

FIVE-FOLD

Gift Survey

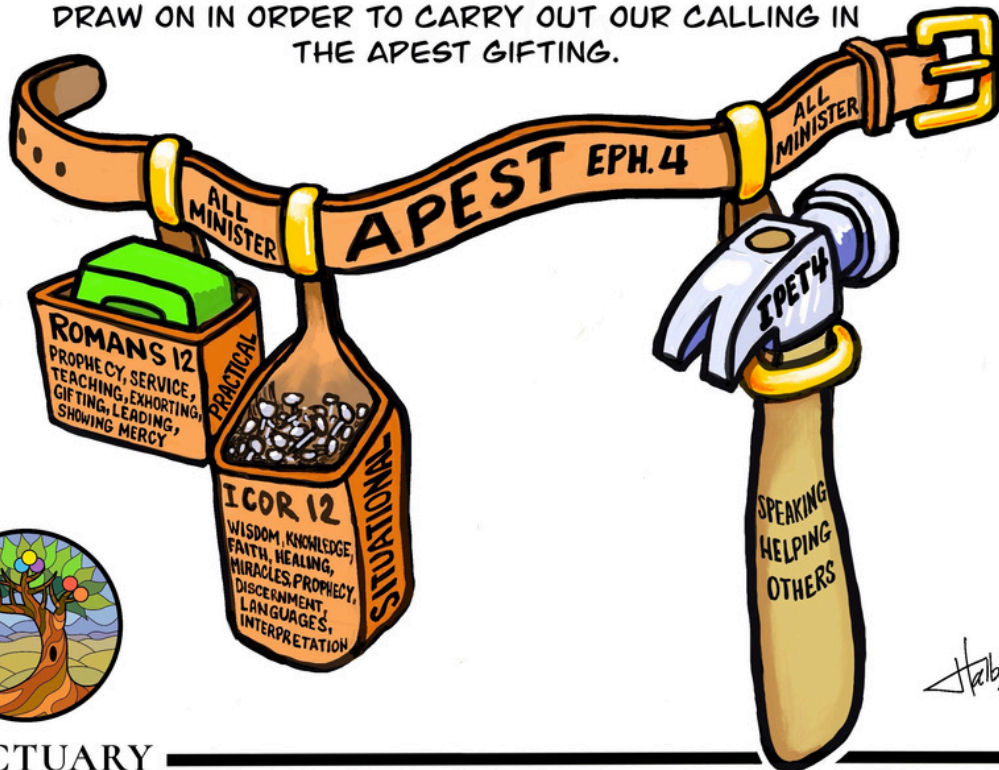
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APEST TOOL BELT

THE GIFTS MENTIONED IN ROMANS 12,
1 CORINTHIANS 12 AND 1 PETER 4 ARE WHAT WE
DRAW ON IN ORDER TO CARRY OUT OUR CALLING IN
THE APEST GIFTING.



SANCTUARY

Halbert
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FIVE-FOLD

Gift Survey

WHAT IS A SPIRITUAL GIFT?

After Jesus' resurrection and before he ascended into heaven, he told his followers to wait in Jerusalem for the promised gift of the Holy Spirit, which would empower them to continue his mission in the world. The spiritual gifts given to Jesus' followers were essential for building one another up, leading in the church, and serving others as an example of God's love and kindness. Each of the gifts exercised in the power of the Spirit is necessary for the body of Christ to function as God intended.

Ephesians 4 is where Paul describes the five major gifts given to equip and strengthen the church so that we will be unified under the banner of Christ and reach maturity in our faith. Though some have described these as leadership gifts limited to certain people, Paul points out in verse 7 that all of us have these gifts, though the type and degree will vary from person to person. "He has given each one of us a special gift through the generosity of Christ" (Ephesians 4:7). Paul then describes the gifts:

*Now these are the gifts Christ gave to the church: the **apostles**, the **prophets**, the **evangelists**, and the **pastors [shepherds]** and **teachers**. Their responsibility is to equip God's people to do his work and build up the church, the body of Christ. This will continue until we all come to such unity in our faith and knowledge of God's son that we will be mature in the Lord..." (Ephesians 4:11-13, NLT).*

A building metaphor is one way to understand how our unique giftings work together and complement one another. The imprint of our gifting as apostles, prophets, evangelists, shepherds, and teachers, also referred to as APEST, **is the "tool belt"**, symbolizing the essential elements needed to create healthy and whole communities. All the other gifts mentioned throughout the New Testament complement the APEST gifts.

FIVE-FOLD APEST GIFT SURVEY

This survey is designed to help you discover and express your giftedness so that the body of Christ can function as intended. Please mark each statement with 1, 2, 3 or 4.

1 = Rarely 2 = Occasionally 3 = About half the time 4 = Frequently

After you have marked each question with a 1, 2, 3 or 4 in the column to the left of the questions, transfer your scores to the key on the last page.

| | | |
|-----|--|---|
| 1. | | I am able to help others feel comfortable, have fun, and relax. |
| 2. | | I enjoy connecting with a wide variety of people without feeling obligated to be like them. |
| 3. | | I have a passion for helping people to hear God's voice and respond appropriately. |
| 4. | | I tend to overly critique new ideas and am hesitant to take a risk when I don't know the outcome. |
| 5. | | I have a sense of people's gifting and how God could use them for His purposes. |
| 6. | | I enjoy long-term relationships, walking with people through their challenges and victories. |
| 7. | | If someone accomplishes something, I am quick to tell others about it and celebrate with them. |
| 8. | | I highly value personal and organizational integrity and will speak the truth even if it makes others feel uncomfortable. |
| 9. | | I am willing to ask hard questions and address controversial subjects for the sake of clarity and edification. |
| 10. | | I am a strong communicator and prioritize casting vision for the future. |

1 = Rarely 2 = Occasionally 3 = About half the time 4 = Frequently

| | | |
|-----|--|---|
| 11. | | I am a natural team player but may not recognize the value I bring. |
| 12. | | I am people-pleaser and sometimes struggle to engage in difficult or challenging conversations. |
| 13. | | Sometimes I dream or see scenarios in my mind that bring clarity to a problem or challenge. |
| 14. | | I am highly dependable and value logic, systems, and order. |
| 15. | | I am a problem solver and tend to focus on getting the best possible result. |
| 16. | | I am patient and believe the best about people, even though I am sometimes taken advantage of. |
| 17. | | I enjoy introducing my friends to others with similar interests or passions. |
| 18. | | People often affirm my creativity and innovative thinking. |
| 19. | | My desire for truth and commitment can sometimes override the feelings of others. |
| 20. | | I tend to champion risk-takers and enjoy celebrating their victories. |
| 21. | | I am naturally empathetic and want people to feel heard, listened to, and cared for. |
| 22. | | When I enjoy a book, movie, or restaurant, people around me will tend to hear about it. |

1 = Rarely 2 = Occasionally 3 = About half the time 4 = Frequently

| | | |
|-----|--|--|
| 23. | | I am burdened by injustice and the unfair treatment of others. |
| 24. | | I feel compelled to explain the truth when it is being challenged or dismissed. |
| 25. | | I have a passion for helping people envision what God is doing in the world and how they can take part. |
| 26. | | I am able to mediate conflicts between people. |
| 27. | | I am concerned for the outsiders and want them to be included in a flourishing community. |
| 28. | | Sometimes I intuitively see opportunity or danger that others may not notice. |
| 29. | | I enjoy digging out information and creating metaphors to explain a complex idea so people can grasp it. |
| 30. | | I often see big-picture solutions to challenges but find the details cumbersome. |
| 31. | | I feel an obligation to protect and serve others. |
| 32. | | I love engaging with people and am interested in hearing their stories and sharing mine. |
| 33. | | I sometimes feel angst when people misunderstand my intentions. |
| 34. | | When studying, I can see principles and applications for myself and others. |

1 = Rarely 2 = Occasionally 3 = About half the time 4 = Frequently

| | | |
|-----|--|--|
| 35. | | I am naturally competitive but may struggle to know when to stop or let go of a dream. |
| 36. | | I notice that people trust me and are comfortable around me, even if our values and beliefs don't align. |
| 37. | | I can inspire others to rally around a cause that I believe in. |
| 38. | | I love to think outside the box and need space to dream about what could be. |
| 39. | | I want to honor the past and communicate its value while looking toward the future. |
| 40. | | I love a new challenge that requires me to change and grow. |
| 41. | | I naturally put the needs of others before my own and may experience exhaustion as a result. |
| 42. | | As someone who endeavors to follow Jesus, I want my friends to know him and experience his peace. |
| 43. | | I often express insights in words, pictures, or analogies. |
| 44. | | I gravitate to proven and trusted facts as opposed to novel ideas or untested theories. |
| 45. | | People often seek my help in exploring direction for their lives, and I help them see their potential. |
| 46. | | If there are many strong personalities in the room, I tend to wait until I am asked for my opinion. |

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| | | |
|-----|--|--|
| 47. | | I love adventure and new experiences and can quickly adapt to different contexts. |
| 48. | | As an internal perfectionist, I am not satisfied with the status quo and inherently believe that things can be better. |
| 49. | | I love to watch people's faces when they discover a transforming biblical truth. |
| 50. | | I enjoy coming alongside organizations to help clarify vision and align leaders to accomplish their goals. |
| 51. | | I can be resistant to change, especially when it feels rushed or lacks due diligence. |
| 52. | | When I believe in something, I can confidently sell the idea. |
| 53. | | People have affirmed my insights as helpful and relevant to their situation. |
| 54. | | Even if I don't directly refer to scripture, I love teaching concepts that align with a biblical worldview. |
| 55. | | I enjoy developing new and innovative ideas that can bring change for a more hopeful future. |

SCORING

Record your numbers for each of the questions and then total your scores at the bottom of each column.

| Shepherd | Evangelist | Prophet | Teacher | Apostle |
|---------------|---------------|---------------|---------------|---------------|
| 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: |
| Total: | Total: | Total: | Total: | Total: |

DISCOVERING YOUR VOICE

We each have a mix of all five gifts, but one or two of them will express themselves more clearly. Our combination of the five gifts becomes the voice we use to serve one another for the common good. A balanced and empowered church that impacts the world for the sake of the Kingdom requires that every voice is heard and its perspective celebrated.

When we operate in our primary gifting (our top two), we'll likely notice that we feel energized and passionate about serving. When, out of necessity, we operate in our lower numbers, we may feel a lack of passion or become depleted. Record your gift order below from the highest number first to the lowest, and read the corresponding description for your top two spiritual gifts.

Example: Apostle 33, Teacher 28, Evangelist 17, Prophet 12, Shepherd 10

Gifts:

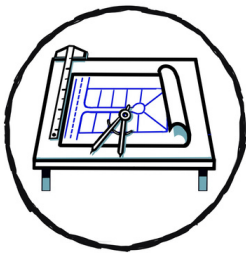
Score:

- | | |
|----------|-------|
| 1. _____ | _____ |
| 2. _____ | _____ |
| 3. _____ | _____ |
| 4. _____ | _____ |
| 5. _____ | _____ |

BUILDING FOR THE FUTURE

Using a building metaphor can help us better understand the diversity of spiritual gifts and how they function in the body of Christ. Those with the apostle gifting are like **land developers** who envision flourishing communities and take steps to establish them. The prophet gifting functions like a **building inspector** who ensures things are done according to plan so that the structure stands strong for future generations. Those with a teaching gift are the **building framers** who follow the blueprints and build sturdy walls so that the home will stand firm against the elements and last for future generations. Those with the evangelist gifting are the **realtors** who connect people to the home that best suits their needs, and finally, the pastor gifting functions like an **interior designer** who makes a house feel like home so that people feel safe and comfortable to set down roots.

No gift is more important than the others, and when all five gifts operate in tandem, it results in healthy faith communities that work for the welfare of their cities. Exercising your gifting and your voice is essential, but just as crucial is learning to listen to the different perspectives the other voices bring. Now, let's look at the gifts in more detail.



