

GIFTS ASSESSMENTS

CHARACTER TRAIT ASSESSMENT

There are certain character qualities that often correspond to the manifestation of specific gifts in one's life. Place a check by those statements which are true and best describe you or your tendencies most of the time. Total each section. (note: this assessment includes speaking, serving, support gifts, but omits the special and sign gifts)

- _____ Studious, spends much time in God's Word
- _____ More objective than subjective
- _____ Well-organized person
- _____ Analytical, makes decisions based on facts
- _____ Enjoys researching an idea, does it effectively
- _____ Usually a verbal person, articulate
- _____ Logical, systematic

A. (_____) Total

- _____ More tolerant/sympathetic than indifferent
- _____ Tends to be positive and full of faith
- _____ Good listener
- _____ Practical minded, able to apply truth
- _____ Able to lovingly admonish when necessary
- _____ Able to urge one to pursue some course of action
- _____ "People person", relational, approachable, non-judgmental

B. (_____) Total

- _____ Likes people and relates well
- _____ Has ability to persuade and influence people
- _____ Discerning of spiritual needs in others
- _____ More sympathetic/subjective than indifferent/objective
- _____ Communicates gospel with clarity, joy, and effectiveness
- _____ Freedom and joy in talking naturally about spiritual things
- _____ Has burden for eternal destiny of souls

C. (_____) Total

- _____ Friends look to you when decisions need to be made
- _____ Confident, practical, with large measure of “common sense”
- _____ Able to accept disagreement and criticism without wavering
- _____ Able to make good decisions, even under pressure
- _____ “Goal-oriented”, decisive and clear
- _____ Not afraid of responsibility, diligent
- _____ Has a strong sense of vision, knows where to take others

D. (_____) Total

- _____ Cheerful, relational person
- _____ Others easily confide in you
- _____ Very empathetic, patient, tolerant
- _____ Tend to be ruled by heart rather than head
- _____ Compassionate, thoughtful, tender-hearted
- _____ Crusader for causes that bring relief to others
- _____ Responds strongly when people are hurt, displaced, or rejected

E. (_____) Total

- _____ Develops intimate spiritual relationships
- _____ Peacemaker, strives for harmony among others
- _____ Willing to renounce personal interests for the sake of others
- _____ Person-oriented, not a loner
- _____ Sensitive to people, good listener
- _____ Patient, responsible
- _____ Strong burden to see others become mature in their faith

F. (_____) Total

- _____ Thorough and careful, skilled in details
- _____ More objective than subjective
- _____ Organized, frustrated with disorganization
- _____ Concerned with productivity, efficiency
- _____ Practical minded, concrete ideas to achieve goals
- _____ Delegator: enables and encourages others to accomplish their tasks
- _____ Responsible, dependable person

G. (_____) Total

- _____ Frugal; heart not encumbered by material things
- _____ Wise in handling financial matters
- _____ Generous, sacrifices personal needs and resources for God's work
- _____ Joy and freedom in giving
- _____ Desires to give quietly, without public notice
- _____ Grieved by waste, poor management practices
- _____ Tender hearted toward the material lack of others

H. (_____) Total

- _____ Usually easy-going, loyal, likable
- _____ Energetic, hard-working
- _____ Works more behind the scenes than in the spotlight
- _____ Tendency to feel inadequate and unqualified for leadership
- _____ Has difficulty in saying "no", which can result in over-involvement
- _____ Prefers doing the job himself, rather than delegating it
- _____ Able to see concrete, physical needs and follows through to see they are met.

I. (_____) Total

- _____ Studious; eager learner
- _____ Analytical thinker
- _____ Idea-oriented more than people-oriented
- _____ Able to concisely organize and summarize
- _____ Can take in and recall large amounts of information
- _____ Patient in research
- _____ Desires to share what is learned

J. (_____) Total

- _____ Able to sift through what is conflicting and confusing
- _____ Able to solve problems by quickly sizing up all the elements of a situation
- _____ Don't lack confidence in making decisions
- _____ Able to take what is abstract and make it practical and applicable
- _____ Able to look at problems objectively
- _____ Enjoy the challenge of bringing clarity to confusion and indecision
- _____ Insightful when sorting out conflicting information

