



Spiritual Gift Discovery

Introduction – Instructions – Exercise

Introduction

This exercise is a tool to help you identify what gift or gifts may have been given to you by God the Spirit. This is not a complete test. Not all of the spiritual gifts are tested for in this exercise. The results of this exercise are an indication of your gift or gifts, not an absolute.

Instructions

In this exercise booklet you will find 136 different statements. Please read each statement as though you were making it yourself. Each answer is associated with a numerical value. After reading the statement please rate it by the following criteria and enter the corresponding number on your answer sheet.

0	this is <u>never</u> true of me	NEVER
1	this is <u>very seldom</u> true of me	VERY SELDOM
2	this is <u>seldom</u> true of me	SELDOM
3	this is <u>sometimes</u> true of me	SOMETIMES
4	this is <u>most always</u> true of me	MOST ALWAYS
5	this is <u>always</u> true of me	ALWAYS

Your first impression is what you should record as your answer.

Exercise

You may now continue to the exercise. Please do not read the Answer Page or Definitions before completing your answers to all of the statements in the exercise.

Statement		Never (0)	Very Seldom (1)	Seldom (2)	Sometimes (3)	Most always (4)	Always (5)
1	I need to express the message of Jesus verbally.						
2	I remember people's likes and dislikes.						
3	I'm more comfortable working with my hands than talking to others.						
4	I am committed to the truth, relevance, and authority of the Scriptures.						
5	I view tribulation as a means of spiritual growth, both in my life and others.						
6	I am able to make wise purchases and investments.						
7	I recognize the possibilities in others and then motivate them to action.						
8	I am able to see the overall picture and to clarify long-range goals.						
9	I have an attraction to and an understanding of people who are in distress.						
10	I am able to offer solutions that result in profit for others and the church.						
11	I have a special ability and desire to study and understand God's truths.						
12	I believe and trust that God can and will intervene in the historical process even when others may falter.						

Statement		Never (0)	Very Seldom (1)	Seldom (2)	Sometimes (3)	Most always (4)	Always (5)
13	I just seem to know which actions and teachings that are claimed to be of God are actually God.						
14	I am intensely aware of God's unique love for all persons and His desire that they experience salvation.						
15	I have the ability and desire to teach.						
16	I enjoy opportunities to provide food and/or lodging to people who are in need.						
17	I desire the opportunity to take the gospel message where it's never been heard.						
18	I am able to speak clearly and directly to the needs of others, even when doing so leads to criticism.						
19	I like to respond as quickly as possible when a need arises, not talk about it.						
20	When a need arises I seem too have all the energy I need to get the job done.						
21	I place an emphasis on the accuracy of words.						
22	I desire to motivate others to follow practical advice and accept positive plans of action.						
23	I am most willing to share what I have with others.						
24	I am able to organize a group for the purpose of pursuing a goal.						

Statement		Never (0)	Very Seldom (1)	Seldom (2)	Sometimes (3)	Most always (4)	Always (5)
25	Even in the face of negative responses and criticism I continue to work toward a goal.						
26	I do all I can to remove hurts and bring healing to people who are hurting.						
27	My advice is sought on practical matters.						
28	I have little difficulty determining the relationship between one spiritual truth and another.						
29	I am convinced that God is concerned and active in the affairs of people in the world.						
30	I have been able to guard others from spiritual harm.						
31	I constantly desire to share the gospel with all people everywhere.						
32	I want to help others and to help bear their burdens.						
33	I enjoy having guests in my home.						
34	I enjoy starting new Bible study or prayer groups.						
35	My Christian lifestyle fits the message I speak.						
36	When it comes to getting things done I will use my own funds to avoid delays.						
37	I am willing to pitch in and help out even when I'm not feeling my best.						

