

Growing our Gifts Assessment

Introduction

Christian discipleship is a lifelong journey of living out and spreading the good news of Jesus Christ so that others may believe. Jesus invited the disciples, and many others along the way, to embark on a faith journey as they learned about his ministry. A lifelong journey means lifelong learning. The more we discover about who we are and *whose* we are, the more we can appreciate the journey and the ministry to which we have been called.

Discovering who we are includes discovering our spiritual gifts.

Each one is given gifts by the Holy Spirit, gifts that shape who we are and how we operate in the body of Christ. Discovering or recovering your spiritual gifts and exploring how you can better use them is part of growing in faith and life and discipleship. These gifts are part of your DNA. Spiritual gifts are as unique to you as your fingerprints and dental records.

Since 1953 when scientists James Watson and Francis Crick announced to the world (in an English pub) that

they had discovered “the secret of life,” that is, DNA, we have acquired the language to describe and the human understanding of who we are physically. Many leader-disciples subconsciously have equated DNA with only our physical being, thereby diminishing our capacity to see ourselves as spiritual beings with spiritual gifts.

Discovering spiritual gifts will assist disciples in increasing their capacity for ministry by embracing the spiritual gifts they have been given and then discerning God’s plan as to how those gifts will be used in the body of Christ.

Our DNA controls our physical make-up, and the Holy Spirit is the power that allows us to use our physical make-up to actualize the spiritual gifts with which we have been blessed.

Spiritual gifts are:

- biblical
- given to everyone
- essential to discipleship
- exciting to discover and reveal

The Purpose of Spiritual Gifts

The purpose of spiritual gifts is two-fold: to unify the body of Christ/Christians in their faith and to produce within the church growth that is both numerical and spiritual.

The unity spiritual gifts bring is not uniformity; in fact, these gifts can be explained just like fingerprints. We all have them, yet no two sets look alike. Each spiritual gift fused with personality and physical attributes manifests differently in each individual. Now that we are aware of the gifts, it is crucial to God’s plan that we use them.

Let’s describe our mission as a 5,000-piece puzzle. Each piece is a set of spiritual gifts given to individuals. The puzzle is not complete until all of the pieces are in place. The image may be recognizable without all of the pieces, but it is still incomplete.

God has given the body of Christ an awesome task in the Great Commission (Matthew 28:19–20) and the great command (Act 1:8). Could you imagine approaching these tasks knowing that only you are working at them? They would be impossible. But with the body of Christ working together, we can obey God’s command more fully than we could alone.

Again, spiritual gifts are biblical, given to everyone, essential to discipleship and exciting to discover and reveal. But there’s more to spiritual gifts.

- You cannot choose or trade the gifts you receive.
- Spiritual gifts are gifted through the work of the Holy Spirit.
- **Spiritual gifts are not about you!**

God has a greater use for these gifts, and they are not exclusively for your edification.

So what’s the next step? Have you taken a spiritual gifts assessment?

If the answer is yes, make a list of the six core gifts you have been given. Your gifts do not change, although they may heighten in intensity with use. So it is not necessary to take the inventory again. However, if you feel the gifts you have identified previously are not how you naturally operate, consider taking the assessment again, following the instructions carefully. You also may wish to re-take the assessment if you cannot articulate the six gifts with ease.

If you haven’t taken a spiritual gifts assessment before, you are ready to take it now.

Opening Your Gifts

This inventory is designed to begin your journey toward spiritual gifts discovery. This assessment is not a scientific instrument. However, it can be accurate if you remember that it is not a test or competition. When questions are answered quickly, without deep thought but honestly, it will better the chance for true answers to surface.

Perceptions about spiritual gifts will shape how you embrace and use them. Before you take the assessment, make note of unsettled questions you have. Make a list of gifts you think you have and reflect on why you are drawn to them. Reflect on how you will react if the gifts on your list are not the gifts with which you have been blessed.

Your gifts will be validated by others and confirmed through prayer and by their use over time. Confidence in your gifts comes when you have recognized, accepted, embraced and celebrated them yourself.

Descriptions and explanations of spiritual gifts are scattered throughout Scripture. Over time, Bible scholars have studied God's Word and the universal patterns and divine way these gifts show up in individuals.

Although there are many spiritual gifts assessments available, the one provided here contains a list of 60 questions that will help you discern, discover and/or recover your spiritual gifts using self-discernment.

Some advice for taking the assessment: First, it is not a test! Take your time. It is not a competition. And, for the over-achievers, there is no perfect grade to make. There is no pressure. This is about discovery rather than a finish line.

A note about discerning: Stay in the moment. Don't think too long or hard about your answers. Be as honest as you can about your answers. It is not what you wish your answer should be; it is what it is. High scores don't count; they will not give you an accurate read of your spiritual DNA.

During the process of completing the assessment, you may discover a pattern. Don't be tempted to second-guess the questions or to manipulate the process. This discovery process is to help the gifts surface. By sticking to the process and remaining as honest as possible, you will discover or recover the best gifts just for you.

Spiritual Gifts Assessment

As with other gifts, it is impossible to fully appreciate and make use of our spiritual gifts until they have been opened. This tool will help you begin to open your spiritual gifts by guiding you through a self-assessment inventory. These 60 questions will help you identify which gifts you have received in greatest measure.

Instructions: For each of the 60 questions which follow, shade in the circle to the right of the question corresponding to the number of the response that most closely matches how you perceive yourself.

