

SHARE THE VISION
GIFT ASSESSMENT AND SKILLS INVENTORY

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All responses to the surveys in this booklet are to be recorded on the
Spiritual Gifts Response Sheet
which is APPENDIX FOUR in the workbook entitled "The Church."

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Do Not Miss This:

This Spiritual Gifts Assessment (or any other) does not provide a failsafe indication of what ones spiritual gifts are. It is only an indicator of where to begin investigating by servinq.

As we serve, trying various ministries, beginning with those indicated by the survey, we will begin to discern God's will and gifting based on where He gives fruit as we serve.

“SHARE THE VISION”
WORKSHEETS FOR ASSESSING INDIVIDUAL
GIFTS, TALENTS, SKILLS, AND EXPERIENCE
FOR CHRISTIAN SERVICE

What Are Spiritual Gifts?

A spiritual gift is a Spirit-given ability for Christian ministry. We have certain aptitudes, capacities, and abilities that enable us to perform a ministry. These gifts come from God.

Spiritual gifts are listed in three separate letters in the New Testament: Romans 12:6-8; 1 Corinthians 12:8-10, 28-30; and Ephesians 4:11. These gifts vary somewhat from list to list, though with some repetition. None of these lists is complete, and we do not know whether all of the lists combined are a complete list of all the spiritual gifts. Many scholars think that the lists are intended to give examples of spiritual gifts rather than to make a complete list. [Please take time now to read the three lists in your Bible. You may be surprised to learn that most of them are not in the controversial or exotic categories. But they are very special, because they are given to us by God Himself.]

Why Learn What Gifts One Has?

Although we Christians wish to function in the Church in many different areas, such as giving and witnessing, there are certain ones for which we are especially gifted for effective and productive ministry. We have known people who have tried very hard to serve where they have been pressed into service, only to become ineffective, tired, and discouraged very soon. It was clear to all they were not gifted for that ministry. With this assessment tool that follows, we wish to find those areas where the Holy Spirit has given you all the tools for effective and satisfying service.

If you are elderly or handicapped, for example, you may think this is not for you. You may be surprised that those with the most vital ministry of intercession are shut-ins and handicapped. Please read on!

PART I - ASSESSING YOUR **“CHARACTER TRAIT/MOTIVATIONAL” GIFTEDNESS**

The gift list in Romans 12 seems to do double duty in that it represents not only ministry giftedness, but may also indicate spiritual character qualities or motivational gifts.

Please decide which statements are true and best describe you or your tendencies most of the time. Then count the total number of true statements in each group, beginning with Group A. Instead of marking in this booklet, please use Appendix 7. After doing all seven groups, put a circle around the two highest totals on your response sheet (maximum of 7 per group).

Group A

- More expressive/dominant than submissive/tolerant/inhibited.
- Feels responsible to confront people with truth.
- Strongly opinionated/individualistic.
- Able to apply biblical truths to everyday situations.
- Willing to experience brokenness to prompt brokenness in others.
- Messages bring conviction and change in the lives of others.
- More depressed than light-hearted about life and its problems.

Group B

- Studies, understands and shares truth from God's Word.
- More objective/self-disciplined than subjective/spontaneous.
- Gathers truth and presents it in an organized manner.
- Listens with a discerning ear to the teaching of others.
- Analytical, makes decisions based on facts.
- Enjoys researching an idea, and effectively communicating it to others at their level.
- Able to stimulate others to understanding truth and obey it.

Group C.

- More tolerant/sympathetic than hostile/indifferent.
- Tends to be positive and full of faith.
- Strong desire to see people mature spiritually.
- Enjoys strengthening the weak, and reassuring the unstable.
- Views trials as divine opportunities for growth.
- Likes to challenge and is willing to rebuke to cause growth in others.
- Spontaneously discerns needs and individually encourages those in the trenches.

Group D

- Tendency toward a low self-image.
- Others easily confide in you.
- Strong desires to remove the causes of people's hurts and not see the benefits of them.
- Very empathetic, patient, tolerant and impulsive.
- Able to express love in tangible ways.
- Reacts harshly when people are hurt, displaced or rejected.
- A positive faith which does not become easily depressed.

