

SPIRITUAL GIFTS ASSESSMENT

Directions:

1. Respond to each statement on the *Spiritual Gift Assessment* pages, which follow these directions, according to the following scale:

- 3 = Consistently, definitely true
- 2 = Most of the time, usually true
- 1 = Some of the time, once in a while
- 0 = Not at all, never

2. Using the *Spiritual Gifts Scoring Sheet* at the end of the statements, write your response to each statement in the block whose number corresponds to that number statement in the *Spiritual Gift Assessment*. *Hint: You will want to pull out the Spiritual Gifts Scoring Sheet before you begin so that you can fill it out as you read the statements.*

3. *Important:* Answer according to who you are, not who you would like to be or think you ought to be. How true are these statements of you? What has been your experience? To what degree do these statements reflect your usual tendencies?

BEGIN: SPIRITUAL GIFTS ASSESSMENT

1. I like to organize people, tasks, and events.
2. I would like to start churches in places where they do not presently exist.
3. I enjoy working creatively with wood, cloth, paints, metal, glass, or other materials.
4. I enjoy challenging people's perspective of God by using various forms of art.
5. I can readily distinguish between spiritual truth and error, good and evil.
6. I tend to see the potential in people.
7. I communicate the gospel to others with clarity and effectiveness.
8. I find it natural and easy to trust God to answer my prayers.
9. I give liberally and joyfully to people in financial need or to projects requiring support.
10. I enjoy working behind the scenes to support the work of others.
11. I view my home as a place to minister to people in need.
12. I take prayer requests from others and consistently pray for them.

13. I am approached by people who want to know my perspective on a particular passage or biblical truth.
14. I am able to motivate others to accomplish a goal.
15. I empathize with hurting people and desire to help in their healing process.
16. I can speak in a way that results in conviction and change in the lives of others.
17. I enjoy spending time nurturing and caring for others.
18. I am able to communicate God's word effectively.
19. I am often sought out by others for advice about spiritual or personal matters.
20. I am careful, thorough, and skilled at managing details.
21. I am attracted to the idea of serving in another country or ethnic community.
22. I am skilled in working with different kinds of tools.
23. I enjoy developing and using my artistic skills (art, drama, music, photography, etc.)
24. I frequently am able to judge a person's character based upon first impressions.
25. I enjoy reassuring and strengthening those who are discouraged.
26. I consistently look for opportunities to build relationships with non-Christians.
27. I have confidence in God's continuing provision and help, even in difficult times.
28. I give more than a tithe so that kingdom work can be accomplished.
29. I enjoy doing routine tasks that support the ministry.
30. I enjoy meeting new people and helping them to feel welcomed.
31. I enjoy praying for long periods of time and receive leadings as to what God wants me to pray for.
32. I receive information from the Spirit that I did not acquire through natural means.
33. I am able to influence others to achieve a vision.
34. I can patiently support those going through painful experiences as they try to stabilize their lives.

35. I feel responsible to confront others with the truth.
36. I have compassion for wandering believers and want to protect them.
37. I can spend time in study knowing that presenting truth will make a difference in the lives of people.
38. I can often find simple, practical solutions in the midst of conflict or confusion.
39. I can clarify goals and develop strategies or plans to accomplish them.
40. I am willing to take an active part in starting a new church.
41. I enjoy making things for use in ministry.
42. I help people understand themselves; their relationships, and God better through artistic expression.
43. I can see through phoniness or deceit before it is evident to others.
44. I give hope to others by directing them to the promises of God.
45. I am effective at adapting the gospel message so that it connects with an individual's felt need.
46. I believe that God will help me to accomplish great things.
47. I manage my money well in order to free more of it for giving.
48. I willingly take on a variety of odd jobs around the church to meet the needs of others.
49. I genuinely believe the Lord directs strangers to me who need to get connected to others.
50. I am conscious of ministering to others as I pray.
51. I am committed, and schedule blocks of time for reading and studying scripture, to understand biblical truth fully and accurately.
52. I can adjust my leadership style to bring out the best in others.
53. I enjoy helping people sometimes regarded as undeserving or beyond help.
54. I boldly expose cultural trends, teachings, or events, which contradict biblical principles.
55. I like to provide guidance for the whole person – relationally, emotionally, spiritually, etc.

