

Spirit Given Gifts



A Questionnaire for discerning Spirit given gifts

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Revised 2008.

Name: _____

Many miracles and wonders were being done through the apostles, and everyone was filled with awe. All the believers continued together in close fellowship and shared their belongings with one another.

They would sell their property and possessions, and distribute the money among all, according to what each one needed.

Day after day they met as a group in the Temple, and they had their meals together in their homes, eating with glad and humble hearts, praising God, and enjoying the good will of all the people. And every day the Lord added to their group those who were being saved.

Acts 2:43-47 (TEV)

In the spirit of Acts 2:43-47, permission is granted to photocopy all materials for non-profit use, provided credit is acknowledged. Available for download at www.spiritgivengifts.com.

2008 Revisions:

- The "Leadership" Description has been re-written, and the Questionnaire questions have been adapted from Anna S. Christie, author of *Evoking Change*, www.evokingchange.ca.
- All materials are now fully web-based with special thanks to Greg Fetzer, www.GregFetzer.com, for the on-line version of the Questionnaire.

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Instructions for Completing the Questionnaire

This questionnaire is intended to help you identify your Spirit given gifts.

Spirit given gifts are special abilities that God gives to every Christian to be used cooperatively for the strengthening of the Body of Christ so that it might better fulfill God's purposes.

The Bible is clear that God gives all Christians some Spirit given gifts, but no Christian receives all the gifts. So as you go through the questionnaire you will find that most of the questions don't apply to you. This is to be expected and is not a fault. Most people will feel that only 5 to 15 of the 110 questions apply to them.

The best way to complete the questionnaire is to read each question and decide which of the four options applies to you:

- 0 – This statement does not apply to me; I almost never agree with it; it is almost never true of me.
- 5 – This statement sometimes applies to me; I sometimes agree with it; it is sometimes true of me.
- 10 – This statement often applies to me; I often agree with it; it is often true of me.
- 20 – This statement does apply to me; I almost always agree with it; it is almost always true of me.

Then circle the appropriate response.

If none of the four responses is exactly right, choose the one that comes closest. Do not circle an in-between answer.

Many of the questions focus on church activities. If you are new to the church, you might find yourself thinking, "This statement does apply to me, but in a different context." Please choose whatever response is best for you even if you are thinking of a different context.

Many of the questions also ask about your enjoyment or satisfaction. Many of us have well developed skills that we use frequently, but these may not really be our Spirit given gifts. When we use our gifts, we may be tired, but we will also have a sense of satisfaction and contentment; whereas with skills, we are often left just tired. So if you find yourself thinking, "This statement does apply to me, but doing this leaves me feeling tired and burned out," then rate that as a 0 or 5.

Some questions ask about what others have told you about your gifts. Confirmation from others is an important aspect of discerning one's gifts; but you may be inwardly aware that others are seeing your skills, not your gifts. And so, as above, if you find yourself thinking, "This statement does apply to me, but doing this leaves me feeling tired and burned out," then rate that as a 0 or 5.

Many of the questions assume working with others. If, for example, a question applies to you when working with children but not adults, indicate that as a 10 or 20, and keep that in mind as you explore your gifts.

It should be possible to complete the questionnaire in 20 to 30 minutes, so avoid spending too much time on any question. The results will be discussed with you and may be changed by you in light of further reflection. The questionnaire is intended as a starting point not as your final answer.

Spirit Given Gifts Questionnaire

Please indicate the extent to which the following statements apply to you.

