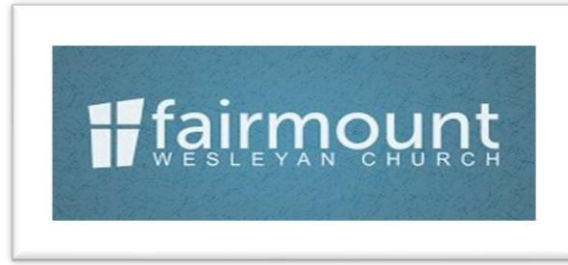


Name _____



Spiritual Gift Tests

For by the grace given to me I say to everyone among you not to think of himself more highly than he ought to think, but to think with sober judgment, each according to the measure of faith that God has assigned.

Romans 12:3

For best results, answer each statement below according to who you are, not who you would like to be or think you ought to be. How true are these statements of you? What has been your experience? What do others tell you? To what degree do these statements reflect how you live your life every day? Each question is very important, so try not to miss out on any. You will calculate your score at the end of the test.

Respond to each statement according to the following 0-5 point scale:

- 0 = Never; not true
- 1 = Rarely; seldom true
- 2 = Some of the time; occasionally true
- 3 = Half of the time; usually true
- 4 = Most of the time, consistently true
- 5 = All of the time; always true

1. _____ I am skilled at organizing people to accomplish many different tasks and objectives.
2. _____ I want to establish and equip new churches and/or ministries.
3. _____ I can easily determine whether a statement is true to Scripture or not.
4. _____ I can clearly and effectively communicate the Gospel to others.
5. _____ I seek to inspire others who are facing difficulties in their faith.
6. _____ I live confidently knowing that God is intimately concerned and involved with my life.
7. _____ I live a simple lifestyle so that I can give a larger portion of my income to the Lord's work.
8. _____ When in a group, I tend to notice and approach those who are alone to help them feel a part of the group.
9. _____ People often ask me my perspective or interpretation of specific passages of Scripture.
10. _____ Others tend to follow my lead.
11. _____ I have great empathy for those who are facing difficult life challenges.
12. _____ I am very protective of the spiritual well-being of others.
13. _____ At times God has given me a message for an individual or group and compelled me to speak it to them.
14. _____ I enjoy doing everyday tasks that support the various ministries of the church.
15. _____ I spend large amounts of time studying the Word of God knowing that my effort will make a difference in someone's life.
16. _____ I often have helpful insights into situations that have not been made clear to others.
17. _____ I can clearly see what needs to be done and implement a plan to make it happen.
18. _____ Cultural boundaries do not hinder my work to expand the kingdom of God.

