

Spiritual Gift Assessment

Directions for Assessment:

- 1) Record your response to each question as honestly & realistically as possible using the following scale: 3—Consistently; 2—Usually; 1—Sometimes; 0—Never
 - 2) Using the Answer sheet at the end of the questionnaire, record your response in each block whose number corresponds to that number statement in the questionnaire.
 - 3) It is important that your answers be an honest assessment of who you are, not who others think you are, not who think you should be or who you would like to be someday.
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|--|---|---|---|---|
| 1. I can quickly identify the emotional condition of others. | 3 | 2 | 1 | 0 |
| 2. I see potential in people, even when they are discouraged or defeated. | 3 | 2 | 1 | 0 |
| 3. I like to be personally involved in the long-term development of others. | 3 | 2 | 1 | 0 |
| 4. I enjoy doing practical tasks that free others to do their jobs better. | 3 | 2 | 1 | 0 |
| 5. I enjoy studying the Bible for large amounts of time. | 3 | 2 | 1 | 0 |
| 6. I tend to analyze problems quickly and arrive at effective solutions. | 3 | 2 | 1 | 0 |
| 7. I see through people and their motives even when I don't know them well. | 3 | 2 | 1 | 0 |
| 8. I love to talk to non-Christians about Jesus Christ. | 3 | 2 | 1 | 0 |
| 9. When I study the Bible, I also strategize how I could effectively teach it. | 3 | 2 | 1 | 0 |
| 10. I often feel compelled to warn others about sin. | 3 | 2 | 1 | 0 |
| 11. I enjoy creating a vision & goals that will accomplish a mission. | 3 | 2 | 1 | 0 |
| 12. I am good at organizing details, people & tasks. | 3 | 2 | 1 | 0 |
| 13. I often believe God will act in a situation despite contrary evidence. | 3 | 2 | 1 | 0 |
| 14. I love to give money & resources to churches and/or charities. | 3 | 2 | 1 | 0 |
| 15. I am drawn to people with physical, mental or emotional problems. | 3 | 2 | 1 | 0 |

16. I love helping people find practical steps to grow spiritually.	3	2	1	0
17. I am patient with people who are making slow progress in achieving their goals.	3	2	1	0
18. I would rather do tasks for an event that plan the event.	3	2	1	0
19. I am good at organizing research so that it is easier to use.	3	2	1	0
20. I seek ways to incorporate Biblical knowledge into wise decision-making.	3	2	1	0
21. I can sense when a teaching or teacher is not true to God's Word.	3	2	1	0
22. I purposely build relationships with people who are different than me.	3	2	1	0
23. I tailor explanations of Bible truths to an audience's learning style and maturity.	3	2	1	0
24. I strongly sense what God would have me say in specific situations.	3	2	1	0
25. I am drawn to vision & goal setting more than doing tasks.	3	2	1	0
26. I enjoy developing strategies to reach goals.	3	2	1	0
27. I easily accept God's promises at face value & apply them without doubt.	3	2	1	0
28. I enjoy giving anonymously.	3	2	1	0
29. I am creative at comforting distressed people through words or actions.	3	2	1	0
30. I enjoy finding strategies to bring out people's potential.	3	2	1	0
31. I want to know everything about a person when I consider helping them.	3	2	1	0
32. I see great value in the behind-the-scenes tasks that are needed to accomplish any plan.	3	2	1	0
33. I enjoy researching difficult subjects including original word languages and history.	3	2	1	0
34. I find it easy to see the possible consequences of situations or decisions.	3	2	1	0
35. I can detect dishonesty or deceit even when others cannot.	3	2	1	0

36. I look for ways to share the gospel more effectively with non-Christians.	3	2	1	0
37. I find great satisfaction sharing with others what I learn from studying the Bible.	3	2	1	0
38. I am passionate when I challenge others to believe & obey God.	3	2	1	0
39. I enjoy inspiring people to join in a mission or goal.	3	2	1	0
40. I like to plan how to utilize people & resources more effectively.	3	2	1	0
41. I find it easy to see God's plan in unlikely situations & to work to accomplish His will.	3	2	1	0
42. It is important to me to give generously to my local church and others.	3	2	1	0
43. People tell me that I am insightful and understand their feelings	3	2	1	0
44. I have successfully brought out potential in people even when others have given up.	3	2	1	0
45. I have received great joy from being able to disciple a group of Christians.	3	2	1	0
46. I consistently find ways to help behind the scenes.	3	2	1	0
47. I have spent large amounts of time studying the Bible with little need to share what I have learned with others.	3	2	1	0
48. I have effectively arrived at solutions for complex or confusing problems.	3	2	1	0
49. I have correctly seen when a person is not what they appear to be.	3	2	1	0
50. I often help lead people to begin a relationship with Jesus.	3	2	1	0
51. I have effectively presented the Bible so that others learn.	3	2	1	0
52. I have confronted people or groups when they are in error.	3	2	1	0
53. I have been able to lead a group of people to accomplish a goal.	3	2	1	0
54. I have successfully developed plans & resources to achieve a goal.	3	2	1	0
55. I regularly trust God and see Him do the impossible.	3	2	1	0

56. I consistently give more than 10% to my local church.	3	2	1	0
57. I creatively use words & actions to comfort people who are suffering.	3	2	1	0
58. I have taught others practical Biblical steps for problem solving and spiritual growth.	3	2	1	0
59. I have committed to long-term caring relationships with people.	3	2	1	0
60. I often complete small tasks myself rather than delegate to others.	3	2	1	0
61. I have successfully organized diverse research so that others found it easier to use.	3	2	1	0
62. People look to me for Biblical solutions to complicated problems.	3	2	1	0
63. I can easily detect Biblical error in politics, history, current events, etc.	3	2	1	0
64. I purposely have many friends that believe differently than I do.	3	2	1	0
65. I have effectively tailored Bible studies to an audience's maturity and learning style.	3	2	1	0
66. I have often delivered urgent messages to others that I believe God has given me to share.	3	2	1	0
67. I have effectively set visions & goals to accomplish a mission.	3	2	1	0
68. I am successful at finding the right people to do the right job at the right time.	3	2	1	0
69. I have often understood God's plan for my life and have peace about it.	3	2	1	0
70. I limit my lifestyle so that I can give more to others.	3	2	1	0
71. I routinely care for others suffering emotional, mental or physical pain.	3	2	1	0
72. I am often able to encourage others to take practical steps of faith.	3	2	1	0
73. I have successfully led a group of people and met their needs for guidance and growth.	3	2	1	0
74. I consistently find great satisfaction in doing routine tasks.	3	2	1	0

- 75. People tell me that I am good at analyzing difficult Biblical passages. 3 2 1 0
- 76. I consistently arrive at the wise solutions to complicated problems. 3 2 1 0
- 77. My “sense” of whether a person or work is from God is usually confirmed later. 3 2 1 0
- 78. I am effective at tailoring the gospel message so it fits a person’s felt needs. 3 2 1 0
- 79. People tell me that I am good at helping them learn the Bible. 3 2 1 0
- 80. I speak passionately when I challenge others to believe & obey God. 3 2 1 0
- 81. I have successfully inspired people to join me in accomplishing ministry goals. 3 2 1 0
- 82. I have developed the needed systems to organize an event or ministry. 3 2 1 0
- 83. I have inspired others to believe God can & will do the impossible. 3 2 1 0
- 84. I have effectively met the financial needs of an individual or ministry. 3 2 1 0

- **Now go back through this assessment and record your response in the appropriate numbered box. If you put down a 3 for statement number 1, then put a 3 in that box and so on until all 84 responses are in their corresponding box on the chart below.**

1	2	3	4	5	6	7	8	9	10	11	12	13	14
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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
Total													
M	E	S	S	K	W	D	E	T	P	L	A	F	G

- **Now add up your score for each column and place the sum in the box at the bottom for each column. Below you will find the corresponding letter to match your score to your spiritual gift tendencies.**

