

Discover Your Spiritual Gifts

Adapted from "The Network" by Bruck Bugbee, Don Cousins and Bill Hybels

Instructions: As you read through the following statements,
circle the ones that are most characteristic of you.

1. I like to organize people, tasks, and events.
2. I would like to start churches in places where they do not presently exist.
3. I enjoy working creatively with wood, cloth, paints, metal or other materials.
4. I enjoy challenging people's perspective of God by using various forms of art.
5. I tend to see potential in people.
6. I communicate the gospel to others with clarity and effectiveness.
7. I find it natural and easy to trust God to answer my prayers.
8. I give liberally and joyfully to people in financial need or to projects requiring support.
9. I enjoy working behind the scenes to support the work of others.
10. I view my home as a place to minister to people in need.
11. I take prayer requests from others and consistently pray for them
12. I am approached by people who want to know my perspective on a particular passage or biblical truth.
13. I am able to motivate others to accomplish a goal.
14. I empathize with hurting people and desire to help in their healing process.
15. I can speak in a way that results in conviction and change in the lives of others.
16. I enjoy spending time nurturing and caring for others.
17. I am able to communicate God's word effectively.
18. Others often seek me out for advice about spiritual or personal matters.
19. I am careful, thorough, and skilled at managing details.
20. I am attracted to the idea of serving in another country or ethnic community.
21. I am skilled in working with different kinds of tools.
22. I enjoy developing and using my artistic skills (art, drama, music, photography, etc).
23. I enjoy reassuring and strengthening those who are discouraged.
24. I consistently look for opportunities to build relationships with non-Christians.
25. I have confidence in God's continuing provision and help, even in difficult times.
26. I give more than a tithe so that kingdom work can be accomplished.
27. I enjoy doing routine tasks that support the ministry.
28. I enjoy meeting new people and helping them to feel welcomed.
29. I enjoy praying for long periods of time and receive leadings as to what God wants me to pray for.

30. I receive information from the Spirit that I did not acquire through natural means.
31. I am able to influence others to achieve a vision.
32. I can patiently support those going through painful experiences as they try to stabilize their lives.
33. I feel responsible to confront others with the truth.
34. I have compassion for wandering believers and want to help them.
35. I can spend time in study knowing that presenting truth will make a difference in the lives of people.
36. I can often find simple, practical solutions in the midst of conflict or confusion.
37. I can clarify goals and develop strategies or plans to accomplish them.
38. I am willing to take an active part in starting a new church.
39. I enjoy making things for use in ministry.
40. I help people understand themselves, their relationships, and God better through artistic expression.
41. I give hope to others by directing them to the promises of God.
42. I am effective at adapting the gospel message so that it connects with an individual's felt need.
43. I believe that God will help me to accomplish great things.
44. I manage my money well in order to free more of it for giving.
45. I willingly take on a variety of odd jobs around the church to meet the needs of others.
46. I genuinely believe the Lord directs strangers to me who need to get connected to others.
47. I am conscious of ministering to others as I pray.
48. I am committed to understand biblical truth fully and accurately, and I regularly schedule blocks of time for reading and studying scripture.
49. I can adjust my leadership style to bring out the best in others.
50. I enjoy helping people sometimes regarded as beyond help.
51. I boldly expose cultural trends, teachings or events that contradict biblical principles.
52. I like to provide guidance for the whole person – relationally, emotionally, spiritually, etc.
53. I pay close attention to the words, phrases, and meaning of those who teach.
54. I can easily select the most effective course of action from among several alternatives.
55. I can identify and effectively use the resources needed to accomplish tasks.
56. I can adapt well to different cultures and surroundings.
57. I can visualize how something should be constructed before I build it.
58. I like finding new and fresh ways of communicating God's truth.
59. I reassure those who need to take courageous action in their faith, family or life.
60. I invite unbelievers to accept Christ as their Savior.

61. I trust God in circumstances where success cannot be guaranteed by human effort alone.
62. I am challenged to limit my lifestyle in order to give away a higher percentage of my income.
63. I see spiritual significance in doing practical tasks.
64. I like to create a place where people do not feel that they are alone.
65. I pray with confidence because I know that God works in response to prayer.
66. I have insight or just know something to be true.
67. I set goals and manage people and resources effectively to accomplish them.
68. I have great compassion for hurting people.
69. I see most actions as right or wrong, and feel the need to correct the wrong.
70. I can faithfully provide long-term support and concern for others.
71. I like to take a systematic approach to my study of the Bible.
72. I can anticipate the likely consequences of an individual's or a group's action.
73. I like to help organizations or groups become more efficient.
74. I can relate to others in culturally sensitive ways.
75. I honor God with my handcrafted gifts.
76. I apply various artistic expressions to communicate God's truth.
77. I strengthen those who are wavering in their faith.
78. I openly tell people that I am a Christian and want them to ask me about my faith.
79. I am convinced of God's daily presence and action in my life.
80. I like knowing that my financial support makes a real difference in the lives and ministries of God's people.
81. I like to find small things that need to be done and often do them without being asked.
82. I enjoy entertaining people and opening my home to others.
83. When I hear about needy situations, I feel burdened to pray.
84. I have suddenly known some things about others, but did not know how I knew them.
85. I influence others to perform to the best of their capabilities.
86. I can look beyond a person's handicaps or problems to see a life that matters to God.
87. I like people who are honest and will speak the truth.
88. I enjoy giving guidance and practical support to a small group of people.
89. I can communicate Scripture in ways that motivate others to study and want to learn more.
90. I give practical advice to help others through complicated situations.
91. I enjoy learning about how organizations function.
92. I enjoy pioneering new undertakings.
93. I am good at and enjoy working with my hands.
94. I am creative and imaginative.

95. I like motivating others to take steps for spiritual growth.
96. I openly and confidently tell others what Christ has done for me.
97. I am regularly challenging others to trust God.
98. I give generously due to my commitment to stewardship.
99. I feel comfortable being a helper, assisting others to do their job more effectively.
100. I do whatever I can to make people feel that they belong.
101. I am honored when someone asks me to pray for them.
102. When reading or studying Scripture, I discover important biblical truths that benefit others in the body of Christ.
103. I am able to cast a vision that others want to be a part of.
104. I enjoy bringing hope and joy to people living in difficult circumstances.
105. I will speak God's truth, even in places where it is unpopular or difficult for others to accept.
106. I can gently restore wandering believers to faith and fellowship.
107. I can present information and skills to others at a level that makes it easy for them to grasp and apply to their lives.
108. I can apply Scriptural truth that others regard as practical and helpful.
109. I can visualize a coming event, anticipate potential problems, and develop backup plans.
110. I am able to orchestrate or oversee several church ministries.
111. I am able to design and construct things that help the church.
112. I regularly need to get alone to reflect and develop my imagination.
113. I am able to challenge or rebuke others in order to foster spiritual growth.
114. I seek opportunities to talk about spiritual matters with unbelievers.
115. I can move forward in spite of opposition or lack of support when I sense God's blessing on an undertaking.
116. I believe I have been given an abundance of resources so that I may give more to the Lord's work.
117. I readily and happily use my natural or learned skills to help wherever needed.
118. I can make people feel at ease even in unfamiliar surroundings.
119. I often see specific results in direct response to my prayers.
120. I confidently share my knowledge and insights with others.
121. I figure out where we need to go and help others to get there.
122. I enjoy doing practical things for others who are in need.
123. I feel compelled to expose sin wherever I see it and to challenge people to repentance.
124. I enjoy patiently but firmly nurturing others in their development as believers.
125. I enjoy explaining things to people so that they can grow spiritually and personally.
126. I have insights into how to solve problems that others do not see.

Spiritual Gift Assessment

Instruction: Cross out the numbers below which you circled in the assessment above.
Then add up the total items you crossed out in each column and put that number in the bottom row.

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36
37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54
55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72
73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90
91	92	93	94	95	96	97	98	99	100	101	102	103	104	105	106	107	108
109	110	111	112	113	114	115	116	117	118	119	120	121	122	123	124	125	126

A = Administration
B = Apostleship
C = Craftsmanship
D = Creative Communication
E = Encouragement
F = Evangelism

G = Faith
H = Giving
I = Helps
J = Hospitality
K = Intercession
L = Knowledge

M = Leadership
N = Mercy
O = Prophecy
P = Shepherding
Q = Teaching
R = Wisdom

Understanding Spiritual Gifts

Administration

Description: The divine enablement to understand what makes an organization function, and the special ability to plan and execute procedures that accomplish the goals of that ministry

Traits: Thorough, Responsible, Goal-Oriented, Conscientious, Objective, Organized, Efficient

References: 1 Cor 12:28; Ex 18:13-26; Acts 6:1-7

Apostleship

Description: The divine ability to start and oversee the development of new churches or ministry structures.

Traits: Adventurous, Persevering, Culturally Sensitive, Cause-Driven, Entrepreneurial, Adaptable, Risk Taking

References: 1 Cor 12:28-29; Rom 1:5; Eph 4:11-12; Acts 13:2-3

Craftsmanship

Description: The divine enablement to creatively design and/or construct items to be used for ministry.

Traits: Creative, Handy, Practical, Helpful, Designer, Resourceful, Behind-the-Scenes

References: Ex 31:3; Acts 9:36-39; Ex 35:31-35; 2 Kings 22:5-6

Creative Communication

Description: The divine enablement to communicate God's truth through a variety of art forms.

Traits: Expressive, Idea-Oriented, Creative, Sensitive, Imaginative, Artistic, Unconventional

References: Ps 150:3-5; Mark 4:2,33; 2 Sam 6:14-15

Encouragement

Description: The divine enablement to present truth so as to strengthen, comfort or urge to action those who are discouraged or wavering in their faith.

Traits: Positive, Challenging, Reassuring, Trustworthy, Motivating, Affirming, Supportive

References: Rom 12:8; Acts 15:30-32; Acts 11:22-24

Evangelism

Description: The divine enablement to effectively communicate the gospel to unbelievers so they respond in faith and move toward discipleship.

