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Name

### *Before you take the gift assessment*

Please read the following to understand what the assessment will and will not show you.

*The Holy Spirit indwells believers and Spiritual gifts come through the Holy Spirit. (Acts 2:28)*

- Spiritual gifts are given to all those who understand their need of a Savior and have accepted Jesus Christ as their Savior.
- If you do not fully understand the need for a Savior, have not accepted Jesus as your Savior, or are confused about these statements, please understand that God loves you and wants you to fully know His will. First Baptist Church is full of people who can lovingly explain their faith in Christ. Please don't hesitate to talk with someone. You are special to God. The Spiritual gift assessment will not be useful to you at this time. It will simply show you what you do in the world.

Spiritual gifts are not the Fruit of the Spirit (Galatians 5: 22-23: love, joy, peace, patience, kindness, goodness, faithfulness, gentleness and self-control.) These character traits are a sign of a believer's maturity.

*Spiritual gifts show how you minister (work or what you do) within the Body of Christ.*

- This Spiritual gift assessment is geared towards those who are 'doing' ministry in the body.
- If you are a new believer or someone who does not participate in ministry, this gift assessment may not accurately show your areas of gifting (see next page). Please note that 'doing ministry' is not just functioning within the four walls of First Baptist Church. Many believers use their gifting in wonderful ministries throughout the community and the world!
- All believers have a valuable place in the body of Christ! If even one person does not function in his or her area of gifting, the entire Body suffers.

Please remember the following as you take the assessment:

- Spiritual gifts are not skills or natural talents. You may be a wonderful singer but your Spiritual gift may be administration.
- Don't confuse gifts with Christian roles or offices. Elders, deacons, trustees, are not giftings. Believers who fill these roles will bring multiple gifts to the group they are serving with.
- Spiritual gifts are not given fully developed. Some gift may not be readily apparent at this point in your journey with Christ, but will become more apparent over time as you minister and mature in your walk with the Lord.

Please find a quiet place and uninterrupted time to prayerfully fill out the assessment. (Turn off the cell phone!) Fill out the answer sheet without looking at the gift key. This is a time between you and God for self-examination. He loves when His children come to Him looking for guidance and direction! Once you finish the assessment take time to look at the results and think about what it has shown you. Come back next Sunday for discussion and encouragement with the Body.

### *Now that you have taken the assessment, what is your next step!*

Remember what the gifts are for.....so that the world may believe in Jesus Christ.

- Spiritual gifts are not for self-gain. Romans 12:3
- Realize that using your **gifts without love is worthless**. *"I may be able to speak the languages of men and angles...I may have all knowledge...and all the faith to move mountains-but if I have not love, I am nothing...it does no good."* 1 Cor. 13

Spiritual gifts are God working through your life, but it requires your participation!

- Using your gift(s) is not optional.
- Gifts are not given fully developed. Do not be intimidated because you see others doing a much better job of it! If you have the gift of evangelism, don't compare yourself to Billy Graham. God has given you the gift for a reason and that reason may be to bring ONE person to the Lord!
- *As each one has received a special gift, employ it in serving one another, as good stewards of the manifold grace of God.* (1 Peter 4:10) Just as God holds us accountable for the material things He has placed under our control, our time, our money, or possessions, we are also accountable for the use of the Spiritual gift(s) He has given us. Get to know your gifting!
- Knowing your Spiritual gifting will help you find a fulfilling place in a ministry and will help you determine your priorities. We have many things to do and not enough time to do them all. Knowing your gifting will help you sort out where to focus your energy.
- Knowing your gifting will help you discern God's will.
- Your gifts are to serve and build the Body of Christ in unity! Gifting is highly diverse, but we are one Body. (1 Cor. 12) Be very diligent and gentle about working together with your brothers and sisters in the Lord.
- Learn about ALL the gifts. Don't hesitate to share what you see in others as areas of strength. We can help each other find and use our gifts for the glory of God!
- Beware of expecting the same gift to function the same way in all individuals. We are unique individuals created by God and He will use us to advance His kingdom in very different ways. One who teaches God's word to children through puppets and fun will have a different look than a teacher who teaches poor, single moms through a daycare center. Understand your unique personality and skills and passions and don't try to serve like someone else.

