

Spiritual Gifts Assessment

Memorial Road Church of Christ

Spiritual gifts are special abilities given to believers by God to bring glory to His name, empower us to serve the body of Christ, and grow His kingdom. The following assessment is designed to help you identify your gifts, although it is not considered absolute. God also created each one of us with passions and abilities, and you will have an opportunity to indicate those as well. Ultimately, the best way to know how God has gifted you is through prayerful service, followed by evaluation to determine areas in which you are most effective.

You can complete the assessment in paper form, or you may complete the spiritual gifts assessment section online if you prefer, and it will tabulate the results for you. (Go to www.mrcc.org, select '**Ministries**' from the main menu, choose '**Planning & Support**' from the dropdown menu, '**Involvement**' from the list of support ministries, and click on '**Spiritual Gifts Assessment Online**'.) After completing this assessment, please enter the results in your online profile (see Step 5, page 12). Our involvement team and ministry leaders will use this information to fill ministry positions and help ensure that you find a place in the ongoing ministries of this church.

If you have questions along the way or you would like to visit about how you can use your gifts at Memorial Road, please don't hesitate to contact me.

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STEP 1: Take the self-test

For each of the questions that follow, circle the number that corresponds with the response that most closely matches how you perceive yourself. Here is the scale of responses:

- 4 = Consistently true
- 3 = Frequently true
- 2 = Occasionally true
- 1 = Infrequently true
- 0 = Rarely true

Answer as truthfully as you can. After responding to each question, fill out the scoring grid on page six to analyze your results.

1	When presented a goal, I immediately think of steps that need to be taken in order to achieve the desired results.	4 3 2 1 0
2	I am able to convey the Gospel message to non-believers in ways that they are able to easily understand.	4 3 2 1 0
3	I love to encourage others to live up to their full potential and develop in their personal ministries.	4 3 2 1 0
4	I am aware of the Spirit's presence in my life and the lives of others.	4 3 2 1 0
5	I believe all I have comes from God and gladly respond to His blessings by giving liberally of my money and/or possessions.	4 3 2 1 0
6	I feel compelled to learn as much as I can about the Bible and faith.	4 3 2 1 0
7	I have the ability to help people work in unity and can deal effectively with any opposition that threatens the harmony of the group.	4 3 2 1 0
8	When I see people in need, I am moved to assist them.	4 3 2 1 0
9	I quickly and accurately identify good and evil.	4 3 2 1 0
10	I easily recognize practical needs and am quick to meet them. When I take tables down, work in the kitchen, or put chairs away, I feel that I have served the Lord.	4 3 2 1 0
11	I feel the need to protect those whom I disciple.	4 3 2 1 0

12	I love studying the Word of God and doing research.	4 3 2 1 0
13	When a challenge is presented, I am usually able to identify an appropriate solution.	4 3 2 1 0
14	I enjoy organizing thoughts, ideas, hopes, and dreams into a specific plan of action.	4 3 2 1 0
15	I want to spend time with unbelievers so that I can share my faith.	4 3 2 1 0
16	I prefer the kind of information that has practical application.	4 3 2 1 0
17	When I encounter times of personal crisis, my trust in God is a source of strength for others.	4 3 2 1 0
18	I feel strongly led to give to support and bless others or to advance a ministry or project that really makes a difference.	4 3 2 1 0
19	I study and read quite a bit in order to learn new biblical truths.	4 3 2 1 0
20	When I am in a group, others will often look to me for direction.	4 3 2 1 0
21	I feel an urgency to provide for the needs and comfort of those who are homeless, hungry, sick, or distressed.	4 3 2 1 0
22	I feel strongly called to intercessory prayer and spend much time in prayer.	4 3 2 1 0
23	I am more interested in meeting the needs of others than my own. I feel the greatest joy in doing something that is helpful.	4 3 2 1 0
24	I am able to give spiritual direction to others and am willing to take the initiative to help Christians grow in their faith.	4 3 2 1 0
25	I love communicating the principles I learn from the Bible, and I present them in a way that others can understand.	4 3 2 1 0
26	People come to me for help in applying Christian faith and values to personal situations.	4 3 2 1 0
27	I thrive on organizing people, ideas, and resources to improve the efficiency of a ministry.	4 3 2 1 0
28	I find it easy to share what Jesus means to me with non-believers.	4 3 2 1 0
29	I am skilled in communication and want a visible response when teaching or speaking. <i>(Indicate the degree to which you fit <u>both</u> criteria.)</i>	4 3 2 1 0

