**MINISTRIES & GIFTS ASSESSMENT**

INSTRUCTIONS

This assessment is designed to help you discover more about the spiritual gifts you have/have been using consistently, and is a guide for you to pray and think about how they could be used, and may be talk with somebody who knows you well.

HOW TO DO IT:

Do not turn to the response chart and definitions until you have finished the questionnaire.

Read each statement carefully and ask yourself: How far is this true of me?

Then write next to the statement a number between 0 and 4 which most represents what is true of

you.

0 Not at all, never true 3 Often true

1 Seldom true 4 Consistently true

2 Sometimes true

Important: Answer according to how far this is actually true of you now, not how you wouldlike to be, or think you ought to be.

You don’t need to spend more than 10 seconds on each statement. Try to record your first reaction,

as this is usually the most accurate. As you spend longer on it you tend to become over-analytical!

REMEMBER: This is only a TOOL.

REMEMBER: This can be no more true than you are HONEST WITH YOURSELF.

REMEMBER: GIFTS ARE DISCOVERED IN INVOLVEMENT

**WHEN YOU HAVE FINISHED:**

When you have put a number next to each statement, turn to the response chart at the end of the questionnaire, and transfer the numbers you’ve written to the chart, and total the column for each

letter.

Turn to the definition sheets, and write down the names of the 3 gifts for which you have the highest totals, with the score beside them.

You may want to ask someone who knows you well if they see your gifts in the same way. Also, you could talk and pray with your small group leader about you can use your gifts.

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**SPIRITUAL GIFTS ASSESSMENT**

NB: Please read the instructions before starting to fill this in.

1. I like things to work efficiently and effectively and get frustrated when they are badly organised.

2. I am single and I enjoy it.

3. I have a strong desire to help people become whole.

4. God has used me to pray for people who have been oppressed by the powers of darkness.

5. Others have noted that I am often able to see through phoniness before others.

6. I am able to see the specific need a person has for encouragement.

7. In a social setting I often feel drawn to those “not yet Christians” and enjoy getting to know them.

8. I have believed God for the impossible and seen it happen in a tangible way.

9. When I see someone in urgent need I often want to give to them.

10. I have seen people healed by God’s power when I have prayed for them in the name of Jesus.

11. I’m more concerned with making a person feel safe than I am with making an impression.

12. I enjoy spending long periods of time in prayer - listening to God as well as speaking to Him.

13. Sometimes when a person speaks in tongues, I get an idea about what God is saying.

14. I can challenge and motivate others and achieve common objectives.

15. I feel such compassion for poor, needy and hurting people that I actively do what I can to alleviate the source of their discomfort.

16. I feel comfortable relating to ethnic minority groups, and they seem to accept me.

17. I want to seek out those who have fallen away from Christ to bring them back into the church.

18. I have received instant knowledge about someone or a situation that I did not learn by natural

means.

19. I am a ‘behind the scenes’ sort of person, happier following than leading.

20. I have a strong desire to bring truth where there is ignorance of the things of God.

21. I can speak to God in a language I have never learned.

22. I could live more comfortably, but choose not to for the sake of the Kingdom.

23. I have applied spiritual truths effectively to my own life.

24. I enjoy handling the details of organising ideas, people, resources and time for more effective ministry.

25. Other people have noted that I am more content not to be married than most.

26. I am able to discern problems people have through the things they say or leave unspoken.

27. God has used me to set people free who have dabbled in occult activities.

28. I can ‘seem to know’ what the Holy Spirit is doing in some people’s lives.

29. I will go to great lengths to seek out a person to encourage them.

30. I have enthusiastically shared how Jesus has changed my life in a way that is meaningful to non-Christians.

31. Other people have told me I had faith to accomplish what seemed impossible to them.

32. I often find my giving is in answer to a specific prayer.

33. I enjoy praying for sick people because I know that they can be healed as a result.

34. I feel fulfilled when entertaining people and have no thought of being repaid.

35. When I am made aware of an area of need, my first reaction is often to pray about it.

36. I have interpreted tongues in a way that has been helpful and edifying for others.

37. Others have followed my leadership because they believed in me.

38. I have cared for others when they have had material or physical needs.

39. I feel I could learn another language well in order to minister to those in a different culture.

40. I have enjoyed encouraging other Christians in their walk with the Lord.

41. I have sometimes been given understanding about specific events which have happened at a later date.

42. I don’t have many special skills but I do what needs doing.

43. I enjoy the Bible and passing on what I have learned to others.

44. I have spoken an immediate message of God in a language I have never learned.

45. Living a simple life-style is an exciting challenge for me.

46. I have been able to give understanding that has resolved conflicts and relationship problems.

47. I have an ability to see through organisational problems and to make effective and efficient plansto accomplish goals.

48. I am glad I have more time to serve the Lord because I am single.

49. I find it easy to empathise with a person’s personal struggles, and feel compassion for them.

50. God has used me to set people free from addictive behaviour of different kinds.

51. I can tell with a fairly high degree of assurance and accuracy when a person is oppressed or troubled by an evil spirit.

