

The Journey to Discovering Your Spiritual Gifts:

There are different kinds of gifts, but they all come from the Holy Spirit. Spiritual gifts are God's gift to believers. You do not have to work for them, but you do have to discover what your gifts are – as we all have different gifts – and use them to the best of your ability, with all the passion you can assemble. Although the gifts you have been given are permanent, they are not for your benefit; they are to be used to serve others, the Church, and the glory of God. When you use a Spiritual gift it will produce maturity and stability in you and in others you come into contact with. It will help strengthen our entire Church. We are all called to reach unity in diversity, attaining to the whole measure of the fullness of Christ.

Discovering what your gifts are is not as simple as taking time to complete the following exercise. It is a journey that begins the moment you decide to search for them. As we study the bible and ponder what is said about the different gifts listed there and then pray and ask God to show us what gifts He has given us we will come to clarity and grow in our understanding of who we are, through listening to our heart and following the Spirit's nudgings. Others also may have insight into what your gifts might be as you also help others understand what their gifts are. While this exercise will be helpful, it is only as you begin to use your gifts in our Church and in the world that you will be certain of them. Finally, take caution: do not undervalue or become prideful of these gifts, do not expect others to serve in the areas you are gifted, and do not think your gifts are more important than someone else's. Act as living sacrifices to God's will with the idea that you are only one part of a unified body. Without you the body could not be complete, but every member is equal to every other and if one part suffers, all the other parts suffer with it.

This exercise has no authority over the gifts God has given you. It is conceivable the results will not yield the truth. However, a great deal of time, effort and care has been given to determine the underlying definitions for each Spiritual gift. Please feel free to give back constructive criticism for this work in progress. This exercise consists of 60 questions. Work your way through questions 1 – 60 marking to what extent each statement is true in your life. There are no wrong answers! Follow your heart and mind to select the most accurate response as it pertains to who you are. At the end of this exercise you can work out your results. The results are limited to specific gifts that most everyone agrees upon. Above all –have fun and enjoy the discovery of who God made you to be and how he wants you to serve Him and others with gifting and passion.

Enjoy!!

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Spiritual Gifts Exercise:

1. I can distinguish with assurance if someone's spoken words are from God, from a person's own thoughts, or from Satan.
 Consistently true Frequently true Occasionally true Infrequently true
2. I give people strength and comfort when they are discouraged or wavering in their faith. I help them to see and act on God's hopeful words.
 Consistently true Frequently true Occasionally true Infrequently true
3. I am absolutely certain God holds to his promises. Through the power of the Holy Spirit anything is possible.
 Consistently true Frequently true Occasionally true Infrequently true
4. I earn, manage and generously contribute money for my Church and to others in need.
 Consistently true Frequently true Occasionally true Infrequently true
5. Through the power of the Holy Spirit, I have been used by God as an instrument to bring miraculous healing to sick people.
 Consistently true Frequently true Occasionally true Infrequently true
6. I can readily analyze and understand a large amount of information, save it in memory and recall it at a time that is appropriate for effective decision-making.
 Consistently true Frequently true Occasionally true Infrequently true
7. I want to understand the purpose and direction of my church. I desire to coordinate events and communicate with people to accomplish organizational goals.
 Consistently true Frequently true Occasionally true Infrequently true
8. I have an overwhelming empathy and compassion for people suffering physical, emotional and mental distress.
 Consistently true Frequently true Occasionally true Infrequently true
9. I believe that God continues to work through signs and wonders, and have experienced His power to do this through me.
 Consistently true Frequently true Occasionally true Infrequently true
10. I see sin in people's lives and feel the need to correct and convict them of that sin. I am willing to suffer so that others may draw closer to God.
 Consistently true Frequently true Occasionally true Infrequently true
11. I have the desire to put other's needs before my own, without need for recognition. I meet their needs with joy and satisfaction.
 Consistently true Frequently true Occasionally true Infrequently true