30	My confidence in God does not waver, even if I encounter discouragement from others.	4 3 2 1 0
31	I handle my finances with wisdom and frugality and like to get the best value for the money spent.	4 3 2 1 0
32	My study of the Bible has proven helpful to others in their faith journey.	4 3 2 1 0
33	I am a visionary and can motivate others to accomplish the vision.	4 3 2 1 0
34	I enjoy doing kind deeds for people who cannot or will not return them.	4 3 2 1 0
35	I yearn for hearers to be convicted after I've proclaimed God's word.	4 3 2 1 0
36	I like working behind the scenes to ensure projects are successful. I prefer to follow rather than lead others or projects.	4 3 2 1 0
37	I feel called to look out for the spiritual welfare of a group of believers of which I am a part.	4 3 2 1 0
38	Others have told me that I have assisted them in learning biblical truth in a meaningful way.	4 3 2 1 0
39	When a group needs direction, I am generally asked for my opinion.	4 3 2 1 0
40	I thrive in working, task-oriented relationships.	4 3 2 1 0
41	I am sympathetic to sinners and understanding of their weaknesses.	4 3 2 1 0
42	I am an outgoing "people person," and others are attracted to my optimistic attitude.	4 3 2 1 0
43	I witness God's amazing results with calm satisfaction rather than surprise.	4 3 2 1 0
44	I give by the leading of God and the Holy Spirit. I am delighted when my gift is an answer to specific prayer.	4 3 2 1 0
45	I seem to have a natural ability to recall Scripture.	4 3 2 1 0
46	I see the big picture and am less interested in the details.	4 3 2 1 0
47	I am attracted to people who are hurting or in distress and easily empathize with hurting people.	4 3 2 1 0

48	I encourage repentance that produces a change of heart.	4 3 2 1 0
49	I do not need to be in the public eye to be fulfilled.	4 3 2 1 0
50	I lead by example and know the value of investing myself in others' lives to impact the church in the future.	4 3 2 1 0
51	I value accuracy and get upset when Scripture is used out of context.	4 3 2 1 0
52	I do not give advice until I have taken time to seek God's guidance through prayer.	4 3 2 1 0
53	I comprehend the big picture but am detail-oriented.	4 3 2 1 0
54	I experience a feeling of great joy when a person responds to Christ's invitation.	4 3 2 1 0
55	I enjoy being asked to share my counsel and give practical advice.	4 3 2 1 0
56	I encourage others to trust in God, even in the face of adversity.	4 3 2 1 0
57	I have a natural ability to make money and/or am content to live a simple lifestyle.	4 3 2 1 0
58	I have helped others discern key and important facts of Scripture.	4 3 2 1 0
59	I can guide group members to use their individual talents and allow them the independence to accomplish their tasks.	4 3 2 1 0
60	I am guided by my heart rather than my head.	4 3 2 1 0
61	I grieve deeply over the sins of others.	4 3 2 1 0
62	I generally complete tasks and usually prefer short-term projects to ongoing ones.	4 3 2 1 0
63	I am sensitive to problems in the church that might cause disharmony.	4 3 2 1 0
64	I prefer using biblical illustrations over life illustrations.	4 3 2 1 0
65	When other people have a problem, I can frequently guide them to the best biblical solution.	4 3 2 1 0

STEP 2: Grade your test

Each row in the scoring grid below represents a set of five questions (listed in the left-hand column). For each set of questions, go back to your test and add the numerical values of your responses for those five questions to arrive at a total. Then indicate on the scoring grid what your total is for each set of questions. *For example, in the category of Administration, if you answered questions 1, 14, 27, 40, & 53 with responses of “3,” “2,” “3,” “4,” & “4,” add 3+2+3+4+4 to arrive at a total of 16. Then place an “x” in the column marked “16” in the Administration row of the scoring grid.*

Questions	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	Gift
1, 14, 27, 40, 53																						Administration
2, 15, 28, 41, 54																						Evangelism
3, 16, 29, 42, 55																						Exhortation
4, 17, 30, 43, 56																						Faith
5, 18, 31, 44, 57																						Giving
6, 19, 32, 45, 58																						Knowledge
7, 20, 33, 46, 59																						Leadership
8, 21, 34, 47, 60																						Mercy
9, 22, 35, 48, 61																						Perception/ Proclamation
10, 23, 36, 49, 62																						Serving
11, 24, 37, 50, 63																						Shepherding
12, 25, 38, 51, 64																						Teaching
13, 26, 39, 52, 65																						Wisdom

Go to the next page to list your top gifts.

Now, list your three highest scores:

1. _____
2. _____
3. _____

Some notes about your results:

- The higher the score, the stronger the corresponding gift.
- Note how your highest-scoring gifts have the potential to complement and support one another.
- Your perceptions will be validated by others and confirmed over time through prayer and practice. Listen for that affirmation as others confirm your gifts through genuine expressions of approval and gratitude for a job well done!
- God also gave us abilities and passions, so don't feel like you can't serve in an area that is not specifically your spiritual gift. Sometimes we just need to try something we think we would enjoy doing and see if it's a good fit.
- By the same token, not having a certain gift does not mean that we have no responsibilities in that area. For example, God expects all Christians to give, to serve, to show mercy, etc. Some are just gifted in an extraordinary capacity in those areas.

Please remember that this is not a scientific instrument. This inventory is designed to help you begin your journey toward discovering your spiritual gifts. For further study on spiritual gifts, see the following resources, which were consulted to compile this spiritual gifts assessment:

Discover Your God-Given Gifts by Don & Katie Fortune

Spiritual Gifts: A Practical Guide to How God Works Through You by David Francis

Ministry Gifts Inventory by Michael Miller

He Gave Gifts by Charles Swindoll

Finding Your Spiritual Gifts by C. Peter Wagner

In the next section you can learn more about the spiritual gifts in this inventory.

STEP 3: Examine the spiritual gifts

Before you look through the list of gifts that follow, it may be helpful to read through the three main passages in the Bible that teach about spiritual gifts in the church: Romans 12:6-8; I Corinthians 12:8-10, 28-30; and Ephesians 4:11. Other scriptures throughout the Bible reference specific areas of giftedness.

Compiling a definitive list is difficult, since so many areas of talent and ability are mentioned in God's Word. There are many opinions in the matter of defining spiritual gifts. The following list does not aim to settle those debates but seeks merely to represent the areas of giftedness most commonly found and likely to be used at Memorial Road. Each entry contains multiple scriptural references that pertain to that gift, as well as examples of people in the Bible who exemplify the gift.

When we as Christians use these gifts in the way that God intends, the church is united, edified, and equipped to grow both spiritually and numerically.

The Gifts:

Administration – the gift that enables a believer to visualize the steps involved in reaching a goal and organize people and resources to most effectively accomplish it. *See I Corinthians 12:28, Luke 14:28-30, Acts 6:1-7, Titus 1:5 (Titus), Genesis 37-50 (Joseph), Exodus 18:13-27 (Jethro), Nehemiah 8 (Nehemiah).*

Evangelism – the gift that moves a believer to communicate the gospel of Jesus Christ to the lost in such a way that they become Jesus' disciples. *See Ephesians 4:11, Matthew 28:16-20, Acts 2:36-41, Acts 8:5, 26-40 (Philip).*

Exhortation – the gift of encouraging and challenging believers, helping them apply Scripture to their lives and motivating them to be involved in and enthusiastic about the work of the Lord. *See Romans 12:8, Acts 2:14-41 & 3:1-4:20 (Peter), Acts 4:36 & 11:22-26 (Barnabas), Acts 14:22, I Timothy 4:13-14 (Paul), Hebrews 10:23-25, Proverbs 27:6, Galatians 6:1, I Thess. 2:11-12 (Paul, Silas, and Timothy).*

