

# SPIRITUAL GIFTS

## ASSESSMENT

Answer each statement with the appropriate value. Add the total responses and put at the bottom. Place the values for each color on the corresponding gift on pages 15-18. The top three are your gifts.

### RED: Discovering Your Gift

0 = never true

2 = regularly true

1 = sometimes true

3 = almost always true

1. I have a consistent concern for people who don't know Christ and I would like to share the Gospel with them. \_\_\_\_
2. I enjoy sharing my faith when the opportunity arises. \_\_\_\_
3. I am at ease sharing with others how Christ is my Savior and Lord. \_\_\_\_
4. I am thrilled by the challenge and opportunity to share the Gospel with people I don't even know. \_\_\_\_
5. I find that people are open and listen to me when I share about my relationship with Christ. \_\_\_\_
6. I like sharing what Christ has done for me with both Christians and non-Christians. \_\_\_\_
7. Unbelievers understand and seem to respond when I explain who Jesus really is. \_\_\_\_
8. I get frustrated when I see that the church or other Christians don't seem to care as much about the lost as I do. \_\_\_\_
9. Some of the most joyful and fulfilling moments of my life have been leading others to Christ. \_\_\_\_
10. Even though I'm sometimes afraid, I still feel compelled to share my faith with those I meet, and I am amazed at how often they respond. \_\_\_\_

**TOTAL:** \_\_\_\_\_

**BLUE: Discovering Your Gift**

0 = never true

2 = regularly true

1 = sometimes true

3 = almost always true

1. I have a desire to care for the spiritual welfare of new Christians. \_\_\_\_
2. I have a need to bring Christians together and help them grow and serve each other. \_\_\_\_
3. I find joy and fulfillment when I am responsible for the growth of a group of Christians. \_\_\_\_
4. I become concerned and protective when a Christian or a group of Christians is threatened by enemies of Christ. \_\_\_\_
5. It is important for me to know, keep in touch with, and be known by those Christians I am responsible for. \_\_\_\_
6. I have a strong desire to give myself to struggling or straying Christians so that they are encouraged and brought back into the group. \_\_\_\_
7. I find that the Christians I work with and minister to are fed by my ministry and my application of Bible truths to their lives. \_\_\_\_
8. People who have wandered from Christ or from the church body seem to respond well to my love and concern, and are often brought back. \_\_\_\_
9. I seem often to be aware of the needs of a group of Christians I am with, and I would like to give guidance to the group if allowed. \_\_\_\_
10. I feel frustrated if the church or a group of Christians isn't being cared for spiritually the way I know they could and should be. I sometimes wish I could do the job. \_\_\_\_

**TOTAL:** \_\_\_\_\_

## LIGHTGREEN: Discovering Your Gift

0 = never true

1 = sometimes true

2 = regularly true

3 = almost always true

1. I have a deep conviction that Scriptural truths should be understood and applied to daily life. \_\_\_\_
2. I get excited about the meaning of words and truths of the Bible. \_\_\_\_
3. I am convinced that for Christians and the local church to grow there must be quality teaching and significant learning. \_\_\_\_
4. I enjoy talking to either small or large groups, explaining the exciting truths of the Bible. \_\_\_\_
5. When I need to prepare a talk or lesson for teaching, I am motivated to carefully organize the Biblical truths, so that the listener clearly understands them. \_\_\_\_
6. When I read the Bible devotionally or for study, I prefer to search out facts that add to my understanding of truth. \_\_\_\_
7. When I give a testimony, I tend to share some truth that has come alive to me through experience or verses I've read. \_\_\_\_
8. I seem to have the desire and the ability to dig into the Bible, search out the meaning of words and phrases, see how they fit into the great doctrines of the faith, and want to apply them to daily life situations. \_\_\_\_
9. I seem able to explain well to others what the Bible and Christianity are all about. \_\_\_\_
10. When I have the opportunity to teach or communicate Biblical truth to others, they seem to be spurred to growth in knowledge, attitudes, and actions. \_\_\_\_

