

A SPIRITUAL GIFT ASSESSMENT TOOL TO HELP FIND THE RIGHT MINISTRY MATCH

(PROVIDED BY GRACE POINT CHURCH)

In every season of our lives, God desires that every member of his church be a minister. That is, God wants all of us to do our part in serving others. The following few pages will help you uncover what ministry area best suits your talents and personal style.

The following story is a good illustration of why it is important ‘serve smart’ and find a ministry match that best suits how God has put you together.

Once upon a time, right after God created the world, all the animals formed a school. They established a well-rounded curriculum of swimming, running, climbing and flying. All the animals were required to take all the courses.

The duck excelled in swimming. In fact, he was better than the instructor! But he made only passing grades in climbing and was very poor in running. He was so slow that he had to stay after school to practice running. This caused his webbed feet to become so badly worn that he became only average in swimming. But average was quite acceptable, so no one ever worried about it, except the duck.

The rabbit was at the top of her class in running. But after a while, she developed a twitch in her leg from all the time she spent in the water trying to improve her swimming.

The squirrel was a peak performer at climbing, but was constantly frustrated in the flying class. His body became so worn from all the hard landings that he stopped doing well in climbing, and ended up being poor in running.

The eagle was a continual problem student. She was severely disciplined for being a non-conformist. In climbing class, she would always beat everyone else to the top of the tree, but insisted on using her own way to get there.

Each of the animals had a particular design. When they did what they were designed to do, they excelled. When they tried to operate outside their area of expertise, they were not nearly as effective!

Can ducks run? Sure they can! Is that what they do best? No! Given the limited time each of us has, doesn't it make sense to serve where we are best equipped? Ducks can run and run hard. But they are slow and get tired quickly. People in ministry can be like that. Like a duck out of water, we can serve outside of our area of giftedness. We can do it, but it is not what we do best.

That is why knowing your spiritual gift is important. It enables you to do your best with enthusiasm and effectiveness.

The following is a Spiritual Gifts Questionnaire for you to complete. Please follow the guidelines below:

1. Respond to each statement according to the following scale:

- 3 = Consistently, definitely true
- 2 = Most of the time, usually true
- 1 = Some of the time, once in a while
- 0 = Not at all, never true

2. Using the chart below, write your response to each statement in the block whose number corresponds to that numbered statement in the Spiritual Gifts Questionnaire.

3. Important Reminder: Answer according to who you are, not who you would like to be or think you ought to be. How true are these statements for 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	120	121	122	123	124	125	126	127	128	129	130	131	132	133
A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S

1. I like to organize people, tasks and events.
2. I would like to start churches and / or ministries where they do not presently exist.
3. I enjoy working creatively with wood, cloth, paints, metal, glass or other materials.
4. I enjoy challenging people's perspective of God by using various forms of art.
5. I can readily distinguish between spiritual truth and error, good and evil.
6. I tend to see the potential in people.
7. I communicate the good news of Jesus Christ to others with clarity and effectiveness.
8. I find it natural and easy to trust God to answer my prayers.
9. I give generously and joyfully to people in financial need or to projects requiring support.
10. I enjoy working behind the scenes to support the work of others.
11. I view my home as a place to minister to people in need.
12. I take prayer requests from others and consistently pray for them.
13. People who want to know my perspective on a particular passage or biblical truth approach me.
14. I am able to motivate others to accomplish a goal.
15. I empathize with hurting people and desire to help in their healing process.
16. I can speak in a way that results in conviction and change in the lives of others.
17. I enjoy spending time nurturing and caring for others.
18. I am able to communicate God's word effectively.
19. Others often seek my advice regarding spiritual or personal matters.
20. I am careful, thorough and skilled in managing details.
21. I am attracted to the idea of serving in another country or ethnic community.
22. I am skilled in working with different kinds of tools.
23. I enjoy developing and using my artistic skills (art, drama, music, photography, etc.).

24. I frequently am able to judge a person's character based upon first impressions.
25. I enjoy reassuring and strengthening those who are discouraged.
26. I consistently look for opportunities to build relationships with non-Christians.
27. I have confidence in God's continuing provision and help, even in difficult times.
28. I give more than a tithe so that God's work can be better accomplished.
29. I enjoy doing routine tasks that support the ministry.
30. I enjoy meeting people and helping them to feel welcomed.
31. I enjoy praying for long periods of time and receive leading regarding the things for which God wants me to pray.
32. I receive insight from God that is consistent with God's word that I did not acquire through natural means.
33. I am able to influence others to achieve a vision.
34. I can patiently support those going through painful experiences as they try to stabilize their lives.
35. I feel responsible for confronting others with the truth.
36. I have compassion for wandering Christians and want to protect them.
37. I can spend time in study knowing that presenting truth will make a difference in the lives of people.
38. I can often find simple, practical solutions in the midst of conflict or confusion.
39. I can clarify goals and develop strategies or plans to accomplish them.
40. I am willing to take an active part in starting new ministries.
41. I enjoy making things for use in ministry.
42. I help people understand themselves, their relationships and God better through artistic expression.
43. I can see through phoniness and deceit before it is evident to others.
44. I give hope to others by directing them to the promises of God.

