

God's Got a Gift...for *everyone*!

After Jesus' death, a dozen disciples spread the miraculous news of God's Son. That small band of believers multiplied and became the early church. Through the Holy Spirit, God equipped each member of the church with a gift to help them serve and strengthen each other. These gifts empowered Christians to do God's work, yielding greater fruit than might be possible beyond their own talents.

God is still in the gift-giving business today!

Simply put, spiritual gifts are special gifts given by God for Christian service. They're unique abilities God gives to help us do his good work.

What are some things you do well? What are the things you're good at? Some of the gifts God has given you fall into the category of "natural talents." Talents are given to everyone. The saying "you're born with it" *really is* true! At our physical birth we're born with natural abilities that we can do well. Things like sports, cooking, artistic ability, and math aptitude would fall into this category.

But the Bible tells us that at our *spiritual* birth we receive *spiritual* gifts.

Scripture gives these insights about spiritual gifts:

- God wants us to be knowledgeable about spiritual gifts (1 Corinthians 12:1).
- Every Christ-follower has been given at least one gift (1 Peter 4:10).
- God wants us to use our gifts (1 Timothy 4:14).
- Our spiritual gifts have been given to equip us to be able to serve (Ephesians 4:11-12).
- God has already planned the good works he wants us to do. (Ephesians 2:10)

Yet you may be asking, "How can I help people identify their gifts, so they can serve with purpose and passion?"

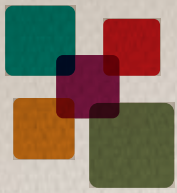
The following assessment is a guide to help church members (or you!) identify strengths, or areas of gifting. The goal in taking the assessment isn't to label or box people into a type of service. Rather, it's to open hearts and eyes about types of ministry that get people energized and excited.

Distribute the assessment to interested church members. Once they've taken the assessment and tallied their results, send out the handouts related to that person's gifts. The sheet offers more information about the gift and possible serving opportunities that use the gift. Guide candidates in experimenting with different ministries that use their gifts. We'd encourage you to keep a spreadsheet of those who take the assessment, and what the results showed. This way, you have a big picture of the volunteer roles your team is gifted to fill.

Remember, a spiritual gifting isn't something you earn or learn. It's the appearance of the Holy Spirit in you, through a special gift! Approach this assessment with joy and wonder, looking forward to the ways God has uniquely gifted your team to be a part of his awesome works!

Your download includes:

- The assessment
- A handout for each spiritual gift (available as individual PDFs and as a complete packet)
- A chart so you can easily see the related Scripture references, gifts, and potential volunteer roles by gift
- Training workshop script and participant handout.



Spiritual Gifts Discovery Assessment

Instructions

Read each statement below, and then respond by entering the number that corresponds with the statement that best fits how you would describe yourself according to the scale below. Upon completion, turn to page 5 and follow the directions to total your score.

3—consistently/frequently true

2—occasionally true

1—infrequently true

0—rarely true

1. People often ask me for spiritual or personal advice.
2. I can effectively explain God's Word to others.
3. I receive pleasure when caring for others.
4. I can speak God's Word so that others turn from sin.
5. I can feel the pain of suffering people and try to help them in their recovery.
6. I can inspire others to achieve their goals.
7. People often ask me about the meaning of a particular Scripture or biblical truth.
8. I often ask people for their prayer requests so I can pray for them.
9. I enjoy using my home as a place to minister to others.
10. I prefer to work "behind the scenes" on a project or program.
11. I generously give to people in need or to programs, and I receive joy in doing so.
12. It's easy for me to trust God to answer my prayers.
13. I can explain the Gospel message to others so that it's understood.
14. I usually look for the best in people.

15. I can tell the difference between spiritual truth and false teachings.
16. I enjoy the details of planning events and tasks and organizing groups.
17. I'm a good problem solver and can find solutions often overlooked by others.
18. I enjoy personal Bible study and research, knowing that the information I present can affect someone's eternity.
19. I desire to help wandering believers get back on the right path.
20. I'm compelled to confront people with the truth of God's Word.
21. I have patience when it comes to helping people get their lives back on track after a crisis.
22. Helping communicate a vision is one of my strengths.
23. It's easy for me to share my Bible knowledge with others.
24. I often lose track of the time when I pray and believe God gives me special insight in knowing what to pray about.
25. I like to meet new people and help them feel comfortable in new surroundings.
26. I don't mind doing repetitive and routine work if it supports the ministry of my church.
27. God has given me extra financial resources so that I might be able to generously support the church.
28. Even during difficult circumstances, I have confidence that God will provide assistance and resources to get me through.
29. I like to develop relationships with non-Christians in order to share the Gospel with them.
30. I am able to encourage and reassure others.
31. My first impression of people is usually accurate.
32. I organize work in a thorough and detailed manner.

