

Christian friend,

Congratulations on your decision to complete this Spiritual Gifts discovery process! You are about to discover or re-affirm your God given spiritual gifts and enter into a specific ministry that is literally a match made in heaven!

God gave all believers spiritual gifts. That includes you. This brief questionnaire will help guide you in the identification of your gifts, and more importantly, a fulfilling ministry that makes a significant contribution to the kingdom of God through your local church.

I encourage you to be thoughtful and prayerful as you answer the questions, but don't make it complicated. The questions are simple. Enjoy the process. Think of this as one of the ways God reveals a glimpse of the real you. You are fearfully and wonderfully made (Psalm 139:14)! God has created you for a special purpose and He has gifted you in such a way to see that purpose come alive in your life.

Go for it!

Blessings,



Dr. Dan Reiland

SPIRITUAL GIFTS DISCOVERY INSTRUCTION GUIDE

Enjoy the process—this is not a test! There are no right or wrong answers. Only true statements about your experience and preference according to the simple questions.

1. Answer the 96 questions rating each one from 0-4 on your answer sheet.

- 0 isn't "bad" and 4 isn't "good."
- Don't think of the rating system like school grades A - B - C - D - F.
- Think of the rating system as "symbols" that indicate how much each statement is true in your life.
- When you find a question with two or more parts, and you rate any one as not true in your life, then mark the whole question with a low number. In other words, if you think part is true, but another part is not, rate the whole question with a low number.
- This gifts discovery is easy to "psych out" – so don't. Make it work for you by answering honestly.

2. Add up the 24 rows of 4 numbers and enter the totals in the "total" column.

				TOTAL
SAMPLE: 1.	<u>3</u>	25. <u>2</u>	49. <u>2</u>	<u>73. 1</u>
2.	<u>4</u>	26. <u>4</u>	50. <u>3</u>	<u>74. 4</u>
				<u>8</u>
				<u>15</u>

3. Find your 3-5 highest scores and circle the letters (A through X) by the high scores.

4. Turn to the GIFTS KEY and find the 24 gifts listed from A to X.

- Write in the name of the gifts corresponding with your high scores.
- You may wish to write in all 24 gift names on your answer sheet to see your strong gifts in context with the gifts that are not your strongest.
- There is no specific number needed to "get the gift!" Your highest scores indicate which gifts are yours. For example, if you have two 7's, an 8 and two 9's as your highest scores, then those are your gifts. If you have four 16's those are your gifts.

5. Talk to your pastor or lay leader about which ministries match your gifts!

SPIRITUAL GIFTS DISCOVERY QUESTIONS

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 notice and approach those who are alone to help them feel part of the group.
4. I have the ability to recognize a need and to get the job done, no matter how small 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 judgement.
7. I am very confident in achieving great things for the glory of God.
8. I am asked to sing or play a musical instrument at church 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 often understood issues or problems in the church and have 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 young Christians.
20. Other people respect me as an authority in spiritual matters.
21. I have an ability to learn foreign languages.

Questions Continued

22. God often reveals to me the direction He desires the body of Christ to move.
23. I enjoy developing relationships with non-Christians, especially with hopes of telling them about Jesus.
24. Whenever I hear reports on the news or in conversations about needy situations, I am burdened to pray.
25. I would like to assist pastors or other leaders so they will have more time to accomplish their essential and priority ministries.
26. When I ask people to help me accomplish an important ministry for the church, they usually say yes.
27. I enjoy entertaining guests and making them feel "at home" when they visit.
28. I take initiative to serve and enjoy serving others, no matter how small the task.
29. I am a very organized person who sets goals, makes plans, and achieves the goals.
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 make a positive difference on the music or worship 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 often pray for those who are physically and emotionally ill, for God to heal them.
37. I joyfully give money to the church well above my tithe.
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. I'm very fulfilled when I encourage others, especially if it's about their spiritual growth.

