

Appendix A: Spiritual Gifts Test

Empowered Servanthood Spiritual Gifts Test

God has blessed each believer with Spiritual Gifts. Do you know what Spiritual Gifts God has given you? This Spiritual Gifts Test will help you determine what Spiritual Gift(s) and/or Special Talent(s) God has given you. The test evaluates 32 Gifts and Talents. Do NOT look ahead to see what these Gifts and Talents are because that will influence your results!

Instructions:

This Spiritual Gifts Test consists of 160 statements that you are to respond to by entering in a number for each on the Analysis Sheet. Depending on how you feel about each statement, enter a number between 1 and 10. (1 means that the statement does not describe you at all and 10 means that the statement describes you perfectly).

This test is designed for Christians. If you have been a Christian for at least a few years, you should use your personal experiences as the basis for your responses. If you consider yourself to be a new Christian, then your responses should be based on how well each statement describes the desire of your heart (even if you have not yet done what the statement talks about).

Please keep in mind that this test was written by people, not by God, and as such it is certainly imperfect. It should be used as a starting place to begin to discover how God has gifted you, but not as an absolute indicator. The test may not always indicate your true Spiritual Gift(s). It is just one tool in what should be a life-long search for how God has blessed you so you can bless others.

Read this VERY CAREFULLY!

1. Before you start the test, find the Analysis Sheet and fold it along the gray line that runs down the middle of the sheet. Fold it so that you can see the 160 numbered boxes, but cannot see the names of the Spiritual Gifts and Talents, or at least discipline yourself not to look.
2. As you take the test, enter a response (number from 1 to 10 indicating how well the statement describes you) in each of the pre-numbered boxes.
3. Continue this process for all five test pages. The test will take about a half-hour to complete.
4. Respond to each statement quickly with your first feeling. Don't be too modest. However, unless you can walk on water, you will probably have many more low number responses than high number responses.
5. Are you ready to start? Take a deep breath and begin . . .
6. When you are done, read the Analysis Instructions.

This spiritual gifts test has been influenced from several sources and modified and adapted to work with the Empowered Servanthood Course. These sources include: Dr. Dan Reiland's "*Spiritual Gifts*" course, David Posthuma's "*Grace Gifts*" inventory, Ken Ellis' Spiritual Gifts Inventory, *Your Spiritual Gifts Can Help Your Church Grow* by C. Peter Wagner, *Jesus on Leadership: Becoming a Servant Leader* by C. Gene Wilkes and Tom Wells' Spiritual Gifts course.

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1. I naturally organize goals into steps and enjoy coordinating their accomplishment.
2. I do what I can to help around the church, whether I have special skills or not.
3. I cheerfully give considerably more than 10% of my income to the Lord's work.
4. I enjoy using my skills and artistic talents to make things that bring glory to God.
5. I have the ability to analyze and discern the "cost" required to make plans succeed and be properly resourced.
6. Our home is always open to whomever God brings to us.
7. I have patiently supported people going through painful experiences, and I found it satisfying and rewarding.
8. I enjoy gathering people together to facilitate getting to know God and one another better.
9. I feel strongly that my prayers for a sick person affect wholeness for that person.
10. People have pointed to specific instances where my prayers have resulted in clear miracles.
11. I have successfully prayed for other people, a family, or a church to be released from a curse.
12. I often receive leadings from the Holy Spirit as to what God wants me to pray for.
13. I have urged others to seek Biblical solutions to their affliction or suffering.
14. I have spoken words of hope that God confirmed in others by the Holy Spirit.
15. I have felt an unusual presence of God and personal confidence when important decisions needed to be made.
16. I have had insights of spiritual truth that others have said helped bring them closer to God.
17. I sometimes feel that I know exactly what God wants to do in a ministry at a specific point in time.
18. It is easy to me to perceive whether a person is honest or dishonest.
19. Studying the Bible and sharing my insights with others is very satisfying for me.
20. I am attracted to non-believers because of my desire to win them to Christ.
21. Good Christian music always lifts my spirit and makes me want to praise and worship God.
22. Sometimes when I pray, it seems as if the Spirit steps in and prays in words I cannot understand.
23. I have interpreted tongues so as to help others worship God without confusion.
24. Sometimes, I express my love for God by writing poems, songs, prayers, or devotionals.
25. Others seem to allow me to influence them and to follow my guidance in accomplishing tasks for the Kingdom.
26. I feel empowered to break ground and lay Kingdom-building foundations for Christ in challenging environments.
27. I am able to relate well to people of different cultures.
28. I have enjoyed relating to a particular group of people over a long period of time, sharing personally in their successes and their failures.
29. I hold fast to my personal belief in the truth even in the presence of ridicule, apparent failure, or pain.
30. I have felt led and empowered by God to radically abandon my old life and stand for His Kingdom.
31. I readily identify with Paul's desire for others to be single as he was.
32. I choose to live a simple lifestyle so I will have more time and money to devote to God's service.

