

# Spiritual Gifts Discovery Tool

This is not a test – enjoy the process! There are no right or wrong answers – only true facts about your experience and preference according to the following statements.

1. Read the 72 statements, rating each one from 0-4 on the answer key.
  - 0 isn't "bad" and 4 isn't "good." It is simply a reflection of where your strengths are.
  - When you find a statement with two or more parts, and you rate any one as not true in your life, then mark the whole question with a low number. In other words, if you think one part is true, but another part is not, rate the whole question with a low number.
2. Add up the 18 rows of 4 numbers and enter the totals in the "total" column.
3. Find your 3-5 highest scores and circle the appropriate letters (A to R) by the high scores.
4. Turn to the GIFTS KEY page and find the 18 gifts listed from A to R.
  - On your answer sheet, write in the name of the gifts corresponding with your high scores.
  - There is not a specific number needed to "get the gift!" Your highest scores indicate which gifts are yours. For example, if you have two 7's, an 8 and two 9's as your highest scores, then those are your gifts. If you have four 16's, those are your gifts.
  - You may wish to write in all 18 gift names on your answer sheet to compare your strong gifts with those that are not your strongest.
5. Talk to your pastor or supervisor about which ministries match your gifts.

*We understand that some Christian movements recognize more spiritual gifts in the Bible and some recognize less. We recommend that you work within the boundaries of your denomination or movement and develop your spiritual gifts for the glory of God.*

## SPIRITUAL GIFTS DISCOVERY

1. I enjoy working behind the scenes, taking care of little details.
2. I usually step forward and assume leadership in a group where none exists.
3. When in a group, I tend to notice those who are alone and help them feel part of the group.
4. I have the ability to recognize a need and to get the job done no matter how small the task.
5. I have the ability to organize ideas, people and projects to reach a specific goal.
6. People often say I have good spiritual judgment.
7. I am very confident of achieving great things for the glory of God.
8. I enjoy giving money to those in serious financial need.
9. I enjoy ministering to people in hospitals, prisons, or rest homes to comfort them.
10. I often have insights that offer practical solutions to difficult problems.
11. I enjoy encouraging and giving counsel to those who are discouraged.

12. I have an ability to thoroughly study a passage of Scripture and then share it with others.
13. I presently have the responsibility for the spiritual growth of one or more young Christians.
14. Other people respect me as an authority in spiritual matters.
15. I have an ability to learn foreign languages.
16. God often reveals to me the direction He desires the Body of Christ to move.
17. I enjoy developing relationships with non-Christians with the hope of telling them about Jesus.
18. Whenever I hear about needy situations, I am burdened to pray.
19. I would like to assist pastors or other leaders so they can focus on their priority ministries.
20. When I ask people to help me with an important ministry for the church, they usually say yes.
21. I enjoy entertaining guests and making them feel “at home” when they visit.
22. I take initiative to serve and enjoy serving others, no matter how small the task.
23. I am a very organized person who sets goals, makes plans, and achieves goals.
24. I am a good judge of character and can spot a spiritual phony.
25. I often step out and start projects that other people won't attempt, and I usually succeed.
26. I joyfully give money well above my tithe to the church.
27. I feel compassion for people who are hurting and lonely, and I like to spend considerable time with them to cheer them up.
28. God has enabled me to choose correctly between several complex options in an important decision, when no one else knew what to do.
29. I am very fulfilled when I encourage others, especially if it is about their spiritual growth.
30. I enjoy studying difficult questions about God's Word, and I usually find the answers quickly.
31. I enjoy being involved in people's lives and helping them grow spiritually.
32. I would be willing and excited to start a new church.
33. I can adapt easily to cultures, languages, and lifestyles, other than my own, and would like to use my adaptability to minister in foreign countries.
34. I will always speak up for Christian principles with conviction, even when it isn't popular.
35. I find it easy to invite a person to accept Jesus as their Savior.
36. I have a passion to pray for the significant issues of God's kingdom and His will for Christians.
37. I enjoy relieving others of routine tasks so they can get important projects done.
38. I can guide and motivate a group of people toward achieving a specific goal.
39. I enjoy meeting new people and introducing them to others in the group.
40. I am very dependable for getting things done on time, and I don't need much praise or thanks.
41. I easily delegate significant responsibilities to other people.
42. I am able to distinguish between right and wrong in complex spiritual matters when other people can't seem to figure it out.
43. I trust in God's faithfulness for a bright future even when facing significant problems.
44. I wouldn't mind lowering my standard of living to give more to the church and others in need.
45. I want to do whatever I can for the needy people around me, even if I have to give up something.

