

APPENDIX E: SPIRITUAL GIFT EVALUATION.

UNDERSTANDING SPIRITUAL GIFTS

(ROMANS 12:3-8; 1 CORINTHIANS 12:1-11; EPHESIANS 4:11-16; 1 PETER 4:10-11)

1. What is a spiritual gift?

A spiritual gift is an ability given by the Holy Spirit to every believer at conversion. (1 Peter 4:10)

2. Who receives spiritual gifts?

Each believer receives a spiritual gift for common good. (1 Corinthians 12:7)

3. Why does God give spiritual gifts?

Each believer is given a gift to use for the building up of the Body of Christ. (Ephesians 4:12)

SPIRITUAL GIFT EVALUATION.

- This is not a test, so there are no wrong answers.
- Select the one response you feel best characterizes yourself and place that number in the blank provided.
- Do not spend too much time on any one item. Remember, it is not a test. Usually your immediate response is best.
- Please give an answer for each item. Do not skip any items. Your choices are:
 - 5: Highly Characteristic of me/definitely true for me
 - 4: Most of the time this would describe me/be true for me
 - 3: Frequently characteristic of me/true for me about 50% of the time
 - 2: Occasionally characteristic of me/true for me about 25% of the time
 - 1: Not at all characteristic of me/definitely untrue for me

1. _____ I have the ability to make critical decisions when necessary.
2. _____ I have the ability to organize ideas, resources, time, and people effectively.
3. _____ I am willing to study and prepare for the task of teaching.
4. _____ I enjoy studying and learning lots of new facts.
5. _____ I am able to relate the truths of God to specific situations.
6. _____ I have given to others God's messages of warning and judgment.
7. _____ I am able to sense the true motivation of persons and movements.
8. _____ I have a natural tendency to encourage others.
9. _____ I have a God-given ability to help others grow in their faith.
10. _____ I have a special ability to trust God in difficult situations.
11. _____ I possess a special ability to communicate the truth of salvation.
12. _____ I have a strong desire to contribute to the establishment of new ministries.
13. _____ I take action to meet physical and practical needs.
14. _____ I am sensitive to the hurts of people.
15. _____ I experience joy in meeting needs through sharing possessions.
16. _____ I enjoy entertaining guests in my home.
17. _____ I can adapt my guidance to fit the maturity of those working with me.

18. _____ I can delegate and assign meaningful work.
19. _____ I have an ability and desire to teach others.
20. _____ I like to spend time digging into facts.
21. _____ I am usually able to analyze a situation correctly.
22. _____ I often feel that I have a message from God to deliver to others.
23. _____ I can recognize when a person is genuine/honest.
24. _____ I can identify those who need encouragement.
25. _____ I am willing to take the initiative in helping other Christians grow in their faith.
26. _____ I am willing to yield to God's will rather than question and waver.
27. _____ I am willing to do whatever it takes to see others come to Christ.
28. _____ I would like to be more active in getting the Gospel to people in other lands.
29. _____ It makes me happy to do things for people in need.
30. _____ I have an acute awareness of the emotions of other people, such as loneliness, pain, fear, and anger.
31. _____ I am a cheerful giver.
32. _____ I am able to make strangers feel at ease.
33. _____ I am able to communicate vision in such a way that others commit to making the vision a reality.
34. _____ I am successful in getting a group to do its work efficiently.
35. _____ I have the ability to use multiple teaching styles.
36. _____ I am able to discover new truths about many things.
37. _____ I often am consulted when fellow Christians are struggling to make difficult decisions.
38. _____ I have spiritual insights from Scripture concerning issues and people that compel me to speak out.
39. _____ I can sense when a person is acting in accord with God's will.
40. _____ I often think about how I can comfort and encourage others.
41. _____ I have trained Christians to be more obedient disciples of Christ.
42. _____ I can trust in God even when things look dark.
43. _____ I am able to present the Gospel to lost persons in such a way that they accept the Lord and His salvation.
44. _____ I have a strong desire to take the Gospel to places where it has never been heard.
45. _____ I am sensitive to the needs of people.
46. _____ I am attracted to people who are hurting.
47. _____ I am a generous giver.
48. _____ I enjoy reaching out to new people in my church and community.
49. _____ I can determine where God wants a group to go and help it get there.
50. _____ I have been able to make effective and efficient plans for accomplishing the goals of a group.

