

Exercise "S": Spiritual Gifts Assessment

If the phrase "spiritual gifts" is new to you, that's ok! Simply put, it is something that the Holy Spirit gives to you at the moment you accept Jesus Christ as your Lord and Savior. The various gifts are listed in 1 Corinthians 12, Romans 12, Ephesians 4 and 1 Peter 4. As a Christian you possess one or more of these even if you don't realize it and God wants you to use them to advance the Kingdom of God on earth. This assessment will help you discover your spiritual gift(s).

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Directions for Spiritual Gift Assessment:

1. Respond to each question on the Spiritual Gifts Assessment (found on the next few pages) according to the following scale:

- 0 = Not at All / Never True
- 1 = Sometimes / True Once in a While
- 2 = Most of the Time / Usually True
- 3 = Consistently / Definitely True

2. As you read each statement write your numerical response (0, 1, 2, or 3) in the corresponding box on the Tally Table (you may want to photocopy the Table)

3. **IMPORTANT:** Answer according to who you **ARE**, not who you would like to be, or think you ought to be.

4. Don't labor over each question. Just read it and answer it. Record the first number that pops into your mind.

5. **PRAY** before and during the process of taking the assessment. Let God speak to you about this. After all, they're His gifts. ©

6. After you answer all 114 questions, follow the directions under the Tally Table.

Note: Even if you have taken a spiritual gift assessment in the past and know your gifts, take this assessment with an open heart. God may be doing a new work inside of you. He may be calling you to a new area of service in this season of your life.

The gifts tested for in this assessment are ones identified in the four "spiritual gift passages" of the New Testament — Romans 12, 1 Corinthians 12, Ephesians 4 and 1 Peter 4. Depending on your church background some of these gifts may cause you to raise an eyebrow, please try to take the assessment with an open mind anyway. Life Church is making use of this assessment because of its usefulness in assisting individuals in processing what their spiritual gifts are. Life Church's use of this assessment is in no way a statement regarding its doctrinal position regarding the more 'charismatic' gifts.

1. *I am thorough in the things that I do.*
2. *I want to start new churches to reach people who don't know Jesus.*
3. *I am able to accurately "read" people or situations based on little information.*
4. *I make sure to tell someone "good job" if he or she did something well.*
5. *When I share the Gospel message with unbelievers I either plant seeds, water seeds that others have planted, or harvest - leading a person to accept Jesus as their personal Savior.*
6. *I believe with all my heart that "With God all things are possible."*
7. *I have prayerfully determined an amount of money to give to Life Church and do so faithfully, even when the economy is bad.*
8. *God has used me as his instrument to instantaneously cure a sick or suffering person.*
9. *I find something that needs to get done and do it without being asked.*
10. *When someone speaks in tongues (i.e., an unknown language), God gives me an interpretation to share with my fellow Christians.*
11. *The Holy Spirit supernaturally gives me information that just "pops" into my head.*
12. *I get frustrated when no one is in charge.*
13. *I have great compassion for those who are hurting.*
14. *I have spoken God's truth and performed a miracle to authenticate my message.*
15. *If a person is engaged in a sinful behavior I point out the future consequences if he or she continues sinning and does not repent.*
16. *I have compassion for Christians caught in the snare of sin and want to protect them from Satan's temptations.*
17. *People have told me that I am effective at explaining biblical truth.*
18. *When I pray to God I use a special "prayer language" that is not English.*
19. *I suggest ways to apply biblical truth in different situations and Christians consider my advice to be helpful.*
20. *When a team is planning an event or program I anticipate potential problems that may arise.*
21. *When I launch a ministry or church, I leave it in the capable hands of others and go on to start something new.*
22. *I am able to sense the presence of evil in a person or situation.*

