

Spiritual Gifts Profile

Instructions: Every Christian is gifted with special motivation to bless them and benefit ministry. These motivational gifts are the specific ways we think, feel, and act from a spiritual perspective. You can identify your spiritual gifts through this profile. Carefully follow these instructions:

Ask yourself how you feel about each one of the following statements. How true is each statement about you? Simply respond with the numerical rating as follows:

- **5 - Almost Always true;**
- **4 - Often true;**
- **3 - Sometimes true;**
- **2 - Seldom true;**
- **1 - Almost never true.**

Avoid, as much as possible, choosing 3 (Sometimes). Don't hesitate choosing **5** (Almost Always) or **1** (Almost Never). Your desire to be humble or not exaggerate may cause you to choose more moderate responses. This may affect your results. Try to be as honest as possible.

Example: "I love to hear evangelistic messages."

(Is this statement "**Almost Always**", "**Often**", "**Sometimes**", "**Seldom**", or "**Almost Never**" true about you? Try to choose the "5, 4, 2, or 1." Avoid choosing the 3 "Sometimes.")

Place your numerical rating choice in the appropriate blank space before each statement provided on this and the next page. Then follow the instructions on the **Scoring and Plotting Instructions** page.

1. ___ I tend to motivate others to get involved.
2. ___ I like starting new churches from scratch.
3. ___ I can tell when people are insincere.
4. ___ I love to hear evangelistic messages.
5. ___ Teaching without practical application is lacking.
6. ___ God has given me unusual assurance of His control.
7. ___ People misunderstand my financial interests.
8. ___ I love to provide my home as a haven or meeting place.
9. ___ My study of the Scriptures gives me unique knowledge.
10. ___ I would rather be THE leader, than just one of the leaders.
11. ___ I tend to be super sensitive to sad stories.
12. ___ I tend to be irritated when people sin.
13. ___ I tend to get frustrated when the church is not growing.
14. ___ I will do the little things no one else wants to do.
15. ___ Education is very important to me.
16. ___ I tend to make wise decisions and choices.
17. ___ I can do many things at once.
18. ___ I would be willing to move elsewhere to start a church.
19. ___ I can tell when others teach or share inaccurate info.
20. ___ Leading people to Christ is so exciting.
21. ___ I like to share practical steps of action.
22. ___ I always believe and see how God works in our lives.
23. ___ I tend to give money freely where needed most.
24. ___ I tend to make total strangers feel at home.
25. ___ I have an ability to acquire Bible facts and principles.
26. ___ I feel frustrated when it looks like no one is in charge.
27. ___ I spend much of my time helping others feel better.
28. ___ I discern something is evil, before others do.
29. ___ I enjoy leading discipleship type Bible studies.
30. ___ I prefer serving others, rather being served.
31. ___ Preparation to speak or teach is absolutely necessary.
32. ___ I seem to be able to help others make right decisions.
33. ___ I do my best work under pressure.
34. ___ I adapt well to other cultures and groups.
35. ___ I am able to differentiate between true and false needs.
36. ___ I am very concerned about lost souls.
37. ___ I teach topical, rather than verse-by-verse lessons.
38. ___ Trusting God for the impossible comes easy to me.
39. ___ I tend to make wise investments.
40. ___ I like to invite people in need to stay in my home.
41. ___ I learn and remember biblical truth easily.
42. ___ I know where I'm headed and am driven to bring others.
43. ___ I can't say, "No" to legitimate needs.
44. ___ I research to share truth, rather than just to study.
45. ___ I seem to look for spiritual lessons in whatever happens.
46. ___ Solving problems is my main concern.
47. ___ I like to explain why something is true.
48. ___ I easily see the difference between truth and error.
49. ___ I tend to take charge when no one else does.
50. ___ I would rather start a new church, than anything else.
51. ___ I am able to read between the lines of what others say.
52. ___ Worldwide evangelism really excites me.
53. ___ I tend to use biblical illustrations to explain things.
54. ___ I'm comfortable around people who like to pray a lot.
55. ___ Financial accountability is extremely important.
56. ___ I look for opportunities to use my home to help others.

Instructions:

Ask yourself how you feel about each statement.
How true is each statement about you? Respond
with the numerical rating as follows:

- 5 - Almost Always;
 - 4 - Often;
 - 3 - Sometimes;
 - 2 - Seldom;
 - 1 - Almost Never.
- (Avoid the
“3 - Sometimes” choice,
as much as possible.)

