SPIRITUAL GIFTS ASSESSMENT

When you accepted Christ, you were not only saved, you were given something very special from God: a giftedness to serve God in a unique way. God's plan for your life is that you would meet a specific need in the church family, and He has gifted you in a special way to meet that need.

If you have trusted Jesus, then you have a spiritual gift. Even if you don't know what it is or don't feel particularly gifted in a specific area, the Bible teaches that you do have a special gift that you can use to serve God. Believe it or not, your gift is vital to the work of God in our church family; otherwise God would not have placed you here.

God's Word teaches that as a member of His Body, you are important to His work in this place. He has appointed you a gift and a purpose for being here...and you will greatly enjoy discovering and using that gift for His purposes!

What should you do with this spiritual gift?

As good stewards, we should take great care of the gift we've been given. The best way to do that is to begin now discovering, developing, and using your gift to serve the Lord and His church. The great result of using your gift is that the entire church family ministers to one another and to the community. That's the way the church, the Body of Christ, is supposed to work.

Taking the Spiritual Gifts Assessment

- To complete the assessment, refer to the scale indicator above the questions to respond to that which most accurately describes yourself.
- When completing the Spiritual Gifts Assessment, do not think as much as react.
- For the most accurate assessment, answer quickly and honestly.

Never	Rarely	Occasionally	True Sometimes	True Most of the Time	True Always
0	1	2	3	4	5

1. I have a consuming passion to see people say yes to a personal relationship with Jesus.
2. I often have a strong prompting of something God wants to say in a particular circumstance.
3. I am excited to offer spiritual guidance and direction to a group of followers of Jesus.
4. I can communicate truths to others and have seen them transform attitudes, values, and conduct as a result.
5. I can visualize the "big picture" of a major project.
6. My natural tendency is to step up and take charge in a situation.
7. I enjoy helping others develop a plan of action to deal with their concerns.
8. I appreciate being called on to serve in events or projects to support the ministry of the church.
9. I have desired to make my home available to host groups or gatherings.
10. I manage money well to be able to fuel God's work financially.
11. I attempt to show love and concern in all I do.
12. I have believed God and seen Him work in a miraculous and specific way.
13. I begin most everyday longing to experience the presence of God.
14. I am comfortable sharing my faith with unbelievers.
15. I will stand alone on something I believe in strongly.

16. I have helped guide people in living out the Bible and encouraging them in prayer.
17. People have told me that I have helped them learn truth from the Bible in an applicable way.
18. I can organize and delegate people and resources easily.
19. I love to dream big dreams and feel like God has given me those dreams for myself and others.
20. Others seem to look to me for advice and tell me I'm a good listener.
21. I have supported leaders to help them be able to focus on using their own gifts in the church.
22. People seem to feel a lift in their spirit when in my home.
23. When God moves me with an appeal to give, I find the money I need to participate.
24. I am compelled to comfort people who are hurting or suffering.
25. People have told me God has used my prayers for them to initiate transformational changes in their lives.
26. I have a sense of the spiritual and logistical flow of a church service to bring people to an encounter with God.
27. I would rather share my story of salvation than anything else.
28. I can discern the motives of others fairly easily.
29. Helping people find Christian community excites me.
30. I enjoy devoting extra time to learning new biblical truths and how best to communicate them.
31. I can select the best person for particular tasks to see them to success.

32. When there is no leadership in a group, I will assume it.

33. I have a desire to effectively counsel those in need.

34. People have told me I've helped lift their arms to be more effective in what they're called to do.

35. I've been willing to provide for strangers who are in need, with a meal or a listening ear.

36. I am confident in God's ability to continually provide for my financial needs.

37. I have compassion for all living creatures.

38. God has given me supernatural confidence about an area of future change, even if others don't believe just yet.

39. I can feel in the Spirit when something is working to distract or hinder people's experience with God.

40. I have a clear understanding of the Gospel and when I share, others tend to respond.

41. People have told me that a specific word I have shared with them was timely and from the Lord.

42. I perceive myself as a minister to those under my leadership.

43. Studying the Bible brings me a lot of joy and when I find something transformational, I love sharing that with others.

