

# RELIANCE

## SPIRITUAL GIFTS ASSESSMENT

### INSTRUCTION GUIDE

*Enjoy the process — this is not a test! There are no right or wrong answers, only true statements about your experiences and references according to the simple questions.*

**1. ANSWER THE 96 QUESTIONS RATING EACH ONE FROM 0 TO 4 ON YOUR ANSWER SHEET PROVIDED IN THE BACK.**

- 0 to 4 is not for “bad” to “good”. “0” meaning ***not true*** to “4” meaning ***the most true***.
- Don’t think of the rating system like school grades: A, B, C, D & F. Rather think of the rating as “symbols” that indicate how much each statement is true in YOUR life.
- When you find a question with two or more parts, and you rate any one as not true in your life, then mark the whole question with a low number. In other words, if you think part of the question is true in your life, but another part is not true, then rate the WHOLE question with as not true. This will give you a more accurate understanding of your spiritual gifting.
- Try not to over-analyze the questions. Make it work for you by answering as plainly and honestly as you can.

**2. ADD UP THE 24 ROWS OF 4 NUMBERS AND ENTER THE TOTALS IN THE “TOTALS” COLUMN.**

Sample:

Answers	Totals	Row	Gift
1. <u>  3  </u> 25. <u>  2  </u> 49. <u>  2  </u> 73. <u>  1  </u>	<u>  8  </u>	A	_____
2. <u>  4  </u> 26. <u>  4  </u> 50. <u>  3  </u> 74. <u>  4  </u>	<u> 15  </u>	B	_____

**3. FIND YOUR 3—5 HIGHEST SCORES AND CIRCLE THE LETTERS (A thru X) BY THE HIGHEST SCORES.**

**4. TURN TO THE GIFTS KEY AND FIND THE 24 GIFTS LISTED FROM A TO X.**

- Write in the name of the gifts corresponding with your high scores.
- You may wish to write in all 24 gifts names on your answer sheet to see your strong gifts in context with the gifts that are not your strongest.
- There is no specific number needed to “get the gift!” Your highest scores indicate which gifts are yours. For example, if you have two 7’s, an 8 and two 9’s as your highest scores, then those are your gifts from God. If you have four 16’s then those are your gifts from the Lord.

**5. TALK TO ONE OF THE PASTORS ABOUT WHICH MINISTRIES MATCH YOUR GIFTS.**

Pray for God’s leading and the power of the Holy Spirit as you seek to serve Jesus.

# QUESTIONS

*Answer each of these questions on a scale of 0 – 4. 0 representing not true, and 4 representing very true.*

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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. When in a group, I tend to notice and approach those who are alone to help them feel part of the group.
4. I have the ability to recognize a need and to get the job done, no matter how small 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 judgment.
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 seen my prayers heal people.
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 often understood issues or problems in the church and have 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. God often reveals to me the direction He desires the body of Christ to move.
23. I enjoy developing relationships with non-Christians, especially with hope of telling them about Jesus.
24. Whenever I hear reports on the news or in conversations about needy situations, I am burdened to pray.
25. I would like to assist pastors or other leaders so they will have more time to accomplish their essential and priority ministries.
26. When I ask people to help me accomplish an important ministry for the church, they usually say 'yes.'
27. I enjoy entertaining guests and making them feel "at home" when they visit.
28. I take initiative to serve and enjoy serving others, no matter how small the task.
29. I am a very organized person who sets goals, makes plans, and achieves those goals.
30. I am a good judge of character and can spot a spiritual phony.
31. I often step out and start projects that other people won't attempt, and the projects are usually successful.
32. I believe I could make a positive difference on the music or worship team.
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, metalworking, stained glass, etc.
36. I often pray for those who are physically and emotionally ill, for God to heal them.
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 knew what to do.
40. I enjoy studying difficult questions about God's Word, and I am able to find answers more easily and more quickly than others.
41. I'm very fulfilled when I encourage others. Especially if it's about their spiritual growth.
42. When a question arises from a difficult Bible passage, I am motivated to research the answer.
43. I enjoy being involved in people's lives and helping them grow spiritually.
44. I would be willing and excited to start a new church.
45. I can adapt easily to cultures, languages, and lifestyles 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 with conviction, even when what I say isn't popular.
47. I find it easy to invite a person to accept Jesus as their Savior.
48. I have a passion to pray for the significant issues of God's kingdom and His will for Christians.
49. I enjoy relieving others of routine tasks so they can get important projects done.