56. I pay close attention to the words, phrases, and meaning of those who teach.
57. I can easily select the most effective course of action from among several alternatives.
58. I can identify and effectively use the resources needed to accomplish tasks.
59. I can adapt well to different cultures and surroundings.
60. I can visualize how something should be constructed before I build it.
61. I like finding new and fresh ways of communicating God's truth.
62. I tend to see rightness or wrongness in situations.
63. I reassure those who need to take courageous action in their faith, family, or life.
64. I invite unbelievers to accept Christ as their Savior.
65. I trust God in circumstances where success cannot be guaranteed by human effort alone.
66. I am challenged to limit my lifestyle in order to give away a higher percentage of my income.
67. I see spiritual significance in doing practical tasks.
68. I like to create a place where people do not feel that they are along.
69. I pray with confidence because I know that God works in response to prayer.
70. I have insight or just know something to be true.
71. I set goals and manage people and resources effectively to accomplish them.
72. I have great compassion for hurting people.
73. I see most actions as right or wrong, and feel the need to correct the wrong.
74. I can faithfully provide long-term support and concern for others.
75. I like to take a systematic approach to my study of the Bible.
76. I can anticipate the likely consequences of an individual's or a group's action.
- 77/ I like to help organizations or groups become more efficient.
78. I can relate to others in culturally sensitive ways.

79. I honor God with my handcrafted gifts.
80. I apply various artistic expressions to communicate God's truth.
81. I receive affirmation from others concerning the reliability of my insights or perceptions.
82. I strengthen those who are wavering in their faith.
83. I openly tell people that I am a Christian and want them to ask me about my faith.
84. I am convinced of God's daily presence and action in my life.
85. I like knowing that my financial support makes a real difference in the lives and ministries of God's people.
86. I like to find small things that need to be done and often do them without being asked.
87. I enjoy entertaining people and opening my home to others.
88. When I hear about needy situations, I feel burdened to pray.
89. I have suddenly known some things about others, but did not know how I knew them.
90. I influence others to perform to the best of their capability.
91. I can look beyond a person's handicaps or problems to see a life that matters to God.
92. I like people who are honest and will speak the truth.
93. I enjoy giving guidance and practical support to a small group of people.
94. I can communicate scripture in ways that motivate others to study and want to learn more.
95. I give practical advice to help others through complicated situations.
96. I enjoy learning about how organizations function.
97. I enjoy pioneering new undertakings.
98. I am good at and enjoy working with my hands.
99. I am creative and imaginative.
100. I can identify preaching, teaching, or communication which is not true to the Bible.
101. I like motivating others to take steps for spiritual growth.

102. I openly and confidently tell others what Christ has done for me.
103. I am regularly challenging others to trust God.
104. I give generously due to my commitment to stewardship.
105. I feel comfortable being a helper, assisting others to do their job more effectively.
106. I do whatever I can to make people feel that they belong.
107. I am honored when someone asks me to pray for them.
108. I discover important biblical truths when reading or studying scripture, which benefit others in the body of Christ.
109. I am able to cast a vision that others want to be a part of.
110. I enjoy bringing hope and joy to people living in difficult circumstances.
111. I will speak God's truth, even in places where it is unpopular or difficult for others to accept.
112. I can gently restore wandering believers to faith and fellowship.
113. I can present information and skills to others at a level that makes it easy for them to grasp and apply to their lives.
114. I can apply scriptural truth that others regard as practical and helpful.
115. I can visualize a coming event, anticipate potential problems, and develop backup plans.
116. I am able to orchestrate or oversee several church ministries.
117. I am able to design and construct things that help the church.
118. I regularly need to get alone to reflect and develop my imagination.
119. I can sense when demonic forces are at work in a person or situation.
120. I am able to challenge or rebuke others in order to foster spiritual growth.
121. I seek opportunities to talk about spiritual matters with unbelievers.
122. I can move forward in spite of opposition or lack of support when I sense God's blessing on an undertaking.

123. I believe I have been given an abundance of resources so that I may give more to the Lord's work.

124. I readily and happily use my natural or learned skills to help wherever needed.

125. I can make people feel at ease even in unfamiliar surroundings.

126. I often see specific results in direct response to my prayers.

127. I confidently share my knowledge and insights with others.

128. I figure out where we need to go and help others to get there.

129. I enjoy doing practical things for others who are in need.

130. I feel compelled to expose sin wherever I see it and to challenge people to repentance.

131. I enjoy patiently but firmly nurturing others in their development as believers.

132. I enjoy explaining things to people so that they can grow spiritually and personally.

133. I have insights into how to solve problems that others do not see.

Spiritual Gift Assessment Scoring Sheet

Record the answers to the questions in the corresponding boxes.

