

SPIRITUAL GIFTS DISCOVERY

INSTRUCTION GUIDE

Enjoy the process – this is not a real test! There is no right or wrong answers. Only true statements about your experience and preference according to the simple questions.

1. ANSWER THE 96 QUESTIONS RATING EACH ONE FROM 0-4 ON YOUR ANSWER SHEET.

- 0 isn't "bad" and 4 isn't "good."
- Don't think of the rating system like school grades A – B – C – D – F.
- Think of the rating system as "symbols" that indicate how much each statement is true in your life.
- When you find a question with two or more parts, and you rate any one as *not* true in your life, then mark the whole question with a low number. In other words, if you think part is true, but another part is not, rate the whole question with a low number.
- This gifts discovery is easy to "psych out" – so don't. Make it work for you by answering honestly.

2. ADD UP THE 24 ROWS OF 4 NUMBERS AND ENTER THE TOTALS IN THE "TOTAL" COLUMN.

				TOTAL	
SAMPLE:	<u>1.3</u>	<u>25.2</u>	<u>49.2</u>	<u>73.1</u>	8
	<u>2.4</u>	<u>26.4</u>	<u>50.3</u>	<u>74.4</u>	15

3. FIND YOUR 3-5 HIGHEST SCORES AND CIRCLE THE LETTERS (A THROUGH X) BY THE HIGH SCORES.

4. TURN TO THE GIFTS KEY AND FIND THE 24 GIFTS LISTED FROM A TO X.

- Write in the name of the gifts corresponding with your high scores.
- You may wish to write in all 24 gift names on your answer sheet to see your strong gifts in context with the gifts that are not your strongest.
- There is no specific number needed to "get the gift!" Your highest scores indicate which gifts are yours. For example, if you have two 7's, an 8 and two 9's as your highest scores, then those are your gifts. If you have four 16's those are your gifts.

5. TALK TO YOUR PASTOR ABOUT WHICH MINISTRIES MATCH YOUR GIFTS.

6. REMEMBER THAT ALL OF US ARE TO SERVE IN THE BODY OF CHRIST. EACH PART OF THE BODY MUST DO ITS PART OR EACH FAMILY MEMBER HAS RESPONSIBILITY IN THE HOME. THERE IS NO ROOM FOR PEW POTATOES IN THE BODY OF CHRIST.

QUESTIONS

1. I enjoy working behind the scenes, taking cares of little details.
2. I usually step forward and assume leadership in a group where none exists.
3. When in a group, I tend to notice and approach those who are alone to help them feel part of the group.
4. I have the ability to recognize a need to get the job done, no matter how small the task.
5. I have the ability to organize ideas, people and projects to reach a specific goal.
6. People often say I have good spiritual judgment.
7. I am very confident of achieving great things for the glory of God.
8. I am asked to sing or play a musical instrument at church functions.
9. God has used me to communicate the gospel in a language unknown to me.
10. Through my prayers God has made the impossible possible.
11. I have an ability to use my hands in a creative way to design and build things.
12. I have seen my prayers heal people.
13. I enjoy giving money to those in serious financial need.
14. I enjoy ministering to people in hospitals, prisons, or rest homes to comfort them.
15. I often have insights that offer practical solutions to difficult problems.
16. I have often understood issues or problems in the church and have seen answers when others didn't.
17. I enjoy encouraging and giving counsel to those who are discouraged.
18. I have an ability to thoroughly study a passage of scripture, and then share it with others.
19. I presently have the responsibility for the spiritual growth of one or more young Christians.
20. Other people respect me as an authority in spiritual matters.
21. I have an ability to learn foreign languages.
22. God often reveals to me the direction He desires the body of Christ to move.
23. I enjoy developing relationships with non-Christians, especially with hopes of telling them about Jesus.
24. Whenever I hear reports on the news or in conversations about needy situations, I am burdened to pray.

