

# Spiritual Gifts Assessment

Answer the questions by marking your answers in the boxes next to each question. There are *only right answers*—no answer is “wrong.” *Answer these questions according to who you are, NOT who you would like to be or think you ought to be.*

How true are these statements of you? To what degree do these statements reflect your usual tendencies or experience? Use this scale:

- 4 = true always or almost always
- 3 = often or usually true, most of the time
- 2 = true some of the time
- 1 = true occasionally, once in a while
- 0 = never or hardly ever true

1. I like to organize people, tasks, events.
2. I would like to start churches in places where they do not presently exist.
3. I can readily distinguish between spiritual truth and error, good and evil.
4. I tend to see potential in people.
5. I communicate the gospel to others with clarity and effectiveness.
6. I find it natural and easy to trust God to answer my prayers.
7. I give liberally and joyfully to people in financial need or to projects requiring support.
8. I enjoy working behind the scenes to support the work of others.
9. I view my home as a place to minister to people in need.
10. I am approached by people who want to know my perspective on a particular passage or biblical truth.
11. I am able to motivate others to accomplish a goal.
12. I empathize with hurting people and desire to help in their healing process.
13. I can speak in a way that results in conviction and change in the lives of others.
14. I enjoy spending time helping others grow in their faith.
15. I am able to communicate God's Word effectively.
16. I am often sought out by others for advice about spiritual or personal matters.
17. I am careful, thorough and skilled at managing details.
18. I am attracted to the idea of serving in another country or ethnic community.
19. I frequently am able to correctly judge a person's character based upon first impressions.
20. I enjoy reassuring and strengthening those who are discouraged.
21. I consistently look for opportunities to build relationships with non-Christians.
22. I have confidence in God's continuing provision and help even in difficult times.
23. I give more than a tithe so that kingdom work can be accomplished.
24. I enjoy doing routine tasks that support the ministry.
25. I enjoy meeting new people and helping them feel welcome.
26. I receive information from the Spirit that I did not acquire through natural means.
27. I am able to influence others to achieve a vision.

28. I can patiently support those who are going through painful experiences as they try to stabilize their lives.
29. I feel responsible to confront others with the truth.
30. I have compassion for wandering believers and want to help them.
31. I can spend time in study knowing that presenting truth will make a difference in the lives of people.
32. I can often find simple, practical solutions in the midst of conflict or confusion.
33. I can develop strategies or plans to accomplish goals.
34. I am willing to take an active part in starting a new church.
35. I can see through phoniness or deceit before it is evident to others.
36. I give hope to others by directing them to the promises of God.
37. I am effective at adapting the gospel message so that it connects with an individual's felt need.
38. I pray with confidence because I know that God works in response to prayer.
39. I manage money well in order to free more of it for giving.
40. I willingly take on a variety of odd jobs around the church.
41. I genuinely believe the Lord directs strangers to me who need to get connected.
42. I am committed and schedule blocks of time for reading and studying scripture, to understand biblical truth fully and accurately.
43. I can adjust my leadership style to bring out the best in others.
44. I enjoy helping people sometimes regarded as undeserving or beyond help.
45. I boldly expose cultural trends, teachings, or events that contradict biblical principles.
46. I like to provide guidance for the whole person—relationally, emotionally, spiritually, etc.
47. I pay close attention to the words, phrases, and meaning of those who teach.
48. I can easily select the most effective course of action from among several alternatives.
49. I can identify and effectively use the resources needed to accomplish tasks.
50. I can adapt well to different cultures and surroundings.
51. I tend to see wrongness or rightness in situations.
52. I reassure those who need to take courageous action in their faith, family, or life.
53. I invite unbelievers to accept Christ as their Savior.
54. I trust God in circumstances where success cannot be guaranteed by human effort alone.
55. I am challenged to limit my lifestyle in order to give away a higher percentage of my income.
56. I see spiritual significance in doing practical tasks.
57. I like to create a place where people do not feel that they are alone.
58. I have insight or just know something to be true.
59. I enjoy setting goals and inspiring people to accomplish them.
60. I have great compassion for hurting people.
61. I see most actions as right or wrong and feel the need to speak against the wrong.
62. I can faithfully provide long-term support and concern for others.
63. I like to take a systematic approach to my study of the Bible.
64. I can anticipate the likely consequences of an individual's or a group's action.