Statement		Never (0)	Very Seldom (1)	Seldom (2)	Sometimes (3)	Most always (4)	Always (5)
38	I find myself testing the knowledge of people who are teaching.						
39	I enjoy counseling with people.						
40	I like to give to worthwhile projects but resist pleas for assistance.						
41	I know when to delegate authority and will do so.						
42	I have an awareness of the resources available to complete a task.						
43	I feel a greater concern for mental distress than physical distress.						
44	The advice I offer to others is consistently good.						
45	I can pinpoint spiritual truths that relate directly to the well being of the church.						
46	Even when situations seem impossible, I feel assured that things will change for the glory of God.						
47	I have a deep conviction that all authentic power comes from God.						
48	I understand the truths of the gospel and am able to present them clearly to others.						
49	I have leadership ability as evidenced by followers.						
50	Guests and visitors in my presence feel welcome and a part of things.						

Statement		Never (0)	Very Seldom (1)	Seldom (2)	Sometimes (3)	Most always (4)	Always (5)
51	I am concerned about the growth and maturity of new churches rather than just being satisfied having people accept Christ.						
52	I depend on Scriptural truth and am willing to stand alone for what is right.						
53	I can tell when people are really thankful for what others do for them.						
54	I like doing things myself rather than asking others to do them.						
55	I enjoy researching in order to validate truth.						
56	I feel responsible to warn people who are acting unlike they should, of the consequences of their wrong deeds.						
57	I want the things I give to God to be only high quality goods.						
58	If I'm responsible for something, I make sure it is well organized.						
59	I derive fulfillment in seeing all the pieces coming together and others enjoying the finished product.						
60	I do not like being firm with people unless I see how it will help.						
61	I most often am able to bring about a relaxation of tension when difficult issues are discussed.						

Statement		Never (0)	Very Seldom (1)	Seldom (2)	Sometimes (3)	Most always (4)	Always (5)
62	I am able to clearly communicate spiritual truths to others, but do not get involved in application.						
63	I am willing to carry out God's will in the midst of enormous difficulties and hindrances.						
64	Even though it is unauthenticated, I realize evil forces also exert power on people.						
65	I am convinced that unbelievers will be separated from God for eternity.						
66	People seek my counsel.						
67	I gladly open my home to friends or strangers.						
68	I have the desire to move on to a new area after a local church has been established.						
69	I am deeply concerned about the reputation of the church and all facets of God's work.						
70	I stay active in many church functions.						
71	I enjoy doing those things that someone had to do, even when no one knows I did them.						
72	I have an alertness to details that are often missed by others.						
73	I enjoy dealing with those who are eager to follow steps of action.						

	Statement	Never (0)	Very Seldom (1)	Seldom (2)	Sometimes (3)	Most always (4)	Always (5)
74	I do not mind going without some things if it means I will have more to give.						
75	When no structured leadership exists, I tend to assume responsibility.						
76	I enjoy taking care of the "loose ends" of a project.						
77	I am very sensitive to the use of words and actions that hurt other people.						
78	My opinions are considered carefully by groups.						
79	I tend to think in terms of spiritual/ biblical principles.						
80	I am able to respond to the leading of the Holy Spirit even when the goal and purpose of the action are not apparent.						
81	I get very restless inside when people claim divine authority.						
82	It is easy for me to present the gospel clearly that people accept the Lord and His salvation.						
83	I am concerned about the welfare and doctrinal purity of other Christians.						
84	I am willing to share what I have with others.						
85	I have faith to overcome enormous obstacles, opposition and persecution.						

Statement		Never (0)	Very Seldom (1)	Seldom (2)	Sometimes (3)	Most always (4)	Always (5)
86	I quickly identify the working of Satan and hate evil.						
87	It pleases me to be asked to do something that releases others, allowing them to do other things.						
88	When I know that something needs to be done I do it; no one needs to ask me.						
89	I desire to help people to grow in the Lord.						
90	I'm grieved when teaching is not accompanied by practical steps to action.						
91	I am very much aware that I am only the steward of what God owns.						
92	I enjoy it when I am given responsibility for something.						
93	I need the loyalty and confidence of those I am directing and serving.						
94	I can sense an atmosphere of joy or distress in individuals or groups.						
95	I am skilled in clarifying issues for groups or individuals.						
96	I know more Scripture than most Christians.						
97	I am willing to yield to God's will rather than question it or waiver.						
98	I am sensitive to when a person is submissive to the Holy Spirit's control.						