K. (_____) Total

- _____ Can sense when demonic forces are at work in a person, situation, or teaching
- _____ Unique sensitivity to spiritual things
- _____ Not gullible; seldom “taken-in” by anyone
- _____ Able to spot insincerity and “phoniness”
- _____ Keen sense for recognizing inconsistencies
- _____ Sensitive to underlying spiritual factors of good or evil which are responsible for motives and behavior
- _____ Good judge of character

L. (_____) Total

- _____ “Big-thinker”; willing to tackle tasks others avoid
- _____ Not detail oriented” irritated with “red-tape”
- _____ Very strong prayer life, especially in area of intercession
- _____ Confident and bold in Christian ministry
- _____ Unwavering confidence that God will do something regardless of seemingly insurmountable obstacles
- _____ Has vision; able to see something God wants done
- _____ Enthusiastic about what God can and will do in people’s lives

M. (_____) Total

Scoring Character Trait Assessment

KEY

- A. Teaching
- B. Exhortation
- C. Evangelism
- D. Leadership
- E. Mercy
- F. Pastor-Teacher
- G. Administration
- H. Giving
- I. Helps/Service
- J. Word of Knowledge
- K. Word of Wisdom
- L. Discernment
- M. Faith

List in order your top 4 scores:

Score	Gift
1.	
2.	
3.	
4.	

Transfer these results to your "Summary of Assessments" on page 77

OBSERVATION ASSESSMENT #1

Note: This assessment is to be completed by someone who knows you well, preferably a Christian understanding spiritual gifts. Their relationship and observations can provide some insights that will assist you in determining your spiritual gifts.)

THANK YOU! Your spouse, family member, or friend is seeking to better understand who God has made them to be. Your perspective and observations of them can be helpful in that process. Your time in completing this questionnaire is very much appreciated.

ETS Participant : _____

Observations by : _____

Relationship : _____

Directions: Read each of the descriptions below. Mark one of the following letters in the space provided.

D = Definitely true, yes, certain gift

P = Possibly true, maybe, potential gift

O = Does not have gift

? = I don't know, have not observed

_____ TEACHING: The supernatural ability to discover and analyze biblical truth and communicate that knowledge in a way that people can see, learn, and be transformed.

_____ EXHORTATION (Encouragement): The supernatural ability to come alongside and provide encouragement, strength, stability, and consolation through the application of biblical truth.

_____ EVANGELISM: The special ability to communicate the Gospel message in relevant terms to unbelievers in such a way that people respond and are converted.

_____ LEADERSHIP: The special ability to set goals for people and to be able to motivate people to work harmoniously and consistently toward the achievement of those goals.

_____ PASTOR-TEACHER (Shepherding): The special ability to assume the long term responsibility for the spiritual growth and welfare of a believer or group of believers.

_____ MERCY: The special ability to feel love and sympathy for people who are suffering and to alleviate the suffering through kind deeds.

_____ HELPS (Service): The ability to see needs and to assist whenever a need occurs, to do so as to strengthen, help or encourage others. Such service may be menial or domestic in nature. It is a special ability to invest time and talents into the lives of other Christians, thus freeing them to be more effective in their ministries.

_____ GIVING: The capacity to give liberally to meet the needs of others and yet to do so with a purity of motive which senses that the giving is a simple sharing of that which God has provided.

_____ ADMINISTRATION: The special ability to devise, organize and execute plans to reach goals using the available resources in the most efficient way.

_____ FAITH: The special ability to understand and work for God’s will and purposes with extraordinary confidence.

_____ KNOWLEDGE: The special ability to discover, organize, relate and clarify information and ideas.

_____ WISDOM: The special ability to apply truth to concrete situations, to communicate insight; to properly evaluate a situation in the light of spiritual truth.

_____ DISCERNMENT: The ability to separate that which is from God and what is not; the ability to know whether motives and behavior are divine, human, or demonic in origin.

A. Do you have any other observations or insights that would help this person to understand their strengths or abilities?

B. Look back at those gifts you marked “D” (definitely true). List them from most to least and explain why you feel them to be a gift this person has.

1.GIFT _____ WHY? _____

2.GIFT _____ WHY? _____

3.GIFT _____ WHY? _____

(Transfer the top three or four gifts you sense are being affirmed to your “Summary of Assessments” sheet)

OBSERVATION ASSESSMENT #2

Note: This assessment is to be completed by someone who knows you well, preferably a Christian understanding spiritual gifts. Their relationship and observations can provide some insights that will assist you in determining your spiritual gifts.)

THANK YOU! Your spouse, family member, or friend is seeking to better understand who God has made them to be. Your perspective and observations of them can be helpful in that process. Your time in completing this questionnaire is very much appreciated.