44. I am able to make quick decisions with complete confidence.

45. People have confidence in events and experiences I give oversight to.

46. Difficult situations in my life have helped me uncover helpful spiritual applications to face them.

47. I enjoy doing tasks others might consider routine.

48. I love being included in our Events Team for large church events (Next Level Leadership Conference, Sisterhood, etc)
49. I don't expect repayment for favors I do for others.
50. I am joyfully willing to sacrifice personal comfort in order to help those less-fortunate.
51. When I pray for people, they and I have felt the manifest presence of God.
52. I am able to enter into God's presence with complete surrender and enjoy spending time in praise and worship.
53. Non-Christians have noted I've been helpful in answering questions and leading them toward a decision for Christ.
54. I regularly feel that I know what God wants to do in a ministry at a specific point in time.
55. I enjoy looking after the spiritual welfare of others.
56. The use of a Bible verse taken out of context frustrates me.
57. I enjoy handling details and see time management as an important part of life.
58. When I set goals, others can rally to them and feel empowered to see them to completion.
59. I'm excited to provide helpful solutions and advice to people in need of support.
60. I love being part of opportunities that are helpful behind the scenes.
61. I see my home as a ministry resource God has given me to use for His purposes.
62. I enjoy giving above the first 10% of my income to local church or other ministry.

63. I would enjoy participating in a ministry that serves with those in prison, the homeless, or shut in.

64. God seems to do impossible things in and through my life on a regular basis.

65. I have a compelling desire to lead others into an encounter with God.

66. I get frustrated that other Christians seem unwilling to share their faith more.

67. I find myself personally broken over the sins and wrong actions of others.

68. People have confided in me about deep life challenges and spiritual struggles because they know I listen and truly care.

69. I feel compelled to share knowledge.

70. I see the path between a vision and goals and the best means to accomplish them.

71. I can articulate a clear preferred path to accomplish an assigned task.

72. Impractical teaching from the Bible frustrates me.

73. I don't need credit or public recognition for the tasks I perform for God and His church.

74. I love being part of providing a meal to a family with a new baby or someone in crisis.

75. I am comfortable making wise decisions concerning finances.

76. I feel comfortable and accepted by people of other cultures or nations.

77. I believe in the power of God to physically heal people instantly and am confident to ask Him to heal someone.

78. God has gifted me with musical abilities that I want to use exclusively for His glory.

Spiritual Gifts Test Scoring Key

DIRECTIONS: Transfer your response (number) to the blank beside the corresponding question. Add the totals up in each column. The highest possible score in one column would be 30.

1		2		3		4	
14		15		16		17	
27		28		29		30	
40		41		42		43	
53		54		55		56	
66		57		68		69	
Totals		**Totals**		**Totals**		**Totals**	
	Evangelism		Prophet		Pastor		Teacher

5		6		7		8	
18		19		20		21	
31		32		33		34	
44		45		46		47	
57		58		59		60	
70		71		72		73	
Totals		**Totals**		**Totals**		**Totals**	
	Administrator		Leader		Exhortation		Helps/ Serving

9		10		11		12	
22		23		24		25	
35		36		37		38	
48		49		50		51	
61		62		63		64	
74		75		76		77	
Totals		**Totals**		**Totals**		**Totals**	
	Hospitality		Giver		Mercy		Faith/ Intercession

13	
26	
39	
52	
65	
78	
Totals	

Leading Worship

SPIRITUAL GIFTS EXPLAINED

Romans 12:1-8

Therefore, I urge you, brothers and sisters, in view of God's mercy, to offer your bodies as a living sacrifice, holy and pleasing to God— this is your true and proper worship. Do not conform to the pattern of this world, but be transformed by the renewing of your mind. Then you will be able to test and approve what God's will is—His good, pleasing and perfect will. For by the grace given me I say to every one of you: Do not think of yourself more highly than you ought, but rather think of yourself with sober judgment, in accordance with the faith God has distributed to each of you. For just as each of us has one body with many members, and these members do not all have the same function, so in Christ we, though many, form one body, and each member belongs to all the others. We have different gifts, according to the grace given to each of us. If your gift is prophesying, then prophesy in accordance with your faith; if it is serving, then serve; if it is teaching, then teach; if it is to encourage, then give encouragement; if it is giving, then give generously; if it is to lead, do it diligently; if it is to show mercy, do it cheerfully.

Pastor

The God-given ability to assume a longer-term personal responsibility for the spiritual welfare of a group of people, connecting with them regularly to know, love, and challenge them in their life journey with Jesus.

Characteristics of a Pastor:

- Consistent lifestyle of a servant of God and of His House.
- Drawn to people who need God's grace for their life.
- Great listeners.
- Can lead people to know and pursue their spiritual purpose
- Willing to spend time in intercessory prayer for people as you care for them.
- Expressive, composed, and sensitive.
- Tend to remember people's names, faces, and stories.
- Faithful and devoted.

Examples:

- John 10:1-18
- 1 Timothy 3:1-7

Prophet/Pereceiver

The God-given ability to clarify, redirect, and re-communicate God's message in relation to truth which has already been revealed. Sometimes, this is a new revelation which builds on that originating truth. In other circumstances, it's a re-focusing challenge to return to an original message already given by God. It's always given for the purpose of encouraging, strengthening, and comforting, and drawing us back to the heart of God as our Father, who desires what's best for us as a person and as a faith community.

