

# SPIRITUAL GIFTS DISCOVERY

## Experience Assessment

### Directions

- Respond to each statement on the *Experience Assessment* that follows on pages 2-5.
- Place your score to each statement in the appropriate box on your answer sheet below. Use the following scale:

SCORE	MEANING
3	= Consistently / Definitely True
2	= Most of the Time / Usually True
1	= Some of the Time / Once in a While
0	= Never / Not at All

### 3. IMPORTANT:

- Answer according to who you are, not who you would like to be or think you should be.
- How true are these statements of you?
- What has been your experience?
- To what degree do these statements reflect your tendencies?

- When you have completed the *Experience Assessment*, add up each of the columns for a total above each letter.

### ANSWER SHEET

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19					
	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38					
	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57					
	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76					
	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95					
	96	97	98	99	100	101	102	103	104	105	106	107	108	109	110	111	112	113	114					
	115	116	117	118	119	120	121	122	123	124	125	126	127	128	129	130	131	132	133					
<b>TOTAL</b>																					134	135	136	137
	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>I</b>	<b>J</b>	<b>K</b>	<b>L</b>	<b>M</b>	<b>N</b>	<b>O</b>	<b>P</b>	<b>Q</b>	<b>R</b>	<b>S</b>	<b>T</b>	<b>U</b>	<b>V</b>	<b>W</b>	
<b>TOP GIFTS</b>																								

INDICATE TOP 3 GIFTS: 1, 2, 3

1. I can coordinate people, tasks, and events to meet a need.
2. I enjoy working creatively with wood, cloth, paints, metal, glass, or other materials.
3. I enjoy developing and using my artistic skills (art, drama, music, photography, etc.).
4. When I see spiritual complacency, I am willing to challenge it.
5. I have confidence that God not only can, but he will.
6. I give liberally and joyfully to people in financial need and to projects requiring support.
7. I enjoy working behind the scenes to support the work of others.
8. I view my home as a safe and caring place to minister to people.
9. When it comes to my attention, I am honored to regularly pray for someone or for a concern.
10. I am motivated to set goals and influence others to achieve a vision in order to advance God's work on earth.
11. I empathize with hurting people and desire to help them in their healing process.
12. I am attracted to the idea of serving in another country or an ethnic community.
13. I have spoken a timely and important prophetic word to others that I felt came to me directly from God while in prayer.
14. I have the ability to communicate the gospel with clarity and conviction.
15. I establish trust and confidence through long-term relationships.
16. I am able to communicate God's Word effectively.
17. I can readily distinguish between spiritual truth and error, good and evil.
18. I research and am persistent in my pursuit of knowing the truth.
19. Others often seek me out for advice about personal and spiritual matters.
20. I am careful, thorough, and skilled at managing details.
21. I am skilled in working with different kinds of tools.
22. I help people better understand themselves, their relationships, and God through artistic expression.
23. I enjoy reassuring and strengthening those who are discouraged.
24. I have confidence in God's continuing provision and help, even in difficult times.
25. I give more than a tithe so that kingdom work can be accomplished.
26. I enjoy doing routine tasks that support the needs of ministry.
27. I enjoy meeting new people and helping them feel welcomed.
28. I enjoy praying for long periods of time and receiving leadings as to what God wants me to pray for.
29. It is quite natural for me to lead, and it is more comfortable for me to lead than not to lead.
30. I can patiently support those going through painful experiences as they are seeking stability in their lives.
31. I am willing to take an active part in starting a new church.
32. By God's revelation to me, I have been able to shed light on current realities in someone's life that helps them see God's desire for their future.
33. After I have shared the story of Jesus, people pray with me for salvation.
34. I can faithfully provide long-term emotional and spiritual support and concern for others.
35. I simply and practically explain and clarify the Word for those who are confused or just do not know.
36. I have a "sixth sense" and frequently am able to identify a person's character based on first impressions.
37. I receive information from the Spirit that I did not acquire through natural means.