51. _____ I explain Scripture in such a way that others understand it.
52. _____ I can organize facts into meaningful presentations.
53. _____ I can usually see spiritual solutions to problems.
54. _____ I have delivered to other persons messages that have come directly from God.
55. _____ I can sense when a person is acting under God's leadership.
56. _____ I welcome opportunities to help people who need comfort, consolation, encouragement, and counseling.
57. _____ I am able to give spiritual direction to others.
58. _____ I find it easy to obey God and be available for His use.
59. _____ I feel at ease in sharing Christ with nonbelievers.
60. _____ I feel that I should share the Gospel with people who are different.
61. _____ I have an acute awareness of the physical needs of others.
62. _____ I possess an unusual capacity to understand the feelings of those in distress.
63. _____ I have a strong sense of stewardship based on the recognition that God owns all things.
64. _____ I like to meet visitors at church and make them feel welcome.
65. _____ I can influence others to perform to their highest God-given potential.
66. _____ I am skilled in setting forth positive and precise steps of action.
67. _____ I can give a clear, uncomplicated presentation.
68. _____ I have a wide range of study resources and know how to secure information.
69. _____ I have been able to apply biblical truth to the specific needs of people.
70. _____ God gives me messages to deliver to His people.
71. _____ I am able to sense whether people are being honest when they tell of their religious experiences.
72. _____ God has used me to encourage others to live Christ-like lives.
73. _____ I have sensed the need to help other people become more effective in their ministries.
74. _____ I feel assured that a situation will change for the glory of God even when the situation seems impossible.
75. _____ I like to talk about Jesus to those who do not know Him.
76. _____ I enjoy presenting the gospel to persons of other cultures and backgrounds.
77. _____ I enjoy doing little things that help people.
78. _____ I recognize the signs of stress and distress in others.
79. _____ I desire to give generously and unpretentiously to worthwhile projects and ministries.
80. _____ I am comfortable in meeting new people.

SPIRITUAL GIFT TEST: RESULTS.

Follow these directions to figure your score for each spiritual gift.

1. Place in each box your numerical response (1-5) to the questions for each item number listed below the box.
2. For each gift, add the numbers in the boxes and put the total in the TOTAL box on the right side.

Leadership						
	Item 1	Item 17	Item 33	Item 49	Item 65	TOTAL
Administration						
	Item 2	Item 18	Item 34	Item 50	Item 66	TOTAL
Teaching						
	Item 3	Item 19	Item 35	Item 51	Item 67	TOTAL
Knowledge						
	Item 4	Item 20	Item 36	Item 52	Item 68	TOTAL
Wisdom						
	Item 5	Item 21	Item 37	Item 53	Item 69	TOTAL
Prophecy						
	Item 6	Item 22	Item 38	Item 54	Item 70	TOTAL
Discernment						
	Item 7	Item 23	Item 39	Item 55	Item 71	TOTAL
Exhortation						
	Item 8	Item 24	Item 40	Item 56	Item 72	TOTAL
Shepherding						
	Item 9	Item 25	Item 41	Item 57	Item 73	TOTAL
Faith						
	Item 10	Item 26	Item 42	Item 58	Item 74	TOTAL
Evangelism						
	Item 11	Item 27	Item 43	Item 59	Item 75	TOTAL
Apostleship						
	Item 12	Item 28	Item 44	Item 60	Item 76	TOTAL
Service/Help						
	Item 13	Item 29	Item 45	Item 61	Item 77	TOTAL
Mercy						
	Item 14	Item 30	Item 46	Item 62	Item 78	TOTAL
Giving						
	Item 15	Item 31	Item 47	Item 63	Item 79	TOTAL
Hospitality						
	Item 16	Item 32	Item 48	Item 64	Item 80	TOTAL

SPIRITUAL GIFT TEST: DESCRIPTIONS.

