

Spiritual Gift Analysis

Date _____

Name _____

This analysis seeks to highlight your spiritual preferences and tendencies. Because of the complexity of this task there is no perfect evaluation form. The results of this evaluation will only help you identify those areas that are possibly the spiritual gift(s) that God has given you. The true identification of your gift(s) will only be revealed as you get involved in ministry areas that allow you to use those particular gifts.

Thus, the goal of this exercise is to simply narrow down the number of gifts and, at least, point you in a direction. Once the results of this analysis have been reviewed, it will be important for you to take the next step in exercising your spiritual gift(s).

Instructions:

#1 Circle as many answers to each question as solidly apply to you.

#2 Circle no response if you find none of the choices apply to you.

#3 Submit completed form to church office to have it scored.

1. I prefer situations in my church in which I am:
 - a. A speaker
 - b. In a discussion group
 - c. Just a listener

2. If asked to speak, I prefer to speak to:
 - a. Large groups
 - b. Small groups
 - c. Individuals

3. When faced with counseling another person about his or her problem, I tend to:
 - a. Identify deeply with that person's situation
 - b. Offer the best biblical solution I can think of, even if I'm not totally confident about my counsel
 - c. Prefer sharing biblical insights, while avoiding discussions about feelings
 - d. Urge him/her to follow my counsel, because I honestly believe God often helps me see solutions to other's problems

4. When I begin to prepare to speak to other Christians, I am normally motivated to:
 - a. Emphasize the truths of basic Bible themes so as to lead the listeners to a clear-cut decision in the meeting
 - b. Carefully organize a biblical passage in a systematic way so that the listeners can clearly understand the meaning
 - c. Instruct on doctrinal topics to enable the listeners to have a better understanding of these subject areas
 - d. Stress application of passages that emphasize practical truths, so that the listener's conduct can be refined
 - e. Take one verse, and outline practical, specific steps of action for the listeners to follow

- 5. When listening to others speak, I tend to:**
 - a. Dislike in-depth doctrinal studies without applications
 - b. Dislike talks, which heavily emphasize illustrations and applications without logical order and doctrine
 - c. Be strongly impressed by exhortations to serve other Christians

- 6. If I had to choose between the following approaches to personal devotions, I most prefer to (choose only one response):**
 - a. Search out how the verses I'm studying add to my understanding of doctrine
 - b. Analyze the verses with the purpose of changing specific areas of my conduct
 - c. Relate to the verses emotionally, so as to get a personal blessing

- 7. If I had my choice of passages to study, I would usually choose ones which (choose only one response)**
 - a. Are rich in doctrine
 - b. Are very practical
 - c. Are controversial or difficult to understand
 - d. Have great emotional appeal to my Christian life

- 8. When I give a testimony, I tend to:**
 - a. Encourage or console others, rather than just share a verse or experience
 - b. Indicate some area of doctrine that has come alive to me through an experience and/or verse I've studied
 - c. Emphasize the practical applications of some verses to my life

- 9. With regard to planning for the future of my church, I tend to:**
 - a. Have a positive confidence about what the church should do
 - b. Be concerned about and willing to do detailed, deliberate work on the plans
 - c. Be more concerned with envisioning end results than with the details involved in getting there
 - d. Have a great desire to seek quick growth in the ministries of the church

- 10. When conversing with other Christians, I tend to:**
 - a. Probe them to determine their true spiritual condition and needs
 - b. Exhort them to embrace certain goals and actions

- 11. If a person were to ask me to evaluate his or her spiritual condition, I would tend to:**
 - a. Point out errors in his or her mental understanding of the Christian life and doctrine
 - b. Sense areas of right and wrong conduct in that person's life, and point - out some solutions
 - c. Be critical of areas of the person's life which are not disciplined and well ordered

- 12. When presented with a physical or spiritual need, I tend to:**
 - a. Respond on my own initiative to try to meet it if possible
 - b. Respond best if someone calls and asks me to help fill in
 - c. Not respond if the need requires considerable preparation
 - d. Not respond if the need involves a lot of organizational detail and red tape
 - e. Respond with money and possessions

- 13. In an organization, I usually prefer to (choose only one response)**
 - a. Lead a group
 - b. Be a follower under another's leadership