38. I can often find simple, practical solutions in the midst of conflict or confusion.
39. I can clarify goals and develop strategies or plans to accomplish them.
40. I can visualize how something would be constructed before I build it.
41. I like finding new and fresh ways of communicating God's truth.
42. I give hope to others by directing them to the promises of God.
43. I have a special ability to trust God for extraordinary needs.
44. I manage my money well in order to free more of it for giving.
45. I willingly take on a variety of odd jobs around the church to meet the needs of others.
46. I genuinely believe the Lord directs strangers to me who need a sense of belonging and connection to others.
47. I am conscious of ministering to others as I pray.
48. I am usually chosen as the group's spokesperson when in discussion groups.
49. I am drawn toward people who are sometimes regarded as undeserving or beyond help.
50. I can relate to others in culturally sensitive ways.
51. I speak biblical truth in a timely and culturally sensitive way in order to strengthen, encourage, and comfort God's people.
52. I'd rather be around non-Christians more than Christians so that I can build relationships with them.
53. I enjoy giving practical support, nurture, and spiritual guidance to a group of people.
54. When I teach, people respond to my teaching with action.
55. I can see through phoniness or deceit before it is evident to others.
56. I seek certainty and truth in order to avoid superficial understandings and speculation.
57. I am surprised by how many people are unable to solve problems and seem to lack common sense.
58. I can identify and effectively use resources needed to accomplish tasks.
59. I am good at working with my hands and enjoy doing so.
60. I regularly need to get alone to reflect and develop my imagination.
61. I reassure those who need to take courageous action in their faith, family, or life.
62. I am unwavering in my belief that God will absolutely work in circumstances in which success cannot be guaranteed by human effort alone.
63. I choose to limit my lifestyle in order to give away a higher percentage of my income.
64. I see spiritual significance in doing practical tasks.
65. I rarely meet people I do not like and wouldn't want to see included in the life of the church.
66. I pray with confidence because I know that God works in response to prayer.
67. I set goals and direct people to effectively accomplish them.
68. I have great compassion for hurting people.
69. I view the overall picture and do not get hindered with problems along the way.
70. I have spoken to others about future events or situation that God revealed to me, and they happened as I said they would.
71. I boldly speak about salvation through Jesus Christ and see a positive response in those who are listening.
72. I can gently restore wandering believers to faith and fellowship.
73. I get frustrated when I see people's lack of biblical knowledge.

74. God shows me the difference between demonic influence, a mental illness, and an error in truth.
75. When reading or studying Scripture, I see important biblical truths and themes that benefit others in the body of Christ.
76. I can anticipate the likely consequences of the actions of an individual or group.
77. I like to help groups become more efficient.
78. I serve and work more behind the scenes to make things that are useful for ministry and that honor God.
79. The way I say and do things awakens the truth in others, so they say, "I have never thought of it that way."
80. I find great joy in affirming the value and worth of others.
81. When I see God's activity, I move toward it in spite of opposition or a lack of support.
82. For special projects or capital campaigns, I like to give in a way that encourages and inspires others to give generously.
83. I like to find things that need to be done and often do them without being asked.
84. For me, the greatest times of joy in the church are times of social interaction and fellowship.
85. When I hear about needy situations, I feel burdened to pray.
86. I influence others to perform to the best of their ability.
87. I look through a person's handicaps or problems to see a life that matters to God and an opportunity to serve.
88. I am culturally sensitive and comfortable with different ethnic groups.
89. I feel a compulsion to speak the words God gives me to strengthen, encourage, and comfort others.
90. I openly tell people that I am a Christian and want them to ask me about my faith.
91. There are a number of people in my life that I am personally guiding with truth, encouragement, caring, and wisdom.
92. I communicate Scripture in ways that cause others to learn and become motivated toward greater growth.
93. I receive affirmation from others concerning the reliability of my insights about them and of perceptions I have of others.
94. I have suddenly known things about others, but did not know how I knew them.
95. I give practical advice to help others through complicated situations.
96. I can visualize a coming event, anticipate potential problems, and develop strategies to meet them.
97. I am a resourceful person, able to find the best materials and tools required to build what is needed.
98. I use various forms of the arts to draw people closer to God and to his truth.
99. I like motivating others to take steps for spiritual growth.
100. I am regularly challenging others to trust God.
101. I manage my money and give to ministries that are well led and are making a difference for Christ in the lives of people.
102. I show my love for others in actions more than words.
103. I do whatever I can to make visitors and others feel they belong.
104. God gives me a peace and confidence that my prayers are being answered, even when I cannot see the results.
105. I am able to cast vision for ministry that others want to follow and be part of.
106. I enjoy bringing hope, joy, and comfort to people working through a crisis or chronic situation in their lives.
107. I relate to leaders who often follow me into new ministry adventures.

108. God reveals to me things that others cannot see so when I speak to them they can understand his activity in their lives.
109. I love unchurched people no matter where they are on their spiritual journey.
110. I take responsibility to nurture the whole person in his or her walk with God.
111. I can present information and skills to others in ways that make it easier for them to grasp and apply to their lives.
112. I have seen into the spiritual realm where spirits have been revealed to me by God.
113. The truths I learn and the understandings I gain create a burden for me because of the responsibility I feel to handle the information wisely.
114. When faced with how to apply biblical truths practically in a difficult or complex situation, God reveals to me a solution.
115. I want to bring order where there is organizational chaos.
116. I have good hand-eye coordination and good dexterity.
117. I have a sense of the whole and can creatively put things together in a harmonious flow that artistically communicates a biblical truth.
118. I carefully challenge or rebuke others in order to help them grow spiritually.
119. I find it natural to believe in God for things that others see as impossible.
120. I believe I have been given an abundance of resources so that I may give more to the Lord's work.
121. When a task needs to be done, I find it difficult to say no.
122. I can make people feel at ease even in unfamiliar surroundings.
123. I see specific results in direct response to my prayers.
124. I figure out where we need to go and help others to get there.
125. I am moved with compassion and motivated to remove the sources of another's sufferings.
126. God's authority and power are manifested in the new churches and ministries I served to start.
127. I feel compelled to expose sin wherever I see it and to challenge people to repentance.
128. I'm constantly thinking of ways to bring up spiritual matters with friends who do not know God.
129. I feel responsible to help oversee and protect believers from the things that keep them from fellowship with God and one another.
130. I struggle with how to take what I have been studying and communicate only those things that will help God's people learn what they need at the moment.
131. I can sense when demonic forces are at work in a person or situation.
132. I love learning and share with those who want to learn.
133. I like to read and study the book of Proverbs for its simple and powerful truths expressed in a clear and practical way.