**TOTAL:** \_\_\_\_\_

## ORANGE: Discovering Your Gift

0 = never true

1 = sometimes true

2 = regularly true

3 = almost always true

1. I am accepting of people who seem to be deeply troubled or in a crisis. \_\_\_\_
2. I am not only willing, but find fulfillment in being called alongside another person who is seeking encouragement, counsel, or challenge. \_\_\_\_
3. When counseling another person, I tend to identify deeply with his or her situation and want to help the through it. \_\_\_\_
4. When listening to others teach, I tend to get frustrated by studies that have little or no application. \_\_\_\_
5. When I give a testimony, I tend to encourage or console others, rather than just share an experience or verse from the Bible. \_\_\_\_
6. When talking with another Christian or in a group situation, I tend to challenge them to take certain actions to move ahead in their Christian walk. \_\_\_\_
7. When reading the Bible for myself, I prefer to study passages with the purpose of changing specific areas of conduct or wrong attitudes. \_\_\_\_
8. My reaction to the needs of others tends to be quick because I can usually sense what needs to be done and can tell them what they need to do. \_\_\_\_
9. I find myself often encouraging those who are weak, wavering, doubting, or hurting in some way. \_\_\_\_
10. I have a strong urge to verbally challenge those who are spiritually complacent and apathetic. \_\_\_\_

**TOTAL:** \_\_\_\_\_

## BLACK: Discovering Your Gift

0 = never true

2 = regularly true

1 = sometimes true

3 = almost always true

1. I am motivated to study and learn Biblical truth and information. \_\_\_\_
2. Getting more knowledge about God, the Bible, and doctrine is exciting to me. \_\_\_\_
3. I would like to have a Biblical answer for everything possible---so much so, that I tend to study into matters deeply. \_\_\_\_
4. I have a great desire to share with others all these things I am learning and discovering. \_\_\_\_
5. I like to study issues and passages of Scripture that are difficult to understand. \_\_\_\_
6. When faced with having to counsel another person, I basically avoid discussions about feelings and instead prefer to share Biblical insights and truths. \_\_\_\_
7. If I have to teach or speak before another person or a group, I am most comfortable presenting a thorough, detailed study of a topic or passage from the Bible. \_\_\_\_
8. When serving in a church or Christian group, I am motivated to serve in areas where there are needs that challenge me intellectually. \_\_\_\_
9. Learning information and Biblical truths comes easily to me. \_\_\_\_
10. I have the ability to discover Biblical truths and principles by myself. \_\_\_\_

**TOTAL:** \_\_\_\_\_

## PINK: Discovering Your Gift

0 = never true

2 = regularly true

1 = sometimes true

3 = almost always true

1. I have a great reverence for God and His purposes for all of life---including mine. \_\_\_\_
2. When faced with counseling another person I have some confidence because I honestly believe that God helps e to see solutions to others' problems. \_\_\_\_
3. I tend to be very effective at solving problems by using Biblical principles. \_\_\_\_
4. People seem to turn to me for ideas that are workable, for solutions to conflicting options, or for alternatives in discussions. \_\_\_\_
5. I do enjoy or would enjoy serving on a ruling or decision-making board since I like facing issues and seeing how they can be resolved for honoring God and helping God's work. \_\_\_\_
6. My reaction to the needs of others tends to be deliberate rather than responding emotionally, because I want to make sure the issues have been thought through. \_\_\_\_
7. I can readily see how Biblical truth should be applied to my life and to the lives of theirs. \_\_\_\_
8. It seems I am able to consistently make correct decisions for my life and family. \_\_\_\_
9. The advice I give to groups or individuals seems to work well. \_\_\_\_
10. My assessment of people, situations, and needs seems to be mostly correct. \_\_\_\_

