

DISCOVERING YOUR SPIRITUAL GIFTS

You have just begun a process of discovering your spiritual gifts. As you reflect on the gifts you have tentatively identified through the questionnaire, try to discern which ones truly are, or are not, your gifts. To do so, follow this five-step approach:

1. **EXPLORE THE POSSIBILITIES:** Read through the three key chapters in the scriptures dealing with spiritual gifts (1 Corinthians 12, Romans 12, Ephesians 4). Learn what the gifts are, what characterizes them and how they function in the Body of Christ, so that you can have something concrete to look for as you move ahead.
2. **EXPERIMENT WITH AS MANY GIFTS AS POSSIBLE:** The spiritual gifts analysis which you have just completed has helped you experiment with different gifts. Your feelings, reactions, and general outlook on the gifts were measured as you worked through the discovery questionnaire. Now you need to experiment further with the gifts you pinpointed in the analysis. Unless you try the gifts this analysis has revealed, you will have a hard time knowing whether you really have them or not. Get involved in a ministry activity that will let you try out these gifts.
3. **EXAMINE YOUR FEELINGS:** Since God has put the body together, you will feel fulfilled when functioning in the proper area. Thus, if you enjoy your attempts to use a particular gift that is a good sign that you possess it. If, however, you dislike the service activities associated with a certain gift that is a fairly good sign that you do not have it.
4. **EVALUATE YOUR EFFECTIVENESS:** Since spiritual are designed to benefit others, you should see positive results as you use your gift(s). If you see no results when you experiment with a particular gift, you probably do not have that gift. But it could be that you did not give it a fair try, or that it will simply take time for you to learn to use the gift effectively. As you evaluate, pray for the courage to be honest with yourself and with your Lord.
5. **EXPECT CONFIRMATION FROM THE BODY:** You cannot discover, develop and use a gift all on your own. Gifts are given to build up other members of the Body. If you have a gift, other Christians will recognize it and confirm it. If you feel that you have a particular gift but no one else agrees with you, then you should take a closer look at yourself and re-evaluate.

These five steps are more fully explained in C. Peter Wagner's book, [Your Spiritual Gifts Can Help You Grow](#). Remember, in all of these five steps, the key is prayer. The Lord will lead you to accurate discoveries of your gift(s) if you allow Him to guide and direct you in all your endeavours.

Instructions:

Answer each of the following questions, **immediately** after reading using the code on the Spiritual Gifts Discovery Answer Sheet (page 8) Record your first impression that comes to mind. Do not over think, try to reason your answer.

Once you have answered all the questions add the four numbers horizontally together in each row and record your total. Circle your top three scores. Once you have determined your top three scores (you may have a tie in one or more gifts) review the Spiritual Gifts Descriptions for more insight and detail.

Spiritual Gift Statements

1. I enjoy working behind the scenes, taking care of little details.
2. I usually step forward and assume leadership in a group where none exists.
3. When in a group I tend to recognize and approach those who are sitting or standing alone.
4. I have the ability to recognize a need, and to get the job done, no matter how trivial the task.
5. I have the ability to organize ideas, people and projects to reach a specific goal.
6. People often say I have good spiritual judgment.
7. I am very confident of achieving great things for the glory of God.
8. I am asked to sing or play a musical instrument at church functions.
9. God has used me to communicate the gospel in a language unknown to me.
10. Through my prayers, God has made the impossible, possible.
11. I have an ability to use my hands in a creative way to design and build things.
12. I have seen my prayers heal people.
13. I enjoy giving money to those in serious financial need.
14. I enjoy ministering to people in hospitals, prisons, or rest homes to comfort them.
15. I often have insights that offer practical solutions to difficult problems.

