

### Spiritual Gifts Assessment

As with other gifts, it is impossible to fully appreciate and make use of our spiritual gifts until they have been opened. This tool will help you begin to open your spiritual gifts by guiding you through a self-assessment inventory. These 60 questions will help you identify which gifts you have received in greatest measure.

Instructions: For each of the 60 questions which follow, shade in the box to the right of the question

corresponding to the number of the response that most closely matches how you perceive yourself.

Categories are presented across the top of the inventory.

- 4 consistently true
- 3 frequently true
- 2 occasionally true
- 1 infrequently true
- 0 rarely true

	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>0</b>
1. When presented a goal, I immediately think of steps that need to be taken in order to achieve the desired results.	<input type="radio"/>				
2. I express myself through artistic means.	<input type="radio"/>				
3. My faith requires me to seek out God's will and purpose in all circumstances that arise in my life.	<input type="radio"/>				
4. I am able to convey the gospel message to non-believers in ways that they are able to easily understand.	<input type="radio"/>				
5. I am moved by those who, through conflict or sorrow, are wavering in faith.	<input type="radio"/>				
6. I am certain of the Spirit's presence in my life and in the lives of others.	<input type="radio"/>				
7. I am blessed by God each day and gladly respond to these blessings by giving liberally of my time and money.	<input type="radio"/>				
8. I enjoy meeting new people and becoming acquainted with them.	<input type="radio"/>				
9. I know that God hears and responds to my daily prayers.	<input type="radio"/>				
10. I feel compelled to learn as much as I can about the Bible and faith.	<input type="radio"/>				
11. I am a take-charge person. When others follow my direction, the goal or task will be completed.	<input type="radio"/>				
12. When I see a person in need, I am moved to assist him or her.	<input type="radio"/>				
13. I love to sing and enjoy inspiring others through song.	<input type="radio"/>				
14. I find joy in and express myself by playing a musical instrument.	<input type="radio"/>				
15. I am motivated to provide spiritual leadership to those who are on a faith journey.	<input type="radio"/>				
16. I like working behind the scenes to ensure that projects are successful.	<input type="radio"/>				

	4	3	2	1	0
17. I enjoy working with my hands in a trade or skill that requires considerable experience to perfect.	<input type="radio"/>				
18. My great joy is to communicate biblical truth in such a way that it becomes real and understood by others.	<input type="radio"/>				
19. When a challenge is presented, I am usually able to identify an appropriate solution.	<input type="radio"/>				
20. I am able to take a thought or idea and put it into a clear and inspiring written form.	<input type="radio"/>				
21. I enjoy organizing thoughts, ideas, hopes and dreams into a specific plan of action.	<input type="radio"/>				
22. I can translate into artistic form what I first see in my imagination.	<input type="radio"/>				
23. I have assisted others as they sought to discern whether or not their personal decisions were helpful and in accordance with God's will for their lives.	<input type="radio"/>				
24. I enjoy being with non-believers and like having the opportunity to encourage them to faith and commitment.	<input type="radio"/>				
25. When I know someone is facing a crisis, I feel compelled to provide support and care.	<input type="radio"/>				
26. My trust in the Spirit's presence, when I encounter times of personal crisis, is a source of strength for others.	<input type="radio"/>				
27. I manage my time and money so that I am able to give much of it to the work of the church or other organizations.	<input type="radio"/>				
28. I am often asked to open my home for small-group gatherings or social occasions.	<input type="radio"/>				
29. I often become so absorbed in my prayer life that the doorbell or phone can ring and I will not hear it.	<input type="radio"/>				
30. Not one day would be complete without biblical study and thought.	<input type="radio"/>				
31. When I am in a group, others will often look to me for direction.	<input type="radio"/>				
32. I feel an urgency to provide housing for the homeless, food for the starving, comfort for those in distress.	<input type="radio"/>				
33. I have sung before groups and felt a real sense of God's presence.	<input type="radio"/>				
34. By my playing a musical instrument, inspiration has been provided for both myself and others.	<input type="radio"/>				
35. I have responsibility for providing spiritual guidance to an individual believer or group of believers.	<input type="radio"/>				
36. People tell me that without my willingness to do the unnoticed jobs, their work would be more difficult.	<input type="radio"/>				
37. I am good at building, repairing or restoring things, and I find satisfaction in doing so.	<input type="radio"/>				
38. I want to express my faith by assisting others to discover the truths contained in the Bible.	<input type="radio"/>				