**TOTAL:** \_\_\_\_\_

## VIOLET: Discovering Your Gifts

0 = never true

2 = regularly true

1 = sometimes true

3 = almost always true

1. When listening to a speaker, I am strongly impressed and want to respond to exhortations to serve other Christians. \_\_\_\_
2. In an organization, I prefer to be a follower with practical things to do to help make things happen and go smoothly. \_\_\_\_
3. When there is a task to do, I prefer to do it myself, rather than delegating it to someone else. \_\_\_\_
4. I find joy and satisfaction in taking on a helping role in some worthy project. \_\_\_\_
5. I prefer to be helping out in the background, rather than up front. \_\_\_\_
6. I am content to do menial jobs, or jobs others might consider unimportant. \_\_\_\_
7. Practical things like typing, cleaning, fixing, ushering, and other support tasks are meaningful and important for me to do. \_\_\_\_
8. I know key leaders can only do their job if someone takes over the supportive responsibilities. This is my place. \_\_\_\_
9. When called on to serve, I am most comfortable and motivated to help in situations of specific material needs. \_\_\_\_
10. When presented with a physical or spiritual need, I tend to respond best if the need does not require a lot of organizational detail or personal preparation. \_\_\_\_

**TOTAL:** \_\_\_\_\_

**TAN: Discovering Your Gift**

0 = never true

2 = regularly true

1 = sometimes true

3 = almost always true

1. I get a lot of joy out of hosting people at my home who need ministry. \_\_\_\_
2. I enjoy meeting new people and making them feel loved, accepted, and comfortable. \_\_\_\_
3. Without worrying about the neatness or “readiness” of my home, I feel comfortable having people over to the house. \_\_\_\_
4. It is fulfilling for me to see my home, my furnishings, and my food and household supplies used for those outside my immediate family. \_\_\_\_
5. People seem to feel comfortable and at ease in my home, including those who need shelter and healing. \_\_\_\_
6. I would be happy to add someone to my household temporarily in order to provide a helping hand or meet a need in their life. \_\_\_\_
7. I am not threatened by strangers or new people---in fact, I find myself drawn to them to help them feel welcome. \_\_\_\_
8. It would be a joy for me to host luncheons, dinners, or coffees for new residents in my area, or in my church. \_\_\_\_
9. I show a genuine love and interest for each guest in my home or ministry group. \_\_\_\_
10. I see my home as a haven for the lonely, the alienated, and the stranger. \_\_\_\_

**TOTAL:** \_\_\_\_\_

## DARK RED: Discovering Your Gift

0 = never true

2 = regularly true

1 = sometimes true

3 = almost always true

1. When presented with a physical or spiritual need, I tend to respond on my own initiative to try to meet it, especially through monetary or material generosity. \_\_\_\_
2. With regard to financial matters, I am moved to give all I can to people and organizations I consider worthy. \_\_\_\_
3. When called upon to serve, I am motivated to help in situations in which there are specific material needs like food, money, equipment, buildings, etc. \_\_\_\_
4. I feel moved to help when confronted with urgent financial needs of others. \_\_\_\_
5. I am often willing to sacrifice personal desires to give more generously to God's work. \_\_\_\_
6. My convictions and my life show that all I own is really God's and is to be used for His glory. \_\_\_\_
7. With regard to financial matters, I am concerned that God's money and ministry be used as efficiently as possible to accomplish more for people. \_\_\_\_
8. I joyfully and cheerfully give to God's work and God's people. \_\_\_\_
9. When I think about how much I love God, I want to give all the money and things I can to Him and His work. \_\_\_\_
10. I manage my money well and restrict my standard of living in order to give liberally to God's work. \_\_\_\_