APOSTLES

Like land developers who can envision a thriving community from bare ground, apostles are our culture's designers, strategic architects, and problem solvers. The word for apostle means "one who is sent out." Apostles look beyond the present and envision where the people of God need to be so that the kingdom can expand. They are often powerful communicators and can align people around a vision. They

also need to exercise caution so those they lead don't feel pushed, ignored, or left behind. Apostles often have the loudest voice in the room and yet make up only **7%** of the population. Their voice helps people see what could be as they envision a plan for the future, inviting all to come along. *This gift expresses itself outside the church as business owners, entrepreneurs, and explorers in various disciplines.*



PROPHETS

Prophets are the building inspectors in our culture who can see the finished project and work to ensure everything is done with integrity. Their desire for themselves and others is to be all God has called them to be. The word here means "one who hears and listens to God." Prophets will ask: "Are the people of God hearing his voice and responding appropriately?" They are future-oriented and place a high

value on everyone arriving at their destination together and in good shape. They are highly creative and not only think outside the box, they sometimes design new boxes! Though prophets do their best to articulate their thoughts and ideas, they can sometimes be misunderstood. Prophets make up only **9%** of the population, which may explain why they sometimes feel like a sole voice shouting in the wilderness. *This gift can creatively express itself outside the church through music, art, and writing. They will also invest their time and energy in causes they believe in and use their voice to bring about systemic change.*



EVANGELISTS

Like a realtor who connects people to homes that suit their needs, evangelists are connectors of people and resources. They are highly relational and love to bring people together to share resources and collaborate around a cause they believe in. The word means "one who brings good news." Embodying the gospel of Jesus's love for all people is a passion for the evangelist. They tend to be inspiring

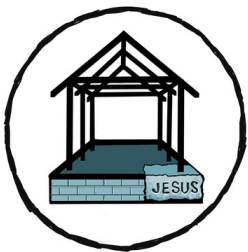
communicators and can build bridges between people with differing views. They can likely sell screen doors for submarines and ice cubes in Alaska! When there is a problem, people reach out to an evangelist because this individual "knows someone, who knows someone" who can fix whatever the issue is. Though their voice is also one of the loudest in the room, they only make up **11%** of the population. It brings great joy to evangelists when people recognize and acknowledge their contributions. They may also become discouraged when they sense a lack of enthusiasm for their goals or passion projects. *This gift can express itself outside the church in careers that include sales work, politics, promotion, and networking. Its advantage is its ability to influence others for good on micro and macro levels.*



SHEPHERDS

Those with the gift of shepherd operate somewhat like interior designers who expertly create environments that feel safe and welcoming to all who enter. The word shepherd, or pastor as some bible translations state, can be used interchangeably. In Biblical times, a shepherd was responsible for defending sheep from attackers and healing wounded or sick animals. Shepherds are gifted to care for and

nurture the body of Christ! They desire relational harmony and put the needs of people above plans or programs. Though their voice is usually soft, it will get loud if they feel pushed or their values are ignored. Almost half of the church has this gift, which makes up **43%** of the population. It is clear how necessary this gift is in a healthy church body. It is also a reminder not to delegate the responsibility of shepherding to one or a few professional pastors. *This gift also expresses itself outside the body of Christ in various helping professions, such as counselors, social workers, nurses, and first responders.*



TEACHERS

Every building needs solid walls that allow the structure to stand firm over the years. Teachers represent the framers of the building project. They are the guardians of all that is good, historically reliable, and worth passing on! The word for teacher means "one who seeks and shares the truth." They love watching people grasp how the past informs the present and impacts the way we live. Teachers will boldly

sacrifice their comforts to do the right thing with integrity and honesty. They value logic, order, and systems proven over time. The teacher wants to guide everyone to make good decisions where all facts are considered, though sometimes they may appear risk-averse. Teachers make up **30%** of the population. *This gift can express itself in the community as educators, trainers, and speakers.*

IS MY GIFT REALLY THAT IMPORTANT TO THE BODY?

Hopefully, you can answer that question now that you are discerning the value of your voice and unique gifting. It's safe to say that Jesus was equally qualified, gifted, and proficient in all five gifts. The very definition of maturity is becoming more like Jesus and doing the things that he did by the power of his Spirit living in us (Romans 8:11). Like the five fingers on a hand, none of us would want to eliminate a finger because we don't use it as often. We need them all! When all five gifts are free to operate in humility and with an understanding of our differences, the body of Christ will thrive!

Developed and illustrated by Jim and Dori Halbert
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For additional information on the five-fold gifting, 5Q: Reactivating the Original Intelligence and Capacity of the Body of Christ (2017) by Alan Hirsch