



A SPIRITUAL GIFTS ASSESSMENT: How Does God's Spirit Work Through You?

What is a Spiritual Gift?

While God's Spirit living in us is the true "gift," what is often called a "spiritual gift" is the way God chooses to work through each of us. It's how God uses us to be his hands and feet, eyes and ears, heart and mind, and voice in a world desperately in need of His love, mercy, grace, and truth.

Who receives a Spiritual Gift?

Every follower of Jesus receives a Spiritual Gift. We don't choose our gifts, nor do we earn them. They are freely given to everyone who invites Jesus Christ to live inside them. A Spiritual Gift is something God calls and empowers you to do for the purpose of ministering to others and building up God's Kingdom.

What are the Gifts?

The New Testament talks about Spiritual Gifts in the following passages: I Corinthians 12: 4-12 and 27-30; Ephesians 4:11-13; Romans 12:4-8. In his book, The

Great Adventure: Pursuing God's Specific Purpose for Your Life, Dr. Steven Lake has grouped spiritual gifts together this way:

Equipping Gifts: Apostleship, Evangelism, Leadership, Prophecy, Teaching

Relational Gifts: Encouragement, Hospitality, Mercy, Pastoring (Shepherding)

Service Gifts: Administration, Giving, Helps

Support Gifts: Discernment, Faith, Intercession, Knowledge, Wisdom

Miraculous Gifts: Healing, Miracles, Speaking in Tongues, Interpretation of Tongues

There are also passages in the Old Testament that indicate natural talents God infused with his Spirit: Psalm 150 and other passages describe making music and dancing, or Creative Communication. Exodus 35:4 through Exodus 39:43 describe the work done by the master designers, builders, and crafters God empowered to create the Tabernacle for worship, the place where God dwelled among the Israelites. We could call that the gift of Craftsmanship. Both gifts would fit under the category of Service Gifts.

What's the difference between a natural talent and a Spiritual Gift?

They're sometimes mistakenly thought to be the same. God might or might not take your natural talent and animate it with His Spirit, turning it into something supernatural. It becomes a Spiritual Gift when it is a channel for God's Spirit in the world. For example, you might naturally be talented with a beautiful voice and enjoy singing, but it's a Spiritual gift if God uses your music to minister to someone. If you regularly receive feedback from others such as, "Really good job on the solo you sang this morning at church," it might not be a Spiritual Gift. But if people tell you, "The song you sang this morning spoke to my heart. It ministered to me." Or "Your music took me to a worshipful place," then it's likely a Spiritual Gift.

Does your inborn temperament impact your Spiritual Gifts?

Sometimes characteristics of temperament are mistakenly thought to be indicators of Spiritual Gifts. For example, whether you prefer to serve with a group or alone is not indicative of your spiritual gift but rather, is more reflective of your inborn temperament, whether you are more introverted or extraverted. Or if you are talented in leading groups or teams, that might be characteristic of someone who is in leadership of any organization but that doesn't mean it's a Spiritual Gift. If your inborn ability to be a leader is used by God in building His kingdom, then it's likely a Spiritual Gift.

Do our Spiritual gifts ever change?

It's possible you might see one gift used during a particular stage of life or in a role you are asked to fill. But at another stage of life or in a different role it's possible you'll see a different gift develop in you.

What are the most important gifts?

Every gift is needed in the Body of Christ. From God's perspective, one is not more important than another.

Take the Assessment:

As you read each statement there are two important questions to ask yourself: "How much does this statement describe something that brings me **joy or energy** in serving?" and "Does this statement reflect positive **feedback** I have received from other believers?"

Place a 1, 2, or 3 in the space next to each statement. (1) Never (2) Occasionally (3) Often.

