



Discovering your Spiritual Gifts, Skills, and Passions

SPIRITUAL GIFT ASSESSMENT

Complete the Spiritual Gift Assessment (attached). Follow the included Instructions for the assessment and scoring.

DISCOVERING OUR PURPOSE (MA'AN)

As a child, we are often asked what we want to be when we grow up. The answers are generally related to what we know, what we see, what interests us. Common answers are doctor, fireman, Olympian (especially in even years), or even dinosaur (or rather paleontologist). Then we mature and take on new interests as we discover what we can do with our hands, and minds, and souls. We may be in a family of teachers, or engineers, or police officers and have some pressure to follow the traditions passed down for generations. Regardless what has inspired our vocation, what most of us are truly searching for is our real, true purpose.

It is much more than just what we want to do for work when we grow up. It's more about what will satisfy our soul; what we will truly be, or become.

The scriptures remind us that each of us has a purpose, or more appropriately, purposes. "The LORD made everything for a purpose." (Proverbs 16:4a, CEB) The Hebrew term is ma'an, an answer, or purpose. There is a reason you exist. You are an answer to a question, a need. You fill the need in the kingdom in a unique way. It's your true purpose.

It's actually much more complicated than that. Your life is not carefully orchestrated down to the second, rather God developed in each of us a unique purpose that paired with our life experiences, our developed skill sets, interests, and passions allows us to create and discover for ourselves our fit in the kingdom in about as many ways as we can conceive.

Let's begin to discover your uniqueness.

Identify any skills you have: (I.e. learned, acquired, practiced)

Identify your natural talents and abilities: (What are you able to do?)

What are the differences among these?

SPIRITUAL GIFTS

In addition to our natural abilities and acquired skills, followers of Christ have been gifted with additional abilities for the purpose of kingdom specifically. These are called Spiritual Gifts. St. Paul describes them in several places in Scripture.

Peter Wagner describes a spiritual gift as “a special attribute given by the Holy Spirit to every member of the Body of Christ according to God’s grace for use within the context of the Body.”¹ Paul said it this way, “there are different spiritual gifts, but the same Spirit...a demonstration of the Spirit is given to each person for the common good” (1 Corinthians 12:4, 7, CEB) Paul goes on to describe the body of Christ with many different members and parts, each having its own important role.

A spiritual gift, then, is a special ability given for the distinct purpose of building the Church. We all have them and are expected to use them.

SPIRITUAL GIFTS IN SCRIPTURE

Use the scripture references to fill in the blanks.

God has selected each of us to receive _____ spiritual gifts. Romans 12:6

God chooses the gifts given to each of us with perfect _____ of us.
I Corinthians 12:11

God wants each of us to _____ our gifts. I Corinthians 12:13-27

God has given these gifts to each of us for the _____ of ministry and service. Romans 12:9-21

God intends that the work of the _____ will be accomplished through the gifts given to each person in the Church. Ephesians 4:12

*“So here’s what I want you to do, God helping you: Take your everyday, ordinary life—your sleeping, eating, going-to-work, and walking-around life—and place it before God as an offering. Embracing what God does for you is the best thing you can do for him.”
(Romans 12:1-2a, The Message)*

¹ Wagner, C. Peter, *Your Spiritual Gifts Can Help Your Church Grow*, Chosen Books, 2017.

SPIRITUAL GIFTS DEFINED

Administration: The ability to clearly understand the immediate and long-range goals of a committee, working group, or the church as a whole; to create and carry out effective plans to accomplish these goals. (I Corinthians 12:28, Acts 6:1-7, Romans 12:8)

Proclaiming the Faith: (including but not limited to Preaching) The ability and desire to share the Good News with others. (Ephesians 4:11, Acts 13:31-33)

Exhortation: The ability to provide words of comfort, consolation, encouragement, and counsel to others. (Romans 12:8, I Timothy 4:11-13, Acts 14:21-22)

Faith: The ability to see with certain and special confidence what work God wants a person, a committee, a working group, or the church as a whole to undertake; a supernatural trust in God that anything is possible. (I Corinthians 12:9, Acts 27:21-25, Hebrews 11:33-38)

Giving/Generosity: The ability and desire to contribute to the work of the church with great joy and eagerness. (Romans 12:8, Mark 12:41-44)

Helps: The ability and desire to do those small, yet important behind the scenes activities which are essential to the success of the work of the church. (I Corinthians 12:28, Mark 2:3-4)

Hospitality: The ability to provide a warm welcome to others, often with food, lodging, or personal attention. (Romans 12:9-13, Hebrews 13:1-2)

