

SPIRITUAL GIFTS TEST

The gift list is a combination of the gifts found in Romans, 1 Corinthians, and Ephesians. In this context we are grouping all of these into a single spiritual gifts list, but we encourage every person to learn more about each grouping.

SPIRITUAL GIFTS QUESTIONS

1. I like organizing services and events.
2. I enjoy starting new churches.
3. I can tell when someone is insincere.
4. I pray for the lost daily.
5. Encouraging others is a high priority in my life.
6. Believing God for our daily needs is important to me.
7. Influencing others for the kingdom of God through finances is extremely important to me.
8. I enjoy having people come to my house.
9. Education is very important to me.
10. I tend to motivate others to get involved.
11. My heart hurts when I see others hurting.
12. Caring for the hurting is very important in my eyes.
13. The willful sin of others really aggravates me.
14. I enjoy serving behind the scenes.
15. I enjoy creating outlines of the Bible.
16. I enjoy the book of Proverbs more than any other book in the Bible.
17. I am passionate about managing details.
18. I prefer to pioneer new ministry projects.
19. I sense when situations are spiritually unhealthy.
20. I am greatly concerned about seeing the lost saved.
21. I try to come across loving and caring.
22. Asking God for a list of big things is exciting to me.
23. I find ways to give offerings above my tithe.
24. Creating a warm and welcoming home is important to me.
25. People seek me out to learn more about the Kingdom of God.
26. I prefer to take the lead whenever necessary.
27. I'm very sensitive to sad stories.
28. I enjoy connecting, caring, and coaching others.
29. Confronting someone with sin in their life is not hard.
30. It bothers me when people sit around and do nothing.
31. I share Biblical truth with others in hopes of their personal growth.
32. When I study Scripture, God gives me unique insights.
33. Creating a task list is easy and enjoyable for me.
34. I am attracted to ministries that start new churches.
35. I can pinpoint issues or problems before others.
36. I enjoy sharing the gospel with a total stranger.
37. I look for ways to be an encouragement to other people.
38. I trust that God has my back in every situation.
39. Making more money means I can give more.
40. I tend to make total strangers feel at home.
41. I enjoy knowing Biblical details and helping others to understand.
42. I delegate responsibilities to accomplish tasks.
43. I am motivated to help those who are less fortunate.
44. I enjoy walking with someone in times of distress.
45. I enjoy hearing passionate and clear preaching of the truth.
46. I like to do small things that others pass over.
47. I prefer to teach the Bible topically rather than verse by verse.
48. When faced with difficulty I tend to make wise decisions and choices.

SPIRITUAL GIFTS RATINGS

NEVER = 1 RARELY = 2 SOMETIMES = 3 OFTEN = 4 ALWAYS = 5

			TOTAL
1. _____	17. _____	33. _____	A. _____
2. _____	18. _____	34. _____	B. _____
3. _____	19. _____	35. _____	C. _____
4. _____	20. _____	36. _____	D. _____
5. _____	21. _____	37. _____	E. _____
6. _____	22. _____	38. _____	F. _____
7. _____	23. _____	39. _____	G. _____
8. _____	24. _____	40. _____	H. _____
9. _____	25. _____	41. _____	I. _____
10. _____	26. _____	42. _____	J. _____
11. _____	27. _____	43. _____	K. _____
12. _____	28. _____	44. _____	L. _____
13. _____	29. _____	45. _____	M. _____
14. _____	30. _____	46. _____	N. _____
15. _____	31. _____	47. _____	O. _____
16. _____	32. _____	48. _____	P. _____

SPIRITUAL GIFTS ARE GIVEN
FOR THE **GLORY** OF GOD.

GIFT DEFINITIONS AND SCRIPTURE REFERENCES

The following contains definitions of the Spiritual gifts. While not meant to be dogmatic or final, these definitions and supporting scriptures do correspond to characteristics of the gifts as expressed in the Gifts Questionnaire.