Group E

- Thorough and careful, skilled in details.
- More composed/objective than nervous/subjective.
- Able to see the overall picture and anticipate possible implications.
- Clarifies goals and develops "strategies" to accomplish them.
- Feels frustration and sadness at disorganization.
- Able to identify and effectively use resources to accomplish tasks.
- Concerned for the productivity of Kingdom work more than personal desires.

Group F

- Conscientious person.
- Desires to give quietly without public notice, yet needs to feel liked.
- Gives gifts which are high quality.
- Wrestles with being faithful in issues of money management.
- Ability to give liberally and joyfully.
- Desires to use their giving as a way to motivate others to give.
- Feels a part of the work to which they give.

Group G.

- Identifies needs and desires to help meet them manually.
- Usually easy-going, loyal, wants to be liked.
- Enjoys serving when it frees others to better accomplish their ministry.
- Publicly more inhibited than expressive.
- Has difficulty saying "no," which often results in over-involvement.
- Tendency to feel inadequate and unqualified for spiritual leadership.
- Likes short-range projects better than long-range responsibilities.

PART II - ASSESSING YOUR MINISTRY EXPERIENCE

There is often a correlation between a person's past Christian experiences and his/her spiritual gifts. This assessment explores a variety of experiences that provide a comparative indication as to what specific gifts you are most likely and least likely to have.

In this group of gifts, we now include the Ephesians 4 gifts, the Romans 12 gifts, all but six of the two lists in I Corinthians 12, and a group of five more gifts not biblically listed, but observed in actual practice as the church functions. [The reasons for omitting the six are explained in Part IV].

Included in Appendix 7 is a rectangular Response Chart with 136 numbers for this section, where you will register your scores for the following 136 questions. [Take heart — it's the only long section in the entire bunch!] In the little box numbered 1, mark your score for "question" 1, and so on. The "answer" for each question will be a number, as follows:

Put a 3 for statements consistently, definitely true.

Put a 2 for true most of the time or usually.

Put a 1 for true some of the time, occasionally.

Or, put a 0 for not true at all, never.

Answer according to who you are, not who or what you would like to be, or think you ought to be! Answer to what degree these statements reflect your usual tendencies.

When finished with all the questions, add all your scores in column A, then B, etc. When finished, please circle the four highest score totals.

