



DISCOVERING YOUR

Spiritual

GIFTS



AN EQUIPPING MINISTRY RESOURCE
WESTOVER CHURCH

DISCOVERING YOUR SPIRITUAL GIFTS

INSTRUCTION GUIDE

Thank you for taking time to complete the “Discovering Your Spiritual Gifts” Assessment. We believe that you are embarking upon a journey that will begin to change your entire life as you discover your spiritual gifts.

1. Read each question and write your numeric answer to the corresponding number on the answer sheet. Answer all 160 questions of the inventory by rating each one from 0-4: 0 (not at all), 1 (rarely), 2 (sometimes), 3 (most always), 4 (always). Do not hesitate rating questions with a 4 (always) or avoid, as much as possible, rating questions with a 2 (sometimes).
2. When finished with the assessment, add up the numbers horizontally and write the tallied number in the “total” column.

Sample:

1. 1	21. 0	41. 0	61. 2	81. 1	101. 2	121. 0	141. 1	Total
2. 4	22. 3	42. 3	62. 4	82. 3	102. 4	122. 3	142. 4	7
								28

3. Find your 3 or 4 highest total scores and circle the letters (A–T) with the highest scores.
4. Turn to the Spiritual gifts listing on the next page and find the letter that corresponds with your highest scores. Beside that letter is the name of the Spiritual Gift. Write the highest scored Spiritual Gifts on the answer sheet.
5. In understanding **how** God wants you to serve, it becomes your responsibility to continue to learn more about the gifts, and go forward with joy in life, using them to bring glory to God and to minister to others.
6. Discuss with an individual, who is a believer and who knows you well, the Body Affirmation Form on page 14.
7. If at any time during this process, you have questions, please contact us at 336.299.7374 x3023.

1. I tend to motivate others to get involved.
2. I enjoy helping others.
3. I like to start new churches from scratch.
4. I am burdened to pray whenever I hear reports about needy situations.
5. I have an ability to use my hands in a creative way to design or build things.
6. I can tell when people are insincere.
7. I love to hear evangelistic messages.
8. Teaching without practical application is lacking.
9. God has given me unusual assurances of His control.
10. People misunderstand my financial interests.
11. I love to provide my home as a haven or meeting place.
12. My study of the scriptures gives me unique knowledge.
13. I would rather be the leader, than just one of the leaders.
14. I tend to be super sensitive to sad stories.
15. I tend to be irritated when people sin.
16. I tend to get frustrated when the church is not growing.
17. I will do the little things no one else wants to do.
18. Education is very important to me.
19. I tend to make wise decisions and choices.
20. I am asked to sing or play a musical instrument at church functions.
21. I can do a lot of things at once.
22. I like to assist others so they have more time to do their own ministries.
23. I would be willing to move elsewhere to start a church.
24. I believe prayer is the most important thing a Christian can do.
25. I enjoy working with woodworking, building, crocheting, sewing, etc.
26. I can tell when others teach or share inaccurate information.
27. Leading people to Christ is so exciting.
28. I like to share practical steps of action.
29. I always believe and see how God works in our lives.
30. I tend to give money freely where needed most.
31. I tend to make total strangers feel at home.
32. I have an ability to acquire bible facts and principles.
33. I feel frustrated when it looks like no one is in charge.
34. I spend a lot of time helping others feel better.
35. I discern something is evil, before others do.
36. I enjoy leading discipleship type Bible Studies.
37. I prefer serving, rather than being served.
38. Preparation to speak or teach is absolutely necessary.
39. I seem to be able to help others make right decisions.
40. I believe I could sing well in the choir and I would enjoy doing so.