23. *I enjoy cheering up a person when he or she is "down in the dumps".*
24. *My heart breaks when I think of people spending an eternity without God.*
25. *I believe God will use me to do great things to advance His Kingdom.*
26. *I am thankful to give my finances to God since He gave me everything in the first place.*
27. *People are supernaturally healed by God as a result of my prayers.*
28. *I see spiritual significance in doing the routine tasks in ministry.*
29. *God's name is glorified when He uses me to interpret the message of someone speaking in tongues.*
30. *When reading and studying the Bible I discover important truths.*
31. *I have the natural ability to influence others.*
32. *I "do good anyway" and help people even when they do not deserve it.*
33. *God has performed supernatural wonders and signs through me.*
34. *I confront others with sinful patterns in their lives, even if they are not receptive to what I have to say.*
35. *Caring for others comes naturally to me.*
36. *I enjoy explaining things like theology or the Bible to people so they grow in their relationship with God.*
37. *When I speak in tongues, it strengthens my fellow Christians.*
38. *I see clear solutions to complex problems.*
39. *If someone has an idea I am able to think of the steps needed to turn that vision into a reality.*
40. *Wherever God wants to send me, I am willing to go.*
41. *I easily distinguish right from wrong in different situations.*
42. *When others are discouraged I come alongside them and use my words to reassure them.*
43. *I am able to communicate the gospel to others in a clear and effective manner.*
44. *I find it easy to trust God in situations when things do not look good from a human perspective.*
45. *I do not give God the "leftovers" of my money; I give Him my "first fruits."*
46. *God has used me in a supernatural way to heal someone emotionally, spiritually, or physically.*

47. *I volunteer my time doing the everyday tasks that are not very glamorous but need to get done,*
48. *I have heard a Christian speak in tongues and been able to supernaturally translate it into English.*
49. *Fellow Christians seek my perspective in an area of the Bible or theology.*
50. *I motivate others to perform to the best of their ability.*
51. *I can see past physical handicaps and realize that a person with special needs matters to God.*
52. *Things I have done by the power of God have no natural explanation.*
53. *I boldly point out societal trends or teachings that contradict biblical principles.*
54. *I have genuine concern for the well-being of my fellow Christians.*
55. *When a pastor is giving a sermon I think of ways he could better communicate a certain point in his message.*
56. *Other Christians with the gift of "interpretation" have deciphered my messages from the Lord.*
57. *Fellow Christians ask my advice about their emotional or spiritual problems.*
58. *I enjoy organizing ideas, people, and programs.*
59. *I am culturally sensitive both within my own country and abroad.*
60. *I can determine whether a person's motives are pure or impure.*
61. *If a person is taking a step of faith I cheer him or her on.*
62. *Depending on the need of the unbeliever I adapt my gospel presentation to show how Jesus meets that particular need.*
63. *I challenge others to have a "bigger" view of God; that He is "bigger" than whatever struggles they are going through.*
64. *I give above and beyond Life Church's suggested "10/10/80" plan; giving more than 10% of my income to the Kingdom of God.*
65. *I have used supernatural healings to authenticate God's message to unbelievers.*
66. *I am there to "lend a helping hand" in whatever needs to be done.*
67. *When I interpret a message in tongues, the church is strengthened as a result.*
68. *I have a regimented plan for reading and studying the Bible.*
69. *I am able to cast a vision to others and they jump on board.*

70. *I enjoy visiting the lonely and forgotten people in homeless shelters and prisons.*
71. *God's name is glorified when he uses me to perform supernatural acts.*
72. *I have spoken truth to people resulting in their strengthening, encouragement, and comfort.*
73. *I enjoy giving guidance and direction to a small group of Christians.*
74. *I can present a complex biblical or theological truth in a way that makes it easy to grasp.*
75. *God has given me messages to communicate to his people and I have done so in a language unknown to me.*
76. *When there is conflict or confusion in a situation, I am able to offer sound advice.*
77. *I think of better, more efficient ways to do things.*
78. *I can see myself leaving my "home church" and serving God in another city, state, or country.*
79. *People describe me as perceptive.*
80. *I motivate others with my words to grow in their relationship with God.*
81. *When talking to unbelievers I try to steer the conversation so we talk about spiritual things.*
82. *When God leads me in a specific direction, I move forward even if other Christians or nonbelievers oppose me.*
83. *When there is a financial need somewhere in God's Kingdom I am the first one in line with my checkbook.*
84. *I find great joy in praying for the sick because God uses my prayers to supernaturally heal people.*
85. *Doing things "behind the scenes" and not receiving praise is fine with me.*
86. *When I interpret a message spoken in tongues my words are prophetic in nature.*
87. *When I think about other people, God supernaturally reveals something about them that I did not know before.*
88. *I set goals and then motivate and inspire people to work together to accomplish these goals for God's glory.*
89. *I enjoy bringing hope to people who have no hope.*
90. *I believe miraculous acts go hand in hand with proclaiming the gospel.*
91. *I seem to share truth with people at the exact time they need to hear it.*
92. *I am "there" for people who need someone to talk with.*

