

## SPIRITUAL GIFTS INVENTORY ASSESSMENT

NAME: \_\_\_\_\_

DATE: \_\_\_\_\_

**DIRECTIONS:**

Before taking this analysis, you should understand a few prerequisites for spiritual gift discovery. You must be a born-again Christian and a committed member of the Body of Christ. You must believe the fact that God has blessed you with one or more gifts, and be willing to do the job for which your spiritual gift(s) has equipped you. God will not show you your gift(s) just to satisfy your curiosity. You must also pray before, during, and after this process. Since God wants you to discover your gift(s), He will guide and direct you as you attempt to identify them. While this survey may be helpful, it cannot be considered conclusive. You must carefully evaluate the inward call of God, the continual and effective usage of the gift, as well as the confirmation of that gift by other members of the body of Christ.

1.) Respond to each statement on the *Spiritual Gift Inventory Assessment* pages which follow, according to the following scale:

- |  |   |
|--|---|
| <p><b>3</b> = Consistently, definitely true<br/> <b>2</b> = Most of the time, usually true</p> | <p><b>1</b> = Some of the time, once in a while<br/> <b>0</b> = Not at all, never</p> |
|--|---|

2.) Using the response grid below, write your response (0 or 1 or 2 or 3) to each statement in the block whose number corresponds to that numbered statement in the *Spiritual Gift Inventory Assessment*.

3.) **Important: Answer according to who you are, not who you would like to be or think you ought to be.** How true are these statements of you? What has been your experience? To what degree do these statements reflect your usual tendencies?

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	73	74	75	76	77	78	79	80	81	82	83	84	85
86	87	88	89	90	91	92	93	94	95	96	97	98	99	100	101	102
103	104	105	106	107	108	109	110	111	112	113	114	115	116	117	118	119
<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>I</b>	<b>J</b>	<b>K</b>	<b>L</b>	<b>M</b>	<b>N</b>	<b>O</b>	<b>P</b>	<b>Q</b>

***WHEN YOU ARE FINISHED, PLEASE RETURN THIS SHEET TO THE CHURCH OFFICE***

## SPIRITUAL GIFTS INVENTORY 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 can readily distinguish between spiritual truth and error, good and evil.
4. I tend to see the potential in people.
5. I communicate the gospel to others with clarity and effectiveness.
6. I find it natural and easy to trust God to answer my prayers.
7. I give liberally and joyfully to people in financial need or to projects requiring support.
8. I enjoy working behind the scenes to support the work of others.
9. I view my home as a place to minister to people in need.
10. I take prayer requests from others and consistently pray for them.
11. I am approached by people who want to know my perspective on a particular passage or biblical truth.
12. I am able to motivate others to accomplish a goal.
13. I empathize with hurting people and desire to help in their healing process.
14. I can speak in a way that results in conviction and change in the lives of others.
15. I enjoy spending time nurturing and caring for others.
16. I am able to communicate God's word effectively.
17. I am often sought out by others for advice about spiritual or personal matters.
18. I am careful, thorough, and skilled at managing details.
19. I am attracted to the idea of serving in another country or ethnic community.
20. I frequently am able to judge a person's character based upon first impressions.
21. I enjoy reassuring and strengthening those who are discouraged.
22. I consistently look for opportunities to build relationships with non-Christians.
23. I have confidence in God's continuing provision and help, even in difficult times.
24. I give more than a tithe so that kingdom work can be accomplished.
25. I enjoy doing routine tasks that support the ministry.
26. I enjoy meeting new people and helping them to feel welcomed.
27. I enjoy praying for long periods of time and receive readings as to what God wants me to pray for.
28. I receive information from the Spirit that I did not acquire through natural means.
29. I am able to influence others to achieve a vision.
30. I can patiently support those going through painful experiences as they try to stabilize their lives.
31. I feel responsible to confront others with the truth.
32. I have compassion for wandering believers and want to protect them.
33. I can spend time in study knowing that presenting truth will make a difference in the lives of people.
34. I can often find simple, practical solutions in the midst of conflict or confusion.
35. I can clarify goals and develop strategies or plans to accomplish them.
36. I am willing to take an active part in starting a new church.
37. I can see through phoniness or deceit before it is evident to others.
38. I give hope to others by directing them to the promises of God.
39. I am effective at adapting the gospel message so that it connects with an individual's felt need.
40. I believe that God will help me to accomplish great things.
41. I manage my money well in order to free more of it for giving.
42. I willingly take on a variety of odd jobs around the church to meet the needs of others.
43. I genuinely believe the Lord directs strangers to me who need to get connected to others.
44. I am conscious of ministering to others as I pray.
45. I schedule blocks of time for reading and studying scripture to understand its truth fully and accurately.
46. I can adjust my leadership style to bring out the best in others.
47. I enjoy helping people sometimes regarded as under-serving or beyond help.
48. I boldly expose cultural trends, teachings, or events which contradict biblical principles.
49. I like to provide guidance for the whole person - relationally, emotionally, spiritually, etc.

