




GIFTS ASSESSMENT

The gifts and calling of God are without repentance. As everyone has received the gift, even so minister the same to one another, as good stewards of the manifold grace of God. So we, being many, are one body in Christ, and everyone members of one another, having gifts differing according to the grace that is given to us. Now God has set every one of the members in the body, as it has pleased Him.

[Romans 11:29; 1 Peter 4:10; Romans 12:5, 6c; 1 Corinthians 12:18]

ASSESSMENT RESPONSE GRID

IMPORTANT: There are no "right" or "wrong" responses. In order to receive the most benefit from this assessment, you must respond to the statements according to who you are now, not who you would like to be or think you ought to be. Keep these questions in mind as you respond to the statements; "How true are these statements of you?", "What has been your experience?" and "To what degree do these statements reflect your usual tendencies?"

 1: Respond to each of the statements on the following page according to this scale: 9 = For sure, that's definitely me 6 = Frequently, a lot of the time 3 = Not very often 0 = No way, that's definitely not me	 2: Using the grid below, write your response to each statement in its appropriately matching numbered block.	 3: Once all responses have been entered, total up each column and write that total in the bottom square below the letters. The letters correspond to the gifts listed on the back of this sheet.
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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
A	AA	C	CC	D	E	EE	F	G	H	HH	I	K	L	M	P	S	T	W

GIFT DEFINITIONS AND THEIR DISTINCTIVE QUALITIES

A = Administration (Efficiency)

Anointing for organizing, planning, bringing order out of chaos; coordinating and developing strategies to reach identified goals; bringing efficiency and effectiveness

Exodus 18:14-24 And when Moses' father-in-law saw all that he did to the people, he said, What is this thing that thou doest to the people? why sittest thou thyself alone, and all the people stand by thee from morning unto even? . . . The thing that thou doest is not good. . . I will give thee counsel, and God shall be with thee: be thou for the people to Godward, that thou mayest bring the causes unto God: and thou shalt teach them ordinances and laws, . . . Moreover thou shalt provide out of all the people able men, such as fear God, men of truth, hating covetousness; and place such over them, . . . and let them judge the people at all seasons: and it shall be, that every great matter thee shall bring unto thee, but every small matter they shall judge: . . . So Moses hearkened to the voice of his father-in-law, and did all that he had said.

AA = Apostleship (New Ministries)

Anointing for pioneering new ministries/churches, ministering to the unreached in other cultures or communities, having authority and vision; entrepreneurial and adventurous

Acts 13:2-3 As they ministered to the Lord, and fasted, the Holy Ghost said, Separate me Barnabas and Saul for the work whereunto I have called them. And when they had fasted and prayed, and laid their hands on them, they sent them away.

C = Craftsmanship (Skill)

Anointing for creatively designing/constructing items for use in ministry; skillful use of tools and materials (wood, cloth, paint, metal, etc.); practical, resourceful, and creative

Exodus 31:1-6 And the LORD spoke unto Moses, saying, . . . and I have filled him with the spirit of God, in wisdom, and in understanding, and in knowledge, and in all manner of workmanship, to devise cunning works, to work in gold, and in silver, and in brass, and in cutting of stones, to set them, and in carving of timber, to work in all manner of workmanship.

CC = Creative Communication (Artistic Expression)

Anointing for using art forms to communicate the gospel: drama, writing, art, music, etc.; expressive, imaginative, artistic, unconventional, uses variety and creativity

2 Samuel 6:14-15 And David danced before the LORD with all his might; and David was girded with a linen ephod. So David and all the house of Israel brought up the ark of the LORD with shouting, and with the sound of the trumpet.

D = Discernment (Clarity)

Anointing for distinguishing truth from error; identifying deception and motives in others accurately, perceptive, insightful, intuitive, challenging, decisive, and truthful

Acts 5:1-4 But a certain man named Ananias, with Sapphira his wife, sold a possession, and kept back part of the price, his wife also being privy to it, and brought a certain part, and laid it at the apostles' feet. But Peter said, Ananias, why hath Satan filled thine heart to lie to the Holy Ghost, and to keep back part of the price of the land? . . . Thou hast not lied unto men, but unto God.

