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Identifying & Developing Spiritual Gifts



APOSTOLIC CHRISTIAN

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Identifying & Developing Spiritual Gifts Directions

There is no “magical formula” for identifying and developing spiritual gifts. That said; this packet of information can assist you as you seek to understand your spiritual gifts and your role in the Body of Christ.

#1 Be prayerful. Ask the Holy Spirit to teach and guide you as you learn about spiritual gifts and search out what He desires for you to know.

#2 Go to the Word. Most of the Scriptural teachings about spiritual gifts can be found in three places: *Romans 12*, *1 Corinthians 12-14*, and *Ephesians 4*. Read through these passages and meditate on the Word. Also, take the time to look up the meanings of any words you don’t know.

#3 Complete and score the spiritual gifts questionnaire. When finished, write out the names of the gifts on a separate piece of paper splitting them into thirds based on your scores (Strongest 1/3, Middle 1/3, & Weakest 1/3).

Strongest 1/3: Read through the description of each gift and the verses that go with them. Some of these gifts may be very apparent in your life; others may require practice to develop. These are likely the areas where you should be identifying specific ways to use and further develop your spiritual gifts.

Middle 1/3: Read through the descriptions that go with each gift. Remember that you are responsible to use what you have been given. Don’t focus on what you can’t do as well as someone else. When you have opportunity, do what you can do.

Weakest 1/3: Read through the descriptions that go with each gift. These are probably the areas that seem most difficult or foreign to you. Remember to be thankful for the brothers and sisters in the Body of Christ who have and use the spiritual gifts that aren’t as present in your life. Also, remember that a low score does not mean that you absolutely cannot do something. For example, if you scored low on “Evangelism” that doesn’t necessarily mean that you should never share your faith with someone else. Also, be thankful there are other brothers and sisters who are more “gifted” in this area and find a way to support them in the work.

Note: People vary in their tendency to be willing to acknowledge their strengths. Some people have a positive tendency (“Yes, I can do it!”) while others tend to be more timid about noting their strengths (“I don’t have many strengths.”). Therefore, it is important to not compare your number score to other people’s scores. Conversely, it is a good thing to look at the names of the spiritual gifts that were in your strongest, middle and weakest thirds and how they compare to others.

#5 Get feedback. Talk over your results with at least two other people who know you well and ask for their feedback. Show them your results, talk over how they think the results fit (or don’t fit) you. Get their input on your strengths and weaknesses.

#6 Pray for opportunities. Be prayerful that you can glorify God with the gifts and abilities He has given to you. Remember we must often be patient and wait for opportunities to come along. However, be assured... God has work for you to do! As it says in *Ephesians 2:10*, “For we are his workmanship, created in Christ Jesus unto good works, which God hath before ordained that we should walk in them.”

#7 Seek counsel. Talk to your Elder or minister to learn about ways to use your spiritual gifts within the church.

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Spiritual Gifts

Understanding and Developing Spiritual Gifts

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Questions

- Do you have a spiritual gift or gifts?
 - If “yes,” what are they and in what ways are you currently using them?
 - If “no,” why don’t you have any?
 - If “not sure,” why not?

1 Corinthians 12:1

Apostle Paul’s introductory statement on the teachings on spiritual gifts in *1 Corinthians*

“Now concerning spiritual gifts, brethren, I would not have you ignorant.”

WHAT ARE SPIRITUAL GIFTS?

Spiritual Gifts: the Role of Grace

- Greek word for spiritual gift is “charisma.”
 - “a gift of grace, a gift involving grace” on the part of God as the donor. (Vines)
- The Greek word for grace is “*charis*” which forms the root of the word “charisma.”
- Since spiritual gifts are rooted in *grace*:
 - They are not earned.
 - They are not deserved.
 - They are not only given to “special people.”



Spiritual Gifts: The Role of the Spirit

- Being equipped is about God’s spirit; not our abilities.
 - **2 Timothy 1:6-7**, “Wherefore I put thee in remembrance that thou stir up the gift of God, which is in thee by the putting on of my hands. For God hath not given us the spirit of fear; but of power, and of love, and of a sound mind.”
- Being equipped is about God’s worthiness; not about us.
- When we realize serving Him by using our spiritual gifts is about His power and love, we realize we don’t have to fear.

One Part of the Whole

- Spiritual gifts are one important part of the Christian life.
- They are not the only or the most important part. When not understood or applied they are deeply missed in the Body.

SPIRITUAL GIFTS AND THE BODY

The Body: Primary Scriptures

- There are three primary scriptural texts on spiritual gifts in the New Testament although they are referred to in other passages as well:
 - **Ephesians 4:7-13**
 - **Romans 12:3-8**
 - **I Corinthians 12-14**



The Body: Given to Every Believer

- God has provided each believer with spiritual gifts for the purpose of strengthening the Body of Believers and glorifying God.
 - **Ephesians 4:7-8**, "But unto every one of us is given grace according to the measure of the gift of Christ. Wherefore he saith, When he ascended up on high, he led captivity captive, and gave gifts unto men."
- If you are a believer, then God has given you spiritual gifts as a result of the Holy Spirit's work in your life.
- Unbelievers may be talented in many ways, but spiritual gifts are absent without the Holy Spirit's presence.

