

Spiritual Gifts Assessment

This Spiritual Gifts Assessment is *one tool among many* to help you determine what your God-given special abilities might be. Be forewarned, however, that your highest scoring gift(s) in this assessment may or may not be your real spiritual gift(s). There are other reliable indicators to be considered when determining the validity of your gift(s): whether you experience genuine joy and satisfaction in your ministry, if others are blessed through your service, and if other mature Believers can affirm your gift(s) through observation. Use this assessment as a point-in-time evaluation: a method to sift through all the gifts and *highlight those potential abilities that should be further evaluated*. Many of the questions are best answered based on experience, so as a young Believer, or a person new in the faith, the results may be a bit more tentative. Most importantly, start this process with prayer, asking God to reveal to you the special abilities He has placed in you for His glory.

*For we are His workmanship, created in Christ Jesus for good works,
which God prepared beforehand, that we should walk in them.
Ephesians 2:10*

Respond to each assessment statement using the following scale

- 5 = Almost always true;**
- 4 = Often true;**
- 3 = Sometimes true; *avoid overusing "sometimes" choice***
- 2 = Seldom true;**
- 1 = Almost never true.**

When you evaluate these statements, remember to score yourself honestly, and do not answer the statements based on what you think you ought to say, or what you would like to be true of yourself. But rather, answer the statements based on your interests, experience, or to what degree these statements reflect your usual tendencies.

Place your numerical rating choice in the appropriate blank space before each statement provided on the following pages. Then transfer your ratings to the Table on the last page of this Spiritual Gifts Assessment.

1. ____ When given a vision or goal, I like to develop plans and set into motion the events to accomplish that goal.
 2. ____ I am drawn to new ministry initiatives that are innovative and challenging.
 3. ____ I look for ways to develop relationships with non-churched people in order to earn their trust so I can ultimately share the gospel.
 4. ____ I am willing to challenge and rebuke others, in love, in order to encourage their spiritual growth.
 5. ____ I have on multiple occasions, strongly sensed the Spirit leading me to give money and/or my resources to a specific person or cause.
 6. ____ I am drawn to visible and tangible projects which requires someone's assistance.
 7. ____ I can effectively motivate a wide variety of people to work together in order to meet a specific goal or accomplish a task.
 8. ____ I readily feel and accept the pain of others and look for tangible ways to help them.
 9. ____ I desire to spend time caring for and nurturing a group of Christians toward a deeper faith in Christ.
 10. ____ I feel responsible to confront people with Biblical truth, in love.
 11. ____ I can communicate Biblical concepts in such a way that people will become motivated into action, or desire to learn and study more.
 12. ____ I can usually detect spiritual truth from spiritual error before fellow Believers.
 13. ____ I gravitate toward those ministries that have significant challenges and require ultimate trust in God's provisions.
 14. ____ I consistently study scripture in great depth, and have communicated Biblical insights to others for their spiritual growth.
 15. ____ I can often find simple, practical solutions in the midst of complicated or confusing information.
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16. ____ I enjoy handling the details of organizing ideas, people, resources and time.
 17. ____ I feel led to "go forth" and start new ministries and/or churches.
 18. ____ I am comfortable in sharing the message of Christ and communicating it with relevancy, clarity and conviction.
 19. ____ I have strengthened individuals who are wavering in their faith by directing them to God's promises and truth.
 20. ____ I am able to manage my finances well in order to give generously to the Lord's work.
 21. ____ I enjoy serving others so they, in turn, may better accomplish their ministry.
 22. ____ I am able to clarify a vision for a ministry and influence others into action to support the vision.
 23. ____ I am able to empathize with suffering people and involve myself in their healing process.
 24. ____ I enjoy providing spiritual guidance and general oversight for a specific group of Christians.
 25. ____ I can speak so as to bring conviction and ultimately spiritual growth in the lives of others.
 26. ____ I enjoy studying the Bible and sharing practical insights that will help others grow in their faith and act in obedience.
 27. ____ I can recognize whether a person's teaching or communication is grounded in Biblical truth.
 28. ____ I remain encouraged under impossible situations, even when change or progress does not occur quickly.
 29. ____ God often brings scripture to my mind that is useful for the moment to help others.
 30. ____ I can easily select the most effective course of action from among several alternatives.

