

# POWER TOOLS

## Spiritual Gifts Inventory

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*Church*

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## INTRODUCTION

Thanks for picking up a copy of *POWER TOOLS*. This is a teaching tool designed to help you understand spiritual gifts and help you discover what your gifts may be. Taken from the lists provided in Romans 12, 1 Corinthians 12, and Ephesians 4, these fourteen gifts are given by the Spirit of God to enable Christians to be “*fitted and held together by that which every joint supplies, according to the proper working of each individual part, causing the growth of the body for the building up of itself in love.*” This is not a “temperament analysis,” though it can be helpful to compare one’s spiritual gifts with information gained from the TJTA, Firo-B, *Personality Profile*, or *Biblical Personal Profiles*, in order to gain insight on how your particular gifts may be applied.

Some over-all assumptions regarding spiritual gifts may be in order before you begin the process of discovering your gifts.

- ◆ *Every Christian is gifted by God with at least one spiritual gift (1 Peter 4:10).*
- ◆ *The professional clergy-passive laity dichotomy practiced in most churches is unbiblical (Ephesians 4:11-12).*
- ◆ *The biblical model is that every Christian has a part to play in the proper working of the church (Ephesians 4:16).*
- ◆ *Spiritual gifts are not a substitute for the fruit of the Spirit (Galatians 5:22-23), but are a natural outgrowth of a Spirit-led life, resulting in fulfillment and fruitfulness.*
- ◆ *The sign gifts (tongues, interpretation, healing, miracles) mentioned in 1 Corinthians 12 are restricted in current usage since they were given only to the “true apostles” (2 Corinthians 12:12; Hebrews 2:3,4) as miraculous signs to authenticate the gospel message, and, as such, are not considered in this inventory.*

The assessments in this booklet have been designed to help the individual members of *NorthCreek Church* gain a better understanding of God’s plan for the church as we serve one another and grow toward maturity in Christ. Before you move on, several other guidelines may help.

- ◆ This is not a spiritual horoscope. This tool will provide **indicators** of giftedness, not a definitive, final conclusion.
- ◆ The results of the inventory are best implemented when utilized with the **Observation Assessment** (page 16). Spiritual gifts are not taught or selected. They are **noticed** and **affirmed**. This input should be sought from trusted, mature leaders who know you.
- ◆ The goal is not to label someone, but to enable them to see themselves and their ministry in a new, confident light.

The church needs you to be filling your place of ministry. If you don’t, we all suffer because the whole body is not functioning as it should.

## GUIDELINES AND INSTRUCTIONS

The following set of questions has been designed to help individual believers assess areas where God has gifted them. The results are not meant to be definitive. They are to be used as a starting point for exploration of where your best place of service might be within the body of Christ.

As indicated later in the inventory, there are a number of indicators that can be considered when exploring spiritual gifts. These include your spiritual passion for service, God's direct leading in your life, your temperament, your natural skills and abilities, your schedule and time availability, and the affirmation you receive from other believers.

However, the main focus of the material in this inventory is the supernatural placement of spiritual qualities in the life of every believer by the Holy Spirit. The other material included later will give you some corroborating information related to your spiritual gift. The *Observation Assessment*, the *Passion* sheet, and the *Personal Conviction Assessment* are provided to help you gain the input of friends, your own subjective feelings regarding spiritual gifts, and a sense of your own passion regarding how God may be calling you to minister.

Follow the sheets through in order. Do the *Spiritual Gift Inventory* (page 3) first, then go on to the other information. Keep the following guidelines in mind as you take the test.

- ◆ Answer according to who you are, **not what you would like to be or think you ought to be!**
- ◆ How true is each statement in relationship to your past experience?
- ◆ How closely does each statement reflect your true desire or spiritual passion?
- ◆ To what degree do these statements reflect your usual tendencies?
- ◆ Pick a number between 1 and 10 that best describes the degree to which that particular question is true of you. A "1" indicates the question does not apply to you at all, and a "10" indicates that you feel the question applies 100% to you. Use the numbers in between to indicate shadings of identification for each question. The gradation of numbers should roughly indicate the following arrangement:

- 10 = This is always true of me
- 7 = This is often true of me
- 5 = This is sometimes true of me
- 3 = This is seldom true of me
- 1 = This is never true of me

After responding to all questions, transfer the numerical value you assigned each question into the box with the corresponding number on the *Spiritual Gifts Assessment* sheet (page 9). Add each column vertically and write the total in the shaded area at the bottom of the page. Circle the four highest totals and transfer the information to the *Assessment Key* (page 10).

(Some of the material on pp. 15-22 has been adapted from *NETWORKING Leadership Guide* by Bruce Bugbee of Willow Creek Community Church, and *DISCOVERING YOUR SPIRITUAL GIFTS* published by Coast Hills Community Church. The *SPIRITUAL GIFT INVENTORY* and the teaching material on spiritual gifts was written by Dr. Jon McNeff, Pastor of NorthCreek Church, Walnut Creek, California.)

## SPIRITUAL GIFT INVENTORY

Pick a number between “1” and “10” to describe how each question applies to you. A “10” would indicate a total “yes” answer to the question, and a “1” indicates a total “no” answer to the question. Use the numbers in between to indicate the various shades of response to each question.

