

APPENDIX 2—SPIRITUAL GIFTS TEST

God has given each of us who are believers specific spiritual gifts. This spiritual gifts test will help you determine what spiritual gifts and special talents God has given you. The test evaluates 22 gifts and talents. (Do not look ahead to see what these gifts and talents are because that will influence your results!)

INSTRUCTIONS:

This spiritual gifts test consists of 110 statements that you are to respond to by entering in a number for each on the analysis sheet (see page 2 of this appendix). Depending on how you feel about each statement, enter a number between 1 and 10; 1 meaning that the statement does not describe you at all, and 10 meaning that the statement describes you perfectly.

This test is designed for followers of Christ. If you have been following Christ for at least a few years, you should use your personal experiences as the basis for your responses. If you are a new believer, then base your responses on how well each statement describes you (even if you have not yet experienced what the statement refers to.)

Please keep in mind that this test was written by human beings and is certainly imperfect. It should be used as a starting place to begin to discover how God has gifted you, but not as an absolute truth. The test may not always indicate your true spiritual gifts. It is just one tool in what should be a life-long search for how God has gifted you so you can give to others.

READ THIS VERY CAREFULLY!

- Before you start the test, find the analysis sheet. Tear it out of your book, then fold it along the gray line that runs down the middle of the sheet. Place it so that the 110 numbered boxes are facing up and you cannot see the list of spiritual gifts and talents.
- As you take the test, enter a response for each statement in the corresponding pre-numbered box, rating on a scale of 1 to 10 how well the statement describes you.
- Once you have completed a column, move back to the top and continue the test. Hide each finished column under your participant guide so you cannot see the columns you have already answered. This will help to ensure unbiased responses on the remainder of the test.
- Respond to each statement quickly with your first feeling. Because the list is fairly extensive and we don't have every gift, you will probably have many more low number responses than high number responses. That is ok.

- When you are finished, read the analysis instructions on page 8 of this appendix.

SPIRITUAL GIFTS TEST – ANALYSIS SHEET

(TEAR THIS SHEET OUT, THEN FOLD ALONG CENTER GRAY LINE)

#1-22	#23-44	#45-66	#67-88	#89-110	SUM OF FIRST 5 COLUMNS	RANK IN ORDER HIGHEST TO LOWEST	NAME OF SPIRITUAL GIFT / TALENT
RATE 1-10	RATE 1-10	RATE 1-10	RATE 1-10	RATE 1-10			
1	23	45	67	89			Administration / Guidance
2	24	46	68	90			Apostle
3	25	47	69	91			Craftsmanship / Artisan
4	26	48	70	92			Discernment
5	27	49	71	93			Encouragement
6	28	50	72	94			Evangelism
7	29	51	73	95			Exhortation
8	30	52	74	96			Faith
9	31	53	75	97			Giving
10	32	54	76	98			Helps / Service
11	33	55	77	99			Hospitality
12	34	56	78	100			Intercession / Prayer
13	35	57	79	101			Knowledge
14	36	58	80	102			Leadership
15	37	59	81	103			Mercy / Compassion
16	38	60	82	104			Missionary
17	39	61	83	105			Music
18	40	62	84	106			Pastoring / Shepherding
19	41	63	85	107			Prophecy
20	42	64	86	108			Teaching
21	43	65	87	109			Wisdom
22	44	66	88	110			Writing
Gift 1					Gift 4		
Gift 2					Gift 5		
Gift 3							

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BEGIN TEST:

1. People come to me when they are in desperate situations, and I am able to find someone who can help.
2. I feel empowered to stand alone for Christ in a hostile, unbelieving environment.
3. I enjoy using my artistic talents to create things that bring glory to God.
4. I easily perceive whether a person is honest or dishonest.
5. I often speak words of hope to others.
6. I am drawn to non-believers because of my desire to win them to Christ
7. I have urged others to seek Biblical solutions to their problems or suffering.
8. I hold fast to my personal belief in the truth, even in the presence of ridicule, apparent failure, or pain.
9. God has used me to meet someone's financial or material need.
10. When I serve the Lord, I really don't care who gets the credit.
11. Our home is always open to whomever God brings to us.
12. I find myself praying when it might seem I should be doing other things.
13. I have had spiritual insights that others have said helped bring them closer to God.
14. Others seek my guidance to accomplish tasks.
15. I feel great compassion for the problems of others.
16. I relate well to people of different cultures.
17. Music lifts my spirit and makes me feel closer to God.
18. I earnestly want to help Christians who have lost their way.
19. I feel a keen sense of responsibility to proclaim God's Word to people.
20. Studying the Bible and sharing what I learn with others is very satisfying to me.
21. I often feel an unusual presence of God and personal confidence when important decisions need to me made.
22. I sometimes express my love for God by writing poems, songs, prayers, or devotionals.
23. I have been responsible for guiding tasks in my church to success.
24. I boldly lead people where God wants them to go.
25. I like to serve God by working with my hands and making things.
26. I easily perceive the difference between truth and falsehood.
27. I have verbally given confidence to the wavering, the troubled, or the discouraged.
28. I have led others to a decision for salvation through faith in Christ.
29. I can challenge others without making them feel condemned.



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30. I am completely convinced God will fulfill His Word even if He is not doing so yet.
31. I am willing to maintain a lower standard of living in order to benefit God's work.
32. I would rather work in secret than have my work recognized publicly.
33. I try to make everyone feel welcome and comfortable at church suppers or social events.
34. I often feel the need to pray for someone before others feel it.
35. I sometimes find I know things that I have never been taught.
36. I delegate tasks to others to accomplish God's work.
37. I enjoy spending time with people others have forgotten.
38. I am willing to leave comfortable surroundings if it enables me to share Christ with more people.
39. People tell me they have been moved spiritually by my singing, dancing, or playing music.
40. God has allowed me to effectively disciple other believers.
41. People tell me that I say things that are inspiring and convincing.
42. People have told me that I have helped them learn Biblical truths.
43. When a person has a problem, I can frequently guide him or her to the best Biblical solution.
44. I am able to take complex spiritual matters and write them down in a way that others can understand more easily.
45. I can recognize talents and gifts in others, and find ways to use them for God.
46. God has used me to bring the gospel to people who have never heard it.
47. I feel compelled to use my hands to craft things that show an aspect of God in some way.
48. I can quickly recognize whether or not a person's teaching is consistent with God's Word.
49. People who are feeling perplexed often come to me for comfort.
50. I minister better to those who do not yet know Christ than to believers.
51. I enjoy motivating people to a higher spiritual commitment.
52. I've been known to try the impossible because I have a great trust in God.
53. I strive to find ways to give to others without calling attention to myself.
54. If someone is facing a serious crisis, I see it as an opportunity to help them.
55. I feel very comfortable and happy when people drop by my home unexpectedly.
56. Others have told me that my prayers for them have been answered in tangible ways.
57. God has given me words to say in different situations that have surprised even me.
58. God has given me an ability to "rally the troops" to accomplish a task of purpose.
59. Sometimes I am overcome with emotion for the person I am praying for.



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60. More than most, I have a strong desire to see people in other countries won to the Lord.
61. I find great joy in playing or singing music for God.
62. God has given me the ability to teach and preach spiritual truth.
63. I am willing to speak Biblical truth, even though I might be criticized and ridiculed.
64. I devote considerable time to learning new Biblical truths in order to communicate them to others.
65. People with spiritual problems come to me for advice and counsel.
66. I prefer to write down my thoughts about God rather than speaking them out loud.



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ANALYSIS INSTRUCTIONS

First, look over the analysis sheet to make sure you have entered a number from 1 to 10 in each of the 110 pre-numbered response boxes. If you left any of the boxes empty, go back to the corresponding statement and enter your response.

Now, unfold the analysis sheet. Calculate the sum of the 5 responses in each horizontal row and enter it in the sum column. Do this for each of the 22 rows of responses. Each sum should be a number between 5 and 50.

Next, look over the 22 numbers you have just entered in the vertical sum column. Identify the highest number. Now, place an “1” in the rank column for the row with the highest sum. If there is more than one row with this same high number, place an “1” in the rank column for each.

Look for the second highest number. Place a “2” in the rank column for each row with this number.

Look for the third highest number and place a “3” in the rank column for each row with this number.