*Choose to participate in a ministry for a specific season of time.*

- Pay attention to how you function in that group or what you are 'itching' to try or do. Don't demand your way, but gently help where you see need. You and those you work with will begin to see where your strengths are and you should feel a joyful comfort level doing those things.
- The ministry you work with may change over time as you develop a passion for certain groups, but your gifting transfers to numerous ministry opportunities. As you grow in maturity, you will be able to see where your unique gifts will most impact the work of the body of Christ and be confident that you are following God's will.

### *If you are a new believer or are not participating in a ministry:*

This assessment is geared toward what you normally find yourself doing when involved in a church ministry. If you are a new believer and just getting involved with church ministry or are someone who has been a part of the church but never participated beyond coming on Sunday morning to hear the sermon, then this gift assessment will probably not accurately reveal your gifts.

- Please read through the assessment to better understand how the gifts function. You ARE gifted by God and the more you understand their use in the church, the more likely you are to begin recognizing your God given role.
- Keep this assessment and retake it on a yearly basis for several years.

### *How do I begin to discern my Spiritual gifting?*

- Participating with God's family in ministry is where your gifts will be revealed.
- Anyone who has ever joined a discipleship group or helped in a ministry for a length of time will notice that people in the group begin to show areas in which they are particularly strong. Some will show the ability to pray easily and frequently, others will show an exceptionally warm personality and desire to welcome everyone. Still others will share God's word in a manner that is understandable and applicable to growth in Christ. There will be certain members who others go to for advice or understanding when life gets hard. Someone will always be there to set up the room or make a class list or help organize a meal for a member who is sick. What you will see is the Spiritual gifts each member has been given working to make sure God's children are growing in discipleship and shining the Light of Christ in a dark world. (As you gain knowledge about the gifts of the Spirit and how they function within a church, you should see the gifts of intercession, hospitality, teaching, pastoring/shepherding, mercy, wisdom, exhortation, helps, service, administration in the above situation.)

### *So.....participate in a ministry!*

- Don't fret over if it is the right group, just begin! God will be able to steer you to your area of gifting if you are moving into ministry. (Have you ever tried to steer a parked car?)
- Give yourself months to work within a group, not just a few random 'visits'. The ministry you begin with may not be the one God will eventually lead you to, but it will help you learn to function with other believers in love and will also begin to show you what strengths you bring to the group.
- God will also use your personality and passions to help you find your fit. Numerous people will have the gift of teaching, but one person may love children and another be called to teach adults and a third may be a writer and use the teaching gift for curriculum writing.
- Your gifting, your personality and your passions will all come together to create the spot God has called you to minister in His Body.
- You are fearfully and wonderfully made and loved by the Creator of the Universe!



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Dr. Dan Reiland

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*SPIRITUAL*  
*Gifts*

A Tool to Discover  
Your Place in Ministry

# 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" and 4 isn't "good."
- Don't think of the rating system like school grades A - B - C - D - E.
- Think of the rating system as "symbols" that indicate how much 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 whole question with a low number. In other words, if you think part is true, but another part is not, rate the whole 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.

				TOTAL
SAMPLE:	<u>1. 3</u>	<u>25. 2</u>	<u>49. 2</u>	<u>73. 1</u>
	<u>2. 4</u>	<u>26. 4</u>	<u>50. 3</u>	<u>74. 4</u>
				8
				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 corresponding with your high scores.
- You may wish to write in all 24 gift names on your answer sheet to see your strong gifts in context with the gifts that are not your strongest.
- There is no specific number needed 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 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 Gifts

## Discovery Questions

### QUESTIONS

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1. I enjoy working behind the scenes, taking care of little details.
2. I usually step forward and assume leadership 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 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 then share it with others.
19. I presently have the responsibility for the spiritual growth of one or more young Christians.
20. Other people respect me as an authority in spiritual matters.
21. I have an ability to learn foreign languages.

## QUESTIONS CONTINUED

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22. God often reveals to me the direction He desires the body of Christ to move.
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 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, other than my own, 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 a person 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 began 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.