52. I have a greater desire to affirm the good in someone than to show them their mistakes.

53. I have brought others to Jesus to put their faith in Him.

54. I believe God frequently stretches my faith and gives me clear vision of His purposes.

55. I am so confident that God will meet my needs that I give to Him sacrificially and consistently.

56. Others have told me that God healed them of an emotional problem when I prayed for them.

57. I am comfortable with all kinds of people and feel at ease with them.

58. Others have told me my prayers for them have been answered in tangible ways.

59. I have prayed that I may interpret if someone begins speaking in tongues.

60. I am willing to take responsibility for the achievement of specific goals by a group of people.

61. I can patiently support those who are going through painful experiences, as they try to stabilise their emotional and spiritual lives.

62. I am willing to leave comfortable surroundings to enable me to share Jesus with more people.

63. I am able to understand the burdens people carry and patiently help them to mature.

64. When I share an insight God has given me, people have become aware of their attitudes or behaviour and have changed.

65. I enjoy serving others so they can be freed to carry out their ministry effectively.

66. I am able to make complicated issues clear to others, without diluting the truth.

67. I feel free to worship God wholeheartedly when I sing in tongues.

68. I am not poor, but I can identify with poor people.

69. When a person has a problem, I can frequently guide them to the best biblical solution.

70. I have the perception to see how an organisation functions and can use this to plan ahead so problems don’t arise.

71. I am single and the Lord particularly helps me to control my sexual desires.

72. I am patient and a good listener.

73. Others ask me to pray for people who are oppressed or attacked by the powers of darkness.

74. I can recognise whether a person’s teaching is from God, from Satan or of human origin.

75. People have come to me in their trouble, suffering and discouragement, and told me they have been helped and encouraged.

76. I have a deep sense of the plight of those who don’t know Jesus, and pray regularly for them.

77. When in a group, others look to me for a vision of God’s purposes and encouragement to trust

Him whatever the odds.

78. I like to give anonymously to help meet an individual’s or a ministry’s financial needs.

79. I have prayed for others and physical healing has actually occurred.

80. I make a point of looking out for people who seem to be strangers and don’t know anyone, and welcoming them.

81. I consider it a high priority to set aside regular time to pray for things other than my own needs.

82. I have interpreted tongues in a way that seemed to bless others, and appeared to come directly from God.

83. I am able to inspire people and carry them along towards a goal.

84. I enjoy visiting hospitals and /or retirement homes, and feel I do well in such a ministry.

85. I have a strong desire to see people of other countries won to the Lord.

86. I am willing to spend time in supporting and caring for others and in nurturing their spiritual growth in different ways.

87. I sometimes have a strong sense of what God wants to say to people in response to a particular situation.

88. I respond cheerfully when asked to do practical, routine jobs, however menial.

89. I feel I can communicate biblical truths to others and see resulting changes in knowledge,

attitudes, values and conduct.

90. When I speak in tongues in public, I believe it edifies the congregation when interpreted.

91. Others tell me I sacrifice much materially in order to minister.

92. Some people say that I have perceived and applied biblical truth to the specific needs of fellow believers.

93. I enjoy organising things so that they work well; and when in a group which lacks organisation, I tend to step in to fill the gap.

94. I readily identify with Paul’s desire for others to be single as he was.

95. I am able to see things that are holding people back in their spiritual lives.

96. In the name of Jesus I have seen His power drive out evil spirits.

97. I can usually tell whether a person’s exercise of spiritual gifts is genuine.

98. I feel grieved when people miss out on God’s blessing because they are discouraged.

99. I am reasonably good at telling people about Jesus, and enthusiastic about doing so.

100. I have a growing ability to trust God to answer my prayers.

101. I have been willing to maintain a lower standard of living in order to benefit God’s work.

102. When I pray for the sick, I notice God at work in observable/ tangible ways.

103. When people come to our home they indicate that they feel ‘at home’

with us.

104. I get excited when I pray because I know God works in response to prayer, and that prayer is the foundation of all other work in God’s kingdom.

105. I have asked God if He wants to use me to interpret what has been prayed in tongues.

106. I find that I can communicate ideas, and initiate new things, in such a way that others want to play a part in them.

107. I do what I can behind the scenes to show God’s love to those who are suffering.

108. I pray regularly and passionately for other countries, and for the world-wide church.

109. I feel compelled to lead by example and to let my life be an example for others to follow.

110. People have told me that I have communicated timely and significant messages which must have come from the Lord.

111. When I serve the Lord, I really don’t care who gets the credit.

112. I want to pass on truths from the Bible so clearly that my listeners will share them with others.

113. I find it enormously helpful to pray in tongues in my private daily praise and intercession, and feel very close to God when I do.

114. Poor people accept me because I choose to live at their level.

115. In confusing group discussions, I have been able to give a clear and helpful understanding of the way forward.

116. I enjoy paying attention to detail in the things I do.

117. I look for opportunities to encourage single people in their walk with the Lord.

118. I strongly believe that Jesus wants to release people from hurts and circumstances of the past,

and to assure them of His acceptance - and I want to help others into that experience.