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33. I have been able to make effective and efficient plans for accomplishing the goals of a group or team.
34. The Spirit sometimes leads me to do a simple thing for someone that touches him or her deeply.
35. I am so confident that God will meet my needs that I give to Him sacrificially and consistently.
36. I like to make gifts for others that will remind them of God or Jesus.
37. I am sought out for my ability to manage resources effectively and efficiently.
38. I like to create an environment where people feel that they are not alone and can get to know others.
39. I empathize with people who are hurting, lonely, or in trouble; it doesn't matter why they came to be that way.
40. I regularly network the body of Christ together and help people meet one another who can help each other grow.
41. When I pray for the sick, either they or I feel sensations of tingling or warmth.
42. Others can point to specific instances where my prayers have resulted in what seems impossible happening.
43. Other people have been instantly delivered from demonic possession when I have prayed.
44. I seem to recognize prayer needs before others.
45. I can challenge others without making them feel condemned.
46. It is a joy to speak uplifting words to people who are discouraged.
47. Sometimes God gives me an insight into the proper course of action others should take.
48. Sometimes I know a person's need for prayer or healing, without anyone having told me.
49. I sometimes have a strong sense of what God wants to say to people in response to particular situations.
50. I can sense whether a person is moved by the Holy Spirit, an evil spirit, or by their own flesh.
51. People have told me that I have helped them gain new insights and understanding of how to apply God's word in their lives.
52. I have led others to a decision for salvation through faith in Christ.
53. God seems to use me to orchestrate worship experiences that inspire and comfort people through worshiping God's presence.
54. I can pray to God in a language I have never learned.
55. Sometimes when a person speaks in tongues, I get an idea about what God is saying.
56. I am able to take complex spiritual matters and communicate them through writing, drama, speaking, humor, parables, pictures and /or visual mediums in a way that others can understand more easily.
57. I have influenced and challenged others to accept a vision and then work successfully to achieve it.
58. The thought of beginning a new church in a new community is exciting to me.
59. I would be willing to leave comfortable surroundings if it would enable me to share Christ with more people.
60. I have enjoyed assuming responsibility for the spiritual wellbeing of a group of Christians over time.
61. Once I have heard from God, I am totally convinced He will fulfill His word and I persevere even if He is not doing so yet.
62. When others ridicule me for my faith I am able to stand against their malicious slander and love them.
63. I am single and enjoy it.
64. I have found that by living in the same poor conditions as other people I am better able to minister to them.

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65. It is easy for me to organize ideas, people, and projects to achieve a specific ministry goal.
66. I have enjoyed doing routine tasks that have led to more effective ministry by others.
67. I have been led by God to regularly maintain a lower standard of living in order to resource the Kingdom of God.
68. I enjoy working creatively with wood, cloth, paints, metal, glass or other raw materials.
69. I believe God is calling me to help individuals, families and other organizations learn how to budget and manage their God-given resources in a God-honoring way.
70. I try to make everyone feel welcome and comfortable at church suppers or social events.
71. I like to visit people in hospitals, nursing homes and assisted living facilities, and God uses me to help them feel better.
72. I am driven and enabled to love and bear with difficult people, and I work to include them in community.
73. Others have told me that God healed them of an emotional problem when I ministered to them.
74. God has used me personally to perform supernatural signs and wonders.
75. Others call on me when they suspect that someone is demonized.
76. When I hear a prayer request, I pray for that need for several days at least.
77. People will take correction from me because they know I am on their side.
78. I can effectively motivate people to get involved in ministry
79. People tell me that I can perceive and apply Biblical truth to the specific needs of fellow believers.
80. Through study or experience I have discerned major strategies God seems to use in furthering His kingdom.
81. Sometimes I have a burning desire to speak God's word even if I know it will not be well received.
82. I can readily distinguish between truth and error, good and evil.
83. Teaching a Bible Class is one of the most enjoyable things I do (or could do).
84. Non-Christians say they feel comfortable when they are around me, and that God uses me to develop their faith in Christ.
85. People have said they see the love of Jesus on my face when I sing, lead worship or play music.
86. Praying in tongues has been meaningful to me in my personal prayer life.
87. When others have prayed in tongues, I felt that I understood the meaning of their prayer.
88. I love to study God's Word and think of creative ways that I can communicate Biblical truth.
89. I have been able to identify and attract the right people to accomplish kingdom projects.
90. I have the ability to understand what makes people and ministries grow reproductively.
91. I feel God has called me to go forth to establish new churches where people have never heard the gospel.
92. I feel that I am responsible to help protect weak Christians from dangerous influences.
93. My hope in God's ability to advance His plans, against all odds, seems to be inspiring to others.
94. I have been led and have followed God's lead to minister in dangerous parts of the world joyfully.
95. I am glad I have more time to serve the Lord because I am single.
96. I could live more comfortably, but I choose not to in order to live with poor people.

