



# **Spiritual Gift Assessment**

A spiritual gift is a special, supernatural ability that God gives to every believer so that together they can advance His purposes in this world.

Through the use of this tool, it is our hope that you will discover your gifts and learn to use them in fulfilling and unique ways. It is our prayer that you will join with the hundreds of people who have taken this assessment and are enjoying serving in ways they never thought possible. We believe this assessment tool to be consistent with biblical truth (1 Corinthians 12:1-13, 1 Peter 4:10, Romans 12:4-8).

“The body is a unit, though it is made up of many parts; and though all its parts are many, they form one body. So it is with Christ. God has arranged the parts in the body, every one of them, just as he wanted them to be.”

I Corinthians 12:12,18

“Each one should use whatever gift he has received to serve others, faithfully administering God’s grace in its various forms.”

I Peter 4:10

## **Congratulations!**

You are about to begin a journey that may be one of the most rewarding experiences of your life. The Bible teaches that God has created each one of us uniquely and given every follower of Jesus Christ a specific set of spiritual gifts.

The following tool was designed to help you begin to discover what your spiritual gifts are. Finding a place to serve that uses your spiritual gifts is such an integral part of living the fulfilling life that God so desires for you. When we serve in our area of giftedness, our emotional and spiritual tanks get filled, not drained. We actually look forward to the next opportunity we have to serve, and often experience deeper levels of community with people we serve with.

Before you start, here are a few words about the assessment tool itself:

- » Because this is a self-assessment, it will only be as accurate as you understand and are honest with yourself about your strengths and weaknesses.
- » There are 3 sections to this book: “As I look at myself...”, “As others see me...”, and “Where I see myself...” Each contains instructions for how to complete that section. Along the side of each page are boxes, numbered 1-114. When you are done, each one of those boxes should contain a number from 0-3.
- » Once you have completed all 3 sections, tear off the scoring sheet on the inside of the back cover, transfer the numbers along the sides of each page to the corresponding boxes on the scoring sheet. Total across the page the six numbers for each spiritual gift. The gift(s) with the highest number total are most likely spiritual gifts that God has given you... and given you for a purpose... to serve Him by serving others.

Now, turn to the first page and let the journey begin!

# “As I Look at Myself..”

Read each statement (1-38) below. As honestly as you can, determine how true that statement is for you. In the box to the side of each statement, place a number 0-3 according to the following scale:

- 3 - Almost Always True
- 2 - Often True
- 1 - Seldom True
- 0 - Almost Never True

1	I can figure out what resources, materials, or people are needed for a task, and organize them accordingly
2	I have a vision for starting a new church someday
3	I enjoy working with my hands to make things
4	I like to communicate God's truth through music or drama
5	I can read between the lines when people are talking
6	I enjoy making calls or sending notes of encouragement or thanks
7	I have a real heart for the spiritually lost
8	I can clearly see how God is at work around me
9	I often give beyond a tithe to God's work
10	I would rather work behind the scenes than be up front or leading a group
11	I enjoy helping to create an environment where people feel welcomed and cared for
12	I enjoy praying, alone or in groups, for the needs of others
13	I have a strong desire to learn as much about the Bible as I can
14	I am most comfortable in a group when I'm in a leadership position
15	I am very sensitive to sad stories
16	I tend to be more bothered than most when I see people sin
17	I work best leading a small group of people for an extended period of time
18	I read the Bible with an eye for how I would present the material to others
19	I enjoy sitting and listening to a discussion, sorting the situation out in my mind

## Hints:

1. Answer according to who you really ARE, not who you think you SHOULD be. This profile is not about spiritual disciplines that God calls each of us to. It is about spiritual gifts, and there is not an order of some being better than others.

» Example–Don't give #7 a "3" because you think you "should" have a heart for the lost if, in fact, you don't think about that very often.

2. Don't spend a lot of time on each statement. Your first impression is usually the most accurate.

I manage details well (schedules, projects, etc.)	20
I would be interested in moving to a new location or culture to start a church or ministry	21
I can easily visualize how something should be built or put together	22
I am imaginative and like to think of creative ways to communicate	23
I have a sense of the presence of evil in situations before others do	24
I enjoy helping people with practical steps to improve their faith	25
I love sharing what God has done in my life with spiritual seekers?	26
I rest easy, even in difficult circumstances, knowing God is in control	27
I have been given an abundance of resources in order to help finance ministry needs	28
I enjoy doing the little things that others often don't want to do	29
I enjoy meeting new people and helping them feel comfortable or connected	30
I feel a burden to pray for situations I hear about	31
I can draw deep biblical insight or divine truth out of my study of the Bible	32
I want to see a group move forward and like to help make that happen	33
I am aware of people in need who may go unnoticed by others	34
I study the Bible for the purpose of being able to better share truth	35
I prefer to work with people and get involved in their everyday lives	36
I think of how I would present the material when I listen to others speak or teach	37
I make good decisions and choose the correct path	38

## “As Others See Me..”

Pick a handful of people whom you feel know you the best, and know the “real you.” Imagine that they are assembled around a table and asked to describe you as honestly as they can. Based on what people have said about you in the past, or what you think they would say, how true would they say the following statements (39-76) are about you, according to the same 0-3 scale?