- | | | |
|---|--|--|
| 1. I enjoy learning about management issues and how organizations function. | 17. I can communicate difficult biblical concepts so that people become motivated to learn and study them more. | 32. I feel compelled to expose sin in the culture, church, or an individual's life in order to have them walk consistently in the truth. |
| 2. I want to share the gospel in areas or countries that have not yet received the message. | 18. Once I know the goal, I like to develop a plan or strategy to meet it. | 33. I like to nurture others in their development as a child of God, being patient but firm in their growth. |
| 3. I am able to perceive what a person is really wanting to communicate by what they are saying or not saying. | 19. I have a pioneering or entrepreneur spirit which likes to do what others have not. | 34. I enjoy studying the Bible in order to share practical insights that will enable others to grow and act in obedience. |
| 4. I feel fulfilled when I have been able to fashion/create something that helped one of the church's ministries. | 20. People tell me that I am a patient and good listener. | 35. When I think about an event, I am able to visualize it so that potential problems are solved before they happen. |
| 5. In conversations with others, they say to me, "I have never thought about it that way." | 21. I can visualize through my mind's eye how something is to be constructed before I build it. | 36. Serving in another culture excites me. |
| 6. My first impressions of people are accurate. | 22. I like the challenge of communicating with others so that there is variety and creativity. | 37. I have a deep longing to help people lead a wholistic and balanced life-style. |
| 7. I have had positive responses to confronting people who were wandering from the truth. | 23. I can perceive the genuineness of a person's motives. | 38. I am handy and good when working with my hands. |
| 8. I seek out unbelievers with the desire to present the message of Christ. | 24. I gravitate toward those who are confused or troubled in order to encourage them. | 39. I enjoy developing my skills in the arts: music, crafts, drama, photography, etc. |
| 9. I am confident that even in difficult times I can accomplish great things for God. | 25. I look for different ways to effectively share my faith. | 40. Others come to me to clarify a teaching or what is right or wrong in a situation. |
| 10. I enjoy giving what resources I have to those in need. | 26. Even when things seem impossible, I trust God for His provision. | 41. I gently, but firmly, challenge others to live a life of greater obedience. |
| 11. I like to work behind the scene so that others can better use their gifts. | 27. I want to see significant things happen for God's glory, so I give more than a tithe. | 42. When I share the gospel, people desire to know more about a relationship with Jesus Christ. |
| 12. I use my home as a place to minister to people in need. | 28. I feel there is spiritual significance in the routine tasks I do for the ministries in the church. | 43. I am able to pray knowing that God hears and will answer my prayers. |
| 13. I will accept responsibility for a group when it does not have any direction or leadership. | 29. I enjoy meeting new people and helping them to get acquainted with others in the church. | 44. I am fulfilled in sharing my money and possessions without expecting anything in return. |
| 14. I am able to empathize with suffering people and involve myself in their healing process. | 30. I am able to effectively organize those in the body to achieve specific goals which I perceive to be clearly God's plan. | 45. I am most fulfilled when I am able to serve in an area of need. |
| 15. I speak the truth of God's Word even when it is unpopular and difficult for others to accept. | 31. I enjoy ministering to people in hospitals, prisons, and rest homes. | 46. I spend time with visitors in order to make them feel comfortable and cared for. |
| 16. It is Important to me to know and be well-known by those I serve and guide. | | 47. While being able to guide others in achieving a goal, I do it in such a way that they feel "led of the Spirit" in a "God-glorifying" task. |

48. I look beyond a person's deformities and their lingering problems to see a life that matters to God.
49. I speak very compellingly to groups or individuals about obeying God's commands and teachings.
50. I prefer long-term, stable relationships in which I can model servant leadership for new or young believers.
51. I organize biblical materials and give systematic presentations which are appreciated by the body.
52. I can organize ideas, people and events.
53. I am, or desire to be, actively involved in the church's foreign mission program.
54. I have given practical guidance to others which led to the healing of broken relationships.
55. I can form, develop, or adapt materials to best meet a need.
56. I need to regularly be alone to reflect and use my imagination.
57. In spiritual matters, I am able to distinguish between truth and error.
58. I reassure those who need to take some courageous steps in their faith, family, or life.
59. I am so concerned for the lost that I feel constantly motivated to invite people to receive Christ.
60. I visualize great things for the cause of Christ and take action, even without the visible means to accomplish them.
61. I am a good manager of money so that I can support ministries that further the cause of Christ.
62. I willingly do a variety of odd jobs around the church to practically meet the needs of others.
63. I will spontaneously invite people to my home to minister to them, even though the house may not be totally presentable.
64. It seems that many Christians look to me for my thought and actions in determining what to do in their own life.
65. I do what I can to show God's love to those who are suffering "behind the scenes."
66. I apply biblical principles to the popular issues being faced within the culture, causing others to think differently.
67. I enjoy providing general oversight for a few Christians, guiding them in their growth.
68. When I teach others, I feel comfortable responding to questions.
69. I am able to handle a lot of details at the same time in order to accomplish a task.
70. I am willing to take a part in starting a new church.
71. People tell me things they have not told others and say that I am easy to talk to.
72. I enjoy being creative when working with wood, yarn, metal, glass, etc.
73. I critique the performances and work of others.
74. I can determine and expose a person's deception or phoniness before others recognize it.
75. I gravitate toward broken people with the desire to see them grow in their faith.
76. My conversations with unbelievers seem to include spiritual matters.
77. Believing prayer works, I spend time with those who regularly pray.
78. I often give anonymously to help meet an individual's or ministry's financial needs.
79. I like to find things that need to be done, and do them, even without being asked.
80. I like to greet, welcome, and create a warm atmosphere for those who attend various functions within the body.
81. I can adjust my leadership to motivate a wide variety of people in the church to work together in order to meet a goal or accomplish the task at hand.
82. I understand the emotional and spiritual swings of those going through painful experiences, and I patiently support them.
83. When I clearly communicate the truths of God, people are inspired to personally apply them and turn from their deception.
84. I have a compassionate need to protect wandering believers.
85. Christians have told me that I have really helped them to better understand some biblical truth or personal issue so that they are now living differently.
86. I like to work hard at making ministries more efficient.
87. I like to share the gospel in different ways so as to be culturally clear and sensitive to people's differing world views.
88. When someone has a spiritual or relational struggle, I care for them in such a way that over time they are able to practically work through their problems.
89. I am able to design and build things that help the church to better care for people.
90. Through my artistic expression, people have been able to recognize a deeper truth about themselves, their relationships, or God.
91. I am a good judge of character.
92. I strengthen those who are wavering in their faith by directing them to God's promises and truth.
93. I like those I am around to know that I am a Christian, in the hope that they will ask me about my relationship with Christ.
94. I am convinced of God's daily presence and move confidently in His power.
95. I am able to earn large amounts of money for the Lord's work.
96. When I see so many needs within the church, it is hard for me to say "no."
97. I feel free to open my home to those who need physical or emotional support.
98. I usually know where I am going and can influence other Christians to head in that direction.
99. I help those who are unsupported and whom others think are undeserving.
100. I stimulate others to use scriptural principles in their personal/professional and their public/private decisions.
101. I provide guidance for the whole person—relationally, emotionally, physically, spiritually, etc.