Characteristics of a Prophet/Perceiver:

- Sees circumstances with spiritual eyes with supernatural clarity.
- Can see the spiritual impact of situations others may only perceive in the natural.
- Recognizes the character of people and the impact of their intentions, whether good or bad.
- Practices personally and encourages in others confession and repentance for the glory of God.
- Sees the Bible as the foundation for truth.
- Courageously holds to spiritual truths.
- Personally distraught over the sin and brokenness in others.
- Confidently communicates what they perceive.
- Desperately desires to obey God.

Examples:

- John 1:19-28, 37-42
- Luke 7:26
- Acts 21:9-11

Helper/Server

The God-given ability to recognize a need and administer assistance to others. A spiritual multiplier who is especially adept in helping others release their own practice of their Spiritual gifts as well.

Characteristics of a Helper/Server:

- Willingly loves to meet the needs of others.
- Goes above and beyond what is asked of them.
- Is usually involved in a variety of different activities/tasks.
- Is loyal, sincere, faithful, tolerant, and devoted.
- Is ambitious and patient.
- Is burdened for the needs of others, and typically responds quickly to meet those needs.
- Can be creative problem solvers in how they serve others.
- Likes to have a good leader to support who can cast clear vision on the task to be accomplished.

Examples:

- 2 Timothy 1:16-18
- Romans 16:1-2

Teacher

The God-given ability to study, research, explain, and effectively communicate the truth of God's word and the promptings of His Spirit.

Characteristics of a Teacher:

- Loves God's Word.
- Feels a great burden to know and teach the whole Bible.
- Creative and imaginative.
- Detests Scripture used out of context.
- Accurate, logical presenter of the Word who is easy to understand.
- Believes the application of God's truth will lead to life change.
- Is enthusiastic when explaining and stimulates others to learn

Examples:

- Acts 18:24-28
- Acts 20:20-21
- 2 Timothy 2:2

Exhorter

The God-given ability to encourage and counsel individuals in time of need, persuading them to take courage and assuring them with God's comfort and the recognition of His love and His spirit within them.

Characteristics of an Exhorter:

- Is able to help others understand problems and discover solutions.
- Unifies people using practical steps.
- Verbally encourages others to excel in ministry.
- Typically loves to do personal counseling.
- Is more tolerant and sympathetic than hostile.
- Motivates others to action.
- Believes that Scripture has the solution to every problem.
- Perceives trials as opportunities for personal growth.
- Excels in communication, verbal or written.

Examples:

- 1 Corinthians 2:14
- Acts 14:22
- James 1:5-6

Giver

The God-given abilty to freely invest in people and in the work of the Kingdom of God, all that God has entrusted to them. This may include time and talents as well as financial resources. Givers resource with joy and eagerness, without any ulterior motives or need for personal recognition.

Characteristics of a Giver:

- Understands that God owns everything.
- Gives as led by the Spirit, often anonymously.
- Takes pleasure in meeting the needs of others.
- Strongly believes in tithes and offerings.
- Is particularly interested in helping people.
- Is alert to the needs others might overlook
- Wants his/her gift to be of high quality.
- Wants to know his/her gift is being used properly.
- Financially wise.
- Sees hospitality as a chance to give.

Examples:

- Mark 12:41-44
- 2 Corinthians 8:1-7
- 2 Corinthians 9:2-8

Leader

The God-given ability to lead, assist, protect, and care for others. Leaders base their success on how well they help other succeed and grow in their relationship with Jesus. They are “visionary” and less concerned with mundane details than they are with the ability to get tasks done alongside others, leading relationally and caring deeply about the well-being of those they lead. Leaders are typically entrepreneurial, risk-takers and are well-equipped to lead in crisis or chaos.

Characteristics of a Leader:

- Motivates others to action
- Clear communicator of a devised strategy.
- Delegates well without dumping, giving responsibility, not just tasks.
- Enjoys accomplishing goals and thrives in bringing others along to learn as they accomplish together.
- Meets challenges as they arise and can improvise when unexpected obstacles surface.
- Understands the big picture.
- Not beholden to methods which are no longer accomplishing the mission.
- Excited to share credit with others who’ve contributed to the success.
- Willing to hold self and others accountable to always grow and learn for future

Examples:

- Luke 9:51
- Acts 15:7-11

Administration

The God-given ability to understand and organize the short or long range goals of person or team and to execute plans for accomplishing those goals.