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1	2	3	4	5	6	7	8	9	10	11	12	13	14	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
A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P

## Spiritual Gifts Assessment Key

From the totals in boxes A through P, find the letter boxes with the highest totals. These letters correspond to a spiritual gift in the list below. Write them in the rows below. These might just be the gifts that the Holy Spirit has given you!

- |                    |                   |                 |                           |
|--------------------|-------------------|-----------------|---------------------------|
| A = Administration | E = Evangelism    | I = Hospitality | M = Prophecy              |
| B = Apostleship    | F = Faith         | J = Knowledge   | N = Shepherding/Pastoring |
| C = Discernment    | G = Giving        | K = Leadership  | O = Teaching              |
| D = Encouragement  | H = Helps/Serving | L = Mercy       | P = Wisdom                |

My top 3 gifts are:

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

## Description of Some Spiritual Gifts

In Romans 12:6-8 we are told, "We have gifts that differ according to the grace given to us: prophecy, in proportion to faith; ministry, in ministering; the teacher, in teaching; the exhorter, in exhortation; the giver, in generosity; the leader, in diligence; the compassionate, in cheerfulness. Ephesians 4:11 says, in part, "The gifts he gave were ... for building up the body of Christ, until all of us come to the unity of the faith and of the knowledge of the son of God, to maturity, to the measure of the full stature of Christ."

In addition, we often have talents we can use for the glory of God by contributing them to the work of God's church.

A brief description of some spiritual gifts and talents is given below. In each case, at least one Scripture reference is given that talks about that gift or talent as it was put to use by people in Old or New Testament times. You might enjoy searching for other Biblical references to your gifts or talents.

**ADMINISTRATION:** The gift of administration will benefit you in understanding the aims of various groups and organizations and in helping them develop action plans to meet their goals. You will be able to organize information (facts and/or figures), events and materials to see that goals are accomplished and creative ideas are made reality.

Exodus 18:21 – You should also look for able men among all the people, men who fear God, are trustworthy, and hate dishonest gain; set such men over them as officers over thousands, hundreds, fifties and tens.

Acts 6:2-6 – And the twelve called together the whole community of the disciples and said, "It is not right that we should neglect the word of God in order to wait on tables. Therefore, friends, select from among yourselves seven men of good standing, full of the Spirit and of wisdom, whom we may appoint to this task, while we, for our part, will devote ourselves to prayer and to serving the word." What they said pleased the whole community, and they chose Stephen, a man full of faith and the Holy Spirit, together with [6 others]. They had these men stand before the apostles, who prayed and laid hands on them.

**APOSTLESHIP:** The gift of apostleship will allow you to start new churches or new ministries. In some cases, this gift will take you to places or among people groups who are different from your own socio-cultural roots.

Acts 13:2-4 – The Holy Spirit said, "Set apart for me Barnabas and Saul for the work to which I have called them." So after they had fasted and prayed, they placed their hands on them and sent them off. The two of them, sent on their way by the Holy Spirit, went down to Seleucia and sailed from there to Cyprus.

Acts 18:24-25 -- ... a Jew named Apollos, a native of Alexandria, came to Ephesus. He was a learned man, with a thorough knowledge of the Scriptures. He had been instructed in the way of the Lord, and he spoke with great fervor and taught about Jesus accurately, though he knew only the baptism of John.

Galatians 2:8 – For God, who was at work in the ministry of Peter as an apostle to the Jews, was also at work in my ministry as an apostle to the Gentiles.

**DISCERNMENT:** The gift of discernment will allow you to have a special understanding of situations that arise in people's lives and to distinguish between good and evil. You will be able to convey counsel and advice to people concerning God's will for their futures. As you do this, the Body of Christ will be called to live in God's will and to be strengthened in righteousness.

Hosea 14:9 -- Those who are wise understand these things; those who are discerning know them.

Philippians 1:9-10 -- And this is my prayer, that your love may overflow more and more with knowledge and full insight to help you to determine what is best . . .

**ENCOURAGEMENT:** The gift of encouragement will allow you to speak words of comfort, support, admonition or counsel in such a way that the Body of Christ will be built up and strengthened.

Acts 14:22 – There [Paul and his companions] strengthened the souls of the disciples and encouraged them to continue in the faith, saying, "It is through many persecutions that we must enter the kingdom of God."

1 Thessalonians 2:11-12 – As you know, we dealt with each one of you like a father with his children, urging and encouraging you and pleading that you lead a life worthy of God, who calls you into his own kingdom and glory.

Hebrews 10:24-25 – And let us consider how to provoke one another to love and good deeds, not neglecting to meet together, as is the habit of some, but encouraging one another, and all the more as you see the Day approaching.

