

Spiritual Gifts Assessment

Respond to each statement which follows using this numerical system:

- 5 = This is highly descriptive of me virtually all of the time.
- 4 = This is descriptive of me most of the time.
- 3 = This is descriptive of me some of the time.
- 2 = This is descriptive of me only rarely.
- 1 = This is not descriptive of me.

It is very important for you to respond to these statements in terms of how you actually are rather than in terms of how you feel you should be. Don't be shy about acknowledging strengths, and don't feel badly because some statements are not descriptive of you. There are no "right" or "wrong" answers—only honest responses.

Don't spend too much time thinking about a particular item. Go with your first impression, or leave the item blank and return to it later.

- ___ 1. I am able to convey ideas and insights in a way that motivates people to want to learn more.
- ___ 2. I speak the truth about what I feel is right even when that is unpopular and hard for other people to accept.
- ___ 3. I am willing to accept responsibility for organizations or groups that lack a clear sense of direction or leadership and seek to help them change.
- ___ 4. In the midst of other activities, I find myself focusing on the needs of another person and praying for that individual.
- ___ 5. I feel that an important purpose of my home is to be a place to care for others, including people who are not part of my family.
- ___ 6. I find satisfaction in working behind the scenes to help others make the most of their gifts and abilities.
- ___ 7. I find pleasure in sharing my material resources with persons in need.
- ___ 8. I cultivate relationships with persons who do not know Christ so that I can lead them to Him.
- ___ 9. I can empathize with people who are going through difficult times and find meaning in involving myself in their healing processes.
- ___ 10. I enjoy developing my skills in communicating through music, drama, or other art forms.

- ___ 11. I am fulfilled when I am able to build or create something that helps the church or other people.
- ___ 12. I am able to recognize what people truly want to communicate both from what they say and from what they do not say.
- ___ 13. I find pleasure in learning about how organizations function.
- ___ 14. People say they learn a lot from my teaching, and they seem motivated to want to learn more on their own.
- ___ 15. I am willing to accept personal suffering and criticism if it will result in myself and others growing closer to God or doing the right thing by God's standards.
- ___ 16. I've given leadership to groups that have sensed God's presence or gained a sense of purpose even in the middle of difficult times.
- ___ 17. A day does not seem complete to me unless I have spent time praying for the needs of other individuals, of the church, and of the world.
- ___ 18. I enjoy doing all that I can to help new people feel that they belong.
- ___ 19. I like to encourage others by serving wherever and whenever there is a need.
- ___ 20. I find significant meaning in knowing my financial support makes a difference in the ministries of the church or of another service organization.
- ___ 21. After I lead people to a closer relationship with God, I guide them into deeper discipleship and service.
- ___ 22. I find meaning in motivating others to have more concern about the health of their souls.
- ___ 23. I can communicate my sense of God more through music or other artistic means than through conversation.
- ___ 24. I can fashion raw materials into finished objects.
- ___ 25. I can continue to maintain a positive relationship with people even when it's necessary to express substantial disagreement or to raise questions about what they're doing.
- ___ 26. I can grasp the overall purpose or goals of an organization or group and work out plans for accomplishing them.

- _____ 27. I can draw other people into considering how their relationships with God or a sense of meaning and purpose should affect their daily lives.
- _____ 28. Even in the face of criticism or pressure, I challenge people to examine their lives and change their direction when needed.
- _____ 29. I can decisively manage people and resources in positive ways to bring a vision or mission into reality.
- _____ 30. The names of people who are especially in need of God's help are never far from my mind.
- _____ 31. I enjoy providing food and lodging for people in need.
- _____ 32. I like to use my natural and my learned skills to enable the work of others.
- _____ 33. When I know that someone else is in need of resources that I have, I don't worry about replenishing what I give.
- _____ 34. When I tell others what God has done in my life, they respond with renewed faith of their own.
- _____ 35. I can motivate others to take their faith more seriously in their lives.
- _____ 36. People accuse me of being temperamental like an artist.
- _____ 37. I feel that I honor God with things I make by hand.
- _____ 38. I can empathize with and help people who are resentful, angry, or confused.
- _____ 39. I have skill in coordinating the gifts of people for greater effectiveness.
- _____ 40. I love to help others gain greater skill in understanding and expressing themselves.
- _____ 41. I can motivate others to use their faith in making decisions in both their private and their public lives.
- _____ 42. I usually have a clear sense of what needs to be done in an organization and can motivate others in that direction.
- _____ 43. People frequently express appreciation to me for my having continued to remember them in my prayers.
- _____ 44. I readily reach out to persons needing physical or emotional encouragement.