The Body: Purpose of Spiritual Gifts

- Spiritual gifts are always mentioned in the context of the body of believers when discussed in Scripture.
 - There are no "Lone Ranger" spiritual gifts!!
- Seeking feedback from others and being open to counsel are key features of spiritual gifts.
- **Ephesians 4:11-12**, "And he gave some, apostles; and some, prophets; and some, evangelists; and some, pastors and teachers;
 - **For the perfecting** of the saints,
 - **for the work** of the ministry,
 - **for the edifying** of the body of Christ."

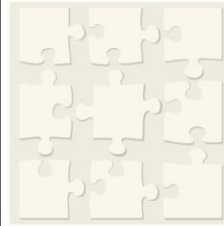
The Body: Romans 12:4-8

4. For as we have many members in one body, and all members have not the same office:
5. **So we, being many, are one body in Christ, and every one members one of another.**
6. Having then **gifts differing according to the grace that is given to us**, whether prophecy, let us prophesy according to the proportion of faith;
7. Or ministry, let us wait on our ministering: or he that teacheth, on teaching;
8. Or he that exhorteth, on exhortation: he that giveth, let him do it with simplicity; he that ruleth, with diligence; he that sheweth mercy, with cheerfulness.

The Body: I Corinthians 12, 13, 14

- These three chapters are all part of one topic the Apostle Paul was teaching about:
- **Diverse and United in Christ**
 - ***I Corinthians 12*** – describes God’s design for spiritual gifts as being diverse and being connected in one body.
- **Motivated by Love**
 - ***I Corinthians 13*** – describes spiritual gifts must be motivated by love or they are nothing.
- **Appropriately Used**
 - ***I Corinthians 14*** – describes the importance of timing and appropriate use of gifts.

The Body: How Many Gifts Are There?



- This is difficult to know for sure and is a matter of considerable debate among Christians.
- It is important to avoid extremes.
- Three broad categories of gifts:
 - Ministry gifts (e.g., pastor, evangelist)
 - Service gifts (e.g., giving, mercy, administration)
 - Miraculous gifts (e.g., tongues, healing)

The Body: One List of Spiritual Gifts

- | | |
|--------------------------|-----------------------------|
| • Prophecy | • Knowledge |
| • Shepherd/Pastors | • Giving |
| • Missionary/Apostleship | • Helps/Service/Ministry |
| • Evangelist | • Hospitality |
| • Exhortation | • Leadership/Administration |
| • Wisdom | • Mercy |
| • Teaching | • Faith |
| • Discerning of Spirits | • Tongues/Healing/Miracles |

What do these gifts look like in real life application?

The Body: Miraculous Gifts

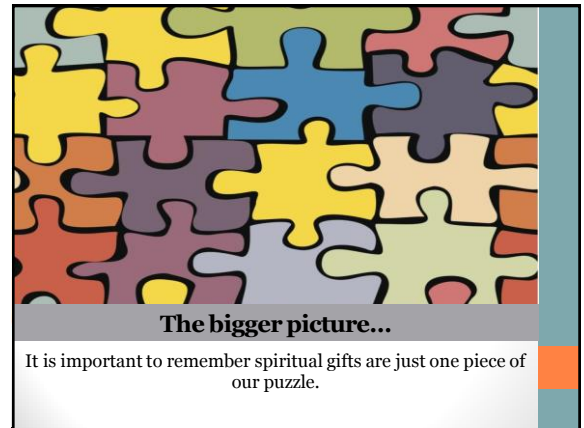
- There are two main positions among Christians about the miraculous gifts:
 - **Charismatics:** Christians who believe the miraculous gifts continue to be expressed as they were in Bible times.
 - **Cessationists:** Christians who believe the miraculous gifts have essentially ceased since the end of the first century.
- Since God is the giver of the gifts, He is also the one who has the power to allow or withhold their use as He sees fit.

The Body: Public and Private Gifts

- Some spiritual gifts are readily observed publicly by others while other gifts are used more in the background.
- **Public gifts** are often easy to observe and recognize. Examples: teaching and pastoring
- **Private gifts** are often easy to overlook because we do not readily observe others doing them. Examples: mercy and giving
- It is important to not value “public” gifts over “private” gifts in ourselves or others.
- Both are equally important to God!

The Body: Recognized and Overlooked Gifts

- Some spiritual gifts tend to look “spiritual” while others look “common.”
 - **“Spiritual-looking” gifts** have to do with things that appear to be closely linked to the Gospel message and ministry (e.g., evangelism, shepherding).
 - **“Common-looking” gifts** are no less important to God, but may not appear to be “spiritual” at first glance (e.g., helps, service).
- Some spiritual gifts are defined by people too narrowly or too broadly, providing an inaccurate view of gifts.
 - “I have the spiritual gift of reading the Bible.”
 - “I have the spiritual gift of waiting tables during lunch.”



