

SPIRITUAL GIFTS DISCOVERY

Experience Assessment

Directions

1. Respond to each statement on the *Experience Assessment* that follows on pages 2-5.
2. Place your score to each statement in the appropriate box on your answer sheet below. Use the following scale:

SCORE	MEANING
3	= Consistently / Definitely True
2	= Most of the Time / Usually True
1	= Some of the Time / Once in a While
0	= Never / Not at All

3. IMPORTANT:

- Answer according to who you are, not who you would like to be or think you should be.
- How true are these statements of you?
- What has been your experience?
- To what degree do these statements reflect your tendencies?

4. When you have completed the *Experience Assessment*, add up each of the columns for a total above each letter.

ANSWER SHEET

	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					
TOTAL																					134	135	136	137
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	
TOP GIFTS																								

INDICATE TOP 3 GIFTS: 1, 2, 3

1. I can coordinate people, tasks, and events to meet a need.
2. I enjoy working creatively with wood, cloth, paints, metal, glass, or other materials.
3. I enjoy developing and using my artistic skills (art, drama, music, photography, etc.).
4. When I see spiritual complacency, I am willing to challenge it.
5. I have confidence that God not only can, but he will.
6. I give liberally and joyfully to people in financial need and to projects requiring support.
7. I enjoy working behind the scenes to support the work of others.
8. I view my home as a safe and caring place to minister to people.
9. When it comes to my attention, I am honored to regularly pray for someone or for a concern.
10. I am motivated to set goals and influence others to achieve a vision in order to advance God's work on earth.
11. I empathize with hurting people and desire to help them in their healing process.
12. I am attracted to the idea of serving in another country or an ethnic community.
13. I have spoken a timely and important prophetic word to others that I felt came to me directly from God while in prayer.
14. I have the ability to communicate the gospel with clarity and conviction.
15. I establish trust and confidence through long-term relationships.
16. I am able to communicate God's Word effectively.
17. I can readily distinguish between spiritual truth and error, good and evil.
18. I research and am persistent in my pursuit of knowing the truth.
19. Others often seek me out for advice about personal and spiritual matters.
20. I am careful, thorough, and skilled at managing details.
21. I am skilled in working with different kinds of tools.
22. I help people better understand themselves, their relationships, and God through artistic expression.
23. I enjoy reassuring and strengthening those who are discouraged.
24. I have confidence in God's continuing provision and help, even in difficult times.
25. I give more than a tithe so that kingdom work can be accomplished.
26. I enjoy doing routine tasks that support the needs of ministry.
27. I enjoy meeting new people and helping them feel welcomed.
28. I enjoy praying for long periods of time and receiving leadings as to what God wants me to pray for.
29. It is quite natural for me to lead, and it is more comfortable for me to lead than not to lead.
30. I can patiently support those going through painful experiences as they are seeking stability in their lives.
31. I am willing to take an active part in starting a new church.
32. By God's revelation to me, I have been able to shed light on current realities in someone's life that helps them see God's desire for their future.
33. After I have shared the story of Jesus, people pray with me for salvation.
34. I can faithfully provide long-term emotional and spiritual support and concern for others.
35. I simply and practically explain and clarify the Word for those who are confused or just do not know.
36. I have a "sixth sense" and frequently am able to identify a person's character based on first impressions.
37. I receive information from the Spirit that I did not acquire through natural means.

