leadership

Shepherd

Administratio

* “Faith” corresponds with column #1 and so forth.

Spiritual Gifts Descriptions

Administration

The gift of administration is seen in those who either like to organize or delegate tasks and people. Compelled by a strong sense of duty, they like to find things for people to do. They see the big picture and work to keep everyone on track. Not always personally organized, they prefer delegating tasks. They simply like to evaluate what needs to be done, then design systems or give responsibilities to those who can get the job done. They are gifted to forge forward as a group.

In a Word: Initiator

Overuse: Expects too much

Goal: Lead by example

Ministry Opportunities: Division/Department Director, Teacher, Church Council, Finance committee, Planning committee, Personnel committee, Ministerial search committee, VBS Director, Stewardship committee

Scripture References: Rom. 12:8 and Titus 1:5

Discernment

The gift of discernment is evident in those who have unusual ability to see through a lot of confusion and pinpoint problems and solutions. They are concerned about right and wrong. They tend to listen well and hear the little and seemingly insignificant things that shed light on a specific need. Those with the gift of discernment are often more serious. They distinguish between good and evil, truth and error. They like to ask questions and then give advice. They often relate problems to the violation of biblical principles. They feel strongly about obeying truth and living by the Word of God.

In a Word: Listeners / Perceiver

Overuse: Too critical or too quick to share

Goal: Get more information before responding

Ministry Opportunities: Accounting, Counseling, Deacons, Discipleship, Elders, Finances, Intercessory Prayer, Personnel, Physician, Prayer, Printing, Publicity, Records, Search Comm., Secretarial, Security, Setup, Small Groups, Sound System, Steering Comm., Supplies, Tape Ministry, Tutoring, Transport

Scripture References: I Cor. 12: 10 and Heb. 5:14

Evangelism

Christians with the gift of evangelism feel compelled to win souls to Christ. They seem to have the ability to communicate the gospel very effectively. Their concern for witnessing to a lost and dying world is evident. They desire to be involved in ministries to reach people for Christ. The gift of evangelism motivates them to want nearly every message they hear to include the gospel

and an invitation to trust Christ. Missions and outreach are important to them. Always being ready to give an answer to every person is their goal. Conversations seem to often turn toward eternal values. The worth of souls and the task of evangelism are most important to the Evangelist's motivation.

In a Word: Dynamic

Overuse: Zeal

Goal: Build disciples, not statistics

Ministry Opportunities: Witnessing training leader, Missions officer, Missions committee, Outreach leader, Visitation leader. Revival planning committee, Decision counseling, Prison ministry, Mission trips, Extended missions endeavors. Outreach Bible Study leader, Teacher, Women's Ministry.

Scripture References: Eph. 4:11 & Acts 8:5-6

Exhortation/Encouragement

Christians with the gift of exhortation find themselves encouraging others. They are compelled to give advice. As counselors, they seem to often have steps of action. While teachers clarify truth, exhorters like to tell you what to do with truth. They bless others with a strong sense of concern. Often looking to encourage others, they are sought out as counselors. People find exhorters friendly, understanding and practical. They enjoy using their communication skills to share specific insights.

In a Word: Encourager

Overuse: Talks too much

Goal: Apply truth, don't create expectations

Ministry Opportunities: Testimonies in groups, Leading in prayer Scripture reading, Inreach leader, Care group leader, New member training, Leadership training, Teacher, Nominating committee, Leading church in speaking to current issues.

Scripture References: Rom. 12:8 and Acts 13:43

Faith

The gift of faith is often found in those with the obvious ability to trust God in the most adverse circumstances. Every Christian has a measure of saving faith, but those with the gift of faith have a deeper dependence upon God and His Word. The gift of faith is seen in those who believe strongly in the presence and power of God. They tend to stretch the faith and commitments of others. They encourage others to act upon their faith and challenge everyone to increase their faith.

In a Word: Optimist

Overuse: Overly trusting and often proud of their faith

Goal: Combine faith with works / Learn to be patient

Ministry Opportunities: Altar Counsel, Baptism, Big Brothers, Clerical, College/Career, Communication, Communion, Counseling, Curriculum, Deacons, Discipleship, Elders,

Elementary, Encouragement, Evangelism, Hispanic Min., Prayer, Preschool, Publicity, Scripture Reader

Scripture References: Rom. 12:3 and I Cor. 12:9

Giving

Givers tend to be seriously concerned about financial matters. The gift of giving also involves the 'gift of getting." Givers are sensitive to how money is spent and saved. Most with the gift of giving don't always give to the wheel that squeaks the loudest, but to the wheel that truly needs the most grease. Givers have unique financial insights. They serve especially well on boards responsible for maintaining budgets. They tend to be conscientious and conservative. It is important to say that the gift of giving, in terms of money, may not be always evident, but a genuine interest in wise stewardship will be.