*If you have repeatedly had any of the following experiences, simply place a check mark in the appropriate box on the answer sheet.*

134. I have repeatedly seen an instant healing as I laid hands on someone and prayed.
135. When I hear people speak in tongues, I feel the Spirit revealing his message to me, and I speak it aloud, interpreting it for the church.
136. I have experienced the power of God within me to cast out demons and heal the sick, and I see his supernatural intervention in nature.
137. I have spoken in a language I do not understand, and someone has spoken out to interpret what I had just said.

## EXPERIENCE ASSESSMENT

### Key

A	Administration
B	Craftsmanship
C	Creative Communication
D	Encouragement
E	Faith
F	Giving
G	Helps
H	Hospitality
I	Intercession
J	Leadership
K	Mercy
L	Apostleship
M	Prophecy
N	Evangelism
O	Shepherding
P	Teaching
Q	Discernment
R	Word of Knowledge
S	Word of Wisdom
T	Healing
U	Interpretation
V	Miracles
W	Tongues
Other	

### **SPIRITUAL GIFTS DISCOVERY SUMMARY**

What are the top Spiritual Gifts you identified on your *Experience Assessment*? (from pg. 1)

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# PERSONAL STYLE ASSESSMENT

## Directions

1. Read each statement and circle the number along the continuum that best describes what you would prefer to do or be. If you have a strong preference, circle a 1 or 5. If it is moderate, circle a 2 or 4. Remember, there are no right or wrong responses.
2. Do NOT answer according to what you feel is expected by a spouse, family member, church leader, or employer.
3. Select the behavior or perspective that would come most naturally to you if you knew there were no restrictions or consequences for your personal expression.
4. When you have completed your Assessment, total your "E" and "O" scores. Then plot your results on the graph provided on pg. 3. Notice where you are on the chart.

## Assessment: How are you ENERGIZED?

### 1. I am more comfortable...

*Doing things for people* ← 1 2 3 4 5 → *Being with people*

### 2. When doing a task, I tend to...

*Focus on the goal* ← 1 2 3 4 5 → *Focus on relationships*

### 3. I get more excited about...

*Advancing a cause* ← 1 2 3 4 5 → *Creating community*

### 4. I feel I have accomplished something when I've...

*Completed a job* ← 1 2 3 4 5 → *Built a relationship*

### 5. It is more important to start a meeting...

*On time* ← 1 2 3 4 5 → *When everyone gets there*

### 6. I am more concerned with...

*Meeting a deadline* ← 1 2 3 4 5 → *Maintaining the team*

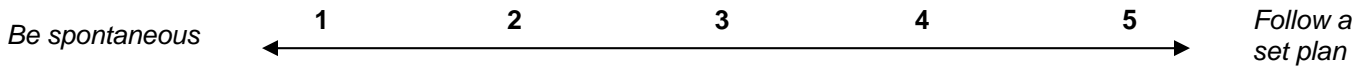
### 7. I place a higher value on...

*Action* ← 1 2 3 4 5 → *Communication*

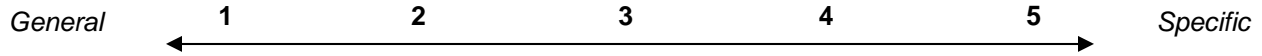
How are you ENERGIZED? **E =**  **TOTAL**

**Assessment: How are you ORGANIZED?**

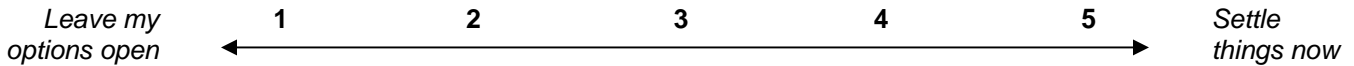
**1. In life, I generally prefer to...**



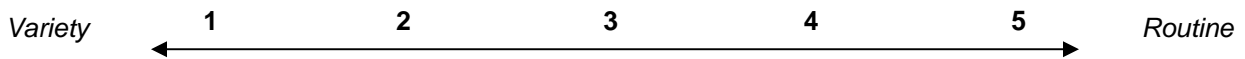
**2. I prefer to set guidelines that are...**



