

SPIRITUAL GIFT & OBSERVATION ASSESSMENT

Directions

1. Respond to each statement on the *Spiritual Gifts Assessment* which follow, according to the following scale:
 - 3 = Consistently, definitely true
 - 2 = Most of the time, usually true
 - 1 = Some of the time, once in awhile
 - 0 = Not at all, never

2. Using the response sheet below, write your response to each statement in the block whose number corresponds to that number statement in the *Spiritual Gift Assessment*.

3. **Important: Answer according to who you are, not who you would like to be or think you ought to be.** How true are these statements of you? What has been your experience? To what degree do these statements reflect you usual tendencies?

| | | | | | | | | | | | | | | | | | | | |
|-----------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | |
| 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 | 32 | 33 | 34 | 35 | 36 | 37 | 38 | |
| 39 | 40 | 41 | 42 | 43 | 44 | 45 | 46 | 47 | 48 | 49 | 50 | 51 | 52 | 53 | 54 | 55 | 56 | 57 | |
| 58 | 59 | 60 | 61 | 62 | 63 | 64 | 65 | 66 | 67 | 68 | 69 | 70 | 71 | 72 | 73 | 74 | 75 | 76 | |
| 77 | 78 | 79 | 80 | 81 | 82 | 83 | 84 | 85 | 86 | 87 | 88 | 89 | 90 | 91 | 92 | 93 | 94 | 95 | |
| 96 | 97 | 98 | 99 | 100 | 101 | 102 | 103 | 104 | 105 | 106 | 107 | 108 | 109 | 110 | 111 | 112 | 113 | 114 | |
| 115 | 116 | 117 | 118 | 119 | 120 | 121 | 122 | 123 | 124 | 125 | 126 | 127 | 128 | 129 | 130 | 131 | 132 | 133 | |
| T O T A L | | | | | | | | | | | | | | | | | | | |
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S |

SPIRITUAL GIFT & OBSERVATION ASSESSMENT

| First, second, and third highest letter totals | | Spiritual Gift |
|---|---|----------------|
| _____ | : | _____ |
| _____ | : | _____ |
| _____ | : | _____ |

Spiritual Gift Assessment Key

| | | |
|---|---|------------------------|
| A | = | Administration |
| B | = | Apostleship |
| C | = | Craftsmanship |
| D | = | Creative Communication |
| E | = | Discernment |
| F | = | Encouragement |
| G | = | Evangelism |
| H | = | Faith |
| I | = | Giving |
| J | = | Helps |
| K | = | Hospitality |
| L | = | Intercession |
| M | = | Knowledge |
| N | = | Leadership |
| O | = | Mercy |
| P | = | Prophecy |
| Q | = | Shepherding |
| R | = | Teaching |
| S | = | Wisdom |

Healing, Interpretation, Miracles, and Tongues are not included in the *Spiritual Gift Assessment* or *Observation Assessment* because their presence in the life of a believer tends to be self-evident.

