

DISCOVER YOUR SPIRITUAL GIFTS SURVEY

INSTRUCTIONS AND SURVEY



INTRODUCTION

This survey is found in Module 10 of Multiplication Network Ministries' (MNM) church planter training, Mission to Multiply. Visit www.MultiplicationNetwork.org for more information.

DISCOVER YOUR SPIRITUAL GIFTS!

By Gene Wilkes

Ken Hemphill defines a spiritual gift as "an individual manifestation of grace from the Father that enables you to serve Him and thus play a vital role in His plan for the redemption of the world."¹ Peter Wagner defines a spiritual gift as "a special attribute given by the Holy Spirit to every member of the Body of Christ according to God's grace for use within the context of the Body."² I like to use this definition:

A spiritual gift is an expression of the Holy Spirit in the life of believers which empowers them to serve the body of Christ, the church.

In the Bible, Romans 12:6-8; 1 Corinthians 12:8-10, 28-30; Ephesians 4:11; and 1 Peter 4:9-11 contain representative lists of gifts and roles God has given to the church. A definition of these gifts follows.³

- **Leadership:** Leadership aids the body by mobilizing and directing members to accomplish the goals and purposes of the church. Leadership motivates people to work together in unity toward common goals (Romans 12:8).
- **Administration:** Persons with the gift of administration lead the body by steering others to remain on task. Administration enables the body to organize according to God-given purposes and long-term goals (1 Corinthians 12:28).
- **Teaching:** Teaching is instructing members in the truths and doctrines of God's Word for the purposes of building up, unifying, and maturing the body (1 Corinthians 12:28; Romans 12:7; Ephesians 4:11).
- **Knowledge:** The gift of knowledge manifests itself in teaching and training in discipleship. It is the God-given ability to learn, know, and explain the precious truths of God's Word. A word of knowledge is a Spirit-revealed truth (1 Corinthians 12:28).

¹ Ken Hemphill. *Serving God: Discovering and Using Your Spiritual Gifts Workbook*. (Dallas: The Sampson Company, 1995). 22. This product is distributed by and available from LifeWay Christian Resources of the Southern Baptist Convention, and may be purchased by calling toll free 1-800-458-2772.

² C. Peter Wagner, *Your Spiritual Gifts Can Help Your Church Grow*. Copyright © (Ventura, CA: Regal Books, 1979). Used by permission. 42.

³ These definitions exclude the "sign gifts" because of some confusion that accompanies these gifts and because they are difficult to fit into ministries within a typical church's ministry.

- **Wisdom:** Wisdom is the gift that discerns the work of the Holy Spirit in the body and applies His teachings and actions to the needs of the body (1 Corinthians 12:28).
- **Prophecy:** The gift of prophecy is proclaiming the Word of God boldly. This builds up the body and leads to conviction of sin. Prophecy manifests itself in preaching and teaching (1 Corinthians 12:10; Romans 12:6).
- **Discernment:** Discernment aids the body by recognizing the true intentions of those within or related to the body. Discernment tests the message and actions of others according to Scripture for the protection and well-being of the body (1 Corinthians 12:10).
- **Exhortation:** Possessors of this gift encourage members to be involved in and enthusiastic about the work of the Lord. Members with this gift are good counselors and motivate others to service. Exhortation exhibits itself in preaching, teaching, and ministry (Romans 12:8).
- **Shepherding:** The gift of shepherding is manifested in people who look out for the spiritual welfare of others. Although pastors, like shepherds, do care for members of the church, this gift is not limited to a pastor or staff member (Ephesians 4:11).
- **Faith:** Faith trusts God to work beyond the human capabilities of the people. Believers with this gift encourage others to trust in God in the face of apparently insurmountable odds (1 Corinthians 12:9).
- **Evangelism:** God gifts His Church with evangelists to lead others to Christ effectively and enthusiastically. This gift builds up the body by adding new members to its fellowship (Ephesians 4:11).
- **Apostleship:** The church sends apostles from the body to plant churches or be missionaries. Apostles motivate the body to look beyond its walls in order to carry out the Great Commission (1 Corinthians 12:28; Ephesians 4:11).
- **Service/Helping:** Those with the gift of service/helping recognize practical needs in the body and joyfully give assistance to meeting those needs. Christians with this gift do not mind working behind the scenes (1 Corinthians 12:28; Romans 12:7).
- **Mercy:** Cheerful acts of compassion characterize those with the gift of mercy. People with this gift aid the body by empathizing with members who are hurting. They keep the body healthy and unified by keeping others aware of and meeting the needs within the church (Romans 12:8).
- **Giving:** Members with the gift of giving give freely and joyfully to the work and mission of the

body. Cheerfulness and liberality are characteristics of individuals with this gift (Romans 12:8).