Continue this process until you have identified your top five spiritual gifts and talents.

You can find out more about your spiritual gifts and talents by reading the spiritual gifts reference material on the following pages.

SPIRITUAL GIFTS REFERENCE MATERIAL DEFINITIONS AND BIBLICAL REFERENCES

The main places in the Bible where we learn about Spiritual Gifts are:

- 1 Corinthians 12-14
- Romans 12
- Ephesians 4

ADMINISTRATION

Administration is the special ability God gives to some that allows them to accomplish God-given goals and directives by planning, organizing, and supervising others.

People with the gift of administration have the ability to understand what makes an organization function and can plan and execute procedures that accomplish the goals of the ministry.

People with this gift:

- develop strategies or plans to reach identified goals
- assist organizations to become more effective and efficient

- create order out of organizational chaos
- manage or coordinate a variety of responsibilities to accomplish a task
- organize people, tasks, or events

1 Corinthians 12:28-31

Luke 14:28-30

APOSTLE

Apostles are able to exercise general leadership or oversight over a number of churches with an authority in spiritual matters. Their authority is readily recognized. God appoints Christians with this gift to lead, inspire, and develop the Church by the proclamation and the teaching of true doctrine.

Apostles have a divine ability to start and oversee the development of new churches or ministry structures.

People with this gift:

- pioneer and establish new ministries or churches
- adapt to different surroundings by being culturally sensitive and aware
- desire to minister to unreached people in other communities or countries
- have responsibilities to oversee ministries or groups of churches
- demonstrate authority and vision for the mission of the church

1 Corinthians 12:28-31

Ephesians 4:11-16

2 Corinthians 12:12

Matthew 10:1-8

Acts 2:42-44

CRAFTSMANSHIP / ARTIST

Believers with this gift possess the skill to create artistic expressions that provoke a spiritual response. Those with the gift of skilled craftsmanship have an unusual ability to create, build, maintain, or repair things.

Craftsmen are able to creatively design and/or construct items to be used for ministry. Artists communicate God's truth through a variety of art forms.

People with this gift:

- work with wood, cloth, paint, metal, glass, and other raw materials
- make things that increase the effectiveness of others or provide specific help to others
- design and build tangible items and resources
- use the arts to communicate God's truth
- develop and use artistic skills such as drama, writing, art, music, dance, etc.



- use variety and creativity to captivate people and cause them to consider Christ's message
- challenge people's perspective of God through various forms of the arts
- demonstrate fresh ways to express Biblical truths

Exodus 28:3-4

Exodus 31:1-11

Exodus 35:30-35

DISCERNMENT

Discernment is the special ability God gives to some to know with assurance whether certain behavior or teaching is truth or contains error. People with the gift of discernment have an uncanny ability to differentiate between good and evil, right and wrong.

People with this gift:

- distinguish truth from error, right from wrong, pure motives from impure
- identify deception with accuracy and appropriateness
- determine whether a word attributed to God is authentic
- recognize inconsistencies in a teaching, prophetic message, or interpretation

1 Corinthians 12:7-11

1 John 4:1-6

1 Corinthians 2:9-16

2 Chronicles 2:12

Psalms 119:125

Proverbs 3:21

1 Kings 3:9

Hebrews 5:14

ENCOURAGEMENT

Encouragement is the special ability God gives some to offer comfort, words of encouragement, hope, and reassurance to discouraged, weak, or troubled Christians in a way that consoles them.

People with this gift:

- come to the side of those who are discouraged to reassure them and give them hope
- emphasize God's promises and confidence in His will

Romans 12:6-8

Titus 1:9

Acts 11:23-24

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Acts 14:21-22

1 Thessalonians 2:11-12

1 Thessalonians 5:9-11

EVANGELISM / EVANGELIST

Evangelists are gifted with a special ability to proclaim the Gospel of salvation effectively so that people respond and become followers of Christ. These people possess the ability to effectively communicate the gospel to unbelievers so they respond in faith and move toward discipleship.

