



Spiritual Gifts Instructions

Before you start, pray and ask God to guide you.

Step 1

Go through the list of 160 statements and mark your answer on the answer sheet next to the corresponding number. For each one, mark on the answer sheet to what extent the statement is true of your life:

3=Much

2=Somewhat

1=Little

0=Not at all

Note: Do not score according to what you think should be true or what you hope might be true in the future. For the best results, be honest and score only on the basis of past experience. In most cases, your first thought on what the answer should be will be the most accurate.

Step 2

When you are finished answering the statements and you have written your answers on the answer sheet, add the number in each row and write the total in the total column. The row with the highest number is your spiritual gift. You may have more than one.

Step 3

Refer to the Spiritual gift descriptions in this packet. Each letter on the answer sheet has a corresponding gift on the description page.

Step 4

Connect with someone at your church. Maybe there is a volunteer coordinator or find a mentor who can help guide you and pray with you as you get connected.



Spiritual Gifts Descriptions

A. Apostleship

The mission for those with the gift of apostleship today is to plant new ministries and churches, go into places where the Gospel is not preached, reach across cultures to establish churches in challenging environments, raise up and develop leaders, call out and lead pastors and shepherds, and much more. They often have many different gifts that allow them to fulfill their ministry. These are leaders of leaders and ministers of ministers. They are influencers. They are typically entrepreneurial and are able to take risks and perform difficult tasks. Missionaries, church planters, certain Christian scholars and institutional leaders, and those leading multiple ministries or churches often have the gift of apostleship. (Ephesians 4:11, 1 Corinthians 12:28, Acts 1:21-22, 1 Corinthians 9:1)

B. Prophecy

The gift of prophecy is the special ability that God gives to certain members of the Body of Christ to receive and communicate an immediate message of God to his people through a divinely anointed utterance. (Luke 7:26, Acts 15:32, Acts 21: 9-11, Romans 12:6, 1 Corinthians 12:10, 28, Ephesians 4:11-13)

C. Evangelism

The gift of evangelist is the special ability that God gives to certain members of the Body of Christ to share the gospel with nonbelievers in such a way that they become Jesus' disciples and responsible members of the Body of Christ. Acts 8:5-6, Acts 8:26-40, Acts 14:21, Acts 21:8, Ephesians 4:11-13, 2 Timothy 4:5)

D. Pastoral/Shepherding

The gift of pastor is the special ability that God gives to certain members of the Body of Christ to assume a long-term personal responsibility for the spiritual welfare of a group of believers. (Note: The term "pastor" is commonly used to describe the leader of the local congregation; however, many who lead churches have dominant gifts other than pastor (ie: leader or teacher). Those leaders who do not have the dominant gift of pastor may augment their role using volunteers or staff members.) (John 10:1-18, Ephesians 4:11-13, 1 Timothy 3:1-7, 1 Peter 5:1-3)

- E. **Teaching**
The gift of teaching is the special ability that God gives to certain members of the Body of Christ to communicate information relevant to the health and ministry of the Body and its members in such a way that others will learn.
(Acts 18:24-28, Acts 20:20-21, Romans 12:7, 1 Corinthians 12:28, Ephesians 4:11-13)
- F. **Serving**
The gift of service - sometimes called the gift of volunteer - is the special ability that God gives to certain members of the Body of Christ to identify the unmet needs involved in a task related to God's work, and to make use of available resources to meet those needs and help accomplish the desired results. (Note: The gift of service may be confused with the gift of helps. See Helps for clarification.)
(Acts 6:1-7, Romans 12:7, Galatians 6:2, 10, 2 Timothy 1:16-18, Titus 3:14)
- G. **Encouragement/Exhortation**
The gift of exhortation, sometimes called the gift of counseling, is the special ability that God gives to certain members of the Body of Christ to minister works of comfort, consolation, encouragement and counsel to other members of the Body in such a way that they feel helped and healed.
(Acts 14:22, Romans 12:8, 1 Timothy 4:13, Hebrews 10:25)
- H. **Giving**
The gift of giving is the special ability that God gives to certain members of the Body of Christ to contribute their material resources to the work of the Lord liberally and cheerfully, above and beyond the tribes and offerings expected of all believers.
(Mark 12:41-44, Romans 12:8, 2 Corinthians 8:1-7, 2 Corinthians 9:2-8)
- I. **Leadership/Giving Aid**
The gift of leadership is the special ability that God gives to certain members of the Body of Christ to set goals in accordance with God's purpose for the future and to communicate these goals to others in such a way that they voluntarily and harmoniously work together to accomplish those goals for the glory of God.
(Luke 9:51, Acts 7:10, Acts 15:7-11, Romans 12:8, 1 Timothy 5:17, Hebrews 13:17)
- J. **Mercy/Compassion**
The gift of mercy is the special ability that God gives to certain members of the Body of Christ to feel genuine empathy and compassion for the individuals (both Christian and non-Christian) who suffer distressing physical, mental or emotional problems, and to translate that compassion into cheerfully done deeds which reflect Christ's love and alleviate the suffering.
(Matthew 20:29-34, Matthew 25: 34-40, Mark 9:41, Luke 10:33-35, Acts 11:28-30, Acts 16:33-34)