19. _____ I pay attention to what people say and how they say it, particularly those who teach.
20. _____ I feel a burden of compassion for those who are lost without Jesus.
21. _____ When people are discouraged, I remind them of the power and promises of God found in Scripture.
22. _____ I trust God completely to answer my prayers according to His perfect will.
23. _____ I consistently and joyfully give of my income – often more than a tithe.
24. _____ I enjoy entertaining guests and making them feel “at home” when they visit.
25. _____ The Spirit has brought to my mind information that I have been able to use to minister to others effectively.
26. _____ I have a vision for my church or ministry and I know what needs to be done to accomplish it.
27. _____ I see the sick or needy as those who most need the love and comfort that Jesus offers.
28. _____ I love spending time nurturing and guiding others in their faith.
29. _____ There have been occasions that I have received a revelation from the Lord and spoken it to the church.
30. _____ I readily volunteer to help in church when I know it will fill a practical need.
31. _____ I effectively communicate the Bible in ways that influence and motivate others to learn more.
32. _____ I have learned through my experiences in life and can often guide others who are facing similar difficulties or challenges that I have had.
33. _____ I am good at delegating responsibility and trust others to “do their jobs.”
34. _____ I can minister to people in different cultures effectively.
35. _____ I am a quick and accurate judge of character.
36. _____ I seek ways to build relationships with non-Christians so that the Lord will use me to share the Gospel with them.
37. _____ I am compelled to challenge and inspire growth in those whose faith is stagnant.
38. _____ I know God will come through even if I don't see any possible solution to my problem.
39. _____ When I give it brings me great joy knowing that more people will be served and touched with the Gospel.
40. _____ I enjoy meeting new people and introducing them to others in the group.
41. _____ I study the Bible regularly in order to share truth with others in and outside the church.
42. _____ I am not afraid to take risks to advance the kingdom of God through my church or ministry.
43. _____ I care deeply about those who are hurting and want to help them navigate through their tough times.
44. _____ I desire to help the wounded and lost find healing and shelter in Jesus Christ.
45. _____ The Lord has spontaneously given me information about an individual that I felt obligated to confront them with in order to restore them to God.
46. _____ I like to serve the Lord “behind the scenes.”
47. _____ I am able to explain deep theological truths in ways that even a child can understand them.
48. _____ I often help people by offering Scriptural lessons and principles as solutions to life's various challenges.
49. _____ I like to create ways to make things run efficiently in my life and work.
50. _____ God has given me influence over several different ministries and/or churches.
51. _____ I can readily sense the enemy or a demonic influence in a situation.
52. _____ I love to memorize Scripture to share with those who don't know Jesus as their Savior.
53. _____ I am not afraid to challenge someone if I know it will foster spiritual growth and boldness in their life.
54. _____ I will boldly move forward in a situation if I sense God's calling and provision to do so.
55. _____ I believe I have been blessed financially so that I may be a blessing to the church and her mission to reach the lost and help the poor.
56. _____ I would enjoy using my home to get acquainted with newcomers and visitors to the church.
57. _____ I retain most of what I learn and can recall it quickly when the need arises.
58. _____ I can readily identify leaders and love to help them grow in their gifts and abilities.
59. _____ I love to see people through the storms of life and show them the compassion that Jesus did.

60. _____ I care about the church and do all I can to see it grow and be built up in love.
61. _____ God has put in my mind urgent matters that were otherwise unknown that I have announced to the church.
62. _____ I set aside time in my week to help those in need in my church and community.
63. _____ I enjoy communicating the important details of Scripture to others.
64. _____ I can see where a group or individual's decisions and actions will lead them, and I offer to guide them in the right direction.
65. _____ Details matter to me and I pay special attention to make sure things are done correctly.
66. _____ I am qualified and able to establish and lead a new church or ministry.
67. _____ I can often tell if someone is being deceitful or dishonest before it becomes apparent to others.
68. _____ I love to share what Christ has done in my life and how He has changed me.
69. _____ Others have told me that my words have compelled them to step out and grow in their faith.
70. _____ Even when times are tough, I trust God completely to comfort me and provide for my needs.
71. _____ Stewardship is an important discipline in my daily walk with Christ.
72. _____ Creating a warm and welcoming atmosphere is important to me.
73. _____ I like to share the truth and insights God has shown me with others.
74. _____ People often look to me to lead a group or project.
75. _____ I have been known to "care too much" and help others in their time of need.
76. _____ I long to see each person in the church fulfilling the Great Commission.
77. _____ I have suddenly received a message from God specific to our congregation and shared it for the edification of the entire church.
78. _____ If I recognize a need in the church I simply fill it without being asked.
79. _____ Others have shared that my teaching is helpful and easy to understand.
80. _____ It is humbling to me when someone asks for my guidance, so I take great care to help them.
81. _____ I manage my time wisely.
82. _____ I have a strong desire to raise up leaders and pastors who will equip the church.
83. _____ I have a strong "radar" for false teaching.
84. _____ I am not afraid to plead with people to believe that Christ died for their sin and to confess Him as Lord and Savior.
85. _____ When others are faced with difficult situations, I boldly tell them of the faithfulness of God towards His people.
86. _____ I don't often worry because of my confidence in God's ability and willingness to see me through every circumstance.
87. _____ I seek ways to help others financially and share the love of Christ with them.
88. _____ I tend to make total strangers feel at home.
89. _____ I am able to relate the truth and realities of the Gospel to all aspects of life.
90. _____ I am not afraid to step up and take charge in a crisis situation.
91. _____ I seek out those who are deemed "lost causes" and aid them in restoring their lives.
92. _____ The Gospel of Jesus Christ is the foundation of my life and ministry.
93. _____ Others have recognized that often God has spoken clearly and directly to them through a message I have shared.
94. _____ I believe there is eternal significance in performing mundane tasks and service.
95. _____ I love discovering how the Gospel is woven through the entire Bible as I increasingly spend time in study.
96. _____ I can easily see which plan or strategy is the best one in a given circumstance.