- **Hospitality:** Those with this gift have the ability to make visitors, guests, and strangers feel at ease. They often use their home to entertain guests. People with this gift integrate new members into the body (1 Peter 4:9).

God has gifted you with an expression of His Holy Spirit to support His vision and mission of the Church. It is a worldwide vision to reach all people with the gospel of Christ. As a servant leader, God desires that you know how He has gifted you. This will lead you to where He would have you serve as part of His vision and mission for the Church.

SPIRITUAL GIFTS SURVEY

Directions

This is not a test, so there are no wrong answers. The Spiritual Gifts Survey consists of 80 statements. Some items reflect concrete actions; other items are descriptive traits; and still others are statements of belief.

- Select the one response you feel best characterizes yourself and place that number in the blank provided. Record your answer in the blank under each question.
- Do not spend too much time on any one item. Remember, it is not a test. Usually your immediate response is best.
- Please give an answer for each item. Do not skip any items.
- Do not ask others how they are answering or how they think you should answer.
- Work at your own pace.

Your response choices are:

5	Highly characteristic of me/definitely true for me
4	Most of the time this would describe me/be true for me
3	Frequently characteristic of me/true for me—about 50 percent of the time
2	Occasionally characteristic of me/true for me—about 25 percent of the time
1	Not at all characteristic of me/definitely untrue for me

1. I have the ability to organize ideas, resources, time, and people effectively.

2. I am willing to study and prepare for the task of teaching.

3. I am able to relate the truths of God to specific situations.

4. I have a God-given ability to help others grow in their faith.

5. I possess a special ability to communicate the truth of salvation.

6. I have the ability to make critical decisions when necessary.

7. I am sensitive to the hurts of people.

8. I experience joy in meeting needs through sharing possessions.

9. I enjoy studying.

10. I have delivered God's message of warning and judgment.

11. I am able to sense the true motivation of persons and movements.

12. I have a special ability to trust God in difficult situations.

13. I have a strong desire to contribute to the establishment of new churches.

14. I take action to meet physical and practical needs rather than merely talking about or planning to help.

15. I enjoy entertaining guests in my home.

16. I can adapt my guidance to fit the maturity of those working with me.

17. I can delegate and assign meaningful work.

18. I have an ability and desire to teach.

19. I am usually able to analyze a situation correctly.

20. I have a natural tendency to encourage others.

21. I am willing to take the initiative in helping other Christians grow in their faith.

22. I have an acute awareness of the emotions of other people, such as loneliness, pain, fear, and anger.

23. I am a cheerful giver.

24. I spend time digging into facts.

25. I feel that I have a message from God to deliver to others.

26. I can recognize when a person is genuine/honest.

27. I am a person of vision (a clear mental portrait of a preferable future given by God). I am able to communicate vision in such a way that others commit to making the vision a reality.