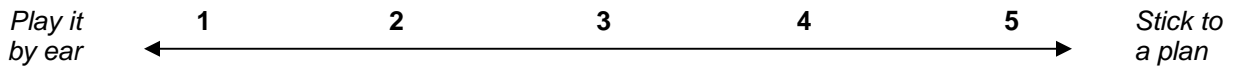
**3. I prefer to...**



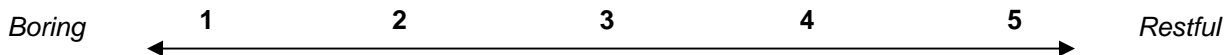
**4. I prefer projects that have...**



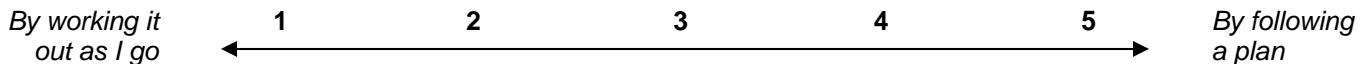
**5. I like to...**



**6. I find routine...**



**7. I accomplish tasks best...**



How are you ORGANIZED? O =  TOTAL

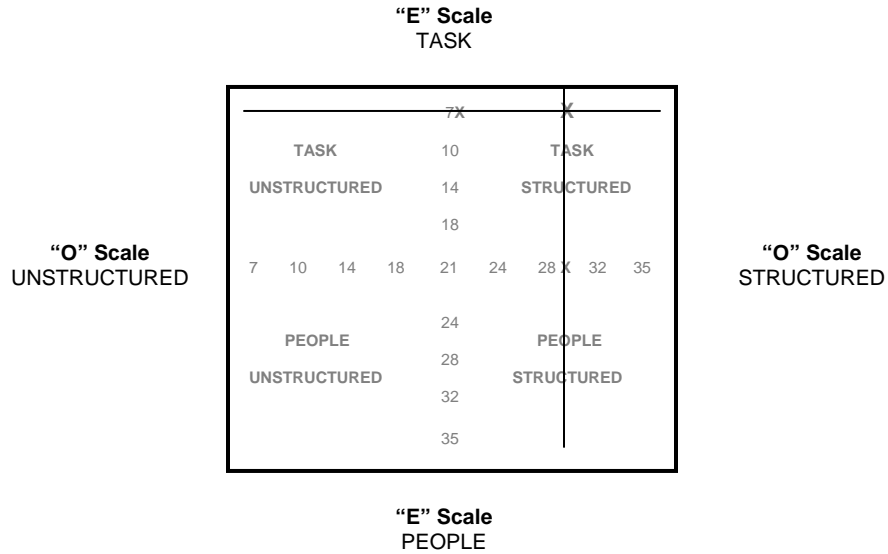
**PERSONAL STYLE ASSESSMENT**

**Finding Your Preferred Style** (use the graph on page 3)

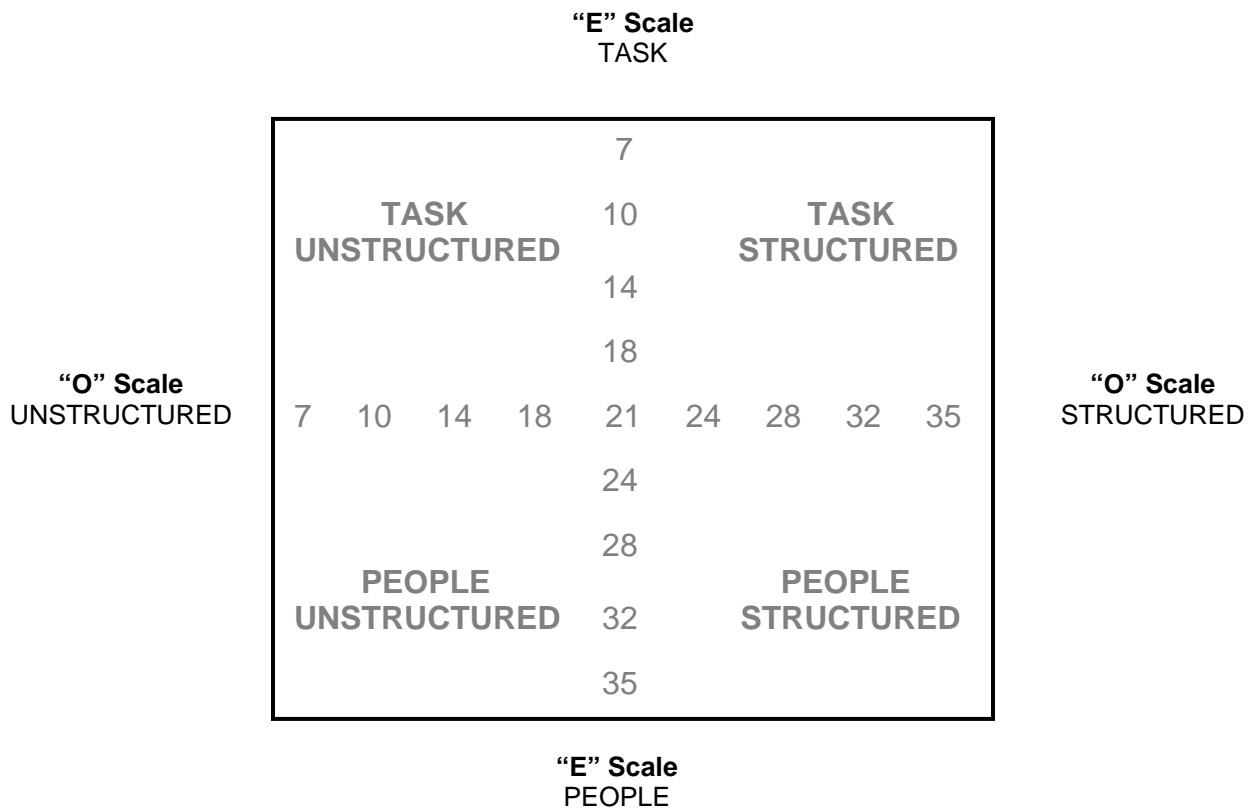
1. Take the total number from your “O” scale (from pg. 2) and place an “X” where you find it along the horizontal line (Unstructured/Structured).
2. Take the total number from your “E” scale (from pg. 1) and place an “X” where you find it along the vertical line (Task-oriented/People-oriented).
3. Along the “O” scale, draw a line up and down through the “X” you placed there (see example on pg. 3).
4. Along the “E” scale, draw a line across through the “X” you placed there (see example on pg. 3).
5. Your Personal Style is indicated at the intersection point where the two lines cross (see example on pg. 3).