Traits: Sincere, Respected, Spiritual, Commitment-Oriented, Candid, Influential, Confident

References: Eph 4:11, Luke 19:1-10; Acts 8:26-40

Faith

Description: The divine enablement to act on God's promises with confidence and unwavering belief in God's ability to fulfill his purposes.

Traits: Prayerful, Trusting, Positive, Hopeful, Optimistic, Assured, Inspiring

References: 1 Cor 12:9; Heb 11:1; 1 Cor 13:2; Rom 4:18-21

Giving

Description: The divine enablement to contribute money and resources to the work of the Lord with cheerfulness and liberality. People with this gift do not ask, “How much money do I need to give to God?” but “How much money do I need to live on?”

Traits: Stewardship-Oriented, Resourceful, Trusts in God, Responsible, Charitable, Disciplined

References: Rom 12:8; Luke 21:1-4; 2 Cor 6:8

Helping

Description: The divine enablement to accomplish practical and necessary tasks which free up, support and meet the needs of others.

Traits: Available, Helpful, Loyal, Whatever-it-takes Attitude, Willing, Reliable, Dependable

References: 1 Cor 12:28; Acts 6:1-4; Rom 12:7; Rom 16:1-2

Hospitality

Description: The divine enablement to care for people by providing fellowship, food and shelter.

Traits: Friendly, Inviting, Caring, Warm, Gracious, Trusting, Responsive

References: 1 Peter 4:9-10; Heb 13:1-2; Rom 12:13

Intercession

Description: The divine enablement to consistently pray on behalf of and for others, seeing frequent and specific results.

Traits: Advocate, Sincere, Trustworthy, Spiritually Sensitive; Caring, Peacemaker, Burden-Bearer

References: Rom 8:26-27; 1 Tim 2:1-2; Col 4:12-13; John 17:9-26; Col 1:9-12

Knowledge

Description: The divine enablement to bring truth to the body through a revelation or biblical insight.

Traits: Inquisitive, Observant, Reflective, Truthful, Responsive, Insightful, Studious

References: 1 Cor 12:8; John 1:45-50; Mark 2:6-8

Leadership

Description: The divine enablement to cast vision, motivate, and direct people to harmoniously accomplish the purposes of God.

Traits: Influential, Visionary, Persuasive, Goal-Setter, Diligent, Trustworthy, Motivating

References: Rom 12:8; Luke 22:25-26; Heb 13:17

Mercy

Description: The divine enablement to cheerfully and practically help those who are suffering or are in need – compassion moved to action.

Traits: Empathetic, Responsive, Compassionate, Burden-Bearing, Caring Kind, Sensitive

References: Rom 12:8; Mark 10:46-52; Matt 5:7; Luke 10:25-37

Prophecy

Description: The divine enablement to reveal truth and proclaim it in a timely and relevant manner for understanding, correction, repentance or edification. There may be immediate or future implications.

Traits: Discerning, Uncompromising, Authoritative, Confronting, Compelling, Outspoken, Convicting

References: Rom 12:6; 1 Cor 13:2; 1 Cor 12:10,28; 2 Peter 1:19-21

Shepherding

Description: The divine enablement to nurture, care for, and guide people toward on-going spiritual maturity and becoming like Christ.

Traits: Influencing, Guiding, Protective, Relational, Nurturing, Discipling, Supportive

References: Eph 4:11-12; John 10:1-18; 1 Peter 5:1-4

Teaching

Description: The divine enablement to understand, clearly explain, and apply the word of God, causing greater Christ-likeness in the lives of listeners.

Traits: Disciplined, Teachable, Practical, Articulate, Perceptive, Authoritative, Analytical

References: Rom 12:7; Acts 18:24-28; 1 Cor 12:28-29; 2 Tim 2:2

Wisdom

Description: The divine enablement to apply spiritual truth effectively to meet a need in a specific situation.

Traits: Sensible, Practical, Fair, Common Sense, Insightful, Wise, Experienced

References: 1 Cor 12:8; 1 Cor 2:3-14; James 3:13-18; Jer 9:23-24

General Cautions:

1. **Projection:** When we have a particular spiritual gift, it is easy for us to expect others to serve (or want to serve) as effectively in that area as we do. For example, those with the spiritual gift of mercy could criticize others for not ministering more to hurting people. We need to be careful to avoid projecting our spiritual gifts onto others and expecting everyone to be like us. We are all fearfully and wonderfully made. We all have different gifts according to the grace given us.
2. **Elevation:** There is a real temptation to hold our spiritual gifts up as more helpful to the body than other spiritual gifts. It is important to remember that all the gifts are important and make significant contributions to the ministry of our church and the universal church.
3. **Rejection:** If we deny the truth and do not accept or use God's spiritual gifts, we hinder his work in the world. He has selected which spiritual gift(s) he wanted each of us to have. If we use God's gifts wisely, we will hear: "Well done, good and faithful servant! You have been faithful with a few things; I will put you in charge of many things. Come and share your master's happiness!" (Matthew 25:21)