People with this gift:

- communicate the message of Christ with clarity and conviction
- seek out opportunities to talk to unbelievers about spiritual matters
- challenge unbelievers to faith and to become fully devoted followers of Christ
- adapt their presentation of the gospel to connect with the individual's needs
- seek opportunities to build relationships with unbelievers

Ephesians 4:11-16

Matthew 28:16-20

Acts 2:36-40

Acts 8:5-6

Acts 14:21

Acts 8:26-40

2 Timothy 4:5

EXHORTATION

People with this gift have a special ability through the use of words to strengthen weak, faltering, and fainthearted Christians, motivating them to become all God wants them to be.

Exhorters help others reach their full potential by means of encouraging, challenging, comforting, and guiding. They are able to present truth in a way that urges those who are discouraged or wavering in their faith to take action.

People with this gift:

- come to the side of those who are weak in spirit to strengthen them
- challenge or confront others to trust and hope in the promises of God
- urge others to action by applying Biblical truth
- offer advice, a solution, or ideas for progress
- motivate others to grow

1 Timothy 5:1-2

Hebrews 3:13

1 Thessalonians 5:14



FAITH

Those with the spiritual gift of faith have especially strong conviction. They are firmly persuaded of God's power and promises to accomplish His will and purpose. These gifted people display strong confidence in God and His Word, and circumstances and obstacles do not shake that conviction.

The spiritual gift of faith enables the believer to act on God's promises with confidence and unwavering belief in His ability to fulfill His purposes.

People with this gift:

- believe the promises of God and inspire others to do the same
- act with complete confidence in God's ability to overcome obstacles
- demonstrate an attitude of trust in God's will and His promises
- advance the cause of Christ because they go forward when others will not
- ask God for what is needed and trust Him for His provision

1 Corinthians 12:7-11

Mark 5:25-34

Acts 27:21-25

Hebrews 11

Romans 4:18-21

GIVING

The gift of giving enables a believer to recognize God's blessings and to respond to those blessings by generously, sacrificially, and cheerfully giving of their time, talents, and money without thought of being repaid.

This gift enables believers to contribute financial and other resources when God asks them to with cheerfulness and generosity. Instead of asking "How much do I *have* to give to God," people with the spiritual gift of giving often find themselves asking "How much *can* I give?"

People with this gift:

- manage their finances and limit their lifestyle in order to give away as much as possible
- support the work of ministry with sacrificial gifts to advance God's work
- meet the tangible needs of others so that spiritual growth can occur
- provide resources generously and cheerfully, trusting God for His provision
- may have a special ability to make money so that they may use it to further God's work

Romans 12:6-8

2 Corinthians 9:6-15

2 Corinthians 8:2-5

Mark 12:41-44

Matthew 6:3-4

HELPS / SERVICE

This is the gift that enables a believer to work gladly behind the scenes to ensure that God's work is accomplished. The special ability God gives some to serve the church in a supporting role or to invest their talents in the life and ministry of others enables people with this gift to make a lasting difference in the world.

Believers with this gift are able to accomplish practical and necessary tasks which free-up, support, and meet the needs of others.

People with this gift:

- serve behind the scenes whenever needed to support the gifts and ministries of others (often without having to be asked)
- see the tangible and practical things that need to be done and enjoy doing them
- sense God's purpose and pleasure in meeting every day responsibilities
- attach spiritual value to practical service
- enjoy knowing that they are freeing up others to do what God has called them to do
- would rather do a job than find someone else to do it

1 Corinthians 12:28-31

Romans 12:6-8

Romans 16:1-2

1 Peter 4:11

Acts 9:36

Philippians 2:19-23

Mark 15:40-41

Luke 22:24-27

Galatians 6:2

John 13:14

HOSPITALITY

Those with a gift for making others feel like they are at home have the gift of hospitality. Believers with this gift provide an open home and warm welcome to those in need of food, lodging, and fellowship. The gift of hospitality is marked by a readiness to invite others into your home or church and to make them feel not only welcome, but as though they belong there.

People with this gift:

- provide an environment where people feel valued and cared for
- meet new people and help them feel welcomed
- create a safe and comfortable setting where relationships can develop
- seek ways to connect people together into meaningful relationships
- set people at ease in unfamiliar surroundings

1 Peter 4:9-10

Romans 12:9-13

Acts 16:14-15

Luke 10:38

Hebrews 13:1-2



INTERCESSION / PRAYER

Some people are especially gifted by God to pray for extended periods of time on a regular basis and see frequent and specific answers to their prayers. Their gift enables them to consistently pray on behalf of and for others, seeing frequent and specific results.