57. ___ I study the Bible to gain more knowledge about things.
58. ___ I often volunteer to take charge of difficult projects.
59. ___ Some people think I'm too sensitive.
60. ___ I like to proclaim truth I have received from God.
61. ___ I often seek to help individuals grow in Christ.
62. ___ I tend to take on many opportunities to serve people.
63. ___ It bothers me to hear incorrect statements and teaching.
64. ___ People often seek me out for wise advice.
65. ___ I like impossible challenges.
66. ___ I get real excited about new mission works worldwide.
67. ___ I am able to easily detect unspiritual things.
68. ___ I enjoy asking people to make decisions for Christ.
69. ___ I really enjoy encouraging others.
70. ___ I want people to pray more and increase their faith.
71. ___ I tend to discern true financial needs.
72. ___ My home is always open to anyone or for any group.
73. ___ I take serious the command to “increase in knowledge”.
74. ___ I am driven to move forward even when others aren't.
75. ___ When others hurt, I feel compelled to help.
76. ___ I can be stubborn and difficult to convince.
77. ___ I prefer being a spiritual leader.
78. ___ I don't like being up-front or leading a group.
79. ___ I tend to prepare too much material.
80. ___ I like to solve problems through the wisdom of the Word.
81. ___ I like to organize people to accomplish great tasks.
82. ___ I prefer serving in a cross-cultural ministry.
83. ___ I am good judge of what is good and evil.
84. ___ I like to lead people to Christ with my testimony.
85. ___ Practical application is what teaching is all about.
86. ___ I have strong assurances that God answers prayer.
87. ___ I like to take care of financial needs promptly.
88. ___ A neat home is not as important as its availability.
89. ___ I often feel compelled to study and learn biblical truth.
90. ___ People often say that I am a good leader.
91. ___ I try to come across as loving and caring.
92. ___ I tend to know why people do what they do.
93. ___ Leading groups to spiritual maturity is most appealing.
94. ___ I tend to do much more than I'm told to do.
95. ___ Studying the scriptures is my passion.
96. ___ Wisdom is more important than faith or knowledge.
97. ___ I would rather speak out, than just let something pass.
98. ___ I am attracted to ministries that start new churches.
99. ___ People say that I often have just the right advice.
100. ___ I can share the gospel with total strangers.
101. ___ I often feel compelled to share advice.
102. ___ I tend to judge people by how much faith they have.
103. ___ I'm concerned about meeting financial/physical needs.
104. ___ I feel church members need to be more hospitable.
105. ___ I like to learn things most people don't know.
106. ___ It bothers me when people sit around and do nothing.
107. ___ I tend to volunteer to help the less fortunate.
108. ___ Confronting someone with sin in their life is not hard.
109. ___ People often seek me out to become spiritually stronger.
110. ___ Working behind the scenes gives me much pleasure.
111. ___ I search for new insights as I study.
112. ___ People are amazed at how much knowledge I have.
113. ___ I delegate responsibilities to accomplish tasks.
114. ___ I believe an apostle today is God's pioneer & authority.
115. ___ I seem to have unique discernment in many areas.
116. ___ Sharing my faith is most important to me.
117. ___ I really enjoy counseling others.
118. ___ People say I have a tremendous amount of faith.
119. ___ Being slothful (lazy) in business is a sin.
120. ___ I believe hospitality is one of the most important things.
121. ___ I believe having great knowledge is very important.
122. ___ Opposition doesn't bother me as much as just sitting still.
123. ___ I'm very concerned about how a person feels.
124. ___ People say I'm too protective and strict with others.
125. ___ I like to help others to get involved in ministry.
126. ___ I would rather do a job myself, rather than delegate it.
127. ___ Digging deep into the Word of God is a priority in life.
128. ___ People often say I demonstrate lots of unusual wisdom.

Once you have completed the questionnaire, fold this page in half along the dotted line (fold this side under the left side), then follow Scoring Instructions **1** on the exposed part of the following Spiritual Gifts Graph page.


2 Plotting Instructions

To plot your Spiritual Gifts Graph, first complete the *Scoring Instructions* at 1.

Then use the totals from your Numerical Ratings Chart to plot your graph below. Find the appropriate letter A, B, C, D, E, F, G, H, I, J, K, L, M, N, O, or P in the Spiritual Gifts Graph below and circle the number of the total under each letter. Notice Plotting Example.

1 Scoring Instructions

Be sure to first rate your response to each choice from the separate Spiritual Gifts questionnaire. Record your choice (5, 4, 3, 2, or 1) in the appropriate numbered question box. Total each column. Then follow *Plotting Instructions* 2.