A. ADMINISTRATION

The gift of administration is the divine strength or ability to organize multiple tasks and groups of people to accomplish these tasks. *Luke 14:28-30; Acts 6:1-7; I Corinthians 12:28*

B. APOSTLESHIP

The gift of apostleship is the divine strength or ability to pioneer new churches and ministries through planting, overseeing, and training. *Acts 15:22-35; I Cor. 12:28; 2 Cor. 12:12; Gal. 2:7-10; Ephesians 4:11-14*

C. DISCERNMENT

The gift of discernment is the divine strength or ability to spiritually identify falsehood and to distinguish between right and wrong motives and situations. *Matthew 16:21-23; Acts 5:1-11, 16:16-18; I Corinthians 12:10; I John 4:1-6*

D. EVANGELISM

The gift of evangelism is the divine strength or ability to help non-Christians take the necessary steps to becoming a born-again Christian. *Acts 8:5-6, 8:26-40, 14:21, 21:8; Ephesians 4:11-14*

E. EXHORTATION

The gift of exhortation is the divine strength or ability to encourage others through the written or spoken word and Biblical truth. *Acts 14:22; Romans 12:8; I Timothy 4:13; Hebrews 10:24-25*

F. FAITH

The gift of faith is the divine strength or ability to believe in God for unseen supernatural results in every arena of life. *Acts 11:22-24; Romans 4:18-21; I Corinthians 12:9; Hebrews 11*

G. GIVING

The gift of giving is the divine strength or ability to produce wealth and to give by tithes and offerings for the purpose of advancing the Kingdom of God on earth. *Mark 12:41-44; Romans 12:8; 2 Cor. 8:1-7, 9:2-7*

H. HOSPITALITY

The gift of hospitality is the divine strength or ability to create warm, welcoming environments for others in places such as your home, office, or church. *Acts 16:14-15; Romans 12:13, 16:23; Heb. 13:1-2, I Peter 4:9*

I. KNOWLEDGE

The gift of knowledge is the divine strength or ability to bring clarity and to understand situations and circumstances often accompanied by a word from God. *Acts 5:1-11, I Cor. 12:8, Col. 2:2-3*

J. LEADERSHIP

The gift of leadership is the divine strength or ability to influence people at their level while directing and focusing them on the big picture, vision, or idea. *Romans 12:8; I Timothy 3:1-13, 5:17; Hebrews 13:17*

K. MERCY

The gift of mercy is the divine strength or ability to feel empathy and to care for those who are hurting in any way. *Matthew 9:35-36; Mark 9:41; Romans 12:8; I Thessalonians 5:14*

L. PASTOR / SHEPHERD

The gift of pastor / shepherd is the divine strength or ability to care for the personal needs of others by nurturing and mending life issues. *John 10:1-18; Ephesians 4:11-14; I Timothy 3:1-7; I Peter 5:1-3*

M. PROPHECY

The gift of prophecy is the divine strength or ability to boldly speak and bring clarity to scriptural and doctrinal truth, in some cases foretelling God's plan. *Acts 2:37-40, 7:51-53, 26:24-29; I Cor. 14:1-4; I Thessalonians 1:5*

N. SERVICE

The gift of serving is the divine strength or ability to do small or great tasks in working for the overall good of the body of Christ. *Acts 6:1-7; Romans 12:7; Galatians 6:10; 2 Timothy 1:16-18; Titus 3:14.*

O. TEACHING

The gift of teaching is the divine strength or ability to study and learn from the Scriptures primarily to bring understanding and depth to other Christians. *Acts 18:24-28, 20:20-21; I Cor. 12:28, Eph. 4:11-14*

P. WISDOM

The gift of wisdom is the divine strength or ability to apply the truths of Scripture in a practical way, producing the fruitful outcome and character of Jesus Christ. *Acts 6:3, 10; I Corinthians 2:6-13, 12:8*

KNOW YOURSELF

PERSONALITY/LEADERSHIP STYLE TEST

1. _____ Total _____	Never	Rarely	Sometimes	Often	Always
I am assertive, demanding, and decisive.	1	2	3	4	5
I enjoy doing multiple tasks at once.	1	2	3	4	5
I thrive in a challenge-based environment.	1	2	3	4	5
I think about tasks above others or myself.	1	2	3	4	5
I am motivated by accomplishment and authority.	1	2	3	4	5