Spiritual Gifts and Us: S.H.A.P.E.D

- You have been uniquely created, gifted, shaped, and molded by God. You have:

S – Spiritual Gifts – given to you by God
H – Heart – things you feel strongly about (passion)
A – Abilities – natural talents you can use
P – Personality – uniqueness in relating to others
E – Experiences – give you perspective on life

Warren, R. (2002). The Purpose Driven Life. Zondervan.

What are you passionate about?

- Passions are strong emotions which can be given to us by God to help influence how we use our gifts.

Spiritual Gifts and Us: Gifts and Talents

- Everyone (including unbelievers) has an array of talents/abilities.
- However, in a believer's life, God will extend and empower what a person could normally do to accomplish His spiritual purposes by exercising spiritual gifts.
 - God often uses an individual's talents as a platform for them to exercise a spiritual gift.
 - e.g., God will use an individual's talent for organization to exercise the spiritual gift of administration.
 - e.g., God gives a school teacher the spiritual gift of teaching.
- Conversely, spiritual gifts can also be seen in ways which show God has done something beyond what a person could normally do.
 - God gave the Apostles the ability as "unlearned men" to speak in the diverse languages of all of the hearers (*Acts 2*)



Spiritual Gifts and Us: Gifts and Talents

- Either way:
 - We acknowledge the empowerment is from God.
 - We are motivated by God's priorities as found in the Word and not by self-promotion.
 - We are a "vessel" for God's power and not the source of the power.



Spiritual Gifts and Us: Design not by Accident

- Finally, God has given you an unique personality and has brought experiences into your life which have further molded and completed the SHAPE He desires you to have.
- God's design in your life is pleasing to Him and is for His purposes:
 - **1 Corinthians 12:18**, "But now hath God set the members every one of them in the body, as it hath pleased him."

Spiritual Gifts and Us: His Workmanship



Ephesians 2:10, "For we are his workmanship, created in Christ Jesus unto good works, which God hath before ordained that we should walk in them."

OUR ROLE WITH SPIRITUAL GIFTS



Our Role: Covet~Desire~Excel

- 1 Corinthians 12:31**, "But **covet earnestly** the best gifts: and yet shew I unto you a more excellent way."
- 1 Corinthians 14:1**, "Follow after charity, and **desire** spiritual gifts, but rather that ye may prophesy."
- 1 Corinthians 14:12**, "Even so ye, forasmuch as ye are zealous of spiritual gifts, **seek that ye may excel** to the edifying of the church."

Our Role: Stewardship ~ **1 Peter 4:10-11**

- 10.** As every man hath received the gift, even so minister the same one to another, **as good stewards** of the manifold grace of God.
- 11.** If any man speak, let him speak as the oracles of God; if any man minister, let him do it as of the ability which God giveth: **that God in all things may be glorified through Jesus Christ**, to whom be praise and dominion for ever and ever. Amen.

Our Role: Strengths and Weaknesses

- Each gift can be a strength when it is empowered by the love of Christ.
- However, each gift also brings with it the potential to be a weakness.
 - Ex: someone with the gift of Mercy may be tender-hearted and compassionate, but they may also be easily hurt by others and may have difficulty dealing with conflict.
 - Ex: someone with a strong gift of Administration may be skilled at organizing people and getting projects done, but may become impatient or “bossy” with others.

Our Role: The Role of Love

- The Word is clear that if spiritual gifts are not motivated by love, they are meaningless.
(1 Cor. 13)
- This love must remain our ultimate motivator for using and developing our Spiritual Gifts.



SEVEN HINDRANCES TO SPIRITUAL GIFTS

Hindrance #1: Pride/Fear of Looking Proud

- Many Christians assume recognizing they have a spiritual gift is the same as being proud.
 - It is incorrect to label having an accurate awareness of our strengths and weaknesses as pride.
 - Remember spiritual gifts are “bestowed” by God. You are a steward.
 - Spiritual gifts do not refer to “giftedness” in the sense of some people are “special” while others are not.
- Pride is self-exaltation
 - Spiritual gifts are not about us so we should not be exalting ourselves!

Hindrance #1: Pride/Fear of Looking Proud

- Humbly using spiritual gifts does not involve the extremes of pride or inferiority.
 - **Romans 12:3**, *“For I say, through the grace given unto me, to every man that is among you, not to think of himself more highly than he ought to think; but to think soberly, according as God hath dealt to every man the measure of faith.”*
- Instead of making us proud or self-reliant, understanding our worth, spiritual gifts, and talents come from Christ should lead us to desire to serve Him more fully and faithfully.

Hindrance #2: Overvaluing or Devaluing

- It is easy for us to value some gifts over others.
 - Our goal should be to have a biblical view of spiritual gifts and recognize God can use them in whatever manner He sees fit to use them in the Body.
- It is important to acknowledge the role of **each** of the gifts. They are God’s! (1 Co. 12)
 - Some ethnic and church cultures tend to value some gifts to the exclusion of others.
 - Sometimes believers are using their spiritual gifts and don’t know it! When this happens, they tend to devalue the gifts because they don’t seem “special.”