50. I can guide and motivate a group of people toward achieving a specific goal.
51. I enjoy meeting new people and introducing them to others in the group.
52. I am very dependable for getting things done on time, and I don't need much praise or 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 trust in God's faithfulness for a bright future, and even when facing significant problems.
56. I enjoy singing, and people say I have a good voice.
57. I have been led by the Holy Spirit during prayer or worship, and began to speak in tongues and/or interpret tongues.
58. God has blessed my prayers so that supernatural results have come from otherwise impossible situations.
59. I find satisfaction in meeting the needs of people by making something for them.
60. God regularly speaks to me concerning people's illnesses, so that I can pray for them.
61. I wouldn't mind lowering my standard of living to give more to the church, and others in need.
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 in a situation.
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, in an uplifting, rather than condemning way.
66. Others listen and enjoy my teaching of scriptures.
67. I care about the spiritual welfare of people, and do my best to guide them toward a Godly lifestyle.
68. I am accepted as a spiritual authority in other parts of the country or world.
69. I would like to present the gospel in a foreign language, in a country whose culture and lifestyle is different than my own.
70. I feel a need to speak God's messages from the Bible so people will know what God expects of them.
71. I would like to tell others how to become a Christian, and give them an invitation to receive Jesus into their life.
72. The Lord has answered many of my prayers for others.
73. I enjoy helping others get their work done, and don't need a lot of public recognition.
74. People respect my opinion and follow my direction.
75. I would like to use my home to get acquainted with newcomers and visitors to the church.
76. I enjoy helping people in any type of need, and feel a sense of satisfaction in meeting that need.
77. I am comfortable making important decisions, even under pressure.
78. People come to me for help in distinguishing between spiritual truth and error.
79. I often exercise my faith through prayer, and God answers my prayers in powerful ways.
80. I believe the Lord could use me in the choir to deliver a message through song.
81. I have spoken in a language unknown to me that, when interpreted, brought a blessing to those who heard.
82. God uses me to work miracles for the glory of His kingdom.
83. People say I am gifted with my hands.
84. People often seek me out to pray for their physical healing.
85. When I give money to someone, I don't expect anything in return, and often give anonymously.
86. When I hear of 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 the bible truth to practical situations.
88. I can discover difficult biblical truths and principles on my own, and I enjoy this.
89. People find it easy to talk with me and respond well to my encouragement to become all they can for God.
90. I am organized in my thinking and systematic in my approach to presenting Bible lessons to a group of people.
91. I help Christians who have wandered away from the Lord find their way back to a growing relationship with Him and get involved in a local church.
92. I would be excited to share the gospel and form new groups of Christians in areas where there aren't many churches.
93. I have no racial prejudice, and have a sincere appreciation for people very different from myself.
94. I find it relatively easy to apply biblical promises to present day situations, and I'm willing to confront in love if necessary.
95. I have a strong desire to help non-Christians find salvation through Jesus Christ.
96. Prayer is my favorite ministry in the church and I consistently spend a great deal of time at it.

# ANSWER KEY

Select the value from 0 – 4 to the degree of how true that statement is in your life.  
**0 = NOT AT ALL, 1 = LITTLE, 2 = MODERATELY, 3 = CONSIDERABLY, & 4 = STRONGLY**

*For the best results, do not review the Gift Key until you have answered all the questions.*

ANSWERS				Totals	Row	Gift
1.	25.	49.	73.		A	
2.	26.	50.	74.		B	
3.	27.	51.	75.		C	
4.	28.	52.	76.		D	
5.	29.	53.	77.		E	
6.	30.	54.	78.		F	
7.	31.	55.	79.		G	
8.	32.	56.	80.		H	
9.	33.	57.	81.		I	
10.	34.	58.	82.		J	
11.	35.	59.	83.		K	
12.	36.	60.	84.		L	
13.	37.	61.	85.		M	
14.	38.	62.	86.		N	
15.	39.	63.	87.		O	
16.	40.	64.	88.		P	
17.	41.	65.	89.		Q	
18.	42.	66.	90.		R	
19.	43.	67.	91.		S	
20.	44.	68.	92.		T	
21.	45.	69.	93.		U	
22.	46.	70.	94.		V	
23.	47.	71.	95.		W	
24.	48.	72.	96.		X	

## **GIFTS KEY**






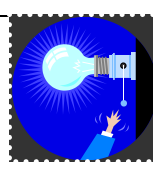




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- A. HELPS**
- B. LEADERSHIP**
- C. HOSPITALITY**
- D. SERVICE**
- E. ADMINISTRATION**
- F. DISCERNMENT**
- G. FAITH**
- H. MUSIC**
- I. TONGUES (and INTERPRETATION)**
- J. MIRACLES**
- K. CRAFTSMANSHIP**
- L. HEALING**
- M. GIVING**
- N. MERCY**
- O. WISDOM**
- P. KNOWLEDGE**
- Q. EXHORTATION**
- R. TEACHING**
- S. PASTOR/SHEPHERD**
- T. APOSTLESHIP**
- U. MISSIONARY**
- V. PROPHECY**
- W. EVANGELIST**
- X. INTERCESSION**

# GIFT DEFINITIONS AND SCRIPTURE REFERENCES










## GIFT DEFINITIONS

## SCRIPTURES

	<p><b>A. HELPS:</b> The gift of Helps is the distinctive ability to work with and support other Christian's ministry efforts.</p>	<p>Mark 15:40-41, Acts 9:39 Romans 16:1-2, I Corinthians 12:28</p>
<p><b>B. LEADERSHIP:</b> The gift of Leadership is the distinctive ability to influence others according to the 'big picture' purpose, mission, or plan.</p>		<p>Romans 12:8, I Timothy 3:1-13 I Timothy 5:17, Hebrews 13:17</p>
	<p><b>C. HOSPITALITY:</b> The gift of Hospitality is the distinctive ability to make people feel 'at home', welcome and cared for as part of the group.</p>	<p>Acts 16:14-15, Romans 12:13, Romans 16:23, Hebrews 13:1-2 I Peter 4:9</p>
<p><b>D. SERVICE:</b> The gift of Service is the distinctive ability to identify and meet the practical needs of others.</p>		<p>Acts 6:1-7, Romans 12:7 Galatians 6:10, II Timothy 1:16-18 Titus 3:14</p>
	<p><b>E. ADMINISTRATION</b> The gift of Administration is the distinctive ability to coordinate and organize people and projects.</p>	<p>Luke 14:28-30, Acts 6:1-7 I Corinthians 12:28</p>
<p><b>F. DISCERNMENT:</b> The gift of Discernment is the distinctive ability to perceive whether a person's actions originate from Godly, satanic or merely human sources.</p>		<p>Matthew 16:21-23, Acts 5:1-11 Acts 16:16-18, I Corinthians 12:10 I John 4:1-6</p>
	<p><b>G. FAITH:</b> The gift of Faith is the distinctive ability to believe God with confidence for things unseen, spiritual growth and the will of God.</p>	<p>Acts 11:22-24, Romans 4:18-21 I Corinthians 12:9 &amp; Hebrews 11</p>
<p><b>H. MUSIC:</b> The gift of Music is the distinctive ability to make a significant contribution to a worship experience through singing or playing a musical instrument.</p>		<p>Deuteronomy 31:22, I Samuel 16:6 I Chronicles 16:41-42 II Chronicles 34:12, Psalm 150</p>
	<p><b>I. TONGUES (&amp; INTERPRETATION)</b> The gift of Tongues is the distinctive ability to speak (or interpret) in a language, which you never learned, communicating a divinely anointed message from God to unbelievers.</p>	<p>Acts 2:1-13, I Corinthians. 12:10 I Corinthians 14:1-14</p>
<p><b>J. MIRACLES:</b> The gift of Miracles is the distinctive ability to perform supernatural acts as an instrument or agent of God, which alter the expected course of nature.</p>		<p>Acts 9:36-42, 19:11-12 &amp; 20:7-12 Romans 15:18-19 I Corinthians 12:10, 28</p>

