

DISCOVER YOUR GIFTS - GIFTS ANALYSIS QUESTIONNAIRE

Each statement in the following questionnaire has five response spaces following it: very little, little, some, much, very much. These represent percentages on a scale of 1-100%, as follows:

Very little = 0 - 20%

Little = 20 - 40%

Some = 40 - 60%

Much = 60 - 80%

Very much = 80 - 100%

Read each statement. Decide to what extent the statement is true of you. Check the appropriate column. Your first impressions are usually correct. If most of your checks are placed toward the right or toward the left, don't worry about that. Each person has his own style with questionnaires. The questionnaire will help you discover your gifts. The results of this questionnaire will be only tentative, however.

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.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. I have used a particular creative ability (writing, painting, drama, etc.) to benefit the body of Christ.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. I am able to distinguish between spiritual truth and error.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. I have been used to encourage people to live Christlike lives.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. I like to talk about Jesus to those who don't know him.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. I have had the experience of knowing God's will with certainty in a specific situation even when concrete evidence was missing.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. I assume responsibility for meeting financial needs in church and community.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. I enjoy providing a haven for guests and do not feel put upon by unexpected visitors.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. I take prayer requests of others seriously and continue to pray for them.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. I motivate groups toward specific biblical objectives.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. I have a knack of turning compassion into cheerful deeds of kindness.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. I have pleaded the cause of God to the people of the church and/or world	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. I enjoy doing tasks that help others minister effectively.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

THE FOLLOWING IS TRUE OF ME

	1 Very little	2 little	3 Some	4 Much	5 Very Much
14. I have been responsible for the spiritual lives of Christians with good results.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15. Content "comes alive" for students (children or adults) when I teach.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16. I like to plan things in which people are involved.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
17. I would enjoy expressing myself creatively for God through artistic expression (music, drama, poetry, etc.).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
18. I see a serious danger when false teachings and false practices creep into the church.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
19. I am sensitive to suffering, troubled, and discouraged people, and want to help them see God's answers to life's problems.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
20. I would like to be able to share the gospel freely and effectively with unbelieving persons.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
21. I find myself accepting God's promises at face value and applying them to given situations without doubt.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
22. I feel moved to give when confronted with financial needs in God's kingdom.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
23. I am sensitive to the acts of kindness which make such a difference for guests or strangers.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
24. I am sensitive to the prayer needs of others and concerned to give the needed prayer support.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
25. I have a desire to help, lead, guide, and direct people in an important church ministry.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
26. I would like to minister to those who have physical or mental problems.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
27. I have spiritual insights from the Scriptures relating to people and issues which make me want to speak out.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
28. I sense when others need a helping hand and am ready to give it.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
29. I desire to see the spiritual needs of believers met and I am willing to be personally involved in nurturing and discipling ministries.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
30. I like to help people understand things.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
31. I am able to make effective plans to accomplish goals.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
32. I have significant artistic ability (music, drama, writing, painting, sculpting, etc.) which I have put to good use in God's kingdom.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

THE FOLLOWING IS TRUE OF ME

	1 Very little	2 little	3 Some	4 Much	5 Very Much
33. I have detected phony or manipulative persons and teachings when others have not.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
34. People in the Christian community have been stirred up to love and good works by my counsel and encouragement.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
35. I have been instrumental in leading others to believe in Christ as their Saviour.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
36. In specific cases God has given me assurance that he would do what seemed unlikely.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
37. I give cheerfully and liberally in support of the Lord's work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
38. I have a knack for making strangers feel at ease in my home and at church.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
39. I pray for others, recognizing that their effectiveness depends upon it.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
40. I enjoy leading and directing others toward goals and caring for them for the sake of Christ.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
41. I enjoy working with people who suffer physical, mental or emotional problems.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
42. I have proclaimed timely and urgent messages from God's Word.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
43. I like to work at little things that help build the body of Christ.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
44. I assume responsibility when I see a Christian being led astray.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
45. I am able to clarify things for learners (children or adults).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
46. I would enjoy giving oversight to an important church ministry.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
47. I have the potential to be very creative in an area that could be used in building up the church.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
48. I tend to look beneath the surface and perceive people's motives.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
49. I believe that people will grow to spiritual maturity through counsel and instruction from the Word.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
50. I have a burden for friends and acquaintances who do not believe in Christ.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
51. I have a sense for moments when the "prayer of faith" is needed.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

THE FOLLOWING IS TRUE OF ME	1 Very little	2 little	3 Some	4 Much	5 Very Much
52. I am willing to maintain a lower standard of living in order to benefit God's work with my financial support.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
53. I tend to be more aware of the needs of guests than of my own.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
54. I have an inner conviction that God works in response to prayer, and I want to be used to help others through prayer.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
55. If I had the opportunity, I would enjoy leading, directing, and motivating others in some aspect of the Lord's work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
56. The sight of misery makes me want to find a way to express God's love to hurting persons.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
57. Given the opportunity, I would like to be an expository preacher of God's Word.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
58. It is my nature to like to do work that helps others do theirs.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
59. I sense in myself a shepherd's instinct when I know of Christians who need spiritual counsel.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
60. I quickly sense when people (children or adults) are unclear in their thinking.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
61. I have a sense for delegating important tasks to the right people at the right time.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
62. I am aware that people have been blessed through my creative or artistic ability.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
63. I have developed an ability to discriminate between good and evil in today's world.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
64. I am glad when people who need comfort, consolation, encouragement, and counsel seek my help.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
65. I am able to share the gospel in a way that makes it clear and meaningful to non-believers.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
66. I am able to go on believing God will act in a situation in spite of evidence to the contrary.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
67. I help people and the Lord's work through generous and timely contributions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
68. My home is available to those in need of hospitality.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
69. I am conscious of ministering to others as I pray for them.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
70. I have accepted leadership responsibilities and have succeeded in helping a group work toward a goal.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