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97. I can recognize talents and gifts in others, and find ways of using these for God.
98. I would rather work in secret than have my work recognized publicly.
99. I give liberally and joyfully to people in financial need or to kingdom projects requiring support.
100. I experience joy when I design and make things that help the church and enhance its ministry.
101. I believe God has used my training, experience and abilities to prepare me to serve as CFO (or to support the CFO's duties) within the ministry.
102. I do NOT feel uncomfortable when people drop in unexpectedly.
103. I enjoy visiting in hospitals and retirement homes, and feel I do well in such a ministry.
104. People tell me that I am gifted in how I appropriately and winsomely relate to people.
105. Sometimes I have a strong sense that God wants to heal someone through my prayers or words.
106. The Holy Spirit leads me to pray for impossible things that really come true.
107. I have actually heard a demon speak in a loud voice.
108. Praying for others is one of my favorite ways of spending time.
109. It is enjoyable to motivate people to a higher spiritual commitment.
110. I have verbally given confidence to the wavering, the troubled, or the discouraged.
111. I can quickly anticipate the practical and spiritual consequences of a decision or action.
112. I sometimes find I know things that I have never learned, which are confirmed by mature believers.
113. People have told me that I have communicated timely messages that must have come directly from the Lord.
114. I can judge well between the truthfulness and error of a given theological statement.
115. I devote considerable time to learning new Biblical truths in order to communicate them to others.
116. I minister better to the spiritually unborn than to believers.
117. People have told me they were moved by the Holy Spirit through my singing or playing music.
118. I have been led to give a public message in tongues which was interpreted.
119. When I hear others speak in tongues, I am compelled to explain the meaning.
120. People have been touched spiritually by things I have either written, created, spoken in creative ways, (Master of Ceremonies, Radio Host, Television Personality), performed (Drama, Dance) or produced (lighting, sound, video).
121. I am able to cast a vision that inspires others to greater involvement in church work, and enjoy the process.
122. I am sought out for mentoring by growing and future church and ministry leaders.
123. More than most, I have had a strong desire to see people of other countries won to the Lord.
124. I feel a call from God to be the spiritual leader of a group of Christians.
125. I am ready to try the impossible if I am convinced it is God's will because I have a great trust in God.
126. My friends would describe me as a forceful person for the Kingdom of God.
127. I am single and have little difficulty controlling my sexual desires.
128. Living a simple lifestyle is an exciting challenge for me.

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129. People sometimes look to me for guidance in coordination, organization, and ministry opportunities.
130. If someone is facing a serious crisis, I enjoy the opportunity to help them.
131. I strive to find ways to give to others without calling attention to myself.
132. I feel compelled to use my hands to craft things that show the beauty of God's creation.
133. I see wasted resources everywhere I go, and strive to help people and organizations maximize their resources.
134. The comfort of a visitor is one of my highest priorities.
135. Sometimes I am overcome with emotion for the person I am praying for.
136. People seem to come to the gatherings that I plan and facilitate, and openly share their lives in my presence.
137. In the name of the Lord, I have prayed for others and physical healing has actually occurred.
138. People have told me that I was God's instrument to bring supernatural change in lives or circumstances.
139. I have spoken to evil spirits and they have obeyed me.
140. Others have told me that my prayers for them have been answered in tangible ways.
141. I can identify with weakness and temptation so as to encourage people to repent and believe.
142. People who are feeling perplexed sometimes come to me for comfort.
143. People with spiritual problems seem to come to me for advice and counsel.
144. God has given me words to say in witnessing situations that surprised even me.
145. Through God I have revealed specific things that will happen in the future.
146. I can quickly recognize whether or not a person's teaching is consistent with God's word.
147. I feel I can communicate Biblical truths to others and see resulting changes in knowledge, values, or conduct.
148. I'm troubled when people and churches are not reaching out and calling the lost toward salvation in Christ.
149. I sense the presence of God when I use my musical talents to sing or play Christian music.
150. When I speak in tongues, I believe it is edifying to the group I am with.
151. My interpretation of tongues has been confirmed by mature believers.
152. I sometimes prefer to write down, draw or create images of my thoughts about God rather than speaking them out loud.
153. God motivates others to obey Christ by the living testimony of my life.
154. God has used me to establish new ministries and churches that meet vital Kingdom growth needs.
155. People of a different race or culture have been attracted to me, and we have related well.
156. God has given me the ability to teach and preach spiritual truth.
157. I have believed God for the seemingly impossible and seen it happen in a tangible way.
158. I have felt God's strength empowering me to stand against persecution and serve my enemies.
159. I am single and feel indifferent toward being married.
160. I feel that I can best fulfill God's calling on my life by living simply.