**EXAMPLE:**



**Assessment Summary: Your Preferred Style**



Which of the four Personal Styles do you have?

My Personal Style is:

**(Task or People)**

**(Unstructured or Structured)**

## MINISTRY PASSION ASSESSMENT

The purpose of this assessment is to assist you in the identification and articulation of your God-given Ministry Passion. The results will release greater motivation and enthusiasm in your life and ministry.

### **Directions**

1. You may not be able to answer all of the questions. That is okay. The Assessment is designed to explore a variety of ways God speaks to us about our Ministry Passion. He has probably spoken to you in some of these ways, but not all of them.
2. Prayerfully consider your responses to each question.
3. Since this is an individual exercise, complete the Assessment on your own. (You can talk about it with others at a later time.)
4. There are no right or wrong answers. You have permission to say what is on your heart.
5. At this point, do not consider *whether* you could do it or *how* you could do it. All you need to do right now is *name* it.
6. Assume there are no obstacles to hinder you from fulfilling your heart's desire (Ministry Passion). Assume everything is taken care of...family, money, career, time, etc.

### **Assessment**

1. If you could snap your fingers and know that you wouldn't fail, what would you do for others?

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2. What do you repeatedly see that annoys or angers you, which if changed, would be more glorifying to God and edifying to others?

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3. I care about some things more than other things. I care most about . . .

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4. At the end of my life, I'd love to be able to look back and know I'd done something about . . .

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5. Use the chart on pg. 2 to help uncover a theme in your life that may give you an insight into your Ministry Passion.

List your top five to seven most meaningful and positive life experiences. Briefly describe what you achieved and why it meant so much to *you*.

NOTE: *Your experiences may have taken place at home, work, school, or during your free time. It may have been a clock you fixed or a dress you made. It may have been a puzzle you put together or an award you received. It may have been helping some friends move, building a house, winning an election, or giving to someone in need. Remember, list the experiences that you enjoyed doing and left you feeling fulfilled.*

	<b>Positive Experiences</b>	<b>Why is this experience meaningful to me?</b>	<b>Theme Identified</b>
<b>A</b>			
<b>B</b>			
<b>C</b>			
<b>D</b>			
<b>E</b>			
<b>F</b>			
<b>G</b>			

Looking over your responses to questions 1 through 5, what theme(s) or patterns seem to be most evident and repeating?

***Recurring Theme(s)...***

- \_\_\_\_\_  
\_\_\_\_\_
- \_\_\_\_\_  
\_\_\_\_\_

6. Some Ministry Passions can be centered around a people group or a social issue. Consider these partial lists and indicate any that tug at your heart. It is *okay* if you do not have a desire to make a difference in any of these areas.

**People Groups:**

Infants  
Teen moms  
Divorced  
Career women  
Parents  
Unemployed  
Prisoners

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Children  
Single parents  
Widowed  
Young marrieds  
Empty nesters  
Elderly  
Poor

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Youth  
College students  
Singles  
Refugees  
Homeless  
Disabled  
Hospitalized

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**Social Issues:**

Environment  
Discipleship  
Violence  
Education  
Reaching the lost  
Poverty  
Hunger

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Child care  
AIDS  
Injustice  
Addictions  
Technology  
Family  
Literacy

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Homosexuality  
Politics  
Racism  
Economic  
Health care  
Abortion  
Nutrition

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**SUMMARY**

7. At this time, I would say...

**My Ministry Passion is to... (or for...)**

**My Ministry Passion Category is:**

# **SPIRITUAL GIFTS LISTINGS AND CONTRIBUTIONS**

## **Administration**

**Found in:** 1 Corinthians 12:28

### **Description:**

God gives the ability to understand what makes an organization function and the special ability to plan and execute procedures that accomplish their goals. People with this gift develop strategies or plans to reach goals, assist ministries to become more effective and efficient, create order out of organizational chaos, manage or coordinate a variety of responsibilities to accomplish a task or event.

**Contributes to organizational and ministry efficiency.**

## **Apostleship**

**Found in:** 1 Corinthians 12:28

### **Description:**

God gives the ability to start and oversee the development of new churches or ministries. People with this gift pioneer and establish new ministries in the church, adapt to different surroundings by being culturally sensitive and aware, desire to minister to unreached people in other communities or countries, have responsibilities to oversee ministries, demonstrate authority or vision for the Church's mission.