102. I love to learn and explain the Word in ways that cause people to listen and act accordingly.
103. I see people as gifted and valuable resources to be coordinated for greater effectiveness in the church.
104. I can easily adapt to my surroundings and minister effectively within them.
105. I am able to empathize with bitter, angry and confused people in such a way that I can help them.
106. I honor God with my hand-crafted gifts.
107. Unless I am doing what I enjoy, I generally have a short attention span.
108. I can sense when demonic forces are at work in a person, situation, or teaching.
109. I inspire others to take more seriously the Lordship of Christ in their lives.
110. When I share my testimony and God's plan of salvation, people respond in faith.
111. When I sense God's direction, I will press on even with the objections or opposition of others.
112. I am confident that the resources I share with others were for that purpose, and whether they are ever replenished is not of concern to me.
113. I enjoy using my natural and acquired skills to facilitate more effective ministry.
114. I enjoy providing food and lodging for those in need.
115. I am able to clarify a vision decisively, managing people and resources to fulfill it.
116. People have told me that I get too personally and emotionally involved in helping needy people.
117. I challenge believers to confront and turn from their sin, even in the face of rejection, pressure, or accusations of being narrow-minded.
118. I care for people so much that I enjoy walking through life with a small group of believers, leading them along the way.
119. I have a deep concern and ability to relate God's truth to life so that Christians develop healthy attitudes and values.
120. I can see the big picture and develop the details needed to accomplish it.
121. I have a strong sense of God's calling to serve in new areas of ministry.
122. I can disagree with someone without making them feel judged or rejected.
123. I understand how raw materials need to be fashioned in order to properly construct what is desired.
124. No matter what I do, I feel that I could have done it better.
125. I have been told that my insights about certain teachings or people have been true.
126. I strengthen and motivate others to take their spiritual walk more seriously.
127. When a person I've led to Christ becomes a believer, I also guide them to discipleship opportunities.
128. I have such a peace about God's care and provision for me and others that believers have commented about my faith and trust.
129. I feel appreciated to know that my financial support has made a significant difference in the life and ministry of God's people.
130. I find satisfaction in encouraging others through my desire to serve when and where there is a need.
131. I do what I can to help new people feel like they belong.
132. I have led groups that have experienced success through difficult circumstances with a deep sense that they were fulfilling the will of God.
133. I feel such compassion for hurting people that I actively do what I can to alleviate the sources of their discomfort.
134. I am willing to personally suffer or have others suffer if it will yield a more obedient and faithful walk with God.
135. Over time, others have told me how much they appreciated my continuing support and concern for them.
136. People say they learn a lot when I teach the Bible, and they seem to be motivated to study it more on their own.