Faith – the gift that gives a believer the eyes to see the Spirit at work and the ability to trust God and His will with extraordinary confidence, even in the face of apparently insurmountable odds, thereby bringing reassurance and hope to the body of Christ. *See I Corinthians 12:9, Matthew 17:20, Mark 5:25-34, Mark 11:22-24, Acts 11:22-24 (Barnabas), Acts 27:21-25 (Paul), Romans 4:18-21 (Abraham), Hebrews 11.*

Giving – the gift that enables a believer to recognize God's blessings and use them to contribute to the Lord's work generously, frequently, and joyfully to benefit others and advance the gospel. *See Romans 12:8, Mark 12:41-44 (widow), II Corinthians 8:1-7 (Macedonian churches), Genesis 13:2, 9 & 14:14-23 (Abraham), Luke 23:50-53 (Joseph of Arimathea), Acts 9:36-42 (Dorcas), Acts 10:1-31 (Cornelius), Acts 16:14-15, 40 (Lydia), Luke 19:1-10 (Zacchaeus), 2 Chronicles 1-9 (Solomon).*

Knowledge – the gift of discovering, learning, analyzing, and clarifying information and new insights with regard to the precious truths of God’s Word. *See I Corinthians 12:8, I Corinthians 14:6, Acts 17:11 (Bereans), II Corinthians 11:6 (Paul).*

Leadership – the gift that aids the body by casting a vision, directing and inspiring the members to work together in unity to fulfill the goals and purposes of the church. *See Romans 12:8, Acts 7:10, I Timothy 5:17 (elders), Hebrews 13:7 & 17, Exodus 3:10, 16-18 (Moses), Judges 4-5 (Deborah), I Samuel 16-I Kings 2 (David).*

Mercy – the gift that motivates a believer to notice and feel deeply for those in physical, spiritual, or emotional need and embrace them with comfort and hope. *See Romans 12:8, Matthew 25:35-40, Luke 10:30-35 (Good Samaritan), Acts 11:28-30 (church in Antioch), Acts 16:33-34 (Philippian jailer), Ruth (Ruth), Jeremiah and Lamentations (Jeremiah), II Timothy 1:15-18 (Onesiphorus).*

Perception/Proclamation – the gift of clearly perceiving right and wrong that moves a believer to intercede in prayer, to find meaning in trouble, and to boldly proclaim God’s will to exhort, correct, or comfort. *See Romans 12:6, I Corinthians 12:10, I Corinthians 12:28, Ephesians 4:11, I Corinthians 14:3, Luke 3:2-20 (John the Baptist), Romans-Philemon (Paul).*

Serving – the gift of recognizing unmet needs and working gladly, often behind the scenes, to assist people with practical needs and enable ministries to run smoothly and effectively. *See Romans 12:7, I Corinthians 12:28, Hebrews 6:10, Luke 10:30-42 & John 12:2 (Martha), Acts 9:36, 39 (Dorcas), Romans 16:1-2 (Phoebe), Philippians 2:25 (Epaphroditus), Philemon 10-11 (Onesimus), Exodus 31:1-6 (Bezalel and Oholiab).*

Shepherding – the gift of looking out for the long-term spiritual welfare of a group of believers with faith and discernment, providing instruction, comfort, and mentoring. *See Ephesians 4:11, John 10:1-18 (Jesus), Acts 20:28-31 (Ephesian elders), I Peter 5:1-3 (elders)*

Teaching – the gift of instructing believers in the Word of God and communicating truths accurately and clearly, to enable them to grow in knowledge and maturity. *See I Corinthians 12:28, Romans 12:7, Ephesians 4:11, Acts 18:24-28 (Apollos, Priscilla, and Aquila), I Cor. 3:6 (Apollos), II Timothy 2:2 (Timothy), John 20:24-28 (Thomas), Gospel of Luke and Acts (Luke).*

Wisdom – the gift that gives a believer the ability to sort through information and opinions, applying truth where there is not specific scriptural admonition, in order to discern the best solution for the individual or congregation. *See I Corinthians 12:8, I Corinthians 2:6-13, Colossians 1:9, James 3:13-18, II Chronicles 1:7-12 (Solomon), Acts 6:8-10 (Stephen).*

STEP 4: Complete this Gifts, Passions, & Abilities worksheet

The worksheet below consists of three sections: Your Gifts, Your Passions, and Your Abilities. Fill in each section by placing a mark next to each gift, passion, and ability that you possess.