50. I pay close attention to the words, phrases, and meaning of those who teach.
51. I can easily select the most effective course of action from among several alternatives.
52. I can identify and effectively use the resources needed to accomplish tasks.
53. I can adapt well to different cultures and surroundings.
54. I tend to see rightness or wrongness in situations.
55. I reassure those who need to take courageous action in their faith, family, or life.
56. I invite unbelievers to accept Christ as their Savior.
57. I trust God in circumstances where success cannot be guaranteed by human effort alone.
58. I am challenged to limit my lifestyle in order to give away a higher percentage of my income.
59. I see spiritual significance in doing practical tasks.
60. I like to create a place where people do not feel that they are alone.
61. I pray with confidence because I know that God works in response to prayer.
62. I have insight or just know something to be true.
63. I set goals and manage people and resources effectively to accomplish them.
64. I have great compassion for hurting people.
65. I see most actions as right or wrong, and feel the need to correct the wrong.
66. I can faithfully provide long-term support and concern for others.
67. I like to take a systematic approach to my study of the Bible.
68. I can anticipate the likely consequences of an individual's or a group's action.
69. I like to help organizations or groups become more efficient.
70. I can relate to others in culturally sensitive ways.
71. I receive affirmation from others concerning the reliability of my insights or perceptions.
72. I strengthen those who are wavering in their faith.
73. I openly tell people that I am a Christian and want them to ask me about my faith.
74. I am convinced of God's daily presence and action in my life.
75. I like knowing that my financial support makes a real difference in the lives and ministries of God's people
76. I like to find small things that need to be done and often do them without being asked.
77. I enjoy entertaining people and opening my home to others.
78. When I hear about needy situations, I feel burdened to pray.
79. I have suddenly known some things about others, but did not know how I knew them.
80. I influence others to perform to the best of their capability.
81. I can look beyond a person's handicaps or problems to see a life that matters to God.
82. I like people who are honest and will speak the truth.
83. I enjoy giving guidance and practical support to a small group of people.
84. I can communicate scripture in ways that motivate others to study and want to learn more.
85. I give practical advice to help others through complicated situations.
86. I enjoy learning about how organizations function.
87. I enjoy pioneering new undertakings.
88. I can identify preaching, teaching, or communication which is not true to the Bible.
89. I like motivating others to take steps for spiritual growth.
90. I openly and confidently tell others what Christ has done for me.
91. I am regularly challenging others to trust God.
92. I give generously due to my commitment to stewardship.
93. I feel comfortable being a helper, assisting others to do their job more effectively.
94. I do whatever I can to make people feel that they belong.
95. I am honored when someone asks me to pray for them.
96. I discover important biblical truths when I read or study scripture which benefits other Christians.
97. I am able to cast a vision that others want to be a part of.
98. I enjoy bringing hope and joy to people living in difficult circumstances.
99. I will speak God's truth, even in places where it is unpopular or difficult for others to accept
100. I can gently restore wandering believers to faith and fellowship.