Questions Continued

42. When a question arises from a difficult Bible passage, I am motivated to research the answer.
43. I enjoy being involved in people's lives and helping them grow spiritually.
44. I would be willing and excited to start a new church.
45. I can adapt easily to cultures, languages, and lifestyles, 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 with conviction, even when what I say isn't popular.
47. I find it easy to invite a person to accept Jesus as their Savior.
48. I have a passion to pray for the significant issues of God's kingdom and His will for Christians.
49. I enjoy relieving others of routine tasks so they can get important projects done.
50. I can guide and motivate 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, and I don't need much praise or thanks.
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 facing significant problems.
56. I enjoy singing, and people say I have a good voice.
57. I have been led by the Holy Spirit during prayer or worship, and began to speak in tongues and/or interpret tongues.
58. God has blessed my prayers so that supernatural results have come from otherwise impossible situations.
59. I find satisfaction in meeting the needs of people by making something for them.
60. God regularly speaks to me concerning people's illnesses, so that I can pray for them.

Questions Continued

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 I 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 in a situation.
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, in an uplifting, rather than condemning way.
66. Others listen and enjoy my teaching of scriptures.
67. I care about the spiritual welfare of people, and do my best to guide them toward a Godly lifestyle.
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 than 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 an invitation to receive Jesus into their life.
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.
78. People come to me for help in distinguishing between spiritual truth and error.

Questions Continued

79. I often exercise my faith through prayer, and God answers my prayers in powerful ways.
80. I believe the Lord could use me in the choir to deliver a message through song.
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 discover difficult biblical truths and principles on my own, and I enjoy this.
89. People find it easy to talk with me and respond well to my encouragement to become all they can for God.
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 and get involved in a local church.
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, and I'm willing to confront in love if necessary.
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 consistently spend a great deal of time at it.

SPIRITUAL GIFTS DISCOVERY ANSWER SHEET

Select the value from 0-4 that the statement is true in your life.

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

For best results, do not review the gift key until you have answered all the questions.

ANSWERS				TOTALS	ROW	GIFT
1. _____	25. _____	49. _____	73. _____	_____	A	_____
2. _____	26. _____	50. _____	74. _____	_____	B	_____
3. _____	27. _____	51. _____	75. _____	_____	C	_____
4. _____	28. _____	52. _____	76. _____	_____	D	_____
5. _____	29. _____	53. _____	77. _____	_____	E	_____
6. _____	30. _____	54. _____	78. _____	_____	F	_____
7. _____	31. _____	55. _____	79. _____	_____	G	_____
8. _____	32. _____	56. _____	80. _____	_____	H	_____
9. _____	33. _____	57. _____	81. _____	_____	I	_____
10. _____	34. _____	58. _____	82. _____	_____	J	_____
11. _____	35. _____	59. _____	83. _____	_____	K	_____
12. _____	36. _____	60. _____	84. _____	_____	L	_____
13. _____	37. _____	61. _____	85. _____	_____	M	_____
14. _____	38. _____	62. _____	86. _____	_____	N	_____
15. _____	39. _____	63. _____	87. _____	_____	O	_____
16. _____	40. _____	64. _____	88. _____	_____	P	_____
17. _____	41. _____	65. _____	89. _____	_____	Q	_____
18. _____	42. _____	66. _____	90. _____	_____	R	_____
19. _____	43. _____	67. _____	91. _____	_____	S	_____
20. _____	44. _____	68. _____	92. _____	_____	T	_____
21. _____	45. _____	69. _____	93. _____	_____	U	_____
22. _____	46. _____	70. _____	94. _____	_____	V	_____
23. _____	47. _____	71. _____	95. _____	_____	W	_____
24. _____	48. _____	72. _____	96. _____	_____	X	_____

