



Dynamic Churches
International

SPIRITUAL GIFTS DISCOVERY

An evaluation designed to help you identify and develop
your God-given spiritual gifts.

**NB. Taken from the Dynamic Churches International training workbook
“Learning to Lead – Apprentice Leader Training”**

How to Use the Spiritual Gifts Discovery

1. On your own, read each question and evaluate by selecting a value 0 - 4 for the statement that is true in your life. Write that score next to the number of the question on the score sheet.
2. When you have completed all the questions, add up the Total for each Row e.g. Row A,B,C, etc.
3. Circle several highest scores. Turn the Score Sheet over to discover the gifts and write in the gifts for the highest scores. These make up your **Gift Mix**. You are a unique person. God has created you and given you special gifts to serve others.
4. Study the Gift Definitions and look up the related scripture verses. This will help you understand and appreciate your gifts.
5. This is only part of the discovery process. Study the other ways you can confirm your God-given abilities. Our Life Group will be one of the best places to confirm and exercise our gifts as we submit to each other's gifts and strengths and serve others in our areas of gifts and strengths.

Spiritual Gifts Discovery Questions

1. I enjoy working behind the scenes, taking care of little details.
2. I usually step forward and assume leadership in a group where none exists.
3. I enjoy cheerfully providing food and a place to stay for those in need.
4. I have the ability to recognize a need, and get the job done, no matter how trivial the task.
5. I have the ability to organize ideas, people and projects to reach a specific goal.
6. People often say I have good spiritual judgement.
7. I am very confident of achieving great things for the glory of God.
8. I am asked to sing or play a musical instrument at church functions.
9. God has used me to communicate the gospel in a language unknown to me.
10. Through my prayers God has made the impossible possible.
11. I have an ability to use my hands in a creative way to design and build things.
12. I have in the power of Jesus cured people's illnesses.
13. I enjoy giving money to those in serious financial need.
14. I enjoy ministering to people in hospitals, prisons, or rest homes to comfort them.
15. I often have insights that offer practical solutions to difficult problems.
16. I have understood issues or problems in the church and seen answers when others didn't.
17. I enjoy encouraging and giving counsel to those who are discouraged.
18. I have an ability to thoroughly study a passage of scripture, and then share it with others.
19. I presently have the responsibility for the spiritual growth of one or more young Christians.
20. Other people respect me as an authority in spiritual matters.
21. I have an ability to learn foreign languages.
22. I have ability in the area of communication and public speaking, and people enjoy listening to me.
23. I enjoy spending time with non-Christians, especially with hopes of telling them about Jesus.
24. I enjoy praying for long periods of time.

25. I would like to assist the Pastors or other leaders so they will have more time to accomplish their essential and priority ministries.
26. I am often chosen as the leader in a group of people.
27. I enjoy entertaining guests and making them feel "at home" when they visit.
28. I enjoy serving others, no matter how simple or little the task.
29. I am a very organized person who sets goals and makes plans to reach them.
30. I am a good judge of character, and can spot a spiritual phony.
31. I believe God could cause any church to grow to 10,000 people.
32. I believe I could sing well in the choir.
33. Praying in tongues is personally meaningful to me in my prayer life.
34. God has used me to make things happen which were far beyond human means.
35. I enjoy doing things like woodworking, crocheting, sewing, metal work, stained glass, etc.
36. I have seen my prayers heal people.
37. I joyfully give money to the church well above my tithe.
38. I feel compassion for people who are hurting and lonely, and like to spend considerable time with them to cheer them up.
39. God has enabled me to choose correctly between several complex options in an important decision, when no one else knows what to do.
40. I enjoy studying difficult questions about God's Word, and I am able to find answers easier and quicker than others.
41. People often tell me their problems, and I encourage them.
42. When a question arises from a difficult Biblical passage, I am motivated to research the answer.
43. I take an active role in protecting Christians from worldly influences that would hinder their spiritual growth and weaken their faith.
44. I would be willing and excited to start a new church.
45. I can adapt easily to culture, language, and life-style, other than my own, and would like to use my adaptability to minister in foreign countries.
46. I will always speak up for Christian principles even when what I say isn't popular and people think I'm narrow-minded or hard-headed.

47. I find it easy to invite a person to accept Jesus as their Savior.
48. I pray at least half an hour daily for other people, believing God to answer my prayers.
49. I enjoy relieving others of routine tasks so they can get special projects done.
50. I don't mind asking others to accomplish an important ministry for the church.
51. Our home is often used for parties and social activities.
52. I am very dependable for getting things done on time, and I don't need much praise and thanks.
53. I easily delegate significant responsibilities to other people.
54. I am able to distinguish between right and wrong in complex spiritual matters, that other people can't seem to figure out.
55. I often step out and start projects that other people won't attempt, and they are usually successful.
56. I believe I could sing in the choir and be an important part of the worship service.
57. I am very comfortable in a worship service where people are speaking and praying in tongues.
58. God has used me to work spectacular miracles in the lives of others.
59. I would like to make posters or decorations for church activities.
60. God has healed people because of my faith.
61. God has blessed me with the ability to make more money than I need, so I cheerfully give much to the church or missions.
62. I want to do whatever I can for the needy people around me, even if I have to give up something.
63. People often seek my advice when they don't know what to do.
64. I have an ability to gather information from several sources to discover the answer to a question, or learn more about a subject.
65. I feel a need to challenge others to better themselves, especially in their spiritual growth, without condemning them.
66. Others listen and enjoy my teaching of scriptures.
67. I like to give of my own free time to meet others needs.
68. Other Christians accept my spiritual advice without questioning me.
69. I would like to present the gospel in a foreign language, in a country whose culture and life-style is different than my own.

70. I feel a need to speak God's message from the Bible so people will know what God expects of them.
71. Every chance I get I try to win my friends to Jesus.
72. I believe prayer is the most important thing a Christian can do.
73. I would like to do things like typing, filing, gardening, painting, etc. for the church, or helping in any way I can.
74. I can guide and manage a group of people toward achieving a specific goal.
75. I would like to use my home to get acquainted with newcomers and visitors to the church.
76. When I see a little job that needs to be accomplished, I jump right in and get it done.
77. I am able to recognize gifts and abilities in others and help them find an effective ministry.
78. People come to me for help in distinguishing between spiritual truth and error.
79. I trust in God's faithfulness for a bright future, even when everything looks bad.
80. I enjoy singing, and people say I have a good voice.
81. The Holy Spirit gives me an accurate interpretation when someone speaks in an unknown language or "tongue".
82. God has blessed my prayers so that supernatural results have come from otherwise impossible situations.
83. I find satisfaction in meeting people's needs by making something for them.
84. I enjoy praying for those who are physically and emotionally ill, for God to heal them.
85. I wouldn't mind lowering my standard of living to give more to the church, and others in need.
86. When I hear of other people without jobs, who can't pay their bills, I do what I can to help them.
87. God enables me to make appropriate application of Biblical truth to practical situations.
88. I can recognize difficult Biblical truths and principles on my own, and I enjoy this.
89. People will tell me things they won't tell anyone else, and say I am easy to talk to.
90. I am organized in my thinking and systematic in my approach to presenting Bible lessons to people.
91. I enjoy working with people, and desire to help them be the best person they can for the Lord.
92. I am accepted as a spiritual authority in other parts of the country or world.
93. I would like to share the gospel in foreign countries.

