

SPIRITUAL GIFT ASSESSMENT

Directions

1. Respond to each statement on the *Spiritual Gift Assessment* pages which follow, according to the following scale:
 - 3 = Consistently, definitely true
 - 2 = Most of the time, usually true
 - 1 = Some of the time, once in a while
 - 0 = Not at all, never

2. Using the response sheet below, write your response to each statement in the block whose number corresponds to that number statement in the *Spiritual Gift Assessment*.

3. **Important: Answer 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? What has been your experience? To what degree do these statements reflect your usual tendencies?

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	65	66	67	68	69	70	71	72	73	74	75	76
77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95
96	97	98	99	100	101	102	103	104	105	106	107	108	109	110	111	112	113	114
115	116	117	118	119	120	121	122	123	124	125	126	127	128	129	130	131	132	133
Tot	als																	
A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S

First, second and third highest letter totals

Spiritual Gift

	=	
	=	
	=	

Spiritual Gift Assessment Key

A = Administration
 B = Apostleship
 C = Craftsmanship
 D = Creative Communication
 E = Discernment
 F = Encouragement
 G = Evangelism

H = Faith
 I = Giving
 J = Helps
 K = Hospitality
 L = Intercession
 M = Knowledge

N = Leadership
 O = Mercy
 P = Prophecy
 Q = Shepherding
 R = Teaching
 S = Wisdom

Spiritual Gift Assessment Statements

1. I like to organize people, tasks and events.
2. I would like to start churches in places where they do not presently exist.
3. I enjoy working creatively with wood, cloth, paints, metal, glass or other materials.
4. I enjoy challenging people's perspective of God by using various forms of art.
5. I can readily distinguish between spiritual truth and error, good and evil.
6. I tend to see the potential in people.
7. I communicate the gospel to others with clarity and effectiveness.
8. I find it natural and easy to trust God to answer my prayers.
9. I give liberally and joyfully to people in financial need or to projects requiring support.
10. I enjoy working behind the scenes to support the work of others.
11. I view my home as a place to minister to people in need.
12. I take prayer requests from others and consistently pray for them.
13. I am approached by people who want to know my perspective on a particular passage or biblical truth.
14. I am able to motivate others to accomplish a goal.
15. I empathize with hurting people and desire to help in their healing process.
16. I can speak in a way that results in conviction and change in the lives of others.
17. I enjoy spending time nurturing and caring for others.
18. I am able to communicate God's word effectively.
19. I am often sought out by others for advice about spiritual or personal matters.
20. I am careful, thorough and skilled at managing details.
21. I am attracted to the idea of serving in another country or ethnic community.
22. I am skilled in working with different kinds of tools.
23. I enjoy developing and using my artistic skills (art, drama, music, photography, etc.)
24. I frequently am able to judge a person's character based upon first impressions.
25. I enjoy reassuring and strengthening those who are discouraged.
26. I consistently look for opportunities to build relationships with non-Christians.
27. I have confidence in God's continuing provision and help, even in difficult times.
28. I give more than a tithe so that kingdom work can be accomplished.
29. I enjoy doing routine tasks that support the ministry.