38. I can often find simple, practical solutions in the midst of conflict or confusion.
39. I can clarify goals and develop strategies or plans to accomplish them.
40. I can visualize how something would be constructed before I build it.
41. I like finding new and fresh ways of communicating God's truth.
42. I give hope to others by directing them to the promises of God.
43. I have a special ability to trust God for extraordinary needs.
44. I manage my money well in order to free more of it for giving.
45. I willingly take on a variety of odd jobs around the church to meet the needs of others.
46. I genuinely believe the Lord directs strangers to me who need a sense of belonging and connection to others.
47. I am conscious of ministering to others as I pray.
48. I am usually chosen as the group's spokesperson when in discussion groups.
49. I am drawn toward people who are sometimes regarded as undeserving or beyond help.
50. I can relate to others in culturally sensitive ways.
51. I speak biblical truth in a timely and culturally sensitive way in order to strengthen, encourage, and comfort God's people.
52. I'd rather be around non-Christians more than Christians so that I can build relationships with them.
53. I enjoy giving practical support, nurture, and spiritual guidance to a group of people.
54. When I teach, people respond to my teaching with action.
55. I can see through phoniness or deceit before it is evident to others.
56. I seek certainty and truth in order to avoid superficial understandings and speculation.
57. I am surprised by how many people are unable to solve problems and seem to lack common sense.
58. I can identify and effectively use resources needed to accomplish tasks.
59. I am good at working with my hands and enjoy doing so.
60. I regularly need to get alone to reflect and develop my imagination.
61. I reassure those who need to take courageous action in their faith, family, or life.
62. I am unwavering in my belief that God will absolutely work in circumstances in which success cannot be guaranteed by human effort alone.
63. I choose to limit my lifestyle in order to give away a higher percentage of my income.
64. I see spiritual significance in doing practical tasks.
65. I rarely meet people I do not like and wouldn't want to see included in the life of the church.
66. I pray with confidence because I know that God works in response to prayer.
67. I set goals and direct people to effectively accomplish them.
68. I have great compassion for hurting people.
69. I view the overall picture and do not get hindered with problems along the way.
70. I have spoken to others about future events or situation that God revealed to me, and they happened as I said they would.
71. I boldly speak about salvation through Jesus Christ and see a positive response in those who are listening.
72. I can gently restore wandering believers to faith and fellowship.
73. I get frustrated when I see people's lack of biblical knowledge.

74. God shows me the difference between demonic influence, a mental illness, and an error in truth.
75. When reading or studying Scripture, I see important biblical truths and themes that benefit others in the body of Christ.
76. I can anticipate the likely consequences of the actions of an individual or group.
77. I like to help groups become more efficient.
78. I serve and work more behind the scenes to make things that are useful for ministry and that honor God.
79. The way I say and do things awakens the truth in others, so they say, "I have never thought of it that way."
80. I find great joy in affirming the value and worth of others.
81. When I see God's activity, I move toward it in spite of opposition or a lack of support.
82. For special projects or capital campaigns, I like to give in a way that encourages and inspires others to give generously.
83. I like to find things that need to be done and often do them without being asked.
84. For me, the greatest times of joy in the church are times of social interaction and fellowship.
85. When I hear about needy situations, I feel burdened to pray.
86. I influence others to perform to the best of their ability.
87. I look through a person's handicaps or problems to see a life that matters to God and an opportunity to serve.
88. I am culturally sensitive and comfortable with different ethnic groups.
89. I feel a compulsion to speak the words God gives me to strengthen, encourage, and comfort others.
90. I openly tell people that I am a Christian and want them to ask me about my faith.
91. There are a number of people in my life that I am personally guiding with truth, encouragement, caring, and wisdom.
92. I communicate Scripture in ways that cause others to learn and become motivated toward greater growth.
93. I receive affirmation from others concerning the reliability of my insights about them and of perceptions I have of others.
94. I have suddenly known things about others, but did not know how I knew them.
95. I give practical advice to help others through complicated situations.
96. I can visualize a coming event, anticipate potential problems, and develop strategies to meet them.
97. I am a resourceful person, able to find the best materials and tools required to build what is needed.
98. I use various forms of the arts to draw people closer to God and to his truth.
99. I like motivating others to take steps for spiritual growth.
100. I am regularly challenging others to trust God.
101. I manage my money and give to ministries that are well led and are making a difference for Christ in the lives of people.
102. I show my love for others in actions more than words.
103. I do whatever I can to make visitors and others feel they belong.
104. God gives me a peace and confidence that my prayers are being answered, even when I cannot see the results.
105. I am able to cast vision for ministry that others want to follow and be part of.
106. I enjoy bringing hope, joy, and comfort to people working through a crisis or chronic situation in their lives.
107. I relate to leaders who often follow me into new ministry adventures.