Characteristics of an Administrator:

- Is more interested in the success of the group than his or her own desires.
- Sees the whole picture quickly.
- Is not a procrastinator.
- Is goal-oriented.
- Can harmonize the various opportunities of another leader or a church.
- Is capable and confident to make quick decisions and stick with them.
- Likes challenging tasks.
- Plans ahead and works on a schedule.
- Has a passion to move on to a new task as soon as one is completed.
- Is enthusiastic and can rally people to participate in the big vision of a leader.

Examples:

- Luke 14:28-30
- Acts 6:1-7
- Acts 27:11

Mercy/Compassion

The God-given ability to have immediate compassion for those who are struggling or suffering, and the willingness to bring hope and help, emotionally, spiritually and sometimes physically, to those in need.

Characteristics of Mercy/Compassoin:

- Searches out and brings out the good in others.
- Is sympathetic and sensitive
- Has a heart of compassion for the poor, ill, aged, underprivileged, etc.
- Identifies emotionally and mentally with others.
- Is patient, but responds to others' needs quickly.
- A great listener who chooses words carefully.
- Detects insincerity easily.
- Thinks with the heart.

Examples:

- Matthew 20:29-34
- Matthew 25:34-40
- Luke 10:33-35
- Acts 11:28

Hospitality

The God-given ability to provide an open home or a welcoming environment/experience outside of the home as a means of intentionally expressing God's love to others.

Characteristics of Hospitality:

- A passion for providing for the needs of strangers so that they may feel God's love and welcome.
- A natural knack for making guests feel special.
- A willingness to host and serve without an expectation of repayment.
- An openness to hosting people in your home, even larger groups.
- An attentive eye/spirit to whom in a crowd looks uncertain, left out or out of place, and a willingness to alleviate those fears practically.
- Comfortable with unexpected guests at your table or home.
- Joyfully provide an above and beyond experience for those whom we've been invited to serve, either at church, in our home, or at another environment.
- Willing to extend time and resources through daily acts of kindness.
- Helping people feel the peace of God in an environment they host.
- Excited to share coffee, a home cooked meal to a family in need, or great conversation to someone needing a listening ear.

Examples:

- Acts 16:14-15
- Hebrews 13:1-2
- 1 Peter 4:9

Faith/Intercession

The God-given ability to believe with extraordinary confidence the will of God, to serve as a vessel and channel of God's healing work, seeing frequent answers to prayer and belief in the supernatural power of God for a particular person or circumstance of need.

Characteristics of Faith/Intercession:

- A heightened sensitivity to the Spiritual activity of God in a given situation.
- A readiness to believe and ask for God to work in miraculous ways in a given circumstance.
- A confidence and familiarity with God's faithfulness in miraculous circumstances in the past.
- A desire to pray consistently and specifically, often out loud, for the prayer needs of others.
- Willingness to set aside extended time in one's day for prayer and fasting as prompted by the Holy Spirit.
- A willingness to change the flow of our day/schedule or event to follow a clear redirection by the Holy Spirit.
- The ability to take a public stand, sometimes unilaterally, in the belief in a promise(s) of God in a given moment.

Examples:

- Acts 11:22-24
- Acts 27:21-25
- Acts 12:12
- James 5:14-16

Evangelism

The God-given ability to share the Gospel with non-believers in a relevant, practical and engaging way so that they choose to become followers of Jesus.

Characteristics of Evangelism:

- A consuming passion for people who've never said yes to Jesus.
- Finds great joy in seeing people come to Christ.
- Believes salvation is the greatest gift of all.
- Tolerant of people and their weaknesses, sympathetic to sinners.
- Works hard to become a good listener.
- Holds the listener's attention.
- Expressive in speech and communication.
- A clear understanding of the Gospel message.

Examples:

- Acts 8:5-6
- Acts 21:8
- 2 Timothy 4:5

Worship Leader

The God-given ability to discern the Spirit of God in guiding the preparation and experience of a public worship gathering, helping draw others into an intimate experience with God through music (vocal, instrumental or both) and public exhortation.

Characteristics of a Worship Leader:

- A passion for people to enter into the presence of God.
- Attentive to spiritual promptings both in preparation for worship and in the experience of a worship service.
- Uses gifts of singing, musical instruments, and exhortation to lead a group of people to experience the presence of God.
- Willingness to sacrifice time and intentional focus on the preparation and practice of their gifts, both personally and as part of a group.
- Avoids attracting attention to themselves, focusing that attention back to God.
- Creative and imaginative.
- Can articulate in song, in word or in other medium what individuals or a group are feeling as they worship God.

Examples:

- Exodus 15
- 1 Samuel 16:23
- 1 Chronicles 9:33
- 2 Chronicles 5:12-14