Disagree / Not True	Sometimes Agree/True	Often Agree / Often True	Agree / True
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1	I enjoy working in the background to support others who are leading and organizing.	0	5	10	20
2	I enjoy repairing or maintaining buildings and equipment; gardening etc..	0	5	10	20
3	I enjoy expressing my devotion to God through artistic means: writing, music, painting, drama, etc.	0	5	10	20
4	I instinctively "know where a person is coming from," whether their motives are genuine or not.	0	5	10	20
5	I always see the good in people that others do not see at first.	0	5	10	20
6	I can easily say in my own words how my faith makes a difference in my everyday life.	0	5	10	20
7	I always trust that God is active in our lives even when I can't see it.	0	5	10	20
8	I regularly give more than the Biblical amount of 10% of my income for God's work.	0	5	10	20
9	I am drawn to those who are not well – in heart, mind, soul and/or body.	0	5	10	20
10	I enjoy meeting new people and helping them feel at home.	0	5	10	20
11	I get upset by the many injustices I see in the way people are treated.	0	5	10	20
12	I love learning new things.	0	5	10	20
13	I am self-confident and able to state my core values. And I can easily help a group to clarify and stay focussed on its vision, values and goals – even in the midst of heated conflict.	0	5	10	20
14	I enjoy the kind of relationships where we can talk openly about our spiritual life.	0	5	10	20
15	I find it fulfilling to do practical things that help relieve other people's suffering.	0	5	10	20
16	I am drawn to meeting with others who don't share my background; those from a different country or generation or social class, etc.	0	5	10	20
17	When planning for a project, I am able to see in advance all the steps that must be completed for it to be successful.	0	5	10	20
18	My day begins and ends with prayer.	0	5	10	20
19	I like doing practical, unskilled, odd jobs that need to be done.	0	5	10	20
20	I enjoy helping others learn.	0	5	10	20
21	I am often the first one to see possibilities for new programs or projects.	0	5	10	20
22	When a situation is complex or conflicted, I can often suggest a new perspective that leads to a resolution.	0	5	10	20

Spirit Given Gifts Questionnaire

Please indicate the extent to which the following statements apply to you.

Disagree /
Not True

Sometimes
Agree/True

Often Agree
/ Often True

Agree /
True

23	I would rather help a leader than being a leader myself.	0	5	10	20
24	I am willing to help with repairs and maintenance.	0	5	10	20
25	I have creative talents that I like to use.	0	5	10	20
26	I am good at seeing when Christian values and truths are being expressed.	0	5	10	20
27	I often tell others that if they will trust God, they can overcome any difficulties they face.	0	5	10	20
28	I am comfortable sharing my faith with others, and have helped others find new faith in Christ.	0	5	10	20
29	I trust that God will bring things to fruition no matter how impossible the situation.	0	5	10	20
30	I am so thankful for God's many blessings that I give happily to support God's work.	0	5	10	20
31	I have helped heal others through my prayers, touch, or other means.	0	5	10	20
32	I like meeting new people and introducing them to others.	0	5	10	20
33	I believe we need to work for social justice for all, not just meet individual needs.	0	5	10	20
34	I am interested in studying lots of different subjects.	0	5	10	20
35	I can remain calm and continue to listen when others are anxious or angry. I can stay focused on goals while caring about –but not reacting to – the emotions of others.	0	5	10	20
36	Although I don't have all the answers, I can offer real support to others over the long-term.	0	5	10	20
37	When I see people hurting or in need, I will personally do something to help.	0	5	10	20
38	I have experienced - or would like to experience - how my faith can be shared in a different culture.	0	5	10	20
39	Once the idea has been set for a project or event, I enjoy making all the necessary arrangements for it.	0	5	10	20
40	I am, or would like to be, part of prayer group.	0	5	10	20
41	I like to help tidy up, count the offering, stuff envelopes, help with coffee, etc.	0	5	10	20
42	I enjoy leading adult study groups or working with children or youth groups.	0	5	10	20
43	I have dreams for the future of our church.	0	5	10	20
44	I am drawn to Christ's life and teachings, and can apply them to present circumstances.	0	5	10	20

Spirit Given Gifts Questionnaire

Please indicate the extent to which the following statements apply to you.

Disagree /
Not True

Sometimes
Agree/True

Often Agree
/ Often True

Agree /
True

45	I am able to do detail work so leaders can focus on their main job.	0	5	10	20
46	I have craft, trade, technical or professional skills that I like to use.	0	5	10	20
47	Others have told me that something I created or performed really inspired them.	0	5	10	20
48	Contradictions between what people say or do and true Christian values stand out for me.	0	5	10	20
49	I have been able to help people find new directions for their lives.	0	5	10	20
50	I may not have all the answers, but I can help others trust in God's abiding love.	0	5	10	20
51	I live by the motto: "God blesses God's work done in God's way."	0	5	10	20
52	Even when money is tight, I give generously.	0	5	10	20
53	I have a strong sense of God's presence when I am with those who are not well.	0	5	10	20
54	I like helping our church to be warm and welcoming to all.	0	5	10	20
55	The church needs to speak out - and act - on social issues.	0	5	10	20
56	I can gather information from many sources and see the connections among them.	0	5	10	20
57	I am committed to receiving and integrating constructive feedback about myself.	0	5	10	20
58	I can often tell when someone's faith is in trouble and can help them find a fresh start.	0	5	10	20
59	I enjoy meeting and getting to know people who are disabled, poor, shut-in, ill, etc.	0	5	10	20
60	I enjoy experiencing and learning from other cultures: food, customs, language, etc.	0	5	10	20
61	I enjoy working with others to plan who will do what by when so that the job we are working on gets done effectively and happily.	0	5	10	20
62	I keep a prayer list, and pray regularly for others.	0	5	10	20
63	I enjoy doing small but necessary jobs.	0	5	10	20
64	Others have told me that their faith really grew from being part of a Sunday School, youth, or adult group I led.	0	5	10	20
65	I can see how the teachings of Jesus give direction to the church now.	0	5	10	20
66	Others have told me, I have helped them solve a complex problem by shedding new light on their situation.	0	5	10	20

Spirit Given Gifts Questionnaire

Please indicate the extent to which the following statements apply to you.

Disagree / Not True	Sometimes Agree/True	Often Agree / Often True	Agree / True
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67	I prefer to work behind the scenes, helping those who are out in front.	0	5	10	20
68	It bothers me when I see that buildings, equipment, technologies, etc. are in disrepair.	0	5	10	20
69	It is important to me that church is pleasing to the eye, ear and imagination.	0	5	10	20
70	I seem to have a built-in "truth detector" that shows me whether someone is genuine or not.	0	5	10	20
71	I often praise others.	0	5	10	20
72	I want to help others find the same joy that I have found through my faith in Christ.	0	5	10	20
73	I have experienced God's faithfulness in surprising and powerful ways.	0	5	10	20
74	I give freely and without thought of reward.	0	5	10	20
75	Others have told me that I have brought them healing through Spirit-given means.	0	5	10	20
76	Making connections with strangers is something I really enjoy.	0	5	10	20
77	I am committed to working with others for a just and sustainable society.	0	5	10	20
78	I enjoy doing background research and organizing it in a helpful way.	0	5	10	20
79	Others have told me, when I am the leader they know they will enjoy working on a project.	0	5	10	20
80	I have gone through a lot of challenges myself, and have helped others find a way.	0	5	10	20
81	I couldn't be a disciple of Christ without helping the disadvantaged.	0	5	10	20
82	I enjoy uncovering the assumptions of my own upbringing, and being with people different than me.	0	5	10	20
83	I can take responsibility for arranging the activities, people, and resources needed to accomplish a goal.	0	5	10	20
84	I have often seen how God has responded to my prayer requests.	0	5	10	20
85	I like to help by coming early - or staying late - to help with refreshments, etc.	0	5	10	20
86	Others have told me that I can clearly present information or ideas to groups.	0	5	10	20
87	I am always looking at the "big picture," and can put it into concrete, practical terms.	0	5	10	20
88	It is easy for me to make practical applications of the truths found in the Bible.	0	5	10	20

Spirit Given Gifts Questionnaire

Please indicate the extent to which the following statements apply to you.

Disagree /
Not True

Sometimes
Agree/True

Often Agree
/ Often True

Agree /
True

89	I enjoy doing practical tasks so leaders can be freed up to better accomplish their ministries.	0	5	10	20
90	I enjoy using my skills with software, accounting, gardening, crafts, carpentry, etc.	0	5	10	20
91	I like finding novel, creative, and imaginative ways to express and explore my faith.	0	5	10	20
92	I know what Jesus means by, "I am the way, the truth and the life."	0	5	10	20
93	I can help people discover how God has helped in the past and can be trusted to help now.	0	5	10	20
94	I like being with people; talking with them about life, and sharing my faith.	0	5	10	20
95	I rely on God no matter what.	0	5	10	20
96	If I knew it would help them, I could tell others about my experience of giving generously.	0	5	10	20
97	I have an intuitive sense when something is bothering someone.	0	5	10	20
98	Others often tell me I am very easy to be with; they have enjoyed meeting me.	0	5	10	20
99	To truly help those in need, I work to change what is causing the problem.	0	5	10	20
100	I am interested in researching different ideas about God and how we know what to believe.	0	5	10	20
101	I am committed to life-long spiritual growth and to deepening self-awareness of my emotional responses.	0	5	10	20
102	Faith is an adventure, and I enjoy sharing the journey with others, helping them to grow.	0	5	10	20
103	I am moved to help those in need in direct, practical ways.	0	5	10	20
104	I would like to share the Christian faith with those from different backgrounds and cultures.	0	5	10	20
105	I am good at details and enjoy working with others to plan things out in advance.	0	5	10	20
106	I pray daily for God to bless our church leaders, projects and programs.	0	5	10	20
107	Others have told me they can count on me to help with practical jobs that need to be done.	0	5	10	20
108	I love leading groups when others have one of those "Aha!" moments.	0	5	10	20
109	Others have told me they appreciate the way I have helped clarify our purpose.	0	5	10	20
110	I enjoy sorting through complex issues, discovering new insights that lead to fresh solutions.	0	5	10	20

Scoring

The questionnaire is designed so that the scoring sheet can be laid beside each page of the questionnaire and the scores transferred row-by-row onto the scoring sheet. For example, the questions at the top of each page (1, 23, 45, 67 and 89) give the score for the gift of Assisting; the second question on each page gives the score for Crafting, and so on.

Questions that are not marked clearly or have not been scored, that is, the 0, 5, 10 or 20 is not clearly indicated, should be omitted. If two or more questions related to a gift have been omitted, then the result needs to be discussed further to clarify how this gift is experienced – or not.¹

The top 4 or 5 total scores indicate the best gifts to begin exploring. If more than 5 gifts are all tied for the highest total score, then more discussion is needed to help clarify actual gifts. The discussion below of differences among related gifts may help.

¹ I would appreciate receiving feedback on all aspects of the questionnaire: the clarity and appropriateness of the questions, scoring procedures, helpfulness in identifying each of the gifts, etc. Please email sgg@davidewart.ca.

Scoring Sheet

Enter the scores from each question into the table below, and then total each row to find your score for each gift.

From Page 1	From Page 2	From Page 3	From Page 4	From Page 5	Total	Gift Name
1	23	45	67	89		Assisting
2	24	46	68	90		Crafting
3	25	47	69	91		Creativity
4	26	48	70	92		Discernment
5	27	49	71	93		Encouragement
6	28	50	72	94		Evangelism
7	29	51	73	95		Faith
8	30	52	74	96		Giving
9	31	53	75	97		Healing
10	32	54	76	98		Hospitality
11	33	55	77	99		Justice
12	34	56	78	100		Knowledge
13	35	57	79	101		Leadership
14	36	58	80	102		Mentoring
15	37	59	81	103		Mercy
16	38	60	82	104		Multiculturalism
17	39	61	83	105		Organization
18	40	62	84	106		Prayer
19	41	63	85	107		Service
20	42	64	86	108		Teaching
21	43	65	87	109		Vision
22	44	66	88	110		Wisdom

Interpretation

The questionnaire is only the beginning point for identifying one's gifts. Here are some tips for further exploration:

- Read each of the descriptions for the top scoring gifts identified by the questionnaire.
- Be sure to prayerfully read the Scripture references for each gift as this will provide an opportunity for an inner, Spirit given confirmation or correction.
- Some gifts are closely related but distinct. It may be that the questionnaire has indicated one gift but further reflection and prayer on the related group of gifts will reveal a different one.

Clarity about the differences between gifts is critical. It is not uncommon for those with the gift of Organization to not have the gift of Leadership, or vice versa, and yet both are needed for a project to succeed. Knowing what gifts one does not have will help you to know who you must find to work with in order to accomplish your goals.