Scoring instructions: Write your score (from 0-5) for each question in the box with the corresponding question number. Add up each column and write your total scores above the gift code. Once you have done this you can check the key below to see what spiritual gift each code represents. The highest score for any gift is 30. The higher the score, the stronger you are in that spiritual gift based on your responses. A score of 24 or higher in any gift is a strong indicator of the presence of that gift in your life. Scores between 18 and 23 could indicate a spiritual gift in the “seedling” stage, particularly if one or more of your top three scores are in this range.

	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
Total Scores																
Gift Codes	Ad	Ap	Di	Ev	Ex	Fa	Gi	Ho	Kn	Le	Me	Pa	Pr	Se	Te	Wi

Ad = Administration
Ap = Apostleship
Di = Discernment
Ev = Evangelism

Ex = Exhortation
Fa = Faith
Gi = Giving
Ho = Hospitality

Kn = Knowledge
Le = Leadership
Me = Mercy
Pa = Pastor

Pr = Prophecy
Se = Service/Helps
Te = Teaching
Wi = Wisdom

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SPIRITUAL GIFTS DESCRIPTIONS

The general biblical basis for spiritual gifts is Romans 12:6-8; 1 Corinthians 12:8-10, 28; Ephesians 4:11-13; 1 Peter 4: 9-10

Administration (Luke 14:28-30; 1 Corinthians 12:28; Acts 6:1-7; Titus 1:5) – The gift of administration is the divine enablement to understand what makes an organization function, and the special ability to plan and execute procedures (coordinate and organize people and projects) that accomplish the goals of the ministry. The ability to help steer the church, or a ministry, toward the successful completion of God-given goals, with skills in planning, organization, and supervision.

You may work well as the leader of a project, ministry, or program; chairman of a committee or board; a church planner; or chairman of building or fund-raising projects. Other positions where you may serve well include pastor, assistant pastor, business manager, office manager or department head for large staff, fellowship group or missionary circle leader, library manager, camp director, nursery coordinator or Vacation Bible School director. As well, you could work alongside a church staff member, helping to coordinate administrative tasks, coordinating behind-the-scenes.

Apostleship (Acts 15:22-35; 1 Corinthians 12:28; 2 Corinthians 12:12; Galatians 2:7-10; Ephesians 4:11-14; Philippians 2:25) – The gift of apostleship is the divine enablement, given to a proven messenger sent from local churches, to assist in new works or overseeing existing churches. A person sent to new places with the gospel. You may have heard of missionaries going to different countries to help spread the Word; they could be described as apostles. An apostle can also provide leadership to other churches or ministries and offer advice on spiritual matters.

You could help lead in the development of a satellite congregation or become a short or long-term missionary

Discernment (Matthew 16:21-23; Acts 5:1-11, 16:16-18; 1 Corinthians 12:10; 1 John 4:1-6) – The gift of discernment is the divine enablement to distinguish between truth and error. It is the ability to discern the spirits, differentiating between good and evil, right and wrong. The wisdom to recognize truth from untruth by correctly evaluating whether a behavior or teaching is from God or another, ungodly source.

Areas of possible service for you could be interviewing persons seeking emergency needs or help with a ministry focused on emotional and spiritual well-being (e.g., prayer ministry, lay-counseling).

Evangelism (Acts 8:5-6, 26-40, 14:21, 21:8; Ephesians 4:11-14) – The gift of evangelism is the divine enablement to effectively communicate the gospel to unbelievers, so they respond in faith and move toward discipleship.