Intercession: The ability to develop a disciplined prayer life which sees frequent and specific answers to your prayers. (Romans 12:14-16, James 4:14-16, Acts 12:1-17)

Knowledge: The ability to discover, accumulate, analyze, and clarify information and ideas; knowing things without learning them. (I Corinthians 12:8, Romans 15:14)

Leadership: The ability to draw people together to accomplish worthwhile goals. (Romans 12:8, Acts 15:7-12)

Mercy: Having a deep feeling of compassion for those who are experiencing life's challenges. (Romans 12:8, Luke 10:33-35)

Serving: The ability to identify the unmet needs of people and the desire to act on the needs. (Romans 12:7, II Timothy 1:16-18)

Shepherding: (includes Pastoring) The gift of being responsible for the spiritual well-being of an individual or a group of people. (Ephesians 4:1, I Timothy 3:1-7)

Teaching: The ability to disciple children or adults; to lead people to grow spiritually. (I Corinthians 12:28, Acts 18:24-28)

Wisdom: The gift of having insight and understanding of life situations; providing guidance, insight, and encouragement. (I Corinthians 12:8, I Corinthians 2:1-13)

Other Spiritual Gifts in Scripture: Tongues, Interpreting of Tongues, Miracles, and Healing. Called "sign gifts" they are widely misunderstood and often imitated. Speaking and interpreting different languages without learning them is rarely needed within U.S. culture, but has great benefits in areas of the world where many different languages are spoken.

SKILLS AND TALENTS (included in the Gift Assessment)

Arts and Crafts: The ability of using your hands, imagination, and mind to advance the Kingdom of God through artistic, creative means. (Romans 12:7 and Exodus 31:3-11)

Building/Maintenance: The ability to use your hands, imagination, and mind in the areas of construction, maintenance, and upkeep for the benefit and beautification of the Kingdom of God. (Romans 12:7, II Chronicles 34:9-13)

Music-Vocal: The ability to use your voice in the singing of praises and joy to the Lord. (Romans 12:7, Colossians 3:16)

Music-Instrumental: The ability to play a musical instrument in praise of God. (Romans 12:7, Psalm 150:4-5)

Writing: The ability of putting your thoughts or feelings into words in such a way that people receive courage, guidance, knowledge, and/or inspiration. (Romans 12:7, Acts 15:19-20, Psalm 45:1)

USE YOUR SPIRITUAL GIFTS WITHIN THE CHURCH

Choose One of Your Primary Gifts: _____

How and where can this gift be used with the church's present program and ministry?

What NEW ministry or program might you be inspired to create in order to exercise your spiritual gift within the life of the church? (What is possible? Needed?)

Choose One of Your Secondary Gifts: _____

How can this gift be used with the church's present program and ministry?

What NEW ministry or program might you be inspired to create in order to exercise your spiritual gift within the life of the church? (What is possible? Needed?)

THE FIVE E'S FOR EXERCISING YOUR SPIRITUAL GIFTS

- Explore the possibilities - Discover where you can exercise your gift
 - Experiment - Try it out in an area or two
 - Examine your feelings - How does serving in this way make you feel?
 - Evaluate your effectiveness (the fruit of the Spirit) - Was it useful/helpful?
 - Expect confirmation from the Body of Christ - What are others saying?
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This Assessment will help you discover the gifts Holy Spirit has chosen for you. Read each statement and circle the best answer: Much, Some, Little, or None.

Each statement is in the form of "I am able" -- not "I have already been" or "I usually." Answer honestly, not modestly. Don't spend too much time thinking on any one statement.

1	I am able to organize ideas, things, and people for effective results.	Much Some Little None
2	I am able to draw, design, or paint.	Much Some Little None
3	I am able to repair and maintain things with my hands.	Much Some Little None
4	I am able to share with others how I came to know that God was actively working in my life.	Much Some Little None
5	I am able to speak words of encouragement to those who are troubled, sad, or unsure of themselves.	Much Some Little None
6	I am able to believe that the promises of God will come true despite worldly conditions which say otherwise.	Much Some Little None
7	I am able to manage my money so well that I can contribute generously to God's work.	Much Some Little None
8	I am able to relieve key leaders of small tasks so they can concentrate on their main work.	Much Some Little None
9	I am able to provide food or lodging to someone in need.	Much Some Little None
10	I am able to pray intensely for others.	Much Some Little None
11	I am able to discover new truths myself.	Much Some Little None
12	I am able to persuade other people to achieve important goals.	Much Some Little None
13	I am able to talk cheerfully to the elderly, shut-ins, or those in nursing homes.	Much Some Little None
14	I am able to sing praises to God either alone or with others.	Much Some Little None
15	I am able to play a musical instrument.	Much Some Little None
16	I am able to do routine work that some people would find uninteresting.	Much Some Little None
17	I am able to be responsible for the spiritual growth of a group of fellow Christians.	Much Some Little None
18	I am able to help other people learn Biblical facts and details which aid in building up their lives.	Much Some Little None

