



GraceCrossingChurch

where life and faith intersect

Spiritual Gifts Assessment

TAKING THE SPIRITUAL GIFTS ASSESSMENT

To complete the assessment, answer every question in order by circling the number (0 to 5) that most accurately describes yourself (refer to the scale indicator above the questions).

When completing the spiritual gifts assessment, do not think as much as react.

For the most accurate assessment, answer quickly and honestly.

Please pray before taking this assessment. Ask God to give you eyes to see yourself as He sees you.

IMPORTANT REMINDERS

Keep in mind that oftentimes the Holy Spirit gives us more than one gift which serves to keep our other gift (gifts) in check or harmonize to create a blended gift that God uses in unique ways. This is another reason why each and everyone of us has a unique role to play in the Kingdom even if your gift may seem just like someone else you know!

Scripture commands us to minister in many areas whether or not we have the corresponding spiritual gift(s). For example Scripture clearly tells us that some have the following gifts, yet all are to minister in these ways...

Ministering: Serve one another (Galatians 5:13)

Exhortation: Exhort each other (Hebrews 10:25)

Giving: Give (2 Corinthians 9:7)

Teaching: Make Disciples (Matthew 28:19)

Showing Mercy: Be kind (Ephesians 4:32)

Faith: Walk by faith (2 Corinthians 5:7)

Evangelism: Witness (Acts 1:8)

No matter what spiritual gift(s) we have received, the Christian virtue of LOVE must accompany the exercise of those gifts; otherwise, they will prove unfruitful. "If I speak with the tongues of men and of angels, but do not have love, I have become a noisy gong or a clanging cymbal. And if I have the gift of prophecy, and know all mysteries and all knowledge; and if I have all faith, so as to remove mountains, but do not have love, I am nothing. And if I give all my possessions to feed the poor, and if I deliver my body to be burned, but do not have love, it profits me nothing." (1 Corinthians 13:1-3)

Never True	Rarely True	Occasionally True	Sometimes True	Mostly True	Always True	
0	1	2	3	4	5	
1. I relate & measure everything I experience according to God's Word	0	1	2	3	4	5
2. Others seem to look to me for advice & help.	0	1	2	3	4	5
3. I'm easily bothered by other's lack of compassion.	0	1	2	3	4	5
4. I don't take things at face value and often try to look for a deeper reason or meaning.	0	1	2	3	4	5
5. I can visualize the "big picture" of a major project.	0	1	2	3	4	5
6. When others are in my home I like to wait on them "hand and foot."	0	1	2	3	4	5
7. I feel compelled to give financially to others.	0	1	2	3	4	5
8. I will speak the truth whether or not it causes hurt feelings.	0	1	2	3	4	5
9. I can organize and delegate people and resources easily.	0	1	2	3	4	5
10. I enjoy working with my hands on physical projects.	0	1	2	3	4	5
11. I feel compelled to share knowledge.	0	1	2	3	4	5
12. Discouraged people are often encouraged by my words.	0	1	2	3	4	5
13. I neglect my own work in order to help others.	0	1	2	3	4	5
14. I easily identify tasks that need to get done and do them myself.	0	1	2	3	4	5
15. I enjoy doing little things to help people.	0	1	2	3	4	5
16. My natural tendency is to step up and take control.	0	1	2	3	4	5
17. I cheerfully give time or money, regardless of how much I have to give.	0	1	2	3	4	5
18. I have compassion for all living creatures.	0	1	2	3	4	5
19. I don't hesitate to give constructive criticism.	0	1	2	3	4	5
20. People say that I have a special ability for music or visual arts.	0	1	2	3	4	5
21. People see me as someone who speaks my mind.	0	1	2	3	4	5
22. People seem to learn easily from me.	0	1	2	3	4	5
23. I can be described as responsible, charitable, and disciplined.	0	1	2	3	4	5
24. I don't expect repayment for favors I do for others.	0	1	2	3	4	5

Never True	Rarely True	Occasionally True	Sometimes True	Mostly True	Always True
0	1	2	3	4	5