ETS Participant : _____

Observations by : _____

Relationship : _____

Directions: Read each of the descriptions below. Mark one of the following letters in the space provided.

D = Definitely true, yes, certain gift

P = Possibly true, maybe, potential gift

O = Does not have gift

? = I don't know, have not observed

_____ TEACHING: The supernatural ability to discover and analyze biblical truth and communicate that knowledge in a way that people can see, learn, and be transformed.

_____ EXHORTATION (Encouragement): The supernatural ability to come alongside and provide encouragement, strength, stability, and consolation through the application of biblical truth.

_____ EVANGELISM: The special ability to communicate the Gospel message in relevant terms to unbelievers in such a way that people respond and are converted.

_____ LEADERSHIP: The special ability to set goals for people and to be able to motivate people to work harmoniously and consistently toward the achievement of those goals.

_____ PASTOR-TEACHER (Shepherding): The special ability to assume the long term responsibility for the spiritual growth and welfare of a believer or group of believers.

_____ MERCY: The special ability to feel love and sympathy for people who are suffering and to alleviate the suffering through kind deeds.

_____ HELPS (Service): The ability to see needs and to assist whenever a need occurs, to do so as to strengthen, help or encourage others. Such service may be menial or domestic in nature. It is a special ability to invest time and talents into the lives of other Christians, thus freeing them to be more effective in their ministries.

_____ GIVING: The capacity to give liberally to meet the needs of others and yet to do so with a purity of motive which senses that the giving is a simple sharing of that which God has provided.

_____ ADMINISTRATION: The special ability to devise, organize and execute plans to reach goals using the available resources in the most efficient way.

_____ FAITH: The special ability to understand and work for God's will and purposes with extraordinary confidence.

_____ KNOWLEDGE: The special ability to discover, organize, relate and clarify information and ideas.

_____ WISDOM: The special ability to apply truth to concrete situations, to communicate insight; to properly evaluate a situation in the light of spiritual truth.

_____ DISCERNMENT: The ability to separate that which is from God and what is not; the ability to know whether motives and behavior are divine, human, or demonic in origin.

A. Do you have any other observations or insights that would help this person to understand their strengths or abilities?

B. Look back at those gifts you marked "D" (definitely true). List them from most to least and explain why you feel them to be a gift this person has.

1.GIFT _____ WHY? _____

2.GIFT _____ WHY? _____

3.GIFT _____ WHY? _____

(Transfer the top three or four gifts you sense are being affirmed to your "Summary of Assessments" sheet)

Experience Assessment

Respond to each statement accordingly:

3 = Consistently, definitely true

2 = Most of the time, usually true

1 = Some of the time, once in a while

0 = Not at all, never

Answer according to who you are, not what 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 your usual tendencies?

- _____ 1. I gravitate toward broken people with the desire to see them grow in their faith. I strengthen those who are wavering by directing them to God's promises.
- _____ 2. People seem to consistently understand truth as a result of what I say.
- _____ 3. I have the ability to converse easily with strangers or people of short acquaintance.
- _____ 4. I seem to be gifted in bringing out the best in people. I recognize their strengths, where they thrive, what nourishes and delights them.
- _____ 5. In a group setting, Christians look to me when decisions need to be made.
- _____ 6. I enjoy learning about management issues and how organizations function.
- _____ 7. In my prayer life, I find myself devoting the bulk of my prayer time to intercessory prayer for those who are suffering.
- _____ 8. I basically like to do tasks, menial or otherwise, as long as they help others.
- _____ 9. I am quick to recognize the material needs of others and to assume some burden to meet those needs financially.
- _____ 10. I easily get the "big picture" when studying an area of knowledge. I can summarize and outline a book or lecture so that it is clearer than when it was first delivered.
- _____ 11. I am not indecisive or timid about Christian ministry: I am bold and confident in my endeavors.