Categories are presented across the top of the inventory:

- 4 Consistently True • 3 Frequently True • 2 Occasionally True • 1 Infrequently True • 0 Rarely True

		4	3	2	1
1	When presented a goal, I immediately think of steps that need to be taken in order to achieve the desired results.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2	I express myself through artistic means.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3	My faith requires me to seek out God's will and purpose in all circumstances that arise in my life.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4	I am able to convey the gospel message to non-believers in ways that they are able to easily understand.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5	I am moved by those who, through conflict or sorrow, are wavering in faith.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6	I am certain of the Spirit's presence in my life and in the lives of others.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7	I am blessed by God each day and gladly respond to these blessings by giving liberally of my time and money.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8	I enjoy meeting new people and becoming acquainted with them.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9	I know that God hears and responds to my daily prayers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10	I feel compelled to learn as much as I can about the Bible and faith.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11	I am a take-charge person. When others follow my direction, the goal or task will be completed.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12	When I see a person in need, I am moved to assist him or her.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13	I love to sing and enjoy inspiring others through song.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14	I find joy in and express myself by playing a musical instrument.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15	I am motivated to provide spiritual leadership to those who are on a faith journey.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
16	I like working behind the scenes to ensure that projects are successful.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
17	I enjoy working with my hands in a trade or skill that requires considerable experience to perfect.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
18	My great joy is to communicate biblical truth in such a way that it becomes real and understood by others.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Spiritual Gifts Assessment

	4	3	2	1
19 When a challenge is presented, I am usually able to identify an appropriate solution.	0	0	0	0
20 I am able to take a thought or idea and put it into a clear and inspiring written form.	0	0	0	0
21 I enjoy organizing thoughts, ideas, hopes and dreams into a specific plan of action.	0	0	0	0
22 I can translate into artistic form what I first see in my imagination.	0	0	0	0
23 I have assisted others as they sought to discern whether or not their personal decisions were helpful and in accordance with God's will for their lives.	0	0	0	0
24 I enjoy being with non-believers and like having the opportunity to encourage them to faith and commitment.	0	0	0	0
25 When I know someone is facing a crisis, I feel compelled to provide support and care.	0	0	0	0
26 My trust in the Spirit's presence, when I encounter times of personal crisis, is a source of strength for others.	0	0	0	0
27 I manage my time and money so that I am able to give much of it to the work of the church or other organizations.	0	0	0	0
28 I am often asked to open my home for small-group gatherings or social occasions.	0	0	0	0
29 I often become so absorbed in my prayer life that the doorbell or phone can ring and I will not hear it.	0	0	0	0
30 Not one day would be complete without biblical study and thought.	0	0	0	0
31 When I am in a group, others will often look to me for direction.	0	0	0	0
32 I feel an urgency to provide housing for the homeless, food for the starving, comfort for those in distress.	0	0	0	0
33 I have sung before groups and felt a real sense of God's presence.	0	0	0	0
34 By my playing a musical instrument, inspiration has been provided for both myself and others.	0	0	0	0
35 I have responsibility for providing spiritual guidance to an individual believer or group of believers.	0	0	0	0
36 People tell me that without my willingness to do the unnoticed jobs, their work would be more difficult.	0	0	0	0
37 I am good at building, repairing or restoring things, and I find satisfaction in doing so.	0	0	0	0
38 I want to express my faith by assisting others to discover the truths contained in the Bible.	0	0	0	0
39 People come to me for help in applying Christian faith and values to personal situations.	0	0	0	0
40 I often feel moved to write about my thoughts and feelings so others may benefit from them.	0	0	0	0

Spiritual Gifts Assessment

		4	3	2	1
41	I have been successful in organizing, directing and motivating people to achieve a goal.	0	0	0	0
42	My artistic work has given spiritual strength to both believers and non-believers.	0	0	0	0
43	In the congregation, I am often asked if a direction being discussed is in accordance with God's will and purpose.	0	0	0	0
44	I do not find it difficult to share what Jesus means to me with non-believers.	0	0	0	0
45	Those who are struggling with life questions have come to me for guidance and help.	0	0	0	0
46	I can see great things happening in my congregation and am not derailed by the pessimism of others.	0	0	0	0
47	When I receive money unexpectedly, one of my first thoughts is to share this gift through the church.	0	0	0	0
48	I enjoy welcoming guests and helping them to feel at ease.	0	0	0	0
49	Believers have asked me to pray for healing in their lives and have evidenced God's healing power.	0	0	0	0
50	My study of the Bible has proven helpful to others in their faith journey.	0	0	0	0
51	People have said they like to work with me because the task will be successfully completed.	0	0	0	0
52	People have been surprised by how at ease I am while working with those who are suffering in mind, body or spirit.	0	0	0	0
53	I am grateful and humbled that my singing has provided inspiration and hope for others on their faith journey.	0	0	0	0
54	Others have told me they were moved by my playing a musical instrument.	0	0	0	0
55	People have come to me for spiritual help, and it has developed into a long-term relationship.	0	0	0	0
56	When I turn out the lights, take tables down, work in the kitchen or put chairs away, I feel that I have served the Lord.	0	0	0	0
57	My knowledge of building, maintenance or repair has been a special value to the church and others.	0	0	0	0
58	Students have told me that I can take the most difficult idea or concept and make it understandable.	0	0	0	0
59	When direction is needed at work or in the congregation, I am generally asked for my opinion.	0	0	0	0
60	My written work has been helpful to others in understanding life's truths.	0	0	0	0