- \_\_\_ 1. Do you enjoy speaking to a group?
- \_\_\_ 2. Do you find yourself alert to practical needs of others?
- \_\_\_ 3. Do you enjoy listening to other people’s problems?
- \_\_\_ 4. Would you rather bring your needs to God in prayer than talk to others about them?
- \_\_\_ 5. Do you find it easy to reduce biblical truths down to principles?
- \_\_\_ 6. Do you find that you enjoy attacking biblical problems and researching the issues?
- \_\_\_ 7. If you had the opportunity, would you like to be the boss where you work?
- \_\_\_ 8. Do you enjoy visiting those who are sick or disabled?
- \_\_\_ 9. Do you like to see things organized?
- \_\_\_ 10. Do you find it easy to give your money or possessions without thought of what you will receive in return?
- \_\_\_ 11. Can you usually distinguish which is the better of two good things?
- \_\_\_ 12. Do you long to speak God’s truth to God’s people?
- \_\_\_ 13. Do you have a good grasp of the content of the gospel message?
- \_\_\_ 14. Do you have a strong desire and ability to refute any doctrinal error that may come up in any group that you teach or lead?
- \_\_\_ 15. Do you like to prove and validate a biblical issue?
- \_\_\_ 16. When you hear of a job that needs to be done, are you anxious to do it?
- \_\_\_ 17. Do you seek out people who are having personal problems in order to help them?
- \_\_\_ 18. Do you find yourself dreaming about things that God could accomplish if only someone was bold enough to attempt it?
- \_\_\_ 19. If called on to mediate a dispute between believers, can you isolate the biblical issues and bring reconciliation?
- \_\_\_ 20. Do you find that you can get so involved in the mechanics of researching a biblical topic that you forget about having to communicate it?
- \_\_\_ 21. Do you like seeing people operate in an organized fashion?

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## Power Tools: Spiritual Gift Inventory

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- \_\_\_\_\_ 22. When hearing of someone in the hospital, does it challenge you to bring them some encouragement and cheer?
- \_\_\_\_\_ 23. Do you enjoy making logistic decisions and providing material support?
- \_\_\_\_\_ 24. When you give to people or projects, do you always desire to avoid publicity or letting anyone know you did it?
- \_\_\_\_\_ 25. Are you skeptical of someone trying to “sell” you a spiritual truth?
- \_\_\_\_\_ 26. Do you have a strongly developed sense of what is biblically right and wrong?
- \_\_\_\_\_ 27. Do you frequently find yourself in spontaneous conversations with non-Christians about the gospel?
- \_\_\_\_\_ 28. Do you tend to guide Christians you meet into a church class or group where they can be ministered to and mature?
- \_\_\_\_\_ 29. Do you organize your thoughts in a systematic way?
- \_\_\_\_\_ 30. Do you enjoy working “behind the scenes?”
- \_\_\_\_\_ 31. Do you sense a lot of empathy for people having emotional problems?
- \_\_\_\_\_ 32. Do you find it fairly easy to trust God for your physical needs?
- \_\_\_\_\_ 33. Do you find it easy to clarify spiritual problems and offer biblical solutions?
- \_\_\_\_\_ 34. Do you especially enjoy reading scholarly works and debates on biblical issues?
- \_\_\_\_\_ 35. Are you able to mobilize people to reach a common objective?
- \_\_\_\_\_ 36. Do you feel a lot of compassion for those who are suffering physically?
- \_\_\_\_\_ 37. Do you prefer organizing things over working with people?
- \_\_\_\_\_ 38. Do you look for opportunities to give without hearing any appeals?
- \_\_\_\_\_ 39. Can you confront someone with the truth even when it may hurt?
- \_\_\_\_\_ 40. Do you have a strong desire to proclaim, “Thus saith the Lord”?
- \_\_\_\_\_ 41. Can you relate the gospel to non-Christians without the aid of a book or pamphlet?
- \_\_\_\_\_ 42. Do you have the ability to gently rebuke those under your care who are walking away from the Lord?
- \_\_\_\_\_ 43. Does the study of God’s Word come easy to you?
- \_\_\_\_\_ 44. When you do a job, do you do it without expecting recognition?
- \_\_\_\_\_ 45. Would you rather talk to someone having emotional problems yourself, instead of sending them to someone else for help?

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## Power Tools: Spiritual Gift Inventory

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- \_\_\_ 46. Do you find it easy to trust God, no matter what the circumstances may be?
- \_\_\_ 47. Do you tend to see God's truth in the middle of complicated life situations?
- \_\_\_ 48. Do you enjoy defending your position on a theological issue?
- \_\_\_ 49. Do you enjoy the work of planning and giving direction to others?
- \_\_\_ 50. Do you think of ways to minister and help those who are suffering physically?
- \_\_\_ 51. Do you find enjoyment in seeing a well-organized operation?
- \_\_\_ 52. Are you inclined to freely share your home, your resources, and your finances with those around you in genuine need?
- \_\_\_ 53. Do you tend to be skeptical of those who are always spiritually "up"?
- \_\_\_ 54. Would you be inclined to speak God's truth to people, even if it got them upset?
- \_\_\_ 55. Do you have a strong desire to see the unsaved come to know Christ?
- \_\_\_ 56. Do you have a consistent, deep-seated desire to pursue those who fall away from the faith?
- \_\_\_ 57. Do you enjoy organizing material that addresses a biblical question or spiritual problem?
- \_\_\_ 58. When anyone asks you for help in a ministry, do you find it hard to say no?
- \_\_\_ 59. Do you have the ability to patiently listen to people who are depressed?
- \_\_\_ 60. Do you pray consistently enough to see God answer prayer?
- \_\_\_ 61. Do you find it easy to relate the gospel to life's problems?
- \_\_\_ 62. Do you study the Bible simply for the joy of personal discovery?
- \_\_\_ 63. Do you enjoy leading other people in making a group decision?
- \_\_\_ 64. Do people express appreciation to you because of your personal ministry to someone who is sick or shut-in?
- \_\_\_ 65. Do you find that you want a room to be neat and things in their place?
- \_\_\_ 66. Do you feel that God has enabled you to be a good steward for the purpose of generously giving to legitimate needs?
- \_\_\_ 67. Have you ever felt that even though a "Christian" claimed they had "prayed" much about an issue that they were being used of Satan?
- \_\_\_ 68. Do you have such a strong belief that God's Word is completely sufficient for every situation one may encounter, that you feel compelled to proclaim it?
- \_\_\_ 69. Do you have a good grasp for how the issues of apologetics relate to the modern mind?
- \_\_\_ 70. Are you able to spot the distortion or lack of biblical truth in a class or group study?



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- \_\_\_\_\_ 71. Do you enjoy teaching the Bible whenever possible?
- \_\_\_\_\_ 72. Do you especially enjoy performing ministry tasks that no one else likes to do?
- \_\_\_\_\_ 73. Do you find that often people come to you for solutions to spiritual problems?
- \_\_\_\_\_ 74. Do you see difficulties as opportunities for God to display His glory?
- \_\_\_\_\_ 75. Are you able to apply the attributes of God to the difficulties of life?
- \_\_\_\_\_ 76. If you had your preference for a ministry, would you enjoy being allowed to study Scripture rather than doing administrative or clerical work?
- \_\_\_\_\_ 77. Do you like to help others organize themselves to achieve their goals?
- \_\_\_\_\_ 78. Do you enjoy visiting those who are sick or shut-in?
- \_\_\_\_\_ 79. Do you enjoy bringing props, materials, and equipment together for an organized event?
- \_\_\_\_\_ 80. Do you enjoy sharing your resources with others?
- \_\_\_\_\_ 81. Have you ever felt hesitant about a proposal when everyone else was for it?
- \_\_\_\_\_ 82. Do you have a sense of urgency about having a consistent opportunity to publicly proclaim the Word of God?
- \_\_\_\_\_ 83. Do you look for opportunities to share your faith with someone who is not a Christian?
- \_\_\_\_\_ 84. Do you notice a parental-like sense of protection for those entrusted to your spiritual care?
- \_\_\_\_\_ 85. Do you find it easy to explain biblical issues to people?
- \_\_\_\_\_ 86. Do you often offer to help before you are asked?
- \_\_\_\_\_ 87. Do you find that you are a good and patient listener?
- \_\_\_\_\_ 88. Do you enjoy praying for other people's requests?
- \_\_\_\_\_ 89. Can you explain the mystery of the Old Testament laws and ceremonies that was revealed in the death, burial, and resurrection of Jesus Christ?
- \_\_\_\_\_ 90. Is it normal for you to exhaust as many resources as possible in the pursuit of biblical truth?
- \_\_\_\_\_ 91. Do you usually take the leadership in a group where none exists?
- \_\_\_\_\_ 92. Do you listen with patience and interest to someone who is suffering physically?
- \_\_\_\_\_ 93. Do you find that you see past the surface of an activity to the more intricate picture of details that makes everything fit together?
- \_\_\_\_\_ 94. Are you naturally inclined to meet legitimate physical need with your resources?
- \_\_\_\_\_ 95. Are you skeptical of testimonies concerning dreams, visions, and circumstances?

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## Power Tools: Spiritual Gift Inventory

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- \_\_\_ 96. Do you feel that all society should be centered around God's Word?
- \_\_\_ 97. Are you challenged by opportunities to share your faith rather than intimidated?
- \_\_\_ 98. Do you have a desire to fulfill the biblical function of elder as a shepherd?
- \_\_\_ 99. Are you usually able to back your opinion on a spiritual issue with Scripture?
- \_\_\_ 100. When asked to do a job, do you do it without feeling obligated or pressured?
- \_\_\_ 101. Would you rather have others tell you their problems than tell them yours?
- \_\_\_ 102. Do you find that your visions of accomplishment usually come to pass?
- \_\_\_ 103. Have you ever been accused of being too narrow on biblical or spiritual issues?
- \_\_\_ 104. Do you have a good working knowledge of Bible study methods and resources?
- \_\_\_ 105. Can you handle pressure from others when they disagree with your plans?
- \_\_\_ 106. Do you have the patience to spend time with someone who is suffering physically?
- \_\_\_ 107. Can you see the weaknesses in the organization of activities, ministries, etc.?
- \_\_\_ 108. Are you pleased when someone asks you to help financially in some project, seeing it as a great honor and privilege?
- \_\_\_ 109. Can you usually detect when someone is telling you the truth?
- \_\_\_ 110. Do you perceive that God uses your public speaking to bring conviction?
- \_\_\_ 111. Have you noticed a consistent pattern of people receiving Christ after you have explained the gospel to them?
- \_\_\_ 112. Do you have the ability to point out scriptural answers to the basic questions and dilemmas of life in a group setting?
- \_\_\_ 113. Have you had a long-standing desire to teach the Bible?
- \_\_\_ 114. Do you find a personal joy and satisfaction in doing things to make others happy, or efficient, or admired?
- \_\_\_ 115. Have people often expressed to you how much you have helped or encouraged them in time of need?
- \_\_\_ 116. Do you have a consistent private prayer life?
- \_\_\_ 117. Do you usually have an intuitive sense about what is spiritually right and wrong?
- \_\_\_ 118. When you buy Christian books, do they tend to be commentaries and word study books, rather than self-help type books?
- \_\_\_ 119. Do you enjoy being the "up front" person?

