

Spiritual Gifts Tool

This is not a test – enjoy the process! There are no right or wrong answers – only true facts about your experience and preference according to the following statement.

Read the 72 statements, rating each one from 0-4 on the answer key.

0 is “Not at all, never” to 4 which is “Consistently, definitely true.”

0 isn’t “bad” and 4 isn’t “good.” It is simply a reflection of where your strengths are.

When you find a statement with two or more parts, and you rate any one as not true in your life, then mark the whole question with a low number. In other words, if you think one part is true, but another part is not, rate the whole question with a low number.

1	0 1 2 3 4	I enjoy working behind the scenes, taking care of little details.
2	0 1 2 3 4	I usually step forward and assume leadership in a group where none exists.
3	0 1 2 3 4	When in a group, I tend to notice those who are alone and help them feel part of the group.
4	0 1 2 3 4	I have the ability to recognize a need and get the job done no matter how small the task.
5	0 1 2 3 4	I have the ability to organize ideas, people and projects to reach a specific goal.
6	0 1 2 3 4	People often say I have good spiritual judgment.
7	0 1 2 3 4	I am very confident of achieving great things for the glory of God.
8	0 1 2 3 4	I enjoy giving money to those in serious financial need.
9	0 1 2 3 4	I enjoy ministering to people in hospitals, prisons, or rest homes to comfort them.
10	0 1 2 3 4	I often have insights that offer practical solutions to difficult problems.
11	0 1 2 3 4	I enjoy encouraging and giving counsel to those who are discouraged.
12	0 1 2 3 4	I have an ability to thoroughly study a passage of Scripture and then share it with others.
13	0 1 2 3 4	I presently have responsibility for the spiritual growth of one or more young Christians.
14	0 1 2 3 4	Other people respect me as an authority in spiritual matters.
15	0 1 2 3 4	I have an ability to learn foreign languages.
16	0 1 2 3 4	God often reveals to me the direction He desires the Body of Christ to move.
17	0 1 2 3 4	I enjoy developing relationships with non-Christians with the hope of telling them about Jesus.
18	0 1 2 3 4	Whenever I hear about needy situations, I am burdened to pray.
19	0 1 2 3 4	I would like to assist pastors or other leaders so they can focus on their priority ministries.
20	0 1 2 3 4	When I ask people to help me with an important ministry for the church, they usually say yes.
21	0 1 2 3 4	I enjoy entertaining guests and making them feel “at home” when they visit.
22	0 1 2 3 4	I take initiative to serve and enjoy serving others, no matter how small the task.
23	0 1 2 3 4	I am a very organized person who sets goals, makes plans, and achieves goals.
24	0 1 2 3 4	I am a good judge of character and can spot a spiritual phony.
25	0 1 2 3 4	I often step out and start projects that other people won’t attempt, and I usually succeed.
26	0 1 2 3 4	I joyfully give money well above my tithe to the church.
27	0 1 2 3 4	I feel compassion for people who are hurting and lonely, and I like to spend considerable time with them to cheer them up.
28	0 1 2 3 4	God has enabled me to choose correctly between several complex options in an important decision, when no one else knew what to do.
29	0 1 2 3 4	I am very fulfilled when I encourage others, especially if it is about their spiritual growth.
30	0 1 2 3 4	I enjoy studying difficult questions about God’s Word, and I usually find the answers quickly.
31	0 1 2 3 4	I enjoy being involved in people’s lives and helping them grow spiritually.
32	0 1 2 3 4	I would be willing and excited to start a new church.
33	0 1 2 3 4	I can adapt easily to cultures, languages, and lifestyles, other than my own, and would like to use my adaptability to minister in foreign countries.
34	0 1 2 3 4	I will always speak up for Christian principles with conviction, even when it isn’t popular.
35	0 1 2 3 4	I find it easy to invite a person to accept Jesus as their Saviour.
36	0 1 2 3 4	I have a passion to pray for the significant issues of God’s kingdom and His will for Christians.
37	0 1 2 3 4	I enjoy relieving others of routine tasks so they can get important projects done.
38	0 1 2 3 4	I can guide and motivate a group of people toward achieving a specific goal.
39	0 1 2 3 4	I enjoy meeting new people and introducing them to others in the group.
40	0 1 2 3 4	I am very dependable for getting things done on time, and I don’t need much praise or thanks.