E = Encouragement (Exhortation)

Anointing for presenting the truth to comfort, strengthen, reassure, urge others to action, motivate, affirm, support, and encourage confidence in God's will

Acts 11:22-24 Then tidings of these things came unto the ears of the church which was in Jerusalem: and they sent forth Barnabas, that he should go as far as Antioch. Who, when he came, and had seen the grace of God, was glad, and exhorted them all, that with purpose of heart they would cleave unto the Lord. For he was a good man, and full of the Holy Ghost and of faith: and much people was added unto the Lord.

EE = Evangelism (The Good News)

Anointing for sharing the gospel with unbelievers so they respond; seeking out the lost, challenging unbelievers to faith in Christ, candid, sincere, persuasive, and confident

Acts 8:26-38 And the angel of the Lord spake unto Philip, saying, Arise, and go toward the south unto the way that goeth down from Jerusalem unto Gaza, which is desert. And he arose and went: and, behold, a man of Ethiopia, . . . sitting in his chariot read Isaiah the prophet. Then the Spirit said unto Philip, Go near, and join thyself to this chariot. And Philip ran thither to him . . . and said, Understandest thou what thou readest? And he said, How can I, except some man should guide me? . . . Then Philip opened his mouth, and began at the same Scripture, and preached unto him Jesus: . . . and the eunuch said, See, here is water; what doth hinder me to be baptized? And Philip said, If thou believest with all thine heart, thou mayest. And he answered and said, I believe that Jesus Christ is the Son of God. . . and they went down both into the water, both Philip and the eunuch, and he baptized him.

F = Faith (Confidence)

Anointing for acting on God's promises with confidence; believe and inspire others to believe, move forward when others won't; inspiring, optimistic, trusting, and hopeful

Hebrews 11:1-3 Now faith is the substance of things hoped for, the evidence of things not seen. For by it the elders obtained a good report. Through faith we understand that the worlds were framed by the word of God, so that things which are seen were not made of things which do appear.

G = Giving (Resources)

Anointing for giving money and resources for the work of the Lord cheerfully and liberally; may have ability to make money, stewardship focus, disciplined, charitable, and resourceful

Luke 21:1-4 And he looked up, and saw the rich men casting their gifts into the treasury. And he saw also a certain poor widow casting in thither two mites. And he said, Of a truth I say unto you, that this poor widow hath cast in more than they all: for all these have of their abundance cast in unto the offerings of God: but she of her penury hath cast in all the living that she had.

H = Helps (Support)

Anointing for doing practical and necessary tasks which support and meet other's needs, serving behind the scenes, available, willing, loyal, and dependable

Colossians 4:7-8 All my state shall Tychicus declare unto you, who is a beloved brother, and a faithful minister and fellow servant in the Lord: whom I have sent unto you for the same purpose, that he might know your estate, and comfort your hearts;

HH = Hospitality (Acceptance)

Anointing for caring for people via fellowship, food, shelter; creating a safe, comfortable environment where others feel welcomed; friendly, gracious, inviting, and warm

Acts 16:14-15 And a certain woman named Lydia, a seller of purple, of the city of Thyatira, which worshipped God, heard us: whose heart the Lord opened, that she attended unto the things which were spoken of Paul. And when she was baptized, and her household, she besought us, saying, If ye have judged me to be faithful to the Lord, come into my house, and abide there. And she constrained us.

I = Intercession (Protection)

Anointing for praying consistently for others, and seeing frequent and specific results; feeling compelled to pray; awareness of spiritual leading and battles; an advocate, caring, sincere, and a peacemaker

1 Timothy 2:1-2 I exhort therefore, that, first of all, supplications, prayers, intercessions, and giving of thanks, be made for all men; for kings, and for all that are in authority; that we may lead a quiet and peaceable life in all godliness and honesty.

K = Knowledge (Awareness)

Anointing for operating with revelation of truth, unusual biblical insight, searching the scriptures, inquisitive, responsive, observant, insightful, reflective, studious, and truthful

Mark 2:6-8 But there were certain of the scribes sitting there, and reasoning in their hearts, Why doth this man thus speak blasphemies? Who can forgive sins but God only? And immediately when Jesus perceived in his spirit that they so reasoned within themselves, he said unto them, Why reason ye these things in your hearts?

L = Leadership (Direction)

Anointing for casting vision, motivating and directing people to fulfill God's purposes, presenting "big picture," establish goals, visionary, diligent, influential, and trustworthy

Luke 22:25-26 And he said unto them, The kings of the Gentiles exercise lordship over them; and they that exercise authority upon them are called benefactors. But ye shall not be so: but he that is greatest among you, let him be as the younger; and he that is chief, as he that doth serve.