93. *I get pumped up when I get the chance to explain a biblical concept to someone.*
94. *Speaking in tongues has made me more intimate with God.*
95. *If there are multiple ways to attack a problem I can discern which is the best approach to take.*
96. *I clarify goals and create strategies to accomplish them.*
97. *I would like to take a lead role in starting a new church.*
98. *I recognize teaching or preaching that strays from biblical truth.*
99. *If a person is going through a time of trial, I confirm that God is in control and He will work it out for good.*
100. *I build relationships with non-Christians with the hope that I can share Gospel with them.*
101. *I am confident that God is present and active in my daily life.*
102. *If I see someone in need I help him or her out in whatever way possible.*
103. *God's name is glorified when He uses me to supernaturally heal others.*
104. *I do not have a lot of unique talents but I want God to use me in whatever way possible.*
105. *I am able to understand people when they speak in tongues.*
106. *When I share insights God has given me about a particular Bible passage, my fellow Christians are strengthened.*
107. *When I join a group I naturally take charge.*
108. *I patiently support people going through painful or difficult life experiences and desire to help them get through it.*
109. *Others can testify that I have been God's instrument in bringing supernatural change in their lives.*
110. *I have the ability to sense what God wants to communicate to people at a particular time or situation.*
111. *I enjoy nurturing others toward full devotion to Jesus Christ.*
112. *I spend time studying the Bible because I understand the awesome responsibility a person has in accurately communicating God's Word.*
113. *God's name is glorified when I speak in tongues.*
114. *I am able to apply my knowledge in practical and helpful ways.*

Tally Table

As you read each question record your numerical response (0, 1, 2, or 3) in the corresponding box on the Tally Table below. Use the following scale:

- 0 = Not at all/Never true
- 1 = Sometimes/Once in a while true
- 2 = Most of the time/Usually true
- 3 = Consistently/Definitely true

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
96	97	98	99	100	101	102	103	104	105	106	107	108	109	110	111	112	113	114
A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S

Directions:

Once you have recorded a response to all 114 questions . . .

1. Add the numbers in each column (A-S) and put the total score for each column in the box immediately above each letter.
2. Now complete the top 3 gifts table on the next page. Here's how you'll do that . . .
 - a. Find your top 3 totals from the Tally Table and list these numbers in the left hand column of the table in the following order: highest score, 2nd highest, 3rd highest.
 - b. Write down the corresponding letter to each of the three numbers in the middle column of the table.
 - c. Look at the Spiritual Gifts Key. Find the gift associated with your 3 letters. Write down the spiritual gift in the right hand column.

My Top 3 Gifts

<i>Top 3 Point Totals</i>	<i>Corresponding Column Letter (A-S)</i>	<i>Corresponding Spiritual Gift (see KEY below)</i>

Spiritual Gifts Key

A = Administration
E = Evangelism
I = Helps
L = Leadership
P = Shepherding

B = Apostleship
F = Faith
J = Interpretation (of Tongues)
M = Mercy
Q = Teaching

C = Discernment
G = Giving
N = Miracles
R = Tongues

D = Encouragement
H = Healing
K = Knowledge
O = Prophecy
S = Wisdom

Spiritual Gifts: The Definitions

Administration - a special ability to organize and direct others in accomplishing a work or task for God. People with this gift: are thorough in things that they do; anticipate potential problems of a proposed plan; able to figure out the steps needed to turn a vision into a reality; turn chaos into order; coordinate people in a way that maximizes effectiveness (e.g., Paul in Acts 27:1-38; Tower Builder in Luke 14:28-30).