Hindrance #2: Overvaluing or Devaluing

- **Tunnel Vision:** when someone feels strongly about a particular role, mission, or ministry, sometimes they accidentally start to view other opportunities as less important or less spiritual.
- This can lead people to devalue other roles and ministries... Sometimes to the point of becoming judgmental.
- “When you have a hammer, everything else becomes a nail.”



Hindrance #3: Comparison

- Comparison keeps many Believers from using their spiritual gifts:
 - “She does that so much better than me.”
 - “I can’t do much; so why try?”
- Satan wins when Believers compare themselves to each other.
- **2 Corinthians 10:12**, “...but they measuring themselves by themselves, and comparing themselves among themselves, are not wise.”

Hindrance #3: Comparison

- God ***never intended*** for us to have to be “the best” at something in order for us to use our gifts!
 - There will always be someone better than you (e.g., looks, intelligence, money, strength, social skills, humor, etc.).
- The sooner you accept this, the sooner you can stop trying to perform up to impossible standards or be someone you’re not and start serving God the way He created you to be.

Hindrance #4:

Fear(s) of Failure or What Others Think

These fears take our focus off of God’s ability and lead us to the following:

1. Not trying
2. Avoidance
3. Missed opportunities
4. Worry
5. Procrastination

Hindrance #4: Scripture~Exodus 4:10-14

10. And Moses said unto the LORD, O my Lord, I am not eloquent, neither heretofore, nor since thou hast spoken unto thy servant: but I am slow of speech, and of a slow tongue.
11. **And the LORD said unto him, Who hath made man’s mouth? or who maketh the dumb, or deaf, or the seeing, or the blind? have not I the LORD?**
12. **Now therefore go, and I will be with thy mouth, and teach thee what thou shalt say.**
13. And he said, O my Lord, send, I pray thee, by the hand of him whom thou wilt send.
14. And the anger of the LORD was kindled against Moses, and he said, Is not Aaron the Levite thy brother? I know that he can speak well. And also, behold, he cometh forth to meet thee: and when he seeth thee, he will be glad in his heart

Hindrance #5: Unwilling to Stretch

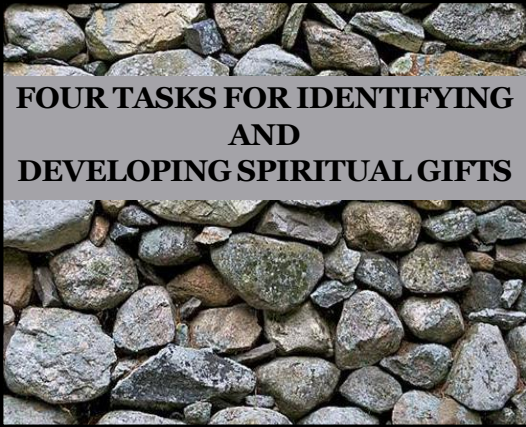
- Spiritual gifts were never meant to bring limitations on our willingness to be helpful.
- Just because you have a spiritual gift in one area doesn’t mean that you shouldn’t help with opportunities in other areas.
 - Example: “Sorry, I can’t help you with church cleaning, I have the gift of teaching.”
- That said, we want to avoid trying to “put square pegs in round holes.”

Hindrance #6: Lack of Submission

- Sometimes when people feel called to a certain role or opportunity, they assume other people should either “agree or get out of the way.”
- Identifying a spiritual gift does not give someone license to become high-minded or be unwilling to seek and accept counsel, etc.
- Be cautious in the use of the phrase, “God told me.” This can be used as a way to avoid accountability.
- Remember the Bible repeatedly affirms spiritual gifts are to be used in the context of the body of believers.

Hindrance #7: Expectation of Maturity

- The process of growing and maturing spiritually is part of every aspect of the Christian walk, including spiritual gifts.
- Your spiritual gifts will move from “milk to meat” as you grow from “milk to meat.”
- We need to help each other grow through support, accountability, mentoring, and discipleship.
- Don’t fall into the trap of believing someone who has a spiritual gift will find tasks in their area to be easy.
- How spiritual gifts are expressed in your life will likely change or shift across your lifespan.



FOUR TASKS FOR IDENTIFYING AND DEVELOPING SPIRITUAL GIFTS

Four Tasks

1. Desiring
2. Determining
3. Developing
4. Doing

#1 Desiring Spiritual Gifts

- You must first be a believer.
- Start by praying and asking God for His guidance and for the desire for spiritual gifts.
- Go to the Scripture. Meditate on the following passages:
 - *Romans 12, I Corinthians 12, 13, 14, Ephesians 4*
- Study what the words mean. One suggestion is to look them up in the Greek (see Vines).
 - e.g., the word “prophecy” means numerous things in the Bible.
 - It can mean foretelling what will occur in the future OR as it says in *I Corinthians 14:3*, “*But he that prophesieth speaketh unto men to edification, and exhortation, and comfort.*”

#2 Determining Your Spiritual Gifts

- Pray for God’s direction.
- Talk with people who know you well and get their feedback.
 - Specifically seek out spiritual mentors who know both your strengths and weaknesses.
 - Seek counsel.
- Observe the areas of your life where you feel inspired to serve God and others.
- Take a spiritual gifts inventory

A Note on Spiritual Gifts Inventories

- Spiritual gifts inventories can be a very helpful tool in identifying and determining spiritual gifts. However:
 1. They should **not** be used as the sole source of information in determining spiritual gifts.
 2. Realize inventories vary widely in how well they are constructed.
 3. Labels used for spiritual gifts vary widely.
 4. Item content and wording on scales varies widely and can affect the results.
 - For example, some inventories ask for past experience of using gifts while others rate how appealing various tasks are to an individual.