45. I am effective at adapting the gospel message so that it connects with an individual's felt need.
46. I believe that God will help me to accomplish great things.
47. I manage my money well in order to free more of it for giving.
48. I willingly take on a variety of odd jobs around the church to meet the needs of others.
49. I genuinely believe the Lord directs strangers to me who need to get connected to others.
50. I am conscious of ministering to others as I pray.
51. I am committed and schedule blocks of time for reading and studying the Bible, to understand biblical truth fully and accurately.
52. I can adjust my leadership style to bring out the best in others.
53. I enjoy helping people sometimes regarded as undeserving or beyond help.
54. I boldly expose cultural trends, teachings or events, which contradict biblical principles.
55. I like to provide guidance for the whole person – relationally, emotionally, spiritually, etc.
56. I pay close attention to the words, phrases and meaning of those who teach.
57. I can easily select the most effective course of action from among several alternatives.
58. I can identify and effectively use resources needed to accomplish tasks.
59. I can adapt well to different cultures and surroundings.
60. I can visualize how something should be constructed before I build it.
61. I like finding new and fresh ways of communicating God's truth.
62. I tend to see right or wrong in situations.
63. I reassure those who need to take courageous action in their faith, family or life.
64. I invite non-Christians to accept Christ into their lives as Savior and Lord.

65. I trust God in circumstances where success cannot be guaranteed by human effort alone.
66. I am challenged to limit my lifestyle in order to give away a higher percentage of my income.
67. I see spiritual significance in doing practical tasks.
68. I like to create a place where people do not feel that they are alone.
69. I pray with confidence because I know that God works in response to prayer.
70. I have insight or just know something to be true.
71. I set goals and manage people and resources effectively to accomplish them.
72. I have great compassion for hurting people.
73. I see most actions as right or wrong, and feel the need to correct the wrong.
74. I can faithfully provide long-term support and concern for others.
75. I like to take a systematic approach to my study of the Bible.
76. I can anticipate the likely consequences of an individual's or group's actions.
77. I like to help organizations or groups to become more effective.
78. I can relate to others in culturally sensitive ways.
79. I honor God with my handcrafted gifts.
80. I apply various artistic expressions to communicate God's truth.
81. I receive affirmation from others concerning the reliability of my insights or perceptions.
82. I strengthen those who are wavering in their faith.
83. I openly tell people that I am a Christian and want them to ask me about my relationship with Christ.
84. I am convinced of God's daily presence and action in my life.
85. I like knowing that my financials support makes a real difference in the lives and ministries of God's people.

86. I like to find small things that need to be done and often do them without being asked.
87. I enjoy entertaining people and opening my home to others.
88. When I hear about need situations, I feel burdened to pray.
89. I have suddenly known some things about others, but did not know how I knew them.
90. I influence others to perform to the best of their capability.
91. I can look beyond a person's handicaps or problems to see a life that matters to God.
92. I like people who are honest and will speak the truth.
93. I enjoy giving guidance and practical support to a small group of people.
94. I can communicate the Bible in ways that motivate others to study and want to learn more.
95. I give practical advice to help others through complicated situations.
96. I enjoy learning how organizations function.
97. I enjoy pioneering new undertakings.
98. I am good at and enjoy working with my hands.
99. I am creative and imaginative.
100. I can identify preaching, teaching or communication that is not true to the Bible.
101. I like motivating others to take steps for spiritual growth.
102. I openly and confidently tell others what Christ has done for me.
103. I am regularly challenging others to trust God.
104. I give generously due to my commitment to stewardship.
105. I feel comfortable being a helper, assisting others to do their job more effectively.
106. I do whatever I can to make people feel that they belong.
107. I am honored when someone asks me to pray for them.

