

# Spiritual Gift Assessment

## *Step One: Gift Exploration*

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Complete your Gift Exploration by circling answers on the Gift Exploration Grid provided at the end of the question list. When the Grid is completed refer to the letter in the Gift Exploration Key below.

### *Gift Exploration Key*

A. Helps	G. Evangelism	M. Teaching
B. Mercy	H. Shepherding	N. Prophecy
C. Knowledge	I. Giving	O. Apostleship
D. Wisdom	J. Discernment	P. Craftsmanship
E. Faith	K. Leadership	Q. Intercession
F. Encouragement	L. Administration	R. Hospitality

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## ***Gift Exploration***

Rate each statement according to the degree of satisfaction you have had or anticipate you would have in the situation described.

Rating Scale: 0 = Not at all 1 = Little 2 = Some 3 = Much \*please record rating on Gift Exploration Grid on page 6.

1. I enjoy looking for opportunities to help others in their task.
2. I enjoy gaining an understanding of people with special needs.
3. I assimilate information from several sources to find the answer to a question.

4. I enjoy giving practical solutions to problems from Scripture.
5. I am trusting God to do what He promises in Scripture.
6. I enjoy patiently listening to people who are discouraged rather than directing them to someone else.
7. I feel joyfully confident in sharing the reality of the living Christ.
8. I enjoy having responsibility for the spiritual care of a class of children, youth or adults.
9. I enjoy seeking out Christian projects that need money rather than waiting for appeals for funds.
10. I distinguish between a work that centres in Christ and a counterfeit without doing a lot of research.
11. I enjoy serving as chairperson of a committee.
12. I enjoy giving direction to people under my supervision and making decisions that affect them.
13. I bring about changes in attitude, values, or conduct through the communication of biblical truths.
14. I sense conditions that are not pleasing to God and speak boldly to correct them.
15. I am being accepted as a spiritual authority among churches.
16. I enjoy helping the church by using my creative or regular work skills.
17. I am joyfully praying for others on a regular basis.
18. I enjoy entertaining guests in my home as a ministry.
19. I enjoy performing support task that free a Christian leader, so they may do things they do best.
20. I enjoy visiting cheerfully those in hospital, prisons, or rest homes.
21. I read the Bible and other books regularly to gain knowledge.
22. I enjoy applying biblical principles to help others in problem situations.
23. I am being assured by the Lord that He will do a seemingly impossible task for the furtherance of His work.

24. I maintain a belief in a person in the midst of repeated failings.
25. I enjoy talking with others about my experience in trusting Christ as Saviour and Lord.
26. I enjoy following up on a struggling or neglected member of the church.
27. I enjoy earning money with the purpose of supporting Christian work.
28. I am able to detect if a person is genuine.
29. I enjoy guiding a group in formulating its goals and purposes.
30. I enjoy planning out the details in order to guide a group in its work.
31. I enjoy guiding believers in a patient, positive and loving way through sharing the scripture.
32. If I see ego I tend to point it out and encourage people to change their lives.
33. I enjoy strategizing for the establishment of new churches.
34. I enjoy making needed furniture or equipment for the Lord's work.
35. I find frequent positive results from prayer.
36. I enjoy using my home for get-acquainted potlucks for new people.
37. I enjoy doing routine tasks that help to carry out a ministry.
38. I enjoy working with physical or emotional problems to alleviate suffering.
39. I enjoy gaining an understanding of difficult passages of scripture.
40. I am better at indicating what should be done rather than why it should be done.
41. I am willing to sacrifice and work hard to accomplish a seemingly impossible task.
42. I am willing to give time to someone who has been "written off" by others.
43. I enjoy reaching out to the un-churched rather than working with the growth and equipping of believers.
44. I enjoy praying for specific needs of a list of people who look to me for care.
45. I enjoy giving sacrificially and joyfully for the work of the Lord in the confidence that God will meet my needs.
46. I quickly sense a person's motivation.

47. I generate excitement among others about the goals of the church.
48. I enjoy monitoring the progress of a program for quality and cost.
49. I devote a large amount of time to study the Bible and related resources.
50. I sense an urgency to share a message from God regarding a current societal problem.
51. I enjoy being called on by the churches to give counsel for their problems.
52. I enjoy making clothing or other items to provide for the needy at home or abroad.
53. I am discovering that prayer is a fulfilling and rewarding experience.
54. I enjoy using my home for neighbourhood bible study.
55. I enjoy doing tasks that are supportive to others in leadership rather than being a leader of others.
56. I enjoy assisting the handicapped.
57. I enjoy bringing insight from study that will help the Christian cause.
58. I have an intuitive sense of direction in the midst of a complicated issue.
59. I believe that God will do great work in our church.
60. I enjoy bringing help to the guilty, perplexed, depressed, afflicted and wavering.
61. I enjoy counselling those who have indicated openness to Christ.
62. I enjoy spending time with a group or an individual in order to build relationships.
63. I give without thought of recognition or the response of the recipient.
64. I enjoy being asked for my evaluation of something as to whether it is genuine or false.
65. I enjoy motivating others to get involved in the Lord's work.
66. I enjoy spending time with others to meaningfully involve them.
67. I enjoy giving time to discovering resources and preparing aids that will be useful in communicating biblical truth.

68. I feel strongly that God has given me a special message to share that edifies, warns or rebukes others.
69. I find others are willing to follow my counsel on spiritual matters.
70. I enjoy being asked to use my creative, decorative, or artistic skills for Christ's work.
71. I am being drawn to prayer frequently each day for significant periods of time.
72. I find that getting my home ready for guests is a pleasure.
73. I enjoy working behind the scenes to facilitate the work of the church.
74. I enjoy loving and aiding the seemingly unlovable.
75. I enjoy sorting out the significant from the secondary facts on an issue.
76. I enjoy discovering practical ways of applying biblical truths to life.
77. I find excitement rather than discouragement in super difficult challenges.
78. I enjoy challenging the complacent and redirecting those that are struggling.
79. I am sensitive to the feelings, needs and desires of non-Christians.
80. I enjoy staying with a group over a period of a year or more to provide guidance and continuity.
81. I view giving as an investment with spiritual return for the kingdom of God.
82. I give reliable evaluation as to whether a teaching is of God.
83. I am knowledgeable as to how the church can move forward in its ministry.
84. I enjoy organizing the efforts of a group so as to reach its goal.
85. I enjoy working through the complexities of a scripture passage so that its truth can be shared in a clear and concise way.
86. I enjoy telling others what God has chosen to reveal to me.
87. I enjoy gathering a new group of converts to form a new church.
88. I enjoy using my skills to maintain and beautify the church property or grounds.
89. I believe deeply that God releases His power in response to my prayers.

90. I am discovering the joy of sharing life with my guests around my dining room table.

## ***Gift Exploration Grid***

Rating scale: 0 = Not at all 1 = Little 2 = Some 3 = Much Rating Chart  
(circle the appropriate number in the box)

					TOTAL		RANK
1 0 1 2 3	19 0 1 2 3	37 0 1 2 3	55 0 1 2 3	73 0 1 2 3		A	
2 0 1 2 3	20 0 1 2 3	38 0 1 2 3	56 0 1 2 3	74 0 1 2 3		B	
3 0 1 2 3	21 0 1 2 3	39 0 1 2 3	57 0 1 2 3	75 0 1 2 3		C	
4 0 1 2 3	22 0 1 2 3	40 0 1 2 3	58 0 1 2 3	76 0 1 2 3		D	
5 0 1 2 3	23 0 1 2 3	41 0 1 2 3	59 0 1 2 3	77 0 1 2 3		E	
6 0 1 2 3	24 0 1 2 3	42 0 1 2 3	60 0 1 2 3	78 0 1 2 3		F	
7 0 1 2 3	25 0 1 2 3	43 0 1 2 3	61 0 1 2 3	79 0 1 2 3		G	
8 0 1 2 3	26 0 1 2 3	44 0 1 2 3	62 0 1 2 3	80 0 1 2 3		H	
9 0 1 2 3	27 0 1 2 3	45 0 1 2 3	63 0 1 2 3	81 0 1 2 3		I	
10 0 1 2 3	28 0 1 2 3	46 0 1 2 3	64 0 1 2 3	82 0 1 2 3		J	
11 0 1 2 3	29 0 1 2 3	47 0 1 2 3	65 0 1 2 3	83 0 1 2 3		K	
12 0 1 2 3	30 0 1 2 3	48 0 1 2 3	66 0 1 2 3	84 0 1 2 3		L	
13 0 1 2 3	31 0 1 2 3	49 0 1 2 3	67 0 1 2 3	85 0 1 2 3		M	
14 0 1 2 3	32 0 1 2 3	50 0 1 2 3	68 0 1 2 3	86 0 1 2 3		N	
15 0 1 2 3	33 0 1 2 3	51 0 1 2 3	69 0 1 2 3	87 0 1 2 3		O	
16 0 1 2 3	34 0 1 2 3	52 0 1 2 3	70 0 1 2 3	88 0 1 2 3		P	

17 0 1 2 3	35 0 1 2 3	53 0 1 2 3	71 0 1 2 3	89 0 1 2 3		Q	
18 0 1 2 3	36 0 1 2 3	54 0 1 2 3	72 0 1 2 3	90 0 1 2 3		R	

## GIFT DESCRIPTIONS

### ADMINISTRATION

The divine enablement to understand what makes an organization function, and the special ability to plan and execute procedures that increase the church's organizational effectiveness.