The following is a description of twenty-one gifts found primarily in Paul's writings to the Romans, Corinthians, and Ephesians.

Administration/Leadership: enables a believer to formulate, direct, and carry out plans necessary to fulfill a purpose. (See I Corinthians 12:28, Acts 14:23.)

Arts—Music, visual, dance: (Note: these are not found within Paul's lists; however, the gift or talent of the arts is used to benefit the body of Christ) gives a believer the capability and opportunity to present personal witness and inspiration to others through visual arts, dancing, singing, playing of a musical instruments. (See: Exodus 31:1-11; Psalm 100:1-2; Psalm 150.)

Discernment: ability to seek God's will and purpose and apply that understanding to individual and congregational situations. (See John 16:6-15, Romans 9:1, I Cor. 2:9-16.)

Evangelism: in small groups or one-on-one, this person has the special ability to lead unconverted persons to a personal knowledge of Jesus Christ through faith sharing and proclamation of the Gospel. (See Matthew 28:16-20, Ephesians 4:11-16, Acts 2:36-40.)

This gift is a practical gift. While the task of evangelism is an important spiritual exercise that all Christians should be involved with, God gifts certain members with an ability to have unusual sensitivity to when someone is ready to accept Christ, and will generally have greater success in leading people to Christ than other Christians. People with this gift should be active in training others to share their faith.

Exhortation: through their ministry of understanding, encouragement, and counsel, an exhorter helps people maximize their own potential and live from their own gifts and skills. An exhorter may help others move from their problem to a resolution. (See: John 14:1, II Timothy 1:16-18, III John 5-8.)

This gift is a communication gift. This gift is often called "encouragement," but exhortation is used here because the gift is not limited to the connotations that the name "encouragement" implies. Those who use this gift within a teaching or ministry situation are often driven to give practical application to their insights. Often, those gifted in this gift desire step-by-step plans of action to help others mature in Christ. Exhorters often find it natural to discover insights from personal experience when validated and amplified in Scripture.

Note: Exhortation, Prophecy, and Teaching are considered the communication gifts. The distinctions for each gift are often confused. Often, gifted communicators have a mix of these gifts. *Exhortation* focuses on personal and practical application of the message or truth being communicated. *Prophecy* focuses purely on the message or truth to be communicated. *Teaching* focuses on bringing thorough or adequate understanding of the message or truth being communicated.

Faith: gives a believer the eyes to see the Spirit at work and the ability to trust the Spirit's leading without indication of where it all might lead. They believe God's promises will come to pass no matter what their physical eyes might see. (See: Genesis 12:1-4a, Mark 5:25-34, I Thessalonians 1:8-10.)

This gift is a practical gift. Those with this gift often scare other people with their confidence. People with this gift are often very irritated by criticism, as they consider it to be criticism against God and His will. Probably the biggest danger for those with this gift is that they often try to project their gift onto other people.

Giving: enables a believer to recognize God's blessings and to respond to those blessings by generously and sacrificially giving of one's resources (time, talent, and treasure). (See: II Cor. 9:6-15, Luke 21:1-4.)

This gift is a practical gift. While all Christians should practice the discipline of giving through the minimum of 10% (tithe), God gifts certain members of the body to give remarkably greater amounts of their income with liberality and great joy. These people have an acute awareness that all they have belongs to the Lord and they are merely stewards, therefore they know that God will supply their needs and richly bless them in their giving.

Healing: the ability to function as an agent of God's healing grace in the lives of others who suffer physical, emotional, or spiritual pain. Healers are moved to be present with those who suffer, giving of their time and energy to offer aid and comfort. (See I Cor. 12:9; 28)

Knowledge: "rational revelations" bestowed by the Spirit upon a believer for the benefit of the church. This gift pertains to knowing a fact or truth about a situation or person by divine revelation. (See: I Corinthians 12:8; I Corinthians 14:6, Romans 12:2.)

Leadership: the ability to see practical needs and coordinate resources and abilities of others to meet those needs. A believer has the confidence to step forward, give direction and provide motivation to fulfill a dream or complete a task. Leaders motivate others to work together to accomplish more than they ever could on their own. (See: Romans 12:8, John 21:15-17, II Timothy 4:1-5.)