- _____ 45. When I see a wide range of needs, I want to help with as many as I can.
- _____ 46. I have been successful at earning or discovering significant amounts of money for the Lord's work.
- _____ 47. I want people around me to know I am a Christian and hope that may provide opportunities to help them draw closer to Christ.
- _____ 48. I am able to strengthen people who are wavering in their sense of purpose in life.
- _____ 49. Through my artistic expressions, people have gained deeper insights into themselves or into the spiritual life.
- _____ 50. I can design and build things to help the church or other organizations better serve people.
- _____ 51. I show my concern by helping people find practical solutions to spiritual, relational, or personal struggles.
- _____ 52. I like to improve the efficiency of organizations with which I work.
- _____ 53. I enjoy finding practical guidance in the Bible and sharing that help with others.
- _____ 54. I feel compelled to confront people when they display behaviors or attitudes which are destructive.
- _____ 55. I can enthusiastically organize people to achieve goals which I feel are important.
- _____ 56. I have had times when I was so absorbed in my prayers for the needs of others that I lost all track of time.
- _____ 57. I like to help new people get acquainted with others in the church and in other settings.
- _____ 58. I believe there is spiritual significance in the routine tasks I do for others.
- _____ 59. Because I want to see significant things happen in ministry, I give more than a tithe (over 10%).
- _____ 60. I continually seek to find different or better ways to share my faith with others.

- ___ 61. I enjoy reaching out to people in settings like hospitals, nursing homes, or prisons.
- ___ 62. I like the challenge of communicating with variety and creativity.
- ___ 63. I can visualize how something should be constructed before I build it.
- ___ 64. People tell me that my patient and understanding listening helps them clarify their thoughts.
- ___ 65. Once I know what the goal is, I have skill at developing the strategy to meet it.
- ___ 66. I always find myself learning as I have opportunity to teach others.
- ___ 67. I have had times when a concern was so heavy on my heart that I had to speak out no matter what the price.
- ___ 68. Others seek me out to give leadership to various causes or organizations.
- ___ 69. When I am deep into prayer for others, I often find myself communicating in images or feelings more than in words.
- ___ 70. I feel that entertaining others in my home, at the church, or in other settings is one of the best ways that I am personally able to nurture genuine community.
- ___ 71. I enjoy doing a variety of odd jobs around the church or other organizations to help meet the needs of people.
- ___ 72. I am able to motivate others to financially support worthy causes.
- ___ 73. I have the patience to work with another person over a long period of time in order to eventually bring that individual to faith in Christ.
- ___ 74. I find great meaning in reaching out to persons at their times of greatest need no matter what the problem.
- ___ 75. I enjoy developing my skills in the arts through music, crafts, drama, or other media.
- ___ 76. I am gifted at putting things together and making them work.
- ___ 77. I can generally help people see their problems from a new perspective and work toward a solution that is right for them.
- ___ 78. I am good at and find pleasure in organizing many kinds of projects.

- ___ 79. On the whole, I would rather teach a class or group than simply be a spectator.
- ___ 80. I can confront people with problems in their own lives, in the church, or in society in a way that causes them to rethink their positions rather than simply be angry.
- ___ 81. I can lead others through the development of a vision for their work together.
- ___ 82. Praying for others several times a day feels almost as natural to me as breathing.
- ___ 83. I feel a true calling to help new people become fully integrated into the life of the church or other organizations.
- ___ 84. While I am often not the one giving direct leadership, a great many things in the organizations to which I belong would not get done without my willingness to do what is needed.
- ___ 85. I give generously to God's work and genuinely do not seek or want any recognition or reward for what I do.
- ___ 86. I feel that God often brings me into contact with people who need to discover or to rediscover Christ.
- ___ 87. When people are going through difficult times, I am able to encourage them to maintain their faith and to do all they can to respond positively to the problems they face.
- ___ 88. I feel that I have been especially gifted in terms of music, drama, painting, or another art form.
- ___ 89. I have the ability to build or make things which will facilitate the work of the church or of other service organizations.
- ___ 90. I am able to help people face the truth about themselves and their relationships with others when necessary to help them work through their problems.
- ___ 91. I am generally known as an efficient person who keeps track of things and follows through well.