- _____ 12. I find I have insight into what others consider conflicting and confusing.
- _____ 13. I can sense when demonic forces are at work in a person, situation, or teaching.
- _____ 14. I inspire others to take more seriously the Lordship of Christ in their lives.
- _____ 15. I have a tremendous drive within to understand truth, and I constantly look for ways to explain it to others.
- _____ 16. I have the ability to include spiritual truth in normal conversations with the unsaved by sensing occasions to do so.
- _____ 17. I am inclined towards the kind of discipling that watches over others' long term growth.
- _____ 18. I usually know the direction I am to go and can influence others to follow.
- _____ 19. I am an organizer, and I tend to be organized in my personal life as well.
- _____ 20. I love to do thoughtful things (remember birthdays, send cards, phone calls, etc.), especially to those who are often overlooked.
- _____ 21. I am quick to respond to the temporal needs of others.
- _____ 22. I am careful in the handling of my financial matters, purchasing only those things I need.
- _____ 23. I am an eager learner; I love to discuss and think about ideas.
- _____ 24. I have an enthusiasm about what God can and will do in and through me.
- _____ 25. I am able to see to the heart of the matter in a complex situation.
- _____ 26. I am a good judge of character. I have been told that my insights about certain people have been true.
- _____ 27. People frequently confide their deepest problems to me.
- _____ 28. I have a thirst for God's Word, and I discipline myself to carefully study it.
- _____ 29. I have a freedom and joy in talking about Christian things naturally and unforced in the presence of unbelievers.

- _____ 30. I have a great sense of responsibility for the spiritual growth and welfare of others.
- _____ 31. I am able to clarify a vision decisively, and to excite others to pursue it.
- _____ 32. I am bothered by the inefficient use of time, energy and money.
- _____ 33. I am able to empathize with suffering people and involve myself in their healing process.
- _____ 34. I am able to see concrete, physical needs and follow through to see they are met.
- _____ 35. I have no desire to bring attention to my generosity.
- _____ 36. I am more idea-oriented than people oriented.
- _____ 37. I am able to spot excuses which keep others from trusting God.
- _____ 38. I have a sense of confidence and enjoy the challenge of making decisions.
- _____ 39. I am not gullible and am seldom “taken-in” by anyone.
- _____ 40. I love to practically apply the Bible, and I am able to share Scripture which speaks to problems people are encountering.
- _____ 41. I am not satisfied with poorly organized explanations of Scripture.
- _____ 42. My burden for the unsaved is reflected in the amount of time I spend praying for them by name.
- _____ 43. I am not afraid to become “involved” with people. I don’t shrink from the time and emotional involvement which follows.
- _____ 44. People look to me when something needs to be done.
- _____ 45. I enjoy planning and executing a good course of action. I don’t mind the scheduling, phone calling, letter writing, etc. I just like getting things done.
- _____ 46. I am able to look beyond a person’s problems, weaknesses and sin to see a life that matters to God. I help those whom others think are undeserving.

- _____ 47. I am willing to do little jobs without any credit just for the joy of doing them and knowing they are a help to someone.
- _____ 48. It gives me great joy to give, and I am able to give large proportions of my wealth without great effort of will.
- _____ 49. I regularly research topics and read books to gain a better understanding of biblical truth.
- _____ 50. I have recurring experiences where in the midst of situations I sense God is going to do something unusual even though most around me do not have this kind of assurance.
- _____ 51. When a group discussion becomes confused and entangled, I am usually able to clarify, offer a suggestion which is insightful, and help to establish harmony and unity.
- _____ 52. I am apt to spot insincerity and “phoniness” before others do. I am able to understand motives and behavior in persons.
- _____ 53. I am a “people person”. I enjoy being with people and seem to have the ability to put them at ease.
- _____ 54. I am able to present biblical truth in a logical, systematic way, so that it is a blessing to others.
- _____ 55. I have a strong desire to share the Good News with others, and I feel incomplete when I am not witnessing regularly.
- _____ 56. I consider it very important to “keep in touch” with my brothers and sisters in Christ, and I make great efforts to follow their lives and struggles.
- _____ 57. I am a “goal oriented” person, generally decisive and clear in visualizing where I need to go.
- _____ 58. I am constantly making lists and writing notes to myself and others. I try to be efficient.
- _____ 59. I am comfortable in the presence of persons or situations that others avoid due to unpleasantness.