46. People often seek my advice when they don't know what to do in a situation.
47. I feel a need to challenge others to better themselves, especially in their spiritual growth, in an uplifting, rather than condemning way.
48. Others listen and enjoy my teaching of Scriptures.
49. I care about the spiritual welfare of people, and do my best to guide them toward a godly lifestyle.
50. I am accepted as a spiritual authority in other parts of the country or world.
51. I would like to present the Gospel in a foreign language, in a country different than my own.
52. I feel a need to speak God's biblical messages so people will know what God expects of them.
53. I like to tell others how to become a Christian and invite them to receive Jesus into their life.
54. Many of my prayers for others have been answered by the Lord.
55. I enjoy helping others get their work done, and I don't need a lot of public recognition.
56. People respect my opinion and follow my direction.
57. I would like to use my home to get acquainted with newcomers and visitors to the church.
58. I enjoy helping people in any type of need and feel a sense of satisfaction in meeting that need.
59. I am comfortable making important decisions, even under pressure.
60. People come to me for help in distinguishing between spiritual truth and error.
61. I often exercise my faith through prayer, and God answers my prayers in powerful ways.
62. When I give money to someone, I don't expect anything in return, and I often give anonymously.
63. When I hear of people without jobs who can't pay their bills, I do what I can to help them.
64. God enables me to make appropriate application of biblical truth to practical situations.
65. People respond well to my encouragement to become all they can be for God.
66. I am systematic in my approach to presenting Bible lessons to a group of people.
67. I help Christians, who have wandered away from the Lord, find their way back to a growing relationship with Him and get involved in a local church.
68. I would be excited to share the Gospel and form new groups of Christians in areas where there aren't many churches.
69. I have no racial prejudice and have a sincere appreciation for people very different from myself.
70. I find it relatively easy to apply biblical promises to present day situations, and I'm willing to confront in love, if necessary.
71. I have a strong desire to help non-Christians find salvation through Jesus Christ.
72. Prayer is my favorite ministry in the church and I consistently spend a great deal of time at it.

## ANSWER KEY

Select the value from 0-4 that the statement is true in your life.

- 0 – Not at all
- 1 – Little
- 2 – Moderately
- 3 – Considerably
- 4 – Strongly

For best results, do not review the Gift Key until you have answered all the statements.

Answers	Totals	Row	Gift
1. ___ 19. ___ 37. ___ 55. ___	_____	A	_____
2. ___ 20. ___ 38. ___ 56. ___	_____	B	_____
3. ___ 21. ___ 39. ___ 57. ___	_____	C	_____
4. ___ 22. ___ 40. ___ 58. ___	_____	D	_____
5. ___ 23. ___ 41. ___ 59. ___	_____	E	_____
6. ___ 24. ___ 42. ___ 60. ___	_____	F	_____
7. ___ 25. ___ 43. ___ 61. ___	_____	G	_____
8. ___ 26. ___ 44. ___ 62. ___	_____	H	_____
9. ___ 27. ___ 45. ___ 63. ___	_____	I	_____
10. ___ 28. ___ 46. ___ 64. ___	_____	J	_____
11. ___ 29. ___ 47. ___ 65. ___	_____	K	_____
12. ___ 30. ___ 48. ___ 66. ___	_____	L	_____
13. ___ 31. ___ 49. ___ 67. ___	_____	M	_____
14. ___ 32. ___ 50. ___ 68. ___	_____	N	_____
15. ___ 33. ___ 51. ___ 69. ___	_____	O	_____
16. ___ 34. ___ 52. ___ 70. ___	_____	P	_____
17. ___ 35. ___ 53. ___ 71. ___	_____	Q	_____
18. ___ 36. ___ 54. ___ 72. ___	_____	R	_____

## GIFTS KEY: (A-R) Definitions and Scriptural References

While not meant to be dogmatic or final, these definitions and supporting Scriptures do correspond to characteristics of the gifts as expressed in the Spiritual Gifts Discovery Tool.

