

Spiritual Gifts

DISCOVER, DEVELOP, DEPLOY

SPIRITUAL GIFTS AND D.I.S.C. TEMPERAMENT INVENTORY INTRODUCTION

Things to remember when taking the inventories:

- God has designed each person with a unique personality.
- God has given every believer Spiritual Gifts.
- Your Temperament (Personality) is the natural way you relate to people, circumstances and life.
- The following inventories will help you get to know yourself better and also get to know others better.
- When taking these inventories, think of yourself at home with your family – interacting with your family members or where you are most comfortable.
- Be honest. Give the answer that you actually would do, not the answer you think you “should” do.
- Take the Inventories alone – do not discuss the choices with a friend, spouse, or parent. Just circle the answer that first comes to mind.
- **Please follow the instructions on the next pages to complete the inventories and SCORE THEM . We will discuss the results during the Discover Your Design session.**

Spiritual Gifts Inventory

INSTRUCTIONS: Answer the list of 119 questions on the Spiritual Gifts Questionnaire. For each question, ask yourself: “*This has this been the experience in my life, much, some, little or not at all?*” or “*If given the opportunity would I want to do this much, some, little or none?*” Then write the appropriate number in the score column.

3 = Much 2 = Some 1 = Little 0 = None SCORE

1. Do you feel a great amount of satisfaction performing routine tasks for God’s glory? _____
2. Do you have a sensitivity to recognize people’s prayer needs before others do? _____
3. Do you enjoy public speaking to a group? _____
4. Are you able to provide food/lodging graciously to those in need? _____
5. Are you effective in persuading others to move toward achieving biblical objectives? _____
6. When circumstances are bleak, do you always have the ability to see God keeping His promises to you? _____
7. Do you know when and to whom to delegate important responsibilities? _____
8. Do you seek out unbelievers in order to win them to Christ? _____
9. Do you adapt easily to a different culture than your own? _____
10. Do you effectively apply biblical truth to your own life? _____
11. Do you enjoy assisting leaders to relieve them for their essential job? _____
12. Do you manage your money well in order to give over and above the tithe to the Lord’s work? _____

3 = Much 2 = Some 1 = Little 0 = None

SCORE

13. Can you clearly and correctly perceive the difference between truth and error immediately when statements are made about spiritual matters? _____
14. Have you had the desire to care for the spiritual needs of a group of people? _____
15. Have people often expressed to you how much you have encouraged them in time of need? _____
16. For your own enjoyment, do you regularly and systematically study God's Word? _____
17. When you hear of someone in the hospital, do you feel challenged to go and comfort him or her? _____
18. When you hear of a job that needs to be done, are you anxious to do it? _____
19. Do you faithfully pray for others, recognizing that their effectiveness as a teacher, employer, husband, wife, etc., depends on it? _____
20. Do you find it easy to organize your thoughts and explain things to people? _____
21. Can you provide a comfortable haven for guests without the feeling of family interruption? _____
22. Do you have a sense of direction in life and see other Christians follow you? _____
23. Do you have an unusually strong, personal assurance from God that He will accomplish great things that may seem impossible to other? _____
24. Are you able to organize ideas, people, things and time for more effective ministry? _____
25. Do you find it easy to make friends with non-Christian people? _____

3 = Much

2 = Some 1 = Little 0 = None

SCORE

26. Would you like to learn another language well in order to minister to different peoples? _____
27. When you need to make a decision between several biblical alternatives, do you have a clear sense of which one is best? _____
28. Do you sense the need to help other people to become more effective in their ministry? _____
29. Do you enjoy giving to the Lord's work without asking the question of whether or not you can afford it right now? _____
30. Do you accurately recognize whether a teaching is of God, Satan, or human origin? _____
31. Do you seek to protect and provide for those under your spiritual care? _____
32. Do you find that you are a good and patient listener? _____
33. Do you study and read a great deal in order to discover biblical truth? _____
34. Do you feel a lot of compassion upon those who are suffering physically and think of ways to help them? _____
35. Do you enjoy taking care of physical tasks for the church? _____
36. Do you pray a lot and enjoy it? _____
37. Do you enjoy spending time learning new biblical truths in order to share them with others? _____
38. Do you have a knack to making strangers feel at home? _____
39. Do you enjoy leading, inspiring and motivating others to involve themselves in the Lord's work? _____

3 = Much

2 = Some 1 = Little 0 = None

SCORE

40. Do you find God working in incredible ways when you encounter difficult circumstances? _____
41. Are you able to make effective and efficient plans to accomplish goals of the group? _____
42. Do you find yourself regularly sharing the Gospel message with non-believers? _____
43. Do you relate well to Christians of different races, languages, or cultures? _____
44. Do you have the ability to choose from several biblical alternatives an option that usually works? _____
45. Do you enjoy doing routine tasks that lead to a more effective ministry by others? _____
46. Are you really thrilled when someone asks you to help financially in some project, seeing this as a great honor or privilege? _____
47. Can you accurately distinguish between what is good and what is evil? _____
48. Do you enjoy the responsibility for the spiritual well being of a group of Christians? _____
49. Do you find yourself urging others to seek a biblical solution to their affliction or suffering? _____
50. Does studying the Bible personally come easy for you? _____
51. Would you really like a regular ministry to the sick, shut-in, or others who are hurting? _____
52. When someone asks a favor of you, do you feel grateful that they asked you? _____
53. Do you see God consistently answer your prayers? _____

3 = Much

2 = Some 1 = Little 0 = None

SCORE

54. Have you been effective in communicating biblical truths to others, which produce changes in knowledge, attitudes, values or conduct? _____
55. Do you take unexpected guests in stride, without apology for how your house may look? _____
56. Have you influenced others to accomplish a particular task or biblical purpose? _____
57. Has God done miraculous works for you and others in response to your prayers? _____
58. Do you desire to help organize ministry areas and activities? _____
59. Do you explain clearly the meaning that Jesus Christ is the Savior, seeing a positive response by the listeners? _____
60. Would you enjoy living in a foreign country, not just visiting? _____
61. Do you feel an unusual presence of God and personal confidence when important decisions need to be made? _____
62. Do you regularly look for ways to relieve leaders of responsibilities that you or others could do? _____
63. Do you give consistently and sacrificially to the Lord, knowing He will meet your needs? _____
64. Are your perceptions of people's motives always correct? _____
65. Do you enjoy the task of relating to the successes and failures of the same group over a long period of time? _____
66. Do you really get a lot of joy encouraging people who are going through personal problems and trials? _____
67. Do you have a strong desire to study God's Word? _____

3 = Much

2 = Some 1 = Little 0 = None

SCORE

68. Have others encouraged you to have a special ministry toward the sick and suffering? _____
69. Are you always looking for jobs to do and to get done? _____
70. Do you always take prayer requests very seriously? _____
71. When you hear a spiritual question, are you anxious to both find and give an answer? _____
72. Do you enjoy making your home available to those in the Lord's service for an extended period of time? _____
73. Do others follow you because you have expertise regarding the ministry of the church? _____
74. When all looks dim, do you say and do things that demonstrate your confidence in God? _____
75. Are you effective in giving direction to and making decisions for others? _____
76. Would you like to learn how to share your faith more effectively? _____
77. Do you think of the people in other cultures who have never heard of Christ? _____
78. Do you enjoy working out solutions to complicated problems? _____
79. Would you be happy as a teacher's aid in a Bible class? _____
80. Do you look for extra opportunities to give without hearing any appeals? _____
81. Do you always see through a person who is a phony before it is clearly evident to others? _____
82. Is it important for you to know intimately and be well known by those you serve and guide? _____

3 = Much

2 = Some 1 = Little 0 = None

SCORE

83. Have you been effective in helping the complacent and redirecting the wayward to face life's reality? _____
84. Do people often recognize your ability to distinguish important facts from Scripture? _____
85. Do you desire to work with those who have physical or mental problems in order to alleviate their suffering? _____
86. Are you able to identify and meet the needs involved in a task in the Lord's work? _____
87. Is praying together with and for other Christians very meaningful to you? _____
88. Do you desire to teach God's Word regularly? _____
89. Can you provide a gracious haven for guests without a great hassle? _____
90. Do you usually take the leadership in a group where none exists? _____
91. Do you believe God's promises to a greater degree than your Christian friends? _____
92. Does planning come easily to you? _____
93. Do you share joyfully how Christ has brought you to Himself in a way that is meaningful to non-believers? _____
94. Do you have a strong desire to see peoples of other cultures won to the Lord, and would you like to help? _____
95. Do people you recommend for positions regularly prove to be good selections? _____
96. Have others involved in ministry sought you out to assist them in some way? _____
97. Do you feel deeply moved to give and do you give when confronted with urgent financial needs in God's work? _____

