

SPIRITUAL GIFTS

DISCOVERY INSTRUCTION GUIDE:

Enjoy the process—this is not a test! There are 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," therefore 4 isn't "good." (Each number represents degrees of something.)
- Don't think of the rating system like school grades: A – B – C – D – F.
- Think of the rating system as "symbols" that indicate to what degree 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 entire question with a low number. In other words, if you think one part is true but another part is not, rate the entire 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.

SAMPLE:				TOTAL
<u>1.</u> 3	<u>25.</u> 2	<u>49.</u> 2	<u>73.</u> 1	8
<u>2.</u> 4	<u>26.</u> 4	<u>50.</u> 3	<u>74.</u> 4	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 that correspond with your high scores.

Record the top three answers in your Personal Profile Sheet.

You may wish to write in all 24 gift names on your answer sheet to analyze all your potentialities regarding the gifts.

There is no specific number required 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 OR LAY LEADER ABOUT WHICH MINISTRIES MATCH YOUR GIFTS!

SPIRITUAL GIFTS DISCOVERY QUESTIONS:

1. I enjoy working behind the scenes, taking care of little details.
2. I usually step forward and assume a leadership role 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 and to get the job done, no matter how small the task.
5. I have the ability to organize ideas, people and projects and to reach a specific goal.
6. People often say I have good spiritual judgement.
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 to share it with others.

19. I presently have the responsibility for the spiritual growth of one or more young believers.
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 in.
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 the 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 usually 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 grow spiritually.
44. I would be willing and excited to start a new church.
45. I can adapt easily to cultures, languages, and lifestyles 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 people 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 have begun 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 to learn more about a subject.
65. I feel a need to challenge others to better themselves, especially in their spiritual growth, in an uplifting, not 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 offer 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 public recognition.
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 choir 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

Select the value from 0-4 that the statement is true in your life

- 0 – Not at all
- 1 – Little
- 2 – Moderately
- 3 – Considerably
- 4 – Strongly

For best results, do not review the gift key until you have answered all the questions

Answers					Totals	Row	Gift
1. _____	25. _____	49. _____	73. _____	_____	A	_____	
2. _____	26. _____	50. _____	74. _____	_____	B	_____	
3. _____	27. _____	51. _____	75. _____	_____	C	_____	
4. _____	28. _____	52. _____	76. _____	_____	D	_____	
5. _____	29. _____	53. _____	77. _____	_____	E	_____	
6. _____	30. _____	54. _____	78. _____	_____	F	_____	
7. _____	31. _____	55. _____	79. _____	_____	G	_____	
8. _____	32. _____	56. _____	80. _____	_____	H	_____	
9. _____	33. _____	57. _____	81. _____	_____	I	_____	
10. _____	34. _____	58. _____	82. _____	_____	J	_____	
11. _____	35. _____	59. _____	83. _____	_____	K	_____	
12. _____	36. _____	60. _____	84. _____	_____	L	_____	
13. _____	37. _____	61. _____	85. _____	_____	M	_____	
14. _____	38. _____	62. _____	86. _____	_____	N	_____	
15. _____	39. _____	63. _____	87. _____	_____	O	_____	
16. _____	40. _____	64. _____	88. _____	_____	P	_____	
17. _____	41. _____	65. _____	89. _____	_____	Q	_____	
18. _____	42. _____	66. _____	90. _____	_____	R	_____	
19. _____	43. _____	67. _____	91. _____	_____	S	_____	
20. _____	44. _____	68. _____	92. _____	_____	T	_____	
21. _____	45. _____	69. _____	93. _____	_____	U	_____	
22. _____	46. _____	70. _____	94. _____	_____	V	_____	
23. _____	47. _____	71. _____	95. _____	_____	W	_____	
24. _____	48. _____	72. _____	96. _____	_____	X	_____	

SPIRITUAL GIFT KEY:

- A. HELPS**
- B. LEADERSHIP**
- C. HOSPITALITY**
- D. SERVICE**
- E. ADMINISTRATION**
- F. DISCERNMENT**
- G. FAITH**
- H. MUSIC**
- I. TONGUES (and INTERPRETATION)**
- 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. EVANGELIST**
- X. INTERCESSION**

SUMMARY LIST OF GIFT DEFINITIONS

<u>Gift</u>	<u>Definition</u>
helps	<p>The gifts of helps refers to the capacity to unselfishly meet the needs of others through very practical means. CENTRAL THRUST - THE ATTITUDE AND ABILITY TO AID OTHERS IN PRACTICAL WAYS.</p>
leadership	<p>A person operating with a leadership gift demonstrates the capacity to exercise influence over a group so as to lead it toward a goal or purpose with a particular emphasis on the capacity to make decisions and keep the group operating together. CENTRAL THRUST - INFLUENCING OTHERS TOWARD VISION.</p>
hospitality	<p>The gifts of hospitalities Biblical concept often used with the terms “guest,” “stranger,” and “sojourner.” It is useful to limit the meaning of “hospitality” to those outside one’s normal circle of friends, as is implied in the literal meaning of the Greek word meaning “love of strangers.” CENTRAL THRUST – LOVE OF STRANGERS, GUEST, TRAVELER</p>
Service	<p>A person with the gift of service is often patient and others-centered. They see needs and finds joy in meeting them. They show love through action more than words and they attach value to even menial tasks. CENTRAL THRUST - LOOKING FOR NEEDS THAT OTHERS HAVE</p>
administration	<p>The gifts of administration involves a capacity to manage details of service functions so as to support and free other leaders to prioritize their efforts. CENTRAL THRUST - SUPPORTIVE ORGANIZATIONAL ABILITIES</p>
discernment	<p>The discernment gift refers to the ability given by God to perceive issues in terms of spiritual truth and to know the fundamental source of the issues and to give judgment concerning those issues; this includes the recognition of the spiritual forces operating in the issue. CENTRAL THRUST - A SENSITIVITY TO TRUTH & ITS SOURCE.</p>
faith	<p>The gift of faith refers to the unusual capacity of a person to recognize in a given situation that God intends to do something and to trust God for it until He brings it to pass. CENTRAL THRUST - A TRUSTING RESPONSE TO A CHALLENGE FROM GOD.</p>
music	<p>The special gift whereby the Spirit enables this person to praise God through music in such a way as to enhance the worship experience for others. CENTRAL THRUST - WANTING OTHERS TO WORSHIP GOD THROUGH SONG</p>

tongues	The gift of tongues refers to a spontaneous utterance of a word from God in unknown words (to the individual giving the word) to a group of people. CENTRAL THRUST - SPEAKING A MESSAGE IN AN UNKNOWN TONGUE
interpretation of tongues	The gift of interpretation of tongues refers to the ability to spontaneously respond to a giving of an authoritative message in tongues by interpreting this word and clearly communicating the message given. CENTRAL THRUST - INTERPRETING A MESSAGE GIVEN IN TONGUES
miracles	The workings of powers, gift of miracles, refers to the releasing of God's supernatural power so that the miraculous intervention of God is perceived and God receives recognition for the supernatural intervention. CENTRAL THRUST - THE RELEASING OF GOD'S POWER TO GIVE AUTHENTICITY.
craftsmanship	A person who is enabled to creatively design and/or construct items to be used for ministry. CENTRAL THRUST - WORKING WITH YOUR HANDS
healing	The gift of healing refers to the supernatural releasing of healing power for curing all types of illnesses. CENTRAL THRUST - RELEASING GOD'S POWER TO HEAL.
giving	The gift of giving refers to the capacity to give liberally to meet the needs of others and yet to do so with a purity of motive which senses that the giving is a simple sharing of what God has given to you. CENTRAL THRUST - A SENSITIVITY TO GOD TO CHANNEL HIS RESOURCES TO OTHERS.
mercy	The gift of mercy refers to the capacity to both feel sympathy for those in need (especially the suffering) and to manifest this sympathy in some practical helpful way with a cheerful spirit so as to encourage and help those in need. CENTRAL THRUST - THE EMPATHETIC CARE FOR THOSE WHO ARE HURTING.
wisdom	The word of wisdom gift refers to the capacity to know the mind of the Spirit in a given situation and to communicate clearly the situation, facts, truth or application of the facts and truth to meet the need of the situation. CENTRAL THRUST - APPLYING REVELATORY INFORMATION
knowledge	The word of knowledge gift refers to the capacity or sensitivity of a person to supernaturally perceive revealed knowledge from God which otherwise could not or would not be known and apply it to a situation. CENTRAL THRUST - GETTING REVELATORY INFORMATION
exhortation	The gift of exhortation is the capacity to urge people to action in terms of applying Biblical truths, or to encourage people generally with Biblical truths, or to comfort people through the application of Biblical truth to their needs. CENTRAL THRUST - TO APPLY BIBLICAL TRUTH

teaching	<p>A person who has the gift of teaching is one who has the ability to instruct, explain, or expose Biblical truth in such a way as to cause believers to understand the Biblical truth.</p> <p>CENTRAL THRUST - TO CLARIFY TRUTH</p>
pastor	<p>The pastoral gift is the capacity to exercise concern and care for members of a group so as to encourage them in their growth in Christ which involves modeling maturity, protecting them from error and disseminating truth.</p> <p>CENTRAL THRUST - CARING FOR THE GROWTH OF FOLLOWERS</p>
apostleship	<p>The gift of apostleship refers to a special leadership capacity to move with authority from God to create new ministry structures (churches and para-church) to meet needs and to develop and appoint leadership in these structures.</p> <p>CENTRAL THRUST - CREATING NEW MINISTRY</p>
missionary	<p>The special ability that God gives to certain members of the Body of Christ to minister whatever other spiritual gifts they have in a culture other than their own. Those with this gift find it easy or exciting to adjust to a different culture or community. Missionaries find great joy working with minorities, people of other countries, or those with other distinct cultural differences. Those with this gift have a stronger-than-average desire to be a part of the fulfillment of the Great Commission around the world.</p> <p>CENTRAL THRUST - SHARING THE GOSPEL WITH THE NATIONS.</p>
prophecy	<p>A person operating with the gift of prophecy has the capacity to deliver truth (in a public way) either of a predictive nature or as a situational word from God in order to correct by exhorting, edifying or consoling believers and to convince non-believers of God's truth.</p> <p>CENTRAL THRUST - TO PROVIDE CORRECTION OR PERSPECTIVE ON A SITUATION</p>
evangelism	<p>The gift of evangelism in general refers to the capacity to challenge people through various communicative methods (persuasion) to receive the Gospel of salvation in Christ so as to see them respond by taking initial steps in Christian discipleship.</p> <p>CENTRAL THRUST - INTRODUCING OTHERS TO THE GOSPEL.</p>
intercession	<p>Those with this gift often feel compelled to pray for specific requests when they are made known. Gifted intercessors have a much greater occurrence of specific answers to prayer than most Christians. Intercessors often have an acute understanding that prayer is genuinely a conversation with God, and when left alone, find themselves engaged in prayer. Many intercessors experience times when God moves them to pray for situations when they are not entirely sure what they are praying for. To those who get to know intercessors well, prayer becomes contagious. Those with this gift should help others learn how to pray more effectively.</p> <p>CENTRAL THRUST - ASKING GOD TO INTERVENE FOR SPECIFIC NEEDS.</p>