

About Your Spiritual Gifts

This booklet is designed to be a tool to assist you in defining your strengths in the area of ministry. Through the results, it is our desire that you will be able to more clearly see what your particular strengths and gifts are and therefore will have a clearer vision for what part God would have you to play in the body of Christ.

The contents of your evaluation will be only for your information, and you will not be asked to turn back your individual answers to the church. Therefore, we want you to be honest and open when evaluating yourself and take into consideration that while we should all have certain good qualities as Christians, there are differences in motives and in ways of expressing the unique character with which God has gifted each one of us.

As a member of the body of Christ, you are very crucial to the overall health and strength of the body. We will only function as effectively as God intended if each member is doing its part. That is why we have a strong conviction that each member has a place of ministry, and we hope this booklet will give you information that will be helpful in finding that place of service that God intends for you to have within our body.

Spiritual Gift Evaluation

This evaluation is designed to assist you in identifying your strengths as specifically relating to ministry and service in the local church. Its primary purpose is to enable you to pinpoint areas of ministry for which you are most likely gifted. It is not designed to be an exhaustive analysis of spiritual gifts, but rather to highlight areas of strength based on what you feel motivates you spiritually. You may contact one of the pastors, and he/she will be happy to assist you in exploring further your gifts and strengths.

You will fill in a "score" on the answer sheet corresponding to the statement number, based on the following scoring system:

How to Score Yourself

How This Statement Describes Me. As you read each question, give yourself a score (0-3) based on how that statement describes you. These answers are based on how you are the majority of the time.

- | | |
|---|----------------------------------------|
| 0 | I am seldom or never this way. |
| 1 | I am usually not this way. |
| 2 | I am this way some of the time. |
| 3 | I am this way most or all of the time. |

Keep in mind when you score yourself that most of these are desirable traits for a Christian to have. Giving yourself a 0 or 1 on a particular trait does not mean that you are unspiritual, but rather that it is not a primary motivating factor for you as an individual.

Also keep in mind that the church will not be looking at your individual answers to particular questions, but rather using the overall information to highlight areas in which you are especially gifted and motivated. Once your primary areas of ministry strength are identified, you can then use this information to identify specific service opportunities which may be of interest to you.

Please use page 4 of this test to record your answers. You may remove this page if you wish.

Spiritual Gifts Questionnaire

Please give yourself a score (0-3) on each of the following 72 questions. (see page 1 for score levels)
Please record your answers on page 4 of this booklet.

- | | | |
|----------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------|
| 1. I like to organize and plan. | 13. I finish projects and make decisions with great speed. | 25. I enjoy setting goals and then making plans to meet those goals. |
| 2. I want to spend time with unbelievers so I can share my faith. | 14. I feel that the most important task given to Christians is witnessing. | 26. I feel an urgency that a decision for Christ be made when I witness to someone. |
| 3. I enjoy being asked to share my advice or being an encouragement to others. | 15. I give practical, step-by-step advice to those in need. | 27. I am more interested in studying passages of Scripture with practical applications than deep theological truth. |
| 4. It is important to me that money I give to the church is used as effectively as possible. | 16. I watch my finances closely so that I can give freely to God's work. | 28. It is fun for me to give freely because I love God. |
| 5. I am more strongly motivated by the idea of meeting a need than performing a task. | 17. I prefer to be led by others. | 29. I rapidly meet the need of others for help. |
| 6. I enjoy using my home to minister to others. | 18. Guests say they feel comfortable in my home. | 30. I have the ability to make strangers feel at ease. |
| 7. I can easily get others to complete a ministry project. | 19. Groups in which I am involved often look to me to lead them. | 31. I have the ability to make decisions rapidly and stand by them. |
| 8. Those who are in distress or elated seem drawn to me. | 20. I enjoy doing kind deeds for people who are unable or will not return them. | 32. I like encouraging those in hospitals and homes for the aged by visiting them. |
| 9. I seem to be able to notice sin before others are aware of it. | 21. I am compelled to unmask sin in other people. | 33. I boldly tell others about evils in our government and other worldly systems. |
| 10. Routine work for church that others find tedious is enjoyable for me. | 22. I enjoy doing repetitive tasks for the glory of God. | 34. I like being asked to do jobs at church. |
| 11. I have a burden to disciple others so that they can help one another. | 23. I feel the need to protect those whom I disciple from enemies of Christ. | 35. I deny myself in order to be there for weak or new Christians. |
| 12. I am able to instruct others in the exact meaning of words and passages in Scripture. | 24. I have the ability to make difficult passages understandable. | 36. Others have expressed to me that I have assisted them in learning Biblical truth in a meaningful way. |