**TOTAL:** \_\_\_\_\_

## LIGHT BLUE: Discovering Your Gift

0 = never true

2 = regularly true

1 = sometimes true

3 = almost always true

1. With regard to planning for the future of my church or organization, I tend to be concerned about and willing to do detailed work on the plans. \_\_\_\_
2. I am able and willing to learn administrative skills such as planning, organizing, and delegating. \_\_\_\_
3. I enjoy and am able to organize ideas, people, and projects for more effective ministry. \_\_\_\_
4. If I am in a group meeting and there is no evident or assigned leader, I would want to appoint or ask someone in the group to lead. \_\_\_\_
5. In terms of decision making, I often make decisions easily and with some degree of confidence. \_\_\_\_
6. If asked to serve in a church or ministry program, I would tend to choose a position which involved detailed planning and decision making. \_\_\_\_
7. I am able to lead a board, group, or committee in harmonizing various viewpoints to make a decision together. \_\_\_\_
8. I enjoy leading and am able to recruit Christians to use their talents and gifts in ministry. \_\_\_\_
9. I find great joy and fulfillment in organizing a project or ministry so that others know what to do and are effective in doing it. \_\_\_\_
10. People often look to me to set up procedures and plans to make changes or improvements of present ministries. \_\_\_\_

**TOTAL:** \_\_\_\_\_

## PLUM: Discovering Your Gifts

0 = never true

2 = regularly true

1 = sometimes true

3 = almost always true

1. In a group or organization, I prefer to lead. \_\_\_\_
2. I am able to quickly assess the needs of a group and figure out how its goals should be accomplished. \_\_\_\_
3. I enjoy and find it easy to motivate others to follow through on a ministry project. \_\_\_\_
4. It's challenging and fulfilling for me to guide a group of people to achieve their desired goals and objectives. \_\_\_\_
5. I almost automatically take responsibility or leadership when no other leaders have been designated. \_\_\_\_
6. I have a strong desire to motivate others toward godly objectives. \_\_\_\_
7. I usually know where we should be going as a group and can motivate others in that direction, too. \_\_\_\_
8. I notice through my life-style, actions, and ideas, that I seem to motivate other Christians to follow me. \_\_\_\_
9. Even in groups with different maturity levels, I seem able to lead with a positive response from the group. \_\_\_\_
10. Generally speaking, I tend to be more sensitive to the overall organizational direction and goals, than to minority or individual opinions. \_\_\_\_

**TOTAL:** \_\_\_\_\_

## DARK GREEN: Discovering Your Gift

0 = never true

2 = regularly true

1 = sometimes true

3 = almost always true

1. I feel deeply and hurt for others who are sick, imprisoned, poverty-stricken, or broken in some other way. \_\_\_\_
2. When faced with counseling another person, I tend to deeply identify with his or her situation. \_\_\_\_
3. When I choose Bible passages to study, they are very practical ones. \_\_\_\_
4. Generally speaking, I tend to help meet obvious needs without measuring the worthiness of the needy person or evaluation what the real needs may be. \_\_\_\_
5. I have a strong desire to do acts of love and kindness for those who cannot or will not return them to me. \_\_\_\_
6. I find fulfillment and contentment in meeting the needs of the suffering or the undeserving. \_\_\_\_
7. I cheerfully do tasks others find distasteful in order to minister to suffering and desperately needy people. \_\_\_\_
8. I enjoy being an agent of blessing to those in hospitals and nursing homes. \_\_\_\_
9. Even though people may bring problems on themselves and even justly deserve it, God uses me to help them and spare them some of the consequences. \_\_\_\_
10. In situations requiring organizational decision making, I tend to lack firmness because I am more concerned for people's feelings. \_\_\_\_

**TOTAL:** \_\_\_\_\_

## GRAY: Discovering Your Gift

0 = never true

2 = regularly true

1 = sometimes true

3 = almost always true

1. Usually, I have a tendency to visualize God's goals for His work. Then I work toward them despite roadblocks. \_\_\_\_
2. I am convinced that God answers prayer and that He works specifically through my prayer life. \_\_\_\_
3. I feel great satisfaction and joy in persisting through prayer for specific needs. \_\_\_\_
4. It seems that I depend on God's resources and guidance much more than most others. \_\_\_\_
5. I get excited about and feel at ease around others who pray much for situations and people needs. \_\_\_\_
6. What appears impossible to others, seems possible to me because God can do it. \_\_\_\_
7. I am convinced that, despite circumstances, God is going to keep His promises, and my life shows it. \_\_\_\_
8. When I feel that God has led, I seem to have unusual assurance that it will be accomplished, no matter what. \_\_\_\_
9. When planning for the future of my church or Christian group, I am more concerned with seeing the end results than with concerning myself with the details of getting there. \_\_\_\_
10. I tend to encourage other Christians to trust God and think big in terms of certain goals and actions. \_\_\_\_

