

## Spiritual Gifts Assessment

If you have never completed this spiritual gifts assessment, please complete it by the end of the year to help identify how you might best serve the church in the coming year. This is a helpful tool to help you discover your God-given spiritual gifts and will help you lead a more fulfilling Christian life. The pastors and staff will use the results to find opportunities for you to serve that utilize your gifts.

Name: \_\_\_\_\_ Email: \_\_\_\_\_

Phone: \_\_\_\_\_ Is it ok to text you at this number?      YES      NO

Mailing Address: \_\_\_\_\_

On pages 3 to 5, you will find a list of 100 statements. Use the scale below to rate the extent to which each statement describes you. Record your response in the table below.

- 3: Yes, this describes me
- 2: Maybe, this sometimes describes me
- 1: No, this does not describe me

If you would like to compute your results, follow the instructions on the back of this page.

If you would prefer that a volunteer do the computations, please provide an email or mailing address above so your results can be sent to you.

	Rating		Rating		Rating		Rating		Rating	Total	Gift
1		21		41		61		81			A
2		22		42		62		82			B
3		23		43		63		83			C
4		24		44		64		84			D
5		25		45		65		85			E
6		26		46		66		86			F
7		27		47		67		87			G
8		28		48		68		88			H
9		29		49		69		89			I
10		30		50		70		90			J
11		31		51		71		91			K
12		32		52		72		92			L
13		33		53		73		93			M
14		34		54		74		94			N
15		35		55		75		95			O
16		36		56		76		96			P
17		37		57		77		97			Q
18		38		58		78		98			R
19		39		59		79		99			S
20		40		60		80		100			T

1. Compute the total of your rankings in each row and record it in the “TOTAL” column.
2. Find your three highest scores and record the letter to the right of those scores. Extra lines in the table are in case of a tie.
3. Look the letter up in the assessment key below the table and record your spiritual gifts.
4. For more information about each gift, see pages 7 – 10.

Highest Scores	Letter	Spiritual Gift

### Spiritual Gifts Assessment Key

<b>A</b>	Administration	<b>F</b>	Evangelism	<b>K</b>	Hospitality	<b>P</b>	Technology
<b>B</b>	Elder	<b>G</b>	Faith	<b>L</b>	Knowledge	<b>Q</b>	Service
<b>C</b>	Craftsmanship	<b>H</b>	Giving	<b>M</b>	Leadership	<b>R</b>	Pastoring
<b>D</b>	Discernment	<b>I</b>	Healing	<b>N</b>	Compassion	<b>S</b>	Teaching
<b>E</b>	Encouragement	<b>J</b>	Helping	<b>O</b>	Music	<b>T</b>	Wisdom

## Spiritual Gifts Assessment Statements

1. Organize ideas, tasks, people, and time for activities at church.
2. Motivate groups toward specific biblical objectives.
3. Build or use other artistic abilities for sets in a drama.
4. Pray for clarity about a new option in life.
5. Call to encourage a friend to stand strong in the faith.
6. Talk about Jesus to strangers who do not know him.
7. Rejoice in God's provision even if the checkbook is in the red.
8. Loan my car for youth retreats.
9. God has healed individuals through my involvement.
10. Notice people's needs and provide practical assistance.
11. Welcome an unexpected guest into my house.
12. Aware of Jesus' presence in my daily life.
13. Tend to step in to lead when group is lacking organization.
14. Help with the emotional pain of the unemployed.
15. Enjoy singing in worship.
16. Comfortable with technology.
17. Enjoy cleaning the church kitchen once a week.
18. Responsible for the spiritual lives of Christians.
19. Find ways to make biblical content 'come alive' for students.
20. Able to offer counsel to others with gentle diplomacy.
21. Make effective plans to accomplish goals.
22. Start a new ministry.
23. Use creative ability (carpentry, writing, art or drama).
24. Judge well between multiple options.
25. Use scripture to give people help and courage.
26. Determine where friends and relatives stand spiritually.
27. Wait as long as needed for the right opportunity.
28. Organize and fund an appreciation dinner.
29. God has restored wholeness to others through me.
30. Quick to help when someone has an urgent need.
31. Make strangers feel at ease at church or in my home.
32. Knowing my Redeemer personally means everything to me.
33. Lead and direct people in an important ministry.
34. Sympathize with those who are experiencing hurt.

35. Enjoy playing a musical instrument.
36. Wire or test the acoustics of the church's speaker system.
37. Set up or take down the chairs for a church function.
38. Nurture and disciple people.
39. Earnestly desire to explain biblical principles to others.
40. Help others through practical effective solutions.
41. Coordinate the details necessary to meet a deadline.
42. Offer counsel and help to church leaders.
43. Make, build or repair things to benefit others.
44. Look beneath the surface and perceive other's qualities.
45. Write notes to praise someone's performance.
46. Lead others to believe in Christ as their Savior.
47. Convinced of God's daily presence and action in my life.
48. Look for new ways to give joyfully to the Lord's work.
49. Drawn to professions/ministries related to healing.
50. When disaster strikes, I feel an urgent need to assist.
51. Aware of the needs of guests.
52. Study well and can learn new truths.
53. Lead and direct others towards goals.
54. Work with people suffering physical or emotional problems.
55. Experience God in music.
56. Enjoy recording sermons for the internet.
57. Do dishes after a small group breakfast.
58. Guide other believers towards spiritual maturity.
59. Clarify ideas for leaders through careful study.
60. Apply Christian principles to help resolve disagreements.
61. Delegate important tasks to the right people at the right time.
62. Participate in making decisions for the church..
63. Good at needlecraft work.
64. Able to help others think of a way forward.
65. Spend time in a counseling ministry.
66. Share my beliefs in a clear and meaningful way.
67. Trust God to come through when things seem impossible.
68. Live more simply to give more to God's work.
69. Frequently focus on those needing healing when I pray.

70. Enjoy putting the needs of others before my own.
71. Introduce myself to a new neighbor.
72. Understand Scripture more easily than others.
73. Bear the brunt of criticism for a team's failure.
74. Help someone heal from the loss of a parent.
75. Comfortable reading music.
76. Computers make sense to me.
77. Stamp and fill envelopes for the church office.
78. Equip people to do ministry.
79. Break large concepts into understandable pieces.
80. Ignore trivial issues to solve people's dilemmas.
81. Implement projects or ministries.
82. Have a sense of authority that comes from God.
83. Express myself for God through artistic expression.
84. Perceive ramifications of a decision.
85. Help hurting people see God's answers to life's problems.
86. Listen carefully to others' beliefs before sharing yours.
87. Take a risk to try something new.
88. Pay rent for a family whose breadwinner has been laid off.
89. Respond to pain and suffering.
90. Arrive early Sunday morning to help the church staff.
91. Have a genuine appreciation for strangers.
92. Recognize easily that Biblical teachings are timeless truths.
93. Facilitate a group when it gets stuck.
94. Sense when people are hurting and ease their pain.
95. My favorite parts of worship center around music.
96. Comfortable using digital communication/social media.
97. Like doing tasks no matter how small.
98. Work to help a group bond together.
99. Discover new ideas to share with others.
100. Apply spiritual truths effectively in my own life.



## Understanding Your Results

A) **Administration** – Did you know that Paul lists “those with gifts for administration” (1 Cor 12:28) among the spiritually gifted? If you scored high on administration, you’re probably very good at organizing and implementing new programs or running older ones. A good administrator can be as important to a church as a good pastor.

**Opportunities for using the gift of administration:** Help organize special events such as the Alternative Market, Vacation Bible School, stewardship campaigns, seasonal fellowship activities, and presbytery meetings.

B) **Elder** – If you score high on this gift, it means you possess leadership qualities for helping a church, a ministry or disciple reach their full potential. This quality might be spiritual depth or a strong administrative skill set.

**Opportunities for using the gift of elder:** The congregational nominating committee invites and nominates those who serve as elders.

C) **Craftsmanship** – You are probably very good with your hands and have an artistic quality. You can serve the church by making things that will bless and encourage others.

**Opportunities for using the gift of craftsmanship:** Building or repairing furniture, creating decorations for VBS, donating or arranging flowers for the sanctuary, creating banners, setting up props for theatrical presentations, helping with costumes, set, or props for Celebration of the Manger, or participating in the prayer shawl ministry.

D) **Discernment** – The Christian life is continual discernment, meaning that we must regularly be in prayer to discover God’s intention for our lives. Discerners are strong in seeing God’s intention for themselves and others.

**Opportunities for using the gift of discernment:** Serving on the planning ministry, Stephen ministry, nominating committee member.

E) **Encouragement** – People with the gift of encouragement are good at helping others recognize and use their own gifts and/or persevere during difficult times. Encouragers naturally make others feel seen, valued, and cared for – whether it is a seemingly off-hand compliment, kind words during an illness or set-back, or expression of confidence in another’s ability to achieve a goal.