41. I do my best work under pressure.
42. I enjoy relieving others of routine tasks so they can get other jobs done.
43. I adapt well to other cultures and groups.
44. Many of my prayers for others have been answered by the Lord.
45. I find satisfaction in meeting peoples needs by making something for them.
46. I am able to differentiate between true and false needs.
47. I am very concerned about lost souls.
48. People will tell me things they will not tell anyone else.
49. Trusting god for the impossible comes easy to me.
50. I tend to make wise investments.
51. I like to invite people in need to stay in my home.
52. I learn and remember biblical truth easily.
53. I know where I am headed and am driven to bring others along.
54. I can't say, "no" to legitimate needs.
55. I research to share truth, rather than just to study.
56. I seem to look for spiritual lessons in whatever happens.
57. Solving problems is my main concern.
58. I like to explain why something is true.
59. I easily see the differences between truth and error.
60. I am especially gifted to make music.
61. I tend to take charge when no one else does.
62. I enjoy helping others get their work done.
63. I would rather start a new church, than anything else.
64. Prayer is my favorite ministry in the church.
65. People say that I am gifted in making things with my hands.
66. I am able to read between the lines of what others say.
67. Worldwide evangelism really excites me.
68. I want to challenge others to better themselves without condemning them.
69. I am comfortable around people who like to pray a lot.
70. Financial accountability is extremely important.
71. I look for opportunities to use my home to help others.
72. I study the bible to gain more knowledge about things.
73. I often volunteer to take charge of difficult projects.
74. Some people think I am too sensitive.
75. I like to proclaim truth I have received from God.
76. I often seek to help individuals grow in Christ.
77. I tend to take on a lot of opportunities to serve.
78. It bothers me to hear incorrect statements and teaching.
79. People often seek me out for wise advice.
80. I know that the Lord uses me to minister to others through song.

81. I like impossible challenges.
82. People can count on me to help them in any way.
83. I get real excited about new mission works worldwide.
84. I find myself praying quite often.
85. I am good at making things.
86. I am able to easily detect unspiritual things.
87. I enjoy asking people to make decisions for Christ.
88. I really enjoy encouraging others.
89. I want people to pray more and increase their faith.
90. I tend to discern true financial needs.
91. My home is always open to anyone or for any group.
92. I take serious the command to "increase in knowledge."
93. I am driven to move forward even when others are not.
94. When others hurt, I feel compelled to help.
95. I can be stubborn and difficult to convince.
96. I prefer being a spiritual leader.
97. I do not like being up front or leading a group.
98. I tend to prepare too much material.
99. I like to solve problems through the wisdom of the Word.
100. I like to write words or create music that glorify God.
101. I like to organize people to accomplish great tasks.
102. Helping others is a large part of my life.
103. I prefer serving in a cross-cultural ministry.
104. Praying for others is what God has called me to do.
105. I spend a lot of my time doing crafty things.
106. I am a good judge of what is good or evil.
107. I like to lead people to Christ with my testimony.
108. I enjoy giving practical counsel to those who are discouraged.
109. I have strong assurances that God answers prayer.
110. I like to take care of financial needs in a timely manner.
111. A neat home is not as important as its availability.
112. I often feel compelled to study and learn biblical truth.
113. People often say that I am a good leader.
114. I try to come across as loving and caring.
115. I tend to know why people do what they do.
116. Leading groups to spiritual maturity is most appealing.
117. I tend to do much more than I am told to do.
118. Studying the scriptures is my passion.
119. I believe wisdom is more important than faith or knowledge.
120. I enjoy using my musical abilities to bring honor to God.

121. I would rather speak out, than just let something pass.
122. Helping people is the most important thing you can do.
123. I am attracted to ministries that start new churches.
124. I love praying for the needs of my church.
125. I love making new things with my hands.
126. People say that I often have just the right advice.
127. I can share the gospel with total strangers.
128. I often feel compelled to share advice.
129. I tend to judge people by how much faith they have.
130. I am concerned about meeting financial or physical needs.
131. I feel church people need to be more hospitable.
132. I like to learn things most people do not know.
133. It bothers me when people sit around and do nothing.
134. I tend to volunteer to help the less fortunate.
135. Confronting someone with sin in their life is not hard.
136. People seek me out to become spiritually stronger.
137. Working behind the scenes gives me much pleasure.
138. I search for new insights as I study.
139. People are often amazed at the knowledge I have.
140. God has called me to serve him using my musical abilities.
141. I delegate responsibilities to accomplish tasks.
142. God calls us to help others in small ways.
143. I believe an apostle today is God's pioneer and authority.
144. Praying for others is key to being the body of Christ.
145. I minister to others by making things for them.
146. I seem to have unique discernment in many areas.
147. Sharing my faith is most important to me.
148. I really enjoy counseling others.
149. People say I have a tremendous amount of faith.
150. Being lazy in business is a sin.
151. I believe hospitality is one of the most important things.
152. I believe having great knowledge is very important.
153. Opposition does not bother me as much as just sitting still.
154. I am very concerned about how a person feels.
155. People say I am too protective and strict with others.
156. I like to help others get involved in ministry.
157. I would rather do a job myself, rather than delegate it.
158. Digging deep into the Word of God is a priority in life.
159. People often say I demonstrate unusual wisdom.
160. I find it necessary to use my musical talents every chance I get.