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31. ___ When I look at a ministry, I can envision how to enhance it so the ministry can operate at a more effective and efficient level.
32. ___ I am attracted to the idea of serving in another country or ethnic community.
33. ___ I look for different ways to effectively share my faith with others.
34. ___ I gently but firmly challenge others to greater obedience.
35. ___ I am so confident in God's ability to meet my needs, that I give to Him sacrificially and consistently.
36. ___ I enjoy working behind-the-scene, helping whenever and wherever there is a need.
37. ___ I am comfortable in making decisions which will affect others in the Body of Christ.
38. ___ I quickly get overcome with emotions for people who are hurt, displaced or rejected, and want to alleviate their source of discomfort.
39. ___ I willingly assume responsibility to nurture a few Christians in a long-term relationship toward spiritual maturity.
40. ___ I can withstand peer pressure in order to boldly expose cultural trends (sin) that contradicts Biblical truth.
41. ___ Christians have told me that they have changed their behavior because I helped them better understand Biblical truth and application.
42. ___ I can often intuitively sense if an individual's motive is of God or of a demonic source.
43. ___ My hope in God, against all odds, is inspiring to others.
44. ___ Others have told me that I have helped them understand scripture through the interpretation of relevant passages.
45. ___ I can apply scriptural truth that is considered practical and helpful by others to lead them

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46. ___ I enjoy learning about management issues and how organizations function.
 47. ___ I can adapt to and am comfortable in different cultures and surroundings.
 48. ___ I look for ways to guide my conversations with others to include spiritual matters.
 49. ___ I have had positive affirmation when confronting people who were wandering from Biblical truth.
 50. ___ I have been willing to maintain a lower standard of living in order to contribute financially to the needs of others and/or the church.
 51. ___ I often have difficulty in saying "no" to a request for help, resulting in over-involvement.
 52. ___ I am particularly frustrated when a group appears to lack direction or leadership (to the point that I would consider accepting the responsibility).
 53. ___ People have told me that I get too personally and emotionally involved in helping needy people.
 54. ___ I prefer long-term, stable relationships in which I can model servant leadership for others.
 55. ___ People have told me that I have communicated timely and relevant messages that edified, exhorted or comforted them.
 56. ___ I like to devote considerable time to learning new biblical truths in order to communicate them to others.
 57. ___ I have correctly judged whether or not a person is a genuine Believer.
 58. ___ Popular opinion, ridicule, or apparent failure can not dissuade me from acting upon my faith.
 59. ___ I am committed to, and schedule consistent blocks of time for, reading and studying scripture, and understanding Biblical truth fully and accurately.
 60. ___ I can intuitively recognize unseen consequences for an individual's or a group's action.

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61. ___ I tend to get frustrated and impatient when I see disorganization.
62. ___ I can relate to a variety of individuals regardless of their background and culture.
63. ___ I am strongly convicted and grieved for those who do not know Christ.
64. ___ I am drawn to those individuals who need reassurance to take courageous steps in their faith, family or life.
65. ___ I cheerfully give more than a tithe in order to help advance the Kingdom of God.
66. ___ I like to find things that need to be done and do them, even without being asked.
67. ___ I have played a primary role in determining the direction of a group of believers and/or a ministry.
68. ___ I am able to meet the needs of those who are suffering through practical service and the sharing of God's love.
69. ___ Others have told me how much they appreciate my on-going support and concern for their spiritual, emotional and physical well-being.
70. ___ I am very opinionated and individualistic.
71. ___ I look for illustrations in all of my reading to illuminate a particular principle or point in my teaching.
72. ___ I can often judge a person's character based upon first impressions.
73. ___ Trusting God for the impossible comes easy to me.
74. ___ I confidently share my knowledge and insight with others.
75. ___ I have applied relevant principles from God's word to complex situations.

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76. ___ I am thorough and careful in accomplishing tasks (detail-oriented).
 77. ___ I enjoy learning and reading about new mission works.
 78. ___ I am troubled when salvation is not emphasized in a message.
 79. ___ I have motivated others to take action which resulted in a deeper faith.
 80. ___ I prefer giving quietly, without drawing attention to myself.
 81. ___ I enjoy contributing to the body of Christ through very practical and physical ways.
 82. ___ I prayerfully live a life honoring God so I can lead others by example and build trust among the members.
 83. ___ I can easily look beyond a person's handicap or their lingering problems to see a life that matters to God, and am moved to help in some specific way.
 84. ___ God has shown fruit in my life in the effective discipling and mentoring of other believers.
 85. ___ I have often been misunderstood as being too judgemental.
 86. ___ I tend to prepare too much material when asked to present something.
 87. ___ I have received affirmation from others concerning the reliability of my insights or perceptions.
 88. ___ There have been times I felt sure I knew God's will for some particular need or ministry, and strongly desired to move forward (meeting any obstacles head-on), even when others were not so sure.
 89. ___ I am approached by people who want to know my perspective on a particular passage or Biblical truth.
 90. ___ When a person has a problem, or is uncertain of his/her direction, I am often sought out for practical advice and can frequently guide him/her to the best Biblical solution.

