



Discover Your Gifts

"As each one of us has received a gift, minister it to one another, as good stewards of the manifold grace of God." – 1 Peter 4:10

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.
- For the most accurate assessment answer quickly and honestly

	Never	Rarely	Occasionally	True Sometimes	True Most of the Time	Always True
	0	1	2	3	4	5
1.) I relate & measure everything I experience accordingly to God's Word.	0	1	2	3	4	5
2.) Others seem to look to me for advice and help.	0	1	2	3	4	5
3.) I'm easily bothered by others' lack of compassion.	0	1	2	3	4	5
4.) I don't take anything at face value.	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 feel compelled to share knowledge.	0	1	2	3	4	5
11.) Discouraged people are often encouraged by my words.	0	1	2	3	4	5
12.) I neglect my own work in order to help others.	0	1	2	3	4	5
13.) I easily identify tasks that need to get done and do them myself.	0	1	2	3	4	5
14.) I enjoy doing little things to help people.	0	1	2	3	4	5
15.) My natural tendency is to step up and take control.	0	1	2	3	4	5
16.) I cheerfully give time and money, regardless of how much I have to give.	0	1	2	3	4	5
17.) I have compassion for all living creatures.	0	1	2	3	4	5
18.) I don't hesitate to give constructive criticism.	0	1	2	3	4	5
19.) People see me as a frank and outspoken person.	0	1	2	3	4	5
20.) People seem to learn easily from me.	0	1	2	3	4	5

21.)	I can be described as responsible, charitable, and disciplined.	0	1	2	3	4	5
22.)	I don't expect repayment for favors I do for others.	0	1	2	3	4	5
23.)	Others tell me I am a good listener.	0	1	2	3	4	5
24.)	Communicating the facts in a situation is something I do well.	0	1	2	3	4	5
25.)	I am a task-oriented person.	0	1	2	3	4	5
26.)	I find it easy to maintain an optimistic outlook.	0	1	2	3	4	5
27.)	I will stand alone on something I believe in strongly.	0	1	2	3	4	5
28.)	I will not confront others if I feel it may hurt them.	0	1	2	3	4	5
29.)	I give well above my tithe to the Body of Christ.	0	1	2	3	4	5
30.)	While I'm frugal in personal spending, I'm often led to give to others.	0	1	2	3	4	5
31.)	I enjoy research as well as sharing what I find.	0	1	2	3	4	5
32.)	I am compelled to comfort people who are hurting or suffering.	0	1	2	3	4	5
33.)	Deadlines challenge me & I usually meet them on time.	0	1	2	3	4	5
34.)	I can discern the motives of others fairly easily.	0	1	2	3	4	5
35.)	I find strength from bearing other's burdens.	0	1	2	3	4	5
36.)	My use of knowledge may appear prideful.	0	1	2	3	4	5
37.)	I can create order out of organizational chaos.	0	1	2	3	4	5
38.)	I volunteer my time and talents to worthwhile causes.	0	1	2	3	4	5
39.)	I'm moved with compassion to cry with others.	0	1	2	3	4	5
40.)	I can select the best person for particular tasks.	0	1	2	3	4	5
41.)	My focus on right and wrong may be read as being judgmental.	0	1	2	3	4	5
42.)	I enjoy helping others develop a plan of action to deal with their concerns.	0	1	2	3	4	5

Scoring Key

RATING SCALE 1-5

(1 Hardly Ever – 2 Not Usually – 3 Sometimes – 4 Usually – 5 Almost Always)

	1)	6)	4)	2)	7)	5)	3)
	8)	12)	10)	11)	16)	9)	17)
	19)	13)	20)	18)	21)	15)	28)
	27)	14)	24)	23)	22)	33)	32)
	34)	25)	31)	26)	29)	37)	35)
	41)	38)	36)	42)	30)	40)	39)
Total							
	P	S	T	E	G	A	C

“Whoever serves is to do so as one who is serving by the strength which God supplies; so that in all things God may be glorified through Jesus Christ, to whom belongs the glory and dominion forever and ever. Amen.” 1 Peter 4:11

Thoughts about your results

- The key is to finding joy in serving is to find areas that best fit your gifting and live there. God made you unique and special. He is the one who gave you certain traits. Learning to use it for His kingdom produces the joy and fulfillment we all desire in our spiritual walk.
- There are things as Christians we are all asked to do, whether we are good at them or not. Some examples include:
 - Serving – serve one another (Galatians 5:13)
 - Exhortation – encourage each other (Hebrews 10:25)
 - Giving – be a cheerful giver (2 Corinthians 9:7)
 - Teaching – making disciples (Matthew 28:19)
 - Showing mercy – be kind (Ephesians 4:32)
 - Faith – trust God (2 Corinthians 5:7)
 - Evangelism – share what God has done in our lives (Acts 1:8)
- No matter what your spiritual gifts are, the Christian virtue of love must accompany the exercise of those gifts; otherwise, they are useless. (1 Cor. 13:1-3)