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## Power Tools: Spiritual Gift Inventory

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- \_\_\_\_\_ 120. Are you willing and eager to spend time, money and resources to help those who are in physical need?
- \_\_\_\_\_ 121. Do you find yourself wanting time to be budgeted properly?
- \_\_\_\_\_ 122. Are you challenged by financial appeals, either public or private?
- \_\_\_\_\_ 123. Do you have a strong understanding of the attributes of God and the divinity of Jesus Christ, and can you spot error that contradicts these teachings?
- \_\_\_\_\_ 124. Do people tell you that they are built up, encouraged, or comforted by your teaching or proclaiming the Word of God?
- \_\_\_\_\_ 125. When you lead someone to Christ, do you do everything you can to make sure that they are disciplined and incorporated into the life of the church?
- \_\_\_\_\_ 126. Do you believe Scripture is sufficient in itself to answer the needs of mankind?
- \_\_\_\_\_ 127. Have other people ever told you that you ought to be teaching on a regular basis?
- \_\_\_\_\_ 128. Do you enjoy doing the “small tasks” that are left undone, even if it isn’t your job?
- \_\_\_\_\_ 129. Are you able to provide scriptural guidance to one who has been abused?
- \_\_\_\_\_ 130. Do you have a strong sense of a strong, sovereign God who is in control, no matter what the circumstances of life may be?
- \_\_\_\_\_ 131. Do you feel you have the ability to see things as God sees them?
- \_\_\_\_\_ 132. Do you enjoy seeking out the answers to biblical questions, even if you never get the chance to present the information to anyone?
- \_\_\_\_\_ 133. Are you able to motivate people to follow you?
- \_\_\_\_\_ 134. Can you feel compassion without being emotionally dragged down yourself?
- \_\_\_\_\_ 135. Do you usually know what resources are needed to get a job done?
- \_\_\_\_\_ 136. Do you feel as if you have sufficient resources that you don’t have to worry about giving?
- \_\_\_\_\_ 137. Are you aware of how Satan works, both individually and corporately?
- \_\_\_\_\_ 138. Do you enjoy teaching the Bible in a proclamational manner?
- \_\_\_\_\_ 139. Can you cultivate relationships with non-Christians without adopting their lifestyle?
- \_\_\_\_\_ 140. When you are in charge of a group ministry or class, do people tend to come to you for advice about their personal lives?

## SPIRITUAL GIFTS ASSESSMENT

Transfer the numbers you wrote on the *Spiritual Gifts Inventory* to the corresponding box in the chart below. Add each column vertically.

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	139	40
A	B	C	D	E	F	G	H	I	J	K	L	M	N

Record the totals for each column in the shaded area above and circle the four highest numbers. Transfer these numbers to the *Assessment Key* on the next page. The letters A-N at the bottom of each column correspond to the definitions on page 10.

## ASSESSMENT GUIDE

<b>KEY</b>																								
<p>▶ <b>Letters A–N on the previous page refer to the following gifts:</b></p> <table style="width: 100%; border: none;"> <tr> <td style="width: 50%; padding: 5px;"><b>A = Teaching</b></td> <td style="width: 50%; padding: 5px;"><b>H = Mercy</b></td> </tr> <tr> <td style="padding: 5px;"><b>B = Serving</b></td> <td style="padding: 5px;"><b>I = Administration</b></td> </tr> <tr> <td style="padding: 5px;"><b>C = Exhortation</b></td> <td style="padding: 5px;"><b>J = Giving</b></td> </tr> <tr> <td style="padding: 5px;"><b>D = Faith</b></td> <td style="padding: 5px;"><b>K = Discernment</b></td> </tr> <tr> <td style="padding: 5px;"><b>E = Wisdom</b></td> <td style="padding: 5px;"><b>L = Prophecy</b></td> </tr> <tr> <td style="padding: 5px;"><b>F = Knowledge</b></td> <td style="padding: 5px;"><b>M = Evangelism</b></td> </tr> <tr> <td style="padding: 5px;"><b>G = Leadership</b></td> <td style="padding: 5px;"><b>N = Pastor</b></td> </tr> </table>							<b>A = Teaching</b>	<b>H = Mercy</b>	<b>B = Serving</b>	<b>I = Administration</b>	<b>C = Exhortation</b>	<b>J = Giving</b>	<b>D = Faith</b>	<b>K = Discernment</b>	<b>E = Wisdom</b>	<b>L = Prophecy</b>	<b>F = Knowledge</b>	<b>M = Evangelism</b>	<b>G = Leadership</b>	<b>N = Pastor</b>				
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<p>▶ <b>List in order your top four scores</b></p> <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr> <th style="width: 5%;">Score</th> <th style="width: 10%;">Letter</th> <th style="width: 45%;">Spiritual Gift</th> <th style="width: 5%;">Score</th> <th style="width: 10%;">Letter</th> <th style="width: 45%;">Spiritual Gift</th> </tr> </thead> <tbody> <tr> <td style="height: 25px;">1</td> <td></td> <td></td> <td style="height: 25px;">3</td> <td></td> <td></td> </tr> <tr> <td style="height: 25px;">2</td> <td></td> <td></td> <td style="height: 25px;">4</td> <td></td> <td></td> </tr> </tbody> </table>							Score	Letter	Spiritual Gift	Score	Letter	Spiritual Gift	1			3			2			4		
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2			4																					

### **CONTINUING ON...**

Now that you've completed the inventory and have an idea of what your spiritual gifts may be, continue on to see how the above information may be corroborated.