**EVANGELISM:** The gift of evangelism will give you the power to share the Good News of the love of Jesus with others, in such a way that those with whom you share will come to know Jesus as their Lord and Savior.

Acts 5:42 – And every day in the temple and at home they did not cease to teach and proclaim Jesus as the Messiah.

Acts 8:4-5 – Now those who were scattered went from place to place, proclaiming the word. Philip went down to the city of Samaria and proclaimed the Messiah to them.

Acts 11:20-21 – But among [the scattered] were some men of Cyprus and Cyrene who, on coming to Antioch, spoke to the Hellenists also, proclaiming the Lord Jesus. The hand of the Lord was with them, and a great number became believers and turned to the Lord.

**FAITH:** The gift of faith will allow you always to be aware of God's presence in your life and in the Body of Christ. When you sense that God is moving in your life or in the lives of those around you, you will have no fear of moving ahead, even though things around you seem to be holding you back. The gift of faith can manifest itself in a deep enjoyment of regular prayer times.

Acts 27:25 – So keep up your courage, men, for I have faith in God that it will be exactly as I have been told.

Romans 4:20-21 – No distrust made him (Abraham) waver concerning the promise of God, but he grew strong in his faith as he gave glory to God, being fully convinced that God was able to do what he had promised.

Hebrews 11:1 – Now faith is the assurance of things hoped for, the conviction of things not seen.

James 5:16 – The prayer of the righteous is powerful and effective.

**GIVING:** The gift of giving will allow you to give liberally, freely and joyfully of your treasures and time.

Mark 12:43-44 – Then he called his disciples and said to them, "Truly I tell you, this poor widow has put in more than all those who are contributing to the treasury. For all of them have contributed out of their abundance; but she out of her poverty has put in everything she had, all she had to live on."

Malachi 3:10 – Bring the full tithe into the storehouse, so there may be food in my house, and thus put me to the test, says the Lord of hosts; see if I will not open the windows of heaven for you and pour down for you an overflowing blessing.

2 Corinthians 8:2-4 – For during a severe ordeal of affliction, their abundant joy and their extreme poverty have overflowed in a wealth of generosity on their part. For, as I can testify, they voluntarily gave according to their means, and even beyond their means, begging us earnestly the privilege of sharing in this ministry to the saints.

2 Corinthians 9:11-12 – You will be enriched in every way for your great generosity, which will produce thanksgiving to God through us; for the rendering of this ministry not only supplies the needs of the saints but also overflows with many thanksgivings to God.

**HELPS/SERVING:** You will be enabled to support other members of the body of Christ by cheerfully helping with projects or by relieving them of tasks that are burdening them. This behind-the-scenes role will bring you much joy and will build up the Body of Christ.

Exodus 17: 11-12 – Whenever Moses held up his hand, Israel prevailed; and whenever he lowered his hand, Amalek prevailed. But Moses' hands grew weary; so they took a stone and put it under him, and he sat on it. Aaron and Hur held up his hands, one on one side, and the other on the other side; so his hands were steady until the sun set.

Mark 2:3-5 – Then some people came, bringing to him a paralyzed man, carried by four of them. And when they could not bring him to Jesus because of the crowd, they removed the roof above him; and after having dug through it, they let down the mat on which the paralytic lay. When Jesus saw their faith, he said to the paralytic, "Son, your sins are forgiven."

Romans 16:1-2 – I commend to you our sister Phoebe, a deacon of the church at Cenchreae, so that you may welcome her in the Lord as is fitting for the saints, and help in whatever she may require from you . . .

**HOSPITALITY:** The gift of hospitality will give you the opportunity to be open and caring to those in need. You will enjoy welcoming people to your church and having people in your home and you will feel good as you make them feel at home.

Deuteronomy 10:19 – You shall also love the stranger, for you were strangers in the land of Egypt.

Romans 12:13 – Contribute to the needs of the saints; extend hospitality to strangers.

3 John 1:5-7 – Beloved, you do faithfully whatever you do for the friends, even though they are strangers to you; they have testified to your love before the church. You will do well to send them on in a manner worthy of God; for they began their journey for the sake of Christ . . .

**KNOWLEDGE:** The gift of knowledge may instill in you a desire to discover, understand and share biblical truth, which you will have the facility to do. This gift may also mean that you will receive insight or information from the Holy Spirit rather than through natural means.

Psalms 119:18 – Open my eyes to see the wonderful truths in your instructions.