Apostleship - a special ability to start and oversee the development of new churches or ministries. People with this gift: are willing to leave their "home church" to serve God in another city or country; adapt to different cultural settings; able to oversee numerous ministries or churches; desire to reach unreached people groups for Jesus; establish new churches (e.g., Paul in Acts 13:1-14:26, 15:36-18:22).

Discernment - a special ability to distinguish right from wrong, truth from error, good from evil. People with this gift: determine whether a person is operating in pure or impure motives; able to accurately "read" people or situations based on little information; can sense the presence of evil; recognizes teaching or preaching that strays from biblical truth (Peter in Acts 5:1-11; 1 John 4:1-6).

Encouragement - a special ability to present truth in order to strengthen, comfort, or challenge people. People with this gift: provide hope for the hopeless, challenge people caught in sin to repent and grow closer to God; confirm that God is in control and will work out present circumstances for good; give verbal praise for a job well done; comfort and reassure those who are discouraged (e.g., Paul in Acts 14:22; Hebrews 10:25).

Evangelism - a special ability to share the gospel with unbelievers and lead them into a saving relationship with Jesus Christ. People with this gift: share the Good News of Jesus with unbelievers on a regular basis; have a soft heart for the "lost"; adapt their gospel presentation so Jesus meets the need in a person's life; see unbelievers respond to the Gospel when they share it (e.g., Peter in Acts 2:14-41; Philip in Acts 8:26-40).

Faith - a special ability to trust with complete confidence God's ability to fulfill his purposes and act according to this unwavering belief. People with this gift: serve a "big" God; challenge and inspire others to trust God in various circumstances; have complete confidence that God will come through even when things do not look good from a human perspective; believe in the promises of God (e.g., Abraham in Romans 4:18-25; Hebrews 11:1-40).

Giving - a special ability to give material goods and financial resources to the Kingdom of God, whether that be to the church or individuals. People with this gift: sacrificially give to the Kingdom of God; consult God on what to give in different situations; limit their lifestyle so they can give away more money; give money even when the numbers do not add up in their budget trusting God for his provision (e.g., Women in Luke 8:1-3; Macedonian Churches in 2 Corinthians 8:1-7).

Healing - a special ability to cure illness and restore health apart from natural means. People with this gift: demonstrate the power of God by supernaturally healing someone emotionally, spiritually, or physically; authenticate the gospel message to unbelievers by curing sickness (e.g., Peter in Acts 3:1-10; Paul in Acts 28:7-9).

Helps - a special ability to serve others by doing the things that free up their time, support them, and meet their needs. People with this gift: have a servant's heart; always look to lend a helping hand; open up their home to those who need it; see spiritual significance in doing the routine tasks in ministry; volunteer time to do the everyday tasks that are not very glamorous but need to get done (e.g., Seven Men in Acts 6:1-7; Joseph in Mark 15:42-46).

Interpretation (of Tongues) - a special ability to interpret the meaning of a message by a person speaking in tongues. People with this gift: listen to a message spoken in tongues by a fellow Christian and are able to supernaturally provide an English translation; interprets a message in tongues with words that are prophetic in nature; strengthens the church by interpreting a timely message from God (e.g., 1 Corinthians 14:13, People in Acts 2:5-12).

Knowledge - a special ability to bring truth to the local assembly of believers through special revelation or diligent study. People with this gift: receive information otherwise unknown to them that is valuable to the individual or the church; have great comprehension of biblical truth; study the Scriptures and receive truth supernaturally from the Holy Spirit (e.g., Peter in Acts 5:1-11; Paul in Acts 17:16-34).

Leadership - a special ability to cast vision and then motivate people to work together to achieve amazing things for God's glory. People with this gift: provide the "big picture" to the ministry or team; take charge of situations; have a natural ability to influence others; give direction to people and motivate them to perform at their best; cast vision and inspire others to jump on board (e.g., Elders in 1 Timothy 5:17; Joseph in Acts 7:10).