3 = Much

2 = Some

1 = Little

0 = None

SCORE

98. Is it instantly clear to you whether a person is growing or stagnant in his or her spiritual life? _____
99. Are you able to restore persons who have wandered away from their Christian community? _____
100. Do you enjoy verbally encouraging the wavering, troubled or discouraged? _____
101. Do you regularly acquire and master new facts and principles from your own study of the Bible? _____
102. Do you feel strongly that the church should care for those who are hurting and you'd like to help? _____
103. Would you enjoy being called upon to do special jobs around the church that no one else will do? _____
104. Do people regularly share prayer requests with you because they know you will pray about them? _____
105. Have other people ever told you that you ought to be teaching on a regular basis? _____
106. Do you enjoy having strangers in your home? _____
107. Do you usually think about long-range goals rather than short-range goals? _____
108. Have you regularly visualized great things for the future of God's work and seen them accomplished? _____
109. Do you like the responsibility for the success or failure of a group or organization? _____
110. Has God used you to lead others to a decision for salvation through faith in Christ? _____
111. Do you make friends easily with people from different cultures? _____

3 = Much

2 = Some 1 = Little 0 = None

SCORE

112. Are you able to perceive and apply biblical truth to the specific needs of the Body? _____

113. Do you sense great satisfaction for helping someone else be successful? _____

114. Do you give things or money cheerfully and sacrificially to the Lord's work? _____

115. Have you accurately perceived a person under Satanic influence? _____

116. Have you been effective helping needy Christians by guiding them to relevant portions of the Bible and praying with them? _____

117. Do people seek you out in order to get God's solution to their problems? _____

118. Do you have the ability to accurately discover new truths from the Bible for yourself? _____

119. Are you patient to spend time with someone who is physically suffering rather than wanting to leave as soon as you can? _____

Spiritual Gifts Chart

1. Place the numerical value you marked for each answer next to the number of each question. (1-119)

3 = Much

2 = Some

1 = Little

0 = None

Value of Answers

Total Gift

Row A	1	18	35	52	69	86	103		Service
Row B	2	19	36	53	70	87	104		Intercession
Row C	3	20	37	54	71	88	105		Teaching
Row D	4	21	38	55	72	89	106		Hospitality
Row E	5	22	39	56	73	90	107		Leadership
Row F	6	23	40	57	74	91	108		Faith
Row G	7	24	41	58	75	92	109		Administration
Row H	8	25	42	59	76	93	110		Evangelist
Row I	9	26	43	60	77	94	111		Missionary
Row J	10	27	44	61	78	95	112		Wisdom
Row K	11	28	45	62	79	96	113		Helps
Row L	12	29	46	63	80	97	114		Giving
Row M	13	30	47	64	81	98	115		Discernment
Row N	14	31	48	65	82	99	116		Shepherding
Row O	15	32	49	66	83	100	117		Exhortation
Row P	16	33	50	67	84	101	118		Knowledge
Row Q	17	34	51	68	85	102	119		Mercy

2. Next, add together the seven numbers in each row across, placing the sum in the total column.
3. Finally, using the results of the Spiritual Gifts Chart, enter below the 3 or 4 highest rated gifts, according to numerical score. This will give you a tentative evaluation of your spiritual gift(s).



SPIRITUAL GIFT DEFINITIONS AND SCRIPTURE REFERENCES

SERVICE – the gift of service is the special ability that God gives to certain members of the body of Christ 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 goals. (Romans 12:7; Ephesians 6:5-9)

INTERCESSION – the gift of intercession is the special ability that God gives to certain members of the Body of Christ to pray for extended periods of time on a regular basis and see frequent and specific answers to their prayers to a degree much greater than that which is expected of the average Christian.
(I Timothy 2:1-2; Colossians 1:9-12)

TEACHING – the gift of teaching is the special ability that God gives to certain members of the Body of Christ to communicate information relevant to the health and ministry of the Body and its members in such a way that others will learn.