- K. **Wisdom**
The gift of wisdom is the special ability that God gives to certain members of the Body of Christ to know the mind of the Holy Spirit in such a way as to receive insight into how given knowledge may best be applied to specific needs arising in the Body of Christ.
(Acts 6:3, 10, 1 Corinthians 2:1-13, 1 Corinthians 12:8, James 1:5-6, 2 Peter 3:15-16)
- L. **Knowledge**
The gift of knowledge is the special ability that God gives to certain members of the Body of Christ to discover, accumulate, analyze and clarify information and ideas which are pertinent to the well-being of the Body.
(Acts 5:1-11, 1 Corinthians 2:14, 1 Corinthians 12:8, 2 Corinthians 11:6, Colossians 2:2-3)
- M. **Faith**
The gift of faith is the special ability that God gives to certain members of the Body of Christ to discern with extraordinary confidence the will and purposes of God for His work.
(Acts 11:22-24, Acts 27:21-25, Romans 4:18-21, 1 Corinthians 12:9, Hebrews 11)
- N. **Discernment**
The gift of discernment of spirits is the special ability that God gives to certain members of the Body of Christ to know with assurance whether certain behavior purported to be of God is in reality divine, human or satanic.
(Matthew 16:21-23, Acts 5:1-11, Acts 16:16-18, 1 Corinthians 12:10, 1 John 4:1-6)
- O. **Helps**
The gift of helps is the special ability that God gives to certain members of the Body of Christ to invest the talents they have in the life and ministry of other members of the Body, thus enabling those others to increase the effectiveness of their own spiritual gifts. (Note: The gift of helps may be confused with the gift of service. Someone with the gift of helps usually aids one individual ie, an administrative assistant, while a person with the gift of service is willing to do whatever is necessary for a cause or project.)
(Mark 15:40-41, Luke 8:2-3, Acts 9:36, Romans 16:1-2, 1 Corinthians 12:28)
- P. **Administration**
The gift of administration is the special ability that God gives to certain members of the Body of Christ to understand clearly the immediate and long-range goals of a particular unit of the Body of Christ and to devise and execute effective plans for the accomplishment of those goals.
(Luke 14:28-30, Acts 6:1-7, Acts 27:11, 1 Corinthians 12:28, Titus 1:5)



Spiritual Gifts Evaluation

1. I can adapt to different lifestyles in order to establish a Christian witness among foreign people.
2. I enjoy showing others how the Bible speaks to their current situation.
3. I enjoy leading others to Jesus Christ.
4. I like to be used in order to help others grow as Christians.
5. I tend to see how Christian truths relate to each other as a whole.
6. At times, I have a strong desire to meet the practical needs of others.
7. People often seek me out for counsel and guidance.
8. I receive joy when I can give money for the work of Christ.
9. I find fulfillment in working with others to minister to people who need help.
10. I am especially drawn to those who are suffering mental or physical anguish.
11. Sometimes God gives me an insight as to the proper course of action that others ought to take.
12. I have had times when I became aware of a situation or an event quite apart from any outside communication.
13. Sometimes others have told me that I have great faith.
14. I can easily detect spiritual truth or spiritual error.
15. I enjoy working in the background if I can help others.
16. I work well under pressure and in the midst of activity. I can get to the heart of a matter and take decisive action.
17. I could feel good in taking the gospel to a pagan tribe.
18. I will not compromise the truth even when I am criticized for being stubborn or hardheaded.
19. I find it easy to invite persons to commit themselves to Christ.
20. At times I feel led to go to a straying Christian and help him onto the right way.
21. I feel that God has some sort of teaching ministry for me.
22. I enjoy serving others so that they, in turn, may perform their ministries.
23. Others tell me that I am a good counselor.
24. I believe that God has given me the ability both to make and to share money.
25. If no structured organization exists, I am willing to step forward and assume responsibility for leadership.
26. I think God wants me especially to minister to those in distress.
27. God enables me to see the proper application of Christian truth to specific circumstances.