People with this gift:

- feel compelled to earnestly pray on behalf of someone or some cause
- have a daily awareness of the spiritual battles being waged
- are convinced God moves in direct response to prayer
- pray in response to the leading of the Holy Spirit, whether they understand it or not

Ephesians 6:18

Luke 11:1-10

James 5:14-16

1 Timothy 2:1-2 1

Matthew 6:6-15

Colossians 4:12-13

Kings 13:6

Mark 11:22-25

1 Thessalonians 3:10

KNOWLEDGE

The gift of knowledge is a special gift that enables certain Christians to understand in an exceptional way the great truths of God's Word and to make them relevant to specific situations in the church. Believers with this gift desire to seek out and learn as much about the Bible as they possibly can. They enjoy gathering and analyzing information about the Bible. Their gift enables them to bring truth to others through a revelation or Biblical insight.

People with this gift:

- receive truth which enables them to better serve others
- search the scriptures for insight, understanding, and truth
- gain knowledge which at times was not attained by natural means
- have an unusual insight or understanding that serves others
- organize information for teaching and practical use

1 Corinthians 12:7-11

2 Corinthians 11:6

Proverbs 9:10

2 Chronicles 1:7-12

Daniel 2:20-21

Psalms 119:66

Colossians 2:2-3

Proverbs 2:6

Jeremiah 3:15

LEADERSHIP

Those with the spiritual gift of leadership are able to set goals to accomplish God's purposes and can communicate these goals to others in such a way that they voluntarily work together to accomplish them. Believers with this gift are able to cast vision, motivate, and direct people to accomplish the purposes of God.

People with this gift:

- provide direction for God's people or ministry
- motivate others to perform to the best of their abilities
- present the "big picture" for others to see
- model the values of the organization
- take responsibility and establish goals

Romans 12:6-8

Hebrews 13:7

Hebrews 13:17

MERCY / COMPASSION

This gift allows certain Christians to feel exceptional empathy and compassion for those who are suffering physically, mentally, or emotionally. They are able to feel genuine sympathy for the misery of others, speaking words of compassion. Most importantly, they are able to care for those who suffer with acts of love that help alleviate their distress.

Believers with the gift of mercy cheerfully and practically help those who are suffering and in need by putting compassion into action.

People with this gift:

- focus upon alleviating the sources of pain or discomfort in suffering people
- address the needs of the lonely and forgotten
- express love, grace, and dignity to those facing hardships and crisis
- serve in difficult or unsightly circumstances and do so cheerfully
- concern themselves with individual or social issues that oppress people

Romans 12:6-8

Matthew 25:34-40

Luke 7:12-15

Mark 9:41

Luke 10:30-37

Matthew 5:7

Matthew 20:29-34



MISSIONS

Those with the special ability God gives to some to minister in another culture have the spiritual gift of missions.

Those with this gift find it easy or exciting to adjust to a different culture or community. Missionaries find great joy working with minorities, people of other countries, or those with other distinct cultural differences. This gift instills in believers a stronger-than-average desire to be a part of the fulfillment of the Great Commission around the world.

People with this gift:

- have an intense feeling of unease at the thought of all the unsaved people in the world
- adapt themselves and core Biblical principles to different surroundings by being culturally sensitive and aware
- have the ability to reach out to people groups of a different ethnicity, language, or cultural background
- can establish meaningful relationships with people of other nationalities or cultures
- desire to minister to unreached people in other communities or countries

Ephesians 3:6-8

Acts 22:21

Mark 16:15

Romans 10:14-15

Acts 1:8

1 Corinthians 9:19-23

Acts 13:2-5

MUSIC

Music is the spiritual gift that gives a believer the ability to present personal witness and inspiration to others through instrumental music, singing, or dancing. These gifted believers praise God through music in a way that enhances the worship experience of other believers. Those listening or watching become inspired to feel the presence and majesty of God.