2. _____ Total _____	Never	Rarely	Sometimes	Often	Always
I enjoy influencing and inspiring people.	1	2	3	4	5
I tend to be the life of the party.	1	2	3	4	5
I think about motivating people.	1	2	3	4	5
I am optimistic about others.	1	2	3	4	5
I am motivated by recognition and approval.	1	2	3	4	5

3. _____ Total _____	Never	Rarely	Sometimes	Often	Always
I thrive in consistent environments vs. changing ones.	1	2	3	4	5
I prefer specifics over generalizations.	1	2	3	4	5
I enjoy small groups of people.	1	2	3	4	5
I prefer being a member of a team vs. leading the team.	1	2	3	4	5
I am motivated by stability and support.	1	2	3	4	5

4. _____ Total _____	Never	Rarely	Sometimes	Often	Always
I avoid taking big risks.	1	2	3	4	5
I love tasks, order and details.	1	2	3	4	5
I am right most of the time.	1	2	3	4	5
I comply with clearly defined rules.	1	2	3	4	5
I am motivated by quality and correctness.	1	2	3	4	5

MY PERSONALITY / LEADERSHIP STYLE

DISCOVERING YOUR PERSONALITY

Examining four personality types:

1 = "D"OMINANCE

2 = "I"NFLUENCE

3 = "S"TEADINESS

4 = "C"ONSCIENTIOUSNESS

*"Thank you for making me so wonderfully complex! Your workmanship is marvelous – how well I know it."
Psalm 139:14*

Elements that help to develop your personality:

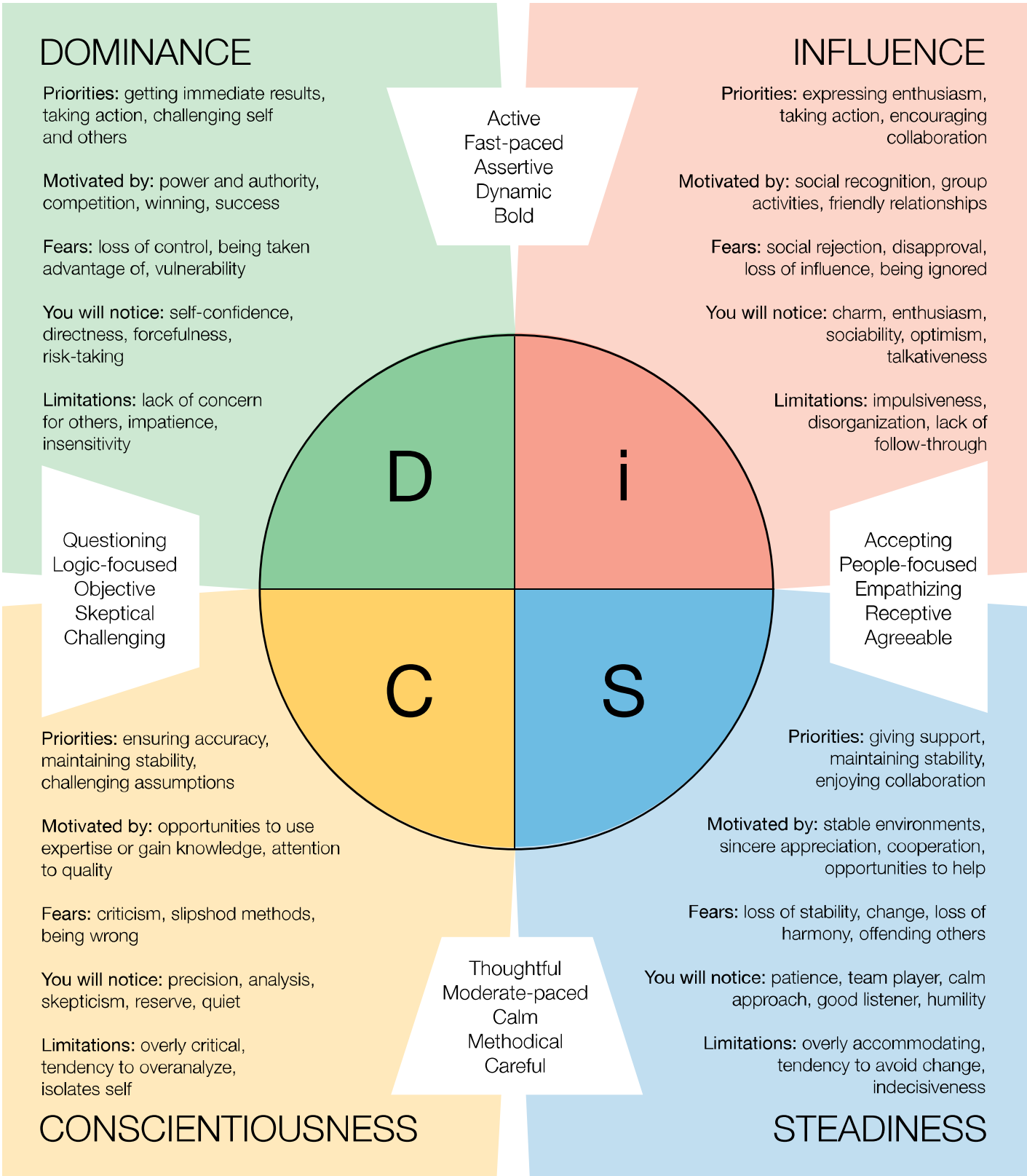
1. Family History

2. Training

3. Mentors

4. Experiences

"This means that anyone who belongs to Christ has become a new person. The old life is gone; a new life has begun!" 2 Corinthians 5:17



D

“D”s are direct and decisive; they are risk takers and problem solvers. They are more concerned with completing tasks and winning than they are with gaining approval from people. Though the internal drive tends to make them insensitive to those around them, “D”s are not afraid to challenge the status quo, and they thrive when it comes to developing new things. They need discipline to excel, and they respond to direct confrontation. The greatest fear of a “D” is to be taken advantage of, and even despite their possible weaknesses—which include an aversion to routine, a tendency to overstep authority, an argumentative nature, and a habit of taking on too much—they place a high value on time and use their innovative thinking to accomplish difficult tasks and conquer challenges.

I

“I”s are inspiring and impressive. Enthusiastic, optimistic, impulsive, and emotional—they tend to be creative problem solvers and excellent encouragers. They often have a large number of friends, but they can become more concerned with approval and popularity than with getting results. An “I”s greatest fear is rejection, but they thrive when it comes to motivating others. Their positive sense of humor helps them negotiate conflicts. Though they can be inattentive to details and poor listeners, they can be great peacemakers and effective teammates when they control their feelings and minimize their urge to entertain and be the center of attention. They value lots of human touch and connection.

S

“S”s are steady and more reserved. Because they are stable and predictable, they do not like change, and they thrive in secure, non-threatening environments. They are often friendly and understanding as well as good listeners and loyal workers who are happy doing the same job consistently. With an incredible ability to forgive, reliable and dependable “S”s tend to make the best friends. Their greatest fear, however, is loss of security, and their possible weaknesses naturally include not only resistance to change, but also difficulty adjusting to it. They can also be too sensitive to criticism and unable to establish priorities. In order to avoid being taken advantage of, “S”s need to be stronger and learn how to say “no”. They also like to avoid the limelight, but when given an opportunity to genuinely help others, they will gladly rise to the occasion. They feel most valued when they have truly helped someone.

C

“C”s are compliant and analytical. Careful and logical lines of thinking drive them forward, and accuracy is a top priority. They hold high standards and value systematic approaches to problem solving. Though they thrive when given opportunities to find solutions, they tend to ignore the feelings of others and can often be critical and downright crabby. Verbalizing feelings is difficult for them, but when they are not bogged down in details and have clear-cut boundaries, they can be big assets to the team by providing calculated “reality checks.” The “C”s biggest fear is criticism, and their need for perfectionism is often a weakness, as is their tendency to give in the midst of an argument. However, they are thorough in all activities and can bring a conscientious, even-tempered element to the team that will provide solid grounding. They value being correct the most.

D / I - "D/I"s are **curious concluders** who place emphasis on the bottom line and work hard to reach their goals. They are more determined than they are inspirational, yet their high expectations and standards for themselves and those around them typically causes them to make them quite an impact, motivating others to follow them. They have an array of interests and can become distracted by taking on too many projects. They often need to focus, prioritize, and simply slow down. Because "D/I"s thrive on activity and forward motion, they like to accomplish tasks through a large number of people. *Biblical Examples: Joshua (Joshua 1), Noah (Genesis 6-9), Sarah (Genesis 16, 1 Peter 3:6)*

I / D - "I/D"s are **persuaders** who are outgoing and energetic. They enjoy large groups and use their power of influence to attain respect and convince people to follow their lead. Sometimes they can be viewed as fidgety and nervous, but it comes from their need to be part of challenges that have variety, freedom, and mobility. "I/D"s could benefit from learning to look before they leap and spending more time being studious and still. They make inspiring leaders and know how to get results from and through people. *Biblical Examples: John the Baptist (Luke 3), Peter (Matthew 16 and 26, Acts 3), Rebekah (Genesis 24)*

S / D - "S/D"s are **quiet leaders** who can be counted on to get the job done. They perform better in small groups and do not enjoy speaking in front of crowds. Though they can be soft and hard-hearted at the same time, they enjoy close relationships with people, being careful not to dominate them. Challenges motivate them, especially ones that allow them to take a systemic approach. Because this personality style tends to be determined, persevering through time and struggles, they benefit from encouragement and positive relationships. *Biblical Examples: Martha (Luke 10:38-42), Job (Job 1:5, James 5:11)*

C / D - "C/D"s are **cautious and determined designers** who are consistently task oriented and very aware of problems. Sometimes viewed as insensitive, they do care about individual people but have a difficult time showing it. They often feel they are the only ones who can do the job the way it needs to be done, but because of their administrative skills, they are able to bring plans for change and improvements to fruition. "C/D"s have a tendency to be serious and could benefit from being more optimistic and enthusiastic. Despite their natural drive to achieve, they should concentrate on developing healthy relationships and simply loving people. *Biblical Examples: Bezalel (Exodus 35:30-36, 8, 37:1-9), Jochebed (Exodus 1:22-2:4), Jethro (Exodus 2, 18)*

D / S - "D/S"s are **attainers and achievers** with an ability to persevere. They are more active than passive, but they possess a kind of calm sensitivity and steadiness that makes them good leaders. They seem to be people oriented but can easily be dominant and decisive when it comes to tasks and project planning. They strive to accomplish goals with fierce determination that comes from strong internal drive, but they could benefit from contemplative and conservative thinking as well as spending more time focusing on relationships. *Biblical Examples: Daniel (Daniel 1-6), Job (Job 1:5, James 5:11), Martha (Luke 10: 38-42)*

I / S - "I/S"s are **influential counselors** who love people, and it is no surprise that people love them. They live to please and serve, and they tend to be good listeners. Looking good and encouraging others is important to them, as is following through and being obedient. They often lack in the area of organization and can be more concerned with the people involved than they are with the task at hand, however, they can be center stage or behind the scenes with equal effectiveness, and they shine when it comes to influencing and helping others. *Biblical Examples: Barnabas (Acts 4, 9, 11-15), Elisha (1 Kings 19, 2 Kings 2-3), Nicodemus (John 3, 7, 19)*

S / I - “S/I” s are **inspirational counselors** who exhibit warmth and sensitivity. Tolerant and forgiving, they have many friends because they accept and represent others well. Their social nature and desire to be likable and flexible makes them inclined to be overly tolerant and non-confrontational. “S/I”s will benefit from being more task-oriented and paying more attention to detail. Kind and considerate, they include others and inspire them to follow. Words of affirmation go a long way with this personality type, and with the right motivation, they can be excellent team players. *Biblical Examples: Mary Magdalene (Luke 7: 36-47), Elisha (1 Kings 19, 2 Kings 2-13, Barnabas (Acts 4, 9, 11-15)*

C / I - “C/I”s pay attention to the **details**. They tend to impress others by doing things right and stabilizing situations. Not considered aggressive or pushy, they enjoy both large and small crowds. Though they work well with people, they are sometimes too sensitive to what others think about them and their work. They could often benefit from being more assertive and self motivated. Often excellent judges of character, they easily trust those who meet their standards. They are moved by genuine and enthusiastic approval as well as concise and logical explanations. *Biblical Examples: Miriam (Exodus 15-21, Numbers 12:1- 15), Ezra (Ezra 7, 8)*

D / C - “D/C”s are **challengers** and can either be determined students or defiant critics. Being in charge is important to them, yet they care little about what others think as long as they get the job done. They have a great deal of foresight and examine every avenue to find the best solution; they prefer to work alone. Though they fear failure and the lack of influence, they are motivated by challenges and can often be excellent administrators. They can benefit from learning to relax and paying more attention to people. *Biblical Examples: Malachi (Malachi 4), Nathan (2 Samuel 12: 1-13), Nahum (Nahum 1-3)*

I / C - “I/C”s are inspiring yet **cautious assessors** who are excellent communicators through the combination of concerned awareness and appreciation of people. They excel in determining ways to improve production. They tend to be impatient and critical and they can also be overly persuasive and too consumed by the desire to win. “I/C”s like to work inside the box, and they could benefit from trying new things and caring less about what others think. This personality type often possesses a gift for teaching; they are generally dependable when it comes to paying attention to details and getting the job done. *Biblical Examples: Miriam (Exodus 15- 21), Ezra (Ezra 7-8), Shunammite Women (2 Kings 4:8-37)*

S / C - “S/C”s are **diplomatic and steady** as well as detail-oriented, stable, and contemplative, they like to weigh the evidence and discover the facts to come to a logical conclusion. More deliberate, they prefer to take their time, especially when the decision involves others. Possible weaknesses include being highly sensitive and unable to handle criticism, and they also need to be aware of the way they treat others. Operating best in precise and cause worthy projects, the “S/C” can be a peacemaker; this makes them a loyal team member and friend. *Biblical Examples: Moses (Exodus 3, 4, 20, 32), John (John 19:26-27), Eliezer (Genesis 24)*

C / S - “C/S”s are **systematic and stable**. They tend to do one thing at a time—and do it right. Reserved and cautious, they would rather work behind the scenes to stay on track; however, they seldom take risks or try new things and naturally dislike sudden changes in their environments. Precisionist to the letter, they painstakingly require accuracy and fear criticism, which they equate to failure. Diligent workers, their motivation comes from serving others. *Biblical Examples: Esther (Esther 4), Zechariah (Luke 1), Joseph (Matthew 1: 1-23)*

PERSONAL GROWTH AREAS

IF YOU ARE A “D”

Mature = Gentleness

Choleric – dominance, directness, task-oriented, decisive, organized, outgoing, outspoken

- Strive to be an “active” listener.
- Be attentive to other team members’ ideas until everyone reaches a consensus.
- Be less controlling and domineering.
- Develop a greater appreciation for the opinions, feelings, and desires of others.
- Put more energy into personal relationships.
- Show your support for the other team members.
- Take time to explain the “whys” of your statements and proposals.
- Be friendlier and more approachable.

IF YOU ARE AN “I”

Mature = Self discipline

- Sanguine – influence, interest in people, witty, easygoing, outgoing, people-oriented
- Weigh the pros and cons before making a decision; be less impulsive.
- Be more results oriented. Exercise control over your actions, words, and emotions.
- Focus more on details and facts.
- Remember to slow down your pace for other team members.
- Talk less; listen more.
- Consider and evaluate ideas from other team members.
- Concentrate on following through with tasks.

IF YOU ARE AN “S”

Mature = Initiative

- Phlegmatic – steadiness, stability, analyze, people-oriented, introverted
- Be more open to change. Be more direct in your interactions.
- Focus on overall goals of the team rather than specific procedures.
- Deal with confrontation constructively.
- Develop more flexibility.
- Increase pace to accomplish goals.
- Show more initiative.
- Work at expressing your thoughts, opinions, and feelings.

IF YOU ARE A “C”

Mature = Joy

- Melancholy – compliance, competence, task-oriented, goal-oriented, introverted
- Concentrate on doing the right things – not just doing things right.
- Be less critical of others’ ideas and methods.
- Respond more quickly to accomplish team goals.
- Strive to build relationships with other team members.
- Be more decisive.
- Focus less on facts and more on people.
- Take risks along with other team members.