YOUR GIFTS – Mark the spiritual gifts below that you identified in your self-assessment.

	Administration		Knowledge		Shepherding
	Evangelism		Leadership		Teaching
	Exhortation		Mercy		Wisdom
	Faith		Perception/Proclamation		
	Giving		Serving		

YOUR PASSIONS – Mark the areas below that you are passionate about.

	People – Infants		People – Shut-ins		General – Creativity
	People – Pre-school		People – Sick		General – Encouragement
	People – K-5		People – Single Parents		General – Hospitality
	People – Jr. High		People – Special Needs Kids		
	People – High School		People – Teen Mothers		Interests – Arts – Performing
	People – College		People – Unemployed		Interests – Arts – Visual
	People – Singles (20s-30s)		People – Widowed		Interests – Audio/Visual
	People – Young Married				Interests – Cooking
	People – Parents		Church – Benevolence		Interests – Sports
	People – Singles (40s-60s)		Church – Children’s Ministry		Interests – Technology
	People – Empty Nesters		Church – Communications		Interests – Writing
	People – Elderly		Church – Connecting		
			Church – Evangelism-Domestic		Issues – Abortion
	People – Blended Families		Church – Evangelism-Foreign		Issues – Abuse
	People – Disabled		Church – Facilities		Issues – Addiction
	People – Disaster Victims		Church – Helping People		Issues – Environment
	People – Divorced		Church – Involvement		Issues – Injustice
	People – Emotional Needs		Church – Men’s Ministry		Issues – Literacy
	People – Homeless		Church – Mentoring		Issues – Marriage & Family
	People – Hospitalized		Church – Missions		Issues – Mental Illness
	People – Incarcerated		Church – Prayer		Issues – Poverty
	People – International		Church – Spiritual Development		Issues – Racism
	People – Local Community		Church – Teaching		Issues – Violence
	People – Lost		Church – Women’s Ministry		
	People – Orphans		Church – Worship		
	People – Poor		Church – Youth Ministry		

YOUR ABILITIES – Mark the abilities, skills, & talents you possess.