SPIRITUAL GIFT & OBSERVATION ASSESSMENT

1. I like to organize people, tasks, and events.
2. I would like to start churches in places where they do not presently exist.
3. I enjoy working creatively with wood, cloth, paints, metal, glass, or other materials.
4. I enjoy challenging people's perspective of God by using various forms of art.
5. I can readily distinguish between spiritual truth and error, good and evil.
6. I tend to see the potential in people.
7. I communicate the gospel to others with clarity and effectiveness.
8. I find it natural and easy to trust God to answer my prayers.
9. I give liberally and joyfully to people in financial need or to projects requiring support.
10. I enjoy working behind the scenes to support the work of others.
11. I view my home as a place to minister to people in need.
12. I take prayer requests from others and consistently pray for them.
13. I am approached by people who want to know my perspective on a particular passage or biblical truth.
14. I am able to motivate others to accomplish a goal.
15. I empathize with hurting people and desire to help in their healing process.
16. I can speak in a way that results in conviction and change in the lives of others.
17. I enjoy spending time nurturing and caring for others.
18. I am able to communicate God's word effectively.
19. I am often sought out by others for advice about spiritual and personal matters.
20. I am careful, thorough, and skilled at managing details.
21. I am attracted to the idea of serving in another country or ethnic community.
22. I am skilled in working with different tools.
23. I enjoy developing and using my artistic skills (art, drama, music, photography, etc.).
24. I frequently am able to judge a person's character based upon first impressions.
25. I enjoy reassuring and strengthening those who are discouraged.
26. I consistently look for opportunities to build relationships with non-Christians.
27. I have confidence in God's continuing provision and help, even in difficult times.
28. I give more than a tithe so that kingdom work can be accomplished.
29. I enjoy doing routine tasks that support ministry.
30. I enjoy meeting new people and helping them feel welcomed.
31. I enjoy praying for long periods of time and receive leadings as to what God wants me to pray for.
32. I receive information from the Spirit that I did not acquire through natural means.
33. I am able to influence others to achieve a vision.
34. I can patiently support those going through painful experiences as they try to stabilize their lives.
35. I feel responsible to confront other with the truth.

SPIRITUAL GIFT & OBSERVATION ASSESSMENT

36. I have compassion for wandering believers and want to protect them.
37. I can spend time in study knowing that presenting truth will make a difference in the lives of people.
38. I can often find simple, practical solutions in the midst of conflict or confusion.
39. I can clarify goals and develop strategies or plans to accomplish them.
40. I am willing to take an active part in starting a new church.
41. I enjoy making things for use in ministry.
42. I help people understand themselves, their relationships, and God better through artistic expression.
43. I can see through phoniness or deceit before it is evident to others.
44. I give hope to others by directing them to the promises of God.
45. I am effective at adapting the gospel message so that it connects with an individual's felt needs.
46. I believe that God will help me accomplish great things.
47. I manage my money well in order to free more of it for giving.
48. I willingly take on a variety of odd jobs around the church to meet the needs of others.
49. I genuinely believe the Lord directs strangers to me who need to get connected to others.
50. I am conscious of ministering to others as I pray.
51. I am committed, and schedule blocks of time for reading and studying scripture, to understand biblical truth fully and accurately.
52. I can adjust my leadership style to bring out the best in others.
53. I enjoy helping people sometimes regarded as underserving or beyond help.
54. I boldly expose cultural trends, teaching, or events which contradict biblical principles.
55. I like to provide guidance for the whole person – relationally, emotionally, spiritually, etc.
56. I pay close attention to the words, phrases, and meaning of those who teach.
57. I can easily select the most effective course of action from among several alternatives.
58. I can identify and effectively use the resources needed to accomplish tasks.
59. I can adapt well to different cultures and surroundings.
60. I can visualize how something should be constructed before I build it.
61. I like finding new and fresh ways of communicating God's truth.
62. I tend to see rightness or wrongness in situations.
63. I reassure those who need to take courageous action in their faith, family, or life.
64. I invite unbelievers to accept Christ as their Savior.
65. I trust God in circumstances where success cannot be guaranteed by human effort alone.

SPIRITUAL GIFT & OBSERVATION ASSESSMENT

66. I am challenged to limit my lifestyle in order to give away a higher percentage of my income.
67. I see spiritual significance in doing practical tasks.
68. I like to create a place where people do not feel that they are alone.
69. I pray with confidence because I know that God works in response to prayer.
70. I have insight or just know something to be true.
71. I set goals and manage people and resources effectively to accomplish them.
72. I have great compassion for hurting people.
73. I see most actions as right or wrong and feel the need to correct the wrong.
74. I can faithfully provide long-term support and concern for others.
75. I like to take a systematic approach to my study of the Bible.
76. I can anticipate the likely consequences of an individual's or a group's actions.
77. I like to help organizations or groups become more efficient.
78. I can relate to others in culturally sensitive ways.
79. I honor God with my handcrafted gifts.
80. I apply various artistic expressions to communicate God's truth.
81. I receive affirmation from others concerning the reliability of my insights and perceptions.
82. I strengthen those who are wavering in their faith.
83. I openly tell people that I am a Christian and want them to ask me about my faith.
84. I am convinced of God's daily presence and action in my life.
85. I like knowing that my financial support make a real difference in the lives and ministries of God's people.
86. I like to find small things that need to be done and often do them without being asked.
87. I enjoy entertaining people and opening my home to others.
88. When I hear about needy situations, I feel burdened to pray.
89. I have suddenly known some things about others but did not know how I knew them.
90. I influence others to perform to the best of their capability.
91. I can look beyond a person's handicaps or problems and see a life that matters to God.
92. I like people who are honest and will speak truth.
93. I enjoy giving guidance and practical support to a small group of people.
94. I can communicate scripture in ways that motivate others to study and want to learn more.
95. I give practical advice to help others through complicated situations.
96. I enjoy learning about how organizations function.
97. I enjoy pioneering new undertakings.
98. I am good at and enjoy working with my hands.
99. I am creative and imaginative.

SPIRITUAL GIFT & OBSERVATION ASSESSMENT

100. I can identify preaching, teaching, or communication which is not true to the Bible.
101. I like motivating others to take steps for spiritual growth.
102. I openly and confidently tell others what Christ has done for me.
103. I am regularly challenging others to trust God.
104. I give generously due to my commitment to stewardship.
105. I feel comfortable being a helper, assisting others to do their job more effectively.
106. I do whatever I can to make people feel like they belong.
107. I am honored when someone asks me to pray for them.
108. I discover important biblical truths when reading or studying scripture which benefit others in the body of Christ.
109. I am able to cast a vision that others want to be a part of.
110. I enjoy bringing hope and joy to people living in difficult circumstances.
111. I will speak God's truth, even in places where it is unpopular or difficult for others to accept.
112. I can gently restore wandering believers to faith and fellowship.
113. I can present information and skills to others at a level that makes it easy for them to grasp and apply to their lives.
114. I can apply spiritual truth that others regard as practical and helpful.
115. I can visualize a coming event, anticipate potential problems, and develop backup plans.
116. I am able to orchestrate and oversee several church ministries.
117. I am able to design and construct things that help the church.
118. I regularly need to get alone to reflect and develop my imagination.
119. I can sense when demonic forces are at work in a person or situation.
120. I am able to challenge or rebuke others in order to foster spiritual growth.
121. I seek opportunities to talk about spiritual matters with unbelievers.
122. I can move forward in spite of opposition or lack support when I sense God's blessing on an undertaking.
123. I believe I have been given an abundance of resources so that I may give more to the Lord's work.
124. I readily and happily use my natural and learned skills to help wherever needed.
125. I can make people feel at ease even in unfamiliar surroundings.
126. I often see specific results in direct response to my prayers.
127. I confidently share my knowledge and insights with others.
128. I figure out where we need to go and help others get there.
129. I enjoy doing practical things for others who are in need.
130. I feel compelled to expose sin wherever I see it and to challenge people to repentance.
131. I enjoy patiently but firmly nurturing others in their development as believers.

SPIRITUAL GIFT & OBSERVATION ASSESSMENT

132. I enjoy explaining things to people so that they can grow spiritually and personally.
133. I have insights into how to solve problems that others do not see.

SPIRITUAL GIFT & OBSERVATION ASSESSMENT

OBSERVATION ASSESSMENT

Often, you will not be aware of what others have appreciated about you or noticed about your abilities in ministry situations. This indicator gives people who know you an opportunity to affirm your areas of possible spiritual giftedness.

Directions

1. Print and hand these out the following pages to 3 different Christians you know well and ask them to complete and return their questionnaires to you.

Preferably, ask people who have observed you in a ministry context and understand Spiritual Gifts. If this is not possible, then ask people who know you well to make what observations they can from their general experience with you.

2. When you receive the *Observation Assessment* back, compile the responses on the *Observation Assessment Summary* in the few pages ahead of this document, labeled as such.