Discipleship

41	0 1 2 3 4	I easily delegate significant responsibilities to other people.
42	0 1 2 3 4	I am able to distinguish between right and wrong in complex spiritual matters when other people can't seem to figure it out.
43	0 1 2 3 4	I trust in God's faithfulness for a bright future even when facing significant problems.
44	0 1 2 3 4	I wouldn't mind lowering my standard of living to give more to the church and others in need.
45	0 1 2 3 4	I want to do whatever I can for the needy people around me, even if I have to give up something.
46	0 1 2 3 4	People often seek my advice when they don't know what to do in a situation.
47	0 1 2 3 4	I feel a need to challenge others to better themselves, especially in their spiritual growth, in an uplifting, rather than condemning way.
48	0 1 2 3 4	Others listen and enjoy my teaching of Scriptures.
49	0 1 2 3 4	I care about the spiritual welfare of people, and do my best to guide them toward a godly lifestyle.
50	0 1 2 3 4	I am accepted as a spiritual authority in other parts of the country or world.
51	0 1 2 3 4	I would like to present the Gospel in a foreign language, in a country different than my own.
52	0 1 2 3 4	I feel a need to speak God's biblical messages so that people will know what God expects of them.
53	0 1 2 3 4	I like to tell others how to become a Christian and invite them to receive Jesus into their life.
54	0 1 2 3 4	Many of my prayers for others have been answered by the Lord.
55	0 1 2 3 4	I enjoy helping others get their work done, and I don't need a lot of public recognition.
56	0 1 2 3 4	People respect my opinion and follow my direction.
57	0 1 2 3 4	I would like to use my home to get acquainted with newcomers and visitors to the church.
58	0 1 2 3 4	I enjoy helping people in any type of need and feel a sense of satisfaction in meeting that need.
59	0 1 2 3 4	I am comfortable making important decisions, even under pressure.
60	0 1 2 3 4	People come to me for help in distinguishing between spiritual truth and error.
61	0 1 2 3 4	I often exercise my faith through prayer, and God answers my prayers in powerful ways.
62	0 1 2 3 4	When I give money to someone, I don't expect anything in return, and I often give anonymously.
63	0 1 2 3 4	When I hear people without jobs who can't pay their bills, I do what I can to help them.
64	0 1 2 3 4	God enables me to make appropriate application of biblical truth to practical situations.
65	0 1 2 3 4	People respond well to my encouragement to become all they can be for God.
66	0 1 2 3 4	I am systematic in my approach to presenting Bible lessons to a group of people.
67	0 1 2 3 4	I help Christians, who have wandered away from the lord, find their way back to a growing relationship with Him and get involved in a local church.
68	0 1 2 3 4	I would be excited to share the Gospel and form new groups of Christians in areas where there aren't many churches.
69	0 1 2 3 4	I have no racial prejudice and have a sincere appreciation for people very different from myself.
70	0 1 2 3 4	I find it relatively easy to apply biblical promises to present day situations, and I'm willing to confront in love, if necessary.
71	0 1 2 3 4	I have a strong desire to help non-Christians find salvation through Jesus Christ.
72	0 1 2 3 4	Prayer is my favourite ministry in the church and I consistently spend a great deal of time at it.

Answer Key

Transfer your answers to the table below.

Add up the 18 rows of 4 numbers and enter the total in the "total" column.

Find your 3-5 highest scores and circle the appropriate letters (A to R) by the high scores.

Turn to the GIFTS KEY page and find the 18 gifts listed from A to R.

On your answer sheet, write in the name of the gifts corresponding with your high scores.

There is not a specific number needed to "Get the gift!" Your highest scores indicate which gifts may be yours. For example, if you have two 7's, and 8 and two 9's as your highest scores, then those are your gifts. If you have 4 16's, those are your gifts.

You may wish to write in all 18 gifts names on your answer sheet to compare your strong gifts with those that are not your strongest.

Answer				Totals	Gifts
1	19	37	55		A
2	20	38	56		B
3	21	39	57		C
4	22	40	58		D
5	23	41	59		E
6	24	42	60		F
7	25	43	61		G
8	26	44	62		H
9	27	45	63		I
10	28	46	64		J
11	29	47	65		K
12	30	48	66		L
13	31	49	67		M
14	32	50	68		N
15	33	51	69		O
16	34	52	70		P
17	35	53	71		Q
18	36	54	72		R

Gifts Key

Definitions and Scriptural References

While not meant to be dogmatic or final, these definitions and supporting Scriptures do correspond to characteristics of the gifts as expressed in the Spiritual Gifts Discovery Tool.

For best results, do not read the Gift Key until you have answered all the statements.