108. God reveals to me things that others cannot see so when I speak to them they can understand his activity in their lives.
109. I love unchurched people no matter where they are on their spiritual journey.
110. I take responsibility to nurture the whole person in his or her walk with God.
111. I can present information and skills to others in ways that make it easier for them to grasp and apply to their lives.
112. I have seen into the spiritual realm where spirits have been revealed to me by God.
113. The truths I learn and the understandings I gain create a burden for me because of the responsibility I feel to handle the information wisely.
114. When faced with how to apply biblical truths practically in a difficult or complex situation, God reveals to me a solution.
115. I want to bring order where there is organizational chaos.
116. I have good hand-eye coordination and good dexterity.
117. I have a sense of the whole and can creatively put things together in a harmonious flow that artistically communicates a biblical truth.
118. I carefully challenge or rebuke others in order to help them grow spiritually.
119. I find it natural to believe in God for things that others see as impossible.
120. I believe I have been given an abundance of resources so that I may give more to the Lord's work.
121. When a task needs to be done, I find it difficult to say no.
122. I can make people feel at ease even in unfamiliar surroundings.
123. I see specific results in direct response to my prayers.
124. I figure out where we need to go and help others to get there.
125. I am moved with compassion and motivated to remove the sources of another's sufferings.
126. God's authority and power are manifested in the new churches and ministries I served to start.
127. I feel compelled to expose sin wherever I see it and to challenge people to repentance.
128. I'm constantly thinking of ways to bring up spiritual matters with friends who do not know God.
129. I feel responsible to help oversee and protect believers from the things that keep them from fellowship with God and one another.
130. I struggle with how to take what I have been studying and communicate only those things that will help God's people learn what they need at the moment.
131. I can sense when demonic forces are at work in a person or situation.
132. I love learning and share with those who want to learn.
133. I like to read and study the book of Proverbs for its simple and powerful truths expressed in a clear and practical way.

If you have repeatedly had any of the following experiences, simply place a check mark in the appropriate box on the answer sheet.

134. I have repeatedly seen an instant healing as I laid hands on someone and prayed.
135. When I hear people speak in tongues, I feel the Spirit revealing his message to me, and I speak it aloud, interpreting it for the church.
136. I have experienced the power of God within me to cast out demons and heal the sick, and I see his supernatural intervention in nature.
137. I have spoken in a language I do not understand, and someone has spoken out to interpret what I had just said.

EXPERIENCE ASSESSMENT

Key

A	Administration
B	Craftsmanship
C	Creative Communication
D	Encouragement
E	Faith
F	Giving
G	Helps
H	Hospitality
I	Intercession
J	Leadership
K	Mercy
L	Apostleship
M	Prophecy
N	Evangelism
O	Shepherding
P	Teaching
Q	Discernment
R	Word of Knowledge
S	Word of Wisdom
T	Healing
U	Interpretation
V	Miracles
W	Tongues
Other	

SPIRITUAL GIFTS DISCOVERY SUMMARY

What are the top Spiritual Gifts you identified on your *Experience Assessment*? (from pg. 1)

PERSONAL STYLE ASSESSMENT

Directions

1. Read each statement and circle the number along the continuum that best describes what you would prefer to do or be. If you have a strong preference, circle a 1 or 5. If it is moderate, circle a 2 or 4. Remember, there are no right or wrong responses.
2. Do NOT answer according to what you feel is expected by a spouse, family member, church leader, or employer.
3. Select the behavior or perspective that would come most naturally to you if you knew there were no restrictions or consequences for your personal expression.
4. When you have completed your Assessment, total your "E" and "O" scores. Then plot your results on the graph provided on pg. 3. Notice where you are on the chart.

Assessment: How are you ENERGIZED?

1. I am more comfortable...

Doing things for people ← 1 2 3 4 5 → *Being with people*

2. When doing a task, I tend to...

Focus on the goal ← 1 2 3 4 5 → *Focus on relationships*

3. I get more excited about...

Advancing a cause ← 1 2 3 4 5 → *Creating community*

4. I feel I have accomplished something when I've...

Completed a job ← 1 2 3 4 5 → *Built a relationship*

5. It is more important to start a meeting...

On time ← 1 2 3 4 5 → *When everyone gets there*

6. I am more concerned with...

Meeting a deadline ← 1 2 3 4 5 → *Maintaining the team*

7. I place a higher value on...

Action ← 1 2 3 4 5 → *Communication*

How are you ENERGIZED? **E =** **TOTAL**

Assessment: How are you ORGANIZED?