M = Mercy (Care)

Anointing for helping the suffering, needy or oppressed; expressing love, grace and dignity to those in hardship; empathetic, compassionate, sensitive, kind, and caring

Matthew 5:7 Blessed are the merciful: for they shall obtain mercy.

P = Prophecy (Conviction)

Anointing for revealing and proclaiming truth for understanding, correction, repentance, or edification; exposing sin or deception; seeing and warning; discerning, outspoken, confronting, authoritative, convicting, and uncompromising

2 Peter 1:19-21 We have also a more sure word of prophecy; . . . that no prophecy of the Scripture is of any private interpretation. For the prophecy came not in old time by the will of man: but holy men of God spoke as they were moved by the Holy Ghost.

S = Shepherding (Nurture)

Anointing for nurturing, caring for and guiding people toward on-going spiritual maturity; disciplining, protective, supportive, long-term relationships, and role modeling

1 Peter 5:2, 3 . . . feed the flock of God which is among you, taking the oversight thereof, not by constraint, but willingly; not for filthy lucre, but of a ready mind; neither as being lords over God's heritage, but being examples to the flock.

T = Teaching (Application)

Anointing for understanding, clearly explaining, applying God's Word and inspiring obedience; practical truths, disciplined, perceptive, teachable, authoritative, analytical, and articulate

Acts 18:24-28 And a certain Jew named Apollos, born at Alexandria, an eloquent man, and mighty in the Scriptures, came to Ephesus. This man was instructed in the way of the Lord; and being fervent in the spirit, he spake and taught diligently the things of the Lord, knowing only the baptism of John. And he began to speak boldly in the synagogue: whom when Aquila and Priscilla had heard, they took him unto them, and expounded unto him the way of God more perfectly. And when he was disposed to pass into Achaia, the brethren wrote, exhorting the disciples to receive him: who, when he was come, helped them much which had believed through grace: For he mightily convinced the Jews, and that publicly, showing by the Scriptures that Jesus was Christ.

W = Wisdom (Guidance)

Anointing for applying spiritual truth effectively to meet a need in a specific situation; seeing solutions and consequences; sensible, insightful, wise, experienced, and practical

James 3:17-18 But the wisdom that is from above is first pure, then peaceable, gentle, and easy to be entreated, full of mercy and good fruits, without partiality, and without hypocrisy. And the fruit of righteousness is sown in peace of them that make peace.

ASSESSMENT STATEMENTS

1. I enjoy organizing ideas, tasks, and people.
2. I have a sense that Christ has called me to build up His Church.
3. I like to build structures with wood, metal, plastic, glass or other materials.
4. I can see how my artistic skills could be used to benefit the body of Christ.
5. I am quick at accurately identifying good and bad motives in others.
6. I have a desire to help suffering, troubled or discouraged people.
7. I like to talk about Jesus to those who do not know Him.
8. I know God's will with certainty, in specific situations.
9. I feel moved to give when presented with financial needs in God's kingdom.
10. I enjoy doing tasks that help others minister effectively.
11. I enjoy providing a welcoming environment for guests and am not bothered by unexpected visitors.
12. I am sensitive to the prayer needs of others and desire to give them needed prayer support.
13. I have been able to help others distinguish key and important facts of scripture.
14. I enjoy inspiring and directing others for the sake of Christ's work.
15. I enjoy spending time with those who are lonely or shut-in, whether in hospitals, nursing homes or prisons.
16. I desire to expose sin and I challenge people to repentance.
17. I desire to see Believers' spiritual needs met and to be personally involved in nurturing or discipling ministries.
18. I see changes in knowledge, attitudes, values or conduct when I communicate biblical truth to others.
19. I have successfully applied spiritual truth to situations in my own life.
20. I am good at researching and using information to accomplish goals.
21. I have an urgency to take the Gospel to settings where it is rarely heard.
22. I am able to identify and know how to use most tools.
23. I have been told that people have been blessed through my artistic ability.
24. I can see through fake or manipulative behavior before it is evident to other people.
25. I am bothered by seeing people deeply troubled or in a crisis situation.
26. I am able to share the Gospel in a way that makes it clear and meaningful.
27. I have assurance and know that God will do what He said he would do.
28. I am willing to make necessary sacrifices in order to benefit God's Kingdom with my finances.
29. I can sense when others need a helping hand and am always ready to assist.
30. I have a way of making others feel at ease in my home and at church.
31. I am conscious of ministering to others as I pray for them.
32. I enjoy studying and reading material that expands my understanding of the Bible.
33. I am quick to sense when a group I'm in is getting nowhere and I want to do something about it.
34. I desire to reach out to people who are ignored by the majority of those around them.
35. I like honest people who speak the truth.
36. I sense in myself a discipling instinct when I know of Christians who need spiritual counsel.
37. I am understood by others as I explain the Bible or the Christian life to them.
38. I am able to guide a person with a problem to the best biblical solution.
39. I am good at delegating important tasks to the right people.
40. I am compelled to find new ways of communicating God's love to people that have not been reached.
41. I can build something just by looking at its construction.
42. I am characterized by people as an artistic person.
43. I can sense whether a person's teaching is biblical truths or not.
44. I encourage people to live a moral Christian lifestyle.
45. I want to relate to unbelievers so I can share my faith.
46. I have a sense when certain times require prayer with deep faith.