When you've completed all 91 assessment items, transfer your scores to the following chart. Add each line across, producing a total on the left-hand side.

Teaching	1__	14__	27__	40__	53__	66__	79__	Total__
Prophecy	2__	15__	28__	41__	54__	67__	80__	Total__
Leadership	3__	16__	29__	42__	55__	68__	81__	Total__
Intercession	4__	17__	30__	43__	56__	69__	82__	Total__
Hospitality	5__	18__	31__	44__	57__	70__	83__	Total__
Helps/Service	6__	19__	32__	45__	58__	71__	84__	Total__
Generosity	7__	20__	33__	46__	59__	72__	85__	Total__
Evangelism	8__	21__	34__	47__	60__	73__	86__	Total__
Encouragement	9__	22__	35__	48__	61__	74__	87__	Total__
Artistic Express.	10__	23__	36__	49__	62__	75__	88__	Total__
Craftsmanship	11__	24__	37__	50__	63__	76__	89__	Total__
Counseling	12__	25__	38__	51__	64__	77__	90__	Total__
Administration	13__	26__	39__	52__	65__	78__	91__	Total__

If you invited one or more others to complete the assessment for you, compare their scores with your own. If there are significant discrepancies, talk about those with the person or persons who completed the assessment for you. Be open to what they have to say, but ultimately have confidence in your own perceptions.

Now transfer your four highest scores to the following chart. Add your own comments about each spiritual gift that is listed. Consider these questions:

- Are there any surprises? If so, what are they?
- To what extent are the results what you expected? Are you pleased with the results? Disappointed with the results?
- Do you have additional scores that are almost as high as the fourth one you listed on the chart? If so, it is possible that those might also represent spiritual gifts.

Four Gifts with Highest Scores

1. Gift: _____ Score: _____
Comment: _____

2. Gift: _____ Score: _____
Comment: _____

3. Gift: _____ Score: _____
Comment: _____

4. Gift: _____ Score: _____
Comment: _____

Some Common Observations About the Spiritual Gifts Assessment

1. I only have one or two clear spiritual gifts by this system. My other scores are all much lower. Don't be concerned. Some persons only have one or two spiritual gifts as measured by this kind of system. What's important is thinking about the gifts that you have and developing them as effectively as possible. (Occasionally a person will be uncomfortable responding to items in positive ways and will end up with scores that are artificially low. You may want to try completing the assessment again, this time thinking more positively about yourself!)

2. I really have seven or eight spiritual gifts that all have very high scores. Then you are probably blessed with an above average number of spiritual gifts. This isn't a matter for pride since gifts come to us from God rather than from our own effort, but it does mean that you may have many opportunities to be of help to others.

3. I know that I have skills and abilities in an area in which I had a very low score on the assessment. Remember that spiritual gifts are not the same as skills and abilities. You may be doing excellent work in an area that isn't really one of spiritual giftedness for you. On the other hand, it's also possible that the problem is with the assessment instrument itself. This is not a perfect system! Think about it, pray about it, and visit with others about it.

4. I am almost shocked by how high my score was on one or two of the items. I really didn't think of myself as being gifted in those areas. It's always possible that the assessment process is at fault; but generally you should take very seriously any new areas of giftedness which emerge from this process. You may find that you'll have wonderful opportunities to develop the gift or gifts and that new directions will open for you.

5. I feel as though I am very gifted in work with computers and the Internet, but that doesn't seem to surface on this spiritual gifts assessment. Computers and the Internet provide wonderful opportunities for ministry and are, for the most part, significant blessings to our lives. They are, however, tools rather than gifts, just as curriculum is a tool for a teacher and paint and brushes tools for an artist or for a craftsperson. Thus various spiritual gifts may find expression through your use of computers and the Internet.