Daniel 1:17 – To these four young men God gave knowledge and understanding of all kinds of literature and learning. And Daniel could understand visions and dreams of all kinds.

Acts 18:24 – Apollos ... was a learned man, with a thorough knowledge of the Scriptures.

**LEADERSHIP:** The gift of leadership will allow you to be a goal-setter and leader of God's people. They will look to you for guidance and direction. Your leadership will bring glory to God and growth to this church.

Titus 1:7-9 – For an overseer [or elder], as God's steward, must be blameless; he must not be arrogant or quick-tempered or addicted to wine or violent or greedy for gain; but he must be hospitable, a love of goodness, prudent, upright, devout, and self-controlled. He must have a firm grasp of the word that is trustworthy in accordance with the teaching, so that he may be able both to preach with sound doctrine and to refute those who contradict it.

Hebrews 13:17 – Obey your leaders and submit to them, for they are keeping watch over your souls and will give an account. Let them do this with joy and not with sighing -- for that would be harmful to you.

1 Peter 5:1-3 – I exhort the elders among you to tend the flock of God that is in your charge, exercising the oversight, not under compulsion but willingly, as God would have you do it -- not for sordid gain but eagerly. Do not lord it over those in your charge, but be examples to the flock.

**MERCY:** The gift of mercy or compassion will allow you to reach out to people who are in need. Your words of care and concern and your actions will aid in building up those with physical, mental or emotional problems. The things you will do will allow those you serve to see the love of Christ in you and through you.

Micah 6:8 – . . . what does the Lord require of you but to do justice, and to love kindness, and to walk humbly with your God?

Luke 10:36-37 – (The story of the Good Samaritan) – [Jesus replied,] "Which of these three, do you think, was a neighbor to the man who fell into the hands of the robbers?" [The lawyer] said, "The one who showed him mercy." Jesus said to him, "Go and do likewise."

2 Corinthians 1:3-4 – Blessed be the God and Father of our Lord Jesus Christ, the Father of mercies and the God of all consolation, who consoles us in all our affliction, so that we may be able to console those who are in any affliction with the consolation with which we ourselves are consoled by God.

**PROPHECY:** The gift of prophecy will allow you to speak God's truth in situations where transformation of cultural trends or teachings is necessary.

Amos 7:15 – But the Lord took me from tending the flock and said to me, "Go, prophesy to my people Israel"

1 Corinthians 14:39 (NLT) – So, my dear brothers and sisters, be eager to prophesy.

**SHEPHERDING/PASTORING:** The gift of shepherding will give you the ability to reach out and care in a spiritual manner for an individual or for a group. You will serve as one who counsels or encourages (a "shepherd"). You will see that God's Word is fed to those in your care and you will also feel a responsibility for the general well being of the individual or group.

Jeremiah 3:15 – I will give you shepherds after my own heart, who will feel you with knowledge and understanding.

James 5:19-20 – ... if anyone among you wanders from the truth and is brought back by another, you should know that whoever brings back a sinner from wandering will save the sinner's soul from death and will cover a multitude of sins.

**TEACHING:** The gift of teaching will give you the ability to share knowledge of God's Word with members of the Body (children and/or adults) that will serve in building them up in Christ. Your teaching will further the spiritual growth and discipleship of the Body.

Isaiah 50:4 – The Lord God has given me the tongue of a teacher, that I may know how to sustain the weary with a word ...

Acts 20:20-21 – I did not shrink from doing anything helpful, proclaiming the message to you and teaching you publicly and from house to house, as I testified to both Jews and Greeks about repentance toward God and faith toward our Lord Jesus.

**WISDOM:** The gift of wisdom will allow you to offer perspective and understanding on complicated matters. Your insights and interpretations will provide cohesion to groups so that the members can work together to achieve common goals.

Proverbs 2:1-5 – My child, if you accept my words and treasure up my commandments within you, making your ear attentive to wisdom and inclining your heart to understanding; if you indeed cry out for insight and raise your voice for understanding; if you seek it like silver, and search for it as for hidden treasures -- then you will understand the fear of the Lord and find the knowledge of God.

John 8:31-32 – Then Jesus said to the Jews who had believed in him, "If you continue in my word, you are truly my disciples; and you will know the truth, and the truth will make you free."

1 Corinthians 2:6-7 – Yet among the mature we do speak wisdom, though it is not a wisdom of this age or of the rulers of this age, who are doomed to perish. But we speak God's wisdom, secret and hidden, which God Decreed before the ages for our glory.