**Contributes by giving you the ability to visualize, organize, and implement new ministries.**

## **Craftsmanship**

**Found in:** Exodus 31:3-5

### **Description:**

God gives the ability to creatively design and/or construct items to be used for ministry. People with this gift work with wood, cloth, paints, metal, glass and other raw materials, make things that increase the effectiveness of others' ministries, enjoy serving with their hands to meet tangible needs, design and build tangible items and resources for ministry use, and work with different kinds of tools and are skilled with their hands.

**Contributes by leading and helping with construction, repair, or other hands-on ministries.**

## **Creative Communication**

**Found in:** Psalm 150:3-5

### **Description:**

God gives the ability to communicate God's truth through a variety of art forms. People with this gift use the arts to communicate God's truth, develop and use artistic skills such as drama, writing, art, music, etc, use variety and creativity to captivate people and cause them to consider Christ's message, challenge people's perspective of God through various forms of the arts, and demonstrate fresh ways to express the Lord's ministry and message.

**Contributes by leading and aiding worship, teaching, or other ministries through artistic expression.**

## **Discernment**

**Found in:** 1 Corinthians 12:8-10

### **Description:**

God gives the ability to distinguish between truth and error, differentiate between good and evil, right and wrong. People with this gift can also identify pure motives from impure, identify deception in others with accuracy and appropriateness, determine whether a word attributed as from God is authentic, and recognize inconsistencies in teachings.

**Contributes by helping others in the congregation (or the congregation as a whole) rightly recognize truth.**

## **Encouragement**

**Found in:** Romans 12:6-8

### **Description:**

God gives the ability to present truth so as to strengthen, comfort, or urge to action those who are discouraged or wavering in their faith. People with this gift come to the side of those who are discouraged to strengthen and reassure them, challenge, comfort, or confront others to trust and hope in the promises of God Urge others to action by applying biblical truth, motivate others to grow, and emphasize God's promises and to have confidence in his will.

**Contributes by offering affirmation to those who need it, comfort to those who are hurting, and by building up others in the congregation and beyond.**

## **Evangelism**

**Found in:** Ephesians 4:11

### **Description:**

God gives the ability to effectively communicate the gospel of Jesus Christ in a clean, concise and relevant way to an individual or group. People with this gift Communicate the message of Christ with clarity and conviction, Seek out opportunities to talk to unbelievers about spiritual matters Challenge unbelievers to faith and to become fully devoted followers of Christ, adapt their presentation of the gospel to connect with the individual's needs, and seek opportunities to build relationships with unbelievers.

**Contributes by intentionally creating opportunities to share the Gospel of Jesus with people who need to hear it, both on a personal and organizational basis.**

## **Faith**

**Found in:** 1 Corinthians 12:8-10

### **Description:**

God gives the ability to act on God's promises with confidence and unwavering belief in God's ability to fulfill his purposes. People with this gift believe the promises of God and inspire others to do the same, act in complete confidence of God's ability to overcome obstacles, demonstrate an attitude of trust in God's will and his promises, advance the cause of Christ because they go forward when others will not, and ask God for what is needed and trust him for his provision.

**Contributes by speaking words of faith in God to those who waver. Also demonstrates this faith through a lifestyle of confidence in God.**

## **Giving**

**Found in:** 1 Corinthians 12:8-10

### **Description:**

God gives the ability to contribute money and resources to the work of the Lord with cheerfulness and liberality. People with this gift do not ask, "How much money do I need to give to God?" but, "How much of God's money do I keep?" People with this gift manage their finances and limit their lifestyle in order to give as much of their resources as possible, support the work of ministry with sacrificial gifts to advance the Kingdom, meet tangible needs that enable spiritual growth to occur, provide resources, generously and cheerfully, trusting God for his provision, and may have a special ability to make money so that they may use it to further God's work.

**Contributes by offering resources where others might not be able to, both financially and in other practical ways.**

## **Healing**

**Found in:** Romans 12:6-8

### **Description:**

God gives the ability to be God's means for restoring people to wholeness. People with this gift demonstrate the power of God, bring restoration to the sick and diseased, use it as an opportunity to communicate a biblical truth and to see God glorified, and pray, touch, or speak words that miraculously bring healing to one's body, mind, and spirit.

**Contributes by offering wholeness to those in need, physically, mentally, and spiritually.**

## **Helps**

**Found in:** 1 Corinthians 12:28

### **Description:**

God gives the ability to accomplish practical and necessary tasks that free up, support, and meet the needs of others. People with this gift serve behind the scenes wherever needed to support the gifts and ministries of others, see the tangible and practical things to be done and enjoy doing them, sense God's purpose and pleasure in meeting everyday responsibilities, attach spiritual value to practical service, and enjoy knowing that they are freeing up others to do what God has called them to do.