**About you, would they say “He or She ...”?**

39	Breaks visions and goals down into specific plans and tasks
40	Would be a great person to start a new church
41	Is handy at fixing things
42	Is a talented artist, musician, or actor
43	Gives just the right advice
44	Has an affirming or encouraging word for others
45	Has a winsome personality, especially around non-believers and the unchurched?
46	Trusts God, even in seemingly impossible situations
47	Is very generous and not self-serving when giving money
48	Enjoys serving out of the limelight, even when most people may not notice
49	Makes people feel welcome in his/her home, or hosting people in another setting
50	Is a prayer warrior
51	Offers an appropriate biblical answer to those with a question
52	Is a natural leader
53	Readily empathizes with people who are hurting
54	Speaks boldly and truthfully to people or groups, especially where there is error or sin
55	Has a heart to disciple people to a deeper relationship with Christ
56	Communicates in such a way that others are motivated to change or to learn more
57	Gives insightful and helpful advice when asked

# “As Others See Me...”

Scale:

3 - Almost Always True

2 - Often True

1 - Seldom True

0 - Almost Never True

Creates structures within organizations to help them function more efficiently	58
Works well with a variety of people from different cultures	59
Is skilled at building things by hand and with tools	60
Is creative and at his/her best when involved in the arts	61
Can detect deceit or falsehood before most others see it	62
Has a warm personality that is affirming and motivating	63
Shares Christ with people in a way that really draws the listener in and invites them to find out more	64
Models the verse “I can do all things through Christ who gives me strength”	65
Gives freely and generously to those in need	66
Serves individuals and groups in unseen ways	67
Works to create a safe and warm environment where people don't feel like they're alone	68
Prays for people regularly and consistently	69
Is sought out by others because of his/her insight or knowledge of the Bible	70
Sets good goals for a group and motivates people to naturally want to follow	71
Brings joy and hope to places where there is little	72
Stands firm on beliefs, even when alone in those views in a group	73
“Nurtures” struggling believers back into a Christ-centered life	74
Is articulate, puts concepts in words easily, and is interesting to listen to	75
Can see options and solutions clearly when the situation is foggy for most others	76

# “Where I See Myself...”

This section is a little different. The goal here is to try to picture yourself in a setting where you are at your best, or where you are most natural. In the process, you will take the following statements (77-114), and narrow them down to the top 10 and then the top 5 that are the most natural for you. Use the steps on the next page to help you with this section. Note: The things that we do “best” are the things that energize us and seem to flow naturally from us. We all have things that we do well, but don’t energize us. (Those are acquired skills, not gifts).

Steps:

1. Put a check in **column A** for each statement (77-114) that represents a place where you could see yourself.
2. Of the statements that you’ve checked, pick the top 10 most natural settings for you (or where you are at your best). Put a check in **column B** next to those 10.
3. From those 10, pick the top 5. Place a check in **column C**.
4. In the score box on the outside of the page, write the number of checks for each statement (0-3).

	<b>C</b>	<b>B</b>	<b>A</b>	
2		X	X	Walking through mud barefoot and squeezing it between my toes (SAMPLE)
77				Organizing people, information, and plans to accomplish a given task or project
78				Taking the lead role in starting a new church or ministry
79				Creating or building something with my hands and/or tools
80				Acting or performing drama or music and other arts
81				Looking at situations or teaching and easily identifying the right and wrong, good and evil in them
82				Looking for the positive in people and affirming them
83				Communicating the Gospel clearly to spiritual seekers and non-believers
84				Looking to God and trusting Him to accomplish His purposes through me
85				Giving money to the church and other ministries to help accomplish God’s purposes
86				Working behind the scenes to accomplish a variety of necessary tasks
87				Planning the details for a gathering of people (setting, snacks, beverages)
88				Praying, even for long periods of time, for the needs of others
89				Reading and studying the Bible to gain further insights into biblical truth
90				Casting vision or motivating others toward the desired goal
91				Spending time with people who are hurting or in need
92				Speaking God’s truth to a situation, even to people who are reluctant to hear
93				Working with individuals to help them grow in their relationship with Christ
94				Preparing and making a presentation to a group of people
95				Listening or observing situations and offering my perspective/insights