47. I believe that all I have belongs to God and I want to be a good steward for the sake of His kingdom.
48. I am content to take orders rather than to give them.
49. I am sensitive to the acts of kindness which make people feel comfortable.
50. I can pray for extended periods, in regular intervals, all the time.
51. I discover new insights in Scripture during my personal study time.
52. I am often expected to provide direction when I join a group.
53. I sense when people are experiencing some type of hurt and feel moved to somehow ease their pain.
54. I can speak God's Word into a person's life which results in confidence and change.
55. I assume responsibility when I see a Christian being led astray.
56. I am able to communicate truth clearly and concisely and hold the interest of those I instruct.
57. I am asked by others for workable ideas or alternatives.
58. I like to help others become organized.
59. I feel that God is sending me out on a mission to reach people in need of hearing the Gospel.
60. I desire to build structures which glorify God.
61. I can envision specific projects that I could undertake to use my artistic ability for the kingdom of God.
62. I can judge between the inadequate and the acceptable, or between good and evil.
63. I urge others to seek a biblical solution to their problems.
64. I am at ease in sharing how Christ has changed my life.
65. I always believe God will act in a situation despite what I see in the natural.
66. I cheerfully and freely give of my resources because I love God.
67. I prefer to work behind the scenes in a supportive role.
68. I open my home to people passing through who need a place to stay.
69. I am confident that when I pray for others, I will have tangible results.
70. I feel compelled to share with others the biblical insights that I discover.
71. I have accepted leadership responsibilities and succeeded in helping a group work toward a goal.

72. I find it fulfilling to work with people who suffer physical, mental, or emotional problems.
73. I can boldly speak God's truth anytime and anywhere.
74. I have helped individual believers by guiding them to relevant portions of the Bible and praying with them.
75. I am concerned about helping others learn what the Bible teaches about life.
76. I can instinctively arrive at solutions to fairly complicated problems.
77. I am careful and thorough at managing details.
78. I am very adaptable in terms of relating to people of different cultures and in different places.
79. I am good at working with my hands.
80. I enjoy thinking about designs, colors and shapes.
81. I can distinguish when people are being untruthful.
82. I enjoy counseling and mentoring people.
83. I get frustrated when others don't seem to share their faith with unbelievers as much as I do.
84. I confidently depend upon the Word for guidance.
85. I give more than 10% of my income to the Lord's work.
86. I find it satisfying to find practical ways to help others do their work.
87. I enjoy participating in church dinners or other events that welcome people to the church.
88. I have some testimonies about answered prayers.
89. I have biblical passages come to mind when I'm seeking to know God's will in a particular situation.
90. I find it easy to motivate others to follow through on a ministry project.
91. I am stirred in my heart at the sight of misery and want to express God's love to the hurting person.
92. I boldly expose false teachings which contradict biblical principles.
93. I desire to care for the spiritual welfare of a group of young Christians, shut-ins, or people in pain.
94. I have helped people learn biblical truths in a meaningful way and they have responded.
95. I am comfortable weighing out a variety of possibilities and determining which appears best.

Thank you for taking this Gifts Assessment. We hope that this assessment has been helpful for you. Please remember no assessment of this kind could ever be completely absolute, they are intended to provide a general sense of direction and purpose. Be sure to tally up your responses on the front sheet according to the instructions. Your strongest gifts will have the largest numbers.