Statement		Never (0)	Very Seldom (1)	Seldom (2)	Sometimes (3)	Most always (4)	Always (5)
99	One of my desires and abilities is to help others become effective witnesses.						
100	I have a sense of God's desire for me to care for a group of Christians.						
101	My home is always open to guests.						
102	I feel comfortable around people whose race is different than mine.						
103	I find myself speaking out against evil and hypocrisy.						
104	I find it difficult to say "no" when asked to do something at church.						
105	I do not need to be "in the limelight."						
106	Christians discover biblical/spiritual principles when I share with them.						
107	I urge others with the desire to see them reach their potential in Christ.						
108	I look for ways to give more to God's work.						
109	When a task is completed I am ready to move on to the next one.						
110	I am willing to explain tasks to be done to those asked to do them.						
111	I often react harshly when my friends are rejected.						
112	I have strong opinions about what the Lord would have me do.						

Statement		Never (0)	Very Seldom (1)	Seldom (2)	Sometimes (3)	Most always (4)	Always (5)
113	I can answer many biblical questions.						
114	I see the hand of God in the succession of events even when others do not.						
115	I am able to sense the true motivation of persons and movements.						
116	I tell people about my salvation, even when they may not appreciate my doing so.						
117	I enjoy helping a straying Christian "get back on track."						
118	People feel comfortable dropping by my home for a visit.						
119	I feel comfortable in cultures that are different than mine.						
120	I desire to see an outward change in those who say they have changed inwardly.						
121	I enjoy making it possible for others to do their job well.						
122	I do not have to be the leader but I do enjoy helping my team.						
123	I like to study the Bible.						
124	I believe that obeying God's Word will change a person's life and urge people to become more obedient.						
125	I understand that ministry does cost money.						
126	I have influenced Christians in a way to further God's work.						

Statement		Never (0)	Very Seldom (1)	Seldom (2)	Sometimes (3)	Most always (4)	Always (5)
127	I believe details are very important.						
128	I believe that our church should help people who are in need.						
129	God has given me insight into the proper course of action that others ought to take.						
130	I enjoy preaching/teaching.						
131	I believe that nothing is impossible if we depend on the Lord.						
132	I can tell if a statement is from the Lord, Satan or man's opinions.						
133	I lead people in making a profession of faith in Christ.						
134	I feel a responsibility for maturing Christians in discipleship.						
135	I like to talk about spiritual matters with my houseguests.						
136	I'm concerned about those areas where there is little Christian work being done.						



Spiritual Gift Discovery

Answer Page Instructions

Answer Page

Spiritual Gift Definitions

Answer Page Instructions

Please enter the numerical value of each statement into the correct box. For example, if your answer to statement number 1 was "Sometimes", you would enter the number 3 in the box marked 1. If your answer to statement two was "Always", you would enter the number 5 in the box marked 2.

Example:

Value of Answers

Total

Gift

Row A	1	3	18	35	52	69	86	103	120		
Row B	2	5	19	36	53	70	87	104	121		
Row C	3		20	37	54	71	88	105	122		

After you have entered the number for each statement in the correct box, add the eight numbers in each row. Place the sum in the total column.

Example:

Value of Answers

Total

Gift

$$3 + 3 + 5 + 4 + 3 + 4 + 5 + 5 = 32$$

Row A	1	3	18	3	35	5	52	4	69	3	86	4	103	5	120	5	32		
Row B	2	5	19		36		53		70		87		104		121				
Row C	3		20		37		54		71		88		105		122				

Please ***turn the page*** and complete the Answer Page.

Name: _____

Answer Page

	Value of Answers								Total	Gift
Row A	1	18	35	52	69	86	103	120		A
Row B	2	19	36	53	70	87	104	121		B
Row C	3	20	37	54	71	88	105	122		C
Row D	4	21	38	55	72	89	106	123		D
Row E	5	22	39	56	73	90	107	124		E
Row F	6	23	40	57	74	91	108	125		F
Row G	7	24	41	58	75	92	109	126		G
Row H	8	25	42	59	76	93	110	127		H
Row I	9	26	43	60	77	94	111	128		I
Row J	10	27	44	61	78	95	112	129		J
Row K	11	28	45	62	79	96	113	130		K
Row L	12	29	46	63	80	97	114	131		L
Row M	13	30	47	64	81	98	115	132		M
Row N	14	31	48	65	82	99	116	133		N
Row O	15	32	49	66	83	100	117	134		O
Row P	16	33	50	67	84	101	118	135		P
Row Q	17	34	51	68	85	102	119	136		Q

Please ***turn the page*** and you will find the Spiritual Gift associated with each row.