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38
39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57
58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76
77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95
96	97	98	99	100	101	102	103	104	105	106	107	108	109	110	111	112	113	114
115	116	117	118	119	120	121	122	123	124	125	126	127	128	129	130	131	132	133
A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S

First through fifth highest
letter totals

Spiritual Gift

	=	
	=	
	=	
	=	
	=	

Spiritual Gift Assessment Scoring Results

A = Administration
B = Apostleship
C = Craftsmanship
D = Creative Communication
E = Discernment
F = Encouragement
G = Evangelism
H = Faith
I = Giving
J = Helps
K = Hospitality
L = Intercession
M = Knowledge
N = Leadership
O = Mercy
P = Prophecy
Q = Shepherding
R = Teaching
S = Wisdom

Healing, Interpretation, Miracles, and Tongues are not included in the *Spiritual Gift Assessment or Observation Assessment* because their presence in the life of the believer tends to be self-evident.

DESCRIPTION OF SPIRITUAL GIFTS

THE GIFT OF ADMINISTRATION

Contributes – EFFICIENCY

1 Corinthians 12:28, Acts 6:1-7, Exodus 18:13-26

Goal: Lead by example not manipulation, Initiator

Weakness: Expects too much, “frustration”, Inflexible

The divine enablement to understand what makes an organization function, and the special ability to plan and execute procedures that accomplish the goals of the ministry. People with this gift: develop strategies or plans to reach identified goals; assist ministries to become more effective and efficient; create order out of organizational chaos; manage or coordinate a variety of responsibilities to accomplish a task; organize people, tasks, or events.

THE GIFT OF APOSTLESHIP

Contributes - NEW MINISTRIES

1 Corinthians 12:28-29, Ephesians 4:11-12, Romans 1:5, Acts 13:2-3

Goal: Grow people

Weakness: Pushes too hard, misuse of authority

The divine ability to start and oversee the development of new churches and ministry structures. People with this gift: pioneer and establish new ministries and churches; adapt to different surroundings by being culturally sensitive and aware; desire to minister to unreached people in other communities or countries; have responsibilities to oversee ministries or groups of churches; demonstrate authority and vision for the mission of the church.

THE GIFT OF CRAFTSMANSHIP

Contributes – SKILL, HANDY

Exodus 31:3, 35:31-35, Acts 9:36-39, 2 Kings 22:5-6

Goal: Create things to glorify God/others, not self

Weakness: Fail to see as significant

The divine enablement to creatively design and/or construct items to be useful for ministry. People with this gift: work with wood, cloth, paints, metal, glass, and other raw materials; make things which increase the effectiveness of others’ ministries; enjoy serving with their hands to meet tangible needs; design and build tangible items and resources for ministry use; work with different kinds of tools and are skilled with their hands.

THE GIFT OF CREATIVE COMMUNICATION

Contributes - ARTISTIC EXPRESSION

Psalms 150:3-5, 2 Samuel 6:14-15, Mark 4:2, 33

Goal: Teach lessons rather than focus on talent

Weakness: Easily hurt, takes personal

The divine enablement to communicate God's truth through a variety of art forms. People with this gift: use the arts to communicate God's truth; develop and use artistic skill such as drama, writing, art, music, dance, etc.; use variety and creativity to captivate people and cause them to consider Christ's message; challenge people's perspective of God through various forms of art; demonstrate fresh ways to express the Lord's ministry and message.

THE GIFT OF DISCERNMENT

Contributes – CLARITY

1 Corinthians 12:10, Acts 5:1-4, Matthew 16:21-23

Goal: Get more information, responding

Weakness: Harsh, critical, prideful, too quick to share

The divine enablement to distinguish between truth and error, to discern the spirits, differentiating between good and evil, right from wrong. People with this gift: distinguish truth from error, right from wrong, pure motives from impure; identify deception in others with accuracy and appropriateness; determine whether a word attributed to God is authentic; recognize wrong doctrine in a teaching, prophetic message, or interpretation; are able to sense the presence of evil.

THE GIFT OF ENCOURAGEMENT

Contributes – AFFIRMATION

Romans 12:8, Acts 11:22-24, Acts 15:30-32

Goal: To encourage

Weakness: Too simplistic, talks too much, not willing to confront, counsels when not asked

The divine enablement to present truth as to strengthen, comfort, or urge to action these who are discouraged or wavering in their faith. People with this gift; come to the side of those who are discouraged to strengthen and reassure them; challenge, comfort, or confront others to trust and hope in the promises of God; urge others to action by applying biblical truth; motivate others to grow; emphasize God's promises and have confidence in his will.

THE GIFT OF EVANGELISM

Contributes - THE GOOD NEWS

Ephesians 4:11, Acts 8:26-40, Luke 19:1-10

Goal: Win people to Christ

Weakness: Don't expect all to be budding evangelists,
don't use guilt, zeal without knowledge

The divine enablement to effectively communicate the gospel to unbelievers so they respond in faith and move toward discipleship. People with this gift: communicate the message of Christ with clarity and conviction; seek out opportunities to talk to unbelievers about spiritual matters; challenge unbelievers to faith and to become fully devoted followers of Christ; adapt their presentation of the gospel to connect with the individual's needs; seek opportunities to build relationships with unbelievers.

THE GIFT OF FAITH

Contributes –CONFIDENCE

1 Corinthians 12:9, 13:2, Hebrews 11:1, Romans 4:18-21

Goal: Optimism, deeper dependence

Weakness: Don't look down on those who use reason and logic

The divine enablement to act on God's promises with confidence and unwavering belief in God's ability to fulfill his purposes. People with this gift: believe the promises of God and inspire others to do the same; act in complete confidence of God's ability to overcome obstacles; demonstrate an attitude of trust in God's will and his promises; advance the cause of Christ because they go forward when others will not; ask God for what is needed and trust him for his promises.

THE GIFT OF GIVING

Contributes – RESOURCES

Romans 12:8, 2 Corinthians 6:8, Luke 21:1-4

Goal: Godly stewardship

Weakness: Not your money, agenda set by leaders

The divine enablement to contribute money and resources to the work of the Lord with cheerfulness and liberality. This person does not ask, "How much money do I give to God" but "How much of God's money do I keep?" People with this gift: manage their finances and limit their lifestyle in order to give as much of their resources as possible; support the work of ministry with sacrificial gifts to the advance the Kingdom; meet tangible needs that enable spiritual growth to occur; provide resources, generously and cheerfully, trusting God for his provision; may have a special ability to make money so that they may use it to further God's work.

GIFTS OF HEALING

Contribute - WHOLENESS

1 Corinthians 12:9, 28, 30, Acts 3:1-16, Mark 2:1-12

Goal: Focus on God's power not your gift

Weakness: God does not promise healing to everyone

The divine enablement to be God's means for restoring people to wholeness. People with this gift: demonstrate the power of God; bring restoration to the sick and diseased; authenticate a message from God through healing; use it as an opportunity to communicate a biblical truth and to see God glorified; pray, touch or speak words that miraculously bring healing to one's body.

THE GIFT OF HELPS

Contributes – SUPPORT

1 Corinthians 12:28, Romans 12:7, Acts 6: 1-4, Romans 16:1-2

Goal: Be a servant not a martyr

Weakness: Can feel used, resentful, finds it hard to say no

The divine enablement to accomplish practical and necessary tasks which free up, support, and meet the needs of others. People with this gift: serve behind the scenes wherever needed to support the gifts and ministries of others; see the tangible and practical things to be done and enjoy doing them; sense God's purpose and pleasure in meeting everyday responsibilities; attach spiritual value to practical service; enjoy knowing that they are freeing up others to do what God has called them to do.

THE GIFT OF HOSPITALITY

Contributes – ACCEPTANCE

1 Peter 4:9-10, Romans 12:13, Hebrews 13:1-2

Goal: Do without sacrificing family

Weakness: Intrudes on family life

The divine enablement to care for people by providing fellowship, food and shelter. People with this gift: provide an environment where people feel valued and cared for; welcome new people and help them feel valued and cared for; create a safe and comfortable setting where relationships can develop; seek ways to connect people together into meaningful relationships; set people at ease in unfamiliar surroundings.

THE GIFT OF INTERCESSION

Contributes – PROTECTION, POWER, CHANGE

Romans 8:26-27, John 17:9-26, 1 Timothy 2:1-2, Colossians 1:9-12, 4:12-13

Goal: Put feet on prayers, do what needs done

Weakness: Not an escape to avoid responsibility also pride,
everyone should be so spiritual

The divine enablement to consistently pray on behalf of and for others, seeing frequent and specific results. People with this gift: feel compelled to earnestly pray on behalf of someone or some cause; have a daily awareness of the spiritual battles being waged and pray; are convinced God moves in direct response to prayer; pray in response to the leading of the Holy Spirit, whether they understand it or not; exercise authority and power for the protection of others and the equipping of them to serve.

THE GIFT OF KNOWLEDGE

Contributes – AWARENESS

1 Corinthians 12:8, Mark 2:6-8, John 1:45-50

Goal: Change lives rather than impress

Weakness: Makes others feel inferior or ignorant

The divine enablement to bring truth to the body through a revelation or biblical insight. People with this gift: receive truth which enables them to better serve the body; search the scriptures for insight, understanding and truth; gain knowledge which at times was not attained by natural means; have an unusual insight or understanding that serves the church; organize information for teaching and practical use.

THE GIFT OF LEADERSHIP

Contributes – DIRECTION

Romans 12:8, Hebrews 13:17, Luke 22:25-26

Goal: Lead by example and willingness to serve

Weakness: Using people, too demanding

The divine enablement to cast vision, motivate and direct people to harmoniously accomplish the purposes of God. People with this gift: provide direction for God's people or ministry; motivate others to perform to the best of their abilities; present the "big picture" for others to see; model the values of the ministry; take responsibility and establish goals.

THE GIFT OF MERCY

Contributes – CARE

Romans 12:8, Matthew 5:7, Mark 10:46-52, Luke 10:25-37

Goal: Communicate and show love

Weakness: Too sensitive, ignores sin

The divine enablement to cheerfully and practically help those who are suffering or are in need, compassion moved to action. People with this gift: focus upon alleviating the sources of pain or discomfort in suffering people; address the needs of the lonely and forgotten; express love, grace and dignity to those facing hardships and crisis; serve in difficult or unsightly circumstances and do so cheerfully; concern themselves with individual or social issues that oppress people.

THE GIFT OF MIRACLES

Contributes - GOD'S POWER

1 Corinthians 12:10, 28-29, John 2:1-11, Luke 5:1-11

Goal: Trust God with or without the miracle

Weakness: Expecting God to perform on command

The divine enablement to authenticate the ministry and message of God through supernatural interventions that glorify Him. People with this gift: speak God's truth and have it authenticated by an accompanying miracle; express confidence in God's faithfulness and ability to manifest his presence; bring the ministry and message of Jesus Christ with power; claim God to be the source of the miracle and glorify Him; represent Christ, and through the gift point people to a relationship with Christ.

THE GIFT OF PROPHECY

Contributes – CONVICTION

Romans 12:6, 1 Corinthians 12:10, 28, 13:2, 2 Peter 1:19-21

Goal: Declare truth, don't divide Christians

Weakness: Be careful with words, fighter

The divine enablement to reveal truth and proclaim it in a timely and relevant manner for understanding, correction, repentance or edification. There may be immediate or future implications. People with this gift: expose sin or deception in others for the purpose of reconciliation; speak a timely word from God causing conviction, repentance and edification; see truth that others often fail to see and challenge them to respond; warn of God's immediate or future judgment if there is no repentance; understand God's heart and mind through experiences he takes them through.

THE GIFT OF SHEPHERDING

Contributes – NURTURE

Ephesians 4:11-12, 1 Peter 5:1-4, John 10:1-18

Goal: Strong leadership, not manipulative

Weakness: Overbearing

The divine enablement to nurture, care for and guide people toward on-going spiritual maturity and becoming like Christ. People with this gift: take responsibility to nurture the whole person in their walk with God; provide guidance and oversight to a group of God's people; model with their life what it means to be a fully devoted follower of Jesus; establish trust and confidence through long-term relationships; lead and protect those within their span of care.

THE GIFT OF TEACHING

Contributes – APPLICATION

Romans 12:7, 1 Corinthians 12:28-29, Acts 18:24-28, 2 Timothy 2:2

Goals: Reveal truth, don't exhaust it

Weakness: Dig too deep over heads

The divine enablement to understand, clearly explain and apply the word of God causing greater Christ-likeness in the lives of listeners. People with this gift: communicate biblical truth that inspires greater obedience to the Word; challenges listeners simply and practically with the truths of Scripture; present the whole counsel of God for maximum life change; give attention to detail and accuracy; prepare through extended times of study and reflection.

THE GIFT OF TONGUES

Contributes – INSPIRATION

1 Corinthians 12:10, 28-30, 13:1, 14:1-33, Acts 2:1-11

Goals: Edify self and others

Weakness: Disruptive, overbearing, confusing

The divine enablement to worship or pray in a language unknown to the speaker. People with this gift pray to God in a language they have never learned and may not understand (understanding comes only with the gift of interpretation). This gift edifies the user without an interpretation and others with an interpretation.

THE GIFT OF WISDOM

Contributes – GUIDANCE

1 Corinthians 12:8 James 3:13-18, 1 Corinthians 2:3-14, Jeremiah 9:23-24

Goal: Consistently trust God for wisdom

Weakness: Speak down to others

The divine enablement to apply spiritual truth effectively to meet a need in a specific situation. People with this gift: focus on the unseen consequences in determining the next step to take; receive an understanding of what is necessary to meet the needs of the body; provide divinely given solutions in the midst of conflict and confusion; hear the Spirit provide direction for God's best in a given situation; apply spiritual truth in specific and practical ways.