**Opportunities for using the gift of encouragement:** - Serving as a deacon or Stephen’s Minister.

F) **Evangelism** – If talking about God or Christ to others comes naturally, you probably have the gift of evangelism. It’s people like you who help grow churches. Don’t let this talent lie dormant.

**Opportunities for using the gift of evangelism:** Volunteering to preach or pray during worship, serving on the welcoming ministry or belonging ministry.

- G) **Faith** – The heart of faith is trust. Those with this gift are able to see God’s good gifts and trust God to work in and through our church. This gift is invaluable in situations when we remove our personal focus from God and focus instead on our limitations. You can use it in a similar way for the broader church.

**Opportunities for using the gift of faith:** Serving as a Deacon or Stephen minister, serving on the planning ministry, participating in the prayer group, or praying regularly for the needs of our church.

- H) **Giving** – Those with the gift of giving joyfully share an extraordinary proportion of their time, energy, and resources to further the work of the Lord.

**Opportunities for using the gift of giving:** Continue to give your time, energy and resources, if you are comfortable talking to others about giving consider helping with the stewardship ministry, or with our legacy giving emphasis.

- I) **Healing** – If people seek you out when they are troubled or ill, or family members tell you their loved one seems happier or improved after your visits, it is likely you have the gift of healing.

**Opportunities for using the gift of healing:** Serving as a deacon, visiting those who need healing.

- J) **Helping** – Helpers are doers. If someone is in need, they jump in. You will find them on mission trips and in hospitals. Helpers find spiritual fulfillment in lending a hand.

**Opportunities for using the gift of helping:** Serving as a deacon or Stephen minister, serving on the outreach ministry Canopy team, volunteering for CEO, or community meals.

- K) **Hospitality** – You have the gift of making people feel welcome and at ease. You might use this within the church family to host gatherings in your home, or outside the church family to make visitors feel welcome when they come to church. Since many people come to church when they are struggling, this is an exceptionally important job.

**Opportunities for using the gift of hospitality:** Serving on the welcoming, belonging or fellowship ministries, or as an usher or greeter (we need people of various ages and both men and women!).

- L) **Knowledge** – Knowledge as a spiritual gift refers to an ease of learning about scripture or theology as well as to the spiritual knowledge that comes from “knowing” God in a truly personal way. People grounded in their faith and can help others be grounded as well.

**Opportunities for using the gift of knowledge:** teaching a spiritual growth class, or confirmation class, preaching or leading prayers during worship.



M) **Leadership** – People tend to turn toward you and trust you with the future of the church or significant projects.

**Opportunities for using the gift of leadership:** Session or planning ministry.

N) **Compassion** – You can easily empathize with others. You not only recognize what someone is going through, but you can often feel what they feel as well. This gift helps others feel valued and cared for.

**Opportunities for using the gift of compassion:** Deacon or Stephen minister, visiting people going through difficulties, preparing meals for food insecure persons.

O) **Music** – These are the folks that sing in the choir, play instruments in worship, and organize caroling during the holidays. Music has an extraordinary capacity to move people closer to God.

**Opportunities for using the gift of music:** chancel choir, worship band, bell choir

P) **Technology** – You are comfortable with technology. Your role is to help those who are not and to help the church adapt and capitalize on using technology.

**Opportunities for using the gift of technology:** Church office support, audio-visual assistance, communications ministry.

Q) **Service** – Closely related to helping, servers are the ones who like to work behind the scenes to make sure things get taken care of. How does this differ from the gift of helping? The helpers usually respond to working with someone or helping a person. The servants tend to work with or on things.

**Opportunities for using the gift of service:** Serve on the properties ministry, volunteer on campus clean-up days, help with mailings, volunteer for community meals.

R) **Pastoring** – Pastors are shepherds; they like to watch out for people and help them when they can. They nurture people toward greater spiritual maturity and help them in their relationship to God.

**Opportunities for using the gift of pastoring:** Serve as an elder or deacon, serve a small PCUSA congregation in a pastoral role as a commissioned ruling elder.

S) **Teaching** – Teachers are excited by ideas and insights and love to share them with others so that everyone might see more clearly.

**Opportunities to use the gift of teaching:** Volunteer to teach a spiritual growth class, help with Vacation Bible School, or lead a Bible study

T) **Wisdom** – People with wisdom are the ones others naturally turn to when they're not sure what to do. This spiritual gift, often related to discernment, helps others by seeing clearly in situations where others are often too close to see with any perspective.

**Opportunities to use the gift of wisdom:** planning ministry, elder.