

## *Love people.*

In **community** we share our diversity and find unity as we experience life together.

### **Spiritual Gifts Assessment:**

FOLLOW THE INSTRUCTIONS ON THE ATTACHED SPIRITUAL GIFTS ASSESSMENT!

#### Disclaimers:

- *The assessment is merely a tool. It cannot substitute for practice.* Furthermore, the list of gifts is merely descriptive of what is listed in the Bible; it is not meant to be exhaustive.
  - *The assessment can be biased by your past experience, or lack thereof.* For example, you might score low on a gift (e.g., teaching) simply because you have never had an opportunity or taken the initiative to use that gift. I highly recommend ministry “experimentation” with as many of the gifts as possible. Increasing the number and diversity of your ministry experiences will help you identify your areas of giftedness more than this test.
  - *The assessment can be biased by current situations.* For examples, over many years of having taken many gifts assessments, I’ve found that my top three to four gifts to be very consistent, but their ranking very much reflects what I happen to be doing most at the time.
  - *The assessment should not be used as an excuse.* For example, a low test score on a gift is not an automatic exemption from practicing that gift, especially when that gift is commanded (e.g., mercy or evangelism).
- 1) Were any of the results surprising to you? Were there any you expected to be higher or lower than were not? Why or why not?

2) What gifts do we have together?

3) How can you use your gifts in your home group and Riverside Church?

Prayer and action: Ask God to show you where He is already at work around you so that you may join Him using your gifts. Look for place(s) and opportunities to exercise your gifts for the common good of the body of Christ. I’m confident that God will not accept “no one asked me” as a valid excuse for not using your gifts! Ask your home group leader(s) about opportunities to use your gifts there. Ask Keith or I about opportunities to use your gifts in Riverside.

The following assessment was adapted from the Wagner – Modified Houts Questionnaire (C. Peter Wagner, Fuller Institute, 1990), which was modified from the original assessment developed by Dr. Richard F. Houts (North American Baptist Theological Seminary, 1976).

**Instructions:**

1. Next to each statement enter a numerical score using the scale provided. *The assessment will only be as accurate as you are honest. Don't be modest. Don't read into the statements.*
2. Transfer numerical scores to the final table and calculate the total score.

SCORING: 0 = never    1 = rarely    2 = occasionally    3 = frequently    4 = almost always

SCORE	Statement
	1. When I'm in a group lacking organization, I tend to step in and fill the gap.
	2. I have a burden and passion for expanding the Kingdom through new churches.
	3. I am able to see through phoniness before it is evident to others.
	4. I have verbally encouraged the wavering, the troubled or the discouraged.
	5. I have led others to a decision to follow Christ.
	6. When the going gets tough, people look to me for confidence and reassurance.
	7. I find I manage money well in order to give liberally to the God's work.
	8. I have been used by God in curing illnesses instantaneously.
	9. I have assisted leaders in order that they might focus on their primary job.
	10. I am able to understand what God is saying when another person speaks in a language that others do not comprehend.
	11. Others have told me that I have helped them distinguish key and important facts of scripture.
	12. When I speak people seem to listen and agree.
	13. I have a desire to work with those who are physically or mentally unhealthy, to alleviate their suffering.
	14. Others can point to specific instances where my prayers have resulted in visible miracles.
	15. I have enjoyed relating to a certain group of people over a long period of time, sharing personally in their successes and failures.
	16. I have a desire to speak messages from God that enlighten, challenge or comfort others.

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	17. I enjoy being called upon to do special jobs around the church or community.
	18. People have told me that I have helped them learn a biblical truth in a meaningful way.
	19. I have suddenly spoken in another language that I had never spoken before.
	20. I have applied spiritual truth effectively to specific situations in my life.
	21. I enjoy the details of planning organizing ideas, people, resources and time for more effective ministry.
	22. I have personally started a ministry that broke new ground for the witness and ministry of an existing church.
	23. I can see the Spirit of God working in people in specific ways.
	24. I can effectively motivate people to get involved in ministry when needed.
	25. When I share my personal story of meeting and following Christ with others they find it meaningful.
	26. I have believed God for what seemed impossible and have seen it happen in a tangible way.
	27. I'm compelled to give more than ten percent of my income to Kingdom work.
	28. I enjoy praying for sick people because I know that many will be healed.
	29. Other people have told me that I enabled them to be more effective in their ministry or work.
	30. I have interpreted an unlearned language with the result that the body of Christ was challenged, encouraged or comforted.
	31. I have had insights of spiritual truth which others have said helped bring them closer to God.
	32. Other Christians have followed my leadership because they believed in me.
	33. I have cared for others when they have had material or physical needs.
	34. God has used me personally to display signs and wonders for His glory.
	35. I have enjoyed assuming the responsibility for the spiritual well-being of a particular group of Christians.
	36. Through God I have understood things which will happen in the future.
	37. I don't think I have many special skills, but when a need arises I'm willing to do whatever needs done.

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	38. I find ways to explain the Bible in relevant ways.
	39. I have spoken an immediate message of God to His people in another language that I had never learned.
	40. I can intuitively arrive at solutions to fairly complicated problems.
	41. I have been able to make effective and efficient plans for accomplishing the goals of a group.
	42. When my church needs people to plant a new church I want to go.
	43. I can tell with a fairly high degree of assurance when a person is afflicted by sin, addictions, or even an evil spirit.
	44. People come to me in their afflictions or suffering, and have told me that they have been helped or relieved.
	45. Non-Christians have noted that they feel comfortable when they are around me, and that I have helped them get closer to God.
	46. Other people have told me that I had faith to accomplish what seemed impossible to them.
	47. When I am moved by an appeal to give to God’s work, I find a way to give.
	48. Others have told me that God used me to heal them of an emotional problem.
	49. I have enjoyed doing routine tasks that led to more effective ministry by the team.
	50. I have prayed that I may interpret if someone begins speaking in tongues.
	51. Through study or experience I have discerned major strategies or techniques God seems to use in furthering His Kingdom.
	52. When I set goals, others seem to readily accept them.
	53. I enjoy visiting or spending time with neglected people in places like hospitals, prisons, retirement homes, etc.
	54. God seems to do impossible things through my life.
	55. I am able to give spiritual guidance and direction to a group of Christians.
	56. People have told me that I have communicated timely and urgent message from God.
	57. Others have mentioned that I seem to enjoy thankless work to help other people.
	58. I can devote considerable time to learning new biblical truths in order to communicate them to others.

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	59. I can speak to God in a language I have never learned.
	60. When a person has a problem I can guide them to the best biblical solution.
	61. I am able to give directions to others without using persuasion to get them to accomplish a task.
	62. I have established a new ministry in a different un-churched or under-churched community.
	63. I can recognize whether a person’s teaching is from God, man or Satan.
	64. I have a desire to effectively counsel the perplexed, the guilty or the addicted.
	65. I get frustrated when others don’t seem to share their faith with unbelievers as much as I do.
	66. I have felt sure of God’s specific will for the future growth of His work, even when others did not seem so sure.
	67. I am confident that God will meet my needs, so I give to Him sacrificially and consistently.
	68. I have prayed for others and physical healing has actually occurred.
	69. When I do things behind the scenes and others are helped, I am joyful.
	70. Others have thanked me for interpreting something spoken in tongues.
	71. I study and read quite a bit in order to learn new Biblical truths.
	72. When I join a group, others seem to expect me to take charge.
	73. People call on me to help those who are less fortunate.
	74. People have told me that I was God’s instrument which brought supernatural changes in lives or circumstances.
	75. I have helped fellow believers by guiding them to relevant portions of the Bible and praying with them.
	76. I sometimes have a strong sense of what God wants to say to people in a particular situation.
	77. I prefer being active and doing something rather than just sitting around talking or reading or listening to a speaker.
	78. I feel I can communicate Biblical truths to others and see resulting changes in knowledge, attitudes, values, or behavior.
	79. When I give a public message in tongues, I expect it to be interpreted.

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	80. Some people indicate that I have perceived and applied Biblical truth to the specific needs of fellow believers.
	81. I have enjoyed bearing the responsibility for the success of a particular task within my church.
	82. I enjoy being sent by my church to other churches to help meet a ministry need.
	83. I can tell whether signs and wonders are genuinely of God.
	84. I have urged others to seek a Biblical solution to their affliction or suffering.
	85. I am attracted to non-believers because of my desire to win them to Christ.
	86. Others have told me that I am a person of great vision.
	87. I have been willing to maintain a lower standard of living in order to give to God's work.
	88. When I pray for the sick, I can sense God doing something.
	89. When I serve the Lord, I really don't care who gets the credit.
	90. When I have interpreted tongues the message was consistent with scripture.
	91. I have the ability to discover new truths for myself through reading or observing situations firsthand.
	92. When I am in charge, things seem to run smoothly.
	93. I would enjoy spending time with a lonely, shut-in person or someone in prison.
	94. When God demonstrates His power in miraculous ways, I don't like to make a huge spectacle of it.
	95. People have told me that I have helped them to be restored to the Christian community.
	96. I sometimes feel that I know exactly what God wants me to do in ministry at a specific point in time.
	97. I respond cheerfully when asked to do a job, even if it seems menial.
	98. Studying the Bible and sharing my insights with others is very satisfying to me.
	99. When I speak in tongues, I believe it is edifying to the church.
	100. I have felt an unusual presence of God and personal confidence when important decisions needed to be made.

Place your score next to the corresponding question.					TOTAL	Gift
1	21	41	61	81	=	Administration
2	22	42	62	82	=	Apostleship/Pioneering
3	23	43	63	83	=	Discernment
4	24	44	64	84	=	Encouragement
5	25	45	65	85	=	Evangelism
6	26	46	66	86	=	Faith
7	27	47	67	87	=	Giving
8	28	48	68	88	=	Healing
9	29	49	69	89	=	Helps
10	30	50	70	90	=	Interpretation
11	31	51	71	91	=	Knowledge
12	32	52	72	92	=	Leadership
13	33	53	73	93	=	Mercy
14	34	54	74	94	=	Miracles
15	35	55	75	95	=	Pastor/Shepherd
16	36	56	76	96	=	Prophecy
17	37	57	77	97	=	Service
18	38	58	78	98	=	Teaching
19	39	59	79	99	=	Tongues
20	40	60	80	100	=	Wisdom

Circle your total score next to the corresponding gift.	Gift
0 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20	Administration
0 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20	Apostle/Pioneering
0 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20	Discernment
0 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20	Encouragement
0 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20	Evangelism
0 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20	Faith
0 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20	Giving
0 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20	Healing
0 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20	Helps
0 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20	Interpretation
0 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20	Knowledge
0 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20	Leadership
0 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20	Mercy
0 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20	Miracles
0 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20	Pastor/Shepherd
0 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20	Prophecy
0 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20	Service
0 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20	Teaching
0 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20	Tongues
0 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20	Wisdom

<b>Gift</b>	<b>Definition</b>	<b>Examples</b>	<b>Body Part</b>	<b>How use in the church?</b>
<b>Administration</b> Rom. 12.8 1 Cor. 12.28	Oversee and manage the efforts of a group of people through delegation, organization, planning, etc.	Acts 6.