M — Mercy/Intercession

E — Evangelism/Apostleship (Missions)

E — Encouragement/Intercession

T — Teaching

S — Shepherding

P — Prophecy, Preaching

S — Service, Helps

L — Leadership

K — Knowledge

A — Administration

W — Wisdom

F — Faith

D — Discernment

G — Giving/Hospitality

- **Finally, circle your top three and record these findings in the spiritual gifts section of “Mapping Your Place of Ministry.”**

Explanation & Example of the Spiritual Gifts

1) **Administration**-Nehemiah

- a) The ability to organize and guide human activities in such a way that Christ's program is carried out. (1 Corinthians 12:28)
- b) Characteristics:
 - i) Able to organize ideas, tasks, people and time for Christian Service.
 - ii) Able to make effective plans to accomplish goals.
 - iii) Able to delegate important tasks to the right people at the right time.
 - iv) Effective planner
- c) Cautions:
 - i) Tendency to rely on well made plans rather than the Holy Spirit and prayer.
 - ii) Projects become more important than people do.
 - iii) A "take over" attitude may leave little room for other people's concerns or ideas.

2) **Discernment**-Peter

- a) The ability to distinguish between truth and error, to know when a person or act is of God. (1 Corinthians 12:10)
- b) Characteristics
 - i) The ability to distinguish between spiritual truth and error.
 - ii) Can detect phony or manipulative people or teachings.
 - iii) Will discriminate between good and evil in today's world.
 - iv) Ability to frequently sense when another person is troubled or burdened.
- c) Cautions
 - i) Being judgmental.
 - ii) Becoming overzealous and a heresy hunter.

3) **Encouragement**- Barnabas

- a) The ability to motivate people, through encouraging words, to live practical Christian lives. (Romans 12:8)
- b) Characteristics
 - i) People seek you out for counsel, to build or lift up (edify).
 - ii) Have sensitivity to suffering, troubled and discouraged people.
 - iii) People are motivated to love and good works by those with this gift.
- c) Cautions:
 - i) Getting so involved in people's lives that an inappropriate dependency develops.
 - ii) Over extending oneself to the neglect of other important duties.
 - iii) Over -simplify complex problems.

4) **Evangelism**-Philip

- a) The ability to present the Gospel to unbelievers in such a clear and meaningful way that people respond and become members of the Body of Christ (Ephesians 4:11)
- b) Characteristics:
 - i) Enjoys talking about Jesus to those who don't know Him

- ii) Instrumental in leading others to Christ.
- iii) Ability to make the gospel clear and understandable to non-believers.
- c) Cautions
 - i) Pride
 - ii) Relying on own powers of persuasion
 - iii) Pass negative judgment on those who don't possess this gift.

5) **Faith-Hebrews, Chapter 11**

- a) The ability to envision what God wants to happen and to be certain He is going to make it happen in response to prayer, even without concrete evidence available (1 Cor. 12:9)
- b) Characteristics
 - i) Unusual ability to take God at His word.
 - ii) Knowing God's will with certainty in specific situations.
 - iii) Have an unusual grasp of the adequacy of God
- c) Cautions
 - i) Faith without love
 - ii) Faith without works
 - iii) Judge those who may be weak in the faith

6) **Giving-Macedonian Churches, 2 Corinthians 8:2**

- a) The ability to support the Lord's work materially with generous, timely, and cheerful contributions (Romans 12:8).
- b) Characteristics
 - i) Giving above that which is expected or called for
 - ii) Assume responsibility for meeting financial needs in the community and Church
 - iii) Help others discover the joy of giving
 - iv) Spirit of self-sacrifice
- c) Cautions
 - i) Pride
 - ii) Condemn as unspiritual those who don't give as you do
 - iii) Try to influence or gain influence with gifts.