**Contributes by supporting the mission of the church by completing tasks that enable others to excel.**

## **Hospitality**

**Found in:** 1 Peter 4:9-10

### **Description:**

God gives the ability to care for people by providing fellowship, food and shelter. People with this gift provide an environment where people feel valued and cared for, meet new people and help them to feel welcome, create a safe and comfortable setting where relationships can develop, seek ways to connect people together into meaningful relationships, and set people at ease in unfamiliar surroundings.

**Contributes offering acceptance to those who are in need, providing a safe, comfortable space to welcome all (newcomers and members alike) into worship and the church family.**

## **Intercession**

**Found in:** 1 Timothy 2:1-2

### **Description:**

God gives the ability to consistently pray on behalf of and for others, seeing frequent and specific results. People with this gift: feel compelled to earnestly pray on behalf of someone or some cause, have a daily awareness of the spiritual battles being waged and pray, are convinced God moves in direct response to prayer, pray in response to the leading of the spirit, whether they understand it or not, and exercise authority and power for the protection of others and the equipping of them to serve.

**Contributes by praying for others, offering protection on their behalf. A prayer warrior who prays without ceasing.**

## **Interpretation of Tongues**

**Found in:** 1 Corinthians 12:8-10

### **Description:**

God gives the ability to make known to the body of Christ the message of one who is speaking in tongues. People with this gift respond to a message spoken in tongues by giving an interpretation, glorify God and demonstrate his power through this miraculous manifestation, edify the body by interpreting a timely message from God, and can be prophetic.

**Contributes by bringing understanding to confusion.**

## **(Word of) Knowledge**

**Found in:** 1 Corinthians 12:8-10

### **Description:**

God gives the ability to bring truth to the body through a revelation or biblical insight. People with this gift receive truth, which enables them to better serve the body, search Scripture for insight, understanding, and truth, have an unusual insight or understanding that serves the church, organize information for teaching and practical use, and gain knowledge which was not attained by natural observation or means.

**Contributes using their insight to share a Word from God that illuminates and challenges others.**

## **Leadership**

**Found in:** Romans 12:6-8

### **Description:**

God gives the ability to cast vision, motivate, and direct people to harmoniously accomplish the purposes of God. People with this gift provide direction for God's people or ministry, motivate others to perform to the best of their abilities, present the "big picture" for others to see, model the values of the ministry, and take responsibility and establish goals.

**Contributes by giving direction to a person, small group, ministry, or the congregation in general.**



## **Mercy**

**Found in:** Romans 12:6-8

### **Description:**

God gives the ability to cheerfully and practically help those who are suffering or are in need. Compassion moved to action. People with this gift focus upon alleviating the sources of pain or discomfort in suffering people, address the needs of the lonely and forgotten, express love, grace, and dignity to those facing hardships and crisis, serve in difficult or unsightly circumstances and do so cheerfully, and concern themselves with individual or social issues that oppress people.

**Contributes by providing care to the hurting in meaningful ways.**

## **Miracles**

**Found in:** 1 Corinthians 12:8-10

### **Description:**

God gives the ability to authenticate the ministry and message of God through supernatural interventions which glorify him. People with this gift speak God's truth and have it authenticated by an accompanying miracle, express confidence in God's faithfulness and ability to manifest his presence, bring the ministry and message of Jesus Christ with power, claim God to be the source of the miracle and glorify him, represent Christ and through the gift point people to a relationship with Christ, and need to guard against the temptation to call on the Lord's presence and power for selfish purposes.

**Contributes by demonstrating God's power.**

## **Prophecy**

**Found in:** 1 Corinthians 12:8-10

### **Description:**

God gives the ability to reveal truth and proclaim it in a timely and relevant manner for understanding, correction, repentance, or edification. There may be immediate or future implications. People with this gift expose sin or deception in others for the purpose of reconciliation, speak a timely word from God causing conviction, repentance, and edification, see truth that others often fail to see and challenge them to respond, warn of God's immediate or future judgment if there is no repentance, and understand God's heart and mind through experiences he takes them through.

**Contributes by bringing conviction through revelations from God.**

## **Shepherding**

**Found in:** Ephesians 4:11

### **Description:**

God gives the ability to nurture, care for, and guide people toward on-going spiritual maturity and becoming like Christ. People with this gift, take responsibility to nurture the whole person in his walk with God, provide guidance and oversight to a group of God's people, model with their life what it means to be a fully devoted follower of Jesus, establish trust and confidence through long-term relationships, and lead and protect those within their span of care.

**Contributes by nurturing and taking care of people as you help guide them.**

## **Teaching**

**Found in:** 1 Corinthians 12:28

### **Description:**

God gives the ability to understand, clearly explain, and apply the word of God, causing greater Christ-likeness in the lives of listeners. People with this gift communicate biblical truth that inspires greater obedience to the word, challenge listeners simply and practically with the truths of Scripture, present the whole counsel of God for maximum life change, give attention to detail and accuracy, and prepare through extended times of study and reflection.

**Contributes by leading people, young and old, to a clear understanding of God's word and how to apply it.**

## **Tongues**

**Found in:** 1 Corinthians 12:8-10

### **Description:**

God gives the ability to speak, worship, or pray in a language unknown to the speaker. People with this gift receive spontaneous messages from God, which is made known to the body through the gift of interpretation, express a word by the Spirit to edify the church, speak in a language they have not learned and do not understand, are available to be used by God to speak to his church.

