SPIRITUAL GIFTS

SPIRITUAL GIFTS ASSESSMENT

When you accepted Christ, you not only got saved...you were given something very special from God: a giftedness to serve God in a unique way. God's plan for your life is that you would meet a specific need in the church family, and He has gifted you in a special way to meet that need.

"As each one of us has received a gift, minister it to one another, as good stewards of the manifold grace of God."—1 Peter 4:10

If you have trusted Christ, then you have a spiritual gift! Even if you don't know what it is or don't feel particularly gifted in a specific area, the Bible teaches that you do have a special gift that you can use to serve God. And, believe it or not, your gift is vital to the work of God in our church family, otherwise God would not have placed you here.

God's Word teaches that as a member of His Body, you are important to His work in this place. He has appointed you a gift and a purpose for being here...and you will greatly enjoy discovering and using that gift for His purposes!

WHAT SHOULD YOU DO WITH THIS SPIRITUAL GIFT?

First Peter says that God wants you to be a "good steward" of His gift to you! The best way to do that is to begin now discovering, developing, and using your gift to serve the Lord and His church. The great result of using your gift is that the entire church family ministers to each other and to the community. That's the way the church, the Body of Christ, is supposed to work!

TAKING THE SPIRITUAL GIFTS ASSESSMENT

- To complete the assessment, answer every question in order by circling the number, 0 to 5, that most accurately describes yourself.
- While answering, refer to the scale indicator above the questions.
- When completing the spiritual gifts assessment, do not think as much as react.
- For the most accurate assessment answer quickly and honestly.

For best results, PRAY BEFORE ATTEMPTING.

Never	Rarely	Occasionally	True sometimes	True most of the time	Always true
0	1	2	3	4	5

1. I relate & measure everything I experience accordingly to God's Word.
   0 1 2 3 4 5
2. Others seem to look to me for advice and help.
   0 1 2 3 4 5
3. I'm easily bothered by others' lack of compassion.
   0 1 2 3 4 5
4. I don't take anything at face value.
   0 1 2 3 4 5
5. I can visualize the "big picture" of a major project.
   0 1 2 3 4 5
6. When others are in my home I like to wait on them "hand and foot."
   0 1 2 3 4 5
7. I feel compelled to give financially to others.
   0 1 2 3 4 5
8. I will speak the truth whether or not it causes hurt feelings.
   0 1 2 3 4 5
9. I can organize and delegate people and resources easily.
   0 1 2 3 4 5
10. I feel compelled to share knowledge.
    0 1 2 3 4 5
11. Discouraged people are often encouraged by my words.
    0 1 2 3 4 5
12. I neglect my own work in order to help others.
    0 1 2 3 4 5
13. I easily identify tasks that need to get done and do them myself.
    0 1 2 3 4 5
14. I enjoy doing little things to help people.
    0 1 2 3 4 5
15. My natural tendency is to step up and take control.
    0 1 2 3 4 5
16. I cheerfully give time or money, regardless of how much I have to give.
    0 1 2 3 4 5
17. I have compassion for all living creatures.
    0 1 2 3 4 5
18. I don't hesitate to give constructive criticism.
    0 1 2 3 4 5
19. People see me as a frank and outspoken person.
    0 1 2 3 4 5
20. People seem to learn easily from me.
    0 1 2 3 4 5
21. I can be described as responsible, charitable, and disciplined.
    0 1 2 3 4 5
22. I don't expect repayment for favors I do for others.
    0 1 2 3 4 5
23. Others tell me I'm a good listener.
    0 1 2 3 4 5
24. Communicating the facts in a situation is something I do well.
    0 1 2 3 4 5

Never	Rarely	Occasionally	True sometimes	True most of the time	Always true
0	1	2	3	4	5