16. I have understood issues or problems in the church and seen answers when others didn't.
17. I enjoy encouraging and giving counsel to those who are discouraged.
18. I have an ability to thoroughly study a passage of scripture, and then share it with others.
19. I presently have the responsibility for the spiritual growth of one or more young Christians.
20. Other people respect me as an authority in spiritual matters.
21. I have an ability to learn foreign languages.
22. God often reveals to me the direction He desires the body of Christ to move.
23. I enjoy spending time with non-Christians, especially with hopes of telling them about Jesus.
24. Whenever I hear reports on the news or in conversation about needy situations, I am burdened to pray.
25. I would like to assist the pastors or other leaders so they will have more time to accomplish their essential and priority ministries.
26. I don't mind asking others to accomplish an important ministry for the church.
27. I enjoy entertaining guests and making them feel "at home" when they visit.
28. I enjoy serving others, no matter how simple or little the task.
29. I am a very organized person who sets goals and makes plans to reach them.
30. I am a good judge of character, and can spot a spiritual phony.
31. I often step out and start projects that other people won't attempt, and the projects are usually successful.
32. I believe I could sing well in the choir.
33. Praying in tongues is personally meaningful to me in my prayer life.
34. God has used me to make things happen which were far beyond human means.

35. I enjoy doing things like woodworking, crocheting, sewing, metal work, stained glass, etc.
36. I enjoy praying for those who are physically and emotionally ill, for God to heal them.
37. I joyfully give money to the church well above my tithe.
38. I feel compassion for people who are hurting and lonely, and like to spend considerable time with them to cheer them up.
39. God has enabled me to choose correctly between several complex options in an important decision, when no one else knew what to do.
40. I enjoy studying difficult questions about God's Word, and I am able to find answers more easily and more quickly than others.
41. People often tell me their problems, and I encourage them.
42. When a question arises from a difficult Bible passage, I am motivated to research the answer.
43. I like to give of my own free time to meet other's needs.
44. I would be willing and excited to start a new church.
45. I can adapt easily to culture, language, and lifestyle, other than my own, and would like to use my adaptability to minister in foreign countries.
46. I will always speak up for Christian principles even when what I say isn't popular and people think I'm narrow-minded or hard-headed.
47. I find it easy to invite a person to accept Jesus as their Savior.
48. I believe prayer is the most important thing a Christian can do.
49. I enjoy relieving others of routine tasks so they can get special projects done.
50. I can guide and manage a group of people toward achieving a specific goal.
51. I enjoy meeting new people and introducing them to others in the group.
52. I am very dependable for getting things done on time, and I don't need much praise and thanks.
53. I easily delegate significant responsibilities to other people.

54. I am able to distinguish between right and wrong in complex spiritual matters that other people can't seem to figure out.
55. I trust in God's faithfulness for a bright future, even when everything looks bad.
56. I enjoy singing, and people say I have a good voice.
57. I have been overwhelmed by the Holy Spirit during prayer or worship, and began to speaking in tongues.
58. God has blessed my prayers so that supernatural results have come from otherwise impossible situations.
59. I find satisfaction in meeting people's need by making something for them.
60. God regularly speaks to me concerning people's illnesses, so that I can pray for them.
61. I wouldn't mind lowering my standard of living to give more to the church, and others in need.
62. I want to do whatever I can for the needy people around me, even if I have to give up something.
63. People often seek my advice when they don't know what to do.
64. I have an ability to gather information from several sources to discover the answer to a question, or learn more about a subject.
65. I feel a need to challenge others to better themselves, especially in their spiritual growth, without condemning them.
66. Others listen and enjoy my teaching of scriptures.
67. I enjoy working with people, and desire to help them be the best person they can for the Lord.
68. I am accepted as a spiritual authority in other parts of the country or world.
69. I would like to present the gospel in a foreign language, in a country whose culture and lifestyle is different than my own.
70. I feel a need to speak God's messages from the Bible so people will know what God expects of them.

