



## SPIRITUAL GIFTS ASSESSMENT

*Once you catch the vision to serve others, the question arises, where should I serve and what should I do? The great thing is God made you uniquely; he gave you certain gifts and abilities that he wants to use to turn the world upside down for Jesus. The following pages contain a "Spiritual Gifts Assessment" and "Passion Assessment." By taking these, you'll figure out where you should serve. Why? Because God wants you to serve where you are gifted and passionate!*

*Note: If the phrase "spiritual gifts" is new to you, that's ok! Simply put, spiritual gifts are abilities that God the Holy Spirit gives to you at the point you accept Jesus Christ as your Lord and Savior. Oftentimes they need to be developed, kind of like learning to ride a bike. As the years go on you get better at using your gifts.*

### Directions for Spiritual Gift Assessment:

1. Respond to each question on the *Spiritual Gifts Assessment* (found on the next few pages) according to the following scale:
  - 0 = Not at All / Never True
  - 1 = Sometimes / True Once in a While
  - 2 = Most of the Time / Usually True
  - 3 = Consistently / Definitely True
2. As you read each statement write your numerical response (0, 1, 2, or 3) in the corresponding box on the *Tally Table* (you may want to photocopy the *Table*)
3. IMPORTANT: Answer according to who you ARE, not who you would like to be, or think you ought to be.
4. Don't labor over each question. Just read it and answer it. Record the first number that pops into your mind.
5. PRAY before and during the process of taking the assessment. Let God speak to you about this. After all, they're *His* gifts. ☺
6. After you answer all 114 questions, follow the directions under the *Tally Table*.

The only gifts that are tested for in this assessment are ones clearly identified in the four "spiritual gift passages" of the New Testament -- Romans 12, 1 Corinthians 12, Ephesians 4 and 1 Peter 4. We believe every spiritual gift mentioned in these passages is still active today so that's why we "test" for them. All of the spiritual gifts, including those that may be foreign to you, bring glory to God!

1. I am thorough in the things that I do.
2. I want to start new churches to reach people who don't know Jesus.
3. I am able to accurately "read" people or situations based on little information.
4. I make sure to tell someone "good job" if he or she did something well.
5. When I share the Gospel message with unbelievers I either plant seeds, water seeds that others have planted, or harvest – leading a person to accept Jesus as their personal Savior.
6. I believe with all my heart that "With God all things are possible."
7. I have prayerfully determined an amount of money to give to Kensington and do so faithfully, even when the economy is bad.
8. God has used me as his instrument to instantaneously cure a sick or suffering person.
9. I find something that needs to get done and do it without being asked.
10. When someone speaks in tongues (i.e., an unknown language), God gives me an interpretation to share with my fellow Christians.
11. The Holy Spirit supernaturally gives me information that just "pops" into my head.
12. I get frustrated when no one is in charge.
13. I have great compassion for those who are hurting.
14. I have spoken God's truth and performed a miracle to authenticate my message.
15. If a person is engaged in a sinful behavior I point out the future consequences if he or she continues sinning and does not repent.
16. I have compassion for Christians caught in the snare of sin and want to protect them from Satan's temptations.
17. People have told me that I am effective at explaining biblical truth.
18. When I pray to God I use a special "prayer language" that is not English.
19. I suggest ways to apply biblical truth in different situations and Christians consider my advice to be helpful.
20. When a team is planning an event or program I anticipate potential problems that may arise.
21. When I launch a ministry or church, I leave it in the capable hands of others and go on to start something new.
22. I am able to sense the presence of evil in a person or situation.
23. I enjoy cheering up a person when he or she is "down in the dumps".
24. My heart breaks when I think of people spending an eternity without God.
25. I believe God will use me to do great things to advance His Kingdom.
26. I am thankful to give my finances to God since He gave me everything in the first place.

27. People are supernaturally healed by God as a result of my prayers.
28. I see spiritual significance in doing the routine tasks in ministry.
29. God's name is glorified when He uses me to interpret the message of someone speaking in tongues.
30. When reading and studying the Bible I discover important truths.
31. I have the natural ability to influence others.
32. I "do good anyway" and help people even when they do not deserve it.
33. God has performed supernatural wonders and signs through me.
34. I confront others with sinful patterns in their lives, even if they are not receptive to what I have to say.
35. Caring for others comes naturally to me.
36. I enjoy explaining things like theology or the Bible to people so they grow in their relationship with God.
37. When I speak in tongues, it strengthens my fellow Christians.
38. I see clear solutions to complex problems.
39. If someone has an idea I am able to think of the steps needed to turn that vision into a reality.
40. Wherever God wants to send me, I am willing to go.
41. I easily distinguish right from wrong in different situations.
42. When others are discouraged I come alongside them and use my words to reassure them.
43. I am able to communicate the gospel to others in a clear and effective manner.
44. I find it easy to trust God in situations when things do not look good from a human perspective.
45. I do not give God the "leftovers" of my money; I give Him my "first fruits."
46. God has used me in a supernatural way to heal someone emotionally, spiritually, or physically.
47. I volunteer my time doing the everyday tasks that are not very glamorous but need to get done.
48. I have heard a Christian speak in tongues and been able to supernaturally translate it into English.
49. Fellow Christians seek my perspective in an area of the Bible or theology.
50. I motivate others to perform to the best of their ability.
51. I can see past physical handicaps and realize that a person with special needs matters to God.

52. Things I have done by the power of God have no natural explanation.
53. I boldly point out societal trends or teachings that contradict biblical principles.
54. I have genuine concern for the well-being of my fellow Christians.
55. When a pastor is giving a sermon I think of ways he could better communicate a certain point in his message.
56. Other Christians with the gift of "interpretation" have deciphered my messages from the Lord.
57. Fellow Christians ask my advice about their emotional or spiritual problems.
58. I enjoy organizing ideas, people, and programs.
59. I am culturally sensitive both within my own country and abroad.
60. I can determine whether a person's motives are pure or impure.
61. If a person is taking a step of faith I cheer him or her on.
62. Depending on the need of the unbeliever I adapt my gospel presentation to show how Jesus meets that particular need.
63. I challenge others to have a "bigger" view of God; that He is "bigger" than whatever struggles they are going through.
64. I give above and beyond Kensington's suggested "10/10/80" plan; giving more than 10% of my income to the Kingdom of God.
65. I have used supernatural healings to authenticate God's message to unbelievers.
66. I am there to "lend a helping hand" in whatever needs to be done.
67. When I interpret a message in tongues, the church is strengthened as a result.
68. I have a regimented plan for reading and studying the Bible.
69. I am able to cast a vision to others and they jump on board.
70. I enjoy visiting the lonely and forgotten people in homeless shelters and prisons.
71. God's name is glorified when he uses me to perform supernatural acts.
72. I have spoken truth to people resulting in their strengthening, encouragement, and comfort.
73. I enjoy giving guidance and direction to a small group of Christians.
74. I can present a complex biblical or theological truth in a way that makes it easy to grasp.
75. God has given me messages to communicate to his people and I have done so in a language unknown to me.
76. When there is conflict or confusion in a situation, I am able to offer sound advice.
77. I think of better, more efficient ways to do things.

78. I can see myself leaving my "home church" and serving God in another city, state, or country.
79. People describe me as perceptive.
80. I motivate others with my words to grow in their relationship with God.
81. When talking to unbelievers I try to steer the conversation so we talk about spiritual things.
82. When God leads me in a specific direction, I move forward even if other Christians or nonbelievers oppose me.
83. When there is a financial need somewhere in God's Kingdom I am the first one in line with my checkbook.
84. I find great joy in praying for the sick because God uses my prayers to supernaturally heal people.
85. Doing things "behind the scenes" and not receiving praise is fine with me.
86. When I interpret a message spoken in tongues my words are prophetic in nature.
87. When I think about other people, God supernaturally reveals something about them that I did not know before.
88. I set goals and then motivate and inspire people to work together to accomplish these goals for God's glory.
89. I enjoy bringing hope to people who have no hope.
90. I believe miraculous acts go hand in hand with proclaiming the gospel.
91. I seem to share truth with people at the exact time they need to hear it.
92. I am "there" for people who need someone to talk with.
93. I get pumped up when I get the chance to explain a biblical concept to someone.
94. Speaking in tongues has made me more intimate with God.
95. If there are multiple ways to attack a problem I can discern which is the best approach to take.
96. I clarify goals and create strategies to accomplish them.
97. I would like to take a lead role in starting a new church.
98. I recognize teaching or preaching that strays from biblical truth.
99. If a person is going through a time of trial, I confirm that God is in control and He will work it out for good.
100. I build relationships with non-Christians with the hope that I can share Gospel with them.
101. I am confident that God is present and active in my daily life.
102. If I see someone in need I help him or her out in whatever way possible.

103. God's name is glorified when He uses me to supernaturally heal others.
104. I do not have a lot of unique talents but I want God to use me in whatever way possible.
105. I am able to understand people when they speak in tongues.
106. When I share insights God has given me about a particular Bible passage, my fellow Christians are strengthened.
107. When I join a group I naturally take charge.
108. I patiently support people going through painful or difficult life experiences and desire to help them get through it.
109. Others can testify that I have been God's instrument in bringing supernatural change in their lives.
110. I have the ability to sense what God wants to communicate to people at a particular time or situation.
111. I enjoy nurturing others toward full devotion to Jesus Christ.
112. I spend time studying the Bible because I understand the awesome responsibility a person has in accurately communicating God's Word.
113. God's name is glorified when I speak in tongues.
114. I am able to apply my knowledge in practical and helpful ways.

## TALLY TABLE

As you read each question record your numerical response (0, 1, 2, or 3) in the corresponding box on the Tally Table. Use the following scale:

- 0 = Not at All / Never True
- 1 = Sometimes / True Once in a While
- 2 = Most of the Time / Usually True
- 3 = Consistently / Definitely True

### Tally Table

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38
39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57
58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76
77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95
96	97	98	99	100	101	102	103	104	105	106	107	108	109	110	111	112	113	114
A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S

### Directions:

Once you have recorded a response to all 114 questions . . .

1. Add the numbers in each column (A-S) and put the total score for each column in the shaded box immediately above each letter.
2. Now complete the table on page 17. Here's how you'll do that . . .
  - a. Find your top 3 totals from the Tally Table and list these *numbers* in the left hand column of the table in the following order: highest score, 2<sup>nd</sup> highest, 3<sup>rd</sup> highest.
  - b. Write down the corresponding *letter* to each of the three numbers in the middle column of the table.
  - c. Look at the Spiritual Gifts Key. Find the *gift* associated with your 3 letters. Write down the spiritual gift in the right hand column.

## MY TOP 3 GIFTS

Top 3 Point Totals	Corresponding Column Letter (A - S)	Corresponding Spiritual Gift (see KEY below)
1 <sup>st</sup>		
2 <sup>nd</sup>		
3 <sup>rd</sup>		

### Spiritual Gifts Key

A = Administration	B = Apostleship	C = Discernment	D = Encouragement
E = Evangelism	F = Faith	G = Giving	H = Healing
I = Helps	J = Interpretation (of Tongues)	K = Knowledge	
L = Leadership	M = Mercy	N = Miracles	O = Prophecy
P = Shepherding	Q = Teaching	R = Tongues	S = Wisdom

### Directions:

Once you have completed the table and identified your top 3 spiritual gifts . . .

1. Turn to the "Spiritual Gifts: Spend a few minutes reading the descriptions of your top 3 spiritual gifts.
2. Once you have read through your top 3 spiritual gifts, turn to pages 21-22 and take the Passion Assessment.

## SPIRITUAL GIFTS – THE DEFINITIONS

**Administration** – a special ability to organize and direct others in accomplishing a work or task for God. People with this gift: are thorough in things that they do; anticipate potential problems of a proposed plan; able to figure out the steps needed to turn a vision into a reality; turn chaos into order; coordinate people in a way that maximizes effectiveness (e.g., Paul in Acts 27:1-38; Tower Builder in Luke 14:28-30).

