

# DISCOVERING YOUR SPIRITUAL GIFTS---QUESTIONS

Put a Y for Yes or N for No before each number to help you fill out the next form

1. Do you enjoy providing comfort to those who are hurting?
2. Are you pleased and sometimes proud of your ability to understand and empathize with others?
3. Do you have the motivation of entrusting personal assets to others for the furtherance of their ministry?
4. Do you tend to overlook long range goals in meeting immediate material needs?
5. Do you enjoy meeting needs that will free someone to do something else?
6. Do you tend to have genuine affection for others?
7. Are you motivated to coordinate the activities of others for the achievement of common goals?
8. When you are given leadership responsibilities, do you need to be careful of pride or power?
9. Once an objective has been established, are you one who is not easily side-tracked?
10. When receiving or giving instructions do you want them spelled out?
11. Do you enjoy personal counseling with others?
12. Do you tend to spend too much time with people who are not really interested in personal growth?
13. Are you motivated to reveal unrighteous motivations or actions by presenting God's truth?
14. Do you enjoy searching out and validating truth that has been presented?
15. Following a sermon or lecture, do you tend to review your notes and look up all the scriptures?
16. Do you concentrate on details to the point that you miss the big picture?
17. Do you find that you are tempted to give all the knowledge you have on a subject when conversing with someone?
18. Do you tend to take up the offense of people who are injured?
19. More often than not, is it hard for you to be firm with others even when necessary?
20. Do people who are not sensitive to others tend to irritate you?
21. When someone comes to you with a material need, are you able to make a quick decision as to the validity of the need?
22. Do you tend to measure spiritual success by material success?
23. Do you tend to give by logical need rather than emotional appeal?

24. Do you tend to do things for others without regard to whether or not you receive credit for doing it?
25. Do you tend to do things for others even if it means your own personal sacrifice and discomfort?
26. Do you tend to be pushy?
27. Do you enjoy leading or presiding over a group?
28. Can you distinguish major objectives and not get bogged down in details?
29. Do you enjoy the one on one ministry approach
30. Do you enjoy encouraging others in their spiritual growth?
31. Do you tend to categorize individuals when you find out what Christian church they attend?
32. . Would you tend to be more concerned about obtaining truth than communicating the truth?
33. When a person is in distress, do you find it easy to identify with that person?
34. Do you find it easy to rejoice when others rejoice?
35. Do you find it easy to make money?
36. Do you always tithe no matter how many bills you have to pay?
37. Do you enjoy meeting the practical needs of others?
38. Do you tend to use people in reaching your goals rather meeting their needs?
39. Do you enjoy setting courses of action for others to follow and grow in their faith?
40. Do you sometimes become discouraged at the lack of progress with those you are working with?
41. Do you enjoy, or would you enjoy, speaking to groups?
42. Do you find it easy to despise that which is evil?
43. Do you sense, at times, a pride in your speaking ability?
44. Does hypocrisy in others really bother you?
45. Do you feel that scriptural truth comes first, and then human experience is applied to that truth?
46. Can you mentally and emotionally relate to a person's need and give him or her aid?
47. Do you find that you are one that tends to find it easy to get close to people?
48. Do you tend to feel uncomfortable around people who continually analyze things before making decisions?
49. Do you take a genuine interest in the needs of strangers?
50. Are you pleased with your ability to help others?

51. Do you tend to over-emphasize physical needs at the sacrifice of spiritual needs?
52. Do you find it easy to distinguish major objectives and help those around you visualize them?
53. Do you tend to overlook character faults in others?
54. Do you enjoy organizing?
55. Are you motivated to stimulate the faith of others?
56. Are you patient with one who shows slow progress?
57. Do you have to be careful of motivating others for personal gain?
58. Do you have to be careful not to share examples about those you are helping to grow? In other words, is there sometimes an indiscretion in sharing results?
59. If there were a particular sin, widely practiced within a particular organization, would you feel it more effective to confront them as a congregation from the pulpit, as opposed to individual confrontation?
60. Do you tend to see people as groups rather than as individuals?
61. Do you tend to judge quickly?
62. Do you enjoy research and individual study?
63. Do you enjoy accumulating knowledge and digging out facts?
64. Do you feel you have a good business sense?
65. Do you tend to be a frugal person and a good money manager?
66. Do you have an ability to detect personal needs that others may have?
67. Do you tend to neglect your own responsibilities while being of help to others?
68. Do you have a sharp tongue?
69. Do you prefer the study bibles, over paraphrased editions, in your personal study?
70. If Hebrew or Greek were offered as a course of study, would you like to take one of them?