12. I love to educate people about God's word by clearly explaining biblical truth. I am excited with the prospect of being a part of transforming someone's life.
 Consistently true Frequently true Occasionally true Infrequently true
13. God has enabled me to speak in a language I have never studied before.
 Consistently true Frequently true Occasionally true Infrequently true
14. I am able to interpret messages stated in an unknown language.
 Consistently true Frequently true Occasionally true Infrequently true
15. I see life from God's perspective and have developed a fear of the Lord. I sense God's direction intuitively and help others solve life's multifaceted mysteries.
 Consistently true Frequently true Occasionally true Infrequently true
16. I can easily identify spiritual teaching or preaching which is not true to the Bible.
 Consistently true Frequently true Occasionally true Infrequently true
17. I primarily seek to comfort and guide others that are depressed or lost in direction. I am usually focused one-on-one with people, building broken relationships.
 Consistently true Frequently true Occasionally true Infrequently true
18. I find it easy to trust God to answer my prayers, however long that may take. I am able to thank Him in advance and rest assured they will come true.
 Consistently true Frequently true Occasionally true Infrequently true
19. I love sacrificing the extra things in life so I can give more money away. I budget my money so I will have enough only for the things I absolutely need.
 Consistently true Frequently true Occasionally true Infrequently true
20. People that are ill seek me out because of the healing power God has channeled through me in the past.
 Consistently true Frequently true Occasionally true Infrequently true
21. I read considerable sums of literature and understand the interrelation between things. I am often saddened by the foolishness and ignorance of the world.
 Consistently true Frequently true Occasionally true Infrequently true
22. I love organizing and planning for a group of people to follow a vision I have. It is essential I be a leader and not the one following.
 Consistently true Frequently true Occasionally true Infrequently true
23. I naturally listen to and follow my heart's plea to help people in crisis, before allowing logic and reason to prevent me from acting on their behalf.
 Consistently true Frequently true Occasionally true Infrequently true

24. I understand and act on the spirits power to conduct miracles so others will know Jesus Christ is alive.
 Consistently true Frequently true Occasionally true Infrequently true
25. I will speak God's truth, even in places where it is difficult to accept, despite the cost to me. I am primarily drawn to challenge and encourage others to see the truth.
 Consistently true Frequently true Occasionally true Infrequently true
26. I recognize unmet needs and provide practical assistance quickly. I prefer to do a job rather than to delegate it freeing others from routine tasks I don't mind doing.
 Consistently true Frequently true Occasionally true Infrequently true
27. I will tell a story if it helps communicate a lesson. I will make lists if it helps someone catch on and remember without difficulty. I will speak boldly and use repetition if it is necessary to get my point across.
 Consistently true Frequently true Occasionally true Infrequently true
28. I have had an interpreter of tongues tell me I was speaking in tongues.
 Consistently true Frequently true Occasionally true Infrequently true
29. I have recognized God's word through someone speaking in tongues and translated it for others who did not understand.
 Consistently true Frequently true Occasionally true Infrequently true
30. Others consistently seek me out for advice on spiritual issues, including people older than me or in positions of higher status. My suggestions have proved effective for them in the past.
 Consistently true Frequently true Occasionally true Infrequently true
31. I know if someone's behavior is right or wrong. I often feel I must protect people against other's impure motives or deceptive actions.
 Consistently true Frequently true Occasionally true Infrequently true
32. I am not discouraged in personal trials. I focus on finding practical applications to build character and maturity rather than seeing the negative.
 Consistently true Frequently true Occasionally true Infrequently true
33. It is not hard for me to believe that God is in control. I don't question His judgment, even when everything around me is falling apart.
 Consistently true Frequently true Occasionally true Infrequently true
34. I give freely my time, energy and resources to people and my Church, without need for recognition.
 Consistently true Frequently true Occasionally true Infrequently true
35. Through me, God has performed healings that are identical to those in the New Testament, such as bringing sight to the blind or removing a permanent illness.
 Consistently true Frequently true Occasionally true Infrequently true