Scoring Example: 

1	4	2	5	3	1	4	2
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Numerical Ratings Chart



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
A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P

Total:

A	32	B	18
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A	B
40	40
39	39
38	38
37	37
36	36
35	35
34	34
33	33
32	32
31	31
30	30
29	29
28	28
27	27
26	26
25	25
24	24
23	23
22	22
21	21
20	20
19	19
18	18
17	17
16	16
15	15
14	14
13	13
12	12
11	11
10	10
9	9
8	8

Total:

Your Spiritual Gifts Graph

Administ. / Ruling	Apostleship	Discernment	Evangelism	Exhortation	Faith	Giving	Hospitality	Knowledge	Leadership	Showing Mercy	Prophecy	Pastor / Shepherd	Serving / Ministry	Teaching	Wisdom
A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39
38	38	38	38	38	38	38	38	38	38	38	38	38	38	38	38
37	37	37	37	37	37	37	37	37	37	37	37	37	37	37	37
36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36
35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
34	34	34	34	34	34	34	34	34	34	34	34	34	34	34	34
33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31
30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
29	29	29	29	29	29	29	29	29	29	29	29	29	29	29	29
28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28
27	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27
26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26
25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25
24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24
23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23
22	22	22	22	22	22	22	22	22	22	22	22	22	22	22	22
21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21
20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20
19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19
18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18
17	17	17	17	17	17	17	17	17	17	17	17	17	17	17	17
16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16
15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15
14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14
13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13
12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12
11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11
10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10
9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9
8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8

3 Reading Your Graph:
To determine which gifts are most like you, connect the circles. Notice which gifts are most intense. The higher on the profile, the more intensely that gift describes you. Also notice your next highest and lowest plotting points to learn more about your overall gift tendencies.

Spiritual Gifts Descriptions

Spiritual Gifts are supernatural motivations given to every believer. Everyone doesn't receive the same gift. Just as many parts of the human body work together as one, so Spiritual Gifts are given to the Body of Christ to serve as one.

Their purpose is to encourage and mature Christians for fore effective ministry. This profile focuses on sixteen spiritual gifts. These sixteen gifts are featured based upon their functional and practical use.

Administration / Ruling

The Gift of Administration / Ruling is seen in those who either like to organize or delegate to others. Compelled by a strong sense of duty, they like to find things for people to do. Unlike the Gift of Ministry, the Gift of Administration/Ruling focuses on team participation. 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, not manipulation
Scripture: 1 Cor. 12:28; Acts 6:1-7

Apostleship / Pioneering

Unlike Apostles of old, who actually saw the Lord and spread the word from place to place. Apostles today have a clear vision to start new ministries where others may not. They make great church planters and strong leaders. Apostles today have a self / spirited appointed calling to reach out where others may never dare. They demonstrate tremendous abilities in influencing others to follow. They also have contagious and industrious enthusiasm to cross cultural, geographical, and economic boundaries for Christ. Apostles today are often used by God as anointed authorities in their region of ministry.

In a word: Pioneer / Visionary
Overuse: Pushes too hard / Too much authority
Goal: Build deeper and stronger
Scripture: Eph 4:7,11; 1Cor 9:1-2; Ga. 2:8-10, 1 Cor 12:28-29

Discernment

The Gift of Discernment is evident in those who have unusual ability to see through a lot of confusion and pin point 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 advise. 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
Scripture: 1 Cor. 12:7,10b; 1 Cor. 2:14

Encouraging / Exhorting

Christians with the Gift of Encouraging find themselves exhorting others. They are compelled to give advice. As counselors, they seem to often have steps of action. While Prophets declare truth and Teachers clarify truth, Encouragers/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 Encouragers 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.
Scripture: Rom. 12:6,8; Acts 11:23-24; Heb. 10:24-25

Evangelism

Christians with the Gift of Evangelism feel compelled to win souls. 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
Scripture: Eph 4:7,11; Acts 8:26-40; Luke 19:1-10

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. "Faith comes by hearing and hearing by the Word of God," is often their favorite Bible verse. 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 other 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 patient with others
Scripture: 1 Cor. 12:7,9; Matt 8:5-16, Heb. 11:1

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. Those 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. The Gift of Giving 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 harassment.
Scripture: Rom. 12:6, 8b; Acts 4:32-35; 2 Cor. 9:7-8

Hospitality

The Gift of Hospitality is that special interest in opening up one's home for food and fellowship, or just to provide a place to stay for someone in need. Those with the Gift of Hospitality seem to always be ready and willing to invite guests over or offer their home for a place to meet for any occasion. They love to provide refreshments or prepare meals for individuals or groups. They seldom show irritation over last minute requests to have someone over or to host a group. They tirelessly serve to make people comfortable and encouraged.