	<b>A</b>	<b>B</b>	<b>C</b>	
Creating a strategy to accomplish a task, tracking and recording its progress				96
Developing and implementing a whole new approach to doing ministry				97
Working with a variety of materials in building or putting something together				98
Using artistic/musical talents or creativity to express myself				99
Meeting someone and quickly being able to have a clear sense of their character				100
Encouraging people in their faith and motivating them toward further spiritual growth				101
Building relationships with the unchurched and sharing my faith with them				102
Turning problems and difficulties over to God, believing He will provide a way through them				103
Working hard or managing my money in order to be able to give more to God's work				104
Supporting a ministry or project by doing some of the nitty-gritty things that just need to be done				105
Hosting individuals or groups in my home or in other settings, and providing things necessary to help them feel comfortable				106
Keeping track of prayer requests, and regularly praying for people				107
Spending blocks of time with the Bible and commentaries to achieve a greater understanding				108
Empowering or leading others to action to accomplish a task or project				109
Helping people who are going through difficulties or are in pain				110
Confronting people or situations with the truth when they are wrong				111
"Walking alongside" people, caring for them relationally, emotionally, spiritually				112
Teaching or speaking to groups of people (either large or small)				113
Helping individuals or groups weigh their options and make wise decisions				114

# “My Spiritual Gifts...”

Tally the totals of your profile on the score sheet below to identify your likely spiritual gifts.

## To Score:

1. Place the score sheet under the edge of each page of the gifts assessment booklet, lining the numbers column on the edge of the booklet page with the corresponding column of the score sheet.
  2. Transfer the numbers from the gifts assessment booklet to the corresponding number on the score sheet.
  3. Once there are number in all 114 boxes below, add the rows across and place the sum in the “Total” column.
- Your highest point totals represent your likely spiritual gifts.

### Total

1	20	39	58	77	96		<b>Administration</b>
2	21	40	59	78	97		<b>Apostleship</b>
3	22	41	60	79	98		<b>Craftsmanship</b>
4	23	42	61	80	99		<b>Creative Communication</b>
5	24	43	62	81	100		<b>Discernment</b>
6	25	44	63	82	101		<b>Encouragement</b>
7	26	45	64	83	102		<b>Evangelism</b>
8	27	46	65	84	103		<b>Faith</b>
9	28	47	66	85	104		<b>Giving</b>
10	29	48	67	86	105		<b>Helps</b>
11	30	49	68	87	106		<b>Hospitality</b>
12	31	50	69	88	107		<b>Intercession</b>
13	32	51	70	89	108		<b>Knowledge</b>
14	33	52	71	90	109		<b>Leadership</b>
15	34	53	72	91	110		<b>Mercy</b>
16	35	54	73	92	111		<b>Prophecy</b>
17	36	55	74	93	112		<b>Shepherding</b>
18	37	56	75	94	113		<b>Teaching</b>
19	38	57	76	95	114		<b>Wisdom</b>

# “My Spiritual Gifts...”

Tally the totals of your profile on the score sheet below to identify your likely spiritual gifts.

## To Score:

1. Place the score sheet under the edge of each page of the gifts assessment booklet, lining the numbers column on the edge of the booklet page with the corresponding column of the score sheet.
  2. Transfer the numbers from the gifts assessment booklet to the corresponding number on the score sheet.
  3. Once there are number in all 114 boxes below, add the rows across and place the sum in the “Total” column.
- Your highest point totals represent your likely spiritual gifts.

### Total

1	20	39	58	77	96		<b>Administration</b>
2	21	40	59	78	97		<b>Apostleship</b>
3	22	41	60	79	98		<b>Craftsmanship</b>
4	23	42	61	80	99		<b>Creative Communication</b>
5	24	43	62	81	100		<b>Discernment</b>
6	25	44	63	82	101		<b>Encouragement</b>
7	26	45	64	83	102		<b>Evangelism</b>
8	27	46	65	84	103		<b>Faith</b>
9	28	47	66	85	104		<b>Giving</b>
10	29	48	67	86	105		<b>Helps</b>
11	30	49	68	87	106		<b>Hospitality</b>
12	31	50	69	88	107		<b>Intercession</b>
13	32	51	70	89	108		<b>Knowledge</b>
14	33	52	71	90	109		<b>Leadership</b>
15	34	53	72	91	110		<b>Mercy</b>
16	35	54	73	92	111		<b>Prophecy</b>
17	36	55	74	93	112		<b>Shepherding</b>
18	37	56	75	94	113		<b>Teaching</b>
19	38	57	76	95	114		<b>Wisdom</b>

For additional copies, contact:  
Journey... Books & Music  
1280 S. Alpine Rd.  
Rockford, IL 61108  
815.986.0514