There are many avenues in which you can carry out the gift of evangelism. Visitation programs such as juvenile detention centers or jails, going door-to-door, going to orphanages and shelters for women or the homeless, and of course, following up on visitors in their homes. Your gift is a plus for leading people to Christ during an invitation or altar call. You could participate in special evangelistic efforts, such as fairs and other events. Your gift also fits well in church planting, on Gospel teams, immigrant ministry, men's or women's conferences, and many public speaking ministries. Other areas may include: discipleship team member; sharing your faith with others; sharing your story with the congregation; Vacation Bible School; teaching a class on faith-sharing; youth or adult small group leader.

Exhortation/Encouragement (Acts 14:22; Romans 12:8; 1 Timothy 4:13; Hebrews 10:24-25) – The gift of exhortation/encouragement is the divine enablement to present truth so as to strengthen, comfort, or urge to action those who are discouraged or wavering in their faith. Competence in offering encouragement, comfort, and support to help someone (or the church) be all that God wants them to be.

You may use your special gift in many areas: leadership training; counseling; teaching in church training/seminars/small groups; following up with new converts; encouraging those who are discouraged (perhaps in a drug or alcohol program, rescue mission, poverty program, half-way house or runaway ministry or in a shelter for abused women and children); organizing or serving in a men's or women's ministry; note-writing; adopting a college student; serving on a care team; supporting the staff.

Faith (Acts 11:22-24; Romans 4:18-21; 1 Corinthians 12:9, 13:2; Hebrews 11) – The gift of faith is the divine enablement to act on God's promises with confidence and unwavering belief in the unseen and in God's ability to fulfill his purposes. They can stand strong in their belief, no matter what may try to shake them.

This gift could be used in short or long-term missionary work, a mission project team member, or being a voice of trust in God during times of uncertainty for individuals or the corporate church.

Giving (Mark 12:41-44; Romans 12:8; 2 Corinthians 8:1-7, 9:2-7) – The gift of giving is 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?" Those who have this gift are particularly willing and able to share what resources they have with pleasure, and without the need to see them returned.

Your gift is welcome anywhere large or small amounts of money are needed. You can serve as a member of a finance or budget committee, a missions or building committee, or a poverty, rescue mission, or migrant mission committee member. You could sponsor or underwrite special projects or meeting needs of an individual. Further, you could help plan a stewardship campaign, lead a class on Christian financial management, or serve as a business administrator.

Hospitality (Acts 16:14-15; Romans 12:13, 16:23; Hebrews 13:1-2; 1 Pet. 4:9-10) – The gift of hospitality is to warmly welcome people, even strangers, into one's home/church/group as a means of serving. They make people feel "at home," welcome, cared for, and included.

Possible areas of service for you include: Sunday morning greeter/usher/parking lot attendant, hosting, preparing/serving coffee/snacks, help plan church social events, arrange or provide housing for visiting missionaries, foster parenting, arrange temporary housing needs for people in need, open your home for Bible studies/small groups/youth activities (not necessarily leading any of them, just providing space). As well, you might identify guests, greet them, invite them to sit with you, and show them around the church.

Knowledge (Acts 5:1-11; 1 Corinthians 12:8; Colossians 2:2-3) – The gift of knowledge is the divine enablement to bring truth to the body through a revelation or biblical insight. They seek out, gather, organize, and clarify facts and ideas on diverse subjects.

You may study God's Word, share your insights with others, or work with the pastor in creating sermon series.

Leadership (Romans 12:8; 1 Timothy 3:1-13, 5:17; Hebrews 13:17) – The gift of leadership is the divine enablement to cast vision, motivate, and direct people to harmoniously accomplish the purposes of God. This aptitude marks a person who is able to stand before a church, to direct the body with care and attention, and to motivate them toward achieving the church's goals or the "big picture" mission or plan.

Areas of service may include: committee member, ministry team member, plan and oversee church-wide functions or projects, help in the execution of church functions or projects, help plan yearly stewardship campaign, work with the staff or ministry teams in establishing new ministries and programs, serving on the church leadership team.