71. I would like to tell others how to become a Christian, and give them the invitation to receive Jesus into their life.
72. Many of my prayers for others have been answered by the Lord.
73. I enjoy helping others get their work done, and don't need a lot of public recognition.
74. People respect my opinion and follow my direction.
75. I would like to use my home to get acquainted with newcomers and visitors to the church.
76. I enjoy helping people in any type of need, and feel a sense of satisfaction in meeting that need.
77. I am comfortable making important decisions, even under pressure.
78. People come to me for help in distinguishing between spiritual truth and error.
79. I often exercise my faith through prayer, and God answers my prayers in exciting ways.
80. I believe the Lord could use me in the choir to deliver a message through song.
81. I have spoken in a language unknown to me, that when interpreted brought a blessing to those who heard it.
82. God uses me to work miracles for the glory of His kingdom.
83. People say I am gifted with my hands.
84. People often seek me out to pray for their physical healing.
85. When I give money to someone, I don't expect anything in return, and often give anonymously.
86. When I hear of people without jobs who can't pay their bills, I do what I can to help them.
87. God enables me to make appropriate application of Biblical truth to practical situations.
88. I can recognize difficult Biblical truths and principles on my own, and I enjoy this.

89. People will tell me things they won't tell anyone else, and say I am easy to talk to.
90. I am organized in my thinking and systematic in my approach to presenting Bible lessons to a group of people.
91. I help Christians who have wandered away from the Lord find their way back to a growing relationship with Him.
92. I would be excited to share the gospel and form new groups of Christians in areas where there aren't many churches.
93. I have no racial prejudice, and have a sincere appreciation for people very different from myself.
94. I find it relatively easy to apply Biblical promises to present day situations.
95. I have a strong desire to help non-Christians find salvation through Jesus Christ.
96. Prayer is my favourite ministry in the church, and I spend a great deal of time at it.

Spiritual Gifts Discovery Answer Sheet

- 0 - Not at all
- 1 - Little
- 2 - Moderately
- 3 - Considerably
- 4 - Strongly

Answers			
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1	25	49	73
2	26	50	74
3	27	51	75
4	28	52	76
5	29	53	77
6	30	54	78
7	31	55	79
8	32	56	80
9	33	57	81
10	34	58	82
11	35	59	83
12	36	60	84
13	37	61	85
14	38	62	86
15	39	63	87
16	40	64	88
17	41	65	89
18	42	66	90
19	43	67	91
20	44	68	92
21	45	69	93
22	46	70	94
23	47	71	95
24	48	72	96

Total	Row	Gift
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	A	Helps
	B	Leadership
	C	Hospitality
	D	Service
	E	Administration
	F	Discernment
	G	Faith
	H	Music
	I	Tongues/Interpretation
	J	Miracles
	K	Craftsmanship
	L	Healing
	M	Giving
	N	Mercy
	O	Wisdom
	P	Knowledge
	Q	Exhortation
	R	Teaching
	S	Pastor/Shepherd
	T	Apostleship
	U	Missionary
	V	Prophecy
	W	Evangelism
	X	Intercession

My top **THREE gifts** are: _____, _____
and _____.

GIFT DEFINITIONS AND SCRIPTURE REFERENCES

The following contains suggested definitions of the spiritual gifts. 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 Questionnaire.