36. I am frequently involved in research to discover new information, to uncover hidden insights and understand eternal principles.
 Consistently true Frequently true Occasionally true Infrequently true
37. I am focused on the details when making an efficient plan and the big picture when setting long-term goals. I strive to motivate others to follow my plans and goals.
 Consistently true Frequently true Occasionally true Infrequently true
38. I am drawn to and appreciate the time I spend with “needy people”; the sick, the old, the lonely, the grieving and the suffering.
 Consistently true Frequently true Occasionally true Infrequently true
39. I have been an instrument for God’s will to perform unmistakable miracles, visible and verifiable by others.
 Consistently true Frequently true Occasionally true Infrequently true
40. I publicly communicate God’s word, so that believers are confronted with untruthfulness and unbelievers are convicted of the deception in their lives.
 Consistently true Frequently true Occasionally true Infrequently true
41. I have a hard time saying “no” if someone else requests my help. I have a strong desire to be helpful and others have told me I am an exceptionally unselfish person.
 Consistently true Frequently true Occasionally true Infrequently true
42. I feel a sense of responsibility to explain myself accurately, obtain a position of authority, present ideas logically, and help others make practical changes.
 Consistently true Frequently true Occasionally true Infrequently true
43. I have the supernatural ability to speak, worship and pray in a pattern of sounds unknown to others without the gift of interpretation.
 Consistently true Frequently true Occasionally true Infrequently true
44. I am able to explain messages from God spoken in a language unknown to others.
 Consistently true Frequently true Occasionally true Infrequently true
45. I give practical advice to help people in complex situations. I see two sides to every story; yet, I can easily select the most effective course of action among several confusing situations or abstract alternatives.
 Consistently true Frequently true Occasionally true Infrequently true
46. I have been told I have good insight and intuition. I am able to tell truth from lies and recognize poor judgments made by others.
 Consistently true Frequently true Occasionally true Infrequently true

47. I come alongside other believers to strengthen them with a positive attitude when they are uncooperative or pessimistic toward me.
 Consistently true Frequently true Occasionally true Infrequently true
48. I often find myself challenging others to “step out in faith” even when it seems unlikely they will succeed.
 Consistently true Frequently true Occasionally true Infrequently true
49. I believe those who have been given prosperity should give back to God financially. I often give well beyond a 10% tithe.
 Consistently true Frequently true Occasionally true Infrequently true
50. I am drawn to people that are sick and have the ability to heal them physically and spiritually by methods not of this world.
 Consistently true Frequently true Occasionally true Infrequently true
51. I accumulate and clarify information effectively. I take great care to get all the facts, sort out unnecessary details, and communicate fundamental, pertinent information.
 Consistently true Frequently true Occasionally true Infrequently true
52. I have the inclination to control others, but naturally strive to influence others. I am concerned primarily with the needs of a business and its organizational structure.
 Consistently true Frequently true Occasionally true Infrequently true
53. I look for the good in people and avoid conflicts with others. I like to listen to sad people and I serve happily in miserable conditions.
 Consistently true Frequently true Occasionally true Infrequently true
54. I have the supernatural ability to execute powers that transcend ordinary and natural methods, that are immediate and beyond the realm of human explanation.
 Consistently true Frequently true Occasionally true Infrequently true
55. I speak in a way that brings change in people’s lives. I have high standards for friendships, a sense of urgency for decisions, and I am restless when other’s struggle in their growth toward God.
 Consistently true Frequently true Occasionally true Infrequently true
56. I appreciate being called on to do things for other people and enjoy supporting others do their job more effectively.
 Consistently true Frequently true Occasionally true Infrequently true
57. I strive to maintain realistic expectations of myself. I draw out the inner growth potential in others and I am pleasant and cooperative with all kinds of people.
 Consistently true Frequently true Occasionally true Infrequently true
58. I speak in tongues, but never in Church without an interpreter.
 Consistently true Frequently true Occasionally true Infrequently true

59. I have translated messages spoken in tongues.

- Consistently true Frequently true Occasionally true Infrequently true

60. I naturally understand what people need to do to become closer to God. I strive to find the root cause to other's problems and I feel compelled to tell them the best course of action to bring clarity to their lives.

- Consistently true Frequently true Occasionally true Infrequently true

Spiritual Gifts: Analysis Scoring Summary

The following chart has all the Spiritual gifts in this exercise listed in alphabetical order. The numbers listed horizontally to the right correspond to the specific questions that correlate with that gift. For example, question numbers 1, 16, 31, and 46 belong to Discernment. Use the space in the box beside each number listed to write a value that matches the legend below.