CONT'D

- 37. I volunteer to organize others when I sense a lack of organization.
- 38. I am drawn to unbelievers because I want to win them to Christ.
- 39. Teaching that cannot be applied bothers me.
- 40. I am willing to do without in order to give money for God's kingdom.
- 41. I enjoy helping those in leadership by completing some of their smaller tasks so that they can minister.
- 42. I enjoy giving food and lodging to those who need it.
- 43. I adapt my guidance easily to fit the maturity level of those working for me.
- 44. I want to be a comfort to Christians who are sick or in the midst of a distress.
- 45. I enjoy being used by God to teach and caution large groups of believers.
- 46. I like projects which require a hands-on approach.
- 47. I care more about relationships than tasks.
- 48. I enjoy spending a lot of time studying the Bible so I can share these truths with others.
- 49. I thrive on organizing people, ideas, and resources to improve the efficiency of a ministry.
- 50. I have an overwhelming desire to share with unbelievers.
- 51. I like assisting others in resolving difficult questions in their lives.
- 52. I notice when others have a material or financial need.
- 53. I find contentment in helping someone who can use my abilities.
- 54. I like having people visit my home.
- 55. If a group does not have a leader, I will lead it.
- 56. I like doing special things for people who are sick or having difficulties.
- 57. I desire for the audience to be convicted after I proclaim God's Word.
- 58. I consider myself a task-oriented person.
- 59. I like being given the job of discipling a group of believers.
- 60. I find contentment studying God's Word and communicating my understanding to others.
- 61. I have put into place effective plans to meet group goals.
- 62. I enjoy meeting non-Christians, even total strangers.
- 63. I enjoy assisting others in the midst of problems by giving them practical advice.
- 64. I trust that God will meet all my needs so that I can give sacrificially a portion of all my income.
- 65. I like helping others strictly for the need I feel I meet, not because I expect something in return.
- 66. I enjoy welcoming guests and making them feel comfortable and involved.
- 67. I have the ability to help groups of all sizes in making decisions.
- 68. I am greatly concerned with being a comfort to others.
- 69. I want my instructing to cause others to see what God is saying and to respond.
- 70. I prefer following rather than leading.
- 71. I desire to care for the spiritual well-being of a group of Christians over an extended time.
- 72. I prefer to compile my own material, instead of using another teacher's material for a presentation.

Spiritual Gifts Score Sheet

Place a "score" in the boxes below each question number based on the following criteria:

Score	How This Statement Describes Me
0	I am seldom or never this way.
1	I am usually not this way.
2	I am this way some of the time.
3	I am this way most or all of the time.

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

A B C D E F G H I J K L

Total each column and place the number in the line below that column.
(i.e., - add the scores from questions 1,13, 25, 37, 49 and 61 and put that total in blank A)



Place a check mark (✓) beside the three letters for which you have the highest scores.

- A. ___ Administration
- B. ___ Evangelism
- C. ___ Exhortation
- D. ___ Giving
- E. ___ Helps
- F. ___ Hospitality
- G. ___ Leadership
- H. ___ Mercy
- I. ___ Prophecy
- J. ___ Service
- K. ___ Shepherding
- L. ___ Teaching

Spiritual Gifts Analysis

Given below is a summary of each of the qualities which are pinpointed by this evaluation. Along with giving you insight into your own motivations, these should be helpful in directing you towards areas of service which will utilize the strengths God has given you. "He" has been used generically in the following descriptions but it can include both men and women.

Administration

A person who is gifted in the area of administration is a goal and objective-oriented individual. He often has strong organizational abilities which make it possible to coordinate resources in order to accomplish tasks as quickly as possible. Because of being motivated by accomplishing desired tasks, this person often derives great satisfaction from viewing the results of what he has accomplished. If you scored high in this area, you should consider being involved in an area of ministry in which you can utilize your organizational strengths to carry out specific goals of the church.

Evangelism

A person who is gifted in the area of evangelism has an especially strong desire to share the Gospel with non-believers in every possible situation and through all possible means. His greatest joy in ministry is seeing non-

believers won to Christ. Because of an overwhelming desire to "fulfill the Great Commission," he would rather devote considerable effort to the ministry of evangelism than to other church programs which exist for the edification of believers. He looks for the areas where the need for the Gospel is the greatest and is willing to make personal sacrifices to share the Gospel. If you scored high in this area, you should consider being involved in ministry which places a great emphasis on sharing the Gospel with the unsaved and reaching out to those who are unchurched.

Exhortation

A person who is gifted in the area of exhortation has a special ability to encourage others in the body of Christ by giving them needed words of comfort, courage, and counsel in times of need or crisis. He is especially attracted to individuals who are genuinely seeking spiritual growth and is often willing to share past personal failures to help motivate others toward greater spiritual maturity. He is able to make accurate assessments of spiritual needs and has the ability to explain truth with logical reasoning, giving step-by-step instructions which are easy to follow. If you scored high in this area, you should consider being involved in an area that enables you to use your strengths to minister one-on-one with people in need.