Print 3 of the following 4 pages to hand out.

SPIRITUAL GIFT & OBSERVATION ASSESSMENT

I'd like your opinion!

I am seeking to better understand how God has equipped me for service in the church. One part of this process involves getting feedback from a few people who know me reasonably well. Your thoughts about the way I relate to others will be very helpful.

Please take a few minutes to complete this sheet with your thoughtful consideration.

Observations of: _____

Provided by: _____

Relationship: _____

Please read each of the descriptions below. Mark each according to how well it describes the person this is for.

Y = Yes, very descriptive of this person

S = Somewhat or slightly descriptive

N = No, does not describe this person

? = Unsure, unknown, or not observed

In my opinion, this person has strengths in...

- | | | | | |
|--|----------|----------|----------|----------|
| A. Developing strategies or plans to reach identified goals; organizing people, tasks, and events; helping organizations or groups become more efficient; creating order out of organizational chaos. | Y | S | N | ? |
| B. Pioneering new undertakings (such as a new church or ministry); serving in another country or community; adapting to different cultures and surroundings; being culturally aware and sensitive. | Y | S | N | ? |
| C. Working creatively with wood, cloth, metal, paints, glass, etc.; working with different kinds of tools; making things with practical uses; designing or building things; working with his or her hands. | Y | S | N | ? |

SPIRITUAL GIFT & OBSERVATION ASSESSMENT

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|---|----------|----------|----------|----------|
| D. Communicating with variety and creativity; developing and using particular artistic skills (art, drama, music, photography, etc.); finding new and fresh ways to communicate ideas to others. | Y | S | N | ? |
| E. Distinguishing between truth and error, good and evil; accurately judging character; seeing through phoniness or deceit; helping others to see rightness or wrongness in life situations. | Y | S | N | ? |
| F. Strengthening and reassuring troubled people; encouraging or challenging people; motivating others to grow; supporting people who need to take action. | Y | S | N | ? |
| G. Looking for opportunities to build relationships with nonbelievers; communicating openly and effectively about his or her faith; talking about spiritual matters with nonbelievers. | Y | S | N | ? |
| H. Trusting God to answer prayer and encouraging others to do so; having confidence in God's continuing presence and ability to help, even in difficult times; moving forward in spite of opposition. | Y | S | N | ? |
| I. Giving liberally and joyfully to people in financial need or projects requiring support; managing their money well in order to free more of it for giving. | Y | S | N | ? |
| J. Working behind the scenes to support the work of others; finding small things that need to be done and doing them without being asked; helping wherever needed, even with routine and mundane tasks. | Y | S | N | ? |

SPIRITUAL GIFT & OBSERVATION ASSESSMENT

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|--|----------|----------|----------|----------|
| K. Meeting new people and helping them to feel welcome; entertaining guests; opening his or her home to others who need a safe, supportive environment; setting people at ease in unfamiliar surroundings. | Y | S | N | ? |
| L. Continually offering to pray for others; expressing amazing trust in God's ability to provide; evidencing confidence in the Lord's protection; spending a lot of time praying. | Y | S | N | ? |
| M. Carefully studying and researching subjects he or she wants to understand better; sharing his or her knowledge and insights with others when asked; sometimes gaining information that is not attained by natural observation or means. | Y | S | N | ? |
| N. Taking responsibility for directing groups; motivating and guiding others to reach important goals; managing people and resources well; influencing others to perform to the best of their abilities. | Y | S | N | ? |
| O. Empathizing with hurting people; patiently and compassionately supporting people through painful experiences; helping those generally regarded as underserving or beyond help. | Y | S | N | ? |
| P. Speaking with conviction in order to bring change in the lives of others; exposing cultural trends, teachings, or events that are morally wrong or harmful; boldly speaking truth even in places where it may be unpopular. | Y | S | N | ? |