## QUESTIONS CONTINUED

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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 learn more about a subject.
65. I feel a need to challenge others to better themselves, especially in their spiritual growth, in an uplifting, rather than 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 give 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.

# Gift Key

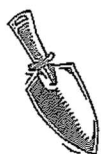
- A. HELPS
- B. LEADERSHIP
- C. HOSPITALITY
- D. SERVICE
- E. ADMINISTRATION
- F. DISCERNMENT
- G. FAITH
- H. MUSIC
- I. TONGUES (and INTERPRETATION)
- J. MIRACLES
- K. CRAFTSMANSHIP
- L. HEALING
- M. GIVING
- N. MERCY
- O. WISDOM
- P. KNOWLEDGE
- Q. EXHORTATION
- R. TEACHING
- S. PASTOR/SHEPHERD
- T. APOSTLESHIP
- U. MISSIONARY
- V. PROPHECY
- W. EVANGELIST
- X. INTERCESSION

# Gift Definitions and Scriptural References

The following contains definitions of the spiritual gifts. While not meant to be dogmatic or final, these definitions and supporting scriptures do correspond to characteristics of the gifts as expressed in the Gifts Questionnaire.

## GIFT DEFINITIONS

## SCRIPTURE



### **A. HELPS**

The gift of helps is the distinctive ability to work with and support other Christian's ministry efforts.

Mark 15:40-41  
Acts 9:36  
Romans 16:1-2  
I Corinthians 12:28



### **B. LEADERSHIP**

The gift of leadership is the distinctive ability to influence others according to a "big picture" purpose, mission, or plan.

Romans 12:8  
I Timothy 3:1-13  
I Timothy 5:17  
Hebrews 13:17



### **C. HOSPITALITY**

The gift of hospitality is the distinctive ability to make people feel "at home," welcome, cared for, and part of the group.

Acts 16:14-15  
Romans 12:13  
Romans 16:23  
Hebrews 13:1-2  
I Peter 4:9



### **D. SERVICE**

The gift of service is the distinctive ability to identify and meet the practical needs of others.

Acts 6:1-7  
Romans 12:7  
Galatians 6:10  
II Timothy 1:16-18  
Titus 3:14

**E. ADMINISTRATION**

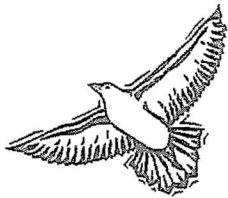
The gift of administration is the distinctive ability to coordinate and organize people and projects.

Luke 14:28-30  
Acts 6:1-7  
I Corinthians 12:28

**F. DISCERNMENT**

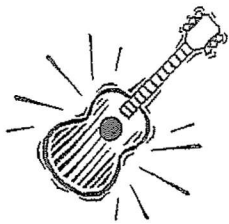
The gift of discernment is the distinctive ability to perceive whether a person's actions originate from Godly, satanic, or merely human sources.

Matthew 16:21-23  
Acts 5:1-11  
Acts 16:16-18  
I Corinthians 12:10  
I John 4:1-6

**G. FAITH**

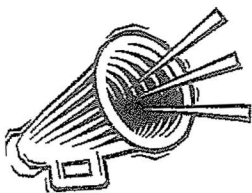
The gift of faith is the distinctive ability to believe God with confidence for things unseen, spiritual growth and the will of God.

Acts 11:22-24  
Romans 4:18-21  
I Corinthians 12:9  
Hebrews 11

**H. MUSIC**

The gift of music is the distinctive ability to make a significant contribution to a worship experience through singing or playing a musical instrument.

Deuteronomy 31:22  
I Samuel 16:16  
I Chronicles 16:41-42  
II Chronicles 5:12-13  
II Chronicles 34:12  
Psalm 150

**I. TONGUES (AND  
INTERPRETATION)**

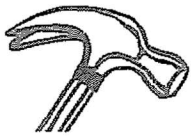
The gift of tongues is the distinctive ability to speak (or interpret) in a language which you never learned and communicate a divinely anointed message from God to unbelievers.

Acts 2:1-13  
I Corinthians 12:10  
I Corinthians 14:1-14

**J. MIRACLES**

The gift of miracles is the distinctive ability to perform supernatural acts as an instrument or agent of God which alter the expected course of nature.