	4	3	2	1	0
39. People come to me for help in applying Christian faith and values to personal situations.	<input type="radio"/>				
40. I often feel moved to write about my thoughts and feelings so others may benefit from them.	<input type="radio"/>				
41. I have been successful in organizing, directing and motivating people to achieve a goal.	<input type="radio"/>				
42. My artistic work has given spiritual strength to both believers and non-believers.	<input type="radio"/>				
43. In the congregation, I am often asked if a direction being discussed is in accordance with God's will and purpose.	<input type="radio"/>				
44. I do not find it difficult to share what Jesus means to me with non-believers.	<input type="radio"/>				
45. Those who are struggling with life questions have come to me for guidance and help.	<input type="radio"/>				
46. I can see great things happening in my congregation and am not derailed by the pessimism of others.	<input type="radio"/>				
47. When I receive money unexpectedly, one of my first thoughts is to share this gift through the church.	<input type="radio"/>				
48. I enjoy welcoming guests and helping them to feel at ease.	<input type="radio"/>				
49. Believers have asked me to pray for healing in their lives and have evidenced God's healing power.	<input type="radio"/>				
50. My study of the Bible has proven helpful to others in their faith journey.	<input type="radio"/>				
51. People have said they like to work with me because the task will be successfully completed.	<input type="radio"/>				
52. People have been surprised by how at ease I am while working with those who are suffering in mind, body or spirit.	<input type="radio"/>				
53. I am grateful and humbled that my singing has provided inspiration and hope for others on their faith journey.	<input type="radio"/>				
54. Others have told me they were moved by my playing a musical instrument.	<input type="radio"/>				
55. People have come to me for spiritual help, and it has developed into a long-term relationship.	<input type="radio"/>				
56. When I turn out the lights, take tables down, work in the kitchen or put chairs away, I feel that I have served the Lord.	<input type="radio"/>				
57. My knowledge of building, maintenance or repair has been a special value to the church and others.	<input type="radio"/>				
58. Students have told me that I can take the most difficult idea or concept and make it understandable.	<input type="radio"/>				
59. When direction is needed at work or in the congregation, I am generally asked for my opinion.	<input type="radio"/>				
60. My written work has been helpful to others in understanding life's truths.					

### Spiritual Gifts Assessment Scoring Grid

**Note:** Even though the term *scoring* is used, it is purely so that you can determine where your gifts are strongest. No other value is placed on the gifts you have or don't have. Remember, all gifts are given by the Holy Spirit.

The grid you will use is on page 14. Before you enter your responses, however, look at this sample grid.

After you complete the grid on page 14, you will have the opportunity to explore your own "gifts cluster."

#### Sample Grid

	1	2	3	4	5	6	7	8	9	10	11	12	
Questions 1, 21, 41													Administration
Questions 2, 22, 42													Artistry
Questions 3, 23, 43													Discernment
Questions 4, 24, 44													Evangelism
Questions 5, 25, 45													Exhortation
Questions 6, 26, 46													Faith
Questions 7, 27, 47													Giving
Questions 8, 28, 48													Hospitality
Questions 9, 29, 49													Intercession
Questions 10, 30, 50													Knowledge
Questions 11, 31, 51													Leadership
Questions 12, 32, 52													Mercy
Questions 13, 33, 53													Music (Vocal)
Questions 14, 34, 54													Music (Instrumental)
Questions 15, 35, 55													Pastoring
Questions 16, 36, 56													Service
Questions 17, 37, 57													Skilled Craft
Questions 18, 38, 58													Teaching
Questions 19, 39, 59													Wisdom
Questions 20, 40, 60													Writing

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### My Spiritual Gifts Assessment Scoring Grid

**Instructions:** Total the rating numbers for the three questions in the column on the left. For each gift there is a set of three questions, which could have a potential score of 0 to 12. The rectangular blocks will total your score as you shade in the number 0 1 2 3 4 for each of the three questions. For example, in the category of Administration, the answers to the three questions equal the numbers 2+4+3 total 9. The bar will be shaded in up to the number 9. Once the grid is completed, note that the longer the bar the stronger the corresponding gift.

The strongest gift(s) will generally have a total score of “7” or more. If you have more than one gift with a total of seven or more, then all of these gifts can be referred to as your “gift cluster.” Notice how each gift within the cluster has the potential to compliment and support another. The gifts within the cluster will need to be further explored to determine which ones you have truly been blessed with.