In a Word: Steward

Overuse: The power of money

Goal: Sincere stewardship, not financial intimidation

Ministry Opportunities: Stewardship committee, Finance committee, Planning committee, Benevolence committee, Search committee, Personnel committee, Record keeping, Counting offerings

Scripture References: Rom. 12:8 and Mark 12:41-44

Leadership

The gift of leadership, much like the gift of administration, is evident in those who demonstrate an unusual ability to influence others. They seem to have an independent determination to challenge and direct others toward a specific goal. They stand out and take stands. Those with the gift of leadership tend to be multi-talented excelling with their people and tasks skills. Often result-oriented and driven, they need to guard their strengths. They also need to be more sensitive and patient with those who don't respond as well or positive as they. They are great motivators and visionaries.

In a Word: Dreamer

Overuse: Too demanding and impatient

Goal: Lead by example and willingness to be a servant

Ministry Opportunities: Accounting, Counseling, Deacons, Discipleship, Elders, Finances, Intercessory Prayer, Men's Ministry, Newsletter, Personnel, Physician, Printing, Publicity, Records, Search Comm., Secretarial, Security, Set-up, Small Groups, Sound System, Steering Comm., Supplies, Tape Min.

Scripture References: Luke 22:26 and 2 Tim. 2:2

Mercy

Christians with the gift of showing mercy demonstrates genuine sensitivity to suffering. They are compelled to help people reduce pain. They are concerned more with the person, than the reason for the suffering. Focusing on the feelings of those who hurt, showers of mercy strongly desire to minister by "being there" when people really need them. Sympathizing and/or empathizing are their specialties. While others may care more about why, what, when or how, those with the gift of showing mercy are interested in "who" needs tender loving care.

In a Word: Caring

Overuse: Too Sensitive

Goal: Wise insights, not foolish responses

Ministry Opportunities: Benevolence committee, Mission Projects, Food and Clothing Center, Mission trips, Mission Organization leader, Inreach/Outreach leader, Care group leader, Nursing home ministry, Funeral home ministry, Prison ministry, Counseling, Prayer group leader, Prayer chain organizer.

Scripture References: Rom. 12:8 and Acts 9:36

Pastor/Shepherding

The gift of pastor/shepherding is obvious in those who really enjoy leading others in serving the Lord. Pastor/shepherds are compelled to encourage others to work together for the body's sake. Influencing others to work together is important. Stressing a need for team participation, they emphasize harmony. Untrained lay-people can also have the gift of pastor/shepherd. They see their service as one of maturing others. With a motivation to unite the ministry, they feel strong about spiritual health.

In a Word: Discipler

Overuse: Takes advantage of others trusts.

Goal: Strong leadership, not manipulating the flock

Ministry Opportunities: Pastor, Staff, Missions organization officer, Mission trips, Other leadership positions, Teacher, Various committee positions.

Scripture References: Eph. 4:11 and I Pet. 5:1-3

(p)rophet

Prophets today are not exactly like the Prophets of old. Old Testament prophets spoke the literal Word of God. Today people with the gift of prophecy seem to have the same seriousness and strait forward attitude toward truth. They are motivated to confront anyone with what they believe is right. The gift of prophecy can be a powerful tool to reprove, rebuke and exhort others. Prophets also find themselves being able to have strong perceptions in pointing the way.

In a Word: Bold

Overuse: Fighter

Goal: Declare truth, don't divide Christians

Scripture: Eph. 4:7,11, 1 Cor. 14:1,3, 2 Pet. 2: 19-21

Serving / Helps (may include Hospitality as well)

When you think of Christians who serve faithfully behind the scenes, you think of those with the gift of serving. They are interested in blessing others to serve the Lord. They love to help others. Motivated by a strong sense of need, they feel like "someone has to do it." Caring and concerned for others, they find themselves doing what no one else likes to do. They tend to do whatever called for. Flexible, they adapt to many challenges. They simply enjoy helping others and meeting needs. Often truly selfless, those with the Gift of Serving like to be involved.

In a Word: Selfless

Overuse: Takes on too much

Goal: Be a servant, not a martyr

Ministry Opportunities: Fellowship committee, Recreation committee, Lord's Supper preparation, Baptism assistant, Kitchen committee, Hospitality committee, Building and grounds committee, Usher, Transportation, Church office volunteer, Care group leader, Food and Clothing Center, Church hostess, Food planning/preparation, Revival planning.

Scripture References: Rom 12:7 and 2 Tim. 1: 16-18

Teaching

Christians with the gift of teaching prefer explaining why things are true. While the prophet declares truth, the teacher explains the reasons why it is true. Interested in research, those with the gift of teaching like to dig into seemingly insignificant details. They enjoy presenting what they discover. Often negligent of the needs of others, they press toward a deeper understanding. They love to study. Searching patiently and persistently, they may miss the obvious. They stretch the limits of learning, setting high standards of education.

In a Word: In-depth

Overuse: Digs to deep

Goal: Reveal truth, don't exhaust it

Ministry Opportunities: Bible teaching in Sunday School or Discipleship training, Mission study leader, Leaders in courses like Masterlife or Contact, Witness training, New member training, Leadership training, Planning committee.

Scripture References: I Cor. 12:28 and Acts 20:20-21

CONTACT:

**Having difficulty? Got questions related to this topic?
Wondering now what?**

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