- _____ 60. I like very much doing a variety of practical things in the church to meet the needs of others.
- _____ 61. I am skillful in making and managing money, and it is important to me to give only to ministries where the money is handled wisely.
- _____ 62. I am comfortable with Bible study tools and enjoy using them.
- _____ 63. I find great satisfaction and joy in persisting through prayer for specific needs.
- _____ 64. I am one of the first ones to see and verbalize the consequences of a person's actions.
- _____ 65. I am able to go beneath the surface of statements to discern presuppositions of "where he's coming from".
- _____ 66. I am not one for speculation or abstraction. I am practically minded, helping others in the application of Scripture to their lives. I prefer to apply truth rather than research it.
- _____ 67. It troubles me when Scripture is used out of context.
- _____ 68. I become frustrated when I see other Christians who don't seem to care as much about the lost as I do.
- _____ 69. I have a strong desire to give myself to struggling or straying Christians so that they are encouraged and brought back into the group.
- _____ 70. I remain confident and undistracted when problems arise.
- _____ 71. I am able to identify concrete ways to achieve abstract goals.
- _____ 72. I am extremely patient; I seem to be able to sit at a bedside and not be put off by helpless or irksome behavior in people.
- _____ 73. I like to assist leaders in the church in order to allow them to more effectively use their gifts.
- _____ 74. I am willing to sacrifice personal wants to give to God's work.
- _____ 75. I would probably enjoy researching and writing a commentary on the Bible.

- _____ 76. I encourage other Christians to trust God and think big in terms of certain goals and actions.
- _____ 77. I have a good amount of “common sense”.
- _____ 78. I seem to have a keen sense for recognizing inconsistencies.
- _____ 79. I am able to listen to problems without becoming extremely weighed down or depressed myself.
- _____ 80. I think that Bible study is foundational to the operation of all the gifts, and I am grieved when I see apathy among Christians to in-depth study of the Word.
- _____ 81. Even though I am sometimes afraid, I still feel compelled to share my faith with unbelievers, and I am amazed at their response.
- _____ 82. I prefer long-term, stable relationships in which I can be a leader for new or young believers.
- _____ 83. I am not afraid of responsibility, recognizing that my sufficiency is of the Lord.
- _____ 84. I do not enjoy specifically being told everything to do; rather, I like to be given a general direction and then the freedom to operate as I think best.
- _____ 85. I am very tender-hearted and deeply moved by a display of any suffering and distress.
- _____ 86. I have no desire to be “up front”. I prefer quiet, behind the scenes service for others.
- _____ 87. I want to see significant things happen for God’s glory, so I give more than the tithe.
- _____ 88. I am able to recall a large amount of pertinent information from my studies in the Bible and related study material.
- _____ 89. Even when things seem impossible, I trust God for His provision.
- _____ 90. I am respected for my ability to provide concise and appropriate solutions to difficult problems.

- _____ 91. I quickly notice when a speaker gives a wrong interpretation or misapplication of Scripture.
- _____ 92. I am a sympathetic person who “gets inside” and understands people’s feelings.
- _____ 93. I have strong convictions and opinions based on investigation of facts; I tend to be more objective than subjective.
- _____ 94. I seek out unbelievers with the desire to present the message of Christ. I am constantly looking for different ways to effectively share my faith.
- _____ 95. Over time, others have told me how much they appreciate my continuing support and concern for them.
- _____ 96. I take responsibility seriously, and I strive to accomplish my tasks “with diligence”.
- _____ 97. Because I focus on details, I am able to anticipate potential problems before they happen.
- _____ 98. I am comfortable in institutions (prisons, nursing homes, hospitals), places that others would rather avoid.
- _____ 99. Sometimes I undertake too much, having difficulty saying “no” and trying to do too many things by myself. I tend to do more than asked.
- _____ 100. I am fulfilled in sharing my money and possessions without expecting anything in return.
- _____ 101. I am able to distinguish key and important facts of Scripture.
- _____ 102. I expect great things for the cause of Christ, even without the visible means to accomplish them.
- _____ 103. God enables me to make practical application of biblical truth in a variety of situations.
- _____ 104. It troubles me deeply when I know people are being given half-truth, misapplied truth or the false.
- _____ 105. I am sympathetic and encouraging to people, but I also am able to rebuke with love when necessary.