28. I am willing to yield to God's will rather than question and waver.

29. I would like to be more active in getting the gospel to people in other lands.

30. It makes me happy to do things for people in need.

31. I am successful in getting a group to do its work joyfully.

32. I am able to make strangers feel at ease.

33. I have the ability to plan learning approaches.

34. I can identify those who need encouragement.

35. I have trained Christians to be more obedient disciples of Christ.

36. I am willing to do whatever it takes to see others come to Christ.

37. I am attracted to people who are hurting.

38. I am a generous giver.

39. I am able to discover new truths.

40. I have spiritual insights from Scripture concerning issues and people that compel me to speak out.

41. I can sense when a person is acting in accord with God's will.

42. I can trust in God even when things look dark.

43. I can determine where God wants a group to go and help it get there.

44. I have a strong desire to take the gospel to places where it has never been heard.

45. I enjoy reaching out to new people in my church and community.

46. I am sensitive to the needs of people.

47. I have been able to make effective and efficient plans for accomplishing the goals of a group.

48. I often am consulted when fellow Christians are struggling to make difficult decisions.

49. I think about how I can comfort and encourage others in my congregation.

50. I am able to give spiritual direction to others.

51. I am able to present the gospel to lost people in such a way that they accept the Lord and His salvation.

52. I possess an unusual capacity to understand the feelings of those in distress.

53. I have a strong sense of stewardship based on the recognition that God owns all things.

54. I help others understand God's Word and apply it to their lives.

55. I can sense when a person is acting under God's leadership.

56. I try to be in God's will continually and be available for His use.

57. I feel that I should take the gospel to people who have different beliefs from me.

58. I have an acute awareness of the physical needs of others.

59. I am skilled in setting forth positive and precise steps of action.

60. I like to meet visitors at church and make them feel welcome.

61. I explain Scripture in such a way that others understand it.

62. I can usually see spiritual solutions to problems.

63. I welcome opportunities to help people who need comfort, consolation, encouragement, and counseling.

64. I feel at ease in sharing Christ with nonbelievers.

65. I can influence others to perform to their highest God-given potential.

66. I recognize the signs of stress and distress in others.

67. I desire to give generously and unpretentiously to worthwhile projects and ministries.

68. I can organize facts into meaningful relationships.

69. God gives me messages in line with Scripture to deliver to His people.

70. I am able to sense whether people are being honest when they tell of their religious experiences.

71. I enjoy presenting the gospel to persons of other cultures and backgrounds.

72. I enjoy doing little things that help people.

73. I can give a clear, uncomplicated presentation.

74. I have been able to apply biblical truth to the specific needs of my church.

75. God has used me to encourage others to live Christ-like lives.

76. I have sensed the need to help other people become more effective in their ministries.

77. I like to talk about Jesus to those who do not know Him.

78. I have the ability to make strangers feel comfortable in my home.

79. I have a wide range of study resources and know how to secure information.

80. I feel assured that a situation will change for the glory of God even when the situation seems impossible.

SCORING YOUR SURVEY

Follow these directions to determine your score for each spiritual gift.

1. Place in each box your numerical response (1-5) to the item number which is indicated in the space.
2. For each gift, add the numbers in the boxes and put the total in the TOTAL box.

LEADERSHIP	6	+	16	+	27	+	43	+	65	=	TOTAL
ADMINISTRATION	1	+	17	+	31	+	47	+	59	=	TOTAL
TEACHING	2	+	18	+	33	+	61	+	73	=	TOTAL
KNOWLEDGE	9	+	24	+	39	+	68	+	79	=	TOTAL
WISDOM	3	+	19	+	48	+	62	+	74	=	TOTAL
PROPHECY	10	+	25	+	40	+	54	+	69	=	TOTAL
DISCERNMENT	11	+	26	+	41	+	55	+	70	=	TOTAL
EXHORTATION	20	+	34	+	49	+	63	+	75	=	TOTAL
SHEPHERDING	4	+	21	+	35	+	50	+	76	=	TOTAL
FAITH	12	+	28	+	42	+	56	+	80	=	TOTAL
EVANGELISM	5	+	36	+	51	+	64	+	77	=	TOTAL
APOSTLESHIP	13	+	29	+	44	+	57	+	71	=	TOTAL
SERVICE/HELPING	14	+	30	+	46	+	58	+	72	=	TOTAL
MERCY	7	+	22	+	37	+	52	+	66	=	TOTAL
GIVING	8	+	23	+	38	+	53	+	67	=	TOTAL
HOSPITALITY	15	+	32	+	45	+	60	+	78	=	TOTAL

GRAPHING YOUR PROFILE

1. For each gift, place a mark across the bar at the point that corresponds to your TOTAL for that gift.
2. For each gift, shade the bar below the mark that you have drawn.
3. The resulting graph gives a picture of your gifts. Gifts for which the bars are tall are the ones in which you appear to be strongest. Gifts for which the bars are very short are the ones in which you appear not to be strong.

25																		
20																		
15																		
10																		
5																		
	LEADERSHIP	ADMINISTRATION	TEACHING	KNOWLEDGE	WISDOM	PROPHECY	DISCERNMENT	EXHORTATION	SHEPHERDING	FAITH	EVANGELISM	APOSTLESHIP	SERVICE/HELPING	MERCY	GIVING	HOSPITALITY		