28. When in casual conversation with another, I have become aware of a deep need within that person which he was careful to hide.
29. I can easily see God's hand at work in the present.
30. I can detect spiritual phoniness before others can.
31. I enjoy assisting others so as to free them for their own ministries
32. I can recognize talents and gifts in others and also help them to find ways of using their abilities.
33. I would enjoy learning a new language in order to pioneer a new church overseas.
34. I like to tell others about God's judgment for wrongdoing and of His gracious promises to those who turn to Him.
35. I like to bear public witness to what Christ has done for me.
36. I tend to be patient with Christians who are making slow progress in the Christian life.
37. I prefer to read profound Christian truth rather than Christian biography.
38. I tend to be one of the first ones to notice the practical needs of others.
39. When encouraging another or giving advice, I am concerned about how that person reacts to my efforts to help.
40. I like to give money anonymously.
41. I feel that I can see the whole picture and help direct others in making their best contributions to Christian projects.
42. I enjoy rendering practical aid to those who have gotten themselves into trouble.
43. I seem to be able to apply God's truth to concrete situations.
44. Sometimes I think I can see a situation almost as God sees it.
45. I often see a direct connection between God's promises to His ancient people and His faithfulness today.
46. I often have an insight that God inspires a particular book or message.
47. In the church I prefer such ministries as ushering, typing, filing, cleaning, and helping in any way I can.
48. I can inspire others to use their gifts in God's service.
49. I often think that I may be called to take the gospel to a completely un-churched area.
50. I can easily see ways that the Bible relates to current social needs.
51. After sharing the gospel, I like to ask persons to make a personal decision for Christ.
52. I feel a responsibility to nurture others in Christian discipleship.
53. I find joy in harmonizing and arranging Biblical teaching.
54. I don't mind serving others even if I am needed to perform menial tasks.
55. I can identify with the faltering in such a way as to encourage them to renew their hope and their commitments.
56. I strongly feel that some Christians should give considerably more than their tithe.

57. Sometimes God helps me to organize people and resources in order to meet practical needs.
58. Sometimes I sense when others are hurting inside.
59. Other Christians seek my advice when they are uncertain of their direction.
60. At times I have suddenly realized certain options for the church which others did not perceive.
61. I find it easy to trust God even when the faith of others falters.
62. God has often enabled me to encourage others to accept a truly Biblical teaching.
63. I like to relieve others of everyday tasks so that they can do important ministries.
64. People often look to me for guidance in organizing and managing.
65. I am excited about the idea of learning a new culture so as to take the gospel to other lands.
66. I feel that God often anoints my public speaking.
67. I would rather evangelize than teach.
68. I want to know and to understand those I am serving.
69. I enjoy preparing and giving an orderly presentation of some portion of scripture.
70. I often recognize ways I can minister to others indirectly without speaking or teaching.
71. I enjoy helping others work out detailed steps for becoming better Christian disciples.
72. Sometimes I feel led to give money for specific ministries outside my congregation.
73. Usually I would rather help solve practical problems of everyday life than to teach or preach.
74. God uses me to console those suffering from depression or discouragement.
75. On some occasions God has helped me bring understanding to other Christians when they have been confused about what course to take,
76. I have had the experience of knowing something even though no one told me.
77. I seldom have difficulty believing God will help persons if they trust Him.
78. I can sometimes detect good in other Christian traditions even when others are slow to recognize it.
79. I would rather keep records for a class than to teach the class.
80. As a leader, I can easily delegate authority to others.
81. I am intrigued with the idea of moving into the midst of sub-culture and learning their ways so as to win them for Christ.
82. I find it relatively easy to suffer ridicule for sticking to God's Word.
83. I tend to conclude my vocal witness for Christ with an appeal for others to become Christians.
84. I enjoy teaching and guiding a group of Christians.
85. I think it is important to use words accurately and pronounce them properly.

86. I don't mind helping others even if they are not deserving of or if they take advantage of me.
87. I like to encourage and counsel with those who are spiritually or emotionally unstable.
88. I view giving to meet material needs as my special ministry.
89. I receive fulfillment in tapping community resources so as to organize a ministry to those in need.
90. I like to work with those who are neglected by others.
91. I can see several sides of an issue and sense which way God is leading the group.
92. God has given me the direct knowledge of some fact before others knew it.
93. I can see the hand of God working in times of seeming tragedy.
94. God has used me to warn others of the danger of a certain teaching.
95. I often see small details that need attention before others do.
96. I am willing to make decisions even at the risk of being misunderstood by others.
97. I think that I could be effective in beginning a new church where no church exists.
98. People have often told me that they find my public addresses inspiring.
99. I am troubled when non-Christians are not given an invitation to accept Christ at the end of a worship service.
100. I enjoy having the responsibility for discipling a group of Christians.
101. I prefer hearing or reading scriptural teaching rather than personal testimonies.
102. I think one of my spiritual gifts is to serve others by helping relieve their material or physical burdens.
103. I like to help others as long as they respond, but when they become disinterested or reject me, I move on to another task.
104. God seems to have enabled me to make money, and I love to give liberally to Christian causes.
105. I enjoy working with others to minister in practical ways.
106. I like to visit prisons, homes for the elderly, and other institutions in order to minister comfort and hope.
107. Others tell me that I sow maturity in offering advice about spiritual matters.
108. I have had the experience of talking with another person for only a short time and understanding what his real problem was.
109. I can trust God to bring victory to those who seem to have lost faith.
110. I can often sense when a speaker is true to the Bible.
111. I enjoy helping out with little details.
112. I can organize church resources for an effective ministry of social concern.
113. I would enjoy the challenge of pioneering missionary assignment.
114. I find it easy to apply Biblical promises to human situations.
115. I feel natural leading up to an appeal for others to receive Christ as Savior.

