

## Spiritual Gift Assessment Key

A	=	Administration
B	=	Apostleship
C	=	Craftsmanship
D	=	Creative Communication
E	=	Discernment
F	=	Encouragement
G	=	Evangelism
H	=	Faith
I	=	Giving
J	=	Helps (Serving)
K	=	Hospitality
L	=	Intercession
M	=	Knowledge
N	=	Leadership
O	=	Mercy
P	=	Prophecy
Q	=	Shepherding
R	=	Teaching
S	=	Wisdom



## Spiritual Gift Assessment

1. I like to organize people, tasks and events.
2. I would like to start churches in places where they do not presently exist.
3. I enjoy working creatively with wood, cloth, paints, metal, glass or other materials.
4. I enjoy challenging people's perspective of God by using various forms of art.
5. I can readily distinguish between spiritual truth and error, good and evil.
6. I tend to see the potential in people.
7. I communicate the gospel to others with clarity and effectiveness.
8. I find it natural and easy to trust God to answer my prayers.
9. I give liberally and joyfully to people in financial need or to projects requiring support.
10. I enjoy working behind the scenes to support the work of others.
11. I view my home as a place to minister to people in need.
12. I take prayer requests from others and consistently pray for them.
13. I am approached by people who want to know my perspective on a particular passage or biblical truth.
14. I am able to motivate others to accomplish a goal.
15. I empathize with hurting people and desire to help in their healing process.
16. I can speak in a way that results in conviction and change in the lives of others.
17. I enjoy spending time nurturing and caring for others.
18. I am able to communicate God's word effectively.
19. I am often sought out by others for advice about spiritual or personal matters.
20. I am careful, thorough and skilled at managing details.
21. I am attracted to the idea of serving in another country or ethnic community.
22. I am skilled in working with different kinds of tools.
23. I enjoy developing and using my artistic skills (art, drama, music, photography, etc.).
24. I frequently am able to judge a person's character based upon first impressions.
25. I enjoy reassuring and strengthening those who are discouraged.
26. I consistently look for opportunities to build relationships with non-Christians.
27. I have confidence in God's continuing provision and help, even in difficult times.
28. I give more than a tithe so that kingdom work can be accomplished.
29. I enjoy doing routine tasks that support the ministry.
30. I enjoy meeting new people and helping them to feel welcomed.
31. I enjoy praying for long periods of time and receive leadings as to what God wants me to pray for.
32. I receive information from the Spirit that I did not acquire through natural means.
33. I am able to influence others to achieve a vision.
34. I can patiently support those going through painful experiences as they try to stabilize their lives.
35. I feel responsible to confront others with the truth.
36. I have compassion for wandering believers and want to protect them.
37. I can spend time in study knowing that presenting truth will make a difference in the lives of people.
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 am willing to take an active part in starting a new church.

83. I openly tell people that I am a Christian and want them to ask me about my faith.
84. I am convinced of God's daily presence and action in my life.
85. I like knowing that my financial support makes a real difference in the lives and ministries of God's people.
86. I like to find small things that need to be done and often do them without being asked.
87. I enjoy entertaining people and opening my home to others.
88. When I hear about needy situations, I feel burdened to pray.
89. I have suddenly known some things about others, but did not know how I knew them.
90. I influence others to perform to the best of their capability.
91. I can look beyond a person's handicaps or problems to see a life that matters to God.
92. I like people who are honest and will speak the truth.
93. I enjoy giving guidance and practical support to a small group of people.
94. I can communicate scripture in ways that motivate others to study and want to learn more.
95. I give practical advice to help others through complicated situations.
96. I enjoy learning about how organizations function.
97. I enjoy pioneering new undertakings.
98. I am good at and enjoy working with my hands.
99. I am creative and imaginative.
100. I can identify preaching, teaching, or communication which is not true to the Bible.
101. I like motivating others to take steps for spiritual growth.
102. I openly and confidently tell others what Christ has done for me.
103. I am regularly challenging others to trust God.
104. I give generously due to my commitment to stewardship.
105. I feel comfortable being a helper, assisting others to do their job more effectively.
106. I do whatever I can to make people feel that they belong.
107. I am honored when someone asks me to pray for them.
108. I discover important biblical truths when reading or studying scripture which benefit others in the body of Christ.
109. I am able to cast a vision that others want to be a part of.
110. I enjoy bringing hope and joy to people living in difficult circumstances.
111. I will speak God's truth, even in places where it is unpopular or difficult for others to accept.
112. I can gently restore wandering believers to faith and fellowship.
113. I can present information and skills to others at a level that makes it easy for them to grasp and apply to their lives.
114. I can apply scriptural truth that others regard as practical and helpful.
115. I can visualize a coming event, anticipate potential problems, and develop backup plans.
116. I am able to orchestrate or oversee several church ministries.
117. I am able to design and construct things that help the church.
118. I regularly need to get alone to reflect and develop my imagination.
119. I can sense when demonic forces are at work in a person or situation.
120. I am able to challenge or rebuke others in order to foster spiritual growth.
121. I seek opportunities to talk about spiritual matters with unbelievers.
122. I can move forward in spite of opposition or lack of support when I sense God's blessing on an undertaking.

41. I enjoy making things for use in ministry.
42. I help people understand themselves, their relationships, and God better through artistic expression.
43. I can see through phoniness or deceit before it is evident to others.
44. I give hope to others by directing them to the promises of God.
45. I am effective at adapting the gospel message so that it connects with an individual's felt need.
46. I believe that God will help me to accomplish great things.
47. I manage my money well in order to free more of it for giving.
48. I willingly take on a variety of odd jobs around the church to meet the needs of others.
49. I genuinely believe the Lord directs strangers to me who need to get connected to others.
50. I am conscious of ministering to others as I pray.
51. I am committed, and schedule blocks of time for reading and studying scripture, to understand biblical truth fully and accurately.
52. I can adjust my leadership style to bring out the best in others.
53. I enjoy helping people sometimes regarded as underserving or beyond help.
54. I boldly expose cultural trends, teachings, or events that contradict biblical principles.
55. I like to provide guidance for the whole person - relationally, emotionally, spiritually, etc.
56. I pay close attention to the words, phrases, and meaning of those who teach.
57. I can easily select the most effective course of action from among several alternatives.
58. I can identify and effectively use the resources needed to accomplish tasks.
59. I can adapt well to different cultures and surroundings.
60. I can visualize how something should be constructed before I build it.
61. I like finding new and fresh ways of communicating God's truth.
62. I tend to see rightness or wrongness in situations.
63. I reassure those who need to take courageous action in their faith, family or life.
64. I invite unbelievers to accept Christ as their Savior.
65. I trust God in circumstances where success cannot be guaranteed by human effort alone.
66. I am challenged to limit my lifestyle in order to give away a higher percentage of my income.
67. I see spiritual significance in doing practical tasks.
68. I like to create a place where people do not feel that they are alone.
69. I pray with confidence because I know that God works in response to prayer.
70. I have insight or just know something to be true.
71. I set goals and manage people and resources effectively to accomplish them.
72. I have great compassion for hurting people.
73. I see most actions as right or wrong, and feel the need to correct the wrong.
74. I can faithfully provide long-term support and concern for others.
75. I like to take a systematic approach to my study of the Bible.
76. I can anticipate the likely consequences of an individual's or a group's action.
77. I like to help organizations or groups become more efficient.
78. I can relate to others in culturally sensitive ways.
79. I honor God with my handcrafted gifts.
80. I apply various artistic expressions to communicate God's truth.
81. I receive affirmation from others concerning the reliability of my insights or perceptions.
82. I strengthen those who are wavering in their faith.

123. I believe I have been given an abundance of resources so that I may give more to the Lord's work.
124. I readily and happily use my natural or learned skills to help wherever needed.
125. I can make people feel at ease even in unfamiliar surroundings.
126. I often see specific results in direct response to my prayers.
127. I confidently share my knowledge and insights with others.
128. I figure out where we need to go and help others to get there.
129. I enjoy doing practical things for others who are in need.
130. I feel compelled to expose sin wherever I see it and to challenge people to repentance.
131. I enjoy patiently but firmly nurturing others in their development as believers.
132. I enjoy explaining things to people so that they can grow spiritually and personally.
133. I have insights into how to solve problems that others do not see.

## Observation Assessment

I'd like your opinion!

I am seeking to better understand how God has equipped me for service in the church. One part of this process involves getting feedback from a few people who know me reasonably well. Your thoughts about the way I relate to others will be very helpful. Please take a few minutes to complete this sheet with your thoughtful consideration.

Opinions about \_\_\_\_\_  
Provided by \_\_\_\_\_  
Relationship \_\_\_\_\_

Please read each of the descriptions below. Mark each according to how well it describes the person this is for.

- Y Yes, very descriptive of this person
- S Somewhat or slightly descriptive
- N No, does not describe this person
- ? Unsure, unknown, or not observed

**In my opinion, this person has strengths in:** (circle your response)

- |    |   |   |   |   |   |
|----|---|---|---|---|---|
| A. | Developing strategies or plans to reach identified goals; organizing people, tasks, and events; helping organizations or groups become more efficient; creating order out of organizational chaos.      | Y | S | N | ? |
| B. | Pioneering new undertakings (such as a new church or ministry); serving in another country or community; adapting to different cultures and surroundings; being culturally aware and sensitive.         | Y | S | N | ? |
| C. | Working creatively with wood, cloth, metal, paints, glass, etc.; working with different kinds of tools; making things with practical uses; designing or building things; working with his or her hands. | Y | S | N | ? |
| D. | Communicating with variety and creativity; developing and using particular artistic skills (art, drama, music, photography, etc.); finding new and fresh ways to communicate ideas to others.           | Y | S | N | ? |

E.	Distinguishing between truth and error, good and evil; accurately judging character; seeing through phoniness or deceit; helping others to see rightness or wrongness in life situations.	Y	S	N	?
F.	Strengthening and reassuring troubled people; encouraging or challenging people; motivating others to grow; supporting people who need to take action.	Y	S	N	?
G.	Looking for opportunities to build relationships with nonbelievers; communicating openly and effectively about his or her faith; talking about spiritual matters with nonbelievers.	Y	S	N	?
H.	Trusting God to answer prayer and encouraging others to do so; having confidence in God's continuing presence and ability to help, even in difficult times; moving forward in spite of opposition.	Y	S	N	?
I.	Giving liberally and joyfully to people in financial need or projects requiring support; managing money well in order to free more of it for giving.	Y	S	N	?
J.	Working behind the scenes to support the work of others; finding small things that need to be done and doing them without being asked; helping wherever needed, even with routine or mundane tasks.	Y	S	N	?
K.	Meeting new people and helping them to feel welcome; entertaining guests; opening his or her home to others who need a safe, supportive environment; setting people at ease in unfamiliar surroundings.	Y	S	N	?
L.	Continually offering to pray for others; expressing amazing trust in God's ability to provide; evidencing confidence in the Lord's protection; spending a lot of time praying.	Y	S	N	?



M.	Carefully studying and researching subjects he or she wants to understand better; sharing his or her knowledge and insights with others when asked; sometimes gaining information that is not attained by natural observation or means.	Y	S	N	?
N.	Taking responsibility for directing groups; motivating and guiding others to reach important goals; managing people and resources well; influencing others to perform to the best of their abilities.	Y	S	N	?
O.	Empathizing with hurting people; patiently and compassionately supporting people through painful experiences; helping those generally regarded as undeserving or beyond help.	Y	S	N	?
P.	Speaking with conviction in order to bring change in the lives of others; exposing cultural trends, teachings, or events that are morally wrong or harmful; boldly speaking truth even in places where it may be unpopular.	Y	S	N	?
Q.	Faithfully providing long-term support and nurture for a group of people; providing guidance for the whole person; patiently but firmly nurturing others in their development as believers.	Y	S	N	?
R.	Studying, understanding and communicating biblical truth; developing appropriate teaching material and presenting it effectively; communicating in ways that motivate others to change.	Y	S	N	?
S.	Seeing simple, practical solutions in the midst of conflict or confusion; giving helpful advice to others facing complicated life situations; helping people take practical action to solve real problems.	Y	S	N	?

**Here are a few additional questions:**

Your responses will give me more specific feedback about your observations. Simply leave a question blank if you feel uncertain about how to answer.

1. What kinds of work do you think I am especially well-suited to do in or through the church? \_\_\_\_\_  
\_\_\_\_\_
2. If you are familiar with the concept of spiritual gifts, which have you seen exhibited in my life? What have you specifically observed? \_\_\_\_\_  
\_\_\_\_\_
3. Are there any other observations or insights you have that would help me better understand my unique place of service in or through the church? \_\_\_\_\_  
\_\_\_\_\_

*Thank you for taking the time to complete this assessment. Your opinions are valuable to me in this process and I deeply appreciate your help.*

## Personal Summary of Observation Assessment

Use this sheet to compile the Observation Assessment responses you received.

Whenever an observer marked "Y" for a spiritual gift, put a "2" in the appropriate box for that spiritual gift. Whenever an observer marked "S" for a spiritual gift, put a "1" in the appropriate box. Leave the boxes blank for "N" and "?" responses.

When you have done this for each Observation Assessment, total the number for each spiritual gift in the column titled "Row Total".

<b>SPIRITUAL GIFT</b>	<b>OBSERVER 1</b>	<b>OBSERVER 2</b>	<b>OBSERVER 3</b>	<b>ROW TOTAL</b>
A. Administration				
B. Apostleship				
C. Craftsmanship				
D. Creative Communication				
E. Discernment				
F. Encouragement				
G. Evangelism				
H. Faith				
I. Giving				
J. Helps				
K. Hospitality				
L. Intercession				
M. Knowledge				
N. Leadership				
O. Mercy				
P. Prophecy				
Q. Shepherding				
R. Teaching				
S. Wisdom				

Use this page to compile the results of your Spiritual Gift Assessment and Observation Assessment. This will complete the identification of your spiritual gift(s).

### **Spiritual Gift Assessment**

What spiritual gifts did you identify in your Spiritual Gift Assessment?

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### **Observation Assessment**

What spiritual gifts were observed by those who know you well?

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Now, merge the results of the Observation Assessment and Spiritual Gift Assessment into a list of what you think are your spiritual gifts.

### **My Spiritual Gifts**

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## Spiritual Gift Characteristics

### Administration

The divine enablement to understand what makes an organization function, and the special ability to plan and execute procedures that accomplish the goals of the ministry. People with this gift: develop strategies or plans to reach identified 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; organize people, tasks or events.

### Apostleship

The divine ability to start and oversee the development of new churches or ministry structures. People with this gift: pioneer and establish new ministries or churches; 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 or groups of churches; demonstrate authority and vision for the mission of the church.

### Craftsmanship

The divine enablement 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 which 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; work with different kinds of tools and are skilled with their hands.

### Creative Communication

The divine enablement 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, dance, 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; demonstrate fresh ways to express the Lord's ministry and message.

### Discernment

The divine enablement to distinguish between truth and error, to discern the spirits, differentiating between good and evil, right and wrong. People with this gift: distinguish truth from error, right from wrong, pure motives from impure; identify deception in others with accuracy and appropriateness; determine whether a word attributed to God is authentic; recognize inconsistencies in a teaching, prophetic message, or interpretation; are able to sense the presence of evil.

### Encouragement

The divine enablement 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; emphasize God's promises and to have confidence in his will.

### Evangelism

The divine enablement to effectively communicate the gospel to unbelievers so they respond in faith and move toward discipleship. 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; seek opportunities to build relationships with unbelievers.

### Faith

The divine enablement 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; ask God for what is needed and trust him for his provision.

### Giving

The divine enablement 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 money do I need to live on?" 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; may have a special ability to make money so that they may use it to further God's work.

### Helps (Serving)

The divine enablement to accomplish practical and necessary tasks which 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 every day responsibilities; attach spiritual value to practical service; enjoy knowing that they are freeing up others to do what God has called them to do.

### Hospitality

The divine enablement 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 welcomed; create a safe and comfortable setting where relationships can develop; seek ways to connect people together into meaningful relationships; set people at ease in unfamiliar surroundings.

Intercession

The divine enablement 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; exercise authority and power for the protection of others and the equipping of them to serve.

Knowledge

The divine enablement 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 the scriptures for insight, understanding, and truth; gain knowledge which, at times, was not attained by natural means; have an unusual insight or understanding that serves the church; organize information for teaching and practical use.

Leadership

The divine enablement 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; take responsibility and establish goals.

Mercy

The divine enablement 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; concern themselves with individual or social issues that oppress people.

Prophecy

The divine enablement 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; understand God's heart and mind through experiences he takes them through.

Shepherding

The divine enablement to nurture, care for, and guide people toward ongoing spiritual maturity and becoming like Christ. People with this gift: take responsibility to nurture the whole person in their 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; lead and protect those within their span of care.

Teaching

The divine enablement 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; prepare through extended times of study and reflection.

Wisdom

The divine enablement 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; apply spiritual truth in specific and practical ways.



# Passion Assessment

This particular tool is a means to help clarify what it is that you have a passion for in ministry. When you have a passion for an area of ministry, it is easy to be enthusiastic and motivated to serve. In responding to our passions... this helps clarify the “*where*” in ministry am I best suited to serve. Identifying our spiritual gift(s) helps to clarify “*what*” I am best suited to do in ministry.

## Questions:

1. If I could snap my fingers and know that I couldn't fail, what would I do?
2. At the end of my life, I'd love to be able to look back and know that I'd done something about...
3. If I were to mention your name to a group of your friends, what would they say you were really interested in or passionate about?
4. What conversation would keep you talking late into the night?

Next, read through what you have written and look for an underlying theme. If one or two come to mind, write them down in the space below.

## Conclusion:

Based on my answers to the above questions, I sense I have a passion for:

## Additional Study Information

### 1. What Does the Bible say about The Holy Spirit?

- If we were to do a detailed study on the Holy Spirit we would discover the following:
  - \* The Holy Spirit thinks (Romans 8:27)
  - \* The Holy Spirit feels (Ephesians 4:30)
  - \* The Holy Spirit makes choices (Acts 16: 6-7)
  - \* The Holy Spirit guides, convicts, and prays on our behalf (John 16:13, John 16:8, Romans 8: 26-27)
  - \* The Holy Spirit searches all things... even the deep things of God. (I Corinthians 2:10)
  - \* The Holy Spirit forbids and the Holy Spirit speaks (Acts 8)
  - \* The Holy Spirit can be mistreated just like a person... we read that the Holy Spirit can be blasphemed against, that we can grieve the Holy Spirit and that the Holy Spirit can be quenched. (Matthew 12: 30-32, Ephesians 4:20-32, 1 Thessalonians 5:19)

### 2. Where Does the Bible mention Spiritual Gifts?

- 1 Corinthians 12: 8-10
- 1 Corinthians 12: 28
- Romans 12: 6-8
- Ephesians 4: 11
- 1 Peter 4: 9-10
- Exodus 31: 3
- 1 Timothy 2: 1-2
- Psalm 150: 3-5