Giving

A person who is gifted in the area of giving has the ability to give material goods and resources with joy, so that the needs of the Lord's work are met. He often can discern wise investments and is usually a very effective money manager. While desiring to give quietly and without recognition, this individual is encouraged when he knows that needs were met and prayers were answered. He is more likely to give at the Lord's promptings than at a man's appeals and has a great ability to see financial needs that others may

overlook. If you scored high in this area, you should consider not only what ministries of the church to support with your personal finances but how your example can motivate others to follow the Lord's leadership in their own giving.

Helps

A person who is gifted in the area of helps is motivated by a desire to further the ministry by meeting genuine needs of another individual, usually someone in a leadership position. He enjoys bringing immediate help to key individuals in order to relieve their burdens and responsibilities. While this individual is willing to do whatever is needed, he is motivated more from a desire to provide assistance than from a desire to accomplish particular tasks. Though very similar to the ministry of "Service," one with this gift is prompted by the "need" he sees rather than by the task that is to be performed. If you scored high in this area, you should consider being involved in an area of ministry in which you can provide assistance to someone in a leadership role to enable them to be more effective than they would be without you.

Hospitality

A person who is gifted in the area of hospitality has the ability to make guests feel comfortable and "at home." He has a desire to provide a warm welcome to guests whether in a ministry or social setting. He often delights in opening his home to individuals or groups and often looks for special opportunities to exercise this gifting to minister to others. If you scored high in this area, you should consider being involved in an area of ministry where you can use your strengths to help make others in the church feel "at home."

Leadership

A person who is gifted in the area of leadership has the ability to lead others toward spiritual growth. He is often

considered a visionary and has the ability to set goals and motivate others toward the accomplishment of these goals. He usually has an ability to communicate effectively to large groups of people and is often chosen for leadership positions because of his ability to accomplish goals without getting "off track." While similar to a gifting in the area of "Administration," someone with this gift is often more concerned with the "big picture" than the incremental details of accomplishing the goal. If you scored high in this area, you should consider being involved in an area of ministry in which you can use your strengths to lead others in accomplishing goals of the church.

Mercy

A person who is gifted in the area of mercy has immediate compassion for those suffering physically, mentally, and emotionally. He derives great joy in meeting the needs of others and often has a tendency to attract people who are in distress. He usually has a need for friendships in which there is deep communication and mutual commitment and has the ability to draw out the feelings of others while also being vulnerable to hurts, both personally and to those which others are experiencing. He often would rather remove the causes of hurts than look for benefits from them. He has a tendency to avoid confrontation and firmness and often closes his spirit to others whom he feels are overly harsh or critical. If you scored high in this area, you should consider being involved in an area of ministry which enables you to minister to those who are hurting and who need the sensitivity you have to offer.

Prophecy

A person who is gifted in the area of prophecy has the ability to proclaim God's truth without compromise. He has strong convictions and expects others to as well. He has the need to express himself verbally, especially

regarding right and wrong, and may be quick to make judgements of others and to speak his opinion. He may be painfully direct when correcting others, possessing an unusual ability to discern the sincerity of others. He is persuasive in defining right and wrong, and is very persistent in expressing his feelings regarding needs for change. If you scored high in this area, you should look for a ministry area wherein you can challenge others to live by God's standards as set forth in His Word.

Service

A person who is gifted in the area of service has the ability to perform any task with joy which benefits others and meets practical needs. He may have the tendency to disregard personal health and comfort to serve others. He often has difficulty in saying "no" when asked to serve. He often has an attention for details and appreciates having clear instructions to follow. He enjoys the process of serving as much as the end result and derives satisfaction from being with others who are also serving. If you scored high in this area, you should consider being involved in an area of ministry in which your strengths of faithfulness and attention to detail can be utilized.

Shepherding

A person who is gifted in the area of shepherding has the unique ability to take responsibility for the long-term spiritual growth of a group of believers. He sees it as his responsibility to guide, feed, and protect a flock of followers of Christ. He is motivated by a desire to see those under him enjoying spiritual health and growth. If you scored high in this area, you should look for an area of ministry where discipleship is emphasized and wherein you can guide others to greater maturity in their spiritual walk.

Teaching

A person who is gifted in the area of teaching has the ability to explain God's truth so there is understanding

and application in the lives of others. He has a desire to research and present truth in an organized and systematic sequence. He is often alert to details and places a great deal of emphasis on accuracy. He is motivated by the desire to learn and share knowledge with others, and he believes strongly in the importance of teaching as a basic foundation on which the church grows and remains faithful. If you scored high in this area, you should consider being involved in a ministry role wherein you can challenge others with Bible truths which you have discovered in your personal studies.