94. I find it relatively easy to apply Biblical promises to present day situations.
95. I would like to tell others how to become a Christian, and give them the invitation to receive Jesus in their life.
96. The Lord has answered many of my prayers for others.
97. I enjoy helping others get their work done, and don't need a lot of public recognition.
98. People respect my opinion and follow my direction.
99. I feel that entertaining guests in my home is a real ministry.
100. I enjoy helping people in any type of need, and feel a sense of satisfaction in meeting that need.
101. I am comfortable making important decisions, even under pressure.
102. I can sense when a speaker is empowered by the Holy Spirit or just bringing glory to himself.
103. I often exercise my faith through prayer, and God answers my prayers in exciting ways.
104. I believe the Lord could use me in the choir to deliver a message through song.
105. I have spoken in a language unknown to me, and a mature Christian interpreted, bringing a blessing to those who heard.
106. God uses me to work miracles for the glory of His kingdom.
107. People say I am gifted with my hands.
108. People often seek me out to pray for their physical healing.
109. When I give money to someone I don't expect anything in return, and often give anonymously.
110. I enjoy working with the "unfortunate" and the "have-nots" who are usually ignored by most people.
111. People usually do what I recommend, and remember advice I have shared with them.
112. People have come under conviction from my insights of scripture and their application to daily life.
113. I enjoy encouraging discouraged people so much that I sometimes neglect other responsibilities because I am spending so much time with them.
114. I get excited thinking about the opportunity to share broad concepts and details about scripture that are relevant to daily life, in a Sunday School class.
115. I help Christians who have wandered away from the Lord find their way back to a growing relationship with Him.
116. I would be excited to share the gospel and form new groups of Christians in areas where there are not many churches.

- 117. I have no racial prejudice, and have a sincere appreciation for people very different from myself.
- 118. I feel God's blessing, power and anointing when speaking publicly His message.
- 119. I have a strong desire to help non-Christians find salvation through Jesus Christ.
- 120. Prayer is my favorite ministry in the church, and I spend a great deal of time at it.

Spiritual Gift Discovery Score Sheet

Select a value from 0 - 4 that the statement is true in your life.

0 – Not at All
1 – Little
2 – Moderately
3 – Considerably
4 - Strongly

| ANSWERS | | | | | TOTAL | ROW | GIFT |
|---------|-----|-----|-----|------|-------|-----|------|
| 1. | 25. | 49. | 73. | 97. | | A | |
| 2. | 26. | 50. | 74. | 98. | | B | |
| 3. | 27. | 51. | 75. | 99. | | C | |
| 4. | 28. | 52. | 76. | 100. | | D | |
| 5. | 29. | 53. | 77. | 101. | | E | |
| 6. | 30. | 54. | 78. | 102. | | F | |
| 7. | 31. | 55. | 79. | 103. | | G | |
| 8. | 32. | 56. | 80. | 104. | | H | |
| 9. | 33. | 57. | 81. | 105. | | I | |
| 10. | 34. | 58. | 82. | 106. | | J | |
| 11. | 35. | 59. | 83. | 107. | | K | |
| 12. | 36. | 60. | 84. | 108. | | L | |
| 13. | 37. | 61. | 85. | 109. | | M | |
| 14. | 38. | 62. | 86. | 110. | | N | |
| 15. | 39. | 63. | 87. | 111. | | O | |
| 16. | 40. | 64. | 88. | 112. | | P | |
| 17. | 41. | 65. | 89. | 113. | | Q | |
| 18. | 42. | 66. | 90. | 114. | | R | |
| 19. | 43. | 67. | 91. | 115. | | S | |
| 20. | 44. | 68. | 92. | 116. | | T | |
| 21. | 45. | 69. | 93. | 117. | | U | |
| 22. | 46. | 70. | 94. | 118. | | V | |
| 23. | 47. | 71. | 95. | 119. | | W | |
| 24. | 48. | 72. | 96. | 120. | | X | |

Key Gifts

A. HELPS

C. HOSPITALITY

E. ADMINISTRATION

G. FAITH

I. LANGUAGES (TONGUES)

K. CRAFTSMANSHIP

M. GIVING

O. WISDOM

Q. EXHORTATION

S. PASTOR/SHEPHERD

U. MISSIONARY

W. EVANGELISM

B. LEADERSHIP

D. SERVICE

F. DISCERNMENT

H. MUSIC

J. MIRACLES

L. HEALING

N. MERCY

P. KNOWLEDGE

R. TEACHING

T. APOSTLESHIP

V. PROPHECY

X. INTERCESSION

Gift Definitions

The following contains suggested definitions of the spiritual gifts. While not meant to be dogmatic or final, these definitions and supporting scriptures do correspond to characteristics of the gifts as expressed in the Spiritual Gifts Questionnaire.