1. ____ I enjoy helping a ministry get organized so it can more smoothly and effectively carry out its purpose, vision, and goals for building God's kingdom.
2. ____ I love to lay the foundation for a new ministry or revitalize an old one. Once it's established, I want to transfer responsibility to others who are equipped to run it so I can go and work on pioneering another ministry.
3. ____ I find it satisfying to artistically create an environment that is beautiful and inviting where ministry, worship, or teaching occur.
4. ____ I love expressing God's love and truth in creative ways, such as through drama, music, dance, poetry, writing, graphic arts, or even website design.
5. ____ I seem to be able to tell when something is being taught that doesn't match what the Bible says is true. I'm uncomfortable and I want to speak up when that happens.
6. ____ Opportunities to share the message of Jesus seem to come my way often.
7. ____ I love encouraging people to keep on keeping on in their life and faith.
8. ____ I sometimes find myself in situations where people's faith is waning, and I'm able to share something with them that helps them hold onto faith in God.
9. ____ It's satisfying to give money, time, or resources to meet a pressing need in the body of Christ.
10. ____ I've had experiences of praying in the name of Jesus Christ for someone who was physically sick, or emotionally or spiritually broken, and healing took place in their life.
11. ____ I love helping in practical, "behind the scenes" ministry opportunities.
12. ____ I enjoy creating a warm, inviting place for people to gather in community.

13. ____ I love praying for people in response to God's promptings about them.
14. ____ I've been told I'm a "wealth of knowledge" regarding Biblical and spiritual information.
15. ____ I seem to be able to cast a vision for a ministry in such a way that others want to follow.
16. ____ I genuinely care when I know someone is hurting, and I desire to help them.
17. ____ Sometimes the Holy Spirit demonstrates through my prayers that God's power extends into the world of what seems like scientific impossibility.
18. ____ I've been told by others I have communicated God's message in such a way that they received a timely word from God for their life.
19. ____ I love to care for and nurture the spiritual growth of a community of believers.
20. ____ I'm energized when I communicate scripture or Biblical truths to a group.
21. ____ I have spoken in an unknown language during my private prayer times, and I have experienced a deeper intimacy with God during those times.
22. ____ I have been told by others that I offer "Godly wisdom."
23. ____ When a group I'm part of is lacking in structure, I seem to be able to help organize things for greater efficiency and effectiveness.
24. ____ I love connecting with different cultures and living out the gospel of Jesus in a way that is culturally respectful.
25. ____ I design or build things that help a ministry to tangibly communicate God's message of love, grace, and truth to others.
26. ____ People have given me feedback that my music (drama, dance, art, writings, graphic arts, etc.) grabbed their heart and was a blessing to them at a time when they needed to experience God's presence.
27. ____ People have told me they appreciated me being able to see through fakeness or dishonesty even before it became evident to others.
28. ____ I enjoy initiating conversations with people who are not followers of Jesus Christ and presenting the message of God's love for them in a way that is respectful of them as well as staying true to the message of Jesus.
29. ____ People tell me something I said inspired them to keep holding on in their own faith.
30. ____ I normally find myself falling back on my belief that God is faithful, even when that seems illogical or questionable to others.
31. ____ I manage my money well and even sacrifice things I might like to have, just so I can give liberally to further God's kingdom.
32. ____ I have a heart's desire to bring wholeness to hurting people.
33. ____ I would rather do small things that help or support others who are doing ministry, remaining in the background.

34. ____ I invite people into my home who need a safe, welcoming environment. I usually receive feedback that they feel “at home.”
35. ____ I often find myself “doing battle” through prayer on behalf of people who are in difficult situations, or someone just needing to experience God’s love and truth.
36. ____ People often turn to me when they are seeking specific knowledge about the Bible or God.
37. ____ I often find myself providing direction to a ministry or ministry team.
38. ____ I am deeply affected when I hear stories of tragedy and pain, and I long to help those affected to receive the resources they need.
39. ____ I am humbled when the laws of science seem to briefly suspend and something miraculous happens when I pray in the name of Jesus for something or someone.
40. ____ I often find myself giving spiritual guidance and direction to another believer.
41. ____ I check in with others periodically who are going through something difficult, like a shepherd caring for the flock.
42. ____ I’ve been told by others that when I teach, they more easily understand scripture and Biblical truths.
43. ____ I have spoken in a language or unknown tongue during group prayer and worship, and when someone interpreted what I said, others were encouraged and strengthened.
44. ____ People seem to seek me out for wise and thoughtful counsel.
45. ____ People have given me feedback that I help bring order out of chaos.
46. ____ People have told me they are inspired to get involved in missions after hearing my ministry story.
47. ____ I get excited about using carpenter’s tools to set up a stage or build a prop that can be used to enhance the worship and teaching of a church.
48. ____ What a blessing it is to me when I experience the Holy Spirit flowing through me as I do music (drama, art, dance, graphic design, writing, etc.) to creatively communicate God’s love and truth to others.
49. ____ I have had times when I sensed the presence of something demonic when praying for someone, and when I told it to leave in the name of Jesus Christ, the person I prayed for reported they suddenly felt freer.
50. ____ I’ve been privileged to be involved in people deciding to become a follower of Jesus Christ.
51. ____ People have told me they felt encouraged by my words to them.
52. ____ I love coming along side of someone faltering in their faith, helping them to hold on to it and even grow more deeply in it.
53. ____ I know I could live more comfortably but I’ve decided not to because I have a heart for the poor, and I want to serve them more authentically.