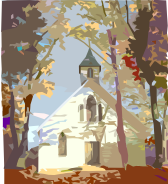




## GIFT DEFINITIONS

## SCRIPTURES

	<p><b><u>K. CRAFTSMANSHIP</u></b> The gift of Craftsmanship is the distinct ability to use your hands and mind to benefit other believers through artistic, creative or a wide variety of construction arenas.</p>	<p><b>Exodus 30:22-25 &amp; 31:3-11</b> <b>II Chronicles 34:9-13, Acts 18:2-3</b></p>
<p><b><u>L. HEALING:</u></b> The gift of Healing is the distinctive ability to be used as a human intermediary through whom God's supernatural power is applied to a person's physical or emotional need.</p>		<p><b>Acts 3:1-10, 9:32-36 &amp; 28:7-10</b> <b>I Corinthians 12:9, 28</b></p>
	<p><b><u>M. GIVING:</u></b> The gift of Giving is the distinctive ability to cheerfully and generously contribute personal resources to God's work.</p>	<p><b>Mark 12:41-44, Romans 12:8</b> <b>II Corinthians 8:1-7 &amp; 9:2-7</b></p>
<p><b><u>N. MERCY:</u></b> The gift of Mercy is the distinctive ability to feel sincere empathy and compassion in a way that results in practical relief for people's hurts, pain and suffering.</p>		<p><b>Matthew 9:35-36; Mark 9:41</b> <b>Romans 12:8; I Thessalonians 5:14</b></p>
	<p><b><u>O. WISDOM:</u></b> The gift of Wisdom is the distinctive ability to discern the mind of Christ and apply scriptural truth to a specific situation in order to make the right choices and help others move in the right direction.</p>	<p><b>Acts 6:3, 10; I Corinthians 2:6-13</b> <b>I Corinthians 12:8</b></p>
<p><b><u>P. KNOWLEDGE</u></b> The gift of knowledge is the distinctive ability to seek out, gather, organize and clarify facts and ideas on a number of diverse subjects.</p>		<p><b>Acts 5:1-11; I Corinthians 12:8</b> <b>Colossians 2:2-3</b></p>
	<p><b><u>Q. EXHORTATION</u></b> The gift of Exhortation is the distinctive ability to appropriately communicate words of encouragement, challenge, or rebuke in the body of Christ.</p>	<p><b>Acts 14:22, Romans 12:8</b> <b>I Timothy 4:13, Hebrews 10:24-25</b></p>
<p><b><u>R. TEACHING:</u></b> The gift of Teaching is the distinctive ability to employ a logical, systematic approach to biblical study in preparation for clearly communicating practical truth to the Body of Christ.</p>		<p><b>Acts 18:24-28, Acts 20:20-21</b> <b>I Corinthians 12:28, Ephesians 4:11-14</b></p>
	<p><b><u>S. PASTOR/SHEPHERD:</u></b> The gift of Pastor/Shepherd is the distinctive ability to assume responsibility for the spiritual growth and Christian community of a group of believers.</p>	<p><b>John 10:1-18, Ephesians 4:11-14</b> <b>I Timothy 3:1-7, I Peter 5:13</b></p>

**GIFT DEFINITIONS**

**SCRIPTURES**

<p><b>T. APOSTLESHIP:</b> The distinctive ability to build spiritual foundations and plant new ministries that expand the scope of the church. A delegate or ambassador; bearer of a commission.</p>		<p><b>Acts 2:43</b>  <b>Ephesians 4:11</b>  <b>I Corinthians 12:28</b></p>
	<p><b>U. MISSIONARY</b>          The distinctive ability to communicate across cultural barriers and plant churches where there is no knowledge of the gospel.</p>	<p><b>Acts 1:8</b></p>
<p><b>V. PROPHECY:</b> The distinctive ability to speak forth God’s truth in such a way that moves others to respond. To be used as a mouthpiece or spokesman for God; an interpreter of God’s Word.</p>		<p><b>Ephesians 4:11 &amp; 2:20</b>  <b>Acts 11:27-30 &amp; 13:1-4</b>  <b>Romans 12:6</b>  <b>I Corinthians 12:10, 13:2, &amp; 14:3</b></p>
	<p><b>W. EVANGELIST:</b> The distinctive ability to share God’s Word with unbelievers in such a way that people respond and become followers of Jesus Christ.</p>	<p><b>Ephesians 4:11</b>  <b>Acts 2:18, II Timothy 4:5</b></p>
<p><b>X. INTERCESSION:</b> The distinctive ability to pray for extended periods of time and see frequent answers to prayers. The ability to pray with supernatural revelation concerning the needs of the church and individuals.</p>		<p><b>Isaiah 59:16</b>  <b>Romans 8:26, 27, 34, &amp; 11:2</b>  <b>I Timothy 2:1</b></p>