- A. HELPS** - The ability to invest the talents one has in the life and ministry of other members of the body, thus enabling those others to increase the effectiveness of their own spiritual gifts. (Mark 15:40-41, Acts 9:36, Romans 16:1-2, I Corinthians 12:28)
- B. LEADERSHIP** - The ability to set goals in accordance with God's purpose for the future and to communicate those goals to others in such a way that they voluntarily and harmoniously work together to accomplish those goals for the glory of God. (Acts 15:7-11, Romans 12:8, 1 Timothy 5:17, Hebrews 13:17)
- C. HOSPITALITY** - The ability to provide an open house and a warm welcome to those in need of food and lodging. (Acts 16:14-15, Romans 12:9-13, Romans 16:23, Hebrews 13:1-2, I Peter 4:9)
- D. SERVICE** - The ability to identify the unmet needs involved in a task related to God's Word, and to make use of available resources to meet those needs and help accomplish the desired results. (Acts 6:1-7, Romans 12:7, Galatians 6:2, II Timothy 1:16-18, Titus 3:14)
- E. ADMINISTRATION** - The ability to understand clearly the immediate and long-range goals of a particular unit of the body of Christ and to devise and execute effective plans for the accomplishment of those goals. (Luke 14:28-30, Acts 6:1-7, I Corinthians 12:28)
- F. DISCERNMENT** - The ability to know with assurance whether certain behavior purported to be of God is in reality divine, human or satanic. The purpose of this gift is to prevent confusion and false teaching from infiltrating the church. (Matthew 16:21-23, Acts 5:1-11, Acts 16:16-18, I Corinthians 12:10, 1 John 4:1-6)
- G. FAITH** - The ability to discern with extraordinary confidence the will and purpose of God, and to propel the body of believers into actively claiming the promises of God. (Acts 11:22-24, Romans 4:18-21, I Corinthians 12:9, Hebrews 11)
- H. MUSIC** - The ability to use one's voice in the singing of praises and joy to the Lord for the benefit of others, or to play a musical instrument to the praise of the Lord and for the benefit of others. (Deuteronomy 31:22, I Samuel 16:16, I Chronicles 16:41-42, II Chronicles 5:12-13, II Chronicles 34:12, Psalm 150)
- I. LANGUAGES/TONGUES** - The ability to speak a divinely-anointed message in a language one has never learned, but known to the hearers. Its purpose being an evangelistic tool used for the purpose of spreading the gospel. (Mark 16:17, Acts 2:1-13, Acts 10:44-46, Acts 19:1-7)

- J. MIRACLES** - The ability to serve as human intermediaries through whom it pleases God to perform powerful acts that are perceived by observers to have altered the ordinary course of nature. (Acts 9:36-42, Acts 19:11-20, Romans 15:18-19, I Corinthians 12:10, 28)
- K. CRAFTSMANSHIP** - The ability to use one's hand, thoughts and mind to further the kingdom of God through artistic, creative means. People with this gift may also serve as leaders for others in forming their abilities in this area. The gift may also be used in the areas of maintenance, care and upkeep for the benefit and beautification of God's Kingdom here on earth. (Exodus 30:22-25, Exodus 31:3-11, II Chronicles 34:9-13, Acts 18:2-3)
- L. HEALING** - The ability to serve as human intermediary through whom God's healing power is applied to another person's physical or emotional need.
(Acts 3:1-10, Acts 5:12-16, Acts 9:32-35, Acts 28:7-10, I Corinthians 12:9, 28)
- M. GIVING** - The ability to contribute material resources to the work of the Lord with liberality and cheerfulness.
(Mark 12:41-44, Romans 12:8, II Corinthians 8:1-7, II Corinthians 9:2-8)
- N. MERCY** - The ability to feel genuine empathy and compassion for individuals who suffer distressing physical, mental or emotional problems, and to translate that compassion into cheerfully-done deeds which reflect Christ's love and alleviate the sufferings.
- O. WISDOM** - The ability to apply spiritual truth to a specific issue in an especially relevant fashion, and to make proper choices in difficult situations, based on sufficient information.
(Acts 6:3,10, I Corinthians 2:1-13, I Corinthians 12:8, James 1:5, II Peter 3:15)
- P. KNOWLEDGE** - The ability to discover, accumulate, analyze and clarify information which is pertinent to the growth and well-being of the body.
(Acts 5:1-11, I Corinthians 12:8, II Corinthians 11:6, Colossians 2:2-3)
- Q. EXHORTATION** - The ability to minister words of encouragement, consolation, comfort and motivation from God's Word to help others complete their tasks and be all that God wants them to be.
(Acts 4:32-37, Acts 14:22, Romans 12:8, I Timothy 4:13, Hebrews 10:24-25)
- R. TEACHING** - The ability to employ a logical, systematic approach to biblical study and to communicate information relevant to the health and ministry of the body and its members in such a way that others will learn.
(Acts 18:24-28, Acts 20:20-21, Romans 12:7, I Corinthians 12:28, Ephesians 4:11-14)
- S. PASTOR/SHEPHERD** - The ability to assume a long-term personal responsibility for the spiritual welfare of a group of believers.
(John 10:1-18, Ephesians 4:11-14, I Timothy 3:1-7, I Peter 5:1-3)