33. I can select the best solution that is needed to resolve an issue.
34. I carefully note, review, and evaluate the material that is taught by others.
35. I like to give holistic guidance to help people with any need or problem they may have.
36. I'm willing to go against the current cultural trend and philosophy if it is not supportive of biblical principles.
37. I enjoy helping people who are often seen by others as dysfunctional, "high maintenance," or hopeless.
38. I can relate well to others in order to help them reach their full potential.
39. I often schedule time when I can read and study Scripture so that I gain biblical truth and insight.
40. I feel as though I am ministering to others when I pray for them.
41. I believe God directs people who are in need of friendship and community to me.
42. I enjoy taking on those little jobs at church that no one else seems to want to do.
43. I am able to give more of my money to church because I can save and manage my resources well.
44. I know that God will help me accomplish anything he sets before me.
45. I can help people connect to the Gospel so it applies to their needs.
46. I enjoy sharing the promises of God so that others may receive hope.
47. I can spot a "phony" when others may be deceived by their actions.
48. I can establish goals and objectives in order to achieve results.
49. I can usually determine the outcome of a person's lifestyle choices.
50. I enjoy a systematic approach to Bible study.
51. I am able to provide long-term care to those who need my support.

- 52. I feel the need to correct people when their actions are wrong or contrary to God's Word.
- 53. My heart goes out to hurting people.
- 54. I enjoy goal-setting and leading people to accomplish their goals.
- 55. I usually discover biblical insights when studying Scripture, which helps others better understand God's Word.
- 56. When I hear about a crisis or someone in need, I feel an urgency to pray.
- 57. I can create an accepting environment where people feel at home in any setting.
- 58. I like to use my learned skills to help out with whatever job needs to be done.
- 59. I often limit my lifestyle options so I can give my church a higher portion of my income.
- 60. I trust God in circumstances where success cannot be guaranteed by human effort alone.
- 61. I enjoy asking people to make a faith commitment to Jesus.
- 62. I take pleasure in encouraging people who may be doubtful in their faith.
- 63. I usually see things as black or white, right or wrong.
- 64. I am able to identify and utilize the resources necessary to complete a task.

Total your score below

Fill in the number score you gave yourself for each statement in the chart below. Then total each column and write your totals in the row at the bottom. Circle your top three scores, and then turn to page 6 to discover what your top three spiritual gifts are and write them in the spaces provided below.

In 1 Peter 4:10, we are told that God has given each of us special gifts and calls us to use them to serve one another. Now that you have discovered your gifts, talk to the leaders at your church about ways you can use your gifts to help serve.

Spiritual Gifts Assessment Score Sheet

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
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
Totals:															

My Gift Profile:

1. _____

2. _____

3. _____

Name _____

Date _____

Answer Key

- A. Wisdom
- B. Teaching
- C. Shepherding
- D. Prophecy
- E. Mercy
- F. Leadership
- G. Knowledge
- H. Intercession
- I. Hospitality
- J. Helps
- K. Giving
- L. Faith
- M. Evangelism
- N. Encouragement
- O. Discernment
- P. Administration

Gifts Key

Gift	Question Numbers
A. Wisdom	1, 17, 33, 49
B. Teaching	2, 18, 34, 50
C. Shepherding	3, 19, 35, 51
D. Prophecy	4, 20, 36, 52
E. Mercy	5, 21, 37, 53
F. Leadership	6, 22, 38, 54
G. Knowledge	7, 23, 39, 55
H. Intercession	8, 24, 40, 56
I. Hospitality	9, 25, 41, 57
J. Helps	10, 26, 42, 58
K. Giving	11, 27, 43, 59
L. Faith	12, 28, 44, 60
M. Evangelism	13, 29, 45, 61
N. Encouragement	14, 30, 46, 62
O. Discernment	15, 31, 47, 63
P. Administration	16, 32, 48, 64

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