Related groups of gifts are:

Practical, Personal, Hands-on, Behind-the-Scenes Gifts

- **Assisting** – is focussed on assisting one or more **individuals** who are leaders, organizers, teachers, etc.
- **Crafting** – is focussed on using **skills** such as gardening, property maintenance, professional, technical or trade.
- **Creativity** – is focussed on all forms of **artistic** creativity and expression.
- **Mercy** – is focussed on personally helping those in **need**.
- **Service** – is focussed on helping **groups** or projects around the church.

Nurturing, Caring, People Oriented Gifts

- **Encouragement** – is focussed on **short-term**, as needed, moral encouragement of others.
- **Faith** – is focussed on having **personal trust** in God, which may or may not lead to helping and supporting others in direct ways.
- **Hospitality** – is focussed on being comfortable meeting **new people** and providing a warm welcome and inviting space.
- **Mentoring** – is focussed on **longer-term** support for faith development.
- **Multiculturalism** – is focussed on being comfortable in a **difficult culture**.

Leadership Gifts

- **Knowledge** – is focussed on the ability to gather and organize **information** and ideas. This may be done for others to use.

- **Leadership** – is focussed on the quality of communications and **relationships** so that groups work for a common purpose.
- **Organization** – is focussed on the ability to **coordinate** all the details for a program or project to be successfully accomplished.
- **Teaching** – is focussed on the ability to help others **learn** and understand.
- **Vision** – is focussed on clarifying the **goals**, outcomes or purposes for a group, program or project.
- **Wisdom** – is focussed on the ability to provide **insightful** yet practical solutions to complex, conflicted or puzzling situations.

Personal Faith Gifts

- **Discernment** – is focussed on an above average ability to sense personal **motives** and hidden agendas.
- **Evangelism** – is focussed on being comfortable talking with others about one's **faith**.
- **Faith** – is focussed on having an above average **trust** in God in all circumstances.
- **Giving** – is focussed on an above average **generosity** with one's money.
- **Healing** – is focussed on improving or restoring **health**. It may or may not involve prayer, but is focussed exclusively on healing.
- **Justice** – is focussed on an above average ability to see **underlying causes** and connections for social, economic, political and environmental relationships.
- **Prayer** – is focussed on an above average **time** spent in prayer. It may include prayers for healing, but will not be focussed exclusively on healing.

Application

Once you have identified your gifts, the next steps are to identify where and how you can best use your gifts. This is best done in conversation with your Minister or Spirit Given Gifts Counsellor. You could begin by reflecting on some of these points:

- **Age & Stage of Life** – At what age and stage of life am I at? Should I seek an opportunity to learn, deepen and grow? Am I ready to be given major responsibility without close supervision? Could I offer wisdom and nurture to others? What are my personal needs? What are my family responsibilities? How much time and energy do I have available?
- **Past Experience** – As I reflect on my past experience, what has worked; what has given me energy and excitement; what feels unfinished?
- **Personality** – Am I outgoing? Do I prefer to work with one or two others? Am I comfortable with strangers or prefer people I know? With what age groups do I connect? Am I comfortable with people from different backgrounds than my own? What level of stress, noise, and energy can I cope with? Can I keep commitments without supervision?
- **Personal Maturity** – What level of self-awareness do I have about my emotions and needs? How do I handle my own, and other people's, anxiety? Can I stay connected and continue to problem solve in the midst of heated conflict?
- **Faith Maturity** – What is the level of my personal relationship with God, and of my daily discipleship?
- **Cooperation & Evaluation** – Can I accept evaluation of my gifts and how I am using them? Can I work constructively with others? Can I admit my limitations? Can I work for goals that others may have set?

Questionnaires are always only beginning points for further exploration and discussion. After the questionnaire is completed and scored, the relevant Scripture passages should be read as well as the descriptions of other gifts to find those that best fit your sense of how God has indeed gifted you. You also might check the results with those who know you well. What have they seen in you?

Conclusion

I pray this material has helped you identify your Spirit Given Gift(s) and find your place in God's work.