

## Spiritual Gifts Assessment

1. Respond to each statement on the Spiritual Gift Assessment Questions that follow, according to the following scale:

Consistently Definitely True	Most of the Time Usually True	Some of the Time Once in a While	Not at All Never
3	2	1	0

2. Using the response sheet below, write your response to each statement in the block whose number corresponds to that number statement in the Spiritual Gift Assessment.
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?
4. Total each column, then select the five highest letter totals (from highest to lowest). See the Spiritual Gift Key for an explanation of each gift. These are your Spiritual Gifts.

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

Five highest letter totals

Spiritual Gift (See key beginning page 24)

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

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## Spiritual Gift Assessment Questions

1. I am able to organize ideas, things, time, and people for more effective results.
2. I have a strong desire to share the gospel in countries that have not yet received the message.
3. People with problems seem to come to me for advice and consultation.
4. I receive much joy from working with my hands on various arts and crafts.
5. I would enjoy being involved in a drama presentation.
6. I am usually accurate in my first impressions of people.
7. I am able to share words of encouragement with those who are struggling in life.
8. I like sharing with other people how God has changed my life.
9. There have been times when I have felt sure I knew God's specific will for the future, even when others have not been so sure.
10. I am so confident that God will meet my needs that I give to him sacrificially and consistently.
11. I find joy in being a help to someone who can benefit from my help and concern.
12. My home is always open to people passing through who need a place to stay.
13. Oftentimes, I am able to perceive what is in the heart or mind of another person without his or her telling me.
14. I am able to motivate people to get things done.
15. I enjoy doing things to comfort people during sickness or times of problems and/or anxiety.
16. When I am asked to pray for others, I feel that my prayers will have tangible results.
17. I enjoy spending time in prayer talking to God about my present situation, the situation of those around me, and about important issues confronting mankind today.
18. I have enjoyed relating to a certain group of people over a long period of time, sharing personally in their successes and failures.
19. I feel that I can communicate Biblical truths to others so that they are helped.
20. When important decisions need to be made, I sense a confidence in God's guidance.
21. I am able to plan and administer programs that will be of benefit to others.
22. I have a pioneering spirit that draws me into cross-cultural groups.
23. People who are feeling perplexed often come to me for advice.
24. I find that my skills in building or repairing objects benefit others.
25. I enjoy using my musical talents for the appreciation of my friends and to the glory of God.
26. I have a keen sense of what is spiritually right and wrong, and can distinguish truth from error.
27. I am able to talk with and build up those who are having difficulties in life, whether they are in despair, sorrow, or not sure of themselves.
28. I feel comfortable telling others how God has changed my life.
29. When in a group, I am the one others often look to for vision and direction.
30. I am ready to forgo certain privileges in order to give money to God's work.
31. When I serve the Lord, I really don't care who gets the credit.
32. I enjoy inviting visitors and guests (strangers) to my home.
33. I have the ability to discover new truths for myself through reading or observing the situation firsthand.
34. I am able to lead small and/or large groups of people into making decisions.
35. I enjoy helping and working with people who are ignored by others.
36. I take prayer requests very seriously and pray until the answer comes.
37. I consistently look to God's word to apply Biblical principles to controversial issues facing our culture.
38. I feel comfortable in leading a small group in Bible study.
39. I find it rewarding to teach people more about the Lord.
40. When a person has a problem, as a Christian I can frequently see what is best to do.
41. I can easily delegate important responsibilities to other people.

42. I am able to relate the gospel clearly in culturally sensitive ways.
43. If a family is facing a crisis, I enjoy the opportunity to help them.
44. The repair and maintenance of things comes easily to me.
45. I enjoy writing words that will be of benefit to those who read them.
46. Other people have told me that many of my insights about certain teaching or people have been true.
47. I am able to speak words of encouragement to those who are troubled, discouraged, or not sure of themselves.
48. It is easy for me to talk to other people about life and/or spiritual matters.
49. I am able to trust in the reliability of God when all else looks dim.
50. I am content to maintain a lower standard of living in order to benefit God's work financially.
51. I respond cheerfully when asked to do a job even if it seems menial.
52. I am able to provide food and/or lodging graciously and willingly to people who are in need.
53. Through study or experience, I have been able to discern the wisest course of action to take in major decisions.
54. When a group I am in is lacking organization, I tend to step in to fill the gap.
55. Sometimes when I help people out, I know they may not even say "thank you," but I still enjoy helping them.
56. I find myself praying when I could be doing other things.
57. I challenge other believers to confront and turn from their sin, even though it may cause them to reject me.
58. I enjoy leading small groups of people, especially when I am able to show genuine care and concern for them.
59. I enjoy helping others learn things about Scripture that aid in building them up.
60. I can intuitively arrive at solutions to fairly complicated problems.
61. I am able to set goals and objectives, and then make plans to reach them.
62. I would love to start a brand new ministry, which would reach people for Christ.
63. I feel that good listening skills are a strength of mine.
64. I enjoy the times when I am able to create beautiful items with my hands.
65. I can communicate the things of God through an art form (i.e. drama, writing, music, sculpting, painting, etc.).
66. I feel that I can perceive the authenticity of other's motives or character.
67. I often share words of comfort, cheer, or encouragement with others.
68. When I share my faith with others, I see positive results in their lives.
69. I really believe that God will not let me down, even though everything around me seems to be falling apart.
70. I really enjoy giving my time and treasures to God's work.
71. I am able to assist key leaders to relieve them of detail work, so they can get back to their main jobs.
72. When people visit me at home, I am confident they feel good about being there.
73. I am able to pick up on important Biblical truths that benefit myself and others.
74. People look to me as a leader when things need to be done.
75. I enjoy working with those less fortunate than I am.
76. I regard prayer as one of my favorite spiritual exercises.
77. Other people have told me that I have helped them to see the truth about a situation or issue that they failed to see themselves.
78. I have brought back to faith friends or relatives who have strayed.
79. I enjoy teaching children or adults about God's love.
80. If one of my friends is faced with a problem, I am able to sort out what God's will is for him or her.

# Spiritual Gifts Key

## **A = Administration**

Description: The divine enablement to understand what makes an organization function, and the special ability to plan and execute procedures to accomplish the goals of the ministry.

People with this gift:

- Develop strategies or plans to reach identified goals
- Assist organizations 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

## **B = Apostleship**

Description: The divine ability to start and oversee the developing of new organizations, churches, or ministry structures.

People with this gift:

- Pioneer and establish new ministries or 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 or organization

## **C = Counseling**

Description: The divine enablement to effectively listen and assist someone in his or her quest for psychological and relational wholeness.

People with this gift:

- Have good listening skills
- Enjoy the opportunity to help those in crisis situations
- Are often sought out by others for their advice

## **D = Craftsmanship**

Description: The divine enablement to creatively design and/or construct items to be used for ministry.

People with this gift:

- Work with wood, cloth, paints, metal, glass, and other raw materials
- Make things that 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

## **E = Creative Communication**

Description: 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 skills such as drama, writing, art, music, 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 the arts
- Demonstrate fresh ways to express the Lord's ministry and message

## **F = Discernment**

Description: The divine enablement to distinguish between truth and error, and the ability to discern the spirits, differentiating between good and evil right and wrong.

People with this gift:

- Distinguish truth from error, right from wrong, pure motives from impure motives, and identify deception in others with accuracy and appropriateness
- Determine whether a word attributed to God is authentic
- Recognize inconsistencies in a teaching, prophetic messages, or interpretation, and sense the presence of evil

## **G = Encouragement**

Description: The divine enablement to present truth so as to strengthen, comfort, or urge to action those 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 to have confidence in His will

## **H = Evangelism**

Description: The divine enablement to convey the gospel of Jesus Christ in a clean, concise, and relevant way to an individual or group.

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

## **I = Faith**

Description: 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 provision

## **J = Giving**

Description: The divine enablement to contribute money and resources to the work of the Lord with cheerfulness and liberality. People with this gift do not ask, "How much money do I need to give to God?" but, "How much money do I need to live on?"

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 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

## **K = Helps**

Description: The divine enablement to accomplish practical and necessary tasks that free up, support, and meet the needs of others.

People with this gift:

- Serve behind the scenes wherever needed to supply 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

## **L = Hospitality**

Description: 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
- Meet new people and help them to feel welcomed
- 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

## **M = Knowledge**

Description: 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 Scripture for insight, understanding, and truth
- Have an unusual insight or understanding that serves the church
- Organize information for teaching and practical use
- Gain knowledge that was not attained by natural observation or means

## **N = Leadership**

Description: The divine enablement to cast vision, motivate, and direct people to harmoniously accomplish the purposes of God or the mission of the organization.

People with this gift:

- Provide direction for people or organizations
- Motivate others to perform to the best of their abilities
- Present the “big picture” for others to see
- Model the values of the organization
- Take responsibility and establish goals

## **O = Mercy**

Description: 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

## **P = Prayer**

Description: The gift of intercession is 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 spirit, whether they understand it or not
- Exercise authority and power for the protection of others and equipping of them to serve

## **Q = Prophecy**

Description: 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

## **R = Shepherding**

Description: The divine enablement to nurture, care for, and guide people toward on-going spiritual maturity and becoming Christ-like.

People with this gift:

- Take responsibility to nurture the whole person in his 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

## **S = Teaching**

Description: 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:

- Use this gift to edify and build up the body of Christ and protect the Church from heresy
- Have the ability and responsibility to analyze and properly proclaim the Word of God, explaining the meaning, context and application to others
- Should be careful as it carries a heavy responsibility. James 3:1 warns, "Not many of you should become teachers, my brothers, for you know that we who teach will be judged with greater strictness."

## **T = Wisdom**

Description: 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 steps 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