#3 Developing Spiritual Gifts

- Pray for opportunities.
- Remember you don't have to be "the best" at something to use a spiritual gift.
- As God gives you opportunity to use the spiritual gift(s) He has given you, it will allow you to grow in your ability to express that gift.
- Don't be afraid to try. Be aware of hindrances.
- Learn from what works and what doesn't work.
- Look for small ways to grow and improve.
- Talk to your elder and/or ministers and get counsel.

#4 Doing: Use Your Spiritual Gifts

- Pray for empowerment and direction from the Holy Spirit.
- Use what you have been given for God's glory.
- Give the glory for spiritual gifts back to God.
- Seek to encourage others in their use of spiritual gifts.
- We are responsible for using our talents to the fullest (see the parable of the talents in **Matthew 25:14-30**).
- Watch out for the tendency to point out what other people should be doing.
 - **John 21:21-22**, "Peter seeing him saith to Jesus, Lord, and what shall this man do? Jesus saith unto him, If I will that he tarry till I come, what is that to thee? follow thou me."

Ephesians 4:16

"From whom the whole body fitly joined together and compacted by that which every joint supplieth, according to the effectual working in the measure of every part, maketh increase of the body unto the edifying of itself in love."



Before You Take The Spiritual Gifts Inventory

“And he gave some, apostles; and some, prophets; and some, evangelists; and some, pastors and teachers; For the perfecting of the saints, for the work of the ministry, for the edifying of the body of Christ:” Ephesians 4:11-12

We are glad that you have decided to learn more about what the Bible says about spiritual gifts and what it means for your life. Please consider the following when you are prayerfully completing this inventory:

Spiritual gifts inventories such as this one can be a very helpful tool in identifying spiritual gifts. We have chosen this one after reviewing many and believe it provides a good sampling of the spiritual gifts mentioned in Scripture. However, no spiritual gifts inventory, including this one, is flawless. Therefore it is important for you to remember:

1. Spiritual gift inventories should **not** be used as the sole source of information in determining spiritual gifts.
2. Spiritual gifts inventories vary widely in how well they are constructed. Names used for spiritual gifts vary widely across inventories. Item content and wording on scales varies widely and will affect the results.
3. Spiritual gifts inventories vary widely in the perspective they ask people to take when completing the items. For example, some ask for past experience of using gifts while others rate how appealing various tasks are to an individual.
4. If you are unclear why you scored a particular way on a scale, you are encouraged to go back and look at the individual items that made up a particular scale.

Please consider the following:

1. If you are over 30 or have been a Christian ten years or more (and beyond your teen years), then you should only deal with what you have already experienced.
2. If you are under 30 or have been a Christian less than 10 years, you may want to do this exam based on your interests. Be fair in evaluating your interests, that is, do you really feel this way or do you just think you ought to?

We strongly suggest that you take this inventory as part of a more complete process of prayer, studying scripture, and seeking counsel and input from others. May God bless you as you seek to serve Him.

Discover Your Spiritual Gifts!

By Gene Wilkes

Ken Hemphill defines a spiritual gift as “an individual manifestation of grace from the Father that enables you to serve Him and thus play a vital role in His plan for the redemption of the world.”¹ I like to use this definition:

A spiritual gift is an expression of the Holy Spirit in the life of believers which empowers them to serve the body of Christ, the church.

Romans 12:6-8; 1 Corinthians 12:8-10, 28-30; Ephesians 4:11; and 1 Peter 4:9-11 contain representative lists of gifts and roles God has given to the church. A definition of these gifts follows.²

Leadership—Leadership aids the body by leading and directing members to accomplish the goals and purposes of the church. Leadership motivates people to work together in unity toward common goals (Rom. 12:8).

Administration—Persons with the gift of administration lead the body by steering others to remain on task. Administration enables the body to organize according to God-given purposes and long-term goals (1 Cor. 12:28).

Teaching—Teaching is instructing members in the truths and doctrines of God’s Word for the purposes of building up, unifying, and maturing the body (1 Cor. 12:28; Rom. 12:7; Eph. 4:11).

Knowledge—The gift of knowledge manifests itself in teaching and training in discipleship. It is the God-given ability to learn, know, and explain the precious truths of God’s Word. A word of knowledge is a Spirit-revealed truth (1 Cor. 12:28).

Wisdom—Wisdom is the gift that discerns the work of the Holy Spirit in the body and applies His teachings and actions to the needs of the body (1 Cor. 12:28).