GIFT KEY

- A. HELPS
- B. LEADERSHIP
- C. HOSPITALITY
- D. SERVICE
- E. ADMINISTRATION
- F. DISCERNMENT
- G. FAITH
- H. MUSIC
- I. TONGUES (and INTERPRETATION)
- J. MIRACLES
- K. CRAFTSMANSHIP
- L. HEALING
- M. GIVING
- N. MERCY
- O. WISDOM
- P. KNOWLEDGE
- Q. EXHORTATION
- R. TEACHING
- S. PASTOR/SHEPHERD
- T. APOSTLESHIP
- U. MISSIONARY
- V. PROPHECY
- W. EVANGELIST
- X. INTERCESSION

GIFT DEFINITIONS AND SCRIPTURE REFERENCES

The following contains definitions of the spiritual gifts. While not meant to be dogmatic or final, these definitions and supporting scriptures do correspond to characteristics of the gifts as expressed in the Gifts Questionnaire.

GIFT DEFINITIONS

SCRIPTURE



A. HELPS

The gift of helps is the distinctive ability to work with and support other Christian's ministry efforts.

Mark 15:40-41
Acts 9:36
Romans 16:1-2
I Corinthians 12:28



B. LEADERSHIP

The gift of leadership is the distinctive ability to influence others according to a "big picture" purpose, mission, or plan.

Romans 12:8
I Timothy 3:1-13
I Timothy 5:17
Hebrews 13:17



C. HOSPITALITY

The gift of hospitality is the distinctive ability to make people feel "at home," welcome, cared for, and part of the group.

Acts 16:14-15
Romans 12:13
Romans 16:23
Hebrews 13:1-2
I Peter 4:9



D. SERVICE

The gift of service is the distinctive ability to identify and meet the practical needs of others.

Acts 6:1-7
Romans 12:7
Galatians 6:10
II Timothy 1:16-18
Titus 3:14

**E. ADMINISTRATION**

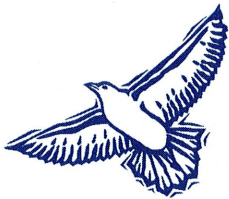
The gift of administration is the distinctive ability to coordinate and organize people and projects.

Luke 14:28-30
Acts 6:1-7
I Corinthians 12:28

**F. DISCERNMENT**

The gift of discernment is the distinctive ability to perceive whether a person's actions originate from Godly, satanic, or merely human sources.

Matthew 16:21-23
Acts 5:1-11
Acts 16:16-18
I Corinthians 12:10
I John 4:1-6

**G. FAITH**

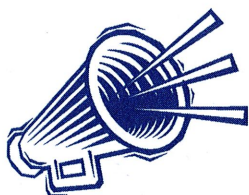
The gift of faith is the distinctive ability to believe God with confidence for things unseen, spiritual growth, and the will of God.

Acts 11:22-24
Romans 4:18-21
I Corinthians 12:9
Hebrews 11

**H. MUSIC**

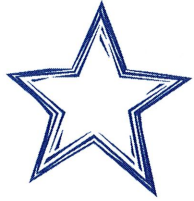
The gift of music is the distinctive ability to make a significant contribution to a worship experience through singing or playing a musical instrument.

Deuteronomy 31:22
I Samuel 16:16
I Chronicles 16:41-42
II Chronicles 5:12-13
II Chronicles 34:12
Psalm 150

**I. TONGUES
(& INTERPRETATION)**

The gift of tongues is the distinctive ability to speak (or interpret) in a language which you never learned and communicate a divinely anointed message from God to unbelievers.

Acts 2:1-13
I Corinthians 12:10
I Corinthians 14:1-14



J. MIRACLES

The gift of miracles is the distinctive ability to perform supernatural acts as an instrument or agent of God which alter the expected course of nature.

Acts 9:36-42
Acts 19:11-12
Acts 20:7-12
Romans 15:18-19
I Corinthians 12:10, 28



K. CRAFTSMANSHIP

The gift of craftsmanship is the distinctive ability to use your hands and mind to benefit other believers through artistic, creative, or a wide variety of construction arenas.

Exodus 30:22-25
Exodus 31:3-11
II Chronicles 34:9-13
Acts 18:2-3



L. HEALING

The gift of healing is the distinctive ability to be used as a human intermediary through whom God's supernatural power is applied to a person's physical or emotional need.