Part III - HOW SOMEONE ELSE ASSESSES MY GIFTEDNESS

Now have someone else — spouse, family member, or close friend — do a quick assessment of your giftedness by noting his/her observations in this section. (He/she completes the remainder of this section.)

DIRECTIONS FOR OBSERVER:

Read each of the descriptions below, and mark one of the following letters in the space provided on this person's response sheet, Part III, as it applies to the person who requested you to help with his/her assessment.

- D *definitely* true, yes, certain gift
- P *possibly* true, maybe, potential gift
- O does *not* have gift
- ? I don't know, have not observed

After you have finished, please circle on the response sheet the three you feel are the three most certain, most definite ones you have observed in this person. Thanks!

1. **PROPHECY:** The divine enablement to proclaim God's truth with power and clarity in a timely and culturally sensitive fashion for correction, repentance, or edification.
2. **TEACHING:** The divine enablement to understand, clearly explain, and apply the Word of God to the lives of listeners.
3. **COUNSELING:** The divine enablement to effectively listen and assist someone in their quest for psychological and relational wholeness.
4. **CREATIVE COMMUNICATION:** The divine enablement to communicate God's truth through a variety of art forms.
5. **ENCOURAGEMENT:** The divine enablement to reassure, strengthen, and affirm those who are discouraged or wavering in their faith.
6. **EVANGELISM:** The divine enablement to so effectively communicate the message of Christ to unbelievers that they respond in faith and discipleship.
7. **HOSPITALITY:** The divine enablement to care for new or needy people by providing fellowship, food, and shelter.
8. **LEADERSHIP:** The divine enablement to attract, lead, and motivate people to accomplish the work of ministry.
9. **MERCY:** The divine enablement to minister cheerfully and appropriately to people who are suffering.
10. **SHEPHERDING:** The divine enablement to lead, care for, and nurture individuals or groups in the Body as they grow in their faith.
11. **ADMINISTRATION:** The divine enablement to understand what makes an organization function, and the special ability to plan, execute, and achieve procedures that increase the church's organizational effectiveness.
12. **CRAFTSMANSHIP:** The divine enablement to facilitate ministry through the creative construction of necessary tools for ministry.
13. **GIVING:** The divine enablement and ability to contribute money and material resources to the work of the Lord with cheerfulness and liberality.
14. **HELPS:** The divine enablement to attach spiritual value to the accomplishment of physical tasks within the Body of Christ.
15. **APOSTLESHIP:** The divine enablement to start churches and oversee their development.
16. **DISCERNMENT:** The divine enablement to distinguish between the truth and error.
17. **FAITH:** The divine enablement to see the Lord's will and act on it with an unwavering belief in God's ability.

PART IV - A SPECIAL DESIRE

If you could do anything in the world that you wanted to (secular or spiritual), what would it be? [Assume it is the perfect will of God for you to do it, and money, time, education, etc., are not a problem.] Please write your response on your response sheet, Part IV.

KEY FOR RESPONSES

PART I - "CHARACTER TRAIT/MOTIVATIONAL" GIFTEDNESS

- A. Prophet
- B. Teacher
- C. Exhortation/Encouragement
- D. Mercy
- E. Administration/Organizer
- F. Giver
- G. Server/Helps

PART II -"MINISTRY EXPERIENCE"

- A. Administration
- B. Apostleship
- C. Counseling
- D. Craftsmanship
- E. Creative Communication
- F. Discernment
- G. Encouragement/ Exhortation
- H. Evangelism
- I. Faith
- J. Giving
- K. Helps/Serving
- L. Hospitality
- M. Leadership
- N. Mercy
- O. Prophecy
- P. Shepherding/Pastor
- Q. Teaching