30. I enjoy meeting new people and helping them to feel welcomed.
31. I enjoy praying for long periods of time and receive leadings as to what God wants me to pray for.
32. I receive information from the Spirit that I did not acquire through natural means.
33. I am able to influence others to achieve a vision.
34. I can patiently support those going through painful experiences as they try to stabilize their lives.
35. I feel responsible to confront others with the truth.
36. I have compassion for wandering believers and want to protect them.
37. I can spend time in study knowing that presenting truth will make a difference in the lives of people.
38. I can often find simple, practical solutions in the midst of conflict or confusion.
39. I can clarify goals and develop strategies or plans to accomplish them.
40. I am willing to take an active part in starting a new church.
41. I enjoy making things for use in ministry.
42. I help people understand themselves, their relationships, and God through artistic expressions.
43. I can see through phoniness or deceit before it is evident to others.
44. I give hope to others by directing them to the promises of God.
45. I am effective at adapting the gospel message so that it connects with an individual's felt need.
46. I believe that God will help me to accomplish great things.
47. I manage my money well in order to free more of it for giving.
48. I willingly take on a variety of odd jobs around the church to meet the needs of others.
49. I genuinely believe the Lord directs strangers to me who need to get connected to others.
50. I am conscious of ministering to others as I pray.
51. I am committed, and schedule blocks of time for reading and studying scripture, to understand biblical truth fully and accurately.
52. I can adjust my leadership style to bring out the best in others.
53. I enjoy helping people sometimes regarded as undeserving or beyond help.
54. I boldly expose cultural trends, teachings, or events which contradict biblical principles.
55. I like to provide guidance for the whole person – relationally, emotionally, spiritually, etc.
56. I pay close attention to the words, phrases and meaning of those who teach.
57. I can easily select the most effective course of action from among several alternatives.
58. I can identify and effectively use the resources needed to accomplish tasks.
59. I can adapt well to different cultures and surroundings.

60. I can visualize how something should be constructed before I build it.
61. I like finding new and fresh ways of communicating God's truth.
62. I tend to see rightness or wrongness in situations.
63. I reassure those who need to take courageous action in their faith, family or life.
64. I invite unbelievers to accept Christ as their Savior.
65. I trust God in circumstances where success cannot be guaranteed by human effort alone.
66. I am challenged to limit my lifestyle in order to give away a higher percentage of my income.
67. I see spiritual significance in doing practical tasks.
68. I like to create a place where people do not feel that they are alone.
69. I pray with confidence because I know that God works in response to prayer.
70. I have insight or just know something to be true.
71. I set goals and manage people and resources effectively to accomplish them.
72. I have compassion for hurting people.
73. I see most actions as right or wrong, and feel the need to correct the wrong.
74. I can faithfully provide long-term support and concern for others.
75. I like to take a systematic approach to my study of the Bible.
76. I can anticipate the likely consequences of an individual's or a group's action.
77. I like to help organizations or groups become more efficient.
78. I can relate to others in culturally sensitive ways.
79. I honor God with my handcrafted gifts.
80. I apply various artistic expressions to communicate God's truth.
81. I receive affirmation from others concerning the reliability of my insights or perceptions.
82. I strengthen those who are wavering in their faith.
83. I openly tell people that I am a Christian and want them to ask me about my faith.
84. I am convinced of God's daily presence and action in my life.
85. I like knowing that my financial support makes a real difference in the lives and ministries of God's people.
86. I like to find small things that need to be done and often do them without being asked.
87. I enjoy entertaining people and opening my home to others.
88. When I hear about needy situations, I feel burdened to pray.
89. I have suddenly known some things about others, but did not know how I knew them.

90. I influence others to perform of their best capability.
91. I can look beyond a person's handicaps or problems to see a life that matters to God.
92. I like people who are honest and will speak the truth.
93. I enjoy giving guidance and practical support to a small group of people.
94. I can communicate scripture in ways that motivate others to study and want to learn more.
95. I give practical advice to help others through complicated situations.
96. I enjoy learning about how organizations function.
97. I enjoy pioneering new undertakings.
98. I am good at and enjoy working with my hands.
99. I am creative and imaginative.
100. I can identify preaching, teaching or communication which is not true to the Bible.
101. I like motivating others to take steps for spiritual growth.
102. I openly and confidently tell others what Christ has done for me.
103. I am regularly challenging others to trust God.
104. I give generously due to my commitment to stewardship.
105. I feel comfortable being a helper, assisting others to do their job more effectively.
106. I do whatever I can to make people feel that they belong.
107. I am honored when someone asks me to pray for them.
108. I discover important biblical truths when reading or studying scripture which benefit others in the body of Christ.
109. I am able to cast a vision that others want to be a part of.
110. I enjoy bringing hope and joy to people living in difficult circumstances.
111. I will speak God's truth, even in places where it is unpopular or difficult for others to accept.
112. I can gently restore wandering believers to faith and fellowship.
113. I can present information and skills to others at a level that makes it easy for them to grasp and apply to their lives.
114. I can apply scriptural truth that others regard as practical and helpful.
115. I can visualize a coming event, anticipate potential problems, and develop backup plans.
116. I am able to orchestrate or oversee several church ministries.
117. I am able to design and construct things that help the church.
118. I regularly need to get alone to reflect and develop my imagination.