**Pass this sheet out after the test has been graded**

**5-6 “YES” EQUALS POTENTIAL & 7-10 “YES” EQUALS STRENGTH**

**1. The gift of prophecy**

- A. A need to express message verbally.
- B. Ability to discern character and motives of people
- C. Capacity to identify, define and hate evil.
- D. Willingness to experience brokenness in order for others to experience brokenness. Is hard on self as well as others.
- E. Dependence on God’s word to validate authority.
- F. Desire for outward evidence to validate inward convictions.
- G. Directness, frankness and persuasiveness.
- H. Great concern for God’s reputation and program.
- I. Inward weeping over the sins of others.
- J. Eagerness to have others point out blind spots.

**MISUNDERSTANDINGS**

- A. Frankness may be viewed as harshness.
- B. Interest in groups may be interpreted as disinterest in individuals.
- C. Efforts to gain results may be viewed as stooping to gimmicks.
- D. Focus on right and wrong may be seen as intolerance of partial good.
- E. Emphasis on decisions made may seem to neglect spiritual growth.
- F. Public boldness and strict standards may hinder intimate relationships.
- G. Strong desire to convey truth may be interpreted as unwillingness to hear another person’s point of view.

**2. THE GIFT OF SERVING.**

- A. Ability to recall specific likes and dislikes of people.
- B. Alertness to detect practical needs (personal).
- C. Motivation to meet the needs as soon as possible.
- D. Willingness to use personal funds to avoid delays
- E. Physical stamina to fulfill needs—will even go beyond physical stamina.
- F. Desire to sense sincere appreciation.
- G. Desire to complete job with extra care.
- H. Inability to say “NO”.
- I. Greater enjoyment with short term projects; frustration with long term projects. The eagerness to serve is often mistaken for the gift of ruling.
- J. Frustration with limitations on time---Wants to work at own pace.

## **Misunderstandings of that gift. (Serving).**

- A. Quickness in meeting needs may appear to be “pushy”
- B. Avoidance of red tape may exclude others from jobs.
- C. Disregard for personal needs may also involve your family’s needs—often looks beyond his own family needs to serve others.
- D. Eagerness to serve may bring accusations of self-advancement.
- E. May react negatively to those ignore “obvious needs”.
- F. Their insistence on serving may result in refusing help from others wanting to serve them.
- G. Desire for appreciation may result in becoming deeply hurt if not appreciated.
- H. Quickness in meeting needs may interfere with God’s plans.
- I. Meeting physical needs may be seen as a lack of concern for spiritual growth.
- J. Stamina may be seen as impatience or insensitivity to others who are helping.
- K. Enjoyment of short term projects may result in positions of leadership that could frustrate them with long term goals and commitments.
- L. Inability to say “NO” may get them sidetracked from leadership’s goals/directions.

## **3. Gift of teaching**

- A. Belief that their gift is foundational to all other gifts.
- B. Emphasis on accuracy of words.
- C. Often test the knowledge of those who teach them.
- D. Delight in research in order to validate truth.—Evidenced by large library of books.
- E. Validating new information by establishing systems of truth.
- F. Present truth as a systematic sequence, (verse by verse-- in context). Exhorters do this topically.
- G. Avoidance of illustrations from non-biblical sources.
- H. Resistance to scriptural illustrations taken out of context.
- I. Greater joy in researching truth rather than in presenting truth.

## **Misunderstandings of that gift**

- A. Emphasis on scriptural accuracy may appear to neglect practical application.
- B. Research done by others may appear to be valued more than the ministry of the Holy Spirit.
- C. Use of personal Knowledge in testing others may appear to be pride in their knowledge.
- D. Concern for details may be seen as unnecessary and boring to listeners.
- E. Desire to be objective in research may appear to lack warmth and feeling when speaking.