Acts 9:36-42  
Acts 19:11-12  
Acts 20:7-12  
Romans 15:18-19  
I Corinthians 12:10, 28

**K. CRAFTSMANSHIP**

The gift of craftsmanship is the distinctive ability to use your hands and mind to benefit other believers through artistic, creative or a wide variety of construction arenas.

Exodus 30:22-25  
Exodus 31:3-11  
II Chronicles 34:9-13  
Acts 18:2-3

**L. HEALING**

The gift of healing is the distinctive ability to be used as a human intermediary through whom God's supernatural power is applied to a person's physical or emotional need.

Acts 3:1-10  
Acts 9:32-35  
Acts 28:7-10  
I Corinthians 12:9, 28

**M. GIVING**

The gift of giving is the distinctive ability to cheerfully and generously contribute personal resources to God's work.

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

**N. MERCY**

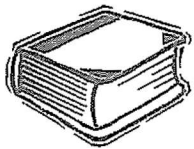
The gift of mercy is the distinctive ability to feel sincere empathy and compassion in a way that results in practical relief for people's hurts, pain and suffering.

Matthew 9:35, 36  
Mark 9:41  
Romans 12:8  
I Thessalonians 5:14

**W. WISDOM**

The gift of wisdom is the distinctive ability to discern the mind of Christ and apply scriptural truth to a specific situation in order to make the right choices and help others move in the right direction.

Acts 6:3,10  
I Corinthians 2:6-13  
I Corinthians 12:8

**K. KNOWLEDGE**

The gift of knowledge is the distinctive ability to seek out, gather, organize, and clarify facts and ideas on a number of diverse subjects.

Acts 5:1-11  
I Corinthians 12:8  
Colossians 2:2-3

**E. EXHORTATION**

The gift of exhortation is the distinctive ability to appropriately communicate words of encouragement, challenge, or rebuke in the body of Christ.

Acts 14:22  
Romans 12:8  
I Timothy 4:13  
Hebrews 10:24-25

**T. TEACHING**

The gift of teaching is the distinctive ability to employ a logical, systematic approach to biblical study in preparation for clearly communicating practical truth to the body of Christ.

Acts 18:24-28  
Acts 20:20-21  
I Corinthians 12:28  
Ephesians 4:11-14

**P. PASTOR/SHEPHERD**

The gift of pastor / shepherd is the distinctive ability to assume responsibility for the spiritual growth and Christian community of a group of believers.

John 10:1-18  
Ephesians 4:11-14  
I Timothy 3:1-7  
I Peter 5:1-3



## T. APOSTLESHIP

The gift of apostleship is the distinctive ability to provide spiritual leadership over a number of pastors and churches that results in tangible fruit in ministry.

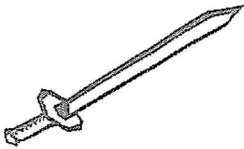
Acts 15:22-35  
I Corinthians 12:28  
II Corinthians 12:12  
Galatians 2:7-10  
Ephesians 4:11-14



## U. MISSIONARY

The gift of missionary is the distinctive ability to minister effectively in cultures beyond your own.

Acts 8:4  
Acts 13:2-3  
Acts 22:21  
Romans 10:15



## V. PROPHECY

The gift of prophecy is the distinctive ability to boldly declare the truth of God, regardless of the consequences, calling people to righteous living.

Acts 2:37-40  
Acts 7:51-53  
Acts 26:24-29  
I Corinthians 14:1-4  
I Thessalonians 1:5



## W. EVANGELISM

The gift of evangelism is the distinctive ability to share the good news of Jesus Christ with others in such a way that many non-Christians believe in Christ and are converted to Christianity.

Acts 8:5-6  
Acts 8:26-40  
Acts 14:21  
Acts 21:8  
Ephesians 4:11-14



## X. INTERCESSION

The gift of intercession is the distinctive ability to pray for significant lengths of time, on a regular basis, and often observe specific answers to those prayers.

Colossians 1:9-12  
Colossians 4:12-13  
James 5:14-16