Mercy (Matthew 9:35-36; Mark 9:41; Romans 12:8; 1 Thessalonians 5:14) – The gift of mercy is the divine enablement to cheerfully and practically help those who are suffering or are in need, compassion moved to action. This is the defining trait of a person with great sensitivity for those who are suffering. It manifests itself in offering compassion and encouragement, and in a love for giving practical help to someone in need.

Your gift is used best in times of sorrow and in times of great joy. It fits well with another gift of service such as deacon, youth worker or hospital visitation. With a counseling course, you could become a good lay counselor. You may serve as a hospital, nursing home, or shut-in worker; a funeral coordinator and provider of sympathy and support; or a poverty center worker. You would do well as a hospitality or care team member, missions committee member, elder care, or working with people who have mental and/or physical disabilities.

Pastor/Shepherd (John 10:1-18; Ephesians 4:11-14; 1 Timothy 3:1-7; 1 Peter 5:1-3; 1 Thessalonians 5:14) – The gift of pastoring/shepherding is the divine enablement to nurture, care for, and guide people toward on-going spiritual maturity and becoming like Christ.

This gift is a great help in these areas: group leader, pastor or assistant pastor, special ministry leader (such as youth, children, men, etc.), nursery worker or as a half-way house or other type shelter volunteer, care team member, worship leader, discipleship ministries leader, nurture other church leaders, Bible study leader, or mentor.

Prophecy (Acts 2:37-40, 7:51-53, 26:24-29; Romans 12:6; 1 Corinthians 12:10,28, 14:1-4; Ephesians 4:11-13) – The gift of prophecy is the divine enablement to reveal truth; at times spontaneously revealed but always confirmed and proclaim it in a timely and relevant manner for edification. There may be immediate or near future implications. The ability to speak the message of God to others. This sometimes involves foresight or visions of what is to come.

Areas of service may include (and depends on your secondary gifts): revival/conference speaking; problem-solving for a church with a sin problem; teaching on Gospel teams (in prison ministry, in migrant ministry, and in counseling); promoting causes you believe in; prayer and accountability partner; or teaching the Bible. You might also share with the pastor and/or other church leaders about how you see things unfolding in the life of the church, especially if there are problems that are not being addressed

Service/Helps (Mark 15:40-41; Acts 6:1-7, 9:36; Romans 12:7, 16:1-2; 1 Corinthians 12:28; Titus 3:14) – The gift of service/helps is the divine enablement to accomplish practical and necessary tasks which free-up, support, and meet the needs of others. Someone with this gift is able to support or assist members of the body of Christ so that they may be free to minister to others. A talent for identifying tasks needed for the body of Christ and using available resources to get the job done.

Your gift may put you into action. You may serve as manager of maintenance and grounds - painting, picking up trash, sorting, cleaning, helping with laundry, cooking, driving or running errands, serving as an audio-video worker, record keeping, greeting/ushering, landscaping, decorating, and more – any way you can lend a helping hand.

Teaching (Acts 18:24-28, 20:20-21; 1 Corinthians 12:28; Ephesians 4:11-14) – The gift of teaching is the divine enablement to understand, clearly explain, and apply the word of God, causing greater Christ-likeness in the lives of listeners. The skill to teach from the Bible and communicate it effectively for the understanding and spiritual growth of others.

You do not necessarily have to teach the Bible to be a help to the church ministry. Although you can help with interpretation or teaching teachers and others, you may teach in areas such as education, business, finance, or computers. You may enjoy writing and developing curriculum. Your gift also lends itself to the mission field where you could serve as a missionary/teacher. You may want to teach a basic doctrine course to newcomers or new Christians or host quarterly small group studies on different topics. You may enjoy doing research for the pastor or others who teach as well.

Wisdom (Acts 3:10; 1 Corinthians 2:6-13, 12:8) – The gift of wisdom is the divine enablement to apply spiritual truth effectively to meet a need in a specific situation. It is the divine strength or ability to understand and to bring clarity to situations and circumstances in a practical way.

You could use your gift to help people see how God's Word fits into their life situation, help be a problem-solver when the need arises, or help groups of people implement ideas.