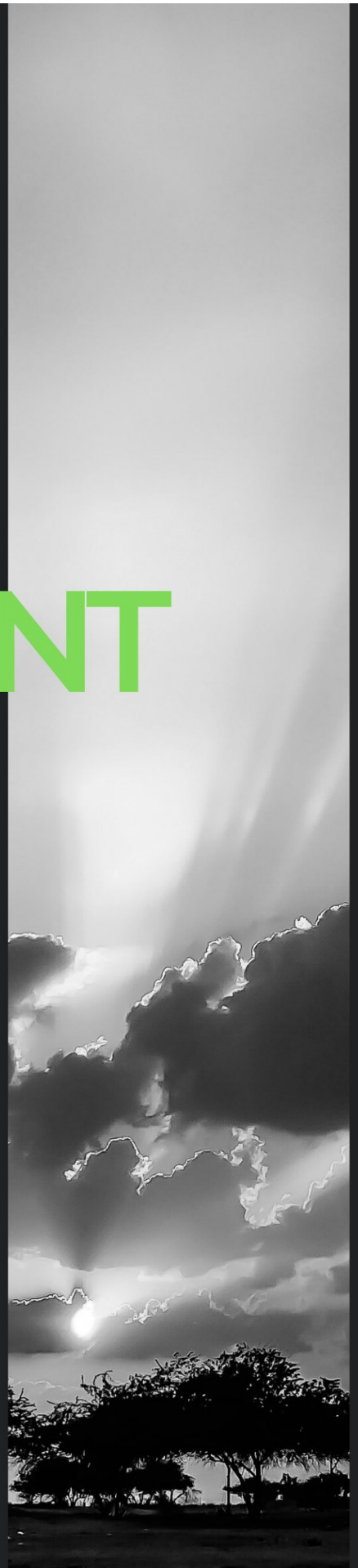




# SPIRITUAL GIFTS ASSESSMENT

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# Introduction

At Orchard Hill Church, we believe that every follower of Jesus Christ has been gifted by the Holy Spirit with gifts for the building up of the body of Christ and for God's glory! The purpose of this assessment is to help the believer grow in his or her understanding of the spiritual gifts they have been given through the Spirit, in order to further the Kingdom, build up the body of Christ, mature the believer, and glorify God.

In no way is this assessment perfect, nor is the attached list of spiritual gifts completely exhaustive. However, we believe that each of the following gifts is Biblically based and thus gives us a launching pad from which to dive more deeply into developing, unpacking, and faithfully using our spiritual gifts as the body of Christ.

As you read through these gifts and take the following assessment, take time to allow the Spirit to speak to you to reveal the gifts He has given. We know that this is not a perfect tool, so consider your results a suggestion to go off of, not a 100% accurate guarantee. We encourage you to ask those faithful Christians who know you well what gifting they see in your life.

When you are ready, turn to the questionnaire and take the assessment. Instructions are as follows:

1. Read through each statement carefully.
2. On a scale of 1-5, record to what degree you feel the statement is true in your life (with 1 being "not true at all" and 5 being "true all of the time").
3. Record the appropriate number that is reflective of your life in the blank number that corresponds to the question number (ex: answer question number 1 in blank 1).
4. When you have completed the questionnaire, add up the blanks across each row to total your score for that row. Mark your total for each row.
5. Label each row with the corresponding gift (ex: row A corresponds to gift A, which is listed as helps in the attached listing of spiritual gifts).
6. Consider your highest scores as reflective of your greatest giftings.
7. Consult the final page of this assessment for next steps in developing and implementing your gifts.

# Spiritual Gifts Overview

Below you will find a listing of the spiritual gifts involved in this assessment. While this list is not necessarily exhaustive, you can read over the supporting scripture that lists these spiritual gifts in: **Romans 12:6-8, 1 Corinthians 12:1-11 & 28, & Ephesians 4:11**. You can also read each gifts listed scriptures for Biblical examples of these gifts in use.

## A: Helps

**Acts 15:7-11, 1 Timothy 5:17, & Hebrews 13:17**

Setting goals in accordance with God's purpose for the future and communicating those goals to others in such a way that they voluntarily and harmoniously work together to accomplish those goals for the glory of God.

## B: Leadership

**Mark 15:40-47, Acts 9:36, & Romans 16:1-2**

Investing 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.

## C: Hospitality

**Romans 12:9-13, Romans 16:23, Hebrews 13:1-2, & 1 Peter 4:9**

Providing an open house and a warm welcome to those in need of food and lodging.

## D: Service

**Acts 6:1-7, Galatians 6:2, 2 Timothy 1:16-18, & Titus 3:14**

Identifying unmet needs involved in a task related to God's work and using the available resources to meet those needs to help accomplish the desired results.

## E: Administration

**Luke 14:28–30 & Acts 6:1–7**

Understanding clearly the immediate and long-range goals of a particular unit of the body of Christ and devising and executing effective plans for the accomplishment of those goals.

## G: Faith

**Acts 11:22–24, Romans 4:18–21, & Hebrews 11**

Discerning with extraordinary confidence the will and purpose of God and to propel the body of believers into actively claiming the promises of the Lord.

## I: Miracles

**Acts 9:36–42, Acts 19:11–20, Acts 20:7–12, & Romans 15:18–19**

Serving as a human intermediary through who it pleases God to perform powerful acts that are perceived by observers to have altered the ordinary course of nature.

## F: Discernment

**Matthew 16:21–23, Acts 5:1–11, Acts 16:16–18, & 1 John 4:1–6**

Knowing with assurance whether certain behavior purported to be of God is in reality divine, human, or satanic, in order to prevent confusion and false teaching from infiltrating the church.

## H: Tongues

**Mark 16:17, Acts 2:1–13, Acts 10:44–46, & Acts 19:1–7**

Speaking a divinely-anointed message in a language unknown to the speaker, but known to the hearers, or interpreting that divinely-anointed message, with the intent of spreading the gospel.

## J: Healing

**Acts 3:1–10, Acts 5:12–16, Acts 9:32–35, & Acts 28:7–10**

Serving as a human intermediary through whom God's healing power is applied to another person's physical or emotional need.

## K: Giving

**Mark 12:41–44, 2 Corinthians 8:1–7, & 2 Corinthians 9:2–8**

Contributing material resources to the work of the Lord with liberality and cheerfulness.

## L: Mercy

**Romans 12 & Philippians 2:5–11**

Feeling genuine empathy and compassion for individuals who suffer distressing problems and translating that compassion into cheerfully done deeds which reflect Christ's love and alleviate sufferings.

## M: Wisdom

**Acts 6:3 & 10, 1 Corinthians 2:1–13, James 1:5, & 2 Peter 3:15**

Applying spiritual truth to a specific issue in an especially relevant fashion and making proper choices in difficult situations, based on sufficient information.

## N: Knowledge

**Acts 5:1–11, 2 Corinthians 11:6, & Colossians 2:2–3**

Discovering, accumulating, analyzing, and clarifying information that is pertinent to the growth and well being of the body.

## O: Exhortation

**Acts 4:32–37, Acts 14:22, 1 Timothy 4:13, & Hebrews 10:24–25**

Ministering words of encouragement, consolation, comfort, and motivation from God's Word to help others complete their tasks and to live into God's purposes.

## P: Teaching

**Acts 18:24–28 & Acts 20:20–21**

Employing a logical and systematic approach to Biblical study while communicating information relevant to the health and ministry of the body and its members in a way that promotes learning.

## Q: Pastor/Shepherd R: Apostle

**John 10:1-18, 1 Timothy 3:1-7, & 1 Peter 5:1-3**

Assuming a long-term personal responsibility for the spiritual welfare of a group of believers.

**Acts 15:1-2, 2 Corinthians 12:12, Galatians 2:7-10, & Ephesians 3:1-9**

Assuming and exercising general leadership over a number of churches with an extraordinary authority in spiritual matters, which is recognized and appreciated by those churches.

## S: Prophecy

**Acts 2:37-40, Acts 7:54, & 1 Corinthians 14:1-3**

Proclaiming 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 respond.

## T: Evangelism

**Acts 8:5-6 & 26-40, Acts 14:21, Acts 21:8, & 2 Timothy 4:5**

Sharing the gospel with unbelievers in such a way that people receive the good news and become disciples of Jesus and members of His body.

# Assessment

On a scale of 1-5, record to what degree you feel each of the statements are true in your life (with 1 being "not true at all" and 5 being "true all of the time").

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 recognize and approach those who are alone.
4. I have the ability to recognize a need and get the job done, no matter 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. God has used me to communicate or translate the gospel in a language unknown to me.
9. Through my prayers, God has made the impossible possible.
10. I have seen my prayers heal people.
11. I enjoy giving money to those in serious financial need.
12. I enjoy ministering to people in hospitals, prisons, or rest homes to comfort them.
13. I often have insights that offer practical solutions to difficult problems.
14. I have understood issues or problems in the church and have seen answers when others didn't.
15. I enjoy encouraging and giving counsel to those who are discouraged.
16. I have the ability to thoroughly study a passage of scripture and then share it with others.
17. I presently have the responsibility for the spiritual growth of one or more young Christians.

On a scale of 1-5, record to what degree you feel each of the statements are true in your life (with 1 being "not true at all" and 5 being "true all of the time").

18. Other people respect me as an authority in spiritual matters.

19. God often reveals to me the direction He desires the body of Christ to move.

20. I enjoy spending time with non-Christians, especially with the hope of telling them about Jesus.

21. I would like to assist the pastors or other leaders so they will have more time to accomplish their essential and priority ministries.

22. I don't mind asking others to accomplish an important ministry for the church.

23. I enjoy entertaining guests and making them feel at home when they visit.

24. I enjoy serving others, no matter how simple or small the task.

25. I am a very organized person who sets goals and makes plans to reach them.

26. I am a good judge of character and can spot a spiritual phony.

27. I often step out and start projects that other people won't attempt, and the projects are usually successful.

28. Praying in tongues or interpreting others' prayers in tongues is personally meaningful to me in my prayer life.

29. God has used me to make things happen which were far beyond human means.

30. I enjoy praying for healing over those who are ill.

31. I joyfully give money to the church well above my tithe.

32. I feel compassion for people who are hurting and lonely and like to spend considerable time with them to cheer them up.

33. God has enabled me to choose correctly between several complex options in an important decision when no one else knew what to do.



On a scale of 1-5, record to what degree you feel each of the statements are true in your life (with 1 being "not true at all" and 5 being "true all of the time").

34. I enjoy studying difficult questions about God's Word and I am able to find answers easier and more quickly than others.

35. People often tell me their problems and I encourage them.

36. When a question arises from a difficult Biblical passage, I am motivated to research the answer.

37. I like to give of my own free time to meet the needs of others.

38. I would be willing and excited to start a new church.

39. I will always speak up for Christian principles even when what I say isn't popular and people think I am narrow minded or hard headed.

40. I find it easy to invite a person to accept Jesus as their Savior.

41. I enjoy relieving others of routine tasks so they can get special projects done.

42. I can guide and manage a group of people toward reaching a specific goal.

43. I enjoy meeting new people and introducing them to others in the group.

44. I am very dependable for getting things done on time and I don't need much praise and thanks.

45. I easily delegate significant responsibilities to other people.

46. I am able to distinguish between right and wrong in complex spiritual matters that other people have trouble figuring out.

47. I trust in God's faithfulness for a bright future, even when everything looks bad.

48. I have been overwhelmed by the Holy Spirit during prayer or worship and began to speak in tongues, or interpreted someone's prayers in tongues.

49. God has blessed my prayers so that supernatural results have come from otherwise impossible situations.

50. God regularly speaks to me concerning people's illnesses so that I can pray for them.

On a scale of 1-5, record to what degree you feel each of the statements are true in your life (with 1 being "not true at all" and 5 being "true all of the time").

51. I wouldn't mind lowering my standard of living to give more to the church and those in need.

52. I want to do whatever I can for the needy people around me, even if I have to give up something.

53. People often seek my advice when they don't know what to do.

54. I have an ability to gather information from several sources to discover the answer to a question or learn more about a subject.

55. I feel a need to challenge others to better themselves, especially in their spiritual growth, without condemning them.

56. Others listen to and enjoy my teaching of scriptures.

57. I enjoy working with people and desire to help them live into who Christ has called them to be.

58. I am accepted as a spiritual authority in other parts of the country or the world.

59. I feel a need to speak God's message from the Bible so people will know what God expects of them.

60. I would like to tell others how to become a follower of Christ and give them the invitation to receive Jesus as Savior.

61. I enjoy helping others get their work done and don't need a lot of public recognition.

62. People respect my opinion and follow my directions.

63. I would like to use my home to get acquainted with newcomers to the church.

64. I enjoy helping people in any type of need and feel a sense of satisfaction in meeting that need.

65. I am comfortable making important decisions, even under pressure.

On a scale of 1-5, record to what degree you feel each of the statements are true in your life (with 1 being "not true at all" and 5 being "true all of the time").

66. People come to me for help in distinguishing between spiritual truth and error.

67. I often exercise my faith through prayer, and God answers my prayers in exciting ways.

68. I have spoken in a language (or interpreted a language) unknown to me that, when interpreted, brought a blessing to those who heard.

69. God uses me to work miracles for the glory of His Kingdom.

70. People often seek me out to pray for their physical healing.

71. When I give money to someone, I don't expect anything in return and often give anonymously.

72. When I hear of people without jobs who cannot pay their bills, I do what I can to help them.

73. God enables me to make appropriate applications of Biblical truth to practical situations.

74. I can recognize difficult Biblical truths and principles on my own, and I enjoy this.

75. People will tell me things they won't tell anyone else and say I am easy to talk to.

76. I am organized in my thinking and systematic in my approach to presenting Bible lessons to a group of people.

77. I help Christians who have wandered away from God's path find their way back to a growing relationship with Him.

78. I would be excited to share the gospel and form new groups of Christians in areas where there aren't many churches.

79. I find it relatively easy to apply Biblical promises to present-day situations.

80. I have a strong desire to help non-Christians find salvation in Jesus Christ.

# Answer Key

NAME: \_\_\_\_\_

DATE: \_\_\_\_\_

ANSWERS

TOTAL

ROW

GIFT

1\_\_\_\_ 21\_\_\_\_ 41\_\_\_\_ 61\_\_\_\_

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A

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2\_\_\_\_ 22\_\_\_\_ 42\_\_\_\_ 62\_\_\_\_

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B

\_\_\_\_\_

3\_\_\_\_ 23\_\_\_\_ 43\_\_\_\_ 63\_\_\_\_

\_\_\_\_\_

C

\_\_\_\_\_

4\_\_\_\_ 24\_\_\_\_ 44\_\_\_\_ 64\_\_\_\_

\_\_\_\_\_

D

\_\_\_\_\_

5\_\_\_\_ 25\_\_\_\_ 45\_\_\_\_ 65\_\_\_\_

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E

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6\_\_\_\_ 26\_\_\_\_ 46\_\_\_\_ 66\_\_\_\_

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F

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7\_\_\_\_ 27\_\_\_\_ 47\_\_\_\_ 67\_\_\_\_

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G

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8\_\_\_\_ 28\_\_\_\_ 48\_\_\_\_ 68\_\_\_\_

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H

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9\_\_\_\_ 29\_\_\_\_ 49\_\_\_\_ 69\_\_\_\_

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I

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10\_\_\_\_ 30\_\_\_\_ 50\_\_\_\_ 70\_\_\_\_

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J

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11\_\_\_\_ 31\_\_\_\_ 51\_\_\_\_ 71\_\_\_\_

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K

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12\_\_\_\_ 32\_\_\_\_ 52\_\_\_\_ 72\_\_\_\_

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L

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# Answer Key

<u>ANSWERS</u>	<u>TOTAL</u>	<u>ROW</u>	<u>GIFT</u>
13___ 33___ 53___ 73___	_____	M	_____
14___ 34___ 54___ 74___	_____	N	_____
15___ 35___ 55___ 75___	_____	O	_____
16___ 36___ 56___ 76___	_____	P	_____
17___ 37___ 57___ 77___	_____	Q	_____
18___ 38___ 58___ 78___	_____	R	_____
19___ 39___ 59___ 79___	_____	S	_____
20___ 40___ 60___ 80___	_____	T	_____

## My Top Gifts

1: \_\_\_\_\_

2: \_\_\_\_\_

3: \_\_\_\_\_

# Next Steps

As you reflect on the gifts that God has given you, consider which of the gifts that you scored highest on truly align with who God has made you. Ask those in Christ who know you well if they hold to be true. However, keep in mind the possibility that perhaps God has given you a gift that you have not yet developed, so it may feel foreign to you, though that does not mean it is not truly a God-given gift He is going to develop in your life.

As you continue to discern your spiritual gifts and seek to develop them in Christ, consider the following for helpful tools:

1. Read through the three key passages listed under the Spiritual Gifts Overview that list the Biblical 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.
2. Experiment with the gifts you scored most highly on and perhaps those you did not score highly on that you do consider to be gifts you have been given. See if these are indeed a true area of giftedness and ask a fellow believer to assess this process with you.
3. Consider where you feel the fit. God has put the body together and as you function in the body in a way that is truly using your giftedness, a fulfillment is a good sign that you truly possess that gift. If you find you dislike the service associated with the gift you are experimenting with, perhaps this is not an area of true giftedness for you.
4. Spiritual gifts are designed to benefit the body, so you should see positive results as you use your gifts. If you see no results over time as you experiment with a particular gift, perhaps that is not truly an area you are gifted in.
5. As you continue to evaluate, pray for clarity from God on what He has gifted you with and confirmation from the body of Christ.
6. As you look for opportunities to experiment, develop, and implement your gifts, consult the Orchard Hill Church "SERVE" booklet that addresses different opportunities to serve in our church body and greater community.