25. I take time to investigate how things work, even when there are no problems.	0	1	2	3	4	5
26. Others tell me I'm a good listener.	0	1	2	3	4	5
27. Communicating the facts in a situation is something I do well.	0	1	2	3	4	5
28. I am a task oriented person.	0	1	2	3	4	5
29. I find it easy to maintain an optimistic outlook.	0	1	2	3	4	5
30. I will stand alone on something I believe in strongly.	0	1	2	3	4	5
31. I will not confront others if I feel it may hurt them.	0	1	2	3	4	5
32. When faced with a familiar problem, I try to think of a solution I haven't tried yet.	0	1	2	3	4	5
33. I give more than 10% of my income and resources to the church and God's kingdom.	0	1	2	3	4	5
34. While I'm frugal in personal spending, I'm often led to give to others.	0	1	2	3	4	5
35. I enjoy research as well as sharing what I find.	0	1	2	3	4	5
36. I am compelled to comfort people who are hurting or suffering.	0	1	2	3	4	5
37. Deadlines challenge me and I usually meet them on time.	0	1	2	3	4	5
38. I express my feelings through music, art & creative writing.	0	1	2	3	4	5
39. I can discern the motives of others fairly easily.	0	1	2	3	4	5
40. I find strength from bearing other's burdens.	0	1	2	3	4	5
41. My use of knowledge may appear prideful to some.	0	1	2	3	4	5
42. I can create order out of organizational chaos.	0	1	2	3	4	5
43. I volunteer my time and talents to worthwhile causes.	0	1	2	3	4	5
44. I'm moved with compassion to cry with others.	0	1	2	3	4	5
45. I can select the best person for particular tasks.	0	1	2	3	4	5
46. I enjoy collaborating with others.	0	1	2	3	4	5
47. My focus on right and wrong may be read as being judgmental.	0	1	2	3	4	5
48. I enjoy helping others develop a plan of action to deal with their concerns.	0	1	2	3	4	5

Spiritual Gifts Test Scoring Key

Directions: Transfer the number you circled to the blank beside the corresponding question. Add the totals up in each column. The highest possible score in one column would be 30.

	1	6	4	2	7	5	3	10
	8	13	11	12	17	9	18	20
	21	14	22	19	23	16	31	25
	30	15	27	26	24	37	36	32
	39	28	35	29	33	42	40	38
	47	43	41	48	34	45	44	46
Totals								
	Perceiving/ Insightful	Serving/ Supporting	Teaching/ Equipping	Encouraging /Exhorting	Giving/ Generosity	Leading/ Administrating	Caring/ Compassion	Creativity/ Craftsman

PERCEIVING/INSIGHTFUL

The God-given ability to communicate God's message in relation to the truth already revealed (Jude 3). It is not necessarily or even primarily a prediction. Rather, it is done for the purposes of encouraging, strengthening and comforting (1 Cor. 14:3). These have the ability to perceive the spiritual needs of others and meet those needs through Scripture.

CHARACTERISTICS OF A PERCEIVER:

1. Able to recognize good and bad (and hates what is bad)
2. Sees everything clearly not dimly; no foggy or indefinite areas
3. Recognizes character in people, whether good or bad
4. Encourages repentance for the glory of God
5. Desperately desires to obey God
6. Sees the Bible as the foundation for truth
7. Courageously holds to spiritual truths
8. Outspoken
9. Powerful and persuasive speaker
10. Distraught over the sins of others
11. Sees their own shortcomings and those of others
12. Desires to see God's plans take place
13. Promotes spiritual growth in others
14. Fanatical about integrity
15. Strongly communicates what they perceive
16. Self-examiner
17. Opinionated and holds to convictions
18. Holds to a high standard

CHALLENGES OF THE PERCEIVER:

1. May be judgmental and upfront
2. Delights in goal accomplishment not forward progress
3. Forcefully pushes others toward spiritual growth
4. Intolerant of other views
5. Struggles with self-image

PLACES IN THE CHURCH WHERE THIS GIFT COULD BE UTILIZED:

1. Connection Group Facilitator
2. Usher Team (help uphold safety measures)
3. Intersect Student Ministry Leader (Jr. & Sr. High)

SERVING/SUPPORTING

A server has the God-given ability to recognize a need and administer assistance to others. In relation to other believers, this releases them to utilize their God-given gifts (e.g. Deacons in Acts 6:1-6; 1 Corinthians 12:28; and Romans 12:7).