DISCOVERING YOUR SPIRITUAL GIFTS ANSWER SHEET

Rate each statement on a scale of 0-4, as it is true in your life.

- 0 - Not at all
- 1 - Rarely
- 2 - Sometimes
- 3 - Most Always
- 4 - Always

Name _____

Date _____ Phone _____

Email _____

Numeric Answers									Total	Row	Gift
1.	21.	41.	61.	81.	101.	121.	141.			A	
2.	22.	42.	62.	82.	102.	122.	142.			B	
3.	23.	43.	63.	83.	103.	123.	143.			C	
4.	24.	44.	64.	84.	104.	124.	144.			D	
5.	25.	45.	65.	85.	105.	125.	145.			E	
6.	26.	46.	66.	86.	106.	126.	146.			F	
7.	27.	47.	67.	87.	107.	127.	147.			G	
8.	28.	48.	68.	88.	108.	128.	148.			H	
9.	29.	49.	69.	89.	109.	129.	149.			I	
10.	30.	50.	70.	90.	110.	130.	150.			J	
11.	31.	51.	71.	91.	111.	131.	151.			K	
12.	32.	52.	72.	92.	112.	132.	152.			L	
13.	33.	53.	73.	93.	113.	133.	153.			M	
14.	34.	54.	74.	94.	114.	134.	154.			N	
15.	35.	55.	75.	95.	115.	135.	155.			O	
16.	36.	56.	76.	96.	116.	136.	156.			P	
17.	37.	57.	77.	97.	117.	137.	157.			Q	
18.	38.	58.	78.	98.	118.	138.	158.			R	
19.	39.	59.	79.	99.	119.	139.	159.			S	
20.	40.	60.	80.	100.	120.	140.	160.			T	

Answer Sheet Directions:

1. Tally the numbers (0-4) across horizontally and write the number in the “total” box.
2. Choose from the following page the Spiritual Gift that corresponds with the letter in the “row” box.
3. Write the Spiritual Gifts in the space provided in the “gifts” box for the top 3 gifts that you scored the highest.

(This inventory was adapted from Injoy, Inc., “Spiritual Gifts”, copyright 1998; “Uniquely You”, Mels Carbonell, 1998; Willow Creek “Discovering Your Spiritual Gifts”, and Westover church “Discovering Your Spiritual Gifts”, 2001.)

SPIRITUAL GIFTS



A. Administration



K. Hospitality

B. Helps



L. Knowledge



C. Missionary



M. Leadership

D. Intercession



N. Mercy



E. Craftsmanship



O. Prophecy

F. Discernment



P. Pastor/Shepherd



G. Evangelism



Q. Service

H. Encouragement



R. Teaching



I. Faith



S. Wisdom

J. Giving



T. Music



SPIRITUAL GIFTS

GIFTS & DISTINCTIVES

SCRIPTURAL VERSES

Administration

1. Plots the course.
2. Carries vision into reality by putting the details into an action plan.
3. Provides clear guidance to ministry processes.
4. Focuses on details rather than big picture.
5. Implements
6. Plans

They are organized, strategic, task-oriented, planners, resourceful, and helpful.

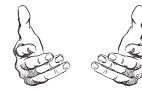


Luke 14:28-30
Acts 6:1-7
Acts 27:11
Romans 12:8
I Corinthians 12:28
Titus 1:5

Helps

1. Sees what others need and does it.
2. Usually unselfish because of their desire to help.
3. Attaches spiritual value to practical service.
4. Enjoys knowing that they are freeing up others to do what God has called them to do.

