

SPIRITUAL GIFTS ASSESSMENT TESTS for Motivational AND Supporting Gifts

1- Motivational Gifts Assessment

DIRECTIONS: Begin with prayer, asking God's help with your answers, that He reveal the way He has gifted you for His Kingdom. Read the following statements and place a number (1-7) next to the corresponding question that most closely matches how the statement describes you. After you have completed the questions and answers, transfer your answers to the **Motivational Gifts Key Chart** to determine the numerical values on each gift listed.

Answer as you really feel, not as you think you "ought" to answer. First impressions are best. Don't take a lot of time thinking about the answer.

Motivational Gifts Answer Values

1 = Never; 2 = Very Seldom; 3 = Seldom; 4 = Sometimes; 5 = Often; 6 = Very Often; 7 = Always

- () 1. I would rather personally deal with someone having problems, instead of sending them to someone else.
- () 2. I joyfully assume responsibility for meeting financial needs in church and community.
- () 3. I enjoy taking the leadership of a group where none exists.
- () 4. People regularly express their appreciation of my presence when they are undergoing extreme difficulty.
- () 5. God uses me to build up, encourage and comfort other Christians by speaking to them of spiritual things.
- () 6. The smallness or insignificance of a task is not a consideration in my deciding whether or not to do a job if it needs to be done.
- () 7. I get excited about discovering new insights from Scripture that I can share with others.
- () 8. I sense a great deal of identification with people having personal and emotional problems, but I am not weighed down by them.
- () 9. I give cheerfully and liberally in support of the Lord's work without being presented with a specific need.
- () 10. I have a desire to help, lead, guide and direct people in an important church ministry.
- () 11. I enjoy turning compassion into cheerful deeds of kindness.
- () 12. Other believers are blessed by my ability to effectively communicate God's Word with boldness and clarity.
- () 13. I feel a burden to relieve others of detail work in order to free them to do their most important tasks.

Motivational Gifts Answer Values

1 = Never; 2 = Very Seldom; 3 = Seldom; 4 = Sometimes; 5 = Often; 6 = Very Often; 7 = Always

- () 14. People have told me that I have an ability to explain difficult passages of Scripture.
- () 15. When someone shares a problem with me, I am able to help them from the Word of God and motivate them to act on it.
- () 16. I am willing to maintain a lower standard of living in order to benefit God's work with my financial support.
- () 17. I am constantly setting goals and objectives for myself and my ministry as a believer.
- () 18. The sight of misery makes me want to find a way to express God's love to hurting people.
- () 19. I have the ability to minister to others more from the Word of God than through my personal experiences.
- () 20. I find it difficult to say no to expressed needs in the ministries of the church.
- () 21. I am constantly thinking of ways Biblical concepts can be presented in an intelligible and interesting way.
- () 22. I enjoy talking to people about their spiritual development.
- () 23. I have a conviction that all I have belongs to God and I want to be a good steward of those things.
- () 24. I have a desire to help others reach lofty spiritual goals.
- () 25. I want to reach out to people who suffer physical, mental or emotional problems in some special way.
- () 26. I will not compromise the truth at the risk of being criticized for being narrow minded.
- () 27. I find great joy in doing things that need to be done no matter how small or trivial the task.
- () 28. I can see how different Biblical truths relate to each other to form the whole.
- () 29. I can detect potential in a person and help them reach higher levels of spirituality.
- () 30. I would rather provide material resources for a project than perform some manual task.
- () 31. I have a vision of God's purposes and I desire to implement plans to lead people to accomplish them.
- () 32. My strong sense of compassion toward needy people drives me to action.
- () 33. I don't shy away from opportunities to tell of God's judgment for wrong doing and of His gracious promises to those who turn to Him.

Motivational Gifts Answer Values

1 = Never; 2 = Very Seldom; 3 = Seldom; 4 = Sometimes; 5 = Often; 6 = Very Often; 7 = Always

- () 34. I see myself in more of a supporting ministry to others than being in a place of leadership.
- () 35. I find it easy and enjoyable to spend time in intense study and research of the Bible.
- () 36. I would be willing to spend some time each week in a counseling ministry.
- () 37. I believe when I give to specific causes it is an answer to someone’s prayer.
- () 38. If I had the opportunity, I would enjoy leading, directing and motivating others in some phase of the Lord’s work.
- () 39. I would be blessed to take part in a ministry to those who are suffering physically.
- () 40. When situations are not right, I am burdened enough to speak up and try to correct them.
- () 41. People have expressed to me their appreciation in helping relieve them of some of their responsibilities so that they may minister more effectively.
- () 42. I feel good defending Biblical principles in spite of opposition or ridicule.