Prophecy—The gift of prophecy is proclaiming the Word of God boldly. This builds up the body and leads to conviction of sin. Prophecy manifests itself in preaching and teaching (1 Cor. 12:10; Rom. 12:6).

Discernment—Discernment aids the body by recognizing the true intentions of those within or related to the body. Discernment tests the message and actions of others for the protection and well-being of the body (1 Cor. 12:10).

Exhortation—Possessors of this gift encourage members to be involved in and enthusiastic about the work of the Lord. Members with this gift are good counselors and motivate others to service. Exhortation exhibits itself in preaching, teaching, and ministry (Rom. 12:8).

Shepherding—The gift of shepherding is manifested in persons who look out for the spiritual welfare of others. Although pastors, like shepherds, do care for members of the church, this gift is not limited to a pastor or staff member (Eph. 4:11).

Faith—Faith trusts God to work beyond the human capabilities of the people. Believers with this gift encourage others to trust in God in the face of apparently insurmountable odds (1 Cor. 12:9).

Evangelism—God gifts his church with evangelists to lead others to Christ effectively and enthusiastically. This gift builds up the body by adding new members to its fellowship (Eph. 4:11).

Apostleship—The church sends apostles from the body to plant churches or be missionaries. Apostles motivate the body to look beyond its walls in order to carry out the Great Commission (1 Cor. 12:28; Eph. 4:11).

Service/Helps—Those with the gift of service/helps recognize practical needs in the body and joyfully give assistance to meeting those needs. Christians with this gift do not mind working behind the scenes (1 Cor. 12:28; Rom. 12:7).

Mercy—Cheerful acts of compassion characterize those with the gift of mercy. Persons with this gift aid the body by empathizing with hurting members. They keep the body healthy and unified by keeping others aware of the needs within the church (Rom. 12:8).

Giving—Members with the gift of giving give freely and joyfully to the work and mission of the body. Cheerfulness and liberality are characteristics of individuals with this gift (Rom. 12:8).

Hospitality—Those with this gift have the ability to make visitors, guests, and strangers feel at ease. They often use their home to entertain guests. Persons with this gift integrate new members into the body (1 Pet. 4:9).

God has gifted you with an expression of His Holy Spirit to support His vision and mission of the church. It is a worldwide vision to reach all people with the gospel of Christ. As a servant leader, God desires that you know how He has gifted you. This will lead you to where He would have you serve as part of His vision and mission for the church.

Gene Wilkes is pastor of the Legacy Drive Baptist Church, Plano, Texas. This article was adapted from *Jesus on Leadership* by Gene Wilkes (LifeWay Christian Resources 1998).

¹ Ken Hemphill, *Serving God: Discovering and Using Your Spiritual Gifts Workbook* (Dallas: The Sampson Company, 1995), 22. This product is distributed by and available from LifeWay Christian Resources of the Southern Baptist Convention, and may be purchased by calling toll free 1-800-458-2772.

² These definitions exclude the “sign gifts” because of some confusion that accompanies these gifts and because they are difficult to fit into ministries within a typical church’s ministry base.

SPIRITUAL GIFTS SURVEY

DIRECTIONS

This is not a test, so there are no wrong answers. The ***Spiritual Gifts Survey*** consists of 80 statements. Some items reflect concrete actions; other items are descriptive traits; and still others are statements of belief.

- Select the one response you feel best characterizes yourself and place that number in the blank provided. Record your answer in the blank beside each item.
- 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.
- Do not ask others how they are answering or how they think you should answer.
- Work at your own pace.

Your response 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 percent of the time
2—Occasionally characteristic of me/true for me—about 25 percent of the time
1—Not at all characteristic of me/definitely untrue for me
-

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

- _____ 18. I have an ability and desire to teach.
- _____ 19. I am usually able to analyze a situation correctly.
- _____ 20. I have a natural tendency to encourage others.
- _____ 21. I am willing to take the initiative in helping other Christians grow in their faith.
- _____ 22. I have an acute awareness of the emotions of other people, such as loneliness, pain, fear, and anger.
- _____ 23. I am a cheerful giver.
- _____ 24. I spend time digging into facts.
- _____ 25. I feel that I have a message from God to deliver to others.
- _____ 26. I can recognize when a person is genuine/honest.
- _____ 27. I am a person of vision (a clear mental portrait of a preferable future given by God). I am able to communicate vision in such a way that others commit to making the vision a reality.
- _____ 28. I am willing to yield to God's will rather than question and waver.
- _____ 29. I would like to be more active in getting the gospel to people in other lands.
- _____ 30. It makes me happy to do things for people in need.
- _____ 31. I am successful in getting a group to do its work joyfully.
- _____ 32. I am able to make strangers feel at ease.
- _____ 33. I have the ability to plan learning approaches.
- _____ 34. I can identify those who need encouragement.
- _____ 35. I have trained Christians to be more obedient disciples of Christ.
- _____ 36. I am willing to do whatever it takes to see others come to Christ.
- _____ 37. I am attracted to people who are hurting.
- _____ 38. I am a generous giver.
- _____ 39. I am able to discover new truths.
- _____ 40. I have spiritual insights from Scripture concerning issues and people that compel me to speak out.
- _____ 41. I can sense when a person is acting in accord with God's will.
- _____ 42. I can trust in God even when things look dark.
- _____ 43. I can determine where God wants a group to go and help it get there.
- _____ 44. I have a strong desire to take the gospel to places where it has never been heard.
- _____ 45. I enjoy reaching out to new people in my church and community.
- _____ 46. I am sensitive to the needs of people.
- _____ 47. I have been able to make effective and efficient plans for accomplishing the goals of a group.