119. I can sense when demonic forces are at work in a person or situation.
120. I am able to challenge or rebuke others in order to foster spiritual growth.
121. I seek opportunities to talk about spiritual matters with unbelievers.
122. I can move forward in spite of opposition or lack of support when I sense God's blessing on an undertaking.
123. I believe I have been given an abundance of resources so that I may give more to the Lord's work.
124. I readily and happily use my natural or learned skills to help wherever needed.
125. I can often make people feel at ease even in unfamiliar surroundings.
126. I often see specific results in direct response to my prayers.
127. I confidently share my knowledge and insights with others.
128. I figure out where we need to go and help others to get there.
129. I enjoy doing practical things for others who are in need.
130. I feel compelled to expose sin whenever I see it and to challenge people to repentance.
131. I enjoy patiently but firmly nurturing others in their development as believers.
132. I enjoy explaining things to people so that they can grow spiritually and personally.
133. I have insights into how to solve problems that others do not see.

SPIRITUAL GIFTS DEFINITIONS, PURPOSE, POTENTIAL PITFALLS

SPIRITUAL GIFT	DEFINITION	PURPOSE	POTENTIAL PITFALL
Administration 1 Corinthians 12:28 Acts 6:1-7 Exodus 18:13-26	Ability and love for bringing order out of chaos for the sake of the church. Skilled at developing, articulating and accomplishing tasks for the accomplishment of the objectives for the Body.	To accomplish ministry or church goals	People with this gift may be focused so much on details that they don't see the big picture. Tasks can become a greater priority than people or relationships. They may become frustrated or critical with non-administrative people.
Apostleship 1 Corinthians 12:28-29 Ephesians 4:11-13 Romans 1:5 Acts 13:2-3	Ability for starting new churches or ministries and to articulate the Gospel in places that are geographically, socially, ethnically or culturally different from one's background.	To expand God's kingdom	People with this gift may start a vision up and then fail to execute or surround oneself with a team to execute the vision. They may struggle to maintain the start-up or they can get bored when there is nothing new to activate or build up.
Discernment 1 Corinthians 12:10 Acts 5:1-4 Matthew 16: 21-23	Ability to discern qualities not visible to the naked eye, including character, intentions, health, sincerity and motivation in others.	To protect the church	People with this gift may come off as harsh or opinionated. And learn to speak both in truth and in love.
Discipling Ephesians 4:11-13 Colossians 1:28	Ability to instruct, guide and care for believers in a smaller expression of the Body so that they are equipped to reach out in ministry to others, both inside and outside the church. It's to recognize and affirm the work God has done and is doing in their lives.	To equip the body as followers of Christ	People with this gift may become too prescriptive in their methods. Or not remember it is God who causes the result of spiritual growth and impact to happen.
Encouragement Romans 12:8 Acts 11:22-24; 15:30-32	Ability to speak words to others that catalyze faith, hope and love. And to counsel, model and encourage people through one's personal testimony, life and Scripture so people are comforted and encouraged to act.	To stay the course	People with this gift may get tired of encouraging all the time or bitter if the "encourager" is not encouraged. May come off as idealistic or naive or just want to say positive, flattering words.