25. I am a task oriented person.
0 1 2 3 4 5

26. I find it easy to maintain an optimistic outlook.
0 1 2 3 4 5

27. I will stand alone on something I believe in strongly.
0 1 2 3 4 5

28. I will not confront others if I feel it may hurt them.
0 1 2 3 4 5

29. I give well above my tithe to the Body of Christ.
0 1 2 3 4 5

30. While I'm frugal in personal spending, I'm often led to give to others.
0 1 2 3 4 5

31. I enjoy research as well as sharing what I find.
0 1 2 3 4 5

32. I am compelled to comfort people who are hurting or suffering.
0 1 2 3 4 5

33. Deadlines challenge me & I usually meet them on time.
0 1 2 3 4 5

34. I can discern the motives of others fairly easily
0 1 2 3 4 5

35. I find strength from bearing other's burdens.
0 1 2 3 4 5

36. My use of knowledge may appear prideful.
0 1 2 3 4 5

37. I can create order out of organizational chaos.
0 1 2 3 4 5

38. I volunteer my time and talents to worthwhile causes.
0 1 2 3 4 5

39. I'm moved with compassion to cry with others.
0 1 2 3 4 5

40. I can select the best person for particular tasks.
0 1 2 3 4 5

41. My focus on right and wrong may be read as being judgmental.
0 1 2 3 4 5

42. I enjoy helping others develop a plan of action to deal with their concerns.
0 1 2 3 4 5

Spiritual Gifts Test Scoring Key

Directions: Transfer the number you circled to the blank beside the corresponding question. Add the totals up in each column. The highest possible score in one column would be 30.

	1.	6.	4.	2.	7.	5.	3.
	8.	12.	10.	11.	16.	9.	17.
	19.	13.	20.	18.	21.	15.	28.
	27.	14.	24.	23.	22.	33.	32.
	34.	25.	31.	26.	29.	37.	35.
	41.	38.	36.	42.	30.	40.	39.
Totals							
	Prophet/Perceiver	Server	Teacher	Exhorter/ Encourager	Giver	Leader/Administrator	Mercy/Compassion

SPIRITUAL GIFTS:

PROPHET/PERCEIVER

The God-given ability to communicate God's message in relation to the truth already revealed (Jude 3). It is not necessarily or even primarily a prediction. Rather, it is done for the purposes of encouraging, strengthening and comforting (1 Cor. 14:3). These have the ability to perceive the spiritual needs of others and meet those needs through Scripture.

CHARACTERISTICS OF A PROPHET / PERCEIVER:

1. Able to recognize good and bad and hates what is bad.
2. Sees everything clearly not dimly; no foggy or indefinite areas
3. Recognizes character in people, whether good or bad
4. Encourages repentance for the glory of God
5. Is an introvert rather than an extravert?
6. Sees the Bible as the foundation for truth
7. Courageously holds to spiritual truths
8. Outspoken
9. Powerful and persuasive speaker
10. Distraught over the sins of others
11. Sees their own shortcomings and those of others
12. Desires to see God's plans take place
13. Promotes spiritual growth in others
14. Fanatical about integrity
15. Strongly communicates what they perceive
16. Self-examiner
17. Opinionated and holds to convictions
18. Holds to a high standard
19. Desperately desires to obey God

CHALLENGES OF THE PROPHET/PERCEIVER:

1. May be judgmental and upfront
2. Delights in goal accomplishment not forward progress
3. Forcefully pushes others toward spiritual growth
4. Intolerant of other views
5. Struggles with self-image

PLACES IN THE CHURCH BODY WHERE THIS GIFT COULD BE UTILIZED:

1. Small group leader
2. Any type of lay counseling
3. Security at any church function
4. Providing oversight of any ministry function
5. Great mentors and peacemakers

SERVER

A server has the God-given ability to recognize a need and administer assistance to others. In relation to other believers, this releases them to utilize their God-given gifts (e.g. Deacons in Acts 6:1-6; 1 Corinthians 12:28; and Romans 12:7).

CHARACTERISTICS OF A SERVER:

1. Willingly meets the needs of others
2. Has a hands on approach
3. Precise and orderly
4. Detail oriented
5. Friendly
6. Has trouble turning others away
7. More interest in others than self
8. More short term orientated than long term
9. Actively expressive rather than verbally expressive
10. Desires appreciation
11. Goes above and beyond what is asked of them
12. Enjoys being helpful
13. High energy level
14. Orderly; does not like clutter
15. Perfectionist
16. Places an importance on serving
17. Would rather do than delegate
18. Supports the leadership

CHALLENGES FOR THE SERVER:

1. Criticizes those who are not serving
2. Helps others to the extent of neglecting personal family
3. So enthusiastic to help, may come across as pushy
4. Does not like to be served
5. Saddened when unappreciated

PLACES IN THE CHURCH BODY WHERE THIS GIFT COULD BE UTILIZED:

1. Hospitality ministry
2. Children's ministry
3. Homeless ministry
4. Taking meals to ill or injured
5. Set-up or tear down at special events
7. Serving anywhere, anytime, anyway
8. Construction of any type
9. Maintenance of anything
10. Putting together anything with the hands

TEACHER

The God-given ability to study, research, explain and communicate truth (e.g. Paul andTimothy in 2 Timothy 2:2).