116. I feel that I am responsible to help protect weak Christians from influences that would undermine their faith.
117. I get troubled when I hear or read a radiant testimony when it contains some false teaching or unsound advice.
118. I enjoy working in the background if I can meet practical needs of others.
119. I can challenge others without condemning them.
120. I frequently feel led to give money to certain Christian enterprises.
121. I don't mind calling on others to help me in a worthy Christian project.
122. I feel compassion for the undeserving.
123. In a group when I am faced with the request for my opinion about the future direction to be taken, I have been inspired by God to give sound counsel.
124. I have surprised others by telling them something about themselves that they have not revealed to me.
125. I enjoy applying God's promises to seemingly impossible situations.
126. I can identify elements of truth or error when I hear or read the teachings of others.
127. Sometimes key church leaders talk to me about their needs and their problems.
128. I can lead a committee in making decisions.
129. I feel that if needed I would have many spiritual gifts that would equip me to minister in a first generation Christian congregation.
130. I do not mind speaking the truth even at the risk of confronting those in places of authority.
131. I enjoy going where non-Christians congregate in order to win them for Christ.
132. I feel very strongly that a Christian congregation should be unified.
133. I like to deduce Biblical principles from my study and then share them with others.
134. Frequently my ministry consists of watching for unmet needs and then quietly meeting those needs.
135. People will take correction from me because they know I'm on their side.
136. Occasionally I sense that some appeals for money are not worthy appeals.
137. God enables me to develop plans that will assist others to fulfill a ministry of helping.
138. Sometimes I feel so compassionate for others that I fail to confront them with the truth when they need it.
139. God uses me to bring clarity to others when they are uncertain about what to do.
140. Sometimes I have become aware of something that happened to another person that caused him to act as he did.
141. Through prayer I can tap into God's power on behalf of others.
142. I have detected an element of pride and self-glory in the ministries of some speakers that are highly acclaimed by many others.
143. I enjoy helping others so that they in turn can perform ministries that I can't do.
144. I can lead others in matters of planning and in deploying the abilities of the group.

145. I feel relaxed and confident even when I am standing alone for Christ in a hostile, non-Christian environment.
146. I enjoy applying Biblical principles to the present day.
147. I think God has given me or wants to give me the gift of evangelism.
148. I am interested in the details of the lives of others so that I can help them grow as Christ's disciples.
149. I want to know the authoritative basis before I accept any statement as valid.
150. I enjoy serving others physically or materially in order to make their burdens lighter.
151. I seem to have the ability to call forth the best that is in others.
152. When I give to Christian ministries it is important to me that my decision to give be confirmed by my spouse or by other Christians that I respect.
153. Other Christians have called me a natural-born leader.
154. I can cheerfully spend time with those who need someone to listen to them.
155. At times God gives me wisdom beyond my natural abilities.
156. Often, God has helped me focus in on a problem even though others were not aware that there was a problem.
157. I enjoy spending long periods of time in prayer in behalf of others.
158. I sense when teachers are prompted by the Holy Spirit, or by an evil spirit, or merely by their own human spirit.
159. I prefer to receive no public thanks for the little things I do to help others.
160. I can see the total picture easier than some others can, and I can use my insights to give guidance.



Spiritual Gifts Response Sheet

											Total	Gift
A	1	17	33	49	65	81	97	113	129	145		
B	2	18	34	50	66	82	98	114	130	146		
C	3	19	35	51	67	83	99	115	131	147		
D	4	20	36	52	68	84	100	116	132	148		
E	5	21	37	53	69	85	101	117	133	149		
F	6	22	38	54	70	86	102	118	134	150		
G	7	23	39	55	71	87	103	119	135	151		
H	8	24	40	56	72	88	104	120	136	152		
I	9	25	41	57	73	89	105	121	137	153		
J	10	26	42	58	74	90	106	122	138	154		
K	11	27	43	59	75	91	107	123	139	155		
L	12	28	44	60	76	92	108	124	140	156		
M	13	29	45	61	77	93	109	125	141	157		
N	14	30	46	62	78	94	110	126	142	158		
O	15	31	47	63	79	95	111	127	143	159		
P	16	32	48	64	80	96	112	128	144	160		