- A. Helps – The ability to work with and support other Christians’ ministry efforts
- Mark 15:40-41
  - Acts 9:36
  - Romans 16:1-2
  - I Corinthians 12:28
- B. Leadership – The ability to influence others according to a “big picture” purpose, mission, or plan
- Romans 12:8
  - I Timothy 3:1-13
  - I Timothy 5:17
  - Hebrews 13:17
- C. Hospitality – The ability to make people feel “at home,” welcome, cared for, and part of the group
- Acts 16:14-15
  - Romans 12:13
  - I Peter 4:9
  - Romans 16:23
  - Hebrews 13:1-2
- D. Service – The ability to identify and meet the practical needs of others
- Acts 6:1-7
  - Romans 12:7
  - Titus 3:14
  - Galatians 6:10
  - II Timothy 1:16-18
- E. Administration – The ability to coordinate and organize people and projects
- Luke 14:28-30
  - Acts 6:1-7
  - I Corinthians 12:28
- F. Discernment – The ability to perceive whether a person's actions originate from godly, satanic, or merely human sources
- Matthew 16:21-23
  - Acts 5:1-11
  - I John 4:1-6
  - Acts 16:16-18
  - I Corinthians 12:10
- G. Faith – The ability to believe God with confidence for things unseen, for spiritual growth and for the acceptance of the will of God
- Acts 11:22-24
  - Romans 4:18-21
  - I Corinthians 12:9
  - Hebrews 11
- H. Giving – The ability to cheerfully and generously contribute personal resources to God's work
- Mark 12:41-44
  - Romans 12:8
  - II Corinthians 8:1-7
  - II Corinthians 9:2-7
- I. Mercy – The ability to feel sincere empathy and compassion in a way that results in practical relief for people's hurts, pain and suffering
- Matthew 9:35,36
  - Mark 9:41
  - Romans 12:8
  - I Thessalonians 5:14

- J. Wisdom –The ability to discern the mind of Christ and apply Scriptural truth to a specific situation in order to make the right choices and help others move in the right direction
- Acts 6:3,10
  - I Corinthians 12:8
  - I Corinthians 2:6-13
- K. Exhortation –The ability to appropriately communicate words of encouragement, challenge, or rebuke in the Body of Christ
- Acts 14:22
  - I Timothy 4:13
  - Romans 12:8
  - Hebrews 10:24-25
- L. Teaching –The ability to employ a logical, systematic approach to biblical study in preparation for clearly communicating practical truth to the Body of Christ
- Acts 18:24-28
  - I Corinthians 12:28
  - Acts 20:20-21
  - Ephesians 4:11-14
- M. Pastor/Shepherd –The ability to assume responsibility for the spiritual growth and Christian community of a group of believers
- John 10:1-18
  - I Timothy 3:1-7
  - Ephesians 4:11-14
  - I Peter 5:1-3
- N. Apostleship –The ability to pioneer ministries and to provide spiritual leadership over a number of churches that results in fruitful ministry
- Acts 15:22-35
  - II Corinthians 12:12
  - I Corinthians 12:28
  - Galatians 2:7-10
  - Ephesians 4:11-14
- O. Missionary –The ability to minister effectively in cultures beyond your own
- Acts 8:4
  - Acts 22:21
  - Acts 13:2-3
  - Romans 10:15
- P. Prophecy –The ability to boldly declare the truth of God, regardless of the consequences, calling people to righteous living
- Acts 2:37-40
  - Acts 26:24-29
  - Acts 7:51-53
  - I Corinthians 14:1-4
  - I Thessalonians 1:5
- Q. Evangelism –The ability to share the good news of Jesus Christ with others in such a way that many non-Christians believe in Christ and are converted to Christianity
- Acts 8:5-6
  - Acts 14:21
  - Acts 8:26-40
  - Acts 21:8
  - Ephesians 4:11-14
- R. Intercession –The ability to pray for significant lengths of time on a regular basis, often observing specific answers to those prayers
- Colossians 1:9-12
  - James 5:14-16
  - Colossians 4:12-13