In a word: Sociable
Overuse: Take on too much / Get worn out
Goal: Provide fellowship without sacrificing family time
Scripture: 1 Pet. 4:9-10; Acts 16:13-15; Luke 14:12-14

To identify your Spiritual Gifts, follow the **Scoring Instructions** on the questionnaire page. Once you have plotted your Spiritual Gifts Graph you should study these pages with their brief summaries of all the gifts.

These descriptions are simple overviews of the Spiritual Gifts listed in Rom. 12:3-8, Eph. 4:11-12, 1 Cor. 12:8-28, and 1 Cor. 14:1-3. Read each one, along with reviewing the results of your Spiritual Gifts Profile to identify your specific spiritual motivations.

There are many spiritual gifts referred to in the Scriptures. We are only looking at those that help us “fit” and relate best in ministry. There are also various manifestations of the gifts. This profile does not deal with any of the manifestations, but rather the motivations and ministries of sixteen specific gifts.

This tool is not intended to be as theological, as it is to be practical and pragmatic. The main purpose of discovering your spiritual gifts is to exercise and enjoy your giftedness for God’s glory and to grow as Christians.

Knowledge

The Gift of Knowledge is a supernatural revelation of certain facts in the mind of God, which gives instant and specific information that one would have no other way of knowing, except from God. This is not an amplification of human knowledge, nor is it a gift of just knowing a lot of things. It is the ability to receive specific truth from the Word of God. Sometimes they may overwhelm others and bring attention to their Word of Knowledge, rather than the purpose of sharing what God has revealed to them.

In a word: Divine Insights

Overuse: Make others feel inferior or ignorant

Goal: Change lives, rather than impress others

Scripture: 1 Cor. 12:7-8, 8:1b-2

Prophecy / Perceiving

Prophets today are not exactly like 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 straightforward attitude toward truth. They like to share the truth, regardless of what anyone thinks. Prophets today are motivated to confront anyone with what they believe is right. When controlled by the Holy Spirit, the Gift of Prophecy is a powerful tool to reprove, rebuke and exhort others. Prophets often find themselves pointing the way, declaring specific truth or standing up for something significant.

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. 1:19-21

Leadership

The Gift of Leadership, much like the Gift of Administration/Ruling, 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 strengths. They also need to be more sensitive and patient with those who don’t respond as well as they do. They are great motivators.

In a word: Dreamer

Overuse: Too demanding and impatient

Goal: Lead by example and willingness to be a servant.

Scripture: Rom. 12:6,8c; John 13:13-17; Heb. 13:17

Serving / Ministry / Helps

When you think of Christians who serve faithfully behind the scenes, you think of those with the Gift of Serving /Ministry/ Helps. 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 this gift like to be involved.

In a word: Selfless

Overuse: Takes on too much

Goal: Be a servant, not a martyr.

Scripture: 1 Cor. 12:28; Acts 6:1-3; Rom. 16:1-2

Mercy

Christians with the Gift of Showing Mercy demonstrate 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 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.

Scripture: Rom. 12:6, 8d; Matt. 5:7

Teaching

Christians with the Gift of Teaching prefer explaining why things are true. While the prophet declares truth, the teacher explains the reasons 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 other needs, 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 too deep

Goal: Reveal truth; don’t exhaust it.

Scripture: Rom. 12:6, 7b; Col. 3:16; James 3:1, 2; 2 Tim. 2:2

Pastor / Shepherding

The Gift of Pastor / Shepherding is obvious in those who really enjoy leading others in serving the Lord. Unlike the Gift of Serving/Ministry/ Helps, this gift involves the motivation to lead. 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 / Shepherding. 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 / Leader

Overuse: Takes advantage of other’s trust

Goal: Strong leadership, not manipulating the flock

Scripture: Eph. 4:11; 1 Pet. 5:2-4

Wisdom

The Gift of Wisdom is the unique ability to use knowledge in a practical way. Those with this gift like to combine what they know with a serious reverence for God in order to influence others. They sometimes battle with pride and an attitude of superiority. They need to be consistently humble and exhibit a sense of quietness and slowness before responding. Those with the Gift of Wisdom are often given some kind of adversity to stay in tune with God and His Word. Otherwise those with this gift will tend to be puffed up. They make great counselors and give tremendous advice. Therefore, they need to stay in constant prayer, asking God for His wisdom.

In a word: Perceptive

Overuse: Speak down to people

Goal: Consistently trust and ask God for wisdom

Scripture: 1 Cor. 12:7-8; Jam. 3:13-18