People with this gift:

- sing or play a musical instrument well, and enjoy it
- find joy in singing or playing praises to God, either alone or with other people
- feel secure in the fact that their musical ability will be of benefit to other people with whom they come in contact
- can use their musical ability to help and inspire others to worship God

1 Samuel 16:14-23

Psalms 149:3

1 Corinthians 14:26

Psalms 150:1-6

Psalms 33:1-3

Colossians 3:16

Psalms 96:1-2

2 Chronicles 5:12-13

Psalms 100:1-2

2 Samuel 6:14-15

PASTOR / SHEPHERD

Believers with the spiritual gift of a pastor/shepherd are able to assume a long-term personal responsibility for leadership and the spiritual care, protection, guidance, and teaching of a group of believers. They feel a strong desire to nurture, care for, and guide people to follow and become like Christ.

People with this gift:

- take responsibility to nurture the whole person in their walk with God
- provide guidance and oversight to a group of God's people
- model with their life what it means to be a fully devoted follower of Christ
- establish trust and confidence through long-term relationships
- lead and protect those within their span of care

John 10:1-16

2 Timothy 4:1-2

Acts 20:28

1 Timothy 4:11-16

Ephesians 4:11-15

1 Peter 5:1-4

1 Timothy 3:1-7

PROPHET / PROPHECY

Believers with the spiritual gift of prophecy are able to proclaim the Word of God with clarity and apply it fearlessly to strengthen, encourage, and convict other believers and to convince unbelievers. These believers are especially able to interpret and apply God's revelation in a given situation. They reveal truth and proclaim it in a timely and relevant manner for understanding, correction, repentance, and edification.

People with this gift:

- speak a timely word from God causing conviction, repentance, and edification
- see truth that others often fail to see and challenge them to respond
- understand God's heart and mind through experiences He takes them through

1 Corinthians 12:7-11

1 Corinthians 12:28-31

1 Corinthians 14:24-25

Romans 12:6-8

Deuteronomy 18:18-22

1 Corinthians 14:30-33

Ephesians 4:11-13

1 Corinthians 14:1-5

1 Corinthians 14:37-40

TEACHING / TEACHER

Some believers have been given a unique ability to explain the truths of the Word of God clearly and apply them effectively so that others understand and learn. They instruct others about the Bible in a logical and systematic way that communicates and imparts true understanding and growth. These gifted believers are able to understand, clearly explain, and apply the word of God in a way that causes those listening to become more like Christ.

People with this gift:

- communicate Biblical truth that inspires greater obedience to the Word
- challenge listeners simply and practically with the truths of scripture
- focus on changing lives by helping others understand the Bible better
- give attention to detail and accuracy
- prepare through extended times of study and reflection

Ephesians 4:11-16

Romans 12:6-8

1 Corinthians 12:28-31

Hebrews 5:12-14

Acts 18:24-28

WISDOM

This gift allows a believer to sort through opinions, facts, and thoughts in order to determine what solution would be best for themselves and others. These gifted individuals are able to apply knowledge to life in a way that is relevant and practical to daily life and decision making. They know the mind of God in a way that brings insight into how to apply knowledge so that specific needs of others are met.

People with this gift:

- focus on the unseen consequences as they determine the next steps to take
- receive an understanding of what is necessary to meet the needs of others
- provide God-given solutions in the midst of conflict and confusion
- hear God's direction in a given situation
- apply spiritual truth in specific and practical ways

1 Corinthians 12:7-11

James 3:13-18

2 Chronicles 1:7-11

Acts 6:3-10

1 Corinthians 2:6-13

James 1:5-8

1 Kings 3:16-28



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WRITING

This gift gives a believer the ability to express truth in written form in a way that builds up, instructs, comforts or strengthens others. Their special ability to formulate thoughts and ideas into meaningful written form enables the reader to find courage, guidance, knowledge, or edification through their words. The writers of the Bible had this gift.

People with this gift:

- may write stories, sermons, devotions, histories, prayers, songs, or poetry to be used to build up the body of Christ
- are inspired by the Holy Spirit in what they write
- may teach God's Word to others through what they write
- often use writing to express other gifts
- may be better at expressing their thoughts in written form than in verbal form

Luke 1:1-3

1 John 2:1

1 John 2:12-14

1 Timothy 3:14-15

Jude 1:3