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Response 129-160 Enter 1 - 10	Response 97-128 Enter 1 - 10	Response 65-96 Enter 1 - 10	Response 33-64 Enter 1 - 10	Response 1-32 Enter 1 - 10		Sum of first 5 columns	Rank in order highest to lowest	Name of Spiritual Gift / Talent
129	97	65	33	1				Administration
130	98	66	34	2				Helps/Service
131	99	67	35	3				Giving
132	100	68	36	4				Craftsmanship
133	101	69	37	5				Stewardship
134	102	70	38	6				Hospitality
135	103	71	39	7				Mercy/Compassion
136	104	72	40	8				Community Builder
137	105	73	41	9				Healing
138	106	74	42	10				Miracles
139	107	75	43	11				Deliverance/Exorcism/ Ekbballism
140	108	76	44	12				Intercession/Prayer
141	109	77	45	13				Exhortation/Disciple Maker
142	110	78	46	14				Encouragement
143	111	79	47	15				Wisdom
144	112	80	48	16				Knowledge
145	113	81	49	17				Prophecy
146	114	82	50	18				Discernment/Distinguishing Spirits
147	115	83	51	19				Teaching
148	116	84	52	20				Evangelism/Evangelist
149	117	85	53	21				Music/Worship Leader
150	118	86	54	22				Tongues
151	119	87	55	23				Interpretation of Tongues
152	120	88	56	24				Creative Communication
153	121	89	57	25				Leadership
154	122	90	58	26				Apostleship/New Ministry Developer
155	123	91	59	27				Missionary
156	124	92	60	28				Pastor/Shepherd
157	125	93	61	29				Faith
158	126	94	62	30				Martyrdom
159	127	95	63	31				Celibacy
160	128	96	64	32				Voluntary Poverty

Analysis Instructions Spiritual Gifts Test - Analysis Sheet

Analysis:

1. First, look over the Analysis Sheet to make sure you have entered a number from 1 to 10 in each of the 160 pre-numbered Response Boxes. If you left any of the boxes empty, go back to the corresponding question(s) and enter your response.
2. Now, unfold the Analysis Sheet. Calculate the sum of the 5 responses in each horizontal row and enter it in the Sum column. You need to do this for each of the 28 rows of responses. Each sum should be a number between 5 and 50.
3. Next, look over the 32 numbers you have just entered in the vertical Sum column. Look for the highest number you can find (for example 47). Now, place an “A” in the Rank column for the row with the highest Sum. If there is more than one row with this same high number, place an “A” in the Rank column for each.
4. (If you placed an “A” in 3 or more Rank boxes, then skip this step) - Look for the second highest number (for example 43). Place a “B” in the Rank column for each row with this number.
5. (If you placed an “A” or “B” in 3 or more Rank boxes, then skip this step) - Look for the third highest number and place a “C” in the Rank column for each row with this number.
6. Now look at the names of the Spiritual Gifts / Talents beside the Rank boxes where you entered “A,” “B,” or “C.” These are the Spiritual Gifts and Talents that it seems God has given to you.
7. You can find out more about your Spiritual Gifts and Talents by reading the Spiritual Gifts Definitions in Appendix F of your workbook.
8. A reminder about Spiritual Gifts and Original Abilities: Some of these “gifts” are obviously Spiritual Gifts. Others are debatable. However, it is not particularly important whether a certain ability is a Spiritual Gift, a blessing from God, a God given talent, an inherited trait, a natural human ability, or something learned. The thing that is important is that we discover what Gifts are more pronounced in us and to learn how to use them to serve God. God is just as pleased when we use a learned ability to serve Him as He is when we use a Spiritual Gift to serve Him. The key is to discover our capabilities (Spiritual Gifts and Natural Abilities) and learn to use them to love, worship, and serve God and others.