14. When given a task which needs to be done now, I:

- a. Tend to complete it before taking on another task
- b. Tend to leave it for another task if the second one seems more important at the time
- c. Prefer to be told by a competent leader exactly what to do
- d. Tend to be concerned with doing high quality and thorough job
- e. Favor doing it myself rather than delegating it

15. If asked to lead in a church program somewhere, I would tend to choose a position which involves:

- a. Comprehensive planning for the future
- b. Detailed planning and decision making for the present
- c. Harmonizing various viewpoints for a decision
- d. Evaluating personnel for various leadership positions
- e. Drawing up procedures and guidelines for effective inner working of the church
- f. Delegating responsibilities to others

16. If a group is meeting, and no assigned leader is there, I would tend to:

- a. Assume the leadership
- b. Let the meeting proceed with no direct leadership
- c. Appoint or ask someone in the group to lead
- d. Call someone to find out who the real leader is

17. My reaction to the needs of others tends to be:

- a. Slow, because I don't know what to do
- b. Quick, because I sense what needs to be done most of the time
- c. Deliberate, because I want to make sure I've thought it through thoroughly

18. In regard to decision making when the facts are clear, I tend to:

- a. Make decisions easily and with confidence
- b. Lack firmness because of people's feelings
- c. Rely on others whom I believe are more capable of sorting out the issues in the decision

19. With regard to financial matters, I tend to:

- a. Be able to make investments and gain wealth
- b. Be moved to give all I can to people and organizations I consider worthy
- c. Want assurances that the money I give will be used wisely
- d. Feel deeply that such matters should be handled in an orderly and prudent manner
- e. See money as a means for carrying out ministries and meeting needs, more than for construction of buildings, payment of salaries, etc.
- f. Work hard to meet legitimate needs

20. If given a choice among the following involvements in a Sunday school class lesson, I would most favor (choose only one response);

- a. Doing the biblical research and study to provide the lesson content
- b. Organizing available content and illustrations for presentation of the truths
- c. Thinking up original applications for the lesson after having been given the organized content
- d. Presenting the lesson for which the content, illustrations, and applications are provided

- 21. With regard to decisions made from my speaking, I prefer to (choose only one response);**
- See an immediate commitment at the meeting by individuals in the group
 - Do follow-up counseling directed at long-run changes in conduct
 - Have an opportunity to explore the decision in depth through discussion
- 22. If I were a leader faced with two Christians in the church who couldn't get along, I would tend to (choose only one response);**
- Change one person's responsibilities and position at the point of conflict
 - Talk to the two people about changing their attitudes
 - Leave the situation alone, for fear of offending and making it worse
- 23. When called to serve, I am most naturally motivated to help in situations in which there are specific:**
- Material needs (food, buildings, equipment, money)
 - Mental needs (lack of understanding of Scripture, need to find God's will in a certain matter, etc.)
 - Emotional needs (fear, anxiety, frustration, moods due to pain and trials, etc.)
 - Spiritual needs (for commitment, faith, dealing with sin, etc.)
- 24. When speaking before people, I:**
- Sense an inner urgency to persuade people to make spiritual decisions and commitments right then
 - Find it easy to accept the authority of the scriptures without hesitation
 - Am inwardly compelled to prepare well and speak carefully
 - Encourage thought-life decisions more than conduct changes
 - Feel most comfortable presenting a thorough detailed study of a biblical passage topic
 - Have an inner urge to share practical insights consistent with high biblical standards
 - Have a tendency to feel real concern for those in difficulty, and to suggest ways to help them
- 25. Generally speaking, I have a tendency to:**
- Visualize future goals and work towards them in spite of difficulties
 - Be wise in discerning the Character quality of another person
 - Accurately detect the weaknesses and pitfalls when evaluating opportunities and situations
 - Have great energy and stamina for working on and meeting the practical needs of others
 - Be sensitive to overall organizational direction more than minority, individual opinions
 - Help meet obvious needs without measuring the worthiness of the recipient or evaluating his real needs
 - Desire positive results and high quality in the things to which I give my efforts and money
 - See through other's actions to their real motives and inner attitudes

Adapted from Tim Blanchard, *Finding Your Spiritual Gifts*, Tyndale House Publishers, 1983, pp. 43-49 Updated 10/30/03

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