119. I can often discern when someone I am praying for needs to be released from darkness or oppression.

120. I am sometimes aware of a person’s motivation for their actions.

121. When I meet people I try to affirm them and build up their confidence.

122. Non-Christians say they feel comfortable around me, and that I have a helpful way of answering their questions about the Christian faith.

123. I have sometimes felt sure I knew God’s specific will for the future growth of His work, even

when others were not so sure.

124. I get fulfilment out of sharing my possessions or money with others.

125. God has used me to bring mental restoration and wholeness to people through prayer in Jesus’ name.

126. I like bringing people into my home and making them feel at ease.

127. I sometimes fast to give more time to God in prayer.

128. God sometimes gives me the understanding of what I have prayed in tongues.

129. I see the need to prioritise my work and delegate efficiently to others.

130. I feel drawn to spend time with lonely, shut-in people or those in prison.

131. I am willing to give time and effort to understanding people of another culture in order to share Jesus with them in a meaningful way.

132. I have a strong desire to see people grow in their faith and am prepared to work with them to help them to do so.

133. When I share my understanding of God’s feelings for someone, I often find they are

strengthened and comforted.

134. I like doing practical jobs for other people.

135. I have a strong desire to study the Bible and put what I learn into practice.

136. I find a great help to pray I tongues when I am praying for/ ministering to other people.

137. I believe God wants me to trust Him in a special way to provide my needs.

138. I am especially conscious of God’s presence when important decisions need to be made.

Write into each space the score you gave for each number.

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

116 117 118 119 120 121 122 123 124 125 126 127 128 129 130 131 132 133 134 135 136 137 138

A B C D E F G H I J K L M N O P Q R S T U V W

Write under each letter the total for each column.

Look up the list of gifts definitions and write the 3 gifts which scored the highest number inthe spaces below.

Name: ………………………………………… Date: ………………………………

1. …………………………………………………………… Score: ……….

2. …………………………………………………………… Score: ……….

3. …………………………………………………………… Score: ……….

SPIRITUAL GIFTS ASSESSMENT

DEFINITIONS

A. Administration: The special ability the Holy Spirit gives to perceive the way an organisation works, and to conceive and implement procedures that maximises the church’s ability to function, and release people - especially

leaders - to fulfil their calling/gifting.

B. Celibacy: The special ability the Holy Spirit gives to remain single and enjoy freedom to serve the Lord without the responsibilities of marriage.

C. Counselling: The special ability the Holy Spirit gives to perceive and understand blocks to a person’s wholeness

and to enable individuals to experience God’s healing from the past, and move on into a mature relationship with God.

D. Deliverance: The special ability the Holy Spirit gives to deliver people from darkness and oppression.

E. Discernment: Ability to know clearly whether teaching, behaviour or gifting is of God, or of human or satanic origin.

F. Encouragement: drawing alongside another person to affirm, support and strengthen them, in such a way that they feel helped and healed.

G. Evangelism: The special ability the Holy Spirit gives to skilfully share the good news with Jesus with unbelievers in such a way that they are able to respond in faith.

H. Faith: The special ability the Holy Spirit gives to trust God and encourage others to trust Him, even when things seem impossible.

I. Giving: sharing generously and cheerfully what you have with others.

J. Healing: to be His instrument to bring physical, emotional and mental healing.

K. Hospitality: The special ability the Holy Spirit gives to make people feel welcome, accepted and safe in their home and in a variety of settings.

L. Intercession: to pray consistently and with faith on behalf of others, sometimes for extended periods of time, with confidence that God will answer, seeing frequent specific answers to prayer.

M. Interpretation of Tongues: to make known in the local language what is spoken in tongues.

N. Leadership: The special ability the Holy Spirit gives to recognise and communicate the vision of God’s purposes,

and to accomplish it through the motivation and direction of a group of people.

O. Mercy: The special ability the Holy Spirit gives to respond compassionately and cheerfully to the needs and suffering of others, in a way which reflects God’s love.

P. Missionary: The special ability the Holy Spirit gives to share Jesus and to minister in a second culture.

Q. Pastoring: The special ability the Holy Spirit gives to nurture those whom God has given to your care so they are supported and built up in their faith.

R. Prophecy: receive and communicate God’s specific message to an individual or group, in a way which touches the hearts of the hearers and brings conviction and change, or strengthening, encouragement and comfort.

S. Service: The special ability the Holy Spirit gives to find spiritual meaning and fulfilment in undertaking practical jobs which enable the body of Christ to function effectively, and release others to fulfil their gifting.

T. Teaching: The special ability the Holy Spirit gives to impart God’s truth as found in Scripture in a practical, clear and relevant manner, so that others will learn, put it into practice and share it with others.

U. Tongues: to speak in a language they have never learned - in private or in public.

V. Voluntary Poverty: The special ability the Holy Spirit gives to set aside material comfort and luxury and adopt a personal life-style equivalent to those living at the poverty level in a given society, in order to serve God more effectively.

W. Wisdom: The special ability the Holy Spirit gives to receive insight into situations and bring understanding from God as to the way forward.