SPIRITUAL GIFT & OBSERVATION ASSESSMENT

- | | | | | |
|---|----------|----------|----------|----------|
| Q. Faithfully providing long-term support and nurture for a group of people; providing guidance for the whole person; patiently but firmly nurturing others in their development as believers. | Y | S | N | ? |
| R. Studying, understanding, and communicating biblical truth; developing appropriate teaching material and presenting it effectively; communicating in ways that motivate to change. | Y | S | N | ? |
| S. Seeing simple, practical solutions in the midst of conflict or confusion; giving helpful advice to others facing complicated life situations; helping people take practical action to solve real problems. | Y | S | N | ? |

HERE ARE A FEW ADDITIONAL QUESTIONS:

Your responses will give me more specific feedback about your observations. Simply leave a question blank if you feel uncertain about how to answer.

| | |
|--|--|
| 1. What kinds of work do you think I am especially well suited to do in or through the church? | |
| 2. If you are familiar with the concept of spiritual gifts, which have seen exhibited in my life? What have you specifically observed? | |
| 3. Are there any other observations or insights you have that would help me better understand my unique place of service in or through the church? | |

Thank you for taking the time to complete this sheet. Your options are valuable to me in this process, and I deeply appreciate your help.

SPIRITUAL GIFT & OBSERVATION ASSESSMENT

Observation Assessment Summary

Use this sheet to compile the *Observation Assessment* responses you received.

Whenever an observer marked “Y” for a Spiritual Gift, put *TWO* checkmarks in the appropriate block for that Spiritual Gift. Whenever an observer marked “S” for a Spiritual Gift, put *ONE* checkmark in the appropriate block for that Spiritual Gift. Leave the blocks blank for “N” and “?” responses.

When you have done this for each *Observation Assessment*, total the number of checkmarks for each Spiritual Gift in the column headed “Row Total.”

| Spiritual Gift | Observer 1 | Observer 2 | Observer 3 | Row Total |
|---------------------------|------------|------------|------------|-----------|
| A. Administration | | | | |
| B. Apostleship | | | | |
| C. Craftsmanship | | | | |
| D. Creative Communication | | | | |
| E. Discernment | | | | |
| F. Encouragement | | | | |
| G. Evangelism | | | | |
| H. Faith | | | | |
| I. Giving | | | | |
| J. Helps | | | | |
| K. Hospitality | | | | |
| L. Intercession | | | | |
| M. Knowledge | | | | |
| N. Leadership | | | | |
| O. Mercy | | | | |
| P. Prophecy | | | | |
| Q. Shepherding | | | | |
| R. Teaching | | | | |
| S. Wisdom | | | | |
| T. Healing* | | | | |
| U. Interpretation* | | | | |
| V. Miracles* | | | | |
| W. Tongues* | | | | |
| Other Spiritual Gifts* | | | | |

**Although these gifts do not appear on the numbered list of descriptions given to your observers, they may be specifically mentioned by some of them in one of the open-ended questions. “Other” gifts include: Counseling, Celibacy, Martyrdom, Serving, etc.*

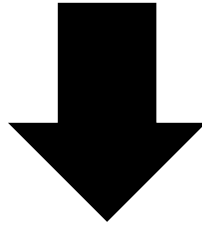
When you have finished compiling the individual *Observation Assessments*, check what seems to you to be the Spiritual Gifts these people have identified in you. Write these Spiritual Gifts on the lines in the *Observation Assessment* box on the next page.

SPIRITUAL GIFT & OBSERVATION ASSESSMENT

Use this page to compile the results of your *Observation Assessment* and the *Spiritual Gift Assessment*. This will complete this step in identifying your Spiritual Gift(s).

| Observation Assessment | Spiritual Gift Assessment |
|--|--|
| What Spiritual Gifts were observed by those who know you well? | What Spiritual Gifts did you identify on your <i>Spiritual Gift Assessment</i> ? |
| <hr/> | <hr/> |
| <hr/> | <hr/> |
| <hr/> | <hr/> |

Now, merge the results of the *Observation Assessment and Spiritual Gift Assessment* into a list of what you think your Spiritual Gifts are.



My Spiritual Gifts