54. ____ There have been times when I prayed in the name of Jesus Christ for someone who is sick, and healing quickly occurred.
55. ____ It's satisfying to assist people in need by doing practical things, such as taking a meal, offering transportation, babysitting, or in other small ways to minister to people stressed by difficult circumstances.
56. ____ I gladly open my home to other believers who are attending a nearby conference if they need a place to stay.
57. ____ Sometimes when I spend time in prayer, I get so caught up in it that I lose track of time.
58. ____ I love to learn so I keep studying and expanding my base of knowledge about God and scripture.
59. ____ I love helping a ministry develop its vision, goals, and objectives.
60. ____ I am drawn to care for the hurting, the lonely, the hungry. I love getting involved in non-profit ministries such as a local food pantry, or with organizations such as Habitat for Humanity or Feed My Starving Children.
61. ____ Sometimes something supernatural occurs when I pray, and I'm not able to explain it to others except to say, "Wow, God did something miraculous."
62. ____ I seem to have the ability to look ahead and see the probable consequences of a particular decision and action, and I feel led to share that with others.
63. ____ I enjoy being involved in people's lives, sharing in the highs and lows and helping them grow on their spiritual journey.
64. ____ I love spending time studying and learning about the Bible and about God so I can more effectively teach others about who God is and what it means to walk in God's way.
65. ____ I have had experiences when I seem to have understood what God was saying through someone who spoke in an unknown tongue during a time of group prayer and worship. I also felt the urge to share with the group what was being said.
66. ____ I often have a sense about what would be a wise direction for someone or a ministry to take, and the possible ramifications of following or not following that path.
67. ____ I gain energy by helping groups and ministries accomplish their goals in an organized, planned way.
68. ____ I have a heart for doing ministry with people from other ethnic backgrounds. I value getting to know people who have had different life experiences than me.
69. ____ People have told me that something I built as a prop that was used for teaching helped them more easily understand the lesson being taught.
70. ____ I love to use my talent for creative expression, but I know it's not about me and what I can do. I'm well aware it's what God's Spirit is doing through my talent to minister to someone or to draw them to Jesus.

71. ____ I have had experiences where I could see or intuitively tell that God's Spirit was on someone, desiring to lead and empower them to go in a particular direction.
72. ____ I seek to build respectful relationships with those who are not followers of Jesus Christ.
73. ____ I seem to know how to encourage people who are discouraged. Words just seem to come to my mind and people report them as helpful.
74. ____ I've had times where I trusted God for something that seemed impossible, and then God brought it into being in a tangible, unmistakable way.
75. ____ I gladly give my tithe, or 10% of my income to further God's kingdom but it gives me even greater joy to go beyond that.
76. ____ I've been told by others that they experienced healing from emotional or physical pain when I prayed for them in the name of Jesus Christ.
77. ____ I enjoy doing practical things for the Kingdom. I know small serving actions are valuable, necessary, and beneficial for furthering God's purposes.
78. ____ I enjoy helping with church dinners and other social events because it's fun to bring people together in a warm and hospitable way.
79. ____ When I hear a request for prayer it stays in my heart and mind. I pray for the request until I hear the outcome of what was requested, or I sense the prayer was answered.
80. ____ It makes me happy if I can offer some piece of knowledge that leads someone to understand more of who God is and more about the Bible.
81. ____ It's energizing to help a ministry develop its vision, goals, and next steps.
82. ____ I seem to be able to sense when people are in pain of some kind and I want to help them
83. ____ I've been told by others that something miraculous occurred in their life after I prayed for them in the name of Jesus Christ.
84. ____ While I want to share something in a sensitive manner, I am also not afraid to share the "hard truths" with people, even if I suspect they don't want to hear them.
85. ____ I get joy from visiting places, such as, hospitals, prisons, or in the homes of Seniors or people with disabilities, to offer support and resources to those in need.
86. ____ I've been told I'm able to communicate God's love, grace, and truth to people in such a way that peoples' lives are changed.
87. ____ I've had times when I've understood and interpreted a message of comfort or truth during a time of worship and prayer, when someone has spoken in a language or tongue not understood by others present.
88. ____ When someone is seeking my counsel, sometimes God just seems to speak into my heart and mind about a direction to take. Then when I share that with them, they see it as a wise path to take.

89. ____ People in a group often look to me for direction and vision.
90. ____ I've been told I'm like an architect or a project manager as I help a ministry or a church evolve into being what God wants for it.
91. ____ I love using concrete tools such as a hammer, nails, paint, glass, or any other medium that creates practical and beautiful things to illustrate the message of Jesus more tangibly.
92. ____ How exciting it is when I see God take a natural talent I have, like singing, and He infuses His Spirit into it, bringing about something that ministers to others.
93. ____ Sometimes it's like a smoke detector goes off in my mind when I sense someone has an evil intent or they are out for themselves, even if they are speaking in the name of Jesus Christ. Usually what I discern is eventually revealed as accurate.
94. ____ It's humbling that God seems to use me like a magnet, drawing people to him through his words and actions through me.
95. ____ When appropriate, I sometimes use my hand to offer encouragement, extending it in welcome, giving a "high five" or a "fist bump," holding someone's hand in comfort, or offering a hand on someone's shoulder as a steadying influence in the moment.
96. ____ My faith is like a solid and sturdy chair. I trust it will hold me up when I rest on it.
97. ____ I enjoy giving, sometimes surprising strangers by doing things like paying for the groceries of the single mom behind me at the grocery store.
98. ____ I feel in awe when God seems to work through me to help someone move from brokenness to being whole again.
99. ____ I love helping a ministry in ways that others find mundane, like setting up chairs or photocopying something. It brings me joy to serve in simple, practical ways.
100. ____ I enjoy greeting people at church because I love welcoming people and helping them feel comfortable.
101. ____ I keep praying faithfully and lovingly for someone I know who is struggling or who has lost their way.
102. ____ I realize I know a lot, but I also recognize that I have been gifted with that kind of knowledge so I can share it with others.
103. ____ I seem to be like a steering wheel in a ministry in that I am able to steer it in a direction that will serve God's purposes more effectively and efficiently.
104. ____ I love assisting people in need by doing things, such as, taking a meal, offering transportation, babysitting, or other small, concrete, practical ways of ministering to someone stressed by difficult circumstances.
105. ____ I've experienced and seen God take something and miraculously multiply it or bring something good out of it, and there is no other explanation than, "God did that."

106. ____ People have sometimes described me as being like a laser pointer in that I focus their attention on “the heart of the matter,” that includes pointing out truth and correcting untruth.
107. ____ I often call, text, or email just to check up on people to make sure they are ok, or to see if they need something.
108. ____ Sometimes I start speaking and the Holy Spirit just starts to speak through me. When I’m done speaking, I humbly say to myself, “That wasn’t me, that was God speaking through me.
109. ____ I’ve had times when I’ve been able to understand and interpret a message of comfort or truth during a time of worship and prayer when someone has spoken in a language or tongue not understood by others present.
110. ____ I’ve never thought of myself as a wise person, but I keep getting feedback from others that some advice or recommendation I offered them wound up being the wisest direction for them to take.

Compare the numbers you marked as a 3, or “often” with the numbers below.

Administration: Someone with this gift is good at and enjoys organizing events, tasks, and developing structures so a ministry can carry out its mission effectively and efficiently. (Numbers 1, 23, 45, 67, 89)

Apostleship: Someone with this gift loves pioneering new missions or churches and developing them from the ground up. Working interculturally and ethnically is energizing. (Numbers 2, 24, 46, 68, 90)

Craftsmanship: In a variety of ways, someone with this gift designs, builds and crafts items that speak to someone’s heart spiritually. (Numbers 3, 25, 47, 69, 91)

Creative Communication: Someone with this gift will communicate the message of Jesus through music, dance, drama, writing, art, and other means. (Numbers 4, 26, 48, 70, 92)

Discernment: Someone with this gift can detect falsehood and decipher someone’s true intentions whether for good or evil, even if they appear to be doing good. People with this gift often serve in a protective capacity for the Body of Christ. (Numbers 5, 27, 49, 71, 93)

Evangelism: Someone with this gift develops relationships with nonbelievers and communicates faith in a way that is respectful of them while remaining true to the message of Jesus. (Numbers 6, 28, 50, 72, 94)

Exhortation or Encouragement: Someone with this gift often strengthens, encourages, and motivates others, seeing the potential in someone and challenging them to develop it. (Numbers 7, 29, 51, 73, 95)

Faith: Someone with this gift confidently trusts that God is in charge and will provide in even the most difficult circumstances. (Numbers 8, 30, 52, 74, 96)

Giving: Someone with this gift has joy in giving to people and causes that will further God's kingdom. They often give of their finances, time, and resources liberally. (Numbers 9, 31, 53, 75, 97)

Healing: Someone with this gift has restored health and wholeness to people struggling physically or emotionally. (Numbers 10, 32, 54, 76, 98)

Helps: Someone with this gift finds meaning in doing whatever is needed to support a ministry through small, humble acts of service, often "behind the scenes." (Numbers 11, 33, 55, 77, 99)

Hospitality: Someone with this gift loves helping others feel invited and welcome. They are good at creating a warm and supportive environment whether in their home or church. (Numbers 12, 34, 56, 78, 100)

Intercession: Someone with this gift is a "prayer warrior," praying regularly for other people, ministries, or for whatever is in the news, interceding with the Father on their behalf. (Numbers 13, 35, 57, 79, 101)

Knowledge: Someone with this gift delights in studying and researching God's word and sharing what they learned with others. (Numbers 14, 36, 58, 80, 102)

Leadership: Someone with this gift can cast a vision for a ministry, motivate others to join in that vision, and manage people and resources needed for the ministry. (Numbers 15, 37, 59, 81, 103)

Mercy: Someone with this gift gives empathy, compassion, and caring for others who are going through difficulties. They may also offer practical help to someone who is suffering. (Numbers 16, 38, 60, 82, 104)

Miracles: Someone with this gift has done powerful things that seemingly are outside the realm of possibility as a way of pointing others to God. (Numbers 17, 39, 61, 83, 105)

Prophecy: Someone with this gift communicates with boldness and strength about what is and is not in alignment with God's truth, and what needs to change in a person and society. (Numbers 18, 40, 62, 84, 106)

Shepherding or Pastoring: Someone with this gift gives long term support and guidance to an individual or group. (Numbers 19, 41, 63, 85, 107)

Teaching: Someone with this gift has a thirst for researching and studying about God and scriptures and then sharing that with others in a way that is easily understood. (Numbers 20, 42, 64, 86, 108)

Speaking in or Interpretation of Tongues: Someone with this gift has spoken in a heavenly language, or has interpreted what has been said by someone else who spoke in tongues, all for the benefit of a deeper connection with God or to provide direction or comfort to others. (Numbers 21, 43, 65, 87, 109)

Wisdom: Someone with this gift gives wise advice and ideas for solutions, particularly during a time of complexity, chaos or conflict. (Numbers 22, 44, 66, 88 110)

What were the gifts you checked as a 3, or “often?”

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|----------|----------|
| 1. _____ | 2. _____ |
| 3. _____ | 4. _____ |

In figuring out your Spiritual Gifts several factors other than an assessment are important to consider:

First, where have you served in the past that you found meaningful and energizing?

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|----------|----------|
| 1. _____ | 2. _____ |
| 3. _____ | 4. _____ |

Second, you can ask several trusted Christian friends what gifts they have seen in you. Who could you ask? One caution here is that if a friend tells you they see giftedness in you for something that does not bring you joy or feel meaningful, it's not likely a spiritual gift. It might just be a talent they have observed you being good at doing.

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|----------|----------|
| 1. _____ | 2. _____ |
| 3. _____ | 4. _____ |

Third, you can ask God to show you what your gifts are by bringing into your life situations that will highlight the spiritual gifts He has given you.

Why are Spiritual Gifts important?

- They point others to Jesus and bring honor to God.

- When you tune in to being a channel to the world of God's love as expressed through whatever gifts he uses in you, you will experience a greater sense of satisfaction, fulfillment, and purpose in your life.
- You will grow and help others to grow as you use your spiritual gifts.
- Knowing your Spiritual Gifts can also help you figure out what your life's purpose is. God is not going to give you gifts that don't match up with why you are here on this earth.