CHARACTERISTICS OF A TEACHER:

1. Logical presenter of truth
2. Confirms truth by examining facts
3. Enjoys study and investigation
4. Knows how to do word studies
5. Uses biblical illustrations
6. Detests Scripture used out of context
7. Establishes truth biblically
8. Objective rather than subjective
9. Extensive vocabulary
10. Accurate presenter of truth
11. Tests the information of others
12. Favors teaching over evangelism
13. Starts with Scripture when answering questions
14. Intellectual
15. Disciplined
16. Emotionally stable
17. Has a close circle of friends
18. Strong convictions based on solid research
19. Believes God's truth leads to life change

CHALLENGES FOR THE TEACHER:

1. Can neglect application in exchange for information download
2. Slow to accept views of other
3. Prideful due to knowledge
4. May be legalistic and dogmatic
5. Easily distracted by love of new interests

PLACES IN THE CHURCH BODY WHERE THIS GIFT COULD BE UTILIZED:

1. Small group leader
2. Bible study leader - Men's ministry, Women's ministry, Children's ministry
3. Rock U instructor
4. Research assistant
5. Developer of curriculum
6. Child, youth, teen mentor

EXHORTER

The God-given ability to draw near to individuals in time of need; encouraging and counseling them accurately with the Word of God; and persuading them to take courage in the face of something they must do or assuring them to take comfort because of something that has occurred (E.g. Barnabas in Acts 4:36-37; 9:26-27; 11:19-26; and 15:36-41).

CHARACTERISTICS OF A EXHORTER:

1. Verbally encouraging
2. Likes to apply the Word rather than investigate it
3. Prefers practical application over theological truth
4. Works best with others
5. Verbally encourages others to excel in ministry
6. Loves to do personal counseling
7. Loves to talk
8. Excels in communication
9. Perceives trials as opportunities for personal growth
10. Has a positive attitude
11. Easily makes decisions
12. Prefers to quickly resolve problems
13. Needs to bounce ideas off others

CHALLENGES FOR THE EXHORTER:

1. Frequently interrupts others
2. Uses Scripture out of context
3. Out spoken and opinionated
4. Slightly overconfident

PLACES IN THE CHURCH BODY WHERE THIS GIFT COULD BE UTILIZED:

1. Lay counseling
2. Stephen minister
3. Table facilitator
4. Hospitality ministry
5. Drama ministry
6. Nursing home ministry
7. Homeless Ministry Team
8. Small group leader
9. Anyplace where encouragement is needed

GIVER

The God-given ability to give freely of what God has entrusted to them. This includes giving time, material goods and financial resources with joy and eagerness and without any “ulterior motives” that would benefit the giver (E.g. David in I Chronicles 29:1-19).

CHARACTERISTICS OF A GIVER:

1. Gives as led by the Spirit
2. Freely and happily gives
3. Often gives anonymously
4. Understands giving is an intricate part of serving
5. Takes pleasure in meeting the needs of others
6. Gives not only quantity but quality
7. Gives to bless and enhance ministries
8. Sees hospitality as a chance to give
9. Financially wise
10. Strongly believes in tithes and offerings
11. Understands that God owns everything
12. Strong business skills
13. Appreciates value
14. Is not gullible

CHALLENGES FOR THE GIVER:

1. Tends to be controlling with money
2. Pressures others to be more generous
3. May over commit
4. Uses financial giving as a way out of other requirements
5. Leads others on guilt trips

PLACES IN THE CHURCH BODY WHERE THIS GIFT COULD BE UTILIZED:

1. Homeless ministry
2. Small group leader
3. Fundraising
4. Any serving opportunity
5. Hospitality ministry
6. Financial counseling ministry Team
7. Support of church special projects (i.e. building)
8. Financially support any ministry

LEADERSHIP / ADMINISTRATION

The God-given ability to lead others in meaningful endeavors which demonstrates personal care and concern in order to meet the needs of others and encourage their growth (E.g. Fathers in I Tim. 3:4-5; 12).