1 Corinthians 12: 28, Acts 6:1-7

Biblical Example: Joseph: Genesis 41: 33-57

Develop strategies, facilitate organization, manage people, co-ordinate tasks  
Are thorough, organized, efficient, conscientious

Watch Out! Can lose sight of the real goal, stifle vision with details, be inflexible

### APOSTLESHIP

The divine enablement to lead, inspire and develop the churches of God by the proclamation and the teaching of true doctrine.

1 Corinthians 12: 28-29, Ephesians 4: 11-12

Biblical Example: Paul: Acts 17: 16-34

Pioneer/establish ministries/churches, culturally sensitive, exercise vision for mission

Are adventurous, adaptable, persevering

Watch Out! Need to have church support, can be pessimistic and/or misuse authority

### CRAFTSMANSHIP

The divine enablement to facilitate ministry through the creative construction of necessary tools for ministry.

Exodus 31:3, Acts 9:36-39

Biblical Example: Belzalel: Exodus 31: 2

Use their skilled hands and tools to work with wood, material, paint to make things  
Are handy, practical, skilled, creative

Watch Out! Undervalue gift, need to work in team, be a 'means' not an end

## CREATIVE COMMUNICATION

*The divine enablement to communicate God's truth through a variety of arts.*

Psalm 150: 3-5, Mark 4: 2, 33

Develop and use variety and creativity to express God's message in a captivating way

Are imaginative, talented, unconventional

Watch Out! Overly sensitive, not always a team player, must be sure to glorify God

## DISCERNMENT

The divine enablement to know with assurance whether some behaviour is of God or of Satan.

1 Corinthians 12: 10, Acts 5: 1-4

Biblical Example: Peter and Simon: The Sorcerer Acts 8: 18-24

Distinguish truth and what is right from that which is impure, sense evil

Are perceptive, insightful, challenging

## ENCOURAGEMENT

The divine enablement to reassure, strengthen, and affirm those who are discouraged or wavering in their faith.

Romans 12: 6-8, Acts 15: 30-32

Biblical Example: Barnabas: Acts 11: 23-24

Listen, sympathize, comfort and sometimes challenge people in their relationship with God

Are supportive, open, affirming, circumspect

Watch Out! Lose sight of reality, too quick to problem solve, always need to be honest

## EVANGELISM

The divine enablement to effectively communicate the message of Christ to unbelievers so they can respond in faith and discipleship.

Ephesians 4: 11, Luke 19: 1-10

Biblical Example: Philip: Acts 8: 26-38

Communicate with clarity and conviction, seek out and create opportunities to share

Are sincere, confident, open

Watch Out! Can become critical of those without gift, sometimes prideful and insensitive

## FAITH

*The divine enablement to have extraordinary confidence in God's promises, power, and presence so that they can take heroic stands for their future of God's work in the church.*

1 Corinthians 12:9, Hebrews 11. 1

Biblical Example: The Centurion: Matthew 8: 5-10

Believe promises of God, act in confidence, ask God and trust Him for provision Are hopeful, optimistic, inspiring

Watch Out! Need to act on faith, don't look down on others, listen to others

## GIVING

The divine enable to contribute money and material resources to the work of the Lord with cheerfulness and liberality.

Romans 12: 8, 2 Corinthians 8: 1-7

Biblical Example: Early Church: Acts 4: 32-35

Make money, manage finances, adapt lifestyle, sacrifice to provide for church Are cheerful, responsible, free

Watch Out! Pride, think only wealthy can give, try to set own agenda

## HEALING

*The divine enablement to call on God to cure an illness and restoration of person's health in a supernatural way.*

1 Corinthians 12: 7,9, Mark 2: 1-12

Demonstrate God's power, bring restoration to people, pray, touch and speak words to bring a miracle

Are compassionate, humble, obedient

Watch Out! God determines miracles, not everyone is healed, can experience burnout

## HELPS

The divine enablement to attach spiritual value to the accomplishment of practical and necessary tasks that support the body of Christ.

Romans 12:7, 1 Corinthians 12:28

Biblical Example: Administrators in Early Church: Acts 6: 1-4

Serve behind the scenes and find fulfillment in enabling others to do work Are practical, willing, reliable and loyal

Watch Out! Can't say no, undervalue contribution, set own agenda

## HOSPITALITY

The divine enablement to open their homes willingly and offer lodging, food, and fellowship cheerfully to other people.

1 Peter 4: 9-10, Hebrews 13: 1-2

Biblical Example: Lydia: Acts 16: 13-15

Create opportunities and environments to make people feel welcome and valued Are friendly, inviting, caring

Watch Out! Cause stress to own family, burn out, too much emphasis on hosting and not relationship

## INTERCESSION

The divine enablement to pray for extended periods of time with great positive effect for the building of the Kingdom.

Romans 8: 26-27, Colossians 1: 9-12

Feel compelled, are daily aware, and convinced God moves in response to prayer Are caring, sincere, responsive

Watch Out! Can appear holier than thou, undervalue gift, don't fulfill other responsibilities

## KNOWLEDGE

The divine enablement to understand in an exceptional way the great truths of God's word and to make them relevant to specific situations in the church.

1 Corinthians 12: 8, Mark 2: 6-8 Biblical example: Luke

Search and receive truth, organize information and share insights

Are inquisitive, studious, truthful

Watch Out! Ensure message comes from God, prideful, unwilling to share information

## LEADERSHIP

The divine enablement to instill vision, to motivate, and to direct people to accomplish the work of ministry.

Romans 12: 8, Hebrews 13: 17

Biblical Example: Joshua: Joshua 1: 1-9

Motivate, direct and present the big picture and set goals to achieve vision Are visionary, influential, trustworthy

Watch Out! Be a servant, take time to develop relationships, examine motives

## MIRACLES

The divine enablement to call on God to do supernatural acts which glorify Him.

1 Corinthians 12: 10, 28-29, John 2: 1-11

Express confidence in God's ability to intervene and see Him do it

Claim God to be the source of the miracle and glorify Him

Are bold, authoritative, convincing

Watch Out! Miracles can be acts of God, selfishness, not feel responsible for success

## MERCY

The divine enablement to minister cheerfully and appropriately to people who are suffering.

Romans 12: 8, Matthew 5: 7

Biblical Example: Jesus and the Woman of Samaria John 4: 1-30

Address the hurts and needs of suffering, lonely, oppressed and challenged Are compassionate, caring, sensitive, joyful

Watch Out! Righteous indignation, feel unappreciated, over-burdened

## PROPHECY

The divine enablement to proclaim *God's truth with power and clarity in a timely* and culturally sensitive fashion for correction, repentance, or encouragement. Romans 12: 6, 2 Peter 1: 19-21

Biblical Example: John: Revelation 2

Speak words that cause conviction and response, warn, see and tell truth Are discerning, bold, authoritative

Watch Out! Attitude, speak with love and passion, support with Scripture

## SHEPHERDING

The divine enablement to guide, care for, and nurture individuals or groups in the Body as they grow in their faith.

Ephesians 4: 11-12, John 10: 1-18

Biblical Example: Jesus and the disciples

Lead and protect with a long-term perspective, providing guidance and relationship Are supportive, relational, nurturing

Watch Out! Come on too strong, sometimes say no, can abuse position of influence

## TEACHING

The divine enablement to understand, clearly explain, and apply the Word of God to the lives of listeners.

Romans 12: 7, Acts 18: 24-28

Biblical Example: Peter and John: Acts 3: 11-4:4

Communicate Biblical truth with attention to accuracy and detail Are knowledgeable, analytical, perceptive

Watch Out! Overkill on information, miss application, pride

## TONGUES/INTERPRETATION OF TONGUES

The divine enablement to speak/interpret in a language, known or unknown to others, supernaturally.

1 Corinthians 12: 7, 10, Acts 2: 1-11

Express with interpretation a word from God given through the Spirit, speak in an unlearned language, worship God and experience Him in a unique way

Are sensitive, spontaneous, responsive

Watch Out! Need an interpreter, expect others to participate, need to build the body

## WISDOM

*The divine enablement to understand God's will and work as it is related to the living of life.*

1 Corinthians 12: 8, James 3: 13-18

Biblical Example: Peter, Paul and James at Council of Jerusalem: Acts 15: 5-19

Receive and share divinely given understanding and solutions, hear Spirit Are wise, insightful, open

Watch Out! Need patience, may not want to share difficult information, dependence

HOW DO YOU BEGIN using your gifts, nurture and develop them?

Pray that God will reveal next steps for you

Mini-serving opportunities

Talk to leaders and servers

Learn the value of apprenticing

Read about gifts and serving

Look for announcements about serving opportunities

Look for affirmation

How will you 'fan into flame' the gift which God has given you?