19	I am able to apply truth in my life on a day-to-day basis.	Much Some Little None
20	I am able to express my thoughts or feelings on paper.	Much Some Little None
21	I am able to use facts or figures in planning effective projects.	Much Some Little None
22	I am able to create pictures, banners, or other decorative craft items.	Much Some Little None
23	I am able to do electrical, mechanical, or plumbing work.	Much Some Little None
24	I am able and willing to learn how to share my faith with others.	Much Some Little None
25	I am able to help others see new directions for their lives by giving them words of comfort, cheer, or constructive criticism.	Much Some Little None
26	I am able to be more excited about the future than the past.	Much Some Little None
27	I am able to give my money first to God and then pay my bills.	Much Some Little None
28	I am able to do small jobs that take place behind the scenes.	Much Some Little None
29	I am able to make guests feel welcome.	Much Some Little None
30	I am able to pray for others when I am doing other things.	Much Some Little None
31	I am able to influence others by sharing with them what I know.	Much Some Little None
32	I am able to get other people to do work that needs to be done.	Much Some Little None
33	I am able to comfort people who are sick or lonely.	Much Some Little None
34	I am able to lead others in singing songs of praise to God or for pure enjoyment.	Much Some Little None
35	I am able to contribute my instrumental musical abilities to a church, school, or community program.	Much Some Little None
36	I am able to feel that doing small jobs is doing God's work.	Much Some Little None
37	I am able to help straying Christians strengthen their faith.	Much Some Little None
38	I am able to share my knowledge, the knowledge of others, or the love of Christ with children or adults.	Much Some Little None
39	I am able to work out solutions to complicated problems in other people's lives.	Much Some Little None
40	I am able to influence others with my written words.	Much Some Little None
41	I am able to get a group of people to set goals and to make plans to accomplish these goals.	Much Some Little None
42	I am able to garden or landscape.	Much Some Little None
43	I am able to build things from my own or others' designs.	Much Some Little None
44	I am able to have a special concern for those who find it difficult to have faith in God.	Much Some Little None

45	I am able to encourage others who are inactive in the faith.	Much Some Little None
46	I am able to believe that anything is possible through the Lord.	Much Some Little None
47	I am able to give generously to the Lord's work because of what God has done for me.	Much Some Little None
48	I am able to type, file, or do other record keeping tasks.	Much Some Little None
49	I am able to make visitors feel at home in their new surroundings.	Much Some Little None
50	I am able to feel that my prayers lead to amazing results in my life or in the lives of others.	Much Some Little None
51	I am able to apply what I know to the everyday situations of life.	Much Some Little None
52	I am able to get others to follow my direction.	Much Some Little None
53	I am able to help others even when they don't seem to appreciate my assistance.	Much Some Little None
54	I am able to sing familiar songs from the hymnal either alone or with others.	Much Some Little None
55	I am able to use my instrumental music talents for the entertainment of friends or the glory of God.	Much Some Little None
56	I am able to take directions from others better than I can give directions to others.	Much Some Little None
57	I am able to guide a small group of Christians in their spiritual growth.	Much Some Little None
58	I am able to get children or adults to learn about the love of Christ.	Much Some Little None
59	I am able to go to scripture and choose a reference which will be beneficial to the working out of a problem or decision I face.	Much Some Little None
60	I am able to prepare or arrange newspaper or newsletter articles.	Much Some Little None
61	I am able to develop a picture of the future and to lead people to it.	Much Some Little None
62	I am able to sew, knit, or do needlepoint.	Much Some Little None
63	I am able to do painting, plastering, or carpentry work.	Much Some Little None
64	I am able to talk to other people about life or spiritual matters.	Much Some Little None
65	I am able to help people who fee confused or lost.	Much Some Little None
66	I am able to discover what God wants of me or my church.	Much Some Little None
67	I am able to feel deeply moved when I learn of the financial needs of God's work.	Much Some Little None
68	I am able to help prepare or serve meals.	Much Some Little None