- _____ 48. I often am consulted when fellow Christians are struggling to make difficult decisions.
- _____ 49. I think about how I can comfort and encourage others in my congregation.
- _____ 50. I am able to give spiritual direction to others.
- _____ 51. I am able to present the gospel to lost persons in such a way that they accept the Lord and His salvation.
- _____ 52. I possess an unusual capacity to understand the feelings of those in distress.
- _____ 53. I have a strong sense of stewardship based on the recognition that God owns all things.
- _____ 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 try to be in God's will continually and be available for His use.
- _____ 57. I feel that I should take the gospel to people who have different beliefs from me.
- _____ 58. I have an acute awareness of the physical needs of others.
- _____ 59. I am skilled in setting forth positive and precise steps of action.
- _____ 60. I like to meet visitors at church and make them feel welcome.
- _____ 61. I explain Scripture in such a way that others understand it.
- _____ 62. I can usually see spiritual solutions to problems.
- _____ 63. I welcome opportunities to help people who need comfort, consolation, encouragement, and counseling.
- _____ 64. I feel at ease in sharing Christ with nonbelievers.
- _____ 65. I can influence others to perform to their highest God-given potential.
- _____ 66. I recognize the signs of stress and distress in others.
- _____ 67. I desire to give generously and unpretentiously to worthwhile projects and ministries.
- _____ 68. I can organize facts into meaningful relationships.
- _____ 69. God gives me messages to deliver to His people.
- _____ 70. I am able to sense whether people are being honest when they tell of their religious experiences.
- _____ 71. I enjoy presenting the gospel to persons of other cultures and backgrounds.
- _____ 72. I enjoy doing little things that help people.
- _____ 73. I can give a clear, uncomplicated presentation.
- _____ 74. I have been able to apply biblical truth to the specific needs of my church.
- _____ 75. God has used me to encourage others to live Christlike lives.
- _____ 76. I have sensed the need to help other people become more effective in their ministries.

- _____ 77. I like to talk about Jesus to those who do not know Him.
- _____ 78. I have the ability to make strangers feel comfortable in my home.
- _____ 79. I have a wide range of study resources and know how to secure information.
- _____ 80. I feel assured that a situation will change for the glory of God even when the situation seem impossible.