THE FOLLOWING IS TRUE OF ME	1 Very little	2 little	3 Some	4 Much	5 Very Much
71. Sick, helpless, and shut-in persons are helped when I minister to them.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
72. God uses me to build up; encourage, and comfort other Christians by speaking to them of spiritual things.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
73. I find practical ways of helping others and gain satisfaction from doing this.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
74. The Lord has used me to watch over, guide, and nurture other believers toward spiritual maturity.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
75. I hold the interest of those I teach.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
76. I have a sense for how and when projects or ministries need to be better organized.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
77. I sense a latent creative ability (in drawing, writing, music, etc.) which I would like to use for the kingdom of God.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
78. I am usually aware of people who pretend to be what they are not.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
79. I would be willing to spend some time each week in a counselling ministry.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
80. I am able to sense when a person doesn't know Jesus Christ, and I hurt for him or her.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
81. I inwardly sense what Jesus meant when he said mountains could be moved by faith.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
82. I have a conviction that all I have belongs to God, and I want to be a good steward.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
83. I have a genuine appreciation for each guest to whom I minister.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
84. I would be pleased if asked to be a prayer partner to someone involved in a ministry.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
85. 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.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
86. I sense when people are hurting in some way.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
87. I think more Christians should speak out on the moral issues of the day. Such as abortion, easy sex, racism, and so on.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
88. I wish I had more opportunity to assist others in their ministries.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
89. I would love to be in a position to equip saints for the work of ministry.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
90. I get excited about discovering new ideas I can share with others.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

When you have finished the Key Chart on page 7, continue by reading the following questions and answers.

1. Do I actually have the spiritual gifts I have identified?

Some people are surprised by the gifts which their questionnaire reveals; others are not. Whichever category you fall into, two things must be said. First, congratulations! To be aware of gifts which the Holy Spirit gives is an exciting experience, and very significant.

Second, be cautious. You may not actually have the spiritual gifts you identify by taking this questionnaire. Or you may have other gifts not identified here. Two more things should happen before you will be sure what your gifts really are:

- a. Others should observe your gifts and tell you what you do well.
- b. You should actually use your gifts in ministries and experience a degree of success.

2. What is the difference between a working gift and a waiting gift?

A working gift is a gift you are already using in some way. You may not have recognized it as a spiritual gift, but you were using it nonetheless. You were able to identify working gifts by answering questions aimed at your activities in the kingdom.

A waiting gift, on the other hand, is a gift which remains to a large extent undeveloped. There may be hints of it in your activities, but for the most part you haven't used it. However, you do have potential in this area. You cannot identify such a gift simply by looking at activities. Instead you must look at interests, inclinations, sensitivities, attitudes, and concerns. These often reveal a gift *waiting* to be developed.

3. What am I to do in those areas where I don't have gifts?

Don't think less of yourself because of those gifts which appear in box C, which for you are not gifts but roles. Remember that others have been given gifts in these areas for your sake. Thank God for these gifts and those who have them. In addition, you should encourage and pray for those who have these gifts: they are important to God and his cause. They need the support which you, with *your* gifts, can give them. Finally, you have a responsibility to be diligent in each of these areas as a member of the church. For example, if evangelism is last on your list, you should recognize that while God may not expect you to be involved in door-to-door visitation, you still have a responsibility to witness.

HOW TO USE THE KEY CHART

Complete the Key Chart on your own. Begin by reading the instructions carefully.

- Place the numerical value (1-5) for each statement of the questionnaire (1-90) next to the corresponding number in the Key Chart.
- In Chart A, add each row of three numbers, and write the total in the adjoining box in the "totals A" column. Do the same in "totals B" column for Chart B, adding to the left.
- Circle the highest scores in the "totals A" column. Circle three or four, but not more than five. Write the names of those gifts in box A, "Working Gifts," with the highest-scored gift first, the next highest second. (In case of ties, it doesn't matter which one is listed first.)
- Now in the "totals B" column circle the high scores which were not circled in step 3. Write these gifts in box B, "Waiting Gifts," beginning with the highest.
- Place in box C any gifts not listed in boxes A and B. These are not likely to be your spiritual gifts, but you have, of course, a responsibility (role) in each of them.
- Note the gifts in which your "totals B" score, is significantly (two or more) higher than your "totals A" score. This may indicate a gift you should develop and use.

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

Box A: Working Gifts
(Highest scored gifts)

1st _____
 2nd _____
 3rd _____
 4th _____
 5th _____

Box B: Waiting Gifts
(Highest scored gifts, not in Box A)

1st _____
 2nd _____
 3rd _____
 4th _____
 5th _____

Box C: Not a gift, but a role (responsibility)