69	I am able to enjoy entertaining people in my home.	Much Some Little None
70	I am able to believe that concrete results will come from my prayers.	Much Some Little None
71	I am able to acquire facts and understanding through disciplined study.	Much Some Little None
72	I am able to guide small or large groups of people in decision-making activities.	Much Some Little None
73	I am able to help others even when their troubles are their own fault.	Much Some Little None
74	I am able to experience singing as one of my favorite spiritual exercises.	Much Some Little None
75	I am able to use my instrumental talents to inspire others.	Much Some Little None
76	I am able to do work behind the scenes that nobody knows about.	Much Some Little None
77	I am able to help individuals or small groups discover scripture verses that strengthen their lives.	Much Some Little None
78	I am able to get children or adults to see God at work in the stories of the Bible.	Much Some Little None
79	I am able to determine where a person could best use his or her abilities.	Much Some Little None
80	I am able to write stories or essays which inspire the reader.	Much Some Little None
81	I am able to get a group of people to use effective procedures for doing their work.	Much Some Little None
82	I am able to do interior decorating.	Much Some Little None
83	I am able to clean things so that they are pleasing to look at.	Much Some Little None
84	I am able to get people to respond positively when I share my faith with them.	Much Some Little None
85	I am able to comfort someone who is suffering from physical or emotional problems.	Much Some Little None
86	I am able to trust that God is always reliable, even when everything else around me looks very dim.	Much Some Little None
87	I am able to deliberately choose to acquire fewer things so that I can give more to God's work.	Much Some Little None
88	I am able to help prepare materials to be mailed or handed out.	Much Some Little None
89	I am able to go up to a visitor and start a conversation.	Much Some Little None
90	I am able to say that praying is a favorite spiritual exercise of mine.	Much Some Little None

91	I am able to discover which truths and facts will be of benefit to me and others.	Much Some Little None
92	I am able to motivate other people so that they respond in a positive manner.	Much Some Little None
93	I am able to work with people who have psychological problems.	Much Some Little None
94	I am able to find joy in the simple routine of hymn singing.	Much Some Little None
95	I am able to enjoy playing a musical instrument either alone or with other groups of people.	Much Some Little None
96	I am able to see a job that needs to be done and do it without being told.	Much Some Little None
97	I am able to bring friends or relatives back to the faith after they have strayed away.	Much Some Little None
98	I am able to get children or adults to want to learn about God.	Much Some Little None
99	I am able to feel the presence of God during the making of important decisions.	Much Some Little None
100	I am able to strengthen the lives of other people with my written words.	Much Some Little None

PASSIONS & INTERESTS

The spiritual gifts are only one part of our whole being. Our service in the Kingdom of God also hinges on the things we find interesting or are passionate about. Where these two align (Spiritual Gifts and Passions/Interests) is the sweet spot. Serving within this sweet spot is life-giving and enjoyable.

Interests: Consider all of church life. What areas most interest you? (Children, youth, mission, etc.)

Interests	Score

Passions: What are you passionate about? (i.e. current issues, justice, education, evangelism, etc.)

Use the chart below to record your passions. Write down anything that comes to mind.

Passions	Score

Score: Now give each one a score from most important to least important to you. 1 - 5 (1=most) It's okay to score some of them the same since you may have more than 5 interests or passions.

Using the Rank your top 5 Passions/Interests below. These are your Core Passions/Interests.

Rank	Passions/Interests

SPIRITUAL GIFTS & PASSIONS/INTERESTS WORKSHEET

In the grid, enter the value of each answer to the 100 statements.

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

Then total the values across the grid to find your total value for each gift listed.

					Total	Spiritual Gifts
1	21	41	61	81		Administration
2	22	42	62	82		Arts & Crafts
3	23	43	63	83		Building/Maintenance
4	24	44	64	84		Proclaiming the Faith
5	25	45	65	85		Exhortation
6	26	46	66	86		Faith
7	27	47	67	87		Generosity
8	28	48	68	88		Helps
9	29	49	69	89		Hospitality
10	30	50	70	90		Intercession
11	31	51	71	91		Knowledge
12	32	52	72	92		Leadership
13	33	53	73	93		Mercy/Compassion
14	34	54	74	94		Music-Vocal
15	35	55	75	95		Music-Instrumental
16	36	56	76	96		Service
17	37	57	77	97		Shepherd/Pastor
18	38	58	78	97		Teaching
19	39	59	79	99		Wisdom
20	40	60	80	100		Writing

Top Spiritual Gifts (Highest Scored)

Passions (from previous page)

1. _____
2. _____
3. _____
4. _____
5. _____
6. _____

1. _____
2. _____
3. _____
4. _____
5. _____