- ◆ Read the definitions and expanded explanations on pages 11-15.
- ◆ Move on and fill out the remaining pages. Don't be in a hurry here. Ask God to give you wisdom and increasing clarity as you write some of your own feelings and get feedback from others.

## SPIRITUAL GIFTS - DEFINITIONS

### ► SERVING GIFTS

1. **SERVING:** Romans 12:7  
Providing physical help or relief in a supportive role, usually in a temporary capacity.
2. **MERCY:** Romans 12:8  
Compassionately and joyfully moving to alleviate suffering.
3. **EXHORTATION:** Romans 12:8  
Practical and verbal encouragement that is offered by walking alongside someone for a time to help or comfort.
4. **GIVING:** Romans 12:8  
The ability and willingness to respond liberally to need without thought of repayment.

### ► STUDY GIFTS

5. **KNOWLEDGE:** 1 Corinthians 12:8  
The ability to study and grasp the mystery of God's revelation and apply it to contemporary life.
6. **DISCERNMENT:** 1 Corinthians 12:10  
The separation, examination, and judging of spiritual issues to determine which are from God and which are from Satan.

### ► COMMUNICATION GIFTS

7. **PROPHECY:** Romans 12:6  
The public proclamation of God's Word that brings conviction for the non-believer and encouragement for the believer.
8. **TEACHING:** Romans 12:7; 1 Corinthians 12:28; Ephesians 4:11  
The ability to study, grasp, interpret, and communicate the truth of the Word of God effectively.

### ► MINISTRY GIFTS

9. **EVANGELISM:** Ephesians 4:11  
The special ability to relate the gospel to a receptive heart and then guide them into discipleship and the life of a local church.
10. **PASTOR:** Ephesians 4:11  
The leader who shepherds the flock of God primarily through the teaching of sound doctrine.
11. **WISDOM:** 1 Corinthians 12:8  
The application of God's eternal perspectives to the specific situations of life.

### ► LEADERSHIP GIFTS

12. **LEADERSHIP:** Romans 12:8  
The ability to mobilize, motivate, and direct people toward a common objective.
13. **ADMINISTRATION:** 1 Corinthians 12:28  
The efficient management and organization of resources and procedures.
14. **FAITH:** 1 Corinthians 12:9  
The extraordinary ability to believe God in the face of overwhelming obstacles and human impossibilities.

## PERMANENT "BUILDING" GIFTS

### ▶ SERVING GIFTS

Serving  
Mercy  
Exhortation

### ▶ STUDY GIFTS

Knowledge  
Discernment

### ▶ COMMUNICATION

Prophecy  
Teaching

### ▶ MINISTRY GIFTS

Evangelism  
Pastor  
Wisdom

### ▶ LEADERSHIP GIFTS

Leadership  
Administration  
Faith

### ▶ SERVING GIFTS

- **SERVICE:** Physical help or relief that is given in a supportive role, usually in a temporary capacity (Romans 12:7).

One who serves does it with joy and serves whenever necessary to free up someone else for their ministry. In the passage in Romans the word used is *diakonos* which is the word we get *deacon* from. Most feel that the same gift, though a different word, is seen in 1 Corinthians 12:28 where the word means "to take a burden on oneself in place of another." The one who serves is seen in Acts 6:2 as one appointed to wait on tables.

**This gift might be used** today in setting up tables for banquets, working in the nursery, helping on building maintenance, helping with office clerical work, helping a friend in yard work, helping with studies, or in running errands for a friend.

- **MERCY:** Compassionately and joyfully moving to alleviate suffering (Romans 12:8)

More than pity, the word has the idea of benefit that is the result of compassion. It is directed toward the outcast, the poor, the underprivileged, the ill, the deprived, the handicapped, the retarded, the alcoholic, and the drug addict. We see an example of this in 2 Timothy 1:16-18. This gift will be shown not by a long face that adds to the afflicted's self-pity, but by cheerful encouragement and service.

**This gift can be shown** in hospitals, convalescent homes, jails, or in a church ministry with those who are ill. It also can be seen in working with drug addicts, alcoholics, transients, unwed mothers, single parents, or other social problems.

- **EXHORTATION:** Practical and verbal encouragement that is offered by walking alongside someone for a time to help or comfort (Romans 12:8)

The one gifted with exhortation does not resort to verbal browbeating but instead is one who is "called alongside of" to help or comfort. In reality this may be called the gift of encouragement. This person is a good listener, derives joy from cheering people up, and can empathize with others' needs without themselves being dragged down. This is evidenced in Paul's attitude toward his beloved Thessalonian church in 2 Thessalonians 2:10-12. One gifted in exhortation will not be blind to the reality of a bad situation but will sensibly evaluate and lovingly but firmly guide and encourage.

**This gift may be used** by taking someone out to lunch that you feel you could encourage, being positive when approached with a problem, looking for couples that are down and having them over, and being sensitive to people's needs.

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## Power Tools: Spiritual Gift Inventory

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- **GIVING:** The ability and willingness to respond liberally to need without thought of repayment (Romans 12:8)

This gift is used to supply others when they can't meet their needs. It can be the giving of anything material, or time, or of one's self. The gift has nothing to do with how much one has but the percentage of desire for publicity, lack of desire for anything in return and a thrill at being able to help by giving. Mark 12:41 depicts the poor widow using this gift.

**This gift can be noticed** by giving money to special projects, cheerfully giving your car for youth sponsors to use in transportation, giving food, clothing, shelter, or money to those who need it, or giving yourself and time to a friend. It may also be used to help a student in financial need or in response to a specific missions need.

### ► STUDY GIFTS

- **KNOWLEDGE:** The ability to study and grasp the mystery of God's revelation and apply it to contemporary life (1 Corinthians 12:8)

Knowledge is the gift of desiring to gather all the available pertinent material on a given subject. In short, it is the one who enjoys studying and has an insatiable desire to know. The one who "works hard at preaching and teaching" (1 Timothy 5:17) will be one who spends time finding out what all the resources say about a question, one who enjoys studying and gathering all the facts. Knowledge is the assimilation of the facts of unchanging truth that is gained through teaching and written sources that is then applied to contemporary, changing situations. It is not an ethereal vision or instantaneous revelation of new truth. One who claims divine revelation is a deceiver and contradicts God's revealed word (Revelations 22:18; Jude 3:1 Corinthians 14:37, 38).

**It is seen** in teaching, writing, and effective biblical counseling.

- **DISCERNMENT:** The separation, examination, and judging of spiritual issues to determine which are from God and which are from Satan (1 Corinthians 12:10).

It is the discerning of the spiritual origin of a spiritual message. The ability to discern spirits has to do with distinguishing that which comes from God and that which is of Satan. All Christians are to do this (1 John 4:1) but not everyone will have the same ability to do so. For everything that God has Satan has a counterfeit, so it is important to be able to tell the difference because some will be in the church (Acts 20:29-30) speaking in the name of Jesus but not all will really be of Him. Paul discerned this in Acts 16:16-18. One can apply this to pastors, teachers, friends, people who say they've had a revelation, etc.

**One having this gift will know Scripture** and thus be able to "test the spirit" (1 John 4:1) of a teacher, or individuals who say they are from God and be able to know if they are true or false.

### ► COMMUNICATION GIFTS

- **PROPHECY:** The public proclamation of God's Word that brings conviction for the non-believer and encouragement for the believer (Romans 12:6).

Today this is usually associated with preaching. Prophetic preaching that results in conviction of non-believers (1 Corinthians 14:25), and the building up, encouragement, and comfort of the saints (1 Corinthians 14:3), stands in the tradition of the prophets of the Old Testament who proclaimed the Word of God by direct revelation. A prophet in biblical times stood in God's place before His people. He was active in both "forthtelling" and "foretelling." No one today fills the biblical role of prophet completely because no one speaks according to the biblical standards for forthtelling (100% accuracy according to Deuteronomy 18:20-22), and because no one has direct revelation from God because we don't need it—we have the Bible (1 Corinthians. 14:27).

**But to the extent that** one does proclaim the Word of God they may be said to function in the gift of prophecy when they proclaim "Thus saith the Lord" from the Word of God.

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## Power Tools: Spiritual Gift Inventory

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- **TEACHING:** The ability to study, grasp, interpret, and communicate the truth of the Word of God effectively (Romans 12:7; 1 Corinthians 12:28; Ephesians 4:11).

Teaching is not only the ability to study and grasp (like the gift of knowledge), but also to interpret and explain biblical truths in an understandable way. One gifted in this area will have both clear biblical knowledge and the ability to apply this knowledge to everyday situations. This person finds it easy to explain things to people and has a desire to know the truth. It is not controlled by methodology but by a passion for people. 2 Timothy 2:2 and 3:10 indicate this is not only by word but the total way of life. Teaching can be seen when someone seeks you out for counsel, in small inter-action groups, or in front of larger groups. It is not the ability to tell one how to swim with diagrams and charts but to teach them how by getting in the pool with them.

It may be used in a variety of classes and seminars, in student and children's ministries, and in Bible study groups.

### ► MINISTRY GIFTS

- **EVANGELISM:** The special ability to relate the gospel to a receptive heart and then guide them into discipleship and the life of a local church (Ephesians 4:11).

The word *evangelize* literally means "to proclaim good news." The noun form of the word is only used three times in the New Testament where it was basically seen first as a missionary and then a church-planting gift. Philip is an example of one who went where Christ was not named and led people to Christ (Acts 8:26-40). Timothy did the work of an evangelist (2 Timothy 4:5) through a more prolonged ministry of teaching that was done to counteract false teachers. As such, the gift today is not that of the revivalist going from church to church in an attempt to stir up the saints, nor is it the proverbial "scalp hunter."

It is most closely seen in the person who can communicate the gospel effectively, with results leading people into the life of a church. The tie to the life of a church is seen in the instruction to Timothy as a pastor in 2 Timothy 4, and the statement in Ephesians 4:11-12 that the gifts mentioned there were given for the "building up of the body of Christ."

- **PASTOR:** The leader who shepherds the flock of God primarily through the teaching of sound doctrine (Ephesians 4:11).

The connective "and" seems to indicate the primary function of the shepherd, which is to teach. Since the canon was not closed in the early church, and because books were few and terribly expensive, the role of the pastor as teacher was critical. The teaching shepherd stands against the pagan thought of the day and protects the flock by teaching them that which is food for their souls. Barclay comments that the shepherd of the flock of God is "the man who bears God's people on his heart, who feeds them with the truth, who seeks them when they stray away, and who defends them from all that would hurt their faith."

The one gifted as pastor will help determine church polity (Acts 15:22), counter pagan thought (Titus 1:9), monitor and lead the activities of the church (Acts 20:28; 1 Timothy 5:17), teach and preach (1 Timothy 3:2, where teaching is the only functional requirement given for leaders), and set an example (1 Peter 5:1-3).

- **WISDOM:** The application of God's eternal perspectives to the specific situations of life (1 Corinthians 12:8).

This gift is tied to 1 Corinthians 2:6-13 where wisdom is tied to the revelation of the mystery of what was hidden in the Old Testament, that is, the power of God that was shown in the crucifixion and resurrection of Jesus Christ. Specifically, this gift is the ability to take God's revealed plan for mankind and apply it to specific situations. In a more general sense, it applies God's perspective to live situations. Solomon exhibited this in 1 Kings 3:23-27. This gift may be applied in clarifying problems and suggesting solutions, and in being able to reduce biblical truths down to principles for living. Not necessarily tied to the gift of knowledge, a high IQ, or educational background, it is the ability to see things as God sees them

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## Power Tools: Spiritual Gift Inventory

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and bring His truth to the myriad of human situations.

It is needed in leadership positions, in counseling situations and in planning for the future.

### ► LEADERSHIP GIFTS

- **LEADERSHIP:** Those who are able to mobilize, motivate, and direct others toward an objective (Romans 12:8).

This is one who is set in authority over others because he has earned the right to lead. This is seen primarily in the leading and ruling of people. He does this by serving those he leads in his example and character. A leader will have followers, not by demand or self-appointment, but mutual recognition. Leaders will attract, model, and motivate people to be faithful, available, teachable, and reproducible. This type of leadership is acknowledged, not demanded. It may be evidenced by observing who people turn to for help, those who carry existing leadership roles well, and those who are appointed leaders because of reputation.

**This may be evidenced** on the church board, in evangelism and Bible study programs, club programs, student ministries or any other ministry seeking organization and leadership to help achieve their vision.

- **ADMINISTRATION:** The efficient management and organization of resources and procedures (1 Corinthians 12:28).

This is one who has the future planned and has plotted for all contingencies. It is like one who steers a ship. This person loves to see things neat and in order; therefore his own life and manner is ordered and structured. This gift can be used to spot weaknesses in a structure, be it personal or institutional, and can move to organize without being inflexible and rigid.

**This gift may be seen** in organizing events, overseeing communication, keeping records, arranging transportation, or ordering materials. It can also be seen in the administration of the structure of the church, whether it is in office and personnel management or in the effective administration of the church's education program. Everything is in its place when this person is in charge.

- **FAITH:** The extraordinary ability to believe God in the face of overwhelming obstacles and human impossibilities (1 Corinthians 12:9).

This is not saving faith, nor the faith all believers walk by in their daily lives. It is not blind presumption whereby someone baptizes his or her own desires by claiming God wants something to come to pass. This gift allows one to believe without doubting (James 1:6) that God's Word is true, no matter what the apparent outcome. Abraham had this kind of faith in Genesis 22. The gift of faith holds on when others give up and it believes and sees things that others miss.

**The leadership team of a church** needs to have people gifted in faith who can see the possibilities for what God can do and begin to pray to bring them to pass. It is also needed in counseling and in any planning group. It is used well with the gifts of leadership and exhortation.

## OBSERVATION ASSESSMENT

*(This assessment is to be completed by a Christian friend who understands spiritual gifts and knows you well enough to give you feedback on which might apply to you. This might be your spouse, a family member, or close friend. Their relationship and observations can provide some insights that will assist you in determining your spiritual gifts.)*

Thank you! Your spouse, family member, or friend is seeking to better understand who God has made him/her to be. Your perspective and observations of him/her can be helpful in that process. Your time in completing this questionnaire is very much appreciated!

<p><b>This pertains to the spiritual gifts of:</b></p> <p>_____</p> <p>Observations by: _____</p> <p>Relationship: _____</p>
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Read each of the descriptions below. Mark one of the following letters in the space provided. Be honest in your appraisal but **limit the number of "Ds" to three or four.**

<p>D = Definitely true, yes, certain gift P = Possibly true, maybe, potential gift O = Does not have gift ? = I don't know, have not observed</p>
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\_\_\_\_\_ **SERVICE:** (Romans 12:7) Physical help or relief that is given in a supportive role, usually in a temporary capacity.

\_\_\_\_\_ **MERCY:** (Romans 12:8) Compassionately and joyfully moving to alleviate suffering.

\_\_\_\_\_ **EXHORTATION:** (Romans 12:8) Practical and verbal encouragement that is offered by walking alongside someone for a time to help or comfort.

\_\_\_\_\_ **GIVING:** (Romans 12:8) The ability and willingness to respond liberally to need without thought of repayment.