(Acts 13:1, 18:24-28; Romans 12:7; Ephesians 4:11)

HOSPITALITY – the gift of hospitality is the special ability that God gives to certain members of the Body of Christ to provide an open house and warm welcome to those in need of food and lodging.
(Acts 16:15; Romans 12:9-13; Hebrews 13:1-2; I Peter 4:9)

LEADERSHIP – the gift of leadership is the special ability that God gives to certain members of the Body of Christ to set goals in accordance with God’s purpose for the future and to communicate those goals to others in such a way that they voluntarily and harmoniously work together to accomplish those goals for the glory of God. (Acts 15:7-12; Romans 12:8; I Timothy 5:17)

FAITH – the gift of faith is the special ability that God gives to certain members of the Body of Christ to discern with extraordinary confidence the will and purposes of God for the future of His work.
(Acts 11:22-24, 27:21-25; I Corinthians 12:9)

ADMINISTRATION – the gift of administration is the special ability that God gives to certain members of the Body of Christ 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. (Acts 6:1-7; I Corinthians 12:28)

EVANGELIST – the gift of evangelist is the special ability that God gives to certain members of the Body of Christ to share the gospel with unbelievers in such a way that men and women become Jesus' disciples and responsible members of the Body of Christ.

(Acts 8:5, 6:26-40, 21:8; Ephesians 4:11; II Timothy 4:5)

MISSIONARY – the gift of missionary is the special ability that God gives to certain members of the Body of Christ to minister whatever other spiritual gifts they have in a second culture.

(Acts 8:4-5, 13:2-3, 22:21; I Corinthians 9:19-23; Ephesians 3:7-8)

WISDOM – the gift of wisdom is the special ability that God gives to certain members of the Body of Christ to know the mind of the Holy Spirit in such a way as to receive insight into how given knowledge may best be applied to specific needs arising in the Body of Christ.

(Acts 6:3, 10; I Corinthians 12:8; James 1:5,6; II Peter 3:15)

HELPS – the gift of helps is the special ability that God gives to certain members of the Body of Christ to invest the talents they have in the life and ministry of other members of the Body, thus enabling the person helped to increase the effectiveness of his or her spiritual gifts.

(Romans 16:1-2; I Corinthians 12:28)

GIVING – the gift of giving is the special ability that God gives to certain members of the Body of Christ to contribute their material resources to the work of the Lord with liberality and cheerfulness.

(II Corinthians 9:6-10)

DISCERNMENT – the gift of discernment is the special ability that God gives to certain members of the Body of Christ to know with assurance whether certain behavior purported to be of God is in reality divine, human or Satanic.

(Acts 16:16-18; I Corinthians 12:10; I John 4:1-6)

SHEPHERDING – the gift of shepherding is the special ability that God gives to certain members of the Body of Christ to assume a long-term personal responsibility for the spiritual welfare of a group of believers. (Ephesians 4:11; I Thessalonians 5:12; I Timothy 3:1-7)

EXHORTATION – the gift of exhortation is the special ability that God gives to certain members of the Body of Christ to minister words of comfort, consolation, encouragement and counsel to other members of the Body in such a way that they feel helped and healed. (Acts 14:22; Romans 12:8; I Timothy 4:13; Hebrews 10:25)

KNOWLEDGE – the gift of knowledge is the special ability that God gives to certain members of the Body of Christ to discover, accumulate, analyze, and clarify information and ideas that are pertinent to the growth and well-being of the Body. (I Corinthians 12:8)

MERCY – the gift of mercy is the special ability that God gives to certain members of the Body of Christ to feel genuine empathy and compassion for individuals, both Christian and non-Christian, who suffer distressing physical, mental or emotional problems, and to translate that compassion into cheerfully done deeds that reflect Christ's love and alleviate the suffering.

(Acts 16:33-34; Matthew 5:7; Romans 12:8; Hebrews 4:16)

