

NAME: _____ DATE: _____

DISCOVERING MY GIFTS

Step 1. Introduction to Gift Discovery

1. Why do I need to know my spiritual gifts?
2. How do I discover those spiritual gifts?

Step 2. How to Complete the Gifts Analysis Questionnaire

Each statement in the following questionnaire has five responses spaces following it: very little, little, some, much, very much. These represent percentages on a scale of 1-100%, as follows:

Very little = 0-20%
Little = 20-40%
Some = 40-60%
Much = 60-80%
Very much = 80-100%

Read each statement. Decide to what extent the statement is true of you. Check the appropriate column. Your first impressions are usually correct.

If most of your checks are placed toward the right or toward the left, don't worry about that. Each person has his own style with questionnaires.

The questionnaire will help you discover your gifts. The results of this questionnaire will be only tentative, however.

Step 3. Gifts Analysis Questionnaire

THE FOLLOWING IS TRUE OF ME...

	(1) Very Little	(2) Little	(3) Some	(4) Much	(5) Very Much
1. I am able to organize ideas, tasks, people, and time for Christian service.					
2. I have used a particular creative ability (writing, painting, drama, etc.) to benefit the body of Christ.					
3. I am able to distinguish between spiritual truth and error.					
4. I have been used to encourage people to live Christlike lives.					
5. I like to talk about Jesus to those who don't know him.					
6. I have had the experience of knowing God's will with certainty in a specific situation even when concrete evidence was missing.					
7. I assume responsibility for meeting financial needs in church and community.					
8. I enjoy providing a haven for guests and do not feel put upon by unexpected visitors.					
9. I take prayer requests of others seriously and continue to pray for them.					
10. I motivate groups toward specific biblical objectives.					
11. I have a knack for turning compassion into cheerful deeds of kindness.					
12. I have pleaded the cause of God to the people of the church and/or world.					
13. I enjoy doing tasks that help others minister effectively.					
14. I have been responsible for the spiritual lives of Christians with good results.					
15. Content "comes alive" for students (children or adults) when I teach.					
16. I like to plan things in which people are involved.					
17. I would enjoy expressing myself creatively for God through artistic expression (music, drama, poetry, etc.)					
18. I see a serious danger when false teachings and false practices creep into the church.					
19. I am sensitive to suffering, troubled, and discouraged people, and want to help them see God's answers to life's problems.					
20. I would like to be able to share the gospel freely and effectively with unbelieving persons.					
21. I find myself accepting God's promises at face value and applying them to given situations without doubt.					

THE FOLLOWING IS TRUE OF ME...

	(1) Very Little	(2) Little	(3) Some	(4) Much	(5) Very Much
22. I feel moved to give when confronted with financial needs in God's kingdom.					
23. I am sensitive to the acts of kindness which make such a difference for guests or strangers.					
24. I am sensitive to the prayer needs of others and concerned to give the needed prayer support.					
25. I have a desire to help, lead, guide, and direct people in an important church ministry.					
26. I would like to minister to those who have physical or mental problems.					
27. I have spiritual insights from the Scriptures relating to people and issues which make me want to speak out.					
28. I sense when others need a helping hand and am ready to give it.					
29. I am concerned to see the spiritual needs of believers met and am willing to be personally involved in nurturing and discipling ministries.					
30. I like to help people understand things.					
31. I am able to make effective plans to accomplish goals.					
32. I have significant artistic ability (music, drama, writing, painting, sculpting, etc.) which I have put to good use in God's kingdom.					
33. I have detected phony or manipulative persons and teachings when others have not.					
34. People in the Christian community have been stirred up to love and good works by my counsel and encouragement.					
35. I have been instrumental in leading others to believe in Christ as their Savior.					
36. In specific cases God has given me assurance that he would do what seemed unlikely.					
37. I give cheerfully and liberally in support of the Lord's work.					
38. I have a knack for making strangers feel at ease in my home and at church.					
39. I pray for others, recognizing that their effectiveness depends upon it.					
40. I enjoy leading and directing others toward goals and caring for them for the sake of Christ.					
41. I enjoy working with people who suffer physical, mental or emotional problems.					
42. I have proclaimed timely and urgent messages from God's Word.					
43. I like to work at little things that help build the body of Christ.					
44. I assume responsibility when I see a Christian being led astray.					

THE FOLLOWING IS TRUE OF ME...

	(1) Very Little	(2) Little	(3) Some	(4) Much	(5) Very Much
45. I am able to clarify things for learners (children or adults).					
46. I would enjoy giving oversight to an important church ministry.					
47. I have the potential to be very creative in an area that could be used in building up the church.					
48. I tend to look beneath the surface and perceive people's motives.					
49. I believe that people will grow to spiritual maturity through counsel and instruction from the Word.					
50. I have a burden for friends and acquaintances who do not believe in Christ.					
51. I have a sense for moments when the "prayer of faith" is needed.					
52. I am willing to maintain a lower standard of living in order to benefit God's work with my financial support.					
53. I tend to be more aware of the needs of guests than of my own.					
54. I have an inner conviction that God works in response to prayer, and I want to be used to help others through prayer.					
55. If I had the opportunity, I would enjoy leading, directing, and motivating others in some aspect of the Lord's work.					
56. The sight of misery makes me want to find a way to express God's love to hurting persons.					
57. Given the opportunity, I would like to be an expository preacher of God's Word.					
58. It is my nature to like to do work that helps other do theirs.					
59. I sense in myself a shepherd's instinct when I know Christians who need spiritual counsel.					
60. I quickly sense when people (children or adults) are unclear in their thinking.					
61. I have a sense for delegating important tasks to the right people at the right time.					
62. I am aware that people have been blessed through my creative or artistic ability.					
63. I have developed an ability to discriminate between good and evil in today's world.					
64. I am glad when people who need comfort, consolation, encouragement, and counsel seek my help.					
65. I am able to share the gospel in a way that makes it clear and meaningful to non-believers.					
66. I am able to go on believing God will act in a situation in spite of evidence to the contrary.					
67. I help people and the Lord's work through generous and timely contributions.					

THE FOLLOWING IS TRUE OF ME...

	(1) Very Little	(2) Little	(3) Some	(4) Much	(5) Very Much
68. My home is available to those in need of hospitality.					
69. I am conscious of ministering to others as I pray for them.					
70. I have accepted leadership responsibilities and have succeeded in helping a group work toward a goal.					
71. Sick, helpless, and shut-in persons are helped when I minister to them.					
72. God uses me to build up, encourage, and comfort other Christians by speaking to them of spiritual things.					
73. I find practical ways of helping others and gain satisfaction from doing this.					
74. The Lord has used me to watch over, guide, and nurture other believers toward spiritual maturity.					
75. I hold the interest of those I teach.					
76. I have a sense for how and when projects or ministries need to be better organized.					
77. I sense a latent creative ability (in drawing, writing, music, etc.) which I would like to use for the kingdom of God.					
78. I am usually aware of people who pretend to be what they are not.					
79. I would be willing to spend some time each week in a counseling ministry.					
80. I am able to sense when a person doesn't know Jesus Christ, and I hurt for him or her.					
81. I inwardly sense what Jesus meant when he said mountains could be moved by faith.					
82. I have a conviction that all I have belongs to God and I want to be a good steward.					
83. I have a genuine appreciation for each guest to whom I minister.					
84. I would be pleased if asked to be a prayer partner to someone involved in a ministry.					
85. I am usually quick to sense when a group I am a part of is "spinning its wheels," and I want to do something about it.					
86. I sense when people are hurting in some way.					
87. I think more Christians should speak out on the moral issues of the day, such as abortion, easy sex, racism, and so on.					
88. I wish I had more opportunity to assist others in their ministries.					
89. I would love to be in a position to equip saints for the work of ministry.					
90. I get excited about discovering new ideas I can share with other.					

Key Chart

Chart A			Totals A	Totals B	Chart B		
1	31	61	Administration		16	46	76
2	32	62	Creative Ability		17	47	77
3	33	63	Discernment		18	48	78
4	34	64	Encouragement		19	49	79
5	35	65	Evangelism		20	50	80
6	36	66	Faith		21	51	81
7	37	67	Giving		22	52	82
8	38	68	Hospitality		23	53	83
9	39	69	Intercession		24	54	84
10	40	70	Leadership		25	55	85
11	41	71	Mercy		26	56	86
12	42	72	Prophecy		27	57	87
13	43	73	Service		28	58	88
14	44	74	Shepherding		29	59	89
15	45	75	Teaching		30	60	90

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Step 4. How to Use the Key Chart

Complete the Key Chart on your own. Begin by reading the instruction carefully. The leader will assist you with any questions.

1. Place the numerical value (1-5) for each statement of the questionnaire (1-90) next to the corresponding number in the Key Chart.
2. In Chart A, add each row of three numbers, and write the total in the adjoining box in the “totals A” column. Do the same in “totals B” column for Chart B, adding to the left.
3. Circle the highest scores in the “totals A” column. Circle three or four, but not more than five. Write the names of those gifts in box A, “Working Gifts,” with the highest-scored gift first, the next highest second. (In case of ties, it doesn’t matter which is listed first.)
4. Now in the “totals B” column circle the high scores which were not circled in step 3. Write these gifts in box B, “Waiting Gifts,” beginning with the highest.
5. Place in box C any gifts not listed in boxes A and B. These are likely not your spiritual gifts, but you have, of course, a responsibility (role) in each of them.
6. Note the gifts in which your “totals B” score is significantly (two or more) higher than your “totals A” score. This may indicate a gift you should develop and use.

Box A Working Gifts

Highest Scored Gift _____
2nd Gift _____
3rd Gift _____
4th Gift _____
5th Gift _____

Box B Waiting Gifts

Highest not in Box A _____
2nd _____
3rd _____
4th _____
5th _____

Box C Not a gift but a role (responsibility)

_____	_____
_____	_____
_____	_____
_____	_____

Gift Definitions and Scriptural References

Administration: this gift is the distinctive ability to coordinate and organize people and projects.

Luke 14:28-30

Acts 6:1-7

1 Corinthians 12:28

Creative Ability: this gift is the distinctive ability to use your hands and mind to benefit other believers through artistic, creative or a wide variety of construction arenas.

Exodus 30:22-25

Exodus 31:3-11

2 Chronicles 34:9-13

Acts 18:2-3

Discernment: this gift is the distinctive ability to perceive whether a person's actions originate from godly or other motivations.

Matthew 16:21-23

Acts 5:1-11

Acts 16:16-18

1 Corinthians 12:10

1 John 4:1-6

Encouragement: this gift is the distinctive ability to appropriately communicate words of encouragement or even challenge or rebuke in the body of Christ.

Acts 14:22

Romans 12:8

1 Timothy 4:13

Hebrews 10:24-25

Evangelism: this gift is the distinctive ability to share the good news of Jesus Christ with others in such a way that many non-Christians believe in Christ.

Acts 8:5-6

Acts 8:26-40

Acts 14:21

Acts 21:8

Ephesians 4:11-14

Faith: this gift is the distinctive ability to believe God with confidence for things unseen, spiritual growth and the will of God.

Acts 11:22-24

Romans 4:18-21

1 Corinthians 12:9

Hebrews 11

Giving: this gift is the distinctive ability to cheerfully and generously contribute personal resources to God's work.

Mark 12:41-44

Romans 12:8

2 Corinthians 8:1-7

2 Corinthians 9:2-7

Hospitality: this gift is the distinctive ability to make people feel "at home," welcome, cared for, and part of the group.

Acts 16:14-15

Romans 12:13

Romans 16:23

Hebrews 13:1-2

1 Peter 4:9

Intercession: this gift is the distinctive ability to pray for significant lengths of time, on a regular basis, and often observe specific answers to those prayers.

Colossians 1:9-12

Colossians 4:12-13

James 5:14-16

Leadership: this gift is the distinctive ability to influence others according to a "big picture" purpose, mission, or plan.

Romans 12:8

1 Timothy 3:1-13

1 Timothy 5:17

Hebrews 13:17

Mercy: this gift is the distinctive 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

1 Thessalonians 5:14

Prophecy: this gift is the distinctive ability to boldly declare the truth of God, regardless of the consequences, calling people to righteous living.

Acts 2:37-40

Acts 7:51-53

Acts 26:24-29

1 Corinthians 14:1-4

1 Thessalonians 1:5

Service: this gift is the distinctive ability to identify and meet the practical needs of others.

Acts 6:1-7

Romans 12:7

Galatians 6:10

2 Timothy 1:16-18

Titus 3:14

Shepherding: this gift is the distinctive ability to assume responsibility for the spiritual growth and Christian community of a group of believers.

John 10:1-18

Ephesians 4:11-14

1 Timothy 3:1-7

1 Peter 5:1-3

Teaching: this gift is the distinctive 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

Acts 20:20-21

1 Corinthians 12:28

Ephesians 4:11-14