

SPIRITUAL GIFTS ASSESSMENT

The New Testament teaches the ministry of all believers. The Holy Spirit gives various gifts to all members of the body so each member can make a contribution to the effective ministry of the entire church.

The Bible states that every believer is given at least one spiritual gift. *"Now to each one the manifestation of the Spirit is given for the common good."* 1 Corinthians 12:7. Scripture also states, *"... you will know the truth and the truth will set you free."* John 8:32.

The truth about salvation can set you free from the power and penalty of sin, and the truth about spiritual gifts can set you free to serve God by ministering to others. Understanding your unique design and giftedness will enable you to choose a ministry in which to serve that is best for you. The following assessment will help identify the gift(s) God has given you to use for His glory. Use it as a guide only, realizing that it is a man-made instrument and not inspired like scripture. Make sure the ministry area for which you volunteer will allow you to use your gifts.

Read the following statements and place a number (1-7) beside each statement that best describes how that statement fits you. Then transfer your answers to the Key Chart to determine the numerical values on each gift listed.

1 = never; 2 = very seldom; 3 = seldom; 4 = sometimes; 5 = often; 6 = very often; 7 = always.

Answer as you really feel, not as you think you "ought" to answer. This assessment is strictly between you and God. You must be completely candid with your answers in order for this assessment to be most effective in helping you determine the potential area of service with which God has blessed you.

- ___1. I work well under pressure and can get to the heart of a matter and take decisive action.
- ___2. Other people seem to have confidence in my ability to tell when something or someone is right or wrong.
- ___3. I would rather deal with someone having problems personally instead of sending them to someone else.
- ___4. I receive great satisfaction in sharing Christ freely and effectively with unbelieving persons.
- ___5. I have known God's will with certainty in a specific situation even when concrete evidence was missing.
- ___6. I joyfully assume responsibility for meeting financial needs in church and community.
- ___7. I notice and have a strong desire to meet the practical needs of others.
- ___8. I enjoy attacking Biblical problems and researching the issues.
- ___9. I enjoy taking the leadership of a group where none exists.
- ___10. People regularly express their appreciation of my presence when they are undergoing extreme difficulty.

- ___ 11. God uses me to build up, encourage and comfort other Christians by speaking to them of spiritual things.
- ___ 12. The smallness or insignificance of a task is not a consideration in my deciding whether or not to do a job if it needs to be done.
- ___ 13. I would like to see the spiritual needs of believers met and I am willing to be personally involved in nurturing and discipleship.
- ___ 14. I get excited about discovering new insights from scripture that I can share with others.
- ___ 15. I have a greater desire to learn how to apply God's word than to simply understand it.
- ___ 16. People often look to me for guidance in organizing and managing.
- ___ 17. I seem to understand people and their motives even when I know I don't know them well.
- ___ 18. I sense a great deal of identification with people having personal and emotional problems, but I am not weighed down by them.
- ___ 19. I have been instrumental in leading others to believe in Christ as their Savior.
- ___ 20. In specific cases God has given me assurance that He would do what seemed unlikely.
- ___ 21. I give cheerfully and liberally in support of the Lord's work without being presented with a specific need.
- ___ 22. I don't mind helping others even if they are undeserving or if they take advantage of me.
- ___ 23. I am ready, willing and able to defend my position on theological issues.
- ___ 24. I have a desire to help, lead, guide and direct people in an important church ministry.
- ___ 25. I enjoy turning compassion into cheerful deeds of kindness.
- ___ 26. Other believers are blessed by my ability to effectively communicate God's Word with boldness and clarity.
- ___ 27. I feel a burden to relieve others of detail work in order to free them to do their most important tasks.
- ___ 28. I would love to be in a position to equip saints for the work of the ministry.
- ___ 29. People have told me that I have an ability to explain difficult passages of Scripture.
- ___ 30. The decisions I have made or advice I have given in difficult situations have proven to be the right thing to do in most cases.
- ___ 31. I am willing to make decisions if I am convinced it is the Lord's will and the right thing to do even at the risk of being misunderstood by others.