They are available, willing, helpful, reliable, loyal, dependable and have a “whatever it takes” attitude.

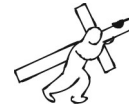


I Corinthians 12:28
Romans 12:7
Acts 6:1-4
Romans 16:1-2
Acts 9:36
Luke 8:2-3
Mark 15:40-41

Missionary

1. Wants to reach the unsaved and equip saints for the work of the ministry.
2. Helps start churches that might reach others for the sake of Christ in cultures different than their own so that the gospel might be spread.
3. Adapts well in different cultures.
4. Relates well to others from different cultures and does so with joy and acceptance.

They are accepting, loving, adventurous, cross-cultural thinkers, diverse, and willing to try new things.



Ephesians 3:2-13
Acts 9:15
I Corinthians 9:19-23
Ephesians 4:11-16
I Corinthians 12:28
Romans 1:5
Galatians 2:8

Intercession

1. Feels compelled to earnestly pray on behalf of someone or some cause.
2. Has a daily awareness of the spiritual battles being waged and prays.
3. Convinced God moves in direct response to prayer.
4. Prays in response to the leading of the spirit.
5. Exercises authority and power for the protection of others and the equipping of them to serve.

They are advocates, caring, sincere, peacemakers, trustworthy, burden-bearing and spiritually sensitive.



Romans 8:26-27
John 17:9-26
I Timothy 2:1-2
Colossians 1:9-12, 4:12-13

Craftsmanship

1. Works with wood, cloth, paints, metals, glass and other raw materials.
2. Makes things which increase the effectiveness of others' ministries.
3. Enjoys serving with their hands to meet tangible needs.
4. Designs and builds items and resources for ministry use.
5. Works with different kinds of tools and are skilled with their hands.

They are creative, designers, handy, resourceful, practical, behind the scenes and helpful.



Exodus 31:35, 35:31-35
Acts 9:36-39
2 Kings 22:5-6
Ezekiel 27:4-9
1 Chronicles 4:14
II Chronicles 34:9-13

GIFTS & DISTINCTIVES

SCRIPTURAL VERSES

Discernment

1. Able to discern true spiritual motivation.
2. Quick to analyze people and find the spiritual pulse.
3. Has a profound sense of right or wrong.
4. Able to assist others in finding the root of a spiritual problem.

They are perceptive, sensible, realistic, affirming, insightful, and judging.



Matthew 16:21-23
Acts 5:1-11
Acts 16:16-18
I Corinthians 12:10
I John 4:1-6

Evangelism

1. Desires to share the good news with everyone.
2. Wants others to share their faith effectively for Christ.
3. Challenges unbelievers to faith and to become mature followers of Jesus Christ.
4. Adapts presentation of the gospel to connect with individual needs.
5. Seeks opportunities to build relationships with non-believers.

They are sincere, candid, respected, influential, spiritual, confident and commitment oriented.



Acts 5:42
Acts 8:5-8, 26-40
Acts 11:20-21
Acts 13:42-43
Acts 14:21
Acts 21:8
Ephesians 4:11-14
2 Timothy 4:5
Luke 19:1-10

Encouragement

1. Comes along side of those who are discouraged to strengthen and reassure them.
2. Challenges, comforts or confronts others to trust and hope in the promises of God.
3. Urges others to action by applying biblical truth.
4. Motivates others to grow.
5. Emphasizes God's promises and has confidence in His will.

They are positive, motivating, challenging, affirming, reassuring, supportive and trustworthy.



Acts 14:21-22, 11:22-24,
and 15:30-32
Romans 12:8
1 Timothy 4:13
Hebrews 10:25

Faith

1. Trusts God to intervene in supernatural ways.
2. Confident in situations when change seems impossible.
3. Demonstrates an attitude of trust in God's will and His promises.
4. Advances the cause of Christ and goes forward when others will not.
5. Asks God for what is needed and trusts His provision.

They are prayerful, optimistic, trusting, assured, inspiring and hopeful.