- A. Helps** - The ability to work with and support other Christians' ministry efforts
Mark 15:40-41 Acts 9:36 Romans 16:1-2 1 Corinthians 12:28
- B. Leadership** - The ability to influence others according to a "big picture" purpose, mission, or plan.
Romans 12:8 1 Timothy 3:1-13 1 Timothy 5:17 Hebrews 13:17
- C. Hospitality** - The ability to make people feel "at home," welcome, cared for, and part of the group
Acts 16:14-15 Romans 12:13 1 Peter 4:9 Romans 16:23 Hebrews 13:1-2
- D. Service** - The ability to identify and meet the practical needs of others
Acts. 6:1-7 Romans 12:7 Titus 3:14 Galatians 6:101 1 Timothy 1:16-18
- E. Administration** - The ability to coordinate and organize people and projects
Luke 14:28-30 Acts 6:1-7 1 Corinthians 12:28
- F. Discernment** - The ability to perceive whether a person's actions originate from godly, satanic, or merely human sources
Matthew 16:21-23 Acts 5:1-11 1 John 4:1-6 Acts 16:16-18 1 Corinthians 12:10
- G. Faith** - The ability to believe God with confidence for things unseen, for spiritual growth and for the acceptance of the will of God
Acts 11:22-24 Romans 4:18-21 1 Corinthians 12:9 Hebrews 11
- H. Giving** - The ability to cheerfully and generously contribute personal resources to God's work
Mark 12:41-44 Romans 12:8 2 Corinthians 8:1-7 2 Corinthians 9:2-7
- I. Mercy** - The ability to feel sincere empathy and compassion in a way that results in practical belief for people's hurts, pain and suffering
Matthew 9:35,36 Mark 9:41 Romans 12:8 1 Thessalonians 5:14
- J. Wisdom** - The ability to discern the mind of Christ and apply Scripture truth to a specific situation in order to make the right choices and help others move in the right direction.
Acts 6:3,10 1 Corinthians 2:6-13 1 Corinthians 12:8
- K. Exhortation** - The ability to appropriately communicate words of encouragement, challenge, or rebuke in the Body of Christ
Acts 14:22 Romans 12:8 1 Timothy 4:13 Hebrews 10:24-25
- L. Teaching** - The ability to employ a logical, systematic approach to biblical study In preparation for clearly communicating practical truth to the Body of Christ
Acts 18:24-28 Acts 20:20-21 1 Corinthians 12:28 Ephesians 4:11-14
- M. Pastor / Shepherd** - The ability to assume responsibility for the spiritual growth and Christian community of a group of believers
John 10:1-18 Ephesians 4:11-14 1 Timothy 3:1-7 1 Peter 5:1-3
- N. Apostleship** - The ability to pioneer ministries and to provide spiritual leadership over a number of churches that results in fruitful ministry
Acts 15:22-23 1 Cor 12:28 Ephesians 4:11-14 2 Corinthians 12:12 Galatians 2:7-10

O. Missionary - The ability to minister effectively in cultures beyond your own

Acts 8:4 Acts 13:2-3 Acts 22:21 Romans 10:15

P. Prophecy - The ability to boldly declare the truth of God, regardless of the consequences, calling people to righteous living.

Acts 2:37-40 Acts 7:51-53 1 Thessalonians 1:5 Acts 26:24-29 1 Corinthians 14:1-4

Q. Evangelism - The ability to share the good news of Jesus Christ with other in such a way that many non-Christians believe in Christ and are converted to Christianity

Acts 8:5-6 Acts 8:26-40 Ephesians 4:11-14 Acts 14:21 Acts 21:8

R. Intercession - The ability to pray for significant lengths of time on a regular basis, often observing specific answers to those prayers.

Colossians 1:9-12 Colossians 4:12-13 James 5:14-16

Acknowledgement

This spiritual gift tool was sourced from the Million Leader Mandate material.

Another Listing of the Gifts

Romans 12:6-8

Each of us is gifted in unique ways, to the measure of grace given us by God; the gift of prophecy (speaking God's word) in proportion to one's faithfulness; the gift of servanthood, in service; the teacher, in teaching; the one who encourages, in encouragement; the giver, in generous stewardship; the leader, in diligence; the compassionate, in sacrificial kindness.

Gifts listed:

1. Prophecy
2. Servanthood
3. Teaching
4. Exhortation (Encouragement)
5. Giving
6. Leadership
7. Compassion

1 Corinthians 12:4-11

There are many different gifts, but they all emerge from one Spirit; and there are many different ways to serve, but one Lord that we all serve; there are many things we can do, but it is God who directs us to do them. Everyone has been given a spiritual gift to use for the common good. To one person the Spirit gives wisdom, and to someone else knowledge by the exact same Spirit. Another receives the gift of faith, while the same Spirit grants gifts of healing to another. To others the Spirit grants the gift of miracle working, or prophecy, or the discernment of spirits, or speaking in other tongues, or interpreting other tongues. All of these gifts are activated by the same Spirit, who grants gifts to each person as the Spirit chooses.

Additional gifts listed:

8. Wisdom
9. Knowledge
10. Faith
11. Healing
12. Miracles
13. Discernment
14. Tongues
15. Interpretation of Tongues

1 Corinthians 12:27-31

Now you are the body of Christ, and each one of you is a member in it. God has appointed in the church first apostles, second prophets, then teachers, miracle workers, healers, helpers, administrators, and those who communicate in foreign tongues. Is everyone an apostle? Are all people prophets? teachers? miracles workers? Does everyone heal or speak in foreign tongues, or interpret those tongues? While it is right and good to pursue such gifts, I will show you an even more excellent goal.

Additional gifts listed:

16. Apostleship
17. Helping/Assistance
18. Administration

Ephesians 4:11-12

The gifts that the Lord gave are these: apostleship, prophecy, evangelism, shepherding, and teaching so that everyone might equip the saints for ministry, to build up the body of Christ.

Additional gifts listed:

19. Evangelism
20. Shepherding

Acknowledgement

2001 Discipleship Resources. www.equippedforeverygoodwork.org. The contemporary translations from the Greek are by Dan R. Dick.