This gift is a leadership gift. People with this gift are often focused on the greater goal of the group and are not overly concerned with the details. Leaders delegate tasks and details to others to accomplish the greater goal. Leaders are visionaries. Leaders have followers; a visionary without followers is not a leader.

Mercy/Helping: this gift helps believers see needs of others and provide practical ministries to others, which relieve them, in turn, to perform still wider ministries. One with this gift helps to make groups, families, or congregations more effective. (See: Luke 7:12-15, Luke 10:30-37, Matthew 25:34-36.)

This gift is a practical gift. Those with this gift find themselves visiting and assisting those in need, and often feel the pain of the person they are helping within themselves. People with this gift find it extremely difficult not to help those who seem less fortunate than themselves. Those with this gift generally enjoy helping those with physical or mental problems and do well in ministries involving visiting hospitals, nursing homes, prisons, and shut-ins.

The gifts of Helps, Mercy, and Service are often confused. **Helps** focuses on Christian works and freeing others to accomplish their God-given ministries. **Mercy** focuses on people in distress and reflects God's love and compassion. **Service** focuses on accomplishing little tasks that may otherwise go undone in order to move the greater goal of the ministry or church toward completion.

Miracles: primarily refers to the ability to supersede natural law by facilitating healing, exorcism, or others miraculous events. But the gift of miracles can also refer to the ability to live in the miraculous reality of God's creation and never doubt the power and presence of God in creation. (See: 1 Ki. 17:21 ; 2 Ki. 4:32-33; Acts 3; 5:12-16)

Pastoring (Shepherding): ability to provide spiritual leadership and direction for individuals or groups of believers. Shepherds take an active interest in the life of faith of others. They feed, guide, and nurture other Christians with sensitivity and sacrificial concern. (See: I Timothy 4:12-16; 3:1-13, II Tim. 4:1-2.)

This gift is a leadership gift. This gift is often called "pastor," however, that name has a connotation of a specific position in the church. In actuality, when pastors have this gift, their ability to continue sustained growth in their churches is greatly diminished, as they tend to require a certain level of interaction with every member of their congregation. Those with the gift of shepherd have a great need for long-term relationships. Shepherds will sacrificially give themselves to other people in such a way that they are built-up in their faith. Shepherds take personal responsibility for the successes and failures of those in the group that they invest themselves in.

Service: enables a believer to work gladly behind-the-scenes in order that God's work is fulfilled. A person with the gift of service gladly gives of themselves as a support mechanism to others in order to free others to perform still other ministries. (See: Luke 23:50-54, Romans 16:1-16, Philippians 2:19-23.)

Skilled Craft: (Note: this is not one within Paul's lists found in the NT; however, the gift or talent of the arts is used to benefit the body of Christ): the gift that enables a believer to create, build, maintain or repair items used within the church. (See: Exodus 30:1-6, Exodus 31:3-5, Ezekiel 27:4-11.)

Teaching: enables a believer to communicate in clear and understandable ways the Christian faith to others. Teaching can be in groups or one-on-one, but the result is the same: a maturing of Christian believers. (See: I Corinthians 12:28, Matthew 5:1-12, Acts 18:24-48.)

This gift is a communication gift. People with the gift of teaching enjoy studying the Bible and related materials in order to communicate what they have learned to other Christians. Those with this gift find it easy to organize vast amounts of information in such a way as to make it easy to communicate, understand, and remember.

Tongues: enables a believer to praise God either in another language not yet learned (Acts 2) or in ecstatic utterance which is not an earthly language (1 Cor. 14). In either case one's prayer is addressed to God, not to other people (1 Cor. 14:2). This gift is not to be confused with the gift of prophecy, which is a word spoken to the people from God (1 Cor. 14:3).

Tongues, Interpretation of: if speaking in tongues is exercised publicly, then one gifted at interpretation of tongues is needed in order to interpret to others what was uttered to God. (See: 1 Cor. 14:13)