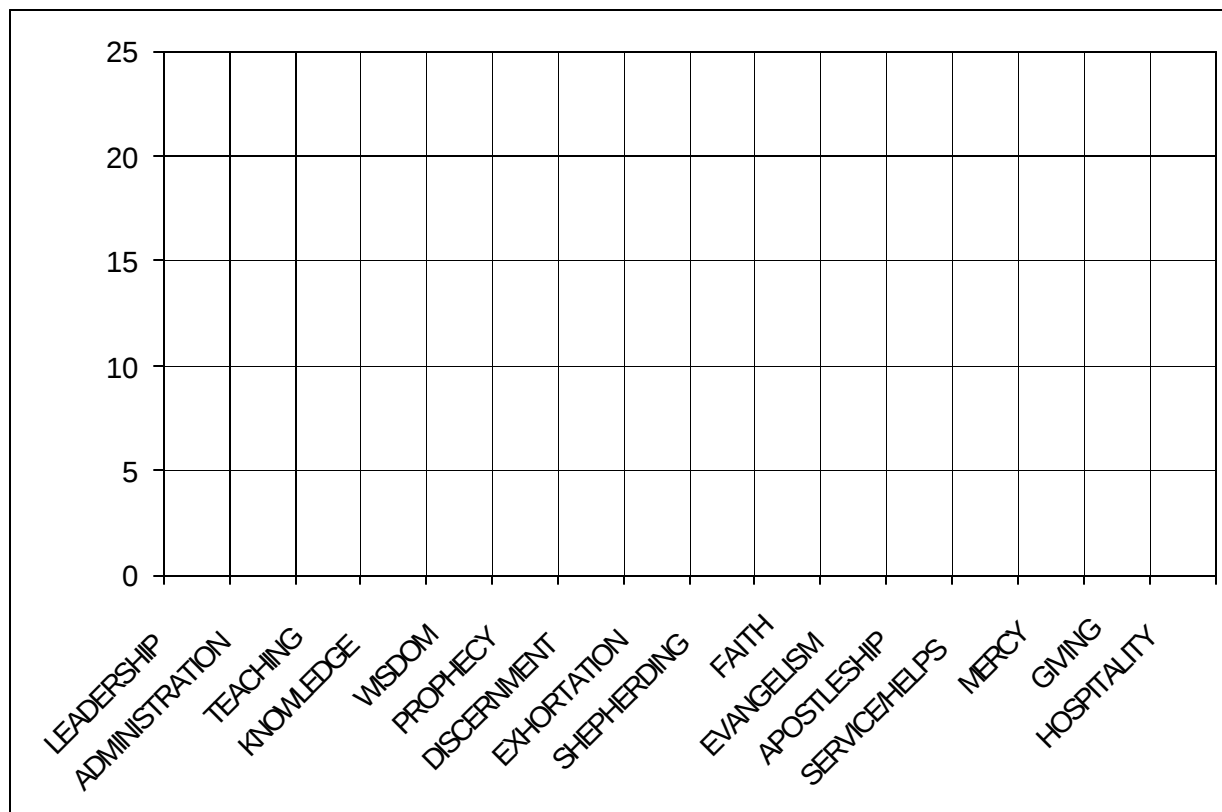
SCORING YOUR SURVEY

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

- Place in each box your numerical response (1-5) to the item number which is indicated below the box.
- For each gift, add the numbers in the boxes and put the total in the TOTAL box.

LEADERSHIP	_____	+	_____	+	_____	+	_____	+	_____	=	_____
	Item 6		Item 16		Item 27		Item 43		Item 65		TOTAL
ADMINISTRATION	_____	+	_____	+	_____	+	_____	+	_____	=	_____
	Item 1		Item 17		Item 31		Item 47		Item 59		TOTAL
TEACHING	_____	+	_____	+	_____	+	_____	+	_____	=	_____
	Item 2		Item 18		Item 33		Item 61		Item 73		TOTAL
KNOWLEDGE	_____	+	_____	+	_____	+	_____	+	_____	=	_____
	Item 9		Item 24		Item 39		Item 68		Item 79		TOTAL
WISDOM	_____	+	_____	+	_____	+	_____	+	_____	=	_____
	Item 3		Item 19		Item 48		Item 62		Item 74		TOTAL
PROPHECY	_____	+	_____	+	_____	+	_____	+	_____	=	_____
	Item 10		Item 25		Item 40		Item 54		Item 69		TOTAL
DISCERNMENT	_____	+	_____	+	_____	+	_____	+	_____	=	_____
	Item 11		Item 26		Item 41		Item 55		Item 70		TOTAL
EXHORTATION	_____	+	_____	+	_____	+	_____	+	_____	=	_____
	Item 20		Item 34		Item 49		Item 63		Item 75		TOTAL
SHEPHERDING	_____	+	_____	+	_____	+	_____	+	_____	=	_____
	Item 4		Item 21		Item 35		Item 50		Item 76		TOTAL
FAITH	_____	+	_____	+	_____	+	_____	+	_____	=	_____
	Item 12		Item 28		Item 42		Item 56		Item 80		TOTAL
EVANGELISM	_____	+	_____	+	_____	+	_____	+	_____	=	_____
	Item 5		Item 36		Item 51		Item 64		Item 77		TOTAL
APOSTLESHIP	_____	+	_____	+	_____	+	_____	+	_____	=	_____
	Item 13		Item 29		Item 44		Item 57		Item 71		TOTAL
SERVICE/HELPS	_____	+	_____	+	_____	+	_____	+	_____	=	_____
	Item 14		Item 30		Item 46		Item 58		Item 72		TOTAL
MERCY	_____	+	_____	+	_____	+	_____	+	_____	=	_____
	Item 7		Item 22		Item 37		Item 52		Item 66		TOTAL
GIVING	_____	+	_____	+	_____	+	_____	+	_____	=	_____
	Item 8		Item 23		Item 38		Item 53		Item 67		TOTAL
HOSPITALITY	_____	+	_____	+	_____	+	_____	+	_____	=	_____
	Item 15		Item 32		Item 45		Item 60		Item 78		TOTAL

GRAPHING YOUR PROFILE



1. For each gift place a mark across the bar at the point that corresponds to your TOTAL for that gift.
2. For each gift shade the bar below the mark that you have drawn.
3. The resultant graph gives a picture of your gifts. Gifts for which the bars are tall are the ones in which you appear to be strongest. Gifts for which the bars are very short are the ones in which you appear not to be strong.

Now that you have completed the survey, thoughtfully answer the following questions.

The gifts I have begun to discover in my life are:

1. _____
2. _____
3. _____

- After prayer and worship, I am beginning to sense that God wants me to use my spiritual gifts to serve Christ's body by _____.
- I am not sure yet how God wants me to use my gifts to serve others. But I am committed to prayer and worship, seeking wisdom and opportunities to use the gifts I have received from God.

Ask God to help you know how He has gifted you for service and how you can begin to use this gift in ministry to others.

Discussion Questions for Spiritual Gifts

1. Describe some thoughts you had after completing the Spiritual Gifts questionnaire. Was there a particular item that stuck out to you? Is there an area you feel challenged to grow in?
2. List some barriers which get in the way for you personally when using your spiritual gifts.
3. Explain some steps you can take to strengthen the gifts God has given you.
4. Summarize ways you can personally use your spiritual gifts to strengthen your church or community.