- T. APOSTLE** - The ability to assume and exercise general leadership over a number of churches, with an extraordinary authority in spiritual matters which is spontaneously recognized and appreciated by those churches. (Acts 15:1-2, I Corinthians 12:28, II Corinthians 12:12, Galatians 2-7-10, Ephesians 3:1-9, Ephesians 4:11-14)
- U. MISSIONARY** - The ability to minister whatever other spiritual gifts one has in a second culture. (Acts 8:4, Acts 13:2-3, Acts 22:21, Romans 10:15)
- V. PROPHECY** - The ability to proclaim the Word of God with divine anointing which brings conviction to the hearers so they recognize that it is truly the Word of God and they must do something about it.
(Acts 2:37-40, Acts 7:54, Acts 26:24-29, I Cor. 14:1, 31, I Thess. 1:5)
- W. EVANGELISM** - The ability to share the gospel with unbelievers in such a way that men and women become Jesus' disciples and responsible members of the body of Christ.
(Acts 8:5-6, Acts 8:26-40, Acts 14:21, Acts 21:8, Ephesians 4:11-14, II Timothy 4:5)
- X. PRAYER/INTERCESSION** - The ability to pray for extended periods of time on a regular basis and see frequent and specific answers to prayer, to a degree much greater than that which is experienced by most Christians. (Luke 22:41-44, Acts 12:12, Colossians 1:9-12, Colossians 4:12-13; I Tim. 2:1-2; James 5:14-16)

A PRACTICAL GUIDE FOR YOUR SPIRITUAL GIFTS

The application of spiritual gifts is where the rubber meets road. Spiritual gifts discovery without application is to render powerless the ability God has given us to build His Kingdom.

The following is a practical guide to matching spiritual gifts to possible ministries in the Church. While this list is not comprehensive, it offers a broad spectrum of possibilities. You can help a person find their place of ministry by looking up their spiritual gift from the following list.

HELPS/SERVICE

Children's Ministry Helper

Nursery

Handyman

Cooking

Media/Computers

Sound

Church Office Worker

Transportation

Ushering

Telephoning

Greeter

Hospital Visitation

Communion Preparation

Church Landscape

Church Building Repair

Bible Study Leader Arts/Crafts

Women's Ministry

Men's Ministry

Cleaning Church/Office

LEADERSHIP

Organize Special Events

Leadership Training

HOSPITALITY

Usher

Greeter

Open Home

Banquet Server

Coffee Cart

Sunday Fellowship

ADMINISTRATION

Committees
Church Office Work
Organize Special Events

DISCERNMENT

Board Member
Altar Counselor
Recruiter
Visitation

FAITH

Prayer Ministries
Board Member
Healing Ministry
Altar Counselor
Prayer Partner

MUSIC

Instrument/Vocals
Worship Leader

MIRACLES

Prayer Ministries
Anointing of Believers

CRAFTSMANSHIP

Arts/Crafts
Handyman
Grounds Maintenance
Church Office Volunteer

GIVING

Church Treasurer
Support Missionaries
Fund Raiser
Sponsor Mission Trips
Build Buildings
Help the Needy

MERCY

Addiction Recovery
Abused Children
Shut-in
Bereaved
Cancer Care
Hospital Visitation

KNOWLEDGE/WISDOM

Committees
Research

Altar Counselor

Teaching

Discipleship

EXORTATION

Committees

Visitation

Counseling

Discipleship

TEACHING

Children

High School

Middle School

Young Adults

Adult Ministry

PASTOR/SHEPHERD

Discipleship

Visitation

Training

Outreach

Follow-Up

APOSTLESHIP

Missionary

Outreach

Church Planter

MISSIONARY

Missions

Evangelism

PROPHECY

Preaching

Boards & Committees

EVANGELISM

Outreach