- A. **Helps** - The ability to invest the talents one has in the life and ministry of other members of the body, thus enabling those others to increase the effectiveness of their own spiritual gifts.

1 Corinthians 12:28, Mark 15:40-41, Acts 9:36, Romans 16:1-2

- B. **Leadership** - The ability to set goals in accordance with God's purpose for the future and to communicate those goals to others in such a way that they voluntarily and harmoniously work together to accomplish those goals for the glory of God.

Romans 12:8, Acts 15:7-11, 1 Timothy 5:17, Hebrews 13:17

- C. **Hospitality** - The ability to provide an open house and a warm welcome to those in need of food and lodging.

1 Peter 4:9, Acts 16:14-15, Romans 12:9-13, Romans 16:23, Hebrews 13:1-2

- D. **Service** - The ability 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 and help accomplish the desired results.

Romans 12:7, Acts 6:1-7, Galatians 6:2, 2 Timothy 1:16-18

- E. **Administration** - The ability 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.

1 Corinthians 12:28, Acts 6:1-7

- F. **Discernment** - The ability to know with assurance whether certain behavior purported to be of God is in reality divine, human or satanic. The purpose of this gift is to prevent confusion and false teaching from infiltrating the church.

1 Corinthians 12:10, Acts 5:1-11, Acts 16:16-18, 1 John 4:1-6

- G. **Faith** - The ability to discern with extraordinary confidence the will and purpose of God, and to propel the body of believers into actively claiming the promises of the Lord.

1 Corinthians 12:9, Romans 4:18-21, Hebrews 11

- H. **Music** - The special ability to lead others in worship of God through music. Some may consider this a natural talent, but they too are gifts from God.

Psalm 98, Psalm 92:1-4, I Chronicles 16:4-7

- I. **Language/Tongues** - The ability to speak a divinely-anointed message in a language one has never learned, but known to the hearers. Its' purpose being an evangelistic tool used for the purpose of spreading the gospel.

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

- J. **Miracles** - The ability to serve as human intermediaries through whom it pleases God to perform powerful acts that are perceived by observers to have altered the ordinary course of nature.

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

- K. **Craftsmanship** - The special ability to enhance the worship of God and serve the body of Christ through art and craft. Some may consider this a natural talent, but they too are gifts of God.

1 Kings 7:13-51

- L. **Healing** - The ability to serve as human intermediary through whom God's healing power is applied to another person's physical or emotional need.

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

- M. **Giving** - The ability to contribute material resources to the work of the Lord with liberality and cheerfulness.

Romans 12:8, Mark 12:41-44, 2 Corinthians 8:1-15, 2 Corinthians 9:2-8

- N. **Mercy** - The ability to feel genuine empathy and compassion for individuals who suffer distressing physical, mental or emotional problems, and to translate that compassion into cheerfully-done deeds with Christ's love and alleviate the sufferings.

Romans 12:8, Luke 10:25-35

- O. **Wisdom** - The ability to apply spiritual truth to a specific issue in an especially relevant fashion, and to make proper choices in difficult situations, based on sufficient information.

1 Corinthians 12:8, Acts 17:16-34, James 3:13-16, 2 Peter 3:15

- P. **Knowledge** - The ability to discover, accumulate, analyze and clarify information which is pertinent to the growth and well-being of the body.

1 Corinthians 12:8, Acts 5:1-11, Colossians 2:2-3

- Q. **Exhortation** - The ability to minister words of encouragement, consolation, comfort and motivation from God's Word to help others complete their tasks and be all that God wants them to be.

Romans 12:8, Acts 14:22, 1 Timothy 4:13, Hebrews 10:24-25

- R. **Teaching** - The ability to employ a logical, systematic approach to biblical study and to communicate information relevant to the health and ministry of the body and its'

members in such a way that others will learn.

Romans 12:7, 1 Corinthians 12:28, Acts 18:24-28, Acts 20:20-21, Ephesians 4:11-14

- S. **Pastor/Shepherd** - The ability to assume a long-term personal responsibility for the spiritual welfare of a group of believers.

Ephesians 4:11-14, Ezekiel 34, John 10:1-18, 1 Timothy 3:1-7, 1 Peter 5:1-3

- T. **Apostle** - The ability to assume and exercise general leadership over a number of churches, with an extraordinary authority in spiritual matters which is spontaneously recognized and appreciated by those churches.

1 Corinthians 12:28, Acts 15:1-2, 2 Corinthians 12:12, Galatians 2:7-10, Ephesians 3:1-9, Ephesians 4:11-14

- U. **Missionary** - The ability that God gives to some members of the Body of Christ to minister whatever other spiritual gifts they have in a second culture.

Matthew 28:18-20, Acts 1:8, Ephesians 3:7-12, Acts 15:3,4

- V. **Prophecy** - The ability to proclaim the Word of God with divine anointing, which brings conviction to the hearers so they recognize that it is truly the Word of God and they must do something about it.

1 Corinthians 12:10, Acts 2:37-40, Acts 7:51-54, 1 Corinthians 14:1, 3, 29

- W. **Evangelism** - The ability to share the gospel with unbelievers in such a way that men and women become Jesus' disciples and responsible members of the body of Christ.

Ephesians 4:11-14, Acts 8:5-6; 26-40, Acts 14:21, Acts 21:8

- X. **Intercession** - The ability to pray for extended periods of time on a regular basis and see frequent and specific answers to their prayers, to a degree much greater than that which is expected of the average Christian.

Hebrews 11:6, 1 John 5:14,15, Romans 8:26

Discovering Your Spiritual Gifts

You have just begun a process of discovering your spiritual gifts. As you reflect on the gifts you have tentatively identified through the questionnaire, try to discern which ones truly are, or are not, your gifts. To do so, follow this five-step approach:

1. **EXPLORE THE POSSIBILITIES:** Read through the three key chapters in the scriptures dealing with spiritual gifts (1 Corinthians 12, Romans 12, Ephesians 4). Learn what the gifts are, what characterizes them, and how they function in the Body of Christ, so that you can have something concrete to look for as you move ahead.
2. **EXPERIMENT WITH AS MANY GIFTS AS POSSIBLE:** The spiritual gifts analysis which you have just completed has helped you experiment with different gifts. Your feelings, reactions, and general outlook on the gifts were measured as you worked through the discovery questionnaire. Now you need to experiment further with the gifts you pinpointed in the analysis. Unless you try the gifts this analysis has revealed, you will have a hard time knowing whether you really have them or not. Get involved in a ministry activity that will let you try out these gifts.
3. **EXAMINE YOUR FEELINGS:** Since God has put the body together, you will feel fulfilled when functioning in the proper area. Thus, if you enjoy your attempts to use a particular gift, that is a good sign that you possess it. If, however, you dislike the service activities associated with a certain gift, that is a fairly good sign that you do not have it.
4. **EVALUATE YOUR EFFECTIVENESS:** Since spiritual gifts are designed to benefit others, you should see positive results as you use your gift(s). If you see no results when you experiment with a particular gift, you probably do not have that gift. But it could be that you did not give it a fair try, or that it will simply take time for you to learn to use the gift effectively. As you evaluate, pray for the courage to be honest with yourself and with your Lord.
5. **EXPECT CONFIRMATION FROM THE BODY:** You cannot discover, develop and use a gift all on your own. Gifts are given to build up other members of the Body. If you have a gift, other Christians will recognize it and confirm it. If you feel that you have a particular gift but no one else agrees with you, then you should take a closer look at yourself and re-evaluate.