**TOTAL:** \_\_\_\_\_

## **DARK PURPLE: Discovering Your Gift**

0 = never true

2 = regularly true

1 = sometimes true

3 = almost always true

1. I tend to probe and analyze to determine other Christians' true spiritual condition or needs. \_\_\_\_
2. Generally, I tend to be wise in discerning the personality, character, and spirituality of others. \_\_\_\_
3. Usually I am able to detect weaknesses and pitfalls when evaluating opportunities and situations. \_\_\_\_
4. I am often able to see through others' actions and know their real motives and inner attitudes. \_\_\_\_
5. There are times when I sense a particular teaching is unbiblical or off-balance. \_\_\_\_
6. I believe I am able to differentiate between demonic influence and mental illness. \_\_\_\_
7. I seem to be able to judge well between the evil thing and the good thing, as well as the acceptable and the unacceptable. \_\_\_\_
8. In Christian, as well as secular environments, I am able to detect error and false teaching and relate it to truth. \_\_\_\_
9. Usually I can spot a phony person before others do. \_\_\_\_
10. Other Christians seem to look to me for insight into the truthfulness of a particular teaching or person. \_\_\_\_

**TOTAL:** \_\_\_\_\_

# ANALYSIS

Place the totals of the previous corresponding colors to the colors below.

*(RED) EVANGELISM:* \_\_\_\_\_

Though all Christians are to witness to their faith in Christ, the gift of evangelism is a special ability to communicate the Gospel message in relevant terms to unbelievers. For our purposes, the gift of evangelism is the ability and responsibility to effectively communicate the Good News of salvation in Jesus in such a way that people respond and are converted. The process of evangelism isn't finished unless there is discipleship. What did Jesus command His disciples to do? (Matt. 28:19-20)

*(BLUE) SHEPHERDING:* \_\_\_\_\_

These people have the ability to take responsibility for the long term spiritual growth of a group of believers. They see guiding, feeding, and protecting the flock as their responsibility. They are motivated to see those under them enjoy spiritual health and growth. These people fit where discipleship is emphasized. The shepherding gift is defined as the ability and responsibility to spiritually guide, feed, and protect God's people.

*(LT GREEN) TEACHING:* \_\_\_\_\_

The supernatural gift of teaching has the "spark" of God to enable the effectiveness of the teacher to edify and promote the spiritual growth of other believers. Usually someone with the talent of teaching has developed this ability through formal education. But a person with the gift of teaching, though he or she surely benefits from training and preparation, does not require formal education to communicate truth that the Spirit uses for building up believers. Teaching is the gift of explaining God's truth and the ability to apply it to life in a meaningful way for Christian growth. (Just about all Christians can do some teaching.)

*(ORANGE) EXHORTATION* \_\_\_\_\_

These people have a special ability to encourage others in the body by giving words of comfort, encouragement, and counsel in times of need. They are attracted to individuals seeking spiritual growth and often are willing to share their past personal failures to help motivate others toward greater spiritual maturity. People gifted in encouragement can make accurate assessment of peoples spiritual needs and have the ability to explain truth logically, giving step by step instruction that is easy to follow. People with this gift should consider a ministry with people in need. The gift of exhortation then, is the ability and responsibility to come alongside and provide encouragement, strength, stability, consolation, and help.

*(BLACK) KNOWLEDGE:* \_\_\_\_\_

The gift of knowledge (I Corinthians 12:8) is defined as: the supernatural ability and responsibility to investigate and systematize the facts and truths related to God's revealed truth. Through it the Christian is enabled to acquire deep insight into divine truth. This gift helps us understand God's thoughts more deeply than would ever be possible by human reason alone.