**Challenges with the gift of Administration:**

1. May have trouble dealing with opposition
2. May become callous due to constant criticism
3. Pushes hard to the point of neglecting family
4. Ignores family responsibilities due to love of work

**Apostleship** – a special ability to start and oversee the development of new churches or ministries. People with this gift: are willing to leave their "home church" to serve God in another city or country; adapt to different cultural settings; able to oversee numerous ministries or churches; desire to reach unreached people groups for Jesus; establish new churches (e.g., Paul in Acts 13:1-14:26, 15:36-18:22).

**Discernment** – a special ability to distinguish right from wrong, truth from error, good from evil. People with this gift: determine whether a person is operating in pure or impure motives; able to accurately "read" people or situations based on little information; can sense the presence of evil; recognizes teaching or preaching that strays from biblical truth (Peter in Acts 5:1-11; 1 John 4:1-6).



**Encouragement** – a special ability to present truth in order to strengthen, comfort, or challenge people. People with this gift: provide hope for the hopeless, challenge people caught in sin to repent and grow closer to God; confirm that God is in control and will work out present circumstances for good; give verbal praise for a job well done; comfort and reassure those who are discouraged (e.g., Paul in Acts 14:22; Hebrews 10:25).

**Challenges with the gift of Encouragement:**

1. Frequently interrupts others
2. Uses Scripture out of context
3. Out spoken and opinionated
4. Slightly overconfident

**Evangelism** – a special ability to share the gospel with unbelievers and lead them into a saving relationship with Jesus Christ. People with this gift: share the Good News of Jesus with unbelievers on a regular basis; have a soft heart for the “lost”; adapt their gospel presentation so Jesus meets the need in a person’s life; see unbelievers respond to the Gospel when they share it (e.g., Peter in Acts 2:14-41; Philip in Acts 8:26-40).

**Faith** – a special ability to trust with complete confidence God’s ability to fulfill his purposes and act according to this unwavering belief. People with this gift: serve a “big” God; challenge and inspire others to trust God in various circumstances; have complete confidence that God will come through even when things do not look good from a human perspective; believe in the promises of God (e.g., Abraham in Romans 4:18-25; Hebrews 11:1-40)

**Giving** – a special ability to give material goods and financial resources to the Kingdom of God, whether that be to the church or individuals. People with this gift: sacrificially give to the Kingdom of God; consult God on what to give in different situations; limit their lifestyle so they can give away more money; give money even when the numbers do not add up in their budget trusting God for his provision (e.g., Women in Luke 8:1-3; Macedonian Churches in 2 Corinthians 8:1-7).

**Challenges with the gift of giving:**

1. Tends to be controlling with money
2. Pressures others to be more generous
3. May over commit
4. Uses financial giving as a way out of other requirements
5. Leads others on guilt trips

**Healing** – a special ability to cure illness and restore health apart from natural means. People with this gift: demonstrate the power of God by supernaturally healing someone emotionally, spiritually, or physically; authenticate the gospel message to unbelievers by curing sickness (e.g., Peter in Acts 3:1-10; Paul in Acts 28:7-9).

**Helps** – a special ability to serve others by doing the things that free up their time, support them, and meet their needs. People with this gift: have a servant’s heart; always look to lend a helping hand; open up their home to those who need it; see spiritual significance in doing the routine tasks in ministry; volunteer time to do the everyday tasks that are not very glamorous but need to get done (e.g., Seven Men in Acts 6:1-7; Joseph in Mark 15:42-46).

**Challenges with the gift of Helps:**

1. Can criticize those who are not serving
2. Helps others to the extent of neglecting personal family
3. So enthusiastic to help, may come across as pushy
4. Does not like to be served
5. Saddened when unappreciated

**Interpretation (of Tongues)** – a special ability to interpret the meaning of a message by a person speaking in tongues. People with this gift: listen to a message spoken in tongues by a fellow Christian and are able to supernaturally provide an English translation; interprets a message in tongues with words that are prophetic in nature; strengthens the church by interpreting a timely message from God (e.g., 1 Corinthians 14:13, People in Acts 2:5-12).