- _____ 106. I can communicate difficult biblical concepts so that people become motivated to learn and study them more.
- _____ 107. My awareness of the many lost people around me is a great burden.
- _____ 108. I enjoy the task of relating to the successes and failures of the same group of believers over a long period of time.
- _____ 109. I am generally able to endure criticism.
- _____ 110. I am good at organizing ideas, people and events. I am a good delegator of responsibility; I don't do everything myself.
- _____ 111. I tend to be ruled by my heart rather than my head. I can become too personally and emotionally involved in helping needy people.
- _____ 112. I prefer working on immediate goals rather than long-range ones. I prefer doing a job to delegating it.
- _____ 113. I consistently and sacrificially give to the Lord, knowing He will meet my needs.
- _____ 114. I am constantly interested in acquiring and mastering new facts and principles of biblical truth.
- _____ 115. My strong belief in the effectiveness of prayer is not shared by many.
- _____ 116. In the midst of much conflict, I can offer an acceptable and simple plan for resolution.
- _____ 117. Others come to me often to clarify a teaching or a situation's rightness or wrongness.
- _____ 118. I am able to accept people as they are without judging them. I am a good listener.
- _____ 119. I love to learn and explain the Word in ways that cause people to listen and act accordingly. I am not threatened by questions.
- _____ 120. I like those I am around to know that I am a Christian, in the hope that they will ask me about my relationship with Christ.

- _____ 121. I am not content with surface relationships; I want to be known and to know others in an intimate way.
- _____ 122. I am a good motivator and can often help others see the broad picture.
- _____ 123. I like to work at making a ministry more efficient.
- _____ 124. I tend to be a crusader for good causes.
- _____ 125. I see the spiritual significance in the routine tasks I do in the church. I like to find things that need to be done, and do them, even without being asked.
- _____ 126. I am willing to maintain a lower standard of living in order to benefit God's work.
- _____ 127. I am able to take in and retain and recall large amounts of information.
- _____ 128. When I sense God's direction, I will press on even with the objections or opposition of others.
- _____ 129. I often feel an unusual presence of God and personal confidence when important decisions need to be made.
- _____ 130. In spiritual matters, I am usually able to distinguish between truth and error.

Experience Assessment Response Sheet

Transfer each response on your **Experience Assessment** sheet in the corresponding box below. Then record the sum of the responses for each gift and record in the *Total* column.

Gift	Total	Scores									
Exhortation		1	14	27	40	53	66	79	92	105	118
Teaching		2	15	28	41	54	67	80	93	106	119
Evangelism		3	16	29	42	55	68	81	94	107	120
Pastor-Teacher		4	17	30	43	56	69	82	95	108	121
Leadership		5	18	31	44	57	70	83	96	109	122
Administration		6	19	32	45	58	71	84	97	110	123
Mercy		7	20	33	46	59	72	85	98	111	124
Helps/Service		8	21	34	47	60	73	86	99	112	125
Giving		9	22	35	48	61	74	87	100	113	126
Knowledge		10	23	36	49	62	75	88	101	114	127
Faith		11	24	37	50	63	76	89	102	115	128
Wisdom		12	25	38	51	64	77	90	103	116	129
Discernment		13	26	39	52	65	78	91	104	117	130

Record your top four scores in the table below in the order of highest to lowest.

SCORE	GIFT
1.	
2.	
3.	
4.	

Personal Conviction Assessment

The Personal Conviction Assessment may indicate your spiritual gifts through your desires, dreams, or burdens. God’s leadings, promptings, or call often correlates to your giftedness. While you might not be able to answer each of the following questions, respond as best you can to the ones that apply. Reflect carefully.

My Models: (Principle: Gifted leaders and role models may attract people with a similar gift.)

1. When I think about people in ministry, I would like to be like:

Name	Gift(s) Admired
_____	_____
_____	_____
_____	_____

2. If I could be associated with a gifted Christian for special “on-the-job training” in terms of their gift, I would choose...

Name	Gift(s) and Ministry(s)
_____	_____
_____	_____
_____	_____

My Desires: (Principle; a restless, growing desire or burden may indicate a gift).

3. If I could be involved or contribute to any ministry anywhere, it would be:

4. As I have observed the needs and ministry opportunities in this church, I am drawn to serve in:

My Experiences: (Principle: My experiences in the past as well as my current circumstances may have involved the use of a particular gift or gifts.)

5. In the past, others have commented that they have been helped or blessed by my service when I did the following:

6. In the past I have been blessed when I served or ministered in the following ways:

<u>Ministry</u>	<u>Possible gifts manifested</u>
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My Calling: (Principle: A God-directed call to a specific task may mean a gift is needed. You may not be able to answer this with any conviction at this point in your life.)

7. I am certain that God has called me to a specific ministry. It is:

<u>Ministry</u>	<u>Gifts Required</u>
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Scoring of Personal Conviction Assessment:

As you review the questions above, list those gifts which occur two or more times (start with the most frequently observed)

1. _____
2. _____
3. _____
4. _____

Transfer these results to your "Summary of Assessments" Sheet.