- ___32. The evaluations I make of people or of things said is usually correct even when others didn't agree at the time.
- ___33. When someone shares a problem with me, I am able to help them from the Word of God and motivate them to act on it.
- ___34. I am at ease talking to unbelievers about their need of salvation through Jesus Christ.
- ___35. I am able to believe God will act in a situation in spite of evidence to the contrary.
- ___36. I am willing to maintain a lower standard of living in order to benefit God's work with my financial support.
- ___37. I enjoy working in the background if I can meet the practical needs of others.
- ___38. In my study of God's word I find that new insights and understanding of difficult subjects seem to come easy.
- ___39. I am constantly setting goals and objectives for myself and my ministry as a believer.
- ___40. The sight of misery makes me want to find a way to express God's love to hurting people.
- ___41. I have the ability to minister to others more from the Word of God than through my personal experiences.
- ___42. I find it difficult to say no to expressed needs in the ministries of the church.
- ___43. I am patient with and like to help Christians who are making slow progress in their Christian walk.
- ___44. I am constantly thinking of ways Biblical concepts can be presented in an intelligible and interesting way.
- ___45. I can see possible results very quickly that may come from negative situations.
- ___46. I can lead a committee in making decisions.
- ___47. I can sense when a teaching is true to God's word.
- ___48. I enjoy talking to people about their spiritual development.
- ___49. I feel comfortable in asking those to whom I witness to become a Christian.
- ___50. I find myself accepting God's promises at face value and applying them to given situations without doubt.
- ___51. I have a conviction that all I have belongs to God and I want to be a good steward to those things.
- ___52. I enjoy serving others physically or materially in order to make their burden lighter.

- ___53. I have found in studying God's word that I seem to know what a passage is saying before other believers discover it even though we are studying it at the same time.
- ___54. I have a desire to help others reach lofty spiritual goals.
- ___55. I want to reach out to people who suffer physical, mental, or emotional problems in some special way.
- ___56. I will not compromise the truth at the risk of being criticized for being narrow minded.
- ___57. I find great joy in doing things that need to be done no matter how small or trivial the task.
- ___58. I am willing to accept the responsibility to help protect weak Christians from influences that would undermine their faith.
- ___59. I can see how different Biblical truths relate to each other to form the whole.
- ___60. I find it easy to clarify people's problems for them and give them answers based on the Bible.
- ___61. I easily spot weaknesses and strengths in organizational planning.
- ___62. I have a sensitivity that enables me to know whether a teaching or writing is of the Holy Spirit, an evil spirit or a human spirit.
- ___63. I can detect potential in a person and help them reach higher levels of spirituality.
- ___64. I like going into non-Christian environments for the specific purpose of winning the unbeliever to Christ.
- ___65. When I am confronted by an obstacle, I tend to see it in terms of God's resources instead of my own resources.
- ___66. I would rather provide material resources for a project than perform some manual task.
- ___67. I have a strong sense of compassion toward needy people.
- ___68. Mastering major Biblical truths is a high priority with me.
- ___69. I have a vision of God's purposes and I desire to implement plans to lead people to accomplish them.
- ___70. My strong sense of compassion toward needy people drives me to action.
- ___71. I don't shy away from opportunities to tell of God's judgment for wrong doing and of His gracious promises to those who turn to Him.
- ___72. I see myself in more of a supporting ministry to others than being in a place of leadership.
- ___73. I am willing to work hard for unity in the local assembly of believers.

- ___74. I find it easy and enjoyable to spend time in intense study and research of the Bible, organizing my thoughts in a systematic way.
- ___75. I can see several sides of an issue and sense which way God is leading a group.
- ___76. I enjoy organizing ideas, people, resources and time for more effective ministries.
- ___77. Other believers trust my counsel about questionable matters and have confidence in my judgments.
- ___78. I would be willing to spend some time each week in a counseling ministry.
- ___79. I see people come to Christ because of my witness to them.
- ___80. I find it easy to trust God in very difficult circumstances or tragedies without hesitation or indecision.
- ___81. I believe when I give to specific causes it is an answer to someone's prayer.
- ___82. I find myself looking for opportunities to help other people.
- ___83. I am able to distinguish between pertinent principles in scripture and insignificant observations.
- ___84. If I had the opportunity, I would enjoy leading, directing and motivating others in some phase of the Lord's work.
- ___85. I would be blessed in taking part in a ministry to those who are suffering physically.
- ___86. When situations are not right, I am burdened enough to speak up and try to correct them.
- ___87. People have expressed to me their appreciation in helping relieve them of some of their responsibilities so that they may minister more effectively.
- ___88. I receive great joy from being able to disciple a group of Christians.
- ___89. I feel good defending Biblical principals in spite of opposition or ridicule.
- ___90. At times God gives me direction and understanding beyond my natural abilities.

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THE SPIRITUAL GIFTS MINISTRY KEY CHART

Copy the number values (1-7) from the statement numbers on your answer sheet to the corresponding locations on this sheet. Then add up the values for each row and put that sum in the totals column.

<u>TOTAL</u>	<u>GIFT</u>	<u>VALUES</u>					
___	ADMINISTRATION	1___	16___	31___	46___	61___	76___
___	DISCERNMENT	2___	17___	32___	47___	62___	77___
___	ENCOURAGEMENT	3___	18___	33___	48___	63___	78___
___	EVANGELISM	4___	19___	34___	49___	64___	79___
___	FAITH	5___	20___	35___	50___	65___	80___
___	GIVING	6___	21___	36___	51___	66___	81___
___	HELPING	7___	22___	37___	52___	67___	82___
___	KNOWLEDGE	8___	23___	38___	53___	68___	83___
___	LEADERSHIP	9___	24___	39___	54___	69___	84___
___	MERCY	10___	25___	40___	55___	70___	85___
___	PROPHECY	11___	26___	41___	56___	71___	86___
___	SERVICE	12___	27___	42___	57___	72___	87___
___	SHEPHERDING	13___	28___	43___	58___	73___	88___
___	TEACHING	14___	29___	44___	59___	74___	89___
___	WISDOM	15___	30___	45___	60___	75___	90___

This is a brief description of the 15 Spiritual Gifts. This is not necessarily an exhaustive list, but these are named in scripture as spiritual gifts and we see these gifts active and operating in the church today.

A Spiritual Gift is the supernatural enabling of the Holy Spirit equipping God's people to serve Him by effectively ministering to other people.

"Now **to each one** the **manifestation of the Spirit** is given **for the common good.**" 1 Corinthians 12:7

ADMINISTRATION - The ability to organize and guide human activities in such a way that Christ's program is carried out. 1 Cor. 12:28

DISCERNMENT - The ability to distinguish between truth and error, to know when a person or an act is of God. 1 Cor. 12:10

ENCOURAGEMENT - The ability to motivate people, through encouraging words, to live practical Christian lives. Rom. 12:8

EVANGELISM - 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. Eph. 4:11

FAITH - 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 when there is no concrete evidence available. 1 Cor.12:9

GIVING - The ability to support the Lord's work materially with generous, timely, cheerful contributions. Rom.12:8

HELPING - The ability to see the needs of others, and to respond willingly to meet those needs. 1 Cor. 12:28

KNOWLEDGE - The ability to grasp the truth about God's word in order to bring it into focus in a contemporary world. 1 Cor. 12:28

LEADERSHIP - The ability to envision God's purpose and plan for the future and set goals which will inspire others to work together to accomplish those goals for the glory of God. Rom. 12:8

MERCY (AND COMPASSION) - The ability to empathize with hurting people and to translate compassion into cheerful acts of service. Rom. 12:8

PROPHECY (speaking forth) - The ability to proclaim and apply God's truth so that believers may be edified, encouraged, and consoled, and non-believers convinced. 1 Cor. 12:10,28

SERVICE - The ability to serve with others in their ministries by aiding them in practical ways enabling them to be more effective in their work for the glory of God. Rom. 12:7

SHEPHERDING - The ability to oversee the spiritual lives of others and care for their spiritual needs by teaching and guiding them toward maturity. Eph. 4:11

TEACHING - The ability to communicate knowledge to others for the purpose of building up the body of Christ. Eph. 4:11

WISDOM - 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. 1 Cor. 12:8