	Professional – Accounting		Med – Other		Arts – Acting
	Pro – Advertising				Arts – Artist
	Pro – Architect		Church – Audio/Visual		Arts – Bassist
	Pro – Auto Mechanic		Church – BK Leader		Arts – Chorus Directing
	Pro – Career Counseling		Church – Curriculum Writing		Arts – Costume Design
	Pro – Catering		Church – Greeter		Arts – Drummer
	Pro – Cleaning Services		Church – Lead Disaster Relief Trip		Arts – Graphic Design
	Pro – Computer Networking		Church – Lead Mission Trips		Arts – Guitarist
	Pro – Computer Programming		Church – Lead Prayer		Arts – Keyboardist
	Pro – Construction		Church – Lead Service Projects		Arts – Music Teacher
	Pro – Counseling		Church – Lead Small Groups		Arts – Other Instruments
	Pro – Driver		Church – Ministry Leader		Arts – Photography
	Pro – Engineer		Church – One-on-One Study		Arts – Puppeteer
	Pro – Event Planner		Church – Preach		Arts – Script Writing
	Pro – Financial Planner		Church – Prepare Kids’ Crafts		Arts – Set Design
	Pro – Fundraising		Church – Scripture Reading		Arts – Songwriting
	Pro – Graphic Design		Church – Song Leading		Arts – Sound (Audio)
	Pro – IT Services		Church – Teach Adults		Arts – Video
	Pro – Journalist/Reporter		Church – Teach Children		Arts – Video Production
	Pro – Landscaping				Arts – Vocalist
	Pro – Law Enforcement		General – Child Care		
	Pro – Legal		General – Coach		Foreign Languages – Chinese
	Pro – Librarian		General – Conflict Resolution		Foreign Lang – German
	Pro – Lifeguard		General – Cooking		Foreign Lang – Japanese
	Pro – Media Planner		General – Crafts		Foreign Lang – Korean
	Pro – Personnel Management		General – Decorating		Foreign Lang – Portuguese
	Pro – Pilot		General – Driver – CDL		Foreign Lang – Spanish
	Pro – Project Manager		General – Driver – Van		Foreign Lang – Other
	Pro – Public Relations		General – Event Planning		
	Pro – Radio		General – Food Service		Construction – Carpentry
	Pro – Sales		General – Host Events in Home		Construction – Drywall
	Pro – Social Work		General – House Guests		Construction – Electrical
	Pro – Systems Analyst		General – Organizing		Construction – Flooring
	Pro – Taxes		General – Public Speaking		Construction – General Contractor
	Pro – Teacher – Elementary		General – Referee		Construction – Heating/AC
	Pro – Teacher – Jr./Sr. High		General – Training		Construction – Interior Design
	Pro – Teacher – University Prof.		General – Tutoring		Construction – Masonry
	Pro – Television		General – Typing/Data Entry		Construction – Painting
	Pro – Video Production		General – Web or Blog Design		Construction – Plumbing
	Pro – Web Design		General – Wedding Coordination		Construction – Roofing
			General – Writing		
	Medical – Dental Hygienist		General – Writing – Creative		Maintenance – Building
	Med – Dentist		General – Writing – Technical		Maintenance – Cleaning
	Med – Eye Doctor				Maintenance – Gardening
	Med – Family Medicine		Work with – Deaf (Signing)		Maintenance – Grounds
	Med – Med Tech		Work with – Disabled		
	Med – Mental Health		Work with – Hospital Visits		Repairs – A/V System
	Med – Nursing		Work with – Incarcerated		Repairs – Computers
	Med – Paramedic/EMT		Work with – Learning Disabilities		Repairs – Electronics
	Med – Pharmacist		Work with – Nursing Homes		Repairs – Engine – Auto
	Med – Physical Therapist		Work with – Shut-ins		Repairs – Engine – Diesel
	Med – Surgeon		Work with – Special Needs		Repairs – Engine – Small

STEP 5: Input your results into MRCC's Online Community

After you have scored your test, identified your strongest gifts, and selected your passions and abilities in the worksheet above, please enter those results in our Online Community. *

The process is simple:

1. Go to mrcc.ccbchurch.com.
2. Enter your login and password (if you do not have a login and password or have forgotten yours, click the link that says "Forgot Password?" and follow the steps).
3. Once you're logged in, click your picture (or circle with your initials) in the upper right corner of the screen and choose Profile.
4. Click on the 'actions' bar right next to your profile picture.
5. Choose 'My Fit' from the dropdown menu.
6. You're there! Just look in the lists of Spiritual Gifts, Passions, and Abilities and select the ones that are yours. Don't forget to save when you are finished!
7. You can also click on the 'edit profile' button to update personal information on your profile page.

* **Important Note: Even if you don't use the Internet, we want to know your gifts. Either drop your completed assessment by the church office or contact Marty Karguth or Andy Lashley in the church office and we'll enter them for you.**

STEP 6: Find ways to use your gifts

God has blessed His people with special talents for a reason – to use them for His service, to help others in need, to unify the church, and to spread the gospel to the world. Memorial Road has an abundance of ministries and opportunities to use your spiritual gifts. We hope this process will help motivate you to find your niche of service in this church family. *WE NEED YOU!*

There are many ways to get information and get plugged in. Here are a few:

- Use the website (www.mrcc.org) to get information about our various ministries and the people who lead them. Don't hesitate to contact these leaders directly!
- Visit Ministry Central for a full list of ministries and volunteer positions.
- Call me! Please feel free to e-mail me (andy.lashley@mrcc.org) or call me (607-6421) if you want to visit about how you can utilize your gifts at Memorial Road.

THANK YOU FOR TAKING THE TIME TO DO THIS!