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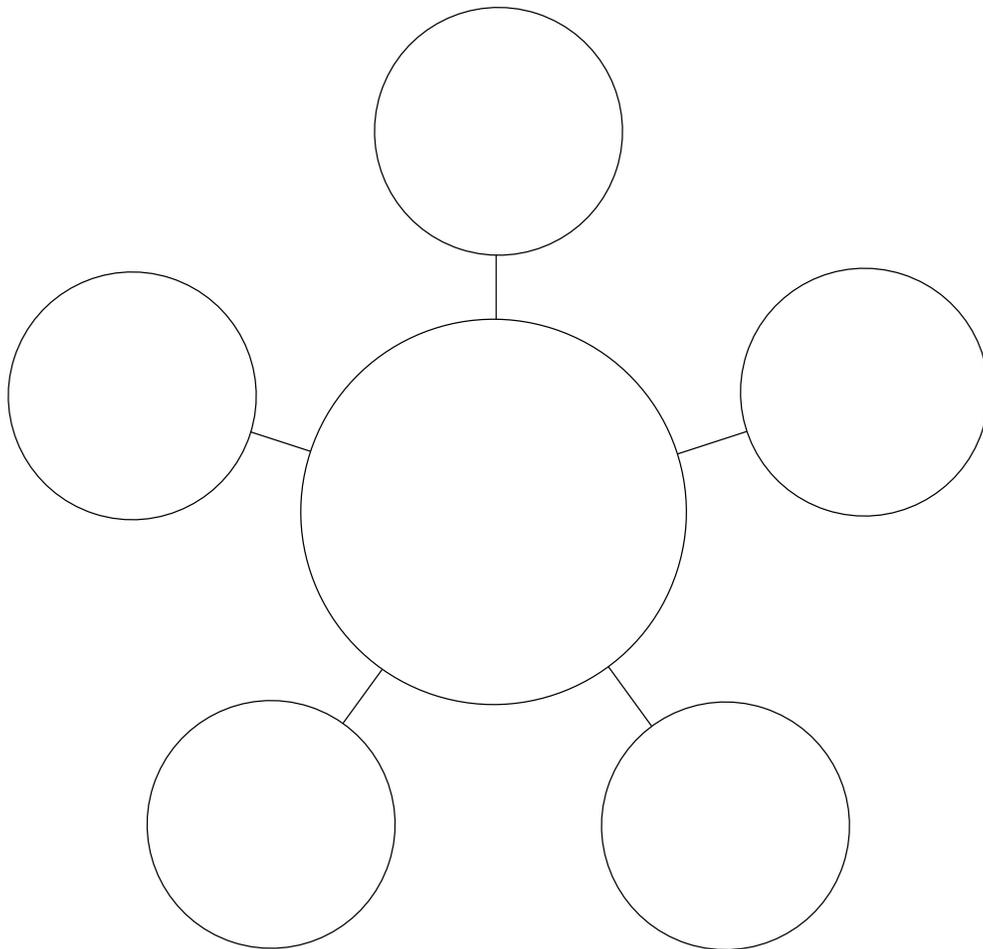
### Spiritual Gifts Cluster

Now that you've completed the scoring grid, let's examine your spiritual gifts cluster. In the center circle of the cluster chart, write the spiritual gift that had the highest rating. In the remaining circles, write the other gifts which you rated a 7 or more. This is your gifts cluster.

**Note:** If you have several gifts with the same score, you will need to discern further which gift is most natural for you and best complements the other gifts that will make up your gifts cluster. In this case you also might ask a person who is close to you to review your inventory with you. That person's perception of your strengths may be useful in identifying the gifts with which you have been truly blessed.

Look at your completed gifts cluster and ask yourself these questions.

- How will I use this information?
- What surprises lie in my gifts cluster?
- How does my gifts cluster explain the way I have been operating as a Christian?
- How will my ministry/my congregation be affected now that I am aware of my gifts?



These next steps are to explore what the Holy Spirit is up to in blessing you with these gifts. Taking these steps often will help you approach the answers.

**Pray** as you seek the Holy Spirit’s guidance as you explore your gifts.

**Study** to provide a solid foundation from which to use your gifts effectively. Study Scripture references, definitions and how each gift functions in the body of Christ. Remember, the mission is ultimately what’s important.

**Take time and make space** to examine how you feel about each of the gifts in your cluster. Traditionally, the next step in some assessments after identifying your spiritual gifts would be to receive a list of tasks assigned to a particular gift. For example, if you have the gift of hospitality, the list might include greeter, usher or fellowship hour host. These are important tasks and should not be ignored or left undone. However, the Holy Spirit is calling the body of Christ beyond the church walls for the sake of the world. To begin to think outside the box, start with questions like “Where is my passion?” “Where is the greatest need?”

**Celebrate** and use your spiritual gifts. The mystery of these gifts is that, the more you use them, the more confident you become in them and the more effective your ministry is. Pay close attention to what happens when you are fully engaging your gifts and when you are not.

**Listen!** As you use your spiritual gifts, others may provide affirmation. The Holy Spirit finds many ways to speak, so listen when others recognize your gifts and express thankfulness for a job well done. The Holy Spirit is not the type to give a gift with no strings attached, and those affirmations are a kind of string. These are not strings to control you or your gifts, however, but strings to assist you in using them.

### Spiritual Gifts Cluster Exercise

This exercise will help you to explore what gets in the way of your ability to use your gifts. Follow these instructions:

1. Take a few minutes to look closely at your scoring grid and cluster diagram.
2. If you are in a group, find your “Gift Mates.” These are people with the same center gift. Record the group’s answers on newsprint. (If no one else has the same center gift or you are doing these activities alone, skip to step 4.)
3. Share with the group the other gifts in your gifts cluster. Listen for the diversity in the combinations.
4. Begin a discovery process with the following discussion starters.
  - Did you know this gift (in the center circle) was your strongest gift?
  - Were there any surprises?
5. Now turn to these questions about your strongest gift.
  - How have I used this gift?
  - What gets in the way of my using this gift effectively?
  - What do I/we put in the way of this gift being used to its fullest in the community of faith?
6. Answer these bonus questions if you have time.
  - How do I make room in my life so that all my gifts can be used?
  - How do I enable others to make room to use all their gifts?