CHARACTERISTICS OF A SERVER:

1. Willingly meets the needs of others
2. Has a hands on approach
3. Precise and orderly
4. Detail oriented
5. Friendly
6. Has trouble turning others away
7. More interest in others than self
8. More short term orientated than long term
9. Actively expressive rather than verbally expressive
10. Desires appreciation
11. Goes above and beyond what is asked of them
12. Enjoys being helpful
13. High energy level
14. Orderly; does not like clutter
15. Would rather do than delegate
16. Supports the leadership

CHALLENGES FOR THE SERVER:

1. Criticizes those who are not serving
2. Helps others to the extent of neglecting themselves or family
3. So enthusiastic to help, may come across as pushy
4. Does not like to be served
5. Saddened when unappreciated

PLACES IN THE CHURCH WHERE THIS GIFT COULD BE UTILIZED:

1. Connection Center
2. GCC Kids (Infant- 5th grade)
3. Meals to Heal
4. Set-up or tear down at special events
5. Any ministry of GCC

TEACHING/EQUIPPING

The God-given ability to study, research, explain and communicate truth (e.g. Paul & Timothy in 2 Timothy 2:2).

CHARACTERISTICS OF A TEACHER:

1. Logical presenter of truth
2. Confirms truth by examining facts
3. Enjoys study and investigation
4. Knows how to do word studies
5. Uses biblical illustrations
6. Detests Scripture used out of context
7. Establishes truth biblically
8. Objective rather than subjective
9. Extensive vocabulary
10. Accurate presenter of truth
11. Tests the information of others
12. Favors teaching over evangelism
13. Starts with Scripture when answering questions
14. Intellectual
15. Disciplined
16. Emotionally stable
17. Has a close circle of friends
18. Strong convictions based on solid research
19. Believes God's truth leads to life change

CHALLENGES FOR THE TEACHER:

1. Can neglect application in exchange for information download
2. Slow to accept views of others
3. Proudful due to knowledge
4. May be legalistic and dogmatic
5. Easily distracted by love of new interests

PLACES IN THE CHURCH WHERE THIS GIFT COULD BE UTILIZED:

1. Teacher or Group Leader in GCC Kids Preschool or Elementary class
2. Teacher or Group Leader in Intersect Student Ministries (Jr. & Sr. High)
3. Connection Group Facilitator
4. Bible Study Leader (Men's ministry, Women's ministry, Etc)

ENCOURAGING/EXHORTING

The God-given ability to draw near to individuals in time of need; encouraging and counseling them accurately with the Word of God; and persuading them to take courage in the face of something they must do or assuring them to take comfort because of something that has occurred (E.g. Barnabas in Acts 4:36-37; 9:26-27; 11:19-26; and 15:36-41).

CHARACTERISTICS OF A ENCOURAGER:

1. Verbally encouraging
2. Likes to apply God's Word rather than investigate it
3. Prefers practical application over theological truth
4. Works best with others
5. Verbally encourages others to excel in ministry
6. Loves to do personal counseling
7. Loves to talk
8. Excels in communication
9. Perceives trials as opportunities for personal growth
10. Has a positive attitude
11. Easily makes decisions
12. Prefers to quickly resolve problems
13. Needs to bounce ideas off others

CHALLENGES FOR THE ENCOURAGER:

1. Frequently interrupts others
2. Uses Scripture out of context
3. Out spoken and opinionated
4. Slightly overconfident

PLACES IN THE CHURCH WHERE THIS GIFT COULD BE UTILIZED:

1. Connection Center
2. GCC's Compassion Partners (Nursing Home Ministry, Oasis House, etc.)
3. Connection Group Facilitator or Host Home

GIVING/GENEROSITY

The God-given ability to give freely of what God has entrusted to them. This includes giving time, material goods and financial resources with joy and eagerness and without any “ulterior motives that would benefit the giver (E.g. David in I Chronicles 29:1-19).

CHARACTERISTICS OF A GIVER:

1. Gives as led by the Spirit
2. Freely and happily gives
3. Often gives anonymously
4. Understands giving is an intricate part of serving
5. Takes pleasure in meeting the needs of others
6. Gives not only quantity but quality
7. Gives to bless and enhance ministries
8. Sees hospitality as a chance to give
9. Financially wise
10. Strongly believes in tithes and offerings
11. Understands that God owns everything
12. Strong business skills
13. Appreciates value
14. Is not gullible

CHALLENGES FOR THE GIVER:

1. Tends to be controlling with money
2. Pressures others to be more generous
3. May over commit
4. Uses financial giving as a way out of serving in other areas
5. Leads others on guilt trips

PLACES IN THE CHURCH WHERE THIS GIFT COULD BE UTILIZED:

1. Fundraising
2. Help lead or participate in Financial Class or Connection Group
3. Support of church special projects (i.e. building)
4. Financially support any ministry
5. Meals to Heal (could also give gift cards for those who need meals)

LEADING/ADMINISTRATING

The God-given ability to lead others in meaningful endeavors which demonstrates personal care and concern in order to meet the needs of others and encourage their growth (E.g. Fathers in I Tim. 3:4-5; 12).