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The following statements are designed to evoke our passion. So often our spiritual gifts are motivated by our passion, and therefore, it is important to evaluate what we desire in our hearts.

91. ___ I dream of developing plans and strategies to efficiently and effectively accomplish identified spiritual goals.
92. ___ I dream of going forth into my church, community or world-wide to establish new churches and/or ministries.
93. ___ I dream of effectively communicating the gospel to non-believers so they commit their lives to Christ and move toward spiritual maturity.
94. ___ I dream about coming along side others and motivating them with the Truth in such a way as to cause them to respond to Christ and the Holy Spirit at all times.
95. ___ I dream of providing for the needs of others through the imparting of money and other God-given resources with cheerfulness and liberality.
96. ___ I dream of accomplishing practical tasks in order to meet and support the needs of others and/or their ministries, and/or take on a supporting role for another member of the Church, enabling them to increase the effectiveness in their ministry.
97. ___ I dream of inspiring others to harmoniously accomplish the purposes of God through visionary goal setting, communicating, instruction, motivation and living an exemplary life honoring God.
98. ___ I dream of feeling so compassionate and moved to extend practical help cheerfully to those who are in physical, emotional or spiritual need or who are suffering.
99. ___ I dream of assuming a long-term relationship with a specific group of Believers and to be responsible for their spiritual well-being through nurturing, teaching, and guiding the group toward Christ-like maturity.
100. ___ I dream of speaking the mind, will and heart of God by revealing and proclaiming truth, with clarity in a timely and relevant manner, for the purposes of edification, exhortation and consolation.
101. ___ I dream of analyzing and understanding scripture and to clearly communicate God's truth in such a way that others are inspired to change and grow in their faith.
102. ___ I dream of discerning what is of God and what is of Satan before it becomes self-evident to others.
103. ___ I dream of recognizing what God wants to accomplish and sustain an unwavering confidence that God will do it regardless of the obstacles.
104. ___ I dream of communicating spiritual truth through discovery, analysis, and understanding of Biblical insights, for the spiritual growth of Believers.
105. ___ I dream of effectively interpreting and applying spiritual truth to specific situations, thus producing understanding and solutions to problems and spiritual growth in Believers.

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Scoring Instructions

Using the table on the right, record your response to each assessment statement (rating 0 - 5) in the block whose number corresponds with the statement number. Example: If you have a score of 4 for statement 1, you would record 4 in block 1. After all the blocks are filled-in (1 - 105), total each column to get the overall score for each Spiritual Gifts (A-O).

Plotting Instructions

First complete the *Scoring Instruction* (above) to get a total for each spiritual gift (A - O). Then use these totals to plot the graph. Find the appropriate letter A, B, C, D, E, F, G, H, I, J, K, L, M, N, or O and circle the number of the total below each letter. Example: If A's total score is 32, then circle the number 32 in the A column.

Matching the Spiritual Gifts

The spiritual gifts corresponding to A - O on the charts have been purposely out-of-sight so you would not be tempted to sway an answer to a preceived gift you might have. To find the gifts, turn the page and match the spiritual gifts with the corresponding letters.

Reading Your Graph

To determine which gift(s) are most like you, draw straight lines between the circles and notice which gifts have the highest peaks. The higher the number (or peaks) on the graph, the more intensely that gift describes you. Also notice the next highest plot, the lowest plot and look for any patterns. This will help you learn more about potential gift mixes and overall tendencies.

Listing Your Spiritual Gifts

From the graph, list your top scoring spiritual gifts. This list represents potential special abilities that should be further evaluated to confirm if they are truly your gifts. To help you determine the validity of your gifts, ask other mature Believers for affirmation through observation, and when you serve in your giftedness, ask yourself if you experience genuine inner joy through service, and see spiritual fruits from your work. Remember this is a process and it may take time to validate your gifts.

Stop! Do not look at this key
until after you have completed your assessment.

After responding to all the spiritual gifts assessment statements and transferring your scores to the Assessment Table (previous page), use this key to match the specific spiritual gift with the appropriate letter (A through O).

A = Administration
B = Apostleship
C = Evangelism
D = Exhortation
E = Giving
F = Helps/Service
G = Leadership
H = Mercy
I = Pastor/Teacher (Shepherding)
J = Prophecy
K = Teaching
L = Discernment
M = Faith
N = Knowledge
O = Wisdom