*(PINK) WISDOM:* \_\_\_\_\_

It is not enough to grasp, systematize, and understand deep truths of God. We must go on to relate those truths to the needs and problems of life. This is where the gift of wisdom is especially important and practical. The ability and responsibility to apply knowledge to vexing situations and to exercise insight into various affairs calls for the gift of wisdom. Knowledge stored in the mind is useless unless it is applied to the needs of life. It applies to practical areas of life---marriage, dating, work, church life, eating, entertainment, life-style, money management, etc.

The gift of wisdom is the ability and responsibility to interpret, demonstrate insight, and understand facts for godly application.

*(VIOLET) HELPS:* \_\_\_\_\_

People who have the gift of helps are motivated by meeting needs of others. They like helping keep individuals in order to relieve them. They are motivated more to provide assistance than by the desire to accomplish a task. People who have the gift of helps should consider getting involved in a ministry where they help someone in a leadership role. It is the idea of supporting, assisting or lending a hand that motivates them. Helps is the ability and responsibility to give assistance and support where a need appears.

*(TAN) HOSPITALITY:* \_\_\_\_\_

The ability and responsibility to provide welcome, friendship, fellowship, food and/or lodging, especially to newcomers and strangers.

*(DK RED) GIVING:* \_\_\_\_\_

This spiritual gift can be defined as: the ability and responsibility to give materially to others and to the Lord's work with generosity and joy.

*(LT BLUE) ADMINISTRATION:* \_\_\_\_\_

These individuals are goal and objective oriented. They have strong organizational skills and are able to coordinate resources to accomplish a task quickly. They are motivated by accomplishing a desired task and often derive great satisfaction reviewing results of what they accomplished. These people fit in a ministry that is set up to accomplish one of the church's measurable goals. This spiritual gift can be defined as the ability and responsibility to understand God's goals for a group or task and effectively organize the group to accomplish those goals.

*(PLUM) LEADERSHIP:* \_\_\_\_\_

The gift of leadership is defined as: the ability and responsibility to sense and know God's goals for the church and to guide the body to the fulfillment of those goals.

*(DK GREEN) MERCY:* \_\_\_\_\_

These individuals have immediate compassion for those suffering physically, spiritually or emotionally. They derive great joy from meeting the needs of others and often attract people who are in distress. These persons usually draw out feelings of others and are willing to be vulnerable to hurts both directly and from feeling the hurts of others. Persons gifted in mercy have a tendency to avoid confrontation and firmness.

The spiritual gift of showing mercy is defined as: the ability and responsibility to feel compassion for the hurting and to cheerfully take action to alleviate that hurt. It includes three characteristics:

A FEELING OF PITY. A deep-down, continuous compassion, not just a stirring of emotions, that is supernatural in origin. It is an extension of the compassion and graciousness of the Savior.

A DESIRE FOR ACTION. Beyond feeling pity, the mercy giver will not rest until something is done to alleviate the hurt.

AN ATTITUDE OF CHEERFULNESS. The attitude with which we help a person conveys as much or more than the action itself.

*(GRAY) FAITH:* \_\_\_\_\_

The gift of faith is more than saving faith (I Corinthians 12:9). Faith is needed as we continue growing in the Christian life (II Corinthians 5:7). Not all Christians possess the faith that moves mountains. The gift of faith is the spirit-given ability to see something that God wants done and to sustain unwavering confidence that God will move to do it, even when faced by seemingly insurmountable obstacles.

The gift of faith is defined as: the ability and responsibility to confidently discern the will and purpose of God for His work and believe that God will accomplish it, even when it looks impossible.

*(DARK PURPLE) DISCERNMENT:* \_\_\_\_\_

The gift of discernment is defined as: the ability and responsibility to distinguish between the spirit of truth and the spirit of error.

## RESULTS

Place the top three gifts here from highest to lowest. These are likely your spiritual gifts.

#1 \_\_\_\_\_ #2 \_\_\_\_\_ #3 \_\_\_\_\_