108. I discover important biblical truths when reading or studying the Bible, which benefits others in the body of Christ.
109. I am able to cast a vision in which others want to be a part.
110. I enjoy bringing hope and joy to people living in difficult circumstances.
111. I will speak God's truth, even in places where it is unpopular or difficult for others to accept.
112. I can gently restore wandering Christians to a stronger dependence on God and interdependence with others.
113. I can present information and skills to others at a level that makes it easy for them to grasp and apply to their lives.
114. I can apply scriptural truths that others regard as practical and helpful.
115. I can visualize a coming event, anticipate potential problems and develop alternative plans.
116. I am able to orchestrate or oversee several church ministries.
117. I am able to design and construct things that help the church.
118. I regularly need to get alone to reflect and develop my imagination.
119. I can sense when demonic forces are at work in a person or situation.
120. I am able to challenge or rebuke others in order to foster spiritual growth.
121. I seek opportunities to talk about spiritual matters with non-Christians.
122. I can move forward in spite of opposition or lack of support when I sense God's blessing on an undertaking.
123. I believe I have been given an abundance of resources so that I may give more to the Lord's work.
124. I readily and happily use my natural and learned skills to help wherever needed.
125. I can make people feel at ease even in unfamiliar surroundings.
126. I often see specific results in direct response to my prayers.
127. I confidently share my knowledge and insights with others.

- 128. I figure out where we need to go and help others to get there.
- 129. I enjoy doing practical things for others who are in need.
- 130. I feel compelled to expose sin wherever I see it and to challenge people to follow God's leadership in practical matters.
- 131. I enjoy patiently but firmly nurturing others in their development as Christians.
- 132. I enjoy explaining things to people so that they can grow spiritually and personally.
- 133. I have insights into how to solve problems that others do not see.

Once you have completed this questionnaire, add the results in each column of your answer table. Write the totals in the lettered boxes at the bottom of each column. Using the totals from each column, fill out the blanks below. Match the letter from the columns with your three highest scores to the spiritual gifts below.

Letter	Score	Spiritual Gift

- | | |
|---------------------------|-----------------|
| A: Administration | K: Hospitality |
| B: Apostleship | L: Intercession |
| C: Craftsmanship | M: Knowledge |
| D: Creative Communication | N: Leadership |
| E: Discernment | O: Mercy |
| F: Encouragement | P: Prophecy |
| G: Evangelism | Q: Shepherding |
| H: Faith | R: Teaching |
| I: Giving | S: Wisdom |
| J: Helps | |

The following pages contain brief definitions of each spiritual gift area.

Administration: The God-given ability to understand what makes an organization function, and the special ability to plan and execute procedures that accomplish the goals of the ministry. People with this gift: develop strategies or plans to reach identified goals; assist ministries in becoming more effective and efficient; create order out of organizational chaos; manage or coordinate a variety of responsibilities to accomplish a task; organize people, tasks or events.

Apostleship: The God-given ability to start and oversee the development of new churches or ministries. People with this gift: pioneer and establish new ministries or churches; adapt to different surroundings by being culturally sensitive and aware; desire to minister to unreached people in other communities or countries; have responsibilities to oversee ministries or groups of churches; demonstrate vision for the mission of the church.

Craftsmanship: The God-given ability to creatively design and / or construct items to be used for ministry. People with this gift: work with wood, cloth, paints, metal, glass and other raw materials; make things which increase the effectiveness of others' ministries; enjoy serving with their hands to meet tangible needs; design and build tangible items and resources for ministry use; work with different kinds of tools and are skilled with their hands.

Creative Communication: The God-given ability to communicate God's truth through a variety of art forms. People with this gift: use the arts to communicate God's truth; develop and use artistic skills such as drama, writing, art, music, dance, etc.; use variety and creativity to captivate people and cause them to consider Christ's message; challenge people's perspective of God through various forms of the arts; demonstrate fresh ways to express the Lord's ministry and message.

Discernment: The God-given ability to distinguish between truth and error, to discern the spirits, differentiating between good and evil, right and wrong. People with this gift: distinguish truth from error, right from wrong, pure motives from impure; identify deception in others with accuracy and appropriateness; determine whether a word attributed to God is authentic; recognize inconsistencies in a teaching, prophetic message or interpretation; are able to sense the presence of evil.

Encouragement: The God-given ability to present truth so as to strengthen, comfort or urge to action those who are discouraged or wavering in their faith. People with this gift: come to the side of those who are discouraged to strengthen and reassure them; challenge, comfort or confront others to trust and hope in the promises of God; urge others to action by applying biblical truths; motivate others to grow; emphasize God's promises and to have confidence in His will.

Evangelism: The God-given ability to effectively communicate the gospel to non-Christians so that they respond and move toward discipleship. People with this gift: communicate the message of Christ with clarity and conviction; seek out opportunities to talk to non-Christians about the life God offers through Jesus Christ, adapt their presentation of the gospel to connect with the individual's needs.

Faith: The God-given ability to act on God's promises with confidence and unwavering belief in God's ability to fulfill his purposes. People with this gift: believe the promises of God and inspire others to do the same; act in complete confidence of God's ability to overcome obstacles; demonstrate an attitude of trust in God's will and His promises; advance the cause of Christ because they go forward when others will not; ask God for what is needed and trust Him for His provision.

Giving: The God-given ability to contribute money and resources to the work of the Lord with cheerfulness and liberality. People with this gift do not ask, "How much money do I need to give to God?" but "How much money do I need to live?" People with this gift: manage their finances and limit their lifestyle in order to give as much of their resources as possible; support the work of ministry with sacrificial gifts to advance the kingdom of God; meet tangible needs that enable spiritual growth to occur; provide resources, generously and cheerfully, trusting God for his provision; may have a special ability to make money so that they may use it to further God's work.

Helps (Serving): The God-given ability to accomplish practical and necessary tasks that free resources, support and / or meet the needs of others. People with this gift: serve behind the scenes wherever needed to support the gifts and ministries of others; see the tangible and practical things to be done and enjoy doing them; sense God's purpose and pleasure in meeting everyday responsibilities; attach spiritual values to practical service; enjoy knowing that they are freeing up others to do what God has called them to do.

Hospitality: The God-given ability to care for people by providing fellowship, food and shelter. People with this gift: provide an environment in which caring takes place and people feel valued; meet new people and help them to feel welcomed; create a safe and comfortable setting where relationships can develop; seek ways to connect people together in meaningful relationships; set people at ease in unfamiliar surroundings.

Intercession: The God-given ability to consistently pray on behalf of and for others, seeing frequent and specific results. People with this gift: feel compelled to earnestly pray on behalf of specific individuals or causes; have a daily awareness of spiritual battles; are convinced God moves in direct response to prayer; pray in response to the leading of the Holy Spirit, exercise authority and power for the protection of others and their equipment for service.

Knowledge: The God-given ability to bring truth to the body of Christ through revelation or biblical insight. People with this gift: receive truth which enables them to better serve the body; search the Scriptures for insight, understanding and truth; gain knowledge which at times is not attained by natural means; have an unusual insight or understanding that serves the church; organize information for teaching and practical use.

Leadership: The God-given ability to cast vision, motivate and direct people to harmoniously accomplish the purposes of God. People with this gift: provide direction for God's people or ministry, motivate others to perform to the best of their abilities; present the "big picture" for others to see; model the values of the ministry; take responsibility and establish goals.

Mercy: The God-given ability to cheerfully and practically help those who are suffering or are in need – compassion moved to action. People with this gift: focus on alleviating the sources of pain or discomfort in suffering people; address the needs of the lonely and forgotten; express love, grace and dignity to those facing hardships and crisis; serve in difficult or unsightly circumstances and do so cheerfully; concern themselves with individual or social issues that oppress people.

Prophecy: The God-given ability to reveal truth and proclaim it in a timely and relevant manner for understanding, correction, repentance or edification. There may be immediate or future implications. People with this gift: expose sin or deception in others for the purpose of reconciliation; speak in a timely word from God causing conviction, repentance and edification; see truth that others often fail to see and challenge them to respond; warn of God's immediate or future judgment if there is no repentance; understand God's heart and mind as a result of specific experiences through which He has taken them.

Shepherding: The God-given ability to nurture, care for and guide people toward on-going spiritual maturity and becoming like Christ. People with this gift: take responsibility to nurture the whole person in his or her walk with God; provide guidance and oversight to a group of God's people; model with their lives what it means to be a fully developed follower of Jesus; establish trust and confidence through long-term relationships; lead and protect those within their span of care.

Teaching: The God-given ability to understand, clearly explain and apply the word of God causing a growing Christ-likeness in the lives of listeners. People with this gift: communicate biblical truth that inspires greater obedience to the Word; challenge listeners simply and practically with the truths of Scripture; present the whole counsel of God for maximum life change; give attention to detail and accuracy; prepare through extended times of study and reflection.

Wisdom: The God-given ability to apply spiritual truth effectively to meet a need in a specific situation. People with this gift: focus on the unseen consequences in determining the next steps to take; receive an understanding of what is necessary to meet the needs of the Body of Christ; provide divinely-given solutions in the midst of conflict and confusion; hear the Holy Spirit provide direction for God's best in a given situation; apply spiritual truth in specific and practical ways.