CHARACTERISTICS OF LEADERSHIP / ADMINISTRATION:

1. Motivates others to action
2. Clearly communicates
3. Thrives when given authority
4. Happily receives authority when given
5. Naturally assumes leadership when there is a lack
6. Takes on long-term projects
7. Is a visionary
8. Has good networking abilities
9. Delegates well
10. Takes criticism well
11. Is passionate and enthusiastic
12. Enjoys accomplishing goals
13. Gives credit to others
14. Meets challenges as they arise
15. Is a natural and capable leader
16. Understands the Big picture
17. Discards what does not work and keeps what does
18. Enjoys people
19. Dislikes the mundane routine

CHALLENGES FOR THE LEADER / ADMINISTRATOR:

1. May have trouble dealing with opposition
2. May become callous due to constant criticism
3. Pushes hard to the point of neglecting family
4. Ignores family responsibilities due to love of work

PLACES IN THE CHURCH BODY WHERE THIS GIFT COULD BE UTILIZED:

1. Small group leader
2. Jr. High ministry
3. High School ministry
4. College ministry
5. Singles ministry
6. Prison ministry
7. Any type of leadership/oversight role
8. Creator of new ministries
9. Coach of Sports ministries

MERCY / COMPASSION

The God-given ability to have immediate compassion for those who are suffering combined with great joy in meeting their needs (E.g. the Good Samaritan in Luke 10:30-37).

CHARACTERISTICS OF MERCY / COMPASSION:

1. Loves to love
2. Searches out the good in people
3. Brings out the good in people
4. Recognizes the spiritual and emotional condition of others
5. Acts out of concern for others
6. Cares for the emotional, spiritual, and physical well being of others
7. Considers others more important than self
8. Chooses words carefully
9. Recognizes the affect words can have
10. Detects insincerity
11. Loves to be thoughtful
12. Is trustworthy
13. Non-confrontational
14. Unusually cheerful
15. Thinks with the heart rather than the head
16. Rejoices and/or grieves with others

CHALLENGES FOR THE MERCY/COMPASSION:

1. Overly sensitive
2. Caring may be misunderstood by the opposite sex
3. Easily takes up others problems that are not their own
4. Thinking with their heart leads to indecision
5. Can be easily hurt by others unintentionally

PLACES IN THE CHURCH BODY WHERE THIS GIFT COULD BE UTILIZED:

1. Small group leader
2. Homeless ministry
3. Counseling ministry
4. Hospitality of any sort
5. Visitation and follow-up
6. Prison ministry
7. Greeters
8. Any type of phone work
9. Children’s ministry

IMPORTANT REMINDERS

Keep in mind that oftentimes the Holy Spirit gives us more than one gift which serves to keep our other gift (gifts) in check or harmonize to create a blended gift that God uses in unique ways. This is another reason why each and everyone of us has a unique role to play in the Kingdom even if your gift may seem just like someone else you know!

1. Scripture commands us to minister in many areas whether or not we have the corresponding spiritual gift(s). For example Scripture clearly tells us that some have the following gifts, yet all are to minister in these ways…Gifts to some Commands to all

Ministering (serving) Serve one another (Galatians 5:13)

Exhortation Exhort each other (Hebrews 10:25)

Giving all give (2 Corinthians 9:7)

Teaching Make Disciples (Matthew 28:19)

Showing Mercy Be kind (Ephesians 4:32)

Faith Walk by faith (2 Corinthians 5:7)

Evangelism all witness (Acts 1:8)

Oftentimes as we are faithful to these commands, after we discover our particular spiritual gift(s).

2. No matter what spiritual gift(s) we have received, the Christian virtue of love must accompany the exercise of those gifts; otherwise, they will prove unfruitful. “If I speak with the tongues of men and of angels, but do not have love, I have become a noisy gong or a clanging cymbal. And if I have the gift of prophecy, and know all mysteries and all knowledge; and if I have all faith, so as to remove mountains, but do not have love, I am nothing. And if I give all my possessions to feed the poor, and if I deliver my body to be burned, but do not have love, it profits me nothing.” 1 Corinthians 13:1-3

THE DIFFERENCE BETWEEN GIFTS AND TALENTS:
Talents have to do with techniques and methods; gifts have to do with spiritual abilities.
Talents depend on natural ability, gifts on spiritual endowment. Talents instruct, inspire, or entertain on a natural level. However, when a gift is exercised, something supernatural happens in and through the one who is ministering.

CONCLUSION:
Your God-given personality, talents, abilities and spiritual gifts all work together to make you uniquely you! “Whoever serves is to do so as one who is serving by the strength which God supplies; so that in all things God may be glorified through Jesus Christ, to whom belongs the glory and dominion forever and ever. Amen.” 1 Peter 4:11