\_\_\_\_\_ **KNOWLEDGE:** (1 Corinthians 12:8) The ability to study and grasp the mystery of God's revelation and apply it to contemporary life

\_\_\_\_\_ **DISCERNMENT:** (1 Corinthians 12:10) The separation, examination, and judging of spiritual issues to determine which are from God and which are from Satan

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## Power Tools: Spiritual Gift Inventory

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- \_\_\_\_\_ **PROPHECY:** (Romans 12:6) The public proclamation of God’s Word that brings conviction for the non-believer and encouragement for the believer.
- \_\_\_\_\_ **TEACHING:** (Romans 12:7; 1 Corinthians 12:28; Ephesians 4:11) The ability to study, grasp, interpret, and communicate the truth of the Word of God effectively.
- \_\_\_\_\_ **EVANGELISM:** (Ephesians 4:11) The special ability to relate the gospel to a receptive heart and then guide them into discipleship and the life of a local church.
- \_\_\_\_\_ **PASTOR:** (Ephesians 4:11) The leader who shepherds the flock of God primarily through the teaching of sound doctrine.
- \_\_\_\_\_ **WISDOM:** (1 Corinthians 12:8) The application of God’s eternal perspectives to the specific situations of life.
- \_\_\_\_\_ **LEADERSHIP:** (Romans 12:8) Those who are able to mobilize, motivate, and direct others toward an objective.
- \_\_\_\_\_ **ADMINISTRATION:** (1 Corinthians 12:28) The efficient management and organization of resources and procedures.
- \_\_\_\_\_ **FAITH:** (1 Corinthians 12:9) The extraordinary ability to believe God in the face of overwhelming obstacles and human impossibilities.

◆ Do you have any other observations or insights that would help this person to understand his/her strengths or abilities?

◆ List in order the top three gifts you marked with a “D” and explain why.

- 1.GIFT \_\_\_\_\_ WHY \_\_\_\_\_  
\_\_\_\_\_
- 2.GIFT \_\_\_\_\_ WHY \_\_\_\_\_  
\_\_\_\_\_
- 3.GIFT \_\_\_\_\_ WHY \_\_\_\_\_  
\_\_\_\_\_

## YOUR "PASSION" FOR MINISTRY

A person's **PASSION** often leads him/her to some compelling action. Your **PASSION** for unwed mothers, the poor, unbelievers, youth, discipleship, business executives, etc. is part of God's way of directing you to the place where you can best use your spiritual gifts.

Carefully consider the following questions to identify and state your **PASSION**. Assume that money, time, or abilities are not an issue.

1. What kind of group of people do you feel most attracted to? \_\_\_\_\_  
\_\_\_\_\_

2. What makes you "weep" or "pound the table" with emotion? \_\_\_\_\_  
\_\_\_\_\_

3. If you could not fail, what would you do in order to make a difference? \_\_\_\_\_  
\_\_\_\_\_

4. In what areas of our church's ministry would you like to make an impact with your life and spiritual gifts? \_\_\_\_\_  
\_\_\_\_\_

5. What activities outside of your church involvement are you involved with? \_\_\_\_\_  
\_\_\_\_\_

Do these activities have any connection to your spiritual passion for ministry? How so?  
\_\_\_\_\_

6. What are your hobbies? \_\_\_\_\_

What application of these activities do you see for ministry? \_\_\_\_\_  
\_\_\_\_\_

Conclude with a statement, or use some key words for what you understand your \_\_\_\_\_ to  
be at this time:

In light of the above, I would say that I have a **PASSION** (to...for...) \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**PERSONAL CONVICTION ASSESSMENT**

The *Personal Conviction Assessment* may indicate your spiritual gifts through your desires, dreams or burdens. God’s leading, prompting, or call often correlates to your giftedness. While you might not be able to answer each of the following questions, respond as best you can to the ones that apply. Reflect carefully.

1. Of the people you know in ministry, whom would you most like to be like?

Name

Qualities and gifts admired

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2. Whom would you most enjoy working closely with, in order to observe how they “do what they do?”

Name

Ministry

Gift

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3. I have a strong, growing conviction that I should get personally involved in: \_\_\_\_\_

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4. I believe that God may be calling me to a specific ministry. It is:

Ministry

Gifts Required

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5. Assuming that time, money and education were not a problem—if I could do anything in the world I wanted (secular or spiritual), I would like to: \_\_\_\_\_

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6. In the past, I have made the following promise, vow, or agreement with God:

Promise / Agreement

When / Why

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**Power Tools: Spiritual Gift Inventory**

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7. Often I seem to be in situations where a certain gift(s) is really needed. It is:

Situation

Gift(s) required

_____	_____
_____	_____

What insights has this given you? \_\_\_\_\_

\_\_\_\_\_

Is the Spirit prompting you in any specific ways? How? \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

## MINISTRY ASSESSMENT

Your ministry should be the natural outgrowth of who God has made you to be. Consider the following key questions to determine if you are now serving in the right place.

### Does my ministry flow out of my GIFTEDNESS?

- ◆ Do I have the spiritual gifts needed to fulfill my ministry responsibilities?

### Does my ministry reflect my PASSION?

- ◆ What need is of ultimate importance to me?
- ◆ Does my ministry in some way address this need?

### Am I receiving RELATIONAL affirmation?

- ◆ Do my co-workers within the ministry verbally affirm my contribution? Does leadership?
- ◆ Is there is curious silence about my service?

### Am I receiving MINISTRY affirmation?

- ◆ Am I being fruitful? Can I see results? Are those I'm serving being affirmed?

### Am I receiving PERSONAL affirmation?

- ◆ Am I feeling fulfilled in this ministry? Does this ministry feel like a "fit" for me?
- ◆ Do I feel like God is blessing me and using me in this ministry?

Indicate your response to each of the five questions above by circling the appropriate number along each continuum below.

Not suited							Perfectly Suited		
1	2	3	4	5	6	8	9	10	
My ministry and my Giftedness?									
1	2	3	4	5	6	8	9	10	
My ministry and my Passion									
1	2	3	4	5	6	8	9	10	
Relational Affirmation									
1	2	3	4	5	6	8	9	10	
Ministry Affirmation									
1	2	3	4	5	6	8	9	10	
Personal Affirmation									