Acts 11:22-24
Acts 27:21-25
Romans 4:18-21
I Corinthians 12:9
Hebrews 11

Giving

1. Sees resources as tools to serve God and others.
2. Giving is often quiet and confidential.
3. Meets tangible needs that enable spiritual growth to occur in others.
4. Provides resources, generously and cheerfully, trusting God for His provision.
5. Has a special ability to make money and uses it to further God's work.

They are stewardship-oriented, responsible, resourceful, charitable, disciplined and have great trust in God.



Mark 12:41-44
Romans 12:8
2 Corinthians 8:1-7
2 Corinthians 6:8, 9:2-8
Luke 21:1-4
Malachi 3:10

Hospitality

1. Provides an environment where people feel valued and cared for.
2. Meets new people and helps them feel welcomed and comfortable.
3. Creates a safe and comfortable setting where relationships can develop.
4. Seeks ways to connect people together into meaningful relationships.



Acts 16:14-15
 Romans 12:9-13
 Romans 16:23
 Hebrews 13:1,2
 I Peter 4:9-10
 III John 1:5-8

They are friendly, gracious, inviting, trusting, caring, responsive and warm.

Knowledge

1. Has a sense about receiving clear messages from God.
2. Searches the scriptures for insight, understanding and truth.
3. Has unusual insight or understanding.
4. Organizes information for teaching and practical use.
5. Gains knowledge which is not attained by natural observation or means.



I Corinthians 2:14
 I Corinthians 12:8
 I Corinthians 13:2, 8
 2 Corinthians 11:6
 Colossians 2:2, 3
 Mark 2-8
 John 1:45-50
 Acts 5:1-11

They are inquisitive, responsive, insightful, reflective, studious and truthful.

Leadership

1. Provides overall direction and oversight.
2. Sees the final results of a major undertaking in advance.
3. Involves others in the process of accomplishing the vision.
4. Takes charge and people follow.
5. Takes responsibility for planning and establishing goals.



Luke 9:51, 22:25-26
 Acts 7:10
 Acts 15:7-11
 Romans 12:8
 I Timothy 5:17
 Hebrews 13:17

They are influential, diligent, visionary, trustworthy, persuasive, motivating and goal-setters.

Mercy

1. Demonstrates a lifestyle of kindness and compassion.
2. Drawn to the outcasts.
3. Patiently stays alongside those who are hurting.
4. Serves in difficult or unsightly circumstances and does so cheerfully.
5. Concerned with individual or social issues that oppress people.



Matthew 5:7, 20:29-34
 Matthew 25:34-40
 Mark 9:41, 10:46-52
 Luke 10:33-35
 Acts 9:36
 Acts 11:28-30
 Acts 16:33,34
 Romans 12:8
 Matthew 20:29-34

They are empathetic, caring, responsive, kind, compassionate, sensitive and burden-bearing.

Prophecy

1. Pleads God's cause to the world.
2. May proclaim scriptures with authority.
3. Sees truth that others often fail to see and challenges them to respond.
4. Understands God's heart and mind through personal experiences.



Luke 7:26
 Acts 15:32
 Acts 21:9-11
 Romans 12:6
 I Corinthians 12:10,28, and 13:2
 Ephesians 4:11-14
 2 Peter 1:19-21

They are discerning, compelling, uncompromising, outspoken, authoritative, convicting and confronting.

GIFTS & DISTINCTIVES

SCRIPTURAL VERSES

Pastor/Shepherd

1. Loves being with and ministering to people.
2. Person-centered versus task-centered.
3. Obtains great strength from helping and supporting others.
4. Usually guiding and counseling many individuals at one time.
5. Leads and protects those within their span of care.

They are influencing, nurturing, guiding discipling, protective, supportive and relational.



John 10:1-18
Acts 20:28
Ephesians 4:11-14
I Thessalonians 5:12
I Timothy 3:1-7
I Peter 5:1-14

Service

1. Resourceful.
2. Offers practical solutions.
3. Loves to do without receiving any thanks.
4. Changes schedule to serve.
5. Sees needs of others quickly, usually before any one else does.

They are exact, responsive, ready and willing, genuine and skilled.