- Consistently true = 10 points
- Frequently true = 6 points
- Occasionally true = 3 points
- Infrequently true = 0 points

If for example, you checked “ Consistently true” for the first question you answered in this exercise, write the number 10 in the scoring summary box to the right of the typed number 1. Fill in all the boxes with a value that corresponds to the legend for every question of the exercise. Then you will total up the four scores for each Spiritual gift and write the total value in the corresponding box beside the “=” sign. For example, if you scored 10 + 6 + 3 + 1 for the Spiritual gift of Discernment, write the value 20 in the box to the right under “Total”.

Once you have all the totals, select the top 3 numbers and write down the Spiritual gifts that correspond to that number in the blank spaces provided on the next page. The highest scores should indicate the areas of ministry for which you appear to be most gifted.

Spiritual Gift	Answer Values				Total
Discernment	1.	16.	31.	46.	=
Encouragement	2.	17.	32.	47.	=
Faith	3.	18.	33.	48.	=
Giving	4.	19.	34.	49.	=
Healing	5.	20.	35.	50.	=
Knowledge	6.	21.	36.	51.	=
Leadership/Administration	7.	22.	37.	52.	=
Mercy	8.	23.	38.	53.	=
Miracles	9.	24.	39.	54.	=
Prophecy	10.	25.	40.	55.	=

Spiritual Gift	Answer Values				Total
Service	11.	26.	41.	56.	=
Teaching	12.	27.	42.	57.	=
Tongues (speaking)	13.	28.	43.	58.	=
Tongues (interpreting)	14.	29.	44.	59.	=
Wisdom	15.	30.	45.	60.	=

Analyzing the Data:

- Review your “totals” on the chart and list below the three Spiritual gifts for which you recorded the highest scores:

#1. _____

#2. _____

#3. _____

- Do you have more than three you would like to list as Spiritual gifts given to you?

#4. _____

#5. _____

- Can you see how your gifts might be able to complement one another? Explain how you might have used all your gifts together at one time in the past.

- The most effective way to understanding what your gifts are is by trial and error. To find out more about how God planned to use you, get into ministry and then you will discover if these gifts are the one’s God intended for you. Are there any gifts you want to explore further through volunteering after completing this exercise?

Spiritual Gift Definitions:

Discernment: The special endowment given by the Holy Spirit to perceive the source of a spiritual manifestation and determine whether it is of God, of the devil, or of man. A special sense to know with assurance the difference between truth and lies, good and evil, right and wrong.

1 Corinthians 12:10, Acts 16:16-18, 1 John 4:1-6, Mathew 16:21-23

Encouragement (Exhortation): The special endowment given by the Holy Spirit to certain members of the Body of Christ to minister words of comfort, consolation, strength, and counsel to other members of the Body in such a way that they feel helped and encouraged.

Acts 14:22; Romans 12:8; 1 Timothy 4:12; Hebrews 10:25

Faith: The special endowment given by the Holy Spirit to believe God without doubt, combat unbelief, and visualize what God wants to accomplish. It is not only an inner conviction impelled by an urgent and higher calling, but to meet adverse circumstances with trust in God's words and messages.

1 Corinthians 12:9, Acts 11:22-24, Acts 27:21-25, Heb. 11, Romans 4:18-21

Giving: The special endowment given by the Holy Spirit to certain members of the Body of Christ to contribute money, or money for material resources to the work of the Lord with generosity and cheerfulness.

Rom. 12:8, 2 Corinthians 8:1-7, 2 Corinthians 9:2-8, Mark 12:41-44

Healing: The special endowment given by the Holy Spirit to heal others without human aid. Healing can come through the touch of faith, by speaking the word of faith, or by the presence of God being manifested. Healing only occurs within the limits of God's will, and therefore miraculous healing will not always occur. God does often choose to use medical science to bring about healing in a person, therefore doctors and medicine are not obsolete.

1 Corinthians 12:9,28, Acts 3:1-10, Acts 5:12-16, Acts 9:32-35, Acts 28:7-10

Knowledge: The special endowment given by the Holy Spirit to certain members of the Body of Christ to discover, accumulate, analyze, and clarify information and ideas which are pertinent to the well-being of the Body. It is a conviction, impression, or understanding that comes to you in a mental picture, a dream, through a vision, or by Scripture.