7) **Knowledge-Paul**

- a) The ability to grasp the truth about God's Word so that it applies to a contemporary world (1 Corinthians 12:8)
- b) Characteristics
 - i) Ability to draw from the truth of God's Word and be able to originate new application in a contemporary world.
 - ii) Eager to learn with a long attention span
 - iii) Able to absorb and retain unusual amounts of information
- c) Cautions
 - i) Tendency to be a loner—be absorbed in knowledge and never use it in conjunction with other gifts.
 - ii) More comfortable with ideas than individuals.

8) **Leadership-Joshua and Caleb**

- a) The ability to envision God's purpose and future plan and set goals which will inspire others to work together to accomplish those goals for the glory of God (Romans 12:8)
- b) Characteristics
 - i) Able to motivate toward specific Biblical objectives
 - ii) Have a vision for kingdom ministries
 - iii) Accepts leadership roles easily
- c) Cautions
 - i) Pride in position
 - ii) Use people to accomplish goals rather than using abilities to enhance others
 - iii) Be more authority conscious than ministry conscious.

9) **Mercy-Jesus**

- a) The ability to empathize with hurting people and to translate compassion into cheerful acts of service (Romans 12:8)
- b) Characteristics
 - i) Sick and shut-ins are blessed by your ministry
 - ii) Enjoys working with people who suffer physical mental or emotional problems
 - iii) Many times can sense when someone is hurting
- c) Cautions
 - i) Be guided by feelings more than scripture
 - ii) See only good motives in others
 - iii) Being gullible
 - iv) Being sympathetic as to never correct or reprimand.

10) **Prophecy (preaching)-Peter, Paul, Jesus**

- a) The ability to proclaim and apply God's truth so that believers may be edified, encouraged, and consoled, and non-believers convinced. (I Corinthians 12:10, 28)
- b) Characteristics
 - i) Proclaim timely and urgent messages from God's Word
 - ii) Have spiritual insights from Scripture that make you want to speak out
 - iii) Writing or speaking from Biblical perspective on crucial political issues
- c) Cautions
 - i) Pride
 - ii) Deviate to go beyond Scripture
 - iii) Negativity; you are perceived as a prophet of doom, not a bearer of good news

11) **Service- Dorcas**

- a) The ability to serve with others in their ministries by aiding them in practical ways enable them to be more effective in their work for the glory of God (Romans 12:7)
- b) Characteristics
 - i) Enjoys tasks that help others minister effectively
 - ii) Likes to do little things that help build the body of Christ

- iii) Finds practical ways to help others
- iv) Doesn't mind playing second fiddle
- c) Cautions
 - i) Finds self-esteem in doing rather than being
 - ii) Never say no; get over involved then feel you are abused
 - iii) Use the gift to secure the affection of others

12) **Shepherding-Barnabas**

- a) The ability to care for their spiritual needs of others by teaching and guiding them toward maturity (Ephesians 4:11)
- b) Characteristics
 - i) Good results in leading other Christians
 - ii) Ability to nurture, guide, mentor and lead others
 - iii) Concern for the spiritual needs of others
 - iv) Excels at one-on-one discipleship
- c) Cautions
 - i) Tendency to "smother" people
 - ii) Impatient with slow growth in new believers

13) **Teaching-Paul**

- a) The ability to communicate knowledge to others for the purpose of building up the body of Christ (Ephesians 4:11)
- b) Characteristics
 - i) Communicate truth clearly and concisely
 - ii) Ability to hold the interest of those being taught
 - iii) Desire to explain Bible principles to others
- c) Cautions
 - i) Interest in head knowledge to the neglect of heart response
 - ii) Concerned with content rather than the learner
 - iii) Think of one's self more highly than one should

14) **Wisdom-Solomon**

- a) The ability to regulate one's relationship with God by being able to apply God's truth to an immediate problem or need and help others do the same. (I Corinthians 12:8)
- b) Characteristics
 - i) Knows how to get to the heart of a problem quickly
 - ii) Thinks practically—is a problem solver
 - iii) Later analysis and evaluation confirms intuitive solutions suggested
- c) Cautions
 - i) Because of accurate self-images, may be impatient or judgmental with others
 - ii) Tendency to be non-social.
 - iii) May be harsh with those who don't see things as you do