1. In life, I generally prefer to...

Be spontaneous ← 1 2 3 4 5 → *Follow a set plan*

2. I prefer to set guidelines that are...

General ← 1 2 3 4 5 → *Specific*

3. I prefer to...

Leave my options open ← 1 2 3 4 5 → *Settle things now*

4. I prefer projects that have...

Variety ← 1 2 3 4 5 → *Routine*

5. I like to...

Play it by ear ← 1 2 3 4 5 → *Stick to a plan*

6. I find routine...

Boring ← 1 2 3 4 5 → *Restful*

7. I accomplish tasks best...

By working it out as I go ← 1 2 3 4 5 → *By following a plan*

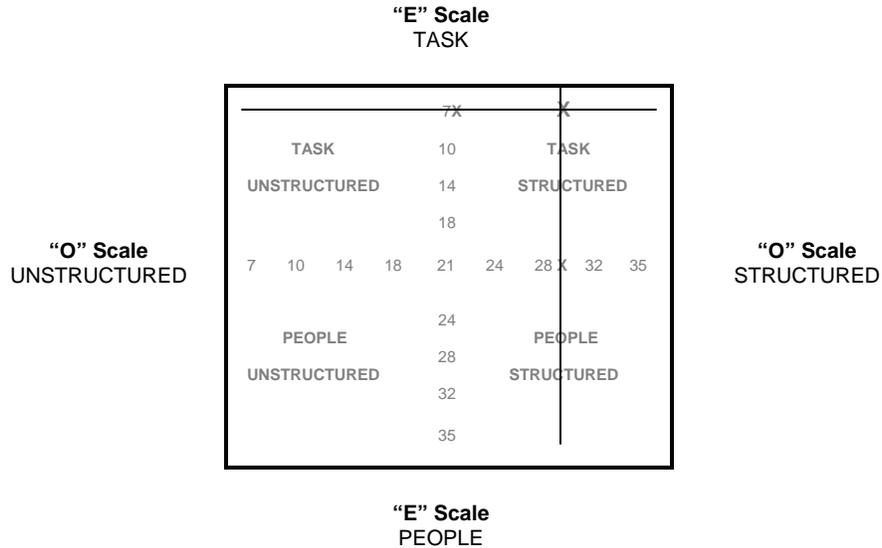
How are you ORGANIZED? O = TOTAL

PERSONAL STYLE ASSESSMENT

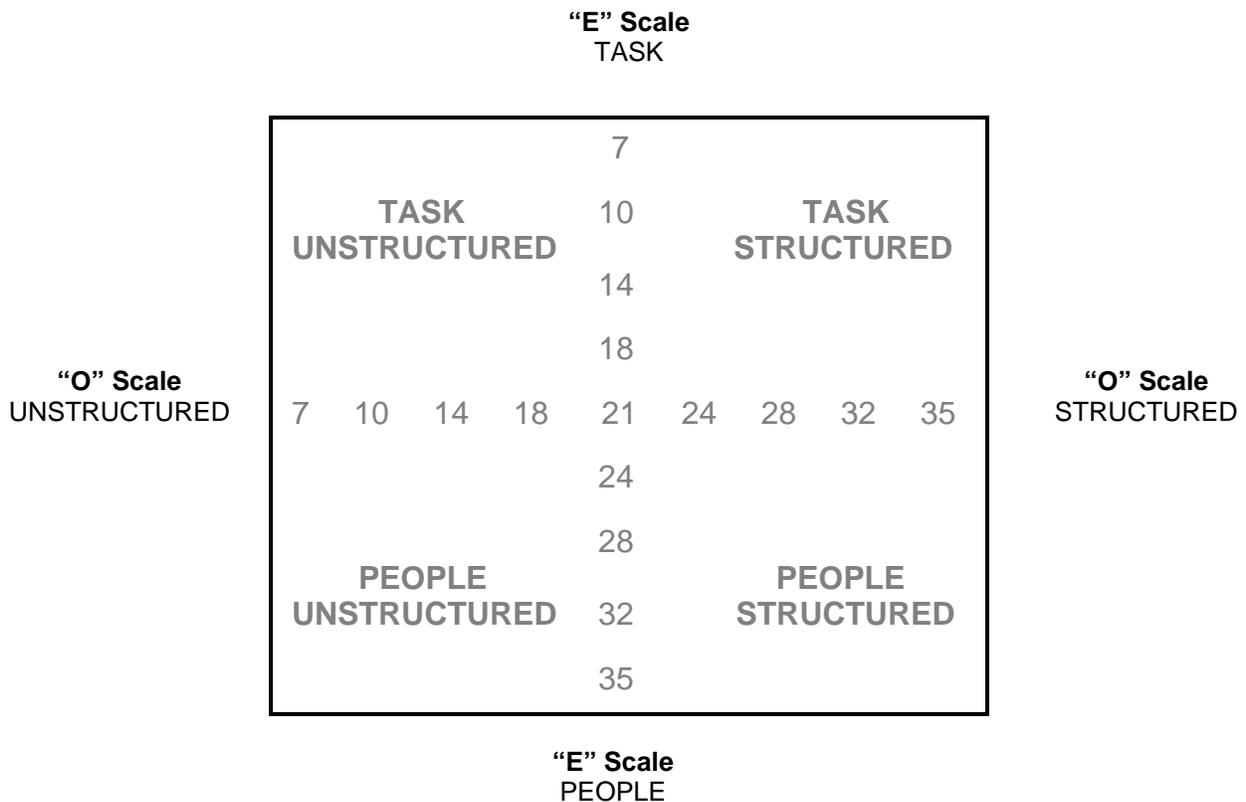
Finding Your Preferred Style (use the graph on page 3)