Acts 3:1-10
Acts 9:32-35
Acts 28:7-10
I Corinthians 12:9, 28



M. GIVING

The gift of giving is the distinctive ability to cheerfully and generously contribute personal resources to God's work.

Mark 12:41-44
Romans 12:8
II Corinthians 8:1-7
II Corinthians 9:2-7



N. MERCY

The gift of mercy is the distinctive ability to feel sincere empathy and compassion in a way that results in practical relief for people's hurts, pain, and suffering.

Matthew 9:35, 36
Mark 9:41
Romans 12:8
I Thessalonians 5:14

**O. WISDOM**

The gift of wisdom is the distinctive ability to discern the mind of Christ and apply scriptural truth to a specific situation in order to make the right choices and help others move in the right direction.

Acts 6:3,10
I Corinthians 2:6-13
I Corinthians 12:8

**P. KNOWLEDGE**

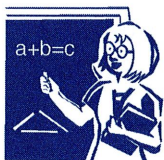
The gift of knowledge is the distinctive ability to seek out, gather, organize, and clarify facts and ideas on a number of diverse subjects.

Acts 5:1-11
I Corinthians 12:8
Colossians 2:2-3

**Q. EXHORTATION**

The gift of exhortation is the distinctive ability to appropriately communicate words of encouragement, challenge, or rebuke in the body of Christ.

Acts 14:22
Romans 12:8
I Timothy 4:13
Hebrews 10:24-25

**R. TEACHING**

The gift of teaching is the distinctive ability to employ a logical, systematic approach to biblical study in preparation for clearly communicating practical truth to the body of Christ.

Acts 18:24-28
Acts 20:20-21
I Corinthians 12:28
Ephesians 4:11-14

**S. PASTOR/SHEPHERD**

The gift of pastor/shepherd is the distinctive ability to assume responsibility for the spiritual growth and Christian community of a group of believers.

John 10:1-18
Ephesians 4:11-14
I Timothy 3:1-7
I Peter 5:1-3

**T. APOSTLESHIP**

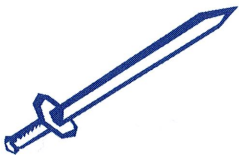
The gift of apostleship is the distinctive ability to provide spiritual leadership over a number of pastors and churches that results in tangible fruit in ministry.

Acts 15:22-35
I Corinthians 12:28
II Corinthians 12:12
Galatians 2:7-10
Ephesians 4:11-14

**U. MISSIONARY**

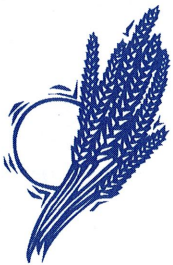
The gift of missionary is the distinctive ability to minister effectively in cultures beyond your own.

Acts 8:4
Acts 13:2-3
Acts 22:21
Romans 10:15

**V. PROPHECY**

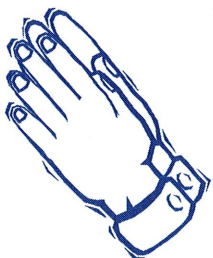
The gift of prophecy is the distinctive ability to boldly declare truth of God, regardless of the consequences, calling people to righteous living.

Acts 2:37-40
Acts 7:51-53
Acts 26:24-29
I Corinthians 14:1-4
I Thessalonians 1:5

**W. EVANGELISM**

The gift of evangelism is the distinctive ability to share the good news of Jesus Christ with others in such a way that many non-Christians believe in Christ and are converted to Christianity.

Acts 8:5-6
Acts 8:26-40
Acts 14:21
Acts 21:8
Ephesians 4:11-14

**X. INTERCESSION**

The gift of intercession is the distinctive ability to pray for significant lengths of time, on a regular basis, and often observe specific answers to those prayers.

Colossians 1:9-12
Colossians 4:12-13
James 5:14-16