**Knowledge** – a special ability to bring truth to the local assembly of believers through special revelation or diligent study. People with this gift: receive information otherwise unknown to them that is valuable to the individual or the church; have great comprehension of biblical truth; study the Scriptures and receive truth supernaturally from the Holy Spirit (e.g., Peter in Acts 5:1-11; Paul in Acts 17:16-34).

**Leadership** – a special ability to cast vision and then motivate people to work together to achieve amazing things for God's glory. People with this gift: provide the "big picture" to the ministry or team; take charge of situations; have a natural ability to influence others; give direction to people and motivate them to perform at their best; cast vision and inspire others to jump on board (e.g., Elders in 1 Timothy 5:17; Joseph in Acts 7:10).

**Mercy** – a special ability to feel empathy and compassion for individuals (both unbelievers and believers) who are suffering physically, mentally, emotionally, or spiritually and the desire to turn that compassion into action through deeds which alleviate suffering. People with this gift: express love, grace, and dignity to people even if they don't deserve it; have concern for social injustice (e.g., Jesus in Matthew 20:29-34; Mark 9:41).

**Challenges with the gift of Mercy:**

1. Overly sensitive
2. Caring may be misunderstood by the opposite sex
3. Easily takes up others problems that are not their own
4. Thinking with their heart leads to indecision
5. Can be easily hurt by others unintentionally

**Miracles** – a special ability to perform supernatural acts for the glory of God. People with this gift: are human intermediaries through whom God manifests his power in ways that cannot be explained by natural means; present the gospel with a display of God's power; perform supernatural wonders and signs (e.g., Peter in Acts 9:36-42; Paul in Acts 19:11-12).

**Prophecy** – a special ability to reveal truth and proclaim it to Christians in a timely manner bringing about strengthening, encouragement, repentance, or comfort. People with this gift: speak God's truth to people even if it is not well accepted by them; speak a timely word causing conviction of sin; point out future ramifications of sinful behavior; boldly confront societal trends or teachings that contradict biblical principles. (e.g., Judas and Silas in Acts 15:32; Paul in Acts 27:10-26).

**Challenges with the gift of Prophecy:**

1. Can come across as judgmental and upfront
2. Delights in goal accomplishment not forward progress
3. Forcefully pushes others toward spiritual growth
4. Can be intolerant of other views

**Shepherding** – a special ability to nurture and guide people, overseeing their spiritual welfare. People with this gift: have genuine concern for the well-being of people; take responsibility to nurture people as they live their everyday lives; provide guidance to others so they become fully devoted followers of Jesus; establish trust through long-term relationships (e.g., Elders in 1 Peter 5:1-4; Paul in 1 Timothy 4:12).

**Teaching** – a special ability to clearly explain biblical truth to others so that they understand and apply it to life. People with this gift: present complex biblical or theological truths in a way that is easy to grasp; understand the awesome responsibility a person has in accurately communicating the Bible; communicate biblical truth in a way that inspires people to become more like Christ (e.g., Priscilla and Aquila in Acts 18:24-28; Paul in

Acts 16:13-14).

**Challenges with the gift of Teaching**

1. Can neglect application in exchange for information
2. Slow to accept views of others
3. Prideful due to knowledge
4. May be legalistic and dogmatic
5. Easily distracted by love of new interests

**Tongues** – a special ability to speak in another tongue that is unknown to the speaker (the tongue may be a special spiritual language or a foreign language). People with this gift: are prompted by God to speak in a language unknown to them; worship God or pray using a special language; receive messages from God and communicate them to others in a non-English language (e.g., People in Acts 2:1-13; 1 Corinthians 14:13-40).