101. I can present information and skills to others that makes it easy for them to grasp and apply to their lives.
102. I can apply scriptural truth that others regard as practical and helpful.
103. I can visualize a coming event, anticipate potential problems, and develop backup plans.
104. I am able to orchestrate or oversee several church ministries.
105. I can sense when demonic forces are at work in a person or situation.
106. I am able to challenge or rebuke others in order to foster spiritual growth.
107. I seek opportunities to talk about spiritual matters with unbelievers.
108. I can move forward in spite of opposition or lack of support when I sense God's blessing on something.
109. I believe I have been given an abundance of resources so that I may give more to the Lord's work.
110. I readily and happily use my natural or learned skills to help wherever needed.
111. I can make people feel at ease even in unfamiliar surroundings.
112. I often see specific results in direct response to my prayers.
113. I confidently share my knowledge and insights with others.
114. I figure out where we need to go and help others to get there.
115. I enjoy doing practical things for others who are in need.
116. I feel compelled to expose sin wherever I see it and to challenge people to repentance.
117. I enjoy patiently but firmly nurturing others in their development as believers.
118. I enjoy explaining things to people so that they can grow spiritually and personally.
119. I have insights into how to solve problems that others do not see.

## A BRIEF DESCRIPTION OF MOST SPIRITUAL GIFTS

**DISCERNMENT** (of Spirits) is the divine enablement to distinguish between truth and error, being able to differentiate between good and evil, right and wrong, that which is from the Spirit of God and any other spiritual source. It is the ability to read or hear a teaching or to consider a proposed course of action and then determine whether the source behind the teaching or action is attributed to God and authentic, or is human, or satanic.

**EVANGELISM** is the divinely enabled special ability to present the gospel in such a clear and powerful manner that the minds and hearts of unbelievers are open to the working of the Holy Spirit, thus bringing them to a personal saving faith in Jesus Christ. Believers with this gift seek out opportunities to talk with and challenge unbelievers about spiritual matters; adapting their presentation to connect with the individual's needs.

**EXHORTATION** (Encouragement) is the divine enablement to present truth from the Word of God in such a relevant manner that Christians are moved to action. It is the special ability to call forth the best within others through the ministry of understanding, encouragement and counsel by coming alongside believers to strengthen and comfort those, who are discouraged or wavering in their faith, reassuring them in the promises of God.

**FAITH** is the divinely enabled special ability to trust in the presence and power of God, and they act on this trust in His promises with confidence and unwavering belief in His ability to fulfill His purposes. They inspire others to overcome obstacles, by trusting in God for what is needed and for His provision of it.

**GIVING** is the divine enablement to earn, manage, and wisely contribute material resources to the work of the Lord with cheerfulness and liberality. It empowers one in an extraordinary way to understand the material or financial needs of others and then meet those needs generously with no hope of getting some kind of repayment.

**HELPS** is the special gift to invest the talents of a believer in practical ministries of timely assistance in the life and ministry of other Christian workers, which relieves them, in turn, to perform still wider spiritual ministries.

**HOSPITALITY** is the divine enablement to care for people by providing fellowship, food, and shelter in their own homes, for those not in their immediate family, with joy and effectiveness. Believers with this gift provide a people-friendly environment, meet new people, help them to feel welcome, and seek to connect people together.

**KNOWLEDGE** is the divinely enabled special ability to bring truth to the Body of Christ through biblical insight by mastering God's revealed word in Scripture, so as to organize information for teaching and practical use, by discovering, accumulating, analyzing, and clarifying information and ideas that are pertinent to the growth and well-being of the Body of Christ.

**LEADERSHIP/ADMINISTRATION** is the divine enablement to understand what makes an organization function, the special ability to provide leadership and guidance, so as to place and execute procedures that accomplish the goals of the ministry, and to set goals and to motivate others toward their accomplishment in the Body of Christ. A spiritually gifted administrator does not over organize, but rather works from what he sees the Holy Spirit doing to give it structure.

**MERCY/COMPASSION** is a divine enablement that transcends both natural human sympathy and normal Christian concern, giving the ability to sense in others a wide range of emotions, and then cheerfully and practically help those who are suffering, in need, or undeserving, particularly in caring for the unlovable, outcast and down-and-outer with genuine empathy and compassion.

**SERVING** is the divinely enabled special ability to accomplish behind the scenes, practical and necessary tasks,

making use of available resources to meet needs and desired goals to help accomplish every day responsibilities with joy sensing God's purpose and pleasure in supporting the gifts and ministries of others.

**SHEPHERDING** is the divinely enabled special ability to spiritually nurture the whole person in their walk with God toward an on-going spiritual maturity and conformity of the image of Christ. People with this gift model with their life what it means to be a fully devoted follower of Jesus. This is one of the primary gifts of a pastor.

**WISDOM** is the divinely enabled special ability to know the mind of the Holy Spirit, coupled with a reverential awe of God, in such a way as to receive insight into how knowledge and spiritual truth may be practically and effectively applied to meet a need in a specific situation arising in the body of believers.

**APOSTLESHIP** is a New Testament office, represented today by the Spirit-given ability to minister cross-culturally with the goal of planting churches.

**PROPHECY** is the special ability to cause the authoritative word of God's truth to forth told (2Peter 1:19,1Cor.14:3). It is represented today by congregational preaching and lay proclaiming which explain and apply God's revelation for correction and edification. It is not foretelling of future events, that are not already foretold in the Scriptures.

**TEACHING** is the divinely enabled special ability to give a detailed understanding of Biblical truth to those willing to learn.

The following is not listed in the major passages of Scripture on Spiritual gifts, but is found in some of the spiritual gift inventories using biblical passages from James 5;1Tim.2;Col.1;4;Acts 12; and Luke 22.

**INTERCESSION** is the divinely enabled special ability given to certain members of the body of Christ to consistently pray on behalf of and for others, or for some cause having a daily awareness of the spiritual battles being waged, and see frequent and specific results, to a degree much greater than that which is expected of the average Christian.

Also, some SPIRITUAL GIFTS that are described in some spiritual gift inventory analyses are in reality CHURCH OFFICES, that do require certain spiritual gifts for them to be functional, but are not necessarily among the gifts given by the Holy Spirit at salvation. Church Offices are occupied by someone who is called by the Lord to minister in a certain place or way. That person either has or is then divinely endowed with the necessary spiritual gifts by the Holy Spirit to fulfill that particular office. Examples of these Church Offices are: Pastor/Teacher, Pastor, Missionary, Evangelist, Elder, and Deacon.

Likewise, some SPIRITUAL GIFTS that are found in the major spiritual gift Scripture passages (Romans 12, 1Peter 4, Ephesians 4, 1Corinthians 12), are clouded in an ongoing debate as to whether they are relevant for today. The debate concerns whether they were strictly pertinent only at the times of the Apostles to authenticate their ministries during the time of the founding of the Church, to prove that their gospel was true and from God, or whether they are still being used in the Church today by the power of the Holy Spirit. Examples of these gifts are: The ability of someone to perform Supernatural Miracles, Miraculous Healing, Speak in Unknown Tongues, to be able to Interpret an Unknown Tongue, and to be an Apostle (which is really an office of God's calling in the pattern of the N. T. Apostles).

Lastly, there are some things mention in Scripture that have been interpreted by some to be SPIRITUAL GIFTS, but can also be considered a stage or station in life that an amount of necessary faith or grace is given by God for accomplishment. Some examples of this are: Celibacy, Craftmanship, Music, Writing, Creative Arts, and Martyrdom.

**SPIRITUAL GIFTS INVENTORY ASSESSMENT**

NAME: \_\_\_\_\_

DATE: \_\_\_\_\_

**First, second, and third highest  
letter totals. (A, B, C, thru Q?)**

**Spiritual Gift**

1<sup>ST</sup> \_\_\_\_\_ = \_\_\_\_\_

2<sup>ND</sup> \_\_\_\_\_ = \_\_\_\_\_

3<sup>RD</sup> \_\_\_\_\_ = \_\_\_\_\_

**SPIRITUAL GIFT ASSESSMENT KEY**

- A = Administration
- B = Apostleship
- C = Discernment
- D = Encouragement
- E = Evangelism
- F = Faith
- G = Giving
- H = Helps
- I = Hospitality

- J = Intercession
- K = Knowledge
- L = Leadership
- M = Mercy
- N = Prophecy
- O = Shepherding
- P = Teaching
- Q = Wisdom

**Additional Note:**

Often, you will not be aware of what others have appreciated about you or noticed about your abilities in ministry situations. Give 2-3 people (who have observed you in a ministry context and who understand Spiritual Gifts) an opportunity to affirm your areas of possible spiritual giftedness, by asking them to make what observations they can from their general experience with you of what they think your spiritual gifts may be.