Mercy - a special ability to feel empathy and compassion for individuals (both unbelievers and believers) who are suffering physically, mentally, emotionally, or spiritually and the desire to turn that compassion into action through deeds which alleviate suffering. People with this gift: express love, grace, and dignity to people even if they don't deserve it; have concern for social injustice (e.g., Jesus in Matthew 20:29-34; Mark 9:41).

Miracles - a special ability to perform supernatural acts for the glory of God. People with this gift: are human intermediaries through whom God manifests his power in ways that cannot be explained by natural means; present the gospel with a display of God's power; perform supernatural wonders and signs (e.g., Peter in Acts 9:36-42; Paul in Acts 19:11-12).

Prophecy - a special ability to reveal truth and proclaim it to Christians in a timely manner bringing about strengthening, encouragement, repentance, or comfort. People with this gift: speak God's truth to people even if it is not well accepted by them; speak a timely word causing conviction of sin; point out future ramifications of sinful behavior; boldly confront societal trends or teachings that contradict biblical principles, (e.g., Judas and Silas in Acts 15:32; Paul in Acts 27:10-26).

Shepherding - a special ability to nurture and guide people, overseeing their spiritual welfare. People with this gift: have genuine concern for the well-being of people; take responsibility to nurture people as they live their everyday lives; provide guidance to others so they become fully devoted followers of Jesus; establish trust through long-term relationships (e.g., Elders in 1 Peter 5:1-4; Paul in 1 Timothy 4:12).

Teaching - a special ability to clearly explain biblical truth to others so that they understand and apply it to life. People with this gift: present complex biblical or theological truths in a way that is easy to grasp; understand the awesome responsibility a person has in accurately communicating the Bible; communicate biblical truth in a way that inspires people to become more like Christ (e.g., Priscilla and Aquila in Acts 18:24-28; Paul in Acts 16:13-14).

Tongues - a special ability to speak in another tongue that is unknown to the speaker (the tongue may be a special spiritual language or a foreign language). People with this gift: are prompted by God to speak in a language unknown to them; worship God or pray using a special language; receive messages from God and communicate them to others in a non-English language (e.g., People in Acts 2:1-13; 1 Corinthians 14:13-40).

Wisdom - a special ability to apply biblical truth effectively to meet a need in a situation. People with this gift: apply knowledge in practical and helpful ways; see clear solutions to complicated problems; feel God's leading in what to do when difficult decisions need to be made; provide emotional and spiritual direction to others (e.g., Seven Men in Acts 6:3-10; James 1:5-6).

Spiritual Gift / Ministry Matrix

Administration – lifekids mission control and special events - lifechurch weekday administration - small groups special events - connections special events and 1st impressions ministries - discipleship ministry programs and seminars - liferecovery programming and special events - lifestudents programming and special events - compassion ministry programs and events

Artistry – lifekids décor, drama, av tech, and special events - worship design mailing, staging, tech, photography, video, drama, and design team - lifestudents tech - liferecovery tech - church wide promo materials design

Discernment- small group leader - pastoral care counseling and crisis intervention - lifestudents counseling and crisis intervention - MOT's mentor mom

Evangelism – lifestudent's outreach coordinator and missions trips - worship design outreach materials - compassion ministry outreach events and missions trips

Exhortation – small group leader - discipleship ministry teacher - lifekids teacher - lifestudents group leader and discipleship leader - preaching research and development - MOT's teacher

Faith – pastoral care calls and cards - church wide prayer team - student ministry prayer team

Fellowship – lifekids special events - small group host and special events - 1st impressions ministries - connections ministry special events and hospitality - pastoral care hospital and shut in visitation - student ministry special events - MOT's hospitality - young marrieds and families hospitality

Helps – facility set up / teardown and maintenance - lifekids special events and Sunday programming - worship design mailing and staging service change - small group special events - lifechurch weekly admin - 1st impressions ministries - connections special events - Sunday hospitality - discipleship events hospitality - student ministry setup and teardown, hospitality, and special events - compassion ministry events and programming - MOTS children's worker, set up/teardown, and hospitality - Young marrieds and families child care and hospitality

Instrumental Music – lifekids worship - lifestudents worship - Sunday worship

Intercession – lifestudents prayer team - pastoral care prayer team

Knowledge – small group leader and material research and development - student ministry material research and development - discipleship ministries material research and development -MOT's Teacher

Leadership – lifekids classroom leader and special events - small group leader
- discipleship ministry teacher - lifestudents group leader and discipleship leader
- connections ministry special events

Manual Craftsmanship – lifechurch facility maintenance and setup/ teardown - highland park community outreach facility maintenance - pastoral care mechanical needs crisis intervention.