SPIRITUAL GIFTS DEFINITIONS, PURPOSE, POTENTIAL PITFALLS

SPIRITUAL GIFT	DEFINITION	PURPOSE	POTENTIAL PITFALL
Evangelism Ephesians 4:11-13 Acts 8:26-40 Luke 19:1-10	Ability to effectively communicate the gospel in a relevant and life changing way so that they believe and become followers of Christ.	To enfold people into the family of God	People with this gift may get discouraged from not seeing results of their efforts. They can come off as too aggressive to non-believers.
Faith 1Corinthians 12:9; 13:2 Hebrews 11:1; Romans 4:18-21	Ability to step forward on God's promises with confident and solid belief.	To move forward in advancing God's cause	People with this gift may become discouraged when others around them doubt or don't have the same level of faith.
Giving Romans 12:8 2 Corinthians 6:8 Luke 21:1-4	Ability to joyfully and liberally contribute money and resources (time, talents) to advance ministry purposes and to meet the needs of others.	To advance God's kingdom	People with this gift may get taken advantage of and feel unappreciated or unnoticed. Motives in one's giving are also important to keep in check.
Hospitality 1Peter 4:9-10 Romans 12:13 Hebrews 13:1-2	Ability to make people feel the welcome of God anywhere they are. These people feel "at home" in your presence.	To move toward community, being known, being understood	People with this gift may struggle with "people pleasing" and a tendency to involve people too much and not be mindful of their own family concerns.
Knowledge 1Corinthians 12:8 Mark 2:6-8 John 1:45-50	Ability to bring vital truth to the body of Christ that is aligned with biblical understanding and insight. Also to discover, analyze, accumulate, systematize, and articulate ideas that are essential for the growth and building up of the Body of Christ.	To bring forth God's word	People with this gift may get prideful because of all they know. Humility is the key. Should remember it is God's message, not theirs, when sharing their knowledge with the church.

SPIRITUAL GIFTS DEFINITIONS, PURPOSE, POTENTIAL PITFALLS

SPIRITUAL GIFT			LL
<p>Leadership Romans 12:8 Hebrews 13:17 Luke 22:25-26</p>	<p>Ability to mobilize and inspire people to accomplish the purposes of God. And to set Godly objectives, make decisions and communicate them to the Body of Christ in a way that motivates them to willingly follow and joyously work to accomplish these objectives.</p>	<p>To advance God's purposes</p>	<p>People with this gift may struggle with over-confidence. Viewed by others as arrogant, forceful, or controlling. Continual vision casting and repetition is important. Servant leadership is critical.</p>
<p>Mercy Romans 8:26-27, 12:8 Matthew 5:7 Mark 10:46-52 Luke 10:25-37 John 17:9-26 1Timothy 2:1-2 Colossians 1:9-12; 4:12-13</p>	<p>Ability to feel and show the empathy and compassion of God to those who are hurting or in need, suffering or in trauma, and often through prayer so that those in need are strengthened.</p>	<p>To care for God's people</p>	<p>People with this gift may get weighed down with carrying others burdens and sometimes enable or rescue others to avoid facing difficulties or making hard choices. Or they may struggle with keeping issues confidential.</p>

SPIRITUAL GIFTS DEFINITIONS, PURPOSE, POTENTIAL PITFALLS

SPIRITUAL GIFT			LL
<p>Prophecy Romans 12:6 1Corinthians 12:10, 28; 13:2 2Peter 1:19-21</p>	<p>Ability to relevantly proclaim God's truth in a way that uncovers sin and prompts conviction, understanding, correction, repentance and edification. This could be publicly or privately speaking the Word of God so people are convicted, consoled, encouraged, challenged or strengthened.</p>	<p>To communicate God's message</p>	<p>People with this gift may be viewed as judgmental or critical. Earning the right to be heard is crucial. Speaking the truth in love is too.</p>
<p>Service 1Corinthians 12:28 Romans 12:7; 16:1-2 Acts 6:1-4 1Peter 4:11 Exodus 31:3, 35:31-35 Acts 9:36-39 2Kings 22:5-6</p>	<p>Ability to attach spiritual value to the practical and tangible accomplishment of any task that moves the church ahead. This is an unselfish meeting of needs through practical service that is often behind the scenes. It might also include the ability to design or construct tangible items for ministry purposes.</p>	<p>To accomplish the mission of the ministry</p>	<p>People with this gift may get taken advantage of or are tempted to take on too much and burn out. Need to learn to say "no" sometimes. Or find the areas where they are most energized and help there. If they are working on a project, they may struggle to finish it because of not asking for help, building a team, accurately budgeting, etc. They also should remember any items they produce are a means to the end and not the end itself.</p>
<p>Shepherding Ephesians 4:11-13 1Peter 5:1-4 John 10:1-18</p>	<p>Ability to be spiritual guides and caretakers for God's people. To nurture a group of believers by caring for their spiritual welfare in a holistic manner on a longer-term basis. Primary job is to recognize and affirm the work God has done and is doing in their lives.</p>	<p>To encourage spiritual growth</p>	<p>People with this gift may view people as projects, find it hard to say "no", and over-commit in the span of people they shepherd. They may not remember that it is God who causes the result of spiritual growth.</p>