Motivational Gifts Key Chart

Copy the number values (1-7) of your answers to the corresponding locations below. Then add up the values for each row (left to right) and put that sum in the total column.

? #	Value	Gift	TOTAL VALUES										
1		8		15		22		29		36		Encouragement	
2		9		16		23		30		37		Giving	
3		10		17		24		31		38		Leadership	
4		11		18		25		32		39		Mercy	
5		12		19		26		33		40		Prophecy	
6		13		20		27		34		41		Service	
7		14		21		28		35		42		Teaching	

List the top two motivational gifts you possess as determined by the assessment taken and total values entered above.

2-Supporting Gifts Assessment

DIRECTIONS: Read the following statements and place a number (1-7) next to the corresponding question that most closely matches how the statement describes you. After you have completed the questions and answers, transfer your answers to the **Supporting Gifts Key Chart** to determine the numerical values on each gift listed.

Answer as you really feel, not as you think you “ought to answer. First impressions are best. Don’t take a lot of time thinking about the answer. You must be completely candid with your answers in order for them to be most effective in helping you determine the potential area of service with which God has blessed you.

Supporting Gifts Answer Values

1 = Never; 2 = Very Seldom; 3 = Seldom; 4 = Sometimes; 5 = Often; 6 = Very Often; 7 = Always

- () 1. I work well under pressure and can get to the heart of a matter and take decisive action.
- () 2. Other people seem to have confidence in my ability to tell when something or someone is right or wrong.
- () 3. I receive great satisfaction in sharing Christ freely and effectively with unbelieving persons.
- () 4. I have known God’s will with certainty in specific situations even when concrete evidence was missing.
- () 5. I notice and have a strong desire to meet the practical needs of others.
- () 6. I enjoy attacking Biblical problems and researching the issues.
- () 7. I would like to see the spiritual needs of believers met and am willing to be personally involved in nurturing and discipleship.
- () 8. I have a greater desire to learn how to apply God’s Word than to simply understand it.
- () 9. People often look to me for guidance in organizing and managing.
- () 10. I seem to understand people and their motives even when I don’t know them well.
- () 11. I have been instrumental in leading others to believe in Christ as their Savior.
- () 12. In specific cases, God has given me assurance that He would do what seemed unlikely.
- () 13. I don’t mind helping others even if they don’t deserve it or if they take advantage of me.
- () 14. I am ready, willing and able to defend my position on theological issues.
- () 15. I would love to be in a position to equip saints for the work of the ministry.

Supporting Gifts Answer Values

1 = Never; 2 = Very Seldom; 3 = Seldom; 4 = Sometimes; 5 = Often; 6 = Very Often; 7 = Always

- () 16. The decisions I have made or advice I have given in difficult situations have proven to be the right thing to do in most cases.
- () 17. I am willing to make decisions if I am convinced it is the Lord's will and the right thing to do, even at the risk of being misunderstood by others.
- () 18. The evaluations I make of people or of things said is usually correct even when others didn't agree with me at the time.
- () 19. I am at ease talking to unbelievers about their need of salvation through Jesus Christ.
- () 20. I am able to believe God will act in a situation in spite of evidence to the contrary.
- () 21. I enjoy working in the background if I can meet the practical needs of others.
- () 22. In my study of God's Word, I find that new insights and understanding of difficult subjects seem to come easy.
- () 23. I am patient with and like to help Christians who are making slow progress in their Christian walk.
- () 24. I can very quickly see possible results that may come from negative situations.
- () 25. I can lead a committee in making decisions.
- () 26. I can sense when a teaching is true to God's Word.
- () 27. I feel comfortable in asking those to whom I witness for Christ to become a Christian.
- () 28. I find myself accepting God's promises at face value and applying them to given situations without doubt.
- () 29. I enjoy serving others physically or materially in order to make their burden lighter.
- () 30. I have found in studying God's Word that I seem to know what a passage is saying before other believers discover it, even though we are studying it at the same time.
- () 31. I am willing to accept the responsibility to help protect weak Christians from influences that would undermine their faith.
- () 32. I find it easy to clarify people's problems for them and give them answers based on the Bible.
- () 33. I can spot weaknesses and strengths in organizational planning.
- () 34. I have a sensitivity that enables me to know whether a teaching or writing is of the Holy Spirit, an evil spirit or a human spirit.

Supporting Gifts Answer Values

1 = Never; 2 = Very Seldom; 3 = Seldom; 4 = Sometimes; 5 = Often; 6 = Very Often; 7 = Always

- () 35. I like going into non-Christian environments for the specific purpose of winning the unbeliever to Christ.
- () 36. When I am confronted by an obstacle, I tend to see it in terms of God's resources instead of my own resources.
- () 37. I have a strong sense of compassion toward needy people.
- () 38. Mastering major Biblical truths is a high priority with me.
- () 39. I am willing to work hard for unity in the local assembly of believers.
- () 40. I can see several sides of an issue and sense which way God is leading a group.
- () 41. I enjoy organizing ideas, people, resources and time for more effective ministries.
- () 42. Other believers trust my counsel about questionable matters and have confidence in my judgments.
- () 43. I see people come to Christ because of my witness to them.
- () 44. I find it easy to trust God in very difficult circumstances or tragedies without hesitation or indecision.
- () 45. I find myself looking for opportunities to help other people.
- () 46. I am able to distinguish between pertinent principles in scripture and insignificant observations.
- () 47. I receive great joy from being able to disciple a group of Christians.
- () 48. At times, God gives me direction and understanding beyond my natural abilities.

Supporting Gifts Key Chart

Copy the number values (1-7) of your answers to the corresponding locations below. Then add up the values for each row (left to right) and put that sum in the total column.

Q #	Value	Gift	TOTAL VALUES										
1		9		17		25		33		41		Administration	
2		10		18		26		34		42		Discernment	
3		11		19		27		35		43		Evangelism	
4		12		20		28		36		44		Faith	
5		13		21		29		37		45		Helping	
6		14		22		30		38		46		Knowledge	
7		15		23		31		39		47		Shepherding	
8		16		24		32		40		48		Wisdom	

List the top two motivational gifts you possess as determined by the assessment taken and total values entered above.

STRENGTHS AND WEAKNESSES OF THE SEVEN MOTIVATIONAL GIFTS

1) ENCOURAGEMENT – Barnabas

The ability to motivate people to live practical Christian lives through ENCOURAGING words (Romans 12:8) “if it is encouragement, let him encourage”

STRENGTHS

- Is sought for counsel by people
- Has a sensitivity to suffering, troubled and discouraged people
- Is able to motivate others to love and good works

WEAKNESSES

- Gets so involved in people’s lives that an inappropriate dependency develops
- Overextends oneself to the neglect of other important duties
- Oversimplifies complex problems

2) GIVING – Macedonian Churches

The ability to support the Lord’s work materially with generous, timely and cheerful contributions (Romans 12:8) “if it is contributing to the needs of others, let him give generously”

“And now brothers, we want you to know about the grace that God has given to the Macedonian churches. Out of the most severe trial, their overflowing joy and their extreme poverty welled up in rich generosity.” (II Corinthians 8:1-2)

STRENGTHS

- Gives above that which is expected or called for
- Assumes responsibility for meeting financial needs in the community or in the church
- Helps others discover the joy of giving
- Possesses a spirit of self-sacrifice

WEAKNESSES

- Can become prideful
- Condemns others who don’t give as you do as being unspiritual
- Manipulates by attempting to influence and/or gain influence with gifts

3) LEADERSHIP – Joshua and Caleb

The ability to envision God’s purpose and plan for the future and set goals which will inspire others to work together to accomplish those goals for the glory of God (Romans 12:8) “if it is leadership, let him govern diligently”

STRENGTHS

- Has the ability to motivate toward specific Biblical objectives
- Has a vision of kingdom ministry
- Accepts leadership roles easily

WEAKNESSES

- Can become prideful in position
- Uses people to accomplish goals rather than using their abilities to enhance the lives of others
- Can be more authority conscious than ministry conscious

4) MERCY – Jesus

The ability to empathize with hurting people and to translate compassion into cheerful acts of service (Romans 12:8) “if it is showing mercy, let him do it cheerfully”

STRENGTHS

- Is a blessing to sick and shut-ins
- Enjoys working with people who suffer with physical, mental or emotional problems
- Senses when someone is hurting

WEAKNESSES

- Can be guided by feelings more than scripture
- Can see only good motives in others
- Can be gullible
- Can be too sympathetic so as to never correct or reprimand

5) PROPHECY – Jesus, Peter, Paul

The ability to proclaim and apply God’s truth so that believers may be edified, encouraged, consoled, and non-believers convinced (Romans 12:8) “If a man’s gift is prophesying, let him use it in proportion to his faith.”