Mercy – pastoral care visitation, cards and letters -1st impressions greeter and name tags

Missionary – Compassion missions trips - lifestudents missions trips

Mission Planter – lifechurch Southfield church plant / Future lifechurch campus

Prophecy - lifekids classroom leader and special events - small group leader
- discipleship ministry teacher - lifestudents group leader and discipleship leader - MOT's teacher

Serving – lifekids classroom assistant, mission control, ground control, re-entry zone, and special events - worship design staging - pastoral care lifecare meals - small groups special events - lifechurch weekday administration - lifechurch facility maintenance, and setup / teardown -1st impressions ministries - connections ministries special events - discipleship ministries special events - MOTS children's worker, set up/teardown, and hospitality
- liferecovery setup / teardown, and special, lifestudents setup / teardown, and special events

Shepherding – lifekids classroom leader and assistant - pastoral care hospital visits, shut in care, cards of encouragement, funeral support, and counseling - small groups leader
- connections ministry caller - discipleship ministries mentor - MOT's mentor
- liferecovery group leader - lifestudents group leader - highland park community outreach mentor - MOT's mentor mom

Speech / Teaching – lifekids classroom leader - small group leader - discipleship teacher
- lifestudents teacher - highland park community outreach teacher
- MOT's teacher

Vocal Music – lifekids worship - lifestudents worship - Sunday worship

Wisdom – pastoral care funeral support, counseling and crisis intervention - small group leader - connections caller - discipleship ministries mentor - lifestudents counselor and crisis intervention - MOT's mentor mom

Writing – worship design communications and Sunday service research and development
- pastoral care cards and letters - small group materials and promo - discipleship ministries materials - student ministry study materials

Lifechurch Ministries and Ministry Leaders

1st Impressions Ministries – Ushers, Greeters, Info Table, Café

- Ushers and Greeters – Rich Allen – Rich@lifechurchcanton.org
- Nametag Table – Deb Kusza - zpenguinal@wowway.com
- Info Table – Kim Blackburn - Kim@lifechurchcanton.org
- Café – Burce Mason - Store238@biggby.com

Lifekids – Mission Control, Kids Worship, Teachers, Helpers, Nursery, lifekids Admin

- Clare Maynard – Clare@lifechurchcanton.org

Lifekids Security

- Kevin Bullock - kevin@thebullockfamily.com

MOTS

- Clare Maynard – Clare@lifechurchcanton.org

Facilities – Setup and tear down, Facility repairs and maintenance

- Mike Rice – Mike@lifechurchcanton.org

Discipleship – Starting point, Shape, Conferences, Pre-Marriage

- Mike Rice – Mike@lifechurchcanton.org

Small Groups

- Ron@lifechurchcanton.org

Connections – Connection card calls and connection events

- Rich@lifechurchcanton.org

Worship Arts – Worship team, Power Point, Lights, Sound, Props, Drama, Photography, Web site

- Marshall@lifechurchcanton.org

Pastoral Care – Visitation and meals, Counseling,

- Visitation and meals – Ron Wrightson – Ron@lifechurchcanton.org
- Counseling – Mike Rice – Mike@lifechurchcanton.org

Administration – Bulletins, Office hours, Office Admin

- Kim Blackburn – Kim@lifechurchcanton.org

Compassion Ministries

- Jim Best - jimlbest@gmail.com

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Student Ministries

- Dan Pratt – Dan@lifechurchcanton.org

Leadership Team

- Alex Rahill – Alex@lifechurchcanton.org

Preaching Team

- Alex Rahill – Alex@lifechurchcanton.org