**Wisdom** – a special ability to apply biblical truth effectively to meet a need in a situation. People with this gift: apply knowledge in practical and helpful ways; see clear solutions to complicated problems; feel God's leading in what to do when difficult decisions need to be made; provide emotional and spiritual direction to others (e.g., Seven Men in Acts 6:3-10; James 1:5-6).

# PASSION ASSESSMENT

## Directions:

1. Read through the following four questions to get your brain thinking about your "passion."
2. Read through the two lists and check off all boxes that apply.

## Passion Primer

Read through these four questions and think how you would answer each one. You may either write down some thoughts or simply think through your answers.

1. If I could do anything in the world, and money were no object, and I knew that I wouldn't fail, I would . . .

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2. I would love to look back on my life and know that I've done something about . . .

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3. If a group of my friends were talking about me, they would say I am really interested in . . .

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4. When I read the newspaper or watch the news, the stories that bring out the strongest emotional responses from me are about . . .

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5. When I think of a ministry our church should have

## Passion Checklist

The **people** I am most interested in helping are . . .  
(check off all boxes that apply)

- |   |  |   |
|---|--|---|
| <input type="checkbox"/> Infants                | <input type="checkbox"/> Teen Moms     | <input type="checkbox"/> K-6 <sup>th</sup> Grade Children |
| <input type="checkbox"/> Unemployed             | <input type="checkbox"/> Career Women  | <input type="checkbox"/> High School Kids                 |
| <input type="checkbox"/> Junior High Kids       | <input type="checkbox"/> Homeless      | <input type="checkbox"/> College Age                      |
| <input type="checkbox"/> Divorced               | <input type="checkbox"/> Widowed       | <input type="checkbox"/> Prisoners                        |
| <input type="checkbox"/> Young Marrieds         | <input type="checkbox"/> Poor          | <input type="checkbox"/> Career Men                       |
| <input type="checkbox"/> Hospitalized           | <input type="checkbox"/> Parents       | <input type="checkbox"/> Disabled                         |
| <input type="checkbox"/> Elderly                | <input type="checkbox"/> Empty Nesters | <input type="checkbox"/> Non-Christians                   |
| <input type="checkbox"/> Special Needs Children | <input type="checkbox"/> Other: _____  |   |

The **issues, items, or causes** I have strong feelings about . . .  
(check off all boxes that apply)

- |  |  |   |
|--|--|---|
| <input type="checkbox"/> Poverty                                 | <input type="checkbox"/> Welcoming People                    | <input type="checkbox"/> Prayer                     |
| <input type="checkbox"/> Abortion                                | <input type="checkbox"/> Tech (computers, video)             | <input type="checkbox"/> Social Injustice           |
| <input type="checkbox"/> Sports                                  | <input type="checkbox"/> Racism                              | <input type="checkbox"/> Family                     |
| <input type="checkbox"/> Addictions                              | <input type="checkbox"/> Reaching the Lost                   | <input type="checkbox"/> Physical/emotional Abuse   |
| <input type="checkbox"/> Kensington Church                       | <input type="checkbox"/> Cooking Food                        | <input type="checkbox"/> Discipleship of Christians |
| <input type="checkbox"/> Hospitalized                            | <input type="checkbox"/> Parenting                           | <input type="checkbox"/> Third-world Countries      |
| <input type="checkbox"/> Books                                   | <input type="checkbox"/> Divorce Recovery                    | <input type="checkbox"/> Loneliness                 |
| <input type="checkbox"/> Performing Arts (dance, theatre, music) | <input type="checkbox"/> AIDS                                |   |
| <input type="checkbox"/> Shepherding Others                      | <input type="checkbox"/> Visual Arts (Photography, Painting) |   |
| <input type="checkbox"/> Special Needs Children                  | <input type="checkbox"/> Other: _____                        |   |

This is just a partial list to get your brain working. If you feel passionate about a certain people group or cause that Kensington Community Church does not have a ministry for, God may be calling you to be the point person to get that ministry up and running.

Glance over all the boxes you checked off in both surveys. If you had to pick your top three passions what would they be? Write them below:

### My Top 3 Passions:

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_