25. I would like to assist pastors or other leaders so they will have more time to accomplish their essential and priority ministries.
26. When I ask people to help me accomplish an important ministry for the church, they usually say yes.
27. I enjoy entertaining guests and making them feel “at home” when they visit.
28. I take initiative to serve and enjoy serving others, no matter how small the task.
29. I am a very organized person who sets goals, makes plans, and achieves the goals.
30. I am a good judge of character and can spot a spiritual phony.
31. I often step out and start projects that other people won’t attempt, and the projects are successful.
32. I believe I could make a positive difference on the music or worship team.
33. Praying in tongues is personally meaningful to me in my prayer life.
34. God has used me to make things happen which were far beyond human means.
35. I enjoy doing things like woodworking, crocheting, sewing, metal work, stained glass, etc.
36. I often pray for those who are physically and emotionally ill, for God to heal them.
37. I joyfully give money to the church well above my tithe.
38. I feel compassion for people who are hurting and lonely, and like to spend considerable time with them to cheer them up.
39. God has enabled me to choose correctly between several complex options in an important decision, when no one else knew what to do.
40. I enjoy studying difficult questions about God’s Word, and I am able to find answers more easily and more quickly than others.
41. I’m very fulfilled when I encourage others, especially if it’s about their spiritual growth.
42. When a question arises from a difficult Bible passage, I am motivated to research the answer.
43. I enjoy being involved in people’s lives and helping them to grow spiritually.
44. I would be willing and excited to start a new church.
45. I can adapt easily to cultures, languages, and lifestyles, other than my own, and would like to use my adaptability to minister in foreign countries.

46. I will always speak up for Christian principles with conviction, even when what I say isn't popular.
47. I find it easy to invite a person to accept Jesus as their Savior.
48. I have a passion to pray for the significant issues of God's kingdom and His will for Christians.
49. I enjoy relieving others of routine tasks so they can get important projects done.
50. I can guide and motivate a group of people toward achieving a specific goal.
51. I enjoy meeting new people and introducing them to others in the group.
52. I am very dependable for getting things done on time, and I don't need much praise or thanks.
53. I easily delegate significant responsibilities to other people.
54. I am able to distinguish between right and wrong in complex spiritual matters that other people can't seem to figure out.
55. I trust in God's faithfulness for a bright future, even when facing significant problems.
56. I enjoy singing, and people say I have a good voice.
57. I have been led by the Holy Spirit during prayer or worship, and began to speak in tongues and /or interpret tongues.
58. God has blessed my prayers so that supernatural results have come from otherwise impossible situations.
59. I find satisfaction in meeting the needs of people by making something for them.
60. God regularly speaks to me concerning people's illnesses, so that I can pray for them.
61. I wouldn't mind lowering my standard of living to give more to the church, and others in need.
62. I want to do whatever I can for the needy people around me, even if I have to give up something.
63. People often seek my advice when they don't know what to do in a situation.
64. I have an ability to gather information from several sources to discover the answer to a question, or learn more about a subject.
65. I feel a need to challenge others to better themselves, especially in their spiritual growth, in an uplifting, rather than condemning way.
66. Others listen and enjoy my teaching of scriptures.

67. I care about the spiritual welfare of people, and do my best to guide them toward a Godly lifestyle.
68. I am accepted as a spiritual authority in other parts of the country or world.
69. I would like to present the gospel in a foreign language, in a country whose culture and lifestyle is different than my own.
70. I feel a need to speak God's messages from the Bible so people will know what God expects of them.
71. I would like to tell others how to become a Christian, and give them an invitation to receive Jesus into their life.
72. Many of my prayers for others have been answered by the Lord.
73. I enjoy helping others get their work done, and don't need a lot of thanks.
74. People respect my opinion and follow my direction.
75. I would like to use my home to get acquainted with newcomers and visitors to the church.
76. I enjoy helping people in any type of need, and feel a sense of satisfaction in meeting that need.
77. I am comfortable making important decisions, even under pressure.
78. People come to me for help in distinguishing between spiritual truth and error.
79. I often exercise my faith through prayer, and God answers my prayers in powerful ways.
80. I believe the Lord could use me in the praise team to deliver a message through song.
81. I have spoken in a language unknown to me that, when interpreted, brought a blessing to those who heard.
82. God uses me to work miracles for the glory of His kingdom.
83. People say I am gifted with my hands.
84. People often seek me out to pray for their physical healing.
85. When I give money to someone, I don't expect anything in return, and often give anonymously.
86. When I hear of people without jobs who can't pay their bills, I do what I can to help them.
87. God enables me to make appropriate application of biblical truth to practical situations.

88. I can discover difficult biblical truths and principles on my own, and I enjoy this.
89. People find it easy to talk with me and respond well to my encouragement to become all they can for God.
90. I am organized in my thinking and systematic in my approach to presenting Bible lessons to a group of people.
91. I help Christians who have wandered away from the Lord find their way back to a growing relationship with Him and get involved in a local church.
92. I would be excited to share the gospel and form new groups of Christians in areas where there aren't many churches.
93. I have no racial prejudice, and have a sincere appreciation for people very different from myself.
94. I find it relatively easy to apply biblical promises to present day situations, and I'm willing to confront in love if necessary.
95. I have a strong desire to help non-Christians find salvation through Jesus Christ.
96. Prayer is my favorite ministry in the church and I consistently spend a great deal of time at it.

SPIRITUAL GIFTS

DISCOVERY ANSWER SHEET

- A. Helps
- B. Leadership
- C. Hospitality
- D. Service
- E. Administration
- F. Discernment
- G. Faith
- H. Music
- I. Languages
- J. Miracles
- K. Craftsmanship
- L. Healing
- M. Giving
- N. Mercy
- O. Wisdom
- P. Knowledge
- Q. Exhortation
- R. Teaching
- S. Pastor/Shepherd
- T. Apostleship
- U. Missionary
- V. Prophecy
- W. Evangelism
- X. Intercession

Gift Definitions and Scripture References

The following contains suggested definitions of the spiritual gifts. While not meant to be dogmatic or final, these definitions and supporting scriptures do correspond to characteristics of the gifts as expressed in the Spiritual Gifts Questionnaire.

- A. Helps – The ability to invest the talents one has in the life and ministry of other members of the church, thus enabling those others to increase the effectiveness of their own spiritual gifts.
 - a. Mark 15:40-41
 - b. Acts 9:36
 - c. Romans 16:1-2
 - d. 1 Cor. 12:28

- B. Leadership – The ability to set goals in accordance with God's purpose for the future and to communicate those goals to others in such a way that they voluntarily and harmoniously work together to accomplish those goals for the glory of God.
 - a. Acts 15:7-11
 - b. Romans 12:8
 - c. 1 Tim. 5:17
 - d. Hebrews 13:17

- C. Hospitality – The ability to provide an open house and a warm welcome to those in need of food and lodging.
 - a. Acts 16:14-15
 - b. Romans 12:9-13
 - c. Hebrews 13:1-2
 - d. 1 Peter 4:9

- D. Service – The ability to identify the unmet needs involved in a task related to God’s work, and to make use of available resources to meet those needs and help accomplish the desired results.
- a. Acts 6:1-7
 - b. Romans 12:7
 - c. Galatians 6:2
 - d. 2 Timothy 1:16-18
 - e. Titus 3:14
- E. Administration – The ability to understand clearly the immediate and long range goals of a particular unit of the body of Christ and to devise and execute effective plans for the accomplishment of those goals.
- a. Luke 14:28-30
 - b. Acts 6:1-7
 - c. 1 Cor. 12:28
- F. Discernment – The ability to know with assurance whether certain behavior purported to be of God is in reality divine, human or satanic. The purpose of this gift is to prevent confusion and false teaching from infiltrating the church.
- a. Matthew 16:21-23
 - b. Acts 5:1-11
 - c. Acts 16:16-18
 - d. 1 Cor. 12:10
 - e. 1 John 4:1-6
- G. Faith – The ability to discern with extraordinary confidence the will and purpose of God, and to propel the body of believers into actively claiming the promises of God.
- a. Acts 11:22-24
 - b. Romans 4:18-21
 - c. 1 Cor. 12:9
 - d. Hebrews 11

H. Music – The ability to use one’s voice in the singing of praises to the Lord for the benefit of others, or to play a musical instrument to praise the Lord and for the benefit of others.

- a. Deut. 31:22
- b. 1 Samuel 16:16
- c. 1 Chron. 16:41-42
- d. 2 Chron. 5:12-13
- e. 2 Chron. 34:12
- f. Psalm 150

I. Languages / Tongues – The ability to learn to speak or write in other languages. This purpose is an evangelistic tool for spreading the gospel.

- a. 1 Cor. 12:10, 28, 30

J. Miracles – The ability to serve as a human intermediary through who it pleases God to perform powerful acts that are perceived by observers to have altered the ordinary course nature.

- a. Acts 9:36-42
- b. Acts 19:11-20
- c. Acts 20:7-12
- d. Romans 15:18-19
- e. 1 Cor. 12:10, 28

K. Craftsmanship – The ability to use one’s hands, thoughts and mind to further the kingdom of God through artistic, creative means.

People with this gift many also serve to lead others in forming their abilities in this area. The gift may also be used in the areas of maintenance, care and upkeep for the benefit and beautification of God’s kingdom here on earth.

- a. Exodus 30:22-25
- b. Exodus 31:3-11
- c. 2 Chron. 34:9-13
- d. Acts 18:2-3

L. Healing – The ability to serve as a human intermediary through whom God’s healing power is applied to another person’s physical or emotional need.

- a. Acts 3:1-10
- b. Acts 5:12-16
- c. Acts 9:32-35
- d. Acts 28: 7-10
- e. 1 Cor. 12:9, 28

M. Giving – The ability to contribute material resource to the work of the Lord with liberality and cheerfulness.

- a. Mark 12:41-44
- b. Romans 12:8
- c. 2 Cor. 8:1-7
- d. 2 Cor. 9:2-8

N. Mercy – The ability to feel genuine empathy and compassion for individuals who suffer distressing physical, mental or emotional problems, and to translate that compassion into cheerfully-done deeds which reflect Christ’s love and alleviate the sufferings.

- a. Matthew 9:35, 36
- b. Mark 9:41
- c. 1 Thes. 5:14

O. Wisdom – The ability to apply spiritual truth to a specific issue in an especially relevant fashion, and to make proper choices in difficult situation, based on sufficient information.

- a. Acts 6:3, 10
- b. 1 Cor. 2:1-13
- c. 1 Cor. 12:8
- d. James 1:5
- e. 2 Peter 3:15

P. Knowledge – The ability to discover, accumulate, analyze and clarify information which is pertinent to the growth and well-being of the body.

- a. Acts 5:1-11
- b. 1 Cor. 12:8
- c. 2 Cor. 11:6
- d. Colossians 2:2-3

Q. Exhortation – The ability to minister words of encouragement, consolation, comfort and motivation from God’s Word to help others complete their tasks and to be all that God wants them to be.

- a. Acts 4:32-37
- b. Acts 14:22
- c. Romans 12:8
- d. 1 Timothy 4:13
- e. Hebrews 10:24-25

R. Teaching – The ability to employ a logical, systematic approach to biblical study and to communicate information relevant to the health and ministry of the body and its members in such a way that others will learn.

- a. Acts 18:24-28
- b. Acts 20:20-21
- c. 1 Cor. 12:28
- d. Ephesians 4:11-14

S. Pastor / Shepherd – The ability to assume a long-term personal responsibility for the spiritual welfare of a group of believers.

- a. John 10:1-8
- b. Ephesians 4:11-14
- c. 1 Timothy 3:1-7
- d. 1 Peter 5:1-3

T. Apostleship – The ability to assume and exercise general leadership over a number of churches, with an extraordinary authority in spiritual matters which is spontaneously recognized and appreciated by those churches.

- a. Acts 15:1-2
- b. 1 Cor. 12:28
- c. 2 Cor. 12:12
- d. Galatians 2:7-10
- e. Ephesians 3:1-9
- f. Ephesians 4:11-14

U. Missionary – The ability to minister WITH whatever other spiritual gifts one has in a second culture.

- a. Acts 8:4
- b. Acts 13:2-3
- c. Acts 22:21
- d. Romans 10:15
- e. 1 Cor. 9:19-23

V. Prophecy – The ability to proclaim the Word of God with divine anointing, which brings conviction to the hearers so they recognize that it is truly the Word.

- a. Acts 2:37-40
- b. Acts 7:54
- c. Acts 26:24-29
- d. 1 Cor. 14:1, 3
- e. 1 Thessalonians 1:5

W. Evangelism – The ability to share the gospel with unbelievers in such a way that men and women become Jesus' disciples and responsible members of the body of Christ.

- a. Acts 8:5-6
- b. Acts 8:26-40
- c. Acts 14:21
- d. Acts 21:8
- e. Ephesians 4:11-14
- f. 2 Timothy 4:5

X. Prayer / Intercession – The ability to pray for extended periods of time on a regular basis and see frequent and specific answers to prayer, to a degree much greater than that which is experienced by most Christians.

- a. Luke 22:41-44
- b. Acts 12:12
- c. Colossians 1:9-12
- d. Colossians 4:12-13
- e. 1 Timothy 2:1-2
- f. James 5:14-16