## **4. Gift of exhortation**

- A. Desire to visualize specific goals with steps of action.
- B. Tendency to avoid systems of information that lack practical application.
- C. Ability to see how tribulation produces maturity.
- D. Dependence on visible facial acceptance/understanding when speaking to groups.
- E. Discovery of insights from human experiences which can be validated by scripture.
- F. Enjoyment of fellowshiping with those who are eager to take steps of action.
- G. Feels grief when teaching is not followed by steps of action.
- H. Delight in personal conferences which result in further insights.

## **Misunderstandings of that gift**

- A. Emphasis on steps of action may appear to be oversimplification of problem.
- B. Urgency in giving steps of action may appear as overconfidence.
- C. Desire to win non-Christians through living examples may appear as lack of interest in personal evangelism.
- D. Use of scripture with practical application may appear to take it out of context.
- E. Emphasis on steps of action may tend to disregard feelings of those counseled.

## **5. Gift of giving**

- A. Ability to make wise purchases and investments--real ability to save money.
- B. Desire to give quietly to effective projects.
- C. Attempt to use his giving to motivate others to give too.
- D. Alertness to valid needs which he fears others might overlook.
- E. Enjoyment in meeting needs without the pressure of appeals.
- F. Joy when gift is answer to specific prayer.
- G. Dependency on partner's (wife) counsel to determine how much he should give.
- H. Concern that his gift be of high quality--he may buy it himself to make sure it is high quality.
- I. Desire to feel a part of the work or person to whom he gives

## **Misunderstandings**

- A. Need to deal with large sums of money and quality goods may appear he has temporal values.
- B. Desire for effective ministries may appear as an attempt to gain control over others.
- C. Attempt to get others to give may appear as a lack of generosity and unnecessary pressure.
- D. Lack of response to pressure appeals may also appear as lack of generosity.
- E. Personal frugality/saving money--may appear as selfishness. But does not want giving to corrupt those who need money.

## **6. Gift of Leading**

- A. Makes comments on disorganization--they want everyone of one mind before action is taken.
- B. Ability to see goals and long-range objectives.
- C. Motivation to organize what he is responsible for--sticks to one job.
- D. Desire to complete it as soon as possible.
- E. Awareness of resources available to complete a task
- F. Ability to know what can and cannot be delegated and who he can delegate it to.
- G. Tendency to stand on sidelines until those in authority turn reigns over to him.
- H. Tendency to assume responsibility if no structured organization exists.
- I. Willingness to endure reaction from workers in order to accomplish the task.
- J. Fulfillment in seeing all the pieces of the plan come together.
- K. Decides to move on to new challenges when the task is completed.

## **Misunderstandings**

- A. Ability to delegate may appear as laziness or avoiding work.
- B. Willingness to endure reaction may be viewed as callousness.
- C. Neglect of explaining why tasks are needed to be done often causes people to.

- D. Feel they are being manipulated.
- E. Viewing people as resources may be interpreted as projects being more important than people.
- F. Desire to complete tasks quickly may appear insensitive to the schedules of others.

## **7. Gift of mercy**

- A. Ability to see if person is hurt.
- B. Ability to feel atmosphere of joy or hurt in other persons or group of people.
- C. Attraction to people hurt and in need of understanding of their needs.
- D. Desire to remove hurts and bring healing.
- E. Greater concern for mental distress rather than physical distress.
- F. Avoidance of firmness unless they can see how it will bring healing.
- G. Sensitivity to words or actions which will cause hurts. ( tends to keep hurts bottled up inside.)
- H. Ability to discern sincere motives in others.
- I. Enjoyment of unity with those who feel more sympathetic to others.
- J. Closing of spirit to those insensitive and insincere.

## **Misunderstandings**

- A. Avoidance of firmness may appear as weakness and indecisiveness.
- B. Sensitivity to feelings of others may appear that they are guided by emotions, not logic.
- C. Induces strong attraction sexually to the opposite sex. (They know how I feel.)
- D. Sensitivity to words and actions may appear to be taking up the offense of others, closing self off to the offender.
- E. Ability to detect feelings of insincerity may appear that you are hard to get to know.

## **Hindrances to discovering motivations**

- A. Unresolved root problems.
- B. Lack of involvement.
- C. Attempt to imitate other people's gifts.
- D. Lack of analyzing situations.
- E. Confusion between motivational gift and ministry gift.