Acts 5:1-11; 1 Corinthians 2:14; 12:8; 2 Corinthians 11:6; Colossians 1:10; 2:2, 3

Leadership/Administration: The special endowment given by the Holy Spirit to certain members of the Body of Christ to set goals in accordance with God's purpose for the future and to communicate these goals to others in such a way that they voluntarily and harmoniously work together to accomplish those goals for the glory of God. / It is also the special endowment given by the Holy Spirit to understand clearly the immediate and long-range goals of a particular unit of the body of Christ and to devise and execute effective plans for the accomplishment of those goals. These gifts can be seen as separate; however, together they yield powerful results.

Leadership: 1 Timothy 5:17, Acts 7:10, Acts 15:7-11, Romans 12:8, Heb. 13:17, Luke 9:51. / Administration: 1 Corinthians 12:28, Acts 6:1-7, Acts 27:11, Luke 14:28-30

Mercy: The special endowment given by the Holy Spirit to certain members of the body of Christ to feel genuine empathy and compassion for individuals suffering distressing physical, mental or emotional problems and to translate that compassion into cheerfully done deeds which reflect Christ's love and alleviate suffering. Romans 12:8, Mark 9:41, Acts 16:33-34, Luke 10:33-35, Matthew 20:29-34, Matthew 25:35-40, Acts 11:28-30

Miracles: The special endowment given by the Holy Spirit to certain members of the Body of Christ to serve as human intermediaries through whom God performs powerful acts that are perceived by observers to have altered the ordinary course of nature.

Acts 9:36-42; 19:11-20; 20:7-12; Romans 15:18, 19; 1 Corinthians 12:10, 28; 2 Corinthians 12:12

Prophecy: The special endowment given by the Holy Spirit to edify, exhort, and comfort others, helping them to strengthen and should lead them to the Word of God. It is the ministry of the Holy Spirit to convict of sin, of righteousness, and of judgment to come. Prophets are concerned about evangelism and will have a desire speak strongly against evil in society or in the church, despite the cost to them or to the feelings of another.

Luke 7:26; Acts 15:32; 21:9-11; Romans 12:6; 1 Corinthians 12:10, 28; Ephesians 4:11-14

Service: The special endowment given by the Holy Spirit to certain members of the Body of Christ to identify the unmet needs involved in a task related to God's work, and to make use of available resources to meet those needs. Those with the gift of service willingly help with tasks, whether up front or behind the scenes, in order that others are able to fulfill their duties efficiently, or that the church might be more effective in its ministry.

2 Timothy 1:16-18, Romans 12:7, Acts 6:1-7, Titus 3:14, Gal. 6:2,10

Teaching: The special endowment given by the Holy Spirit to communicate information relevant to the health and ministry of the Body and its members in such a way that others will learn. People with the gift of teaching enjoy studying the Bible and related materials in order to communicate what they have learned. They find it easy to organize information in such a way as to make it easy to communicate, understand, and remember.

Luke 7:26; Acts 15:32; 21:9-11; Romans 12:6; 1 Corinthians 12:10, 28; Ephesians 4:11-14.

Tongues (speaking): The special endowment given by the Holy Spirit to speak to God in a language that they have never learned. These are supernatural utterances in languages not known to the speaker.

Isaiah 28:11; Mark 16:17; Acts 2:4, 10:44-48, 19:1-7; I Corinthians 12:10, 13:1-3, 14:2, 4-22, 26-32.

Tongues (interpreting): The special endowment given by the Holy Spirit to receive and communicate a message of God to his people through a divinely anointed utterance in a language the speaker has never learned. When used in a group setting, an interpretation must take place, or else the one speaking the tongue should remain silent. If a tongue is spoken without an interpretation, the speaker is edified. If the tongue is interpreted, it is for the edification of the body.

Mark 16:17; Acts 2:1-13; 10:44-46; 19:1-7; 1 Corinthians 12:10,28; 14:13-19, 26-28, 39

Wisdom: The special endowment given by the Holy Spirit to certain members of the Body of Christ to know how given knowledge may best be applied to specific needs arising in the Body of Christ. Those with this gift have an excellent ability to apply spiritual truth to everyday life. Often, people in the church naturally seek out people with this gift when they are facing complicated spiritual problems. When a person with this gift considers past experience, they realize that they often make good and correct decisions and judgements.

Acts 6:3, 10; 15:13-20; 20:20, 21; Romans 12:7; 1 Corinthians 12:28; Ephesians 4:11-14.