Acts 6:1-7
Romans 12:7
Romans 14:18-19
Galatians 6:2,10
II Timothy 1:16-18
Titus 3:14

Teaching

1. Gives clear biblical insight dealing with life situations.
2. Instructs, reprovcs, corrects and trains in righteousness.
3. Presents the whole counsel of God for maximum life change.
4. Gives attention to detail and accuracy.
5. Prepares through extended times of study and reflection.

They are disciplined, teachable, authoritative, practical, analytical and articulate.



Acts 18:24-28
Acts 20:20-21
Romans 12:7
I Corinthians 12:28
Ephesians 4:11-14
2 Timothy 2:2

Wisdom

1. Has understanding of situations in which they had no previous knowledge.
2. People listen when they speak.
3. Provides divinely given solutions in the midst of conflict and confusion.
4. Hears the Spirit provide direction for God's best in a given situation.
5. Applies spiritual truth in specific and practical ways.

They are sensible, insightful, practical, wise, fair, experienced and have good common sense.



Acts 6:3-10
I Corinthians 2:1-13; 6-16
I Corinthians 12:8
James 1:5-6, 3:13-18
2 Peter 3:15,16
Jeremiah 9:23-24

Music

1. Has great passion for worship, music and praise that exalts God.
2. Often asked to play, sing or use their talents for God in a worship experience.
3. Leads people in intimate, relevant and passionate worship drawing them closer to God.

They are talented, artsy, passionate, musical, creative, worshipful and exuberant.



I Corinthians 14:26
James 5:13
I Chronicles 16:42
II Chronicles 5:12-13

DEFINING SPIRITUAL GIFTS

Administration:

Is the divine enablement to understand clearly the immediate and long-range goals of a particular unit of the body of Christ and to devise and execute effective plans for the accomplishment of those goals.

Craftsmanship:

Is the divine enablement to creatively design and/or construct items to be used for ministry sake. It literally means to craft, design or build.

Discernment:

Is the divine enablement to know with assurance whether certain behavior purported to be of God is in reality divine, human or satanic.

Evangelist:

Is the divine enablement to effectively communicate the gospel to nonbelievers so they respond in faith and move toward discipleship.

Encouragement/Exhortation:

Is the divine enablement to present truth so as to strengthen, comfort, or urge to action those who are discouraged or wavering in their faith.

Faith:

Is the divine enablement to act on God's promises with confidence and unwavering belief in God's ability to fulfill his purposes.

Giving:

Is the divine enablement to contribute money or resources to the work of the Lord with cheerfulness and liberality.

Helps:

Is the divine enablement to accomplish practical and necessary tasks which free up, support, encourage and meet the needs of other people. It literally means to take the place of someone.

Hospitality:

Is the divine enablement to care for people by providing fellowship, food and/or shelter.

Intercession:

Is the divine enablement to consistently pray on behalf of and for others, seeing frequent and specific results to those prayers.

Knowledge:

Is the divine enablement to bring truth to the body through a revelation or biblical insight.

Leadership:

Is the divine enablement to cast vision, motivate and direct people to harmoniously accomplish the purposes of God.

Mercy:

Is the divine enablement to cheerfully and practically help those who are suffering or are in need, by providing compassion and care that leads to action.

Missionary:

Is the divine enablement to communicate across cultural barriers and plant churches or build up existing churches where there is no knowledge of the gospel.

Music:

Is the divine enablement to make a significant contribution to a worship experience through singing or playing a musical instrument.

Pastor/Shepherd:

Is the divine enablement to nurture, care for and guide people toward on-going spiritual maturity and becoming like Christ.

Prophecy/Perceiving:

Is the divine enablement to reveal truth and proclaim it in a timely and relevant manner for understanding, correction, repentance, or edification.

Service:

Is the divine enablement to identify the unmet needs involved in a task related to God's work, and to make use of available resources to meet those needs and help accomplish the desired results.

Teaching:

Is the divine enablement to understand, clearly explain and practically apply the word of God, causing greater Christ-likeness in the lives of others.

Wisdom:

Is the divine enablement to apply spiritual truth effectively to meet a need in a specific situation.



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