

APPENDIX

encouragement
creative ability
leadership
giving administration
faith service
teaching
discernment
hospitality evangelism
mercy
shepherding
healing
intercession

2

Discovering My Gifts

STEP 1

How to Complete the Gifts Analysis Questionnaire

Each statement in the following questionnaire has five response boxes following it: Very Little (0–20%), Little (20–40%), Some (40–60%), Much (60–80%), and Very Much (80–100%).

Read each statement, decide to what extent it is true of you, and check the appropriate box. Think of how things *are*, not how you might *wish* they would be. Your first impressions are usually correct.

If most of your checks are placed toward the right or toward the left, don't worry about it. This questionnaire is unique for each person who takes it.

STEP 2

Gifts Analysis Questionnaire

This questionnaire will help you discover your spiritual gifts.

THE FOLLOWING IS TRUE OF ME:

- (1) Very Little (2) Little (3) Some (4) Much (5) Very Much
1. I am able to organize ideas, tasks, people, and time for Christian service.....
 2. I have used a particular creative ability (writing, painting, drama, thinking, problem solving, music, crafts) to benefit others in the body of Christ.....
 3. I am able to distinguish between spiritual truth and error.....
 4. I have been used to encourage people to live Christlike lives.....
 5. I like to talk about Jesus to those who don't know him.....
 6. I have had the experience of knowing God's will with certainty in a specific situation even when concrete evidence was missing
 7. I assume responsibility for meeting financial needs in the church and community

(1) Very Little
 (2) Little
 (3) Some
 (4) Much
 (5) Very Much

- 8. I have prayed with success for others to be physically, spiritually, and emotionally healed apart from natural means
- 9. I enjoy providing a haven for guests and do not feel put upon by unexpected visitors
- 10. I take the prayer requests of others seriously and continue to pray for them.....
- 11. I motivate groups toward specific biblical objectives
- 12. I have a knack for turning compassion into cheerful deeds of kindness.....
- 13. I have pleaded the cause of God to the people of the church and/or world
- 14. I enjoy doing tasks that help others minister effectively.....
- 15. I have been responsible for the spiritual growth of Christians, with good results.....
- 16. It is important to me that the content of teaching “comes alive” and is relevant to needs of persons.....
- 17. I like to plan things in which people are involved.....
- 18. I would enjoy expressing myself creatively for God through artistic expression (music, drama, poetry, crafts, art, writing)
- 19. I see a serious danger when false teachings and false practices creep into the church
- 20. I am sensitive to suffering, troubled, and discouraged people, and want to help them see God’s answers to life’s problems
- 21. I would like to be able to share the gospel freely and effectively with unbelieving persons
- 22. I find myself accepting God’s promises at face value and applying them to given situations without doubt.....
- 23. I feel moved to give when confronted with financial needs in God’s kingdom
- 24. I have been an instrument of God’s supernatural healing power and he was glorified.....
- 25. I am sensitive to the acts of kindness that make such a difference for guests or strangers.....
- 26. I am sensitive to the prayer needs of others and concerned to give the needed prayer support ...
- 27. I have a desire to help lead, guide, and direct people in an important church ministry
- 28. I would like to minister to those who have physical or mental problems
- 29. I have spiritual insights from the Scriptures relating to people and issues that make me want to speak out.....
- 30. I sense when others need a helping hand and am ready to give it
- 31. I am concerned to see the spiritual needs of believers met and am willing to be personally involved in nurturing and disciplining ministries
- 32. I like to help people understand things.....
- 33. I am able to make effective plans to accomplish goals
- 34. I have significant artistic ability (music, drama, writing, painting, sculpting, crafts, sewing, bulletin boards) that I have put to good use in God’s kingdom
- 35. I have detected phony or manipulative persons and teachings when others have not.....
- 36. People in the Christian community have been stirred up to love and good works by my counsel and encouragement.....

(1) Very Little
 (2) Little
 (3) Some
 (4) Much
 (5) Very Much

- 37. I have been instrumental in leading others to believe in Christ as their Savior
- 38. In specific cases God has given me assurance that he would do what seemed unlikely
- 39. I give cheerfully and liberally in support of the Lord's work.....
- 40. In the name of Jesus Christ, I have been able to bring healing to someone who was ill
- 41. I have a knack for making strangers feel at ease in my home and at church
- 42. I pray for others, recognizing that their effectiveness depends on it.....
- 43. I enjoy leading and directing others toward goals and caring for them for the sake of Christ
- 44. I enjoy working with people who suffer from physical, mental or emotional problems
- 45. I have proclaimed timely and urgent messages from God's Word
- 46. I like to work at little things that help build the body of Christ.....
- 47. I assume responsibility when I see a Christian being led astray
- 48. I am able to help persons (children, youth, or adults) gain new understandings of the faith.....
- 49. I would enjoy giving oversight to an important church ministry.....
- 50. I have the potential to be very creative in an area that could be used in building up the church...
- 51. I tend to look beneath the surface and perceive people's motives.....
- 52. I believe that people will grow to spiritual maturity through counsel and instruction from the Word...
- 53. I have a burden for friends and acquaintances who do not believe in Christ
- 54. I have a sense for moments when the "prayer of faith" is needed
- 55. I am willing to maintain a lower standard of living in order to benefit God's work with my financial support
- 56. I have an unusual compassion for persons who are physically sick and desire to see them healed
- 57. I tend to be more aware of the needs of guests than of my own needs.....
- 58. I have an inner conviction that God works in response to prayer, and I want to be used to help others through prayer
- 59. If I had the opportunity, I would enjoy leading, directing, and motivating others in some aspect of the Lord's work.....
- 60. The sight of misery makes me want to find a way to express God's love to hurting persons
- 61. Given the opportunity, I would like to be a preacher of God's Word
- 62. I like to do work that helps others do theirs.....
- 63. I sense in myself a shepherd's instinct when I know of Christians who need spiritual counsel
- 64. I quickly sense when people (children, youth, or adults) are searching for new understandings of the faith
- 65. I have a sense for delegating important tasks to the right people at the right time.....
- 66. I am aware that people have been blessed through my creative or artistic ability
- 67. I have developed an ability to discriminate between good and evil in today's world