1. Take the total number from your "O" scale (from pg. 2) and place an "X" where you find it along the horizontal line (Unstructured/Structured).
2. Take the total number from your "E" scale (from pg. 1) and place an "X" where you find it along the vertical line (Task-oriented/People-oriented).
3. Along the "O" scale, draw a line up and down through the "X" you placed there (see example on pg. 3).
4. Along the "E" scale, draw a line across through the "X" you placed there (see example on pg. 3).
5. Your Personal Style is indicated at the intersection point where the two lines cross (see example on pg. 3).

EXAMPLE:



Assessment Summary: Your Preferred Style



Which of the four Personal Styles do you have?

My Personal Style is:

(Task or People)

(Unstructured or Structured)

MINISTRY PASSION ASSESSMENT

The purpose of this assessment is to assist you in the identification and articulation of your God-given Ministry Passion. The results will release greater motivation and enthusiasm in your life and ministry.

Directions

1. You may not be able to answer all of the questions. That is okay. The Assessment is designed to explore a variety of ways God speaks to us about our Ministry Passion. He has probably spoken to you in some of these ways, but not all of them.
2. Prayerfully consider your responses to each question.
3. Since this is an individual exercise, complete the Assessment on your own. (You can talk about it with others at a later time.)
4. There are no right or wrong answers. You have permission to say what is on your heart.
5. At this point, do not consider *whether* you could do it or *how* you could do it. All you need to do right now is *name* it.
6. Assume there are no obstacles to hinder you from fulfilling your heart's desire (Ministry Passion). Assume everything is taken care of...family, money, career, time, etc.

Assessment

1. If you could snap your fingers and know that you wouldn't fail, what would you do for others?

2. What do you repeatedly see that annoys or angers you, which if changed, would be more glorifying to God and edifying to others?

3. I care about some things more than other things. I care most about . . .

4. At the end of my life, I'd love to be able to look back and know I'd done something about . . .

5. Use the chart on pg. 2 to help uncover a theme in your life that may give you an insight into your Ministry Passion.

List your top five to seven most meaningful and positive life experiences. Briefly describe what you achieved and why it meant so much to *you*.

NOTE: *Your experiences may have taken place at home, work, school, or during your free time. It may have been a clock you fixed or a dress you made. It may have been a puzzle you put together or an award you received. It may have been helping some friends move, building a house, winning an election, or giving to someone in need. Remember, list the experiences that you enjoyed doing and left you feeling fulfilled.*

	Positive Experiences	Why is this experience meaningful to me?	Theme Identified
A			
B			
C			
D			
E			
F			
G			

Looking over your responses to questions 1 through 5, what theme(s) or patterns seem to be most evident and repeating?

Recurring Theme(s)...

- _____

- _____

6. Some Ministry Passions can be centered around a people group or a social issue. Consider these partial lists and indicate any that tug at your heart. It is *okay* if you do not have a desire to make a difference in any of these areas.

People Groups:

Infants	Children	Youth
Teen moms	Single parents	College students
Divorced	Widowed	Singles
Career women	Young marrieds	Refugees
Parents	Empty nesters	Homeless
Unemployed	Elderly	Disabled
Prisoners	Poor	Hospitalized

Social Issues:

Environment	Child care	Homosexuality
Discipleship	AIDS	Politics
Violence	Injustice	Racism
Education	Addictions	Economic
Reaching the lost	Technology	Health care
Poverty	Family	Abortion
Hunger	Literacy	Nutrition

SUMMARY

7. At this time, I would say...

My Ministry Passion is to... (or for...)

My Ministry Passion Category is: