

SPIRITUAL GIFTS INVENTORY ASSESSMENT

When we receive a gift, we usually don't leave it sitting on the kitchen counter or under the Christmas tree very long before opening it, do we? As a Christ-follower, you have a gift. You have more than one, in fact. Read through the Bible passages below and then take the Spiritual Gifts Inventory.

Ask God to show you how to understand how He's gifted you. Ask God to show you how you can use your gifts to build up the Body of Christ and glorify God. Remember your bottom 2-3 gifts tell you as much about yourself as your top 2-3 gifts. Tim Keller says "You're only as spiritual as your weakest spiritual gift." Ask God to show you how His power can allow even your weakest gifts to bring Him glory.

*We have different gifts, according to the grace given to each of us. If your gift is prophesying, then prophesy in accordance with your faith; if it is serving, then serve; if it is teaching, then teach; if it is to encourage, then give encouragement; if it is giving, then give generously; if it is to lead, do it diligently; if it is to show mercy, do it cheerfully. **Romans 12:6-8***

*Each of you should use whatever gift you have received to serve others, as faithful stewards of God's grace in its various forms. If anyone speaks, they should do so as one who speaks the very words of God. If anyone serves, they should do so with the strength God provides, so that in all things God may be praised through Jesus Christ. To him be the glory and the power for ever and ever. Amen. **1 Peter 4:10-11***

*There are different kinds of gifts, but the same Spirit distributes them. There are different kinds of service, but the same Lord. There are different kinds of working, but in all of them and in everyone it is the same God at work. Now to each one the manifestation of the Spirit is given for the common good. To one there is given through the Spirit a message of wisdom, to another a message of knowledge by means of the same Spirit, to another faith by the same Spirit, to another gifts of healing by that one Spirit, to another miraculous powers, to another prophecy, to another distinguishing between spirits, to another speaking in different kinds of tongues, and to still another the interpretation of tongues. All these are the work of one and the same Spirit, and he distributes them to each one, just as he determines. **1 Corinthians 12:4-11***

MOTIVATIONAL GIFTS

After you have completed rating yourself for each of the 70 statements, record the scores in the appropriate column (example: In Column A, list every score you received on each of the "A" statements) and total them. Your total score for each column indicates your level of interest and ability in the area of one particular gift. The KEY given below tells which spiritual gift corresponds to each column. The highest scores show you which spiritual gifts are most evident in your life.

KEY: Column A = Prophecy
 B = Serving
 C = Teaching
 D = Exhortation
 E = Leadership
 F = Giving
 G = Mercy

A	B	C	D	E	F	G
_____	_____	_____	_____	_____	_____	_____
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_____	_____	_____	_____	_____	_____	_____

Major Motivation _____

Supporting Motivations _____

The next four pages contain 70 statements which may help you discover your spiritual gift or gifts. Please rate yourself with the following scale by writing the appropriate number in the corresponding space:

This statement is characteristic of my life:	Much	=	3
	Some	=	2
	Little	=	1
	Not at all	=	0

- ____A. A need to express my message verbally.
 - ____B. The ability to recall specific likes and dislikes of people.
 - ____C. The belief that my gift is foundational to other gifts.
 - ____D. A desire to visualize specific achievement and prescribe precise steps of action.
 - ____E. An ability to see the overall picture and to clarify long-range goals.
 - ____F. An ability to make wise purchases and investments.
 - ____G. The ability to feel an atmosphere of joy or distress in an individual or group.
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- ____A. The ability to discern the character and motives of people.
 - ____B. The alertness to detect and meet practical needs; especially enjoys manual projects.
 - ____C. An emphasis on the accuracy of words.
 - ____D. A tendency to avoid systems of information which lack practical application.
 - ____E. A motivation to organize that for which you are responsible.
 - ____F. A desire to give quietly to effective projects or ministries (avoiding pressure of publicity).
 - ____G. An attraction to and an understanding of people who are in distress.
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- ___A. The capacity to identify, define and hate evil.
 - ___B. The motivation to meet needs as quickly as possible.
 - ___C. A testing of the knowledge of those who teach you.
 - ___D. The ability to see how trials can produce new levels of maturity.
 - ___E. A desire to complete tasks as quickly as possible.
 - ___F. An attempt to use your giving to motivate others to give.
 - ___G. A desire to remove hurts and bring healing to others.
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- ___A. The willingness to experience brokenness to prompt brokenness.
 - ___B. Physical stamina to fulfill needs with disregard for weariness.
 - ___C. A delight in research in order to validate truth.
 - ___D. A dependence on visible acceptance when speaking to individuals or groups.
 - ___E. An awareness of the resources available to complete a task.
 - ___F. An alertness to valid needs which you fear others might overlook.
 - ___G. A greater concern for mental distress than physical distress.
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- ___A. The dependence on Scriptural truth to validate your authority.
 - ___B. The willingness to use personal funds to avoid delays.
 - ___C. The validating of new information by established systems of truth.
 - ___D. The discovery of insights from human experience which can be validated and amplified In Scripture.
 - ___E. An ability to know what can or cannot be delegated.
 - ___F. An enjoyment in meeting needs without the pressure of appeals.
 - ___G. An avoidance of firmness unless you see how it will bring benefit.
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- ___A. A desire for outward evidences to demonstrate inward conviction.
 - ___B. The desire to sense sincere appreciation and the ability to detect insincerity.
 - ___C. The presentation of truth in a systematic sequence.
 - ___D. An enjoyment with those eager to follow steps of action.
 - ___E. A tendency to stand on the sidelines until those in charge turn over responsibility to you.
 - ___F. A joy when your gift is an answer to specific prayer.
 - ___G. A sensitivity to words and actions which will hurt other people.
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- ___A. A directness, frankness and persuasiveness in speaking.
 - ___B. The desire to complete a job with evidence of unexpected extra service.
 - ___C. An avoidance of illustrations from non-Biblical sources.
 - ___D. A grief when teaching is not accompanied by practical steps of action.
 - ___E. A tendency to assume responsibility if no structured leadership exists.
 - ___F. A dependency on partner's counsel to confirm the amount of a gift.
 - ___G. An ability to discern sincere motives in other people
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- ___A. A concern for the reputation and program of God.
- ___B. An involvement in a variety of activities with an inability to say "no".
- ___C. A resistance to Scriptural illustrations out of context.
- ___D. A delight in personal conferences that result in new insights.
- ___E. A willingness to endure reaction from workers in order to accomplish the ultimate task.
- ___F. A concern that a gift you give to someone be of high quality.
- ___G. An enjoyment and unity with those who are sensitive to the needs and feelings of others.

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- ___A. An inward weeping and personal identification with the sins of those you talk with.
 - ___B. A greater enjoyment of short-range goals with frustration over long-range goals.
 - ___C. A greater joy in researching truth than presenting it.
 - ___D. The use of Scripture for practical application, which may appear to some as being out of context.
 - ___E. A fulfillment in seeing all the pieces coming together and others enjoying the finished product.
 - ___F. A desire to feel a part of the work or person to whom you give.
 - ___G. A closing of your spirit to those who are insincere or insensitive.

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- ___A. An eagerness to have others point out your blindspot – then you will teach other sinners and they will repent.
 - ___B. A frustration when limitations of time are attached to jobs.
 - ___C. A concern to impart details of research, which may appear to be unnecessary to those listening.
 - ___D. An emphasis on steps of action, which may appear to some to disregard the feelings of those being counseled.
 - ___E. A desire to move on to a new challenge when a previous task is fully completed.
 - ___F. The personal frugality by which you live may appear to friends and relatives as selfishness in not meeting their wants.
 - ___G. Sensitivity to the spirit and feelings of others, causing some to feel you are guided by emotions rather than logic.
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To learn more about the author of this Spiritual Gifts Assessment, visit
<http://marilynnchadwick.com>

GIFT OF PROPHECY

CHARACTERISTICS

1. Is normally very frank and persuasive in speaking or preaching.
2. Has a need to express message verbally to an individual or group.
3. Can often discern the character and motives of other people.
4. May often appear more easy going when not preaching or speaking.
5. Has a capacity to identify, define and hate evil.
6. Is concerned about the reputation and program of Christ and his church.
7. Tends to see issues in black and white.
8. Depends on Scriptural truth to validate his point.
9. Has a willingness to experience brokenness in order to prompt brokenness in others.
10. Desire outward evidence to demonstrate inward conviction or repentance.
11. May experience an inward weeping and personal identification with another's sin and pain.
12. Often wants others to point out his own blind-spots and weaknesses.

MISUNDERSTANDINGS

1. Frankness may be viewed as harshness or curtness.
2. Focus on right and wrong may be seen as intolerance of partial good.
3. The strong desire to convey truth may be interpreted as lack of interest in listening to another's point of view.
4. Public boldness and strict standards may hinder intimate personal relationships.
5. Interest in groups may be interpreted as lack of interest in individuals.
6. Emphasis on personal decisions may appear as neglecting spiritual growth
7. Discernment of sin in others may cause him to appear judgmental.

TEMPTATIONS TO AVOID

1. Strengthening a critical or judgmental spirit.
2. Condemning one who fails rather than helping him.
3. Correcting or admonishing those for whom he is not responsible.
4. Making hasty conclusions about words, actions or motives of others without having all the facts.
5. Expecting immediate repentance after correction.
6. Breaking fellowship or withdrawing from one who has failed.
7. Harshly judging himself when he fails.
8. Accusing those who are not as open and honest as he is.
9. Pointing out problems without seeing the solution.
10. Concentrating on the negative rather than the positive points about people and situations. May be more "against evil" than he is "for good".

GIFT OF SERVICE

CHARACTERISTICS

1. Has an alertness to detect and meet practical needs. Especially enjoys manual projects.
2. Is motivated to meet needs as quickly as possible.
3. Has physical stamina to fulfill needs with a disregard for personal weariness.
4. Usually recalls specific likes and dislikes of people.
5. Often involved in a variety of activities with an inability to say "no".
6. Enjoys short-range goals; may be frustrated with long-range goals.
7. May be willing to use personal funds to avoid delays in meeting needs.
8. Desires sincere appreciation to confirm that his service is necessary.
9. Has an ability to detect insincerity.
10. Works well with a strong leader.
11. May emphasize practical needs more than so-called spiritual needs.
12. Often completes a job and then offers unexpected extra service.
13. May get frustrated if time limitations are attached to jobs.

MISUNDERSTANDINGS

1. Interest in meeting practical needs may be judged by others as a lack of interest in spiritual matters.
2. Quickness in meeting needs may appear to be pushy.
3. Eagerness in serving may prompt suspicion of self advancement.
4. Insistence on serving may appear as rejection of being served.
5. Stamina may be interpreted as insensitivity or impatience with others helping.
6. Enjoyment and competence with short range goals may prompt others to give him leadership roles which could result in disorganization or frustration with long-term goals.

TEMPTATIONS TO AVOID

1. Becoming hurt and bitter because of the ungratefulness of those helped.
2. Failure to say "no" and accept too many jobs, thus becoming overcommitted.
3. Neglecting family and home responsibilities to serve others.
4. Causing themselves physical exhaustion, while excluding others from work.
5. Hindering God's discipline by prematurely helping those to whom God is trying to teach a lesson.
6. Overlooking the proper authorities to accomplish tasks too quickly.
7. Being sidetracked when told to accomplish a certain task.
8. Ignoring such matters as spiritual growth or verbal witnessing to accomplish practical tasks.
9. Being too persistent in meeting needs of those who do not wish to be served.
10. Getting out of the sphere of their serving because they misunderstand their gift and its role in the Body of Christ.

GIFT OF TEACHING

CHARACTERISTICS

1. A delight in research in order to uncover and validate truth.
2. A greater joy in researching truth than in presenting it.
3. The belief that a knowledge of the Word of God is foundational to the effective expression of the other gifts.
4. An emphasis on the origin and accuracy of words.
5. A testing of the knowledge of those who teach.
6. Presents the truth in a systematic, orderly sequence.
7. Validates new information by comparing it to established systems of truth.
8. Tends to avoid illustrations from non-Biblical sources.
9. Resists Scriptural illustrations used out of context.

MISUNDERSTANDINGS

1. The emphasis on the accuracy of Scriptural interpretation may appear to neglect its practical application.
2. May not seem to convey warmth or feeling because of desire to be objective and factual when speaking.
3. The use of knowledge in testing others may appear to be pride of learning.
4. Concern to impart details may appear to be unnecessary to those listening.
5. May seem to depend more on study than on personal inspiration from the Holy Spirit.

TEMPTATIONS TO AVOID

1. Being proud and boastful of their knowledge.
2. Disregarding the practical wisdom of the world.
3. Failure to stress practical applications of Biblical truth.
4. Being critical of good teaching because of a few factual errors.
5. Causing others to be skeptical of other teachers.
6. Placing more emphasis on mental ability and proper scholarship than on the inspiration of the Holy Spirit.
7. Boring listeners with information that is unimportant.
8. Failure to be available to people because of spending too much time in study.
9. Neglecting study time in order to satisfy all the people demands that come their way.

GIFT OF EXHORTATION

CHARACTERISTICS

1. Desires to urge individuals or groups toward spiritual maturity by prescribing precise steps of action. Usually successful at motivating others.
2. Tends to be results oriented and very practical in approach to ministry.
3. Avoids systems of information which lack practical application.
4. Experiences a grief when teaching or counseling is not accompanied by practical steps of action.
5. Enjoys and is eager to minister to those who truly desire personal and spiritual maturity and who are willing to follow steps of action.
6. Has the ability to see how trials can produce new levels of maturity.
7. Depends on visible acceptance when speaking to individuals or groups.
8. Tends to discover insights from human experience which can be validated by Scripture.
9. Delights in personal or group encounters which result in new insights and increased obedience.
10. Desires to bring harmony between diverse groups of Christians using practical and fundamental rather than doctrinal issues. Is strongly aware that harmony and unity within the Body of Christ are essential to spiritual maturity.

MISUNDERSTANDINGS

1. Emphasis on steps of action may appear to oversimplify the problem.
2. Such emphasis on practical steps may appear to disregard the feelings of those being counseled.
3. Use of Scripture for practical application may appear to take it out of context.
4. Urgency in prescribing steps of action may appear as overconfidence in willpower and personal obedience rather than in the power of the Holy Spirit.
5. Desire to win non-Christians through living examples may appear as lack of interest in personal evangelism.

TEMPTATIONS TO AVOID

1. Creating a following by getting others to depend on them rather than on God.
2. Being too experience-oriented rather than Bible-centered.
3. Causing people to expect quick results from long-range goals.
4. Abandoning old projects when better ones come to mind.
5. Using personal illustrations without permission.
6. Making family and friends feel like "counseling projects".
7. Putting too much faith in outward conformity rather than inward heart change.
8. May use time, which should be spent with family, counseling others.
9. May lack real discernment about people and the truth depth of their problems.

GIFT OF LEADERSHIP

CHARACTERISTICS

1. Has an ability to see the overall picture and clarify long-range goals; very “dream oriented”.
2. Possesses an awareness of the people and resources available to complete a task.
3. Able to discern what can and cannot be delegated to others. Has an ability to inspire, encourage and motivate others through approval, praise and challenge.
4. Desires to complete a project as quickly as possible. Able to make quick decisions and stick to them.
5. Is motivated to carefully organize and plan the details of all projects for which he is responsible.
6. Has a tendency to remove concentration from distracting details in order to focus on the overall goal.
7. Will assume responsibility for a group or project if no structured leadership exists.
8. Is willing to endure negative reactions from others in order to accomplish goals.
9. Experiences delight when others are enabled to flow in their spiritual gifts.
10. Is fulfilled when pieces of a project come together and others enjoy the finished product.
11. May desire to move on to a new challenge when a previous task is fully completed.

MISUNDERSTANDINGS

1. Willingness to endure reaction from others may be seen as hardness.
2. Because he views people with resources in mind, he may appear to place more emphasis on projects than people.
3. Desire to complete tasks quickly may seem like insensitivity to the schedules, priorities or weariness of workers.
4. The ability to delegate responsibility may appear to be avoidance of work.

TEMPTATIONS TO AVOID

1. Controlling people and projects for which he is not responsible.
2. Using people to accomplish personal goals.
3. Seeing people only as human resources rather than human beings. May overlook personal needs of workers.
4. Showing favoritism to those who appear to be more loyal to his causes.
5. Delegating too much responsibility to others rather than being fully involved with the project.
6. May overlook major character flaws in the lives of those useful for reaching goals.
7. Failure to listen to constructive criticism from those working with him.
8. Failure to explain how workers fit into the overall plan. Not sharing the vision or goal with those involved.
9. Neglecting to offer adequate praise and reward to those working on a project.

GIFT OF GIVING

CHARACTERISTICS

1. Has an ability to make wise purchases and investments.
2. May be alert to material needs within the Body of Christ that others overlook.
3. Attempts to use his giving to motivate and encourage others to give.
4. Enjoys meeting needs without the pressure of appeals for money.
5. Often desires to give quietly to projects or ministries. May prefer to remain anonymous.
6. Experiences delights when his gift is an answer to a specific prayer.
7. Depends on partner's counsel to confirm the amount of a financial gift.
8. Makes certain that the gift is of the highest quality possible. Seeks to give that which is excellent.
9. Desires to be a part of the ministry to which he gives.
10. Tends to be an excellent decision maker, arriving quickly (almost intuitively) at financial decisions.

MISUNDERSTANDINGS

1. The need to deal with large sums of money may appear to be an emphasis on temporal (or material) rather than spiritual values.
2. Desire to increase the effectiveness of a ministry through financial giving may appear as an attempt to control a work or a person.
3. Lack of response to pressure appeals may appear as a lack of generosity.
4. Attempts to encourage and motivate others to give may be seen as pressure.
5. Personal frugality may appear to friends and relatives as stinginess.

TEMPTATIONS TO AVOID

1. Trusting in material power and security more than the power of God.
2. May give too sparingly to his own family in order to give money to special ministries.
3. Can cause family to resent liberal giving to others.
4. Unless firmly grounded in God's principles of finance, he may be deceived by unscriptural counsel regarding use of money.
5. May fail to listen to the voice of God concerning giving. Could do damage by giving to projects or ministries that are not obedient to the Lord.
6. Causing people or ministries to look to him rather than God for resources.
7. Motivating others to give beyond their financial means.
8. May be tempted to control a ministry through financial giving.
9. Judging those who misuse or mismanage funds rather than offering financial counsel when they fail.
10. May be attracted to appealing projects to the exclusion of individual people needs, since giving to large projects could make him look impressive to others.

GIFT OF MERCY

CHARACTERISTICS

1. The ability to feel an atmosphere of joy or distress in an individual or group.
2. An attraction to and an understanding of people who are hurting.
3. A desire to remove hurts and bring healing to others.
4. A greater concern for mental and emotional distress than physical distress.
5. An avoidance of firmness unless he sees how it will bring benefit.
6. An unusual degree of sensitivity to words and actions which will hurt other people.
7. An ability to discern sincere motives of other people.
8. An enjoyment and unity with those who are sensitive to the needs and feelings of others. A capacity for deep and lasting friendships.
9. A closing of his spirit to those who are insincere or insensitive.

MISUNDERSTANDINGS

1. The avoidance of firmness may appear to be weakness or indecisiveness.
2. The sensitivity to the spirit and feelings of others may cause some to feel he is guided by emotions rather than logic.
3. The attraction to and understanding of those in distress may be misinterpreted by those of the opposite sex.
4. The ability to detect insincere motives may cause some to feel he is hard to get to know.

TEMPTATIONS TO AVOID

1. Carrying his own hurts and the pains of others without releasing them to God, thereby "nursing" a wounded spirit.
2. A fear of hurting people can cause a lack of firmness or discipline, even when it is necessary.
3. Taking up the offenses of those who are suffering persecution for righteousness' sake.
4. Allowing emotions and feelings to dictate his decisions.
5. Closing their spirits and withdrawing from insincere people.
6. Failing to see God's purposes in allowing the suffering of others.
7. Failing to see sin in the lives of those who are suffering for disobedience.
8. Failing to guard against emotional attachments on the part of members of the opposite sex to whom they may be ministering.
9. Allowing possessiveness to dominate friendships.