CHARACTERISTICS OF AN LEADER/ADMINISTRATOR:

1. Motivates others to action
2. Clearly communicates
3. Thrives when given authority
4. Happily receives authority when given
5. Naturally assumes leadership when there is a lack
6. Takes on long-term projects
7. Is a visionary
8. Has good networking abilities
9. Delegates well
10. Takes criticism well
11. Is passionate and enthusiastic
12. Enjoys accomplishing goals
13. Gives credit to others
14. Meets challenges as they arise
15. Is a natural and capable leader
16. Understands the big picture
17. Discards what does not work and keeps what does
18. Enjoys people
19. Dislikes the mundane routine

CHALLENGES FOR THE LEADER/ADMINISTRATOR:

1. May have trouble dealing with opposition
2. May become callous due to constant criticism
3. Pushes hard to the point of neglecting family
4. May ignore emotional responsibilities due to love of work

PLACES IN THE CHURCH WHERE THIS GIFT COULD BE UTILIZED:

1. GCC Kids Preschool or Elementary class; GCC Kids administrative support
2. Intersect Student Ministries (Jr. & Sr. High)
3. Leader for seasonal events (Family Day, Breakfast w/ Santa, Men's Events, Women's Events)
4. Connection Group Facilitator
5. Creator of new ministries

CARING/COMPASSION

The God-given ability to have immediate compassion for those who are suffering combined with great joy in meeting their needs (E.g. the Good Samaritan in Luke 10:30-37).

CHARACTERISTICS OF CARER:

1. Loves to love
2. Searches out the good in people
3. Brings out the good in people
4. Recognizes the spiritual and emotional condition of others
5. Acts out of concern for others
6. Cares for the emotional, spiritual, and physical well being of others
7. Considers others more important than self
8. Chooses words carefully
9. Recognizes the affect words can have
10. Detects insincerity
11. Loves to be thoughtful
12. Is trustworthy
13. Non-confrontational
14. Unusually cheerful
15. Thinks with the heart rather than the head
16. Rejoices and/or grieves with others

CHALLENGES FOR THE CARER:

1. Overly sensitive
2. Caring may be misunderstood by the opposite sex
3. Easily takes up others problems that are not their own
4. Thinking with their heart leads to indecision
5. Can be easily hurt by others unintentionally

PLACES IN THE CHURCH WHERE THIS GIFT COULD BE UTILIZED:

1. Meals to Heal
2. Grace Works
3. GCC Kids Infants or Toddler class
4. GCC's Compassion Partners (Nursing Home Ministry, Oasis House, etc.)
5. Connection Center
6. Connection Group Host Home

CREATIVITY/CRAFTSMAN

The God-given ability to be creative. Ephesians 2:10 tells us that "...we are God's workmanship, created in Christ Jesus to do good works, which God prepared in advance for us to do" and clearly refers to God as a "creative workman". This passage also suggests that when God equips a person to be creative, it is because He desires that creative person to use those abilities to accomplish specific ordained purposes.

CHARACTERISTICS OF A CREATIVE:

1. Curious and ask many questions
2. Good problem solvers
3. Are excited to tackle challenges
4. Risk taker
5. Likes to experiment new ways of doing things
6. Always tries to work at making things better
7. Gives & receives constructive criticism
8. Usually flexible and "goes with the flow"
9. Has a playful personality
10. Can be both introverted & extroverted depending on the situation
11. Very passionate about their work
12. High standards of quality
13. Enjoys a great return when a project is accomplished

CHALLENGES FOR A CREATIVE:

1. May frustrate others by working on their own timeline
2. Can be seen as irresponsible or naive
3. Overly sensitive
4. May feel isolated and misunderstood

PLACES IN THE CHURCH WHERE THIS GIFT COULD BE UTILIZED:

1. GCC Band, Technical Team or Visual Arts
2. Grace Works
3. Stage & Set Design for special events or GCC's Student Ministries (Elementary, Jr. High & Sr. High)
4. Maintenance in the GCC building
5. Drama and acting for GCC Kids or special events