SPIRITUAL GIFTS DEFINITIONS, PURPOSE, POTENTIAL PITFALLS

SPIRITUAL GIFT			LL
<p>Teaching Romans 12:7 Ephesians 4:11-13 Psalms 150:3-5 2Samuel 6:14-15 Mark 4:2, 3:3</p>	<p>Ability to gain insights from scripture and to explain them compellingly. To communicate instruction so people can understand how to apply spiritual principles to their own lives and ministries in a daily context. This may also involve creatively communicating the message of Christ through various forms of art.</p>	<p>To clarify truth for life change and/or to express truth artistically so that people can understand or experience God in different ways.</p>	<p>People with this gift may “over-teach” and present too much content. Also, because you may be a trainer or a teacher by profession, does not necessarily mean you have the spiritual gift of teaching. When expressing truth artistically, one needs to remember that art goes beyond art’s sake and that is to glorify God and edify others. Might find evaluation and constructive criticism difficult to accept. Might be uncooperative (due to ego, pride, individualism) and need to work at being a team player. May be good at coming up with ideas (teaching elements) but find it difficult to land execution.</p>
<p>Wisdom 1Corinthians 12:8; 2:3-14 James 3:13-18 Jeremiah 9:23-24</p>	<p>Ability to apply biblical insight to specific issues, often where conflict or confusion are present. To have insight on how knowledge may best be applied to specific needs in the Body of Christ which involves applying Biblical truths to everyday situations.</p>	<p>To disclose God’s purposes</p>	<p>People with this gift may hold back from sharing insights until someone asks them to do so.</p>

SPIRITUAL GIFTS DEFINITIONS, PURPOSE, POTENTIAL PITFALLS

SPIRITUAL GIFT (Miraculous)			LL
Healing* 1Corinthians 12:9, 28, 30 Acts 3:1-16 Mark 2:1-12	Ability to move people toward physical and spiritual wholeness for God's purposes and glory.	To demonstrate God's power and presence	People with this gift need to remember that God does not promise to heal everyone who asks or is prayed for. Remember too that healing is not necessarily a result of their faith or the faith of the one asking to be healed, but God who determines it.
Miracles* 1Corinthians 12:10, 28-29 John 2:1-11 Luke 5:1-11	Ability to authenticate ministry through supernatural actions that bring glory to Christ.	To bring a witness of God's power and presence	People with this gift should avoid viewing this gift as their personal responsibility, remembering that God causes the timing and location of His work. Remember too that miracles are not necessarily a result of faith or caused by faith.
Tongues* 1Corinthians 12:10; 28-30; 13:1; 14:1-33 Acts 2:1-11	Ability to communicate or pray in an unidentified language.	To communicate with God and for God	People with this gift should remain silent if no gift of interpretation can be made as this gift is meant to edify others from the message received from God.
Interpretation of Tongues* 1Corinthians 12:10, 14:5, 26-28	Ability to translate the message given by someone speaking in tongues.	To communicate and authenticate a message	People with this gift should avoid pride and remember all gifts are given for the edification of others.
*These gifts are known as miraculous gifts and are not included in the online Spiritual Gifts Assessment.			