PERCEIVER

The PERCEIVER'S JOY comes in REVEALING TRUTH
and SEEING IT ACCEPTED

CHARACTERISTICS:

- Serious
- Introspective
- Transparent
- Moody
- Deep Thinker
- Intense
- Verbalizes easily
- Strong Conscience
- Decisive
- Thinks while talking
- Feels deeply

BIG POSITIVES:

- Truthful
- Strong convictions
- Obedient
- See blind spots
- Responsible

CAN BE:

- Judgmental
- Blunt
- Intolerant
- Forgets to praise
- Overly confident
- Proudful

BENEFITS TO THE ORGANIZATION:

- Meets moral/spiritual needs
- Declares the truth
- Helps keep us centered on truth

SERVER

The SERVER'S JOY comes in HELPING OTHERS and
BEING APPRECIATED

CHARACTERISTICS:

- Meets practical needs
- Works with hands
- Detailed perfectionist
- Enjoys hospitality
- Likes immediate goals
- Shows love through action
- Needs to be appreciated
- Follower
- High energy
- Behind the scenes
- Has a good memory

BIG POSITIVES:

- Helpful
- Reliable
- Sensitive
- Obedient

CAN BE:

- Interfering
- Neglecting of their own needs
- Perfectionist
- Unable to delegate
- Unwilling to be served

BENEFITS TO THE ORGANIZATION:

- Meets practical needs
- Gives "hands-on" support
- Keeps the work of the organization moving

TEACHER

The TEACHER'S JOY comes in LEARNING and USING IT TO HELP PEOPLE

CHARACTERISTICS:

- Stable
- Cool, calm, collected
- Reserved
- Articulate
- Neat
- Punctual
- Self-disciplined
- Objective
- Likes to read and study
- Communicates well
- Strong fact based convictions

BIG POSITIVES:

- Intelligent
- Diligent
- Truthful
- Considerate
- Dependable

CAN BE:

- Legalistic
- Dogmatic
- Opinionated
- Easily sidetracked
- Overly confident
- Proudful

BENEFITS TO THE ORGANIZATION:

- Meets mental needs
- Researches and teaches
- Keeps us studying and learning

ENCOURAGER

The ENCOURAGER'S JOY comes in GUIDING PEOPLE TO SUCCEED

CHARACTERISTICS:

- Optimistic
- Positive attitude
- Cheerful
- Compulsively encourages
- Expresses self well
- Good communicator
- Relates well with all
- Outgoing
- Adaptable
- Clears up conflict quickly
- Stirs growth

BIG POSITIVES:

- Friendly
- Obedient
- Loving
- Uplifting
- Happy

CAN BE:

- Interrupting
- Opinionated
- Overly outspoken
- Overly confident
- Frustrated if action steps are ignored

BENEFITS TO THE ORGANIZATION:

- Meets Psychological needs
- Encourages personal progress
- Helps us to apply and experience truth

GIVER

The GIVER'S JOY comes in MEETING GENUINE,
MATERIAL NEEDS

CHARACTERISTICS:

- Well-balanced personality
- Support person
- Quickly volunteers to help
- Frugal
- Enjoys making money
- Saves money
- Trustworthy
- Wise and not gullible
- Natural business ability
- Friendly/hospitable
- Gives to advance ministry

BIG POSITIVES:

- Industrious
- Honest
- Generous
- Thrifty

CAN BE:

- Stingy
- Controlling of finances
- Overly frugal
- Overly generous
- Manipulative

BENEFITS TO THE ORGANIZATION:

- Meets material needs
- Shares material assistance
- Ensures genuine needs are met

ADMINISTRATOR

The ADMINISTRATOR'S JOY comes in MOVING
PEOPLE TO ACCOMPLISH A MISSION

CHARACTERISTICS:

- Capable leader
- Organizer
- Communicates clearly
- Project oriented
- Delegates
- Enthusiastic
- Writes notes to self
- Finisher
- Loves challenges
- Confident
- Competitive

BIG POSITIVES:

- Capable
- Honest
- Responsible
- Big picture

CAN BE:

- Domineering
- Insensitive
- Over zealous
- Callous
- Projects over people

BENEFITS TO THE ORGANIZATION:

- Meets functional needs
- Gives leadership and direction
- Keeps us organized and increases vision

COMPASSIONATE

The COMPASSION PERSON'S JOY comes in
RELIEVING EMOTIONAL PAIN TO BRING HEALING

CHARACTERISTICS:

- Merciful and sensitive
- Peacemaker
- Indecisive
- Good listener
- Understanding
- Easy going
- Attracted to hurt people
- Non-confrontational
- Empathizes

BIG POSITIVES:

- Loving
- Caring
- Helpful
- Obedient

CAN BE:

- Overly emotional
- Indecisive
- Easily hurt
- Too accommodating
- Overly empathetic

BENEFITS TO THE ORGANIZATION:

- Meets emotional needs
- Provides personal and emotional support
- Helps keep us in right attitudes