Summary of Assessments

List your top four gifts from each assessment, using 1,2,3,4 alongside the appropriate gifts. If two or more gifts have the same score, then rate them equally.

***PLEASE NOTE:** The gifts of APOSTLESHIP and PROPHECY are not included in this assessment. If and when they are studied more extensively by our denomination's General Assembly, conclusions will be added to this material. Also, the Gifts of TONGUES, INTERPRETATION, MIRACLES and HEALING are not included in this assessment. They are not included here because these gifts are not consistently present at all times in all places. In other words, they are extraordinary and temporary as God sovereignly ordains in order to point to His power (especially in the midst of powerful manifestations of evil) and to accelerate and/or deepen the gospel's effectiveness. Please see the pamphlet "A Pastoral Letter Concerning the Experience of the Holy Spirit in the Church Today" by the Presbyterian Church in America for further discussion on these gifts.*

GIFTS	Character Trait Assessment	Observation #1	Observation #2	Experience Assessment	Personal Conviction	Conclusions
SPEAKING GIFTS						
Teaching						
Pastoring						
Exhortation						
Evangelism						
Leadership						
SERVING GIFTS						
Administration						
Mercy						
Helps						
Giving						
SUPPORT GIFTS						
Knowledge						
Wisdom						
Faith						
Discernment						

CONCLUSIONS: My Spiritual Gifts probably are . . .

1. _____
2. _____
3. _____
4. _____

**FINALIZING
YOUR GIFTS
PROFILE**

Guidelines for Completing Your Servant Profile

In order to understand your unique place in the Body of Christ, you must know your spiritual gift mix. However, other factors are important to complete the picture, and the total of these comprise your “Servant Profile”.

Your Spiritual Gifts

This is what you are to do. After carefully reading the spiritual gift descriptions given you in this course and completing the assessment forms, list what you think are your top three gifts on your servant profile sheet.

Your Passion

This is where you are to do it. Your “passion” is what occupies your thoughts, your “dream”, your “burden. Answering the following questions should reveal your “passion”:

1. What local, global, political, social or church issues cause a strong emotional stirring in you?
2. To what group of people do you feel most attracted? (E.g.; the poor, the elderly, prisoners, the lost, Christians, young children, youth , young adults, Chinese, Mexicans, etc.)
3. What is the area of need which is of greatest importance to you? (E.g.; Bible teaching, evangelism, meeting physical needs, meeting emotional needs, missions, sanctity of life, political activism, discipleship?)

Your Natural Talents and Abilities

While your natural talents and skills should not be your primary guide for where you should serve in the church, they are a part of who God made you to be, and they can often be coupled with your spiritual gifts for effective service. Your unique contributions to the Body within a certain ministry may involve the use of both your gifts and talents.

1. In what areas do you have a certain amount of competence?
2. What do you do with confidence? (e.g.; athletics, cooking, interior design, carpentry, gardening, music, nursing)

Your Temperament and Personality

This helps to flesh out the specifics of the what you are to do and the where you are to do it. Factors to consider:

1. Are you an extrovert or an introvert? To what degree?

2. Are you a “thinker” or a “feeler”?
3. Do you prefer “routine” tasks or a “variety”?

Your Spiritual Maturity

Growing in Christ takes time; it is a process, a journey. As you mature, your gifts will, also. Your service in the Body at any given time must be influenced by your level of spiritual maturity. Where do you see yourself now?

1. **Unbeliever**
2. **New believer.**

You have recently become a Christian. There is excitement and enthusiasm in your new walk with Jesus. Possibly you have been a Christian for awhile, but are just now beginning to grow. You are aware of your need to know more of the basics of the Christian faith.

3. **Growing/stable believer**

Your life is marked by the stability that comes from knowing Christ, regularly worshipping with His people and being salt and light in the lives of others.

4. **Leader/equippier**

You have matured in the faith. You are able to model for other believers life in Christ. You can lead by example and guide others in a deeper understanding of what it means to be a Christian.

Your Schedule

“Be careful how you walk, not as unwise people, but as wise, making the most of our time, because the days are evil.” Ephesians 5:15-16

Our time is a precious commodity. We will be held accountable for our use of the time God has given us. We must not “waste” it with useless or harmful pursuits. However, we also must not over schedule and become too busy. We must allow time for family, for personal study, for prayer and reflection, for relationships, for spontaneous ministry as the Spirit leads.