STRENGTHS

- Proclaims timely and urgent messages from God’s Word
- Has urgent spiritual insights from scripture that must be acknowledged
- Writes or speaks from a Biblical perspective on crucial political issues

WEAKNESSES

- Can be prideful in persuasiveness
- Can deviate beyond the scriptures
- Can become negative and thus be perceived as a prophet of doom and not a bearer of good news

6) SERVICE – Deacons in Acts 6

The ability to serve with others in their ministries by aiding them in practical ways, enabling them to be more effective in their work for the glory of God (Romans 12:7) “ if it is in serving, let him serve”

STRENGTHS

- Enjoys tasks that help others minister effectively
- Enjoys doing little things that help build the body of Christ
- Finds practical ways of helping others
- Is willing to play second fiddle

WEAKNESSES

- Finds self esteem in doing rather than being
- Has trouble saying NO; getting over-involved, then feeling abused
- Can use the gift to secure the affection of others

7) TEACHING – Paul

The ability to communicate knowledge to others for the purpose of building up the Body of Christ (Romans 12:7) “if it is teaching, let him teach”

STRENGTHS

- Communicates truth clearly and concisely
- Has the ability to hold the interest of those being taught
- Desires to explain Bible principles to others

WEAKNESSES

- Can be interested in head knowledge to the neglect of a heart response
- Can be concerned with content rather than the learner
- Can think of oneself more highly than he ought

STRENGTHS AND WEAKNESSES OF THE EIGHT SUPPORTING GIFTS

1) ADMINISTRATION – Nehemiah

The ability to organize and guide human activities in such a way that Christ's program is carried out (I Corinthians 12:28)

STRENGTHS

- Is able to organize ideas, tasks, people and time for effective Christian service
- Is able to make effective plans to accomplish goals
- Is able to delegate important tasks to the right people at the right time
- Is an effective planner

WEAKNESSES

- Has the tendency to rely on well-made plans rather than on the Holy Spirit and prayer
- Allows projects to become more important than people
- Has a "takeover" attitude may leave little room for other people's concerns or ideas

2) DISCERNMENT – Peter

The ability to distinguish between truth and error, to know when a person or act is of God (I Corinthians 12:10)

STRENGTHS

- Is able to distinguish between truth and error
- Detects phony or manipulative people or teachings
- Has the ability to discriminate between good and evil in today's world
- Has the ability to frequently sense when another person is troubled or burdened

WEAKNESSES

- Can be judgmental
- Can become overzealous and a heresy hunter

3) EVANGELISM – Philip

The ability to present the Gospel to unbelievers in such a clear and meaningful way that people respond and become members of the Body of Christ (Ephesians 4:11)

STRENGTHS

- Enjoys talking about Jesus to those who do not know Him
- Is instrumental in leading others to Jesus Christ
- Has the ability to make the Gospel clear and understandable to non-believers

WEAKNESSES

- Can be prideful
- Relies on one's own powers of persuasion
- Passes negative judgment on those who do not have this gift

4) FAITH — Hebrews, Chapter 11 (God's Hall of Fame!)

The ability to envision what God wants to happen and to be certain He is going to make it happen in response to prayer, even when there is not concrete evidence available

STRENGTHS

- Has the ability to take God at His Word
- Knows God's will with certainty in specific situations
- Has an unusual grasp of the adequacy of God

WEAKNESSES

- Can have faith without love
- Can have faith without works
- Judges those who may be weaker in the faith

5) HELPING – Timothy

The ability to see the needs of others and to respond willingly to meet those needs (I Corinthians 12:28)

STRENGTHS

- Is more people oriented than service oriented
- Is willing to work behind the scenes and be an unsung hero
- Is willing to do what seem to be the menial tasks
- Is loyal

WEAKNESSES

- Can become overcommitted
- May be inconsistent
- May not do one's best
- Can have low self-esteem

6) KNOWLEDGE — Paul

The ability to grasp the truth about God's Word in order to bring it into focus in a contemporary world (I Corinthians 12:8)

STRENGTHS

- Has the ability to originate new ideas from the truth of God's Word
- Is eager to learn with a long attention span
- Is able to absorb and retain unusual amounts of information

WEAKNESSES

- Has the tendency to be a loner, to be absorbed in knowledge and never use it in conjunction with other gifts
- Can be more comfortable with ideas than with people

7) SHEPHERDING – Barnabas

The ability to oversee the spiritual lives of others and care for their spiritual needs by teaching and guiding them toward maturity (Ephesians 4:11)

STRENGTHS

- Has good results in leading other Christians
- Has the ability to nurture, guide and lead others
- Is concerned for the spiritual needs of others
- Excels at one-on-one discipling

WEAKNESSES

- Has a tendency to smother people
- Can be impatient with slow growth in new believers
- Can become a legalist

8) WISDOM – Solomon

The ability to regulate one's relationship with God by being able to apply God's truth to an immediate problem (Ephesians 4:11)

STRENGTHS

- Knows how to get to the heart of a problem quickly
- Thinks practically – is a problem solver
- Suggests intuitive solutions that are later confirmed through analysis and evaluation

WEAKNESSES

- Can be too impatient or judgmental with other because of accurate self-image
- Has a tendency to be non-social
- May be harsh with those who don't see things as you do