**Contributes by offering a supernatural message from God.**

## **(Word of) Wisdom**

**Found in:** 1 Corinthians 12:8-10

### **Description:**

God gives the ability to apply spiritual truth effectively to meet a need in a specific situation. People with this gift focus on the unseen consequences in determining the next steps to take, receive an understanding of what is necessary to meet the needs of the body, provide divinely given solutions in the midst of conflict and confusion, hear the Spirit provide direction for God's best in a given situation, and apply spiritual truth in specific and practical ways.

**Contributes by offering guidance, both personally and in groups.**

# SPIRITUAL GIFTS DISCOVERY

## **Observation Assessment #1**

***I'd like your opinion!***

*I am seeking to better understand how God has equipped me to serve others. One part of the process involves getting feedback from a few people who know me reasonably well. Your thoughts about what I do best and the way I relate to others will be very helpful. Please take a few minutes to complete this assessment.*

My name is: \_\_\_\_\_

These are my observations of: \_\_\_\_\_

### **Directions**

1. Please read the descriptions below.
2. Mark each one according to how true it is of the person you are describing.
3. Place your score to each statement in the appropriately numbered box on the answer sheet on the following pages. Respond by using the following scale:

<b>SCORE</b>	<b>MEANING</b>
3	= Consistently/Definitely True
2	= Most of the Time/Usually True
1	= Some of the Time/Once in a While
0	= Haven't Observed/Not Exhibited

### **IMPORTANT:**

- Answer according to what seems to be true of them most of the time, not what you would like them to be, or think they should be.
- To what degree do these statements reflect their tendencies?
- Return the assessment as soon as you have completed it. Thanks!

## Observation Assessment #1

<b>A</b>	Develops strategies or plans to reach identified goals; organizes people, tasks, and events; helps organizations or groups become more efficient; creates order out of organizational chaos.	
<b>B</b>	Works creatively with wood, cloth, metal, paints, glass, etc.; works with different kinds of tools; makes things for practical uses; designs and builds things; works with his or her hands.	
<b>C</b>	Communicates with variety and creativity; develops and uses particular artistic skills (art, drama, music, photography, etc.); finds new and fresh ways to communicate ideas to others.	
<b>D</b>	Strengthens and reassures troubled people; encourages or challenges them; motivates others to grow; supports those who seem to be stuck and need to take action.	
<b>E</b>	Trusts God to answer prayer and encourages others to do the same; has confidence in God's continuing presence and ability to help, even in difficult times; moves forward in spite of difficulties or opposition.	
<b>F</b>	Gives liberally and joyfully to people in financial need; gives generously to projects requiring substantial support; manages his or her money well in order to free more of it for other people and causes.	
<b>G</b>	Works behind the scenes to support the work of others; finds small things that need to be done and does them without being asked; helps wherever needed, even with routine or mundane tasks.	
<b>H</b>	Meets new people and helps them to feel welcome entertains guests; opens his or her home to others who need a safe, supportive environment; puts people at ease in unfamiliar surroundings.	
<b>I</b>	Continually offers to pray for others; has confidence in the Lord's protection; spends a lot of time praying; is convinced that God moves in direct response to prayer.	
<b>J</b>	Takes responsibility for directing groups; motivates and guides others to reach important goals; manages people and resources well; influences other to perform to the best of their abilities.	

<b>K</b>	Empathizes with hurting people; patiently and compassionately walks with people through painful experiences; helps those generally regarded as undeserving or beyond help.	
<b>L</b>	Pioneers new undertakings (such as a new church or ministry); serves in another country or community; adapts to different cultures and surroundings; demonstrates cultural awareness and sensitivity.	
<b>M</b>	Speaks with conviction to bring change in the lives of others; exposes cultural trends, teaching, or events that are morally wrong or harmful; boldly speaks truth even in places where it may be unpopular.	
<b>N</b>	Looks for opportunities to build relationships with unbelievers; communicates openly and effectively about his or her faith; talks about spiritual matters with those who don't believe.	
<b>O</b>	Faithfully provides long-term support and nurture for a group of people; provides guidance for the whole person; patiently but firmly nurtures others in their development as believers.	
<b>P</b>	Studies, understands, and communicates biblical truth; develops appropriate teaching material and presents it effectively; communicates in ways that motivate others to change.	
<b>Q</b>	Distinguishes between truth and error, good and evil; accurately judges character; sees through phoniness and deceit; helps others to see rightness or wrongness in life situations.	
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<b>W</b>	Speaks in a language I do not understand and when she or he does, someone speaks out to interpret what they just said; worships God and seems to spontaneously pray using words I have not heard before.	

***Here are a few additional questions:***

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<p>2. If you are familiar with Spiritual Gifts, which one(s) have you seen most in this person's life?</p>	<p>1. _____</p> <p>2. _____</p> <p>3. _____</p>
<p>3. Are there any other observations or insights you have that would help this person better understand what they do best?</p>	<p><b>Comments:</b></p>

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