Spiritual Gift Definitions

- A. **PROPHECY**: The gift of prophecy is the special ability that God gives to certain members of the body of Christ to speak biblical truths to current issues with conviction and clarity.
- B. **SERVING**: The gift of service is the special ability that God gives to certain members of the body of Christ to identify the unmet needs involved in a task related to God's work. Members with this gift are able to make use of available resources to meet those needs and help accomplish the desired goals.
- C. **HELPS**: The gift of helps is the special ability that God gives to certain members of the body of Christ to invest the talents they have in the life and ministry of other members of the body. Thus enabling them to increase the effectiveness of their own spiritual gifts.
- D. **TEACHING**: The gift of teaching is the special ability that God gives to certain members of the body of Christ to communicate information, relevant to the health and ministry of the body and it's members. Members with this gift are able to do this in such a way that others will learn.
- E. **EXHORTATION**: The gift of exhortation is the special ability that God gives to certain members of the body of Christ to minister words of comfort, consolation, encouragement and counsel to other members of the body. Members with this gift are able to do this in such a way that others feel helped and healed.
- F. **GIVING**: The gift of giving is the special ability that God gives to certain members of the body of Christ to contribute their material resources to the work of the Lord with liberality and cheerfulness.
- G. **LEADERSHIP**: The gift of leadership is the special ability that God gives to certain members of the body of Christ to set goals in accordance with God's purpose for the future of the church. Members with this gift are able to communicate these goals to others in such a way that they voluntarily and harmoniously work together to accomplish these goals for the glory of God.
- H. **ADMINISTRATION**: The gift of administration is the special ability that God gives to certain members of the body of Christ to clearly understand the immediate and long-range goals of a particular unit of the body of Christ. Members with this gift are able to devise and execute effective plans for the accomplishment of those goals.
- I. **MERCY**: The gift of mercy is the special ability that God gives to certain members of the body of Christ to feel genuine empathy and compassion for individuals, both Christian and non-Christian, who suffer distressing physical, mental or emotional problems. Members with this special gift are able to translate that compassion into cheerfully done deeds, which reflect Christ's love and alleviate the suffering.
- J. **WISDOM**: The gift of wisdom is the special ability that God gives to certain members of the body of Christ to know the mind of the Holy Spirit. Members with this gift are able to receive

insight into how given knowledge may best be applied to specific needs arising in the body of Christ.

- K. KNOWLEDGE:** The gift of knowledge is the special ability that God gives to certain members of the body of Christ to discover, accumulate, analyze and clarify information and ideas which are pertinent to the growth and well-being of the body.
- L. FAITH:** The gift of faith is the special ability that God gives to certain members of the body of Christ to discern with extraordinary confidence the will and purposes of God for the future of His work.
- M. DISCERNMENT:** The gift of discerning of spirits is the special ability that God gives to certain members of the body of Christ to know with assurance whether certain behavior, purported to be of God, is in reality divine, human or Satanic.
- N. EVANGELIST:** The gift of evangelist is the special ability that God gives to certain members of the body of Christ to share the Gospel with unbelievers. Members with this gift are able to do this in such a way that men and women become Jesus' disciples and responsible members of the body of Christ.
- O. PASTOR - SHEPHERDING:** The gift of pastor is the special ability that God gives to certain members of the body of Christ to assume a long-term, personal responsibility for the spiritual welfare of a group of believers.
- P. HOSPITALITY:** The gift of hospitality is the special ability that God gives to certain members of the body of Christ to provide an open house and warm welcome for those in need of food and lodging.
- Q. MISSIONARY:** The gift of missionary is the special ability that God gives to certain members of the body of Christ to minister their other spiritual gifts in a second culture.

Spiritual Gifts Utilization in the Local Church:

- A. **PROPHECY**: The gift of prophecy can be used in the local church by those engaging with the current needs of society to address community or moral issues. These Christians can speak up for the unborn, address political issues and societal injustices, as well as address the church regarding topics others might find uncomfortable to difficult.
- B. **SERVING**: The gift of serving can be used in the local church to work behind the scenes to make sure events come together, unmet needs are addressed, and support is given to those leading. These servants are the unsung and unseen heroes who stand behind the scenes to make the daily events of the church run. They volunteer in parking lots, kitchens, classrooms, and at special events.
- C. **HELPS**: The gift of helps can be used in the local church when someone stands beside a leader or teacher to make sure that leader or teacher's effectiveness is increased. They might help with clerical needs, with facilities needs, or even ministry or hospitality needs.
- D. **TEACHING**: The gift of teaching can be used in the local church to lead small groups, teach Sunday School class or Bible Studies, or teaching individuals through personal discipleship.
- E. **EXHORTATION**: The gift of exhortation can be used in the local church to publically comfort, counsel or encourage others. It might include writing notes, making phone calls, and speaking words of encouragement to others who are serving within the church. This gift is often used by care group leaders in small groups, to counsel or shepherd others, and in teaching and worship.
- F. **GIVING**: The gift of giving can be used to supply the necessary resources or financial support that is needed for a ministry to succeed. The person with this gift sees needs and is ready and willing to do something about them. They might serve in benevolence ministries or in teaching stewardship classes.
- G. **LEADERSHIP**: The gift of leadership can be used in every area of the church because whatever the church does it needs leadership to guide its work and ministries to fulfill the mission and vision of the church. This gift can be used by serving the church pastorally, administratively, educationally, financially, or organizationally.
- H. **ADMINISTRATION**: The gift of administration can be used in the local church to break down the mission and vision of the church into understandable and do-able parts so complex jobs can be managed and arranged. The gift of administration can be used in the local church in Christian education, leadership, staffing, staff support, and helping others discover and use their spiritual gifts.
- I. **MERCY**: The gift of mercy can be used in the local church to help it feel genuine empathy and compassion for individuals, both Christian and non-Christian, who suffer distressing physical, mental or emotional problems. Members with this special gift get involved in care ministries, benevolence ministry, as well as hospital or homebound visitation.

- J. **WISDOM**: The gift of wisdom can be used in the local church to teach doctrine or difficult topics to Christians. Those with the gift of wisdom can also counsel others, share insights into how biblical teaching can and should be applied to everyday life situations.
- K. **KNOWLEDGE**: The gift of knowledge can be used in the local church to help others discover, accumulate, analyze and clarify information and ideas which are pertinent to the growth and well-being of the body. Members with this gift can preach, teach, and participate in Christian education.
- L. **FAITH**: The gift of faith can be used in the local church by leaders and ordinary members. The leader with the gift of faith can believe that God can do what other never imagine is possible. Members can use the gifts of faith in their intercessory prayer life, by going to the mission field, and counseling or recovery ministries.
- M. **DISCERNMENT**: The gift of discerning of spirits can be used in the local church by those arguing for the truth of the gospel through apologetics, joining the prayer team and battling in spiritual warfare, and through participating in ministries that go outside the church to engage others with the gospel.
- N. **EVANGELIST**: The gift of evangelist can be used in the local church by members who share their personal story of salvation, who engage non-believers with the truth of the gospel and by those who argue that God is real and the gospel is truth.
- O. **PASTOR - SHEPHERDING**: The gift of pastor can be used in the local church by care group leaders, those protecting church members from error, and demonstrating the church really cares about people like through home or hospital visits.
- P. **HOSPITALITY**: The gift of hospitality can be used in the local church to meet the physical and social needs of others. Members with this gift often assist with food preparation, hosting guests, befriending people and making visitors feel welcome. Members can serve on the food service team, greeting team, usher team, and welcome team in a Sunday school or small group.
- Q. **MISSIONARY**: The gift of the missionary can be used in the local church by those who desire to carry the gospel and its affects to those who need to know God is real. Members with the missionary gift can take both long-term and short-term trips to share the gospel and meet human needs. The member with the missionary gift can also stay at home and be used to meet needs in the name of Jesus so people near the church learn the church is there and how it can be a part of their lives.