(1) Very Little
 (2) Little
 (3) Some
 (4) Much
 (5) Very Much

- 68. I am glad when people who need comfort, consolation, encouragement, and counsel seek my help
- 69. I am able to share the gospel in a way that makes it clear and meaningful to nonbelievers
- 70. I am able to go on believing that God will act in a situation in spite of evidence to the contrary ...
- 71. I help people and the Lord’s work through generous and timely contributions
- 72. I have been used “In the name of the Lord” to cure an illness or disease.....
- 73. My home is available to those in need of hospitality
- 74. I am conscious of ministering to others as I pray for them
- 75. I have accepted leadership responsibilities and have succeeded in helping a group work toward a goal.....
- 76. Sick, helpless, shut-in persons are helped when I minister to them
- 77. God uses me to build up, encourage, and comfort other Christians by speaking to them of spiritual things
- 78. I find practical ways of helping others and gain satisfaction from doing this
- 79. The Lord has used me to watch over, guide, and nurture other believers toward spiritual maturity
- 80. I enjoy creating an environment that causes persons to want to learn and grow.....
- 81. I have a sense for how and when projects or ministries need to be better organized
- 82. I sense a latent creative ability (in drawing, writing, music, thinking, problem solving, art, crafts) which I would like to use for the kingdom of God.....
- 83. I am usually aware of people who pretend to be what they are not.....
- 84. I would be willing to spend some time each week in a counseling ministry
- 85. I am able to sense when a person doesn’t know Jesus Christ, and I hurt for him or her.....
- 86. I inwardly sense what Jesus meant when he said mountains could be moved by faith
- 87. I have a conviction that all I have belongs to God, and I want to be a good steward
- 88. I believe I have the authority from God to pray for a person to be physically healed
- 89. I have a genuine appreciation for each guest to whom I minister.....
- 90. I would be pleased if asked to be a prayer partner to someone involved in a ministry.....
- 91. I am usually quick to sense when a group I am a part of is “spinning its wheels” and I want to do something about it
- 92. I sense when people are hurting in some way
- 93. I think more Christians should speak out on the moral issues of the day, such as abortion, easy sex, racism, and so on
- 94. I wish I had more opportunity to assist others in their ministries.....
- 95. I would love to be in a position to equip saints for the work of ministry
- 96. I get excited about discovering new ideas I can share with others

STEP 3

Key Chart

Complete the Key Chart on your own. Begin by reading the instructions carefully. The leader will assist you with any questions.

1. Place the numerical value (1–5) for each statement of the questionnaire in the correct box in the Key Chart.
2. In Chart A, add each row of three numbers and write the total in the “Totals A” column. Do the same in the “Totals B” column for Chart B, adding to the left.
3. Circle the highest scores in the “Totals A” column. (Circle three or four, but not more than five.) Write the names of these gifts in Box A, “Working Gifts,” with the highest-scored gift first, the next highest second, and so forth. (In case of a tie, it doesn’t matter which one is listed first.)
4. Now in the “Totals B” column circle the highest scores that were *not* circled in Step 3. Write these gifts in Box B, “Waiting Gifts,” beginning with the highest.
5. Place any gifts not listed in Boxes A and B in Box C, “Not a Gift but a Role.”

CHART A			Totals A	CHART B	Totals B	CHART B		
1	33	65		Administration		17	49	81
2	34	66		Creative ability		18	50	82
3	35	67		Discernment		19	51	83
4	36	68		Encouragement		20	52	84
5	37	69		Evangelism		21	53	85
6	38	70		Faith		22	54	86
7	39	71		Giving		23	55	87
8	40	72		Healing		24	56	88
9	41	73		Hospitality		25	57	89
10	42	74		Intercession		26	58	90
11	43	75		Leadership		27	59	91
12	44	76		Mercy		28	60	92
13	45	77		Prophecy		29	61	93
14	46	78		Service		30	62	94
15	47	79		Shepherding		31	63	95
16	48	80		Teaching		32	64	96

BOX A: Working Gifts

Highest Scored Gifts in "Totals A"

1st _____

2nd _____

3rd _____

4th _____

5th _____

BOX B: Waiting Gifts

Highest Scored Gifts in "Totals B" but not in "Totals A"

1st _____

2nd _____

3rd _____

4th _____

5th _____

BOX C: Not a Gift but a Role

Notes:

