

Gifts of the Spirit Discovery Tool

***Gifts of the Spirit are** abilities God gives each Christian to do (with *effectiveness, *ease and *joy) what God wants each to do in His work. The purpose of these abilities is “to equip the *saints for the work of *ministry, for building up the *body of Christ to *maturity in love.” (Ephesians 4:12-16)

*To explain a few of the above terms:

- The *Gifts of the Spirit* are all God-given and God-empowered gifts. God gives us each the gifts that he needs us to have, not necessarily the ones we think we want.
- We know that we are using our Gifts of the Spirit when the work we are doing for God is *effective*, when we do it pretty *easily*, and when we really *enjoy* it -- when it brings us delight. Doing it charges us up, does not deplete us.
- *Saints* is a Biblical word that means “all Christians.”
- *Ministry* doesn’t mean being a preacher. It simply means a way we serve God by serving one another.
- The *body of Christ* is the Universal Church -- all Christians in all places and times -- past, present and future. And the *body of Christ* is also each local church congregation.
- The whole purpose of the Gifts is that we use them to help each other reach *maturity in love*. We reach *maturity in love* when we consistently obey -- in thought, word and action -- the greatest commandments: love God with all our heart, soul, mind and strength; and love neighbor as we love ourselves. According to Jesus, it is the highest of goals.

Working through the following pages is one way to discover the Gifts of the Spirit that God has given you. Here’s the process:

1. Do this at a time when you have an hour to an hour and a half available and can work with it in a leisurely way.
2. Pray. Ask God to guide your mind and heart.
3. Print out the following **Gifts of the Spirit Discovery Tool**. Then fill out the inventory and score. There are a list of 80 statements. Answer each based on how true these statements are of your life experiences, past and present. Do not answer based on how you wish they were; rather, as truthfully as possible, how they actually are. Of the 80 statements, it would be normal to mark at least 50 of them with 0’s, 1’s or 2’s. Of the eighteen Gifts of the Spirit on this discovery tool, each of us will typically **not** enjoy doing most of them. That is God’s plan – that each of us concentrate on the abilities we can use with effectiveness, ease and joy.
4. Score each statement as follows.
 - 4 – Very true of me, consistently
 - 3 – Frequently true of me
 - 2 – Occasionally true of me
 - 1 – Infrequently true of me
 - 0 – Never true of me

- ___1. I tend to be organized and am detail-oriented when working on projects.
- ___2. I would enjoy being a part of a mission team in a foreign country or serving people from a diverse culture.
- ___3. I can sense when someone's motives or intentions go against God's ideas.
- ___4. I have talents as a singer, artist, writer, or musician that I'd like to use to encourage people in their faith.
- ___5. I am open about my faith, and I look for opportunities to talk with others about my faith.
- ___6. I am absolutely sure that God will keep God's promises.
- ___7. I enjoy sharing my material possessions with others.
- ___8. I regularly pray for healing on behalf of others and believe that God can answer those prayers in miraculous ways.
- ___9. I am happy doing the behind-the-scenes work at church.
- ___10. I enjoy reading and studying my Bible in depth.
- ___11. People often come to me, looking for help or direction.
- ___12. My heart hurts when I see people who are hurting, and I am moved to action.
- ___13. I am concerned whether the people I know are growing spiritually.
- ___14. I confront people who have acted out against their faith and encourage them to turn back to God.
- ___15. I am able to explain Bible verses in ways that others can understand and relate to their lives.
- ___16. People often ask me for advice about difficult decisions or situations.
- ___17. I enjoy helping plan and organize events or projects.
- ___18. I am good at juggling many tasks and projects at once and doing them all well.
- ___19. I know when something I hear or read is not in line with God's Word.
- ___20. I am able to gently guide people in a way that helps them remain faithful to God.
- ___21. I like to invite people to come to church or church events with me.

- ___22. I don't get overly discouraged when bad things happen, because I know God is in control.
- ___23. I give a significant portion of my time and money to charitable causes.
- ___24. I feel prompted to pray for people by name who are in need and are hurting.
- ___25. I enjoy using my talents and skills to help in a variety of ways around the church.
- ___26. When someone is confused, I show him or her a Bible passage to help make things clear
- ___27. I inspire other people to volunteer in church, and I support their work when they do.
- ___28. I want to follow Jesus' example of compassion by helping people in need.
- ___29. I develop friendships with others and encourage them in their faith walk.
- ___30. I see things in the world that are opposed to God's will, and I feel led to expose them.
- ___31. I enjoy preparing and organizing material so that I can teach it to others.
- ___32. Somehow I am able to come up with simple solutions to complex situations.
- ___33. I easily understand and follow the steps needed to achieve a goal.
- ___34. I like to encourage others to assume leadership roles.
- ___35. I have been able to get individuals and groups back on track with God's Word.
- ___36. I bring comfort to people through sharing God's promises.
- ___37. I can share the gospel in ways that are helpful to people.
- ___38. I am able to encourage individuals or groups to keep going when they are thinking about giving up.
- ___39. When I see someone in need, I share whatever I have.
- ___40. I believe God answers my prayers and heals the people for whom I pray.
- ___41. I often help out around the church by doing whatever needs to be done.
- ___42. I like to tell others what I have learned through reading and studying the Bible.
- ___43. I encourage others to develop their skills and abilities.
- ___44. I enjoy visiting people who are sick or lonely to bring them a little cheer.

- ___45. I enjoy teaching individuals and groups over extended periods of time.
- ___46. I get the urge to talk about the will of God in order to encourage or guide people.
- ___47. Whenever I learn something new, I can't wait to talk with others about the new knowledge.
- ___48. I sometimes make difficult situations easier to understand and can help point others toward God for answers.
- ___49. I can figure out exactly what it will take for a project to run smoothly.
- ___50. I am drawn to tell about my faith in places in settings where there are non-believers.
- ___51. I sometimes sense the presence of evil.
- ___52. People are likely to make more godly decisions or changes in their lives after spending time with me.
- ___53. I intentionally develop relationships with non-believers for the purpose of sharing my faith.
- ___54. I believe that God listens to and answers all prayers.
- ___55. I believe that God has blessed me so that I can be a blessing to others.
- ___56. I am drawn to worship experiences where prayers and anointing for healing are experienced.
- ___57. I enjoy providing practical help to meet ministry needs.
- ___58. I am able to explain an understanding of God and the Bible that helps others grow in faith.
- ___59. I often find myself in a leadership role.
- ___60. I am a good listener, and people often talk to me about their troubles.
- ___61. I feel the responsibility of caring for the people I teach about God and God's Word.
- ___62. I am often led to point out destructive behaviors and help get others back on a right path.
- ___63. People often thank me for helping them better understand the Bible or materials from a Bible study.
- ___64. I am able to share words and insights that bring peaceful solutions to problems.
- ___65. I like to work with issues involving systems, structure, and procedures.

- ___ 66. I feel compelled to tell about the gospel, and I spend time in prayer and God's Word to prepare myself.
- ___ 67. I have experienced, personally and in groups, guidance from the Holy Spirit in answer to a time of prayer.
- ___ 68. I am led to encourage people in their faith through serving.
- ___ 69. I am comfortable using prayer and the Bible to lead people to faith in Jesus.
- ___ 70. I approach challenges with confidence when I know that I am doing what God wants me to do.
- ___ 71. Everything I have is a gift from God, and I seek out ways to share those gifts with others.
- ___ 72. People have told me about times that they have experienced God's healing touch because of my prayers on their behalf.
- ___ 73. Serving God through simple tasks is something I like to do.
- ___ 74. God sometimes gives me a special understanding about the Bible that helps me explain it to others in a way that helps them understand.
- ___ 75. I tend to have a "big picture" perspective and can help others see the vision in a way that is understandable and motivating.
- ___ 76. I can serve people in need in a way that protects their dignity.
- ___ 77. I am not only interested in teaching people about God, but I also care a lot about the people I teach.
- ___ 78. A Bible verse will sometimes come to my mind in situations where people need direction or encouragement.
- ___ 79. I look for opportunities to tell about what I have learned about the Bible.
- ___ 80. God provides me with spiritual thoughts and words to help make things clear for other people.

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1. Below, write your score for each statement.
2. Total your responses across each line. Put the total in the lettered column.
3. Transfer the totals in the lettered column to the corresponding letter on the next page.

1 _____	17 _____	33 _____	49 _____	65 _____	A _____
2 _____	18 _____	34 _____	50 _____	66 _____	B _____
3 _____	19 _____	35 _____	51 _____	67 _____	C _____
4 _____	20 _____	36 _____	52 _____	68 _____	D _____
5 _____	21 _____	37 _____	53 _____	69 _____	E _____
6 _____	22 _____	38 _____	54 _____	70 _____	F _____
7 _____	23 _____	39 _____	55 _____	71 _____	G _____
8 _____	24 _____	40 _____	56 _____	72 _____	H _____
9 _____	25 _____	41 _____	57 _____	73 _____	I _____
10 _____	26 _____	42 _____	58 _____	74 _____	J _____
11 _____	27 _____	43 _____	59 _____	75 _____	K _____
12 _____	28 _____	44 _____	60 _____	76 _____	L _____
13 _____	29 _____	45 _____	61 _____	77 _____	M _____
14 _____	30 _____	46 _____	62 _____	78 _____	N _____
15 _____	31 _____	47 _____	63 _____	79 _____	O _____
16 _____	32 _____	48 _____	64 _____	80 _____	P _____

Transfer the totals in the lettered column to the corresponding letter on the next page.

Gifts of the Spirit

Scores from the previous page

- A. Administration _____
- B. Apostle _____
- C. Discernment _____
- D. Encouragement _____
- E. Evangelism _____
- F. Faith _____
- G. Generosity _____
- H. Healing _____
- I. Helping/Serving _____
- J. Knowledge _____
- K. Leadership _____
- L. Mercy/Compassion _____
- M. Pastor _____
- N. Prophecy _____
- O. Teaching _____
- P. Wisdom _____

My top three gifts, according to the scores are (if there's a tie, write both on a line):

- 1. _____
- 2. _____
- 3. _____

Read the definitions on the next pages for each Gift of the Spirit. For your top three scores, also read the scriptures for that gift. Then fill out the last page of this packet and make a copy to share with Pastor Doug in the church office.

GIFTS OF THE SPIRIT

DEFINITIONS AND SCRIPTURES

An asterisk* indicates a passage where it is especially clear that the Gifts are from God, not from us.

The central Biblical passages about the Gifts of the Spirit are: Romans 12:1-9, Ephesians 4:1-16, 1 Corinthians 12, 13 and 14, and 1 Peter 4:10-11.

ADMINISTRATION: God given ability to organize and guide human activities in such a way that Christ's program is carried out. Careful with details; enjoys planning and directing the steps needed to achieve a goal.

Titus 1:5 - Organize everything that still had to be done. Appoint elders.

Acts 6:1-7 - Deacons elected - to serve the needs of the organization.

Luke 14:28-30 - Planning ahead for the work one sees needs to be done.

APOSTLE: God-given ability to proclaim the gospel cross-culturally.

Eph. 3:1-9 - Paul, the Apostle, knows the mystery of universal salvation - available to all.

Gal. 2:7-10 - Paul: apostle to the Gentiles.

*Eph. 3:7 - Paul could work cross-culturally because of the gift of grace God gave him.

DISCERNMENT: God-given ability to know whether a person, situation or message is godly, or is deceptive or inconsistent with biblical truths.

Acts 5:1-11 - Peter knows Annanias' and Sapphira's behavior is not from God.

Acts 16:16-18 - The soothsaying girl spoke the truth, but it was not prompted by God. Paul knew it. Even the right words from the wrong spirit are wrong.

1 John 4:1-6 - Test the spirits. Acknowledging Jesus Christ, come in the flesh--that is from God.

Matt. 16:21-23 - Peter's words - from either Satan or human motives.

ENCOURAGEMENT: God-given ability to minister words of comfort, consolation, admonition and counsel to other Christians so that they experience help and healing. It can be done through personal relationships, music, writings, intercessory prayer, and speaking, to name a few. The encourager can see the positive traits in others.

Acts 4:36 - Barnabas means "son of Encouragement"

Acts 14:22 - fresh heart, encouraging

Acts 11:22-30 - urging to remain faithful

Acts 9:26-27 - Barnabas was Paul's early encourager.

*1 Tim. 4:13-14 - Timothy is to encourage. He has a spiritual gift.

Heb. 10:25 - Encourage one another.

EVANGELISM: God-given ability to present the Gospel to unbelievers in a clear and meaningful way so that people become disciples of Jesus. People with this gift speak comfortably about their faith. They may enjoy many friendships outside their church.

Acts 8:5-6 - Philip

Acts 8:26-40 - Philip

Acts 14:21 - Paul & Barnabas

Acts 21:8 - Philip, the Evangelist - his gift is named here.

FAITH: God-given ability to see what God wants to have happen and to believe with extraordinary confidence that He will bring it about.

Acts 11:22-24 - Barnabas had the gift of faith.

Acts 27:21-25 - Paul sees the end of the storm on shipboard and knows what will happen - God has shown him, and he believes it.

Hebrews 11 - Faith is walking in the dark.

Rom. 4:18-21 - Describes faith in general.

GENEROSITY: God-given ability to support God's work with material resources in an unusually liberal, timely and cheerful way. A person with this gift may also have a special ability to make money and may ask, not "How much money do I have to give to God?" but rather, "How much of God's money do I keep?"

2 Cor. 8:1-7 - The offering for the Christians in Judea

2 Cor. 9:2-15 - God loves a cheerful giver.

Mark 12:41-44 - The widow's mite.

HEALING: God-given abilities of several kinds that allow one to be a channel for God to cure or bring improvement in physical or emotional illness through Spirit-led prayer and faith.

Acts 3:1-10 - Peter has this gift for the lame man.

Acts 5:12-16 - Peter's shadow was even considered as healing.

Acts 9:32-35 - Peter cures Aeneas.

Acts 28:7-10 - Paul heals several people on Malta.

HELPING/SERVING: God-given ability to give time and energy to get various jobs done in the church. A person with this gift receives spiritual satisfaction from doing everyday, necessary tasks and may prefer to work quietly, behind the scenes.

Romans 16:1-2 Phoebe in Rome has this gift.

Acts 9:36,39 - Tabitha (Dorcas) never tired of doing good or helping those in need. Among other things, she made clothes.

Luke 8:1-3 - The women who provided for Jesus and his disciples out of their own resources.

Mark 15:40-41 - The women who “used to.... look after [Jesus] when he was in Galilee.”

2 Tim. 1:16-18 - Onesiphorus was so much help to Paul.

KNOWLEDGE: God-given ability to understand truth and know facts that would be unknown by natural means. A person with this gift often loves to study the Bible deeply and teach it to others.

Acts 5:1-11 - Peter knew what had happened.

Colossians 2:2-3 - All wisdom and knowledge are in God.

Luke 21:14-15 - Jesus will give us words as we need them.

LEADERSHIP: God-given ability to challenge and lead a group to Christian goals. A person with this gift is a visionary person who inspires others to work together to make the vision a reality.

1 Tim. 5:17 – Do your work well while in charge.

*Acts 7:9-10 - Reflecting back on Joseph's leadership - by having wisdom given by God.

Rom. 12:8 - If put in charge, be conscientious.

Heb. 13:17 - Your leaders watch over your souls. Obey them.

Luke 9:51 - Jesus' steadfastness in moving toward Jerusalem.

MERCY/COMPASSION: God-given ability to feel genuine compassion and empathy for hurting people and to translate that into cheerful acts of service.

Rom. 12:8 - with cheerfulness.

Mark 9:41 - the cup of cold water.

Acts 16:33-34 - The prison guard was exercising this gift.

Luke 10: 33-35 - The good Samaritan was "moved with compassion."

Matt. 20:2a-34 - Jesus felt pity for the blind man.

Matt. 25: 31-40 - Doing good to all as if they were Jesus.

Acts 11:28-30 - Feeling compassion for those who were about to suffer famine.

Matt. 5:7 - Blessed are the merciful.

PASTOR: God-given ability to assume long-term personal responsibility for the spiritual welfare of a group of believers. The person with this gift guides, protects, and cares for other Christians as they experience spiritual growth.

1 Tim. 3:1-7 - Characteristics of the "president": (Are these pastor gifts, though, or leadership gifts?)

John 10:1-18 - The good shepherd (Pastor)

1 Pet. 5:1-3 - Give your flock a shepherd's care.

PROPHECY: God-given ability to listen closely to God and to say what he wants them to say, presenting God's truth in relevant ways.

This is in all 3 major gift lists - (Cor. 12, Rom. 12, Eph 4)

Luke 7:26-27 - John the Baptist: a prophet

Acts 15:32- Judas and Silas, prophets - encouraging & strengthening the church.

Acts 21:8-14 - Agabus had this gift.

TEACHING: God-given ability to communicate Christian knowledge to others, not only communicating facts, but also showing how scripture applies to everyday life.

*Acts 18:24-28 - Priscilla, Aquilla and Apollos - all teachers

Acts 20:20-21 - Paul has been teaching.

WISDOM: God-given ability to consistently enable wise decisions and provide godly insights for problems.

*Acts 6:3,10 - Stephen: full of wisdom, and the Spirit prompting him.

Colossians 2:2-3 - All wisdom and knowledge is in God.

James 1:5 - God gives wisdom to all who need it.

2 Peter 3:15-16 - Paul wrote with God's wisdom.

Make two copies- one for yourself and one for the church.

Spiritual Gifts, Talents and Training

Name _____

Address _____

Phone _____

Top-Scoring Spiritual Gifts

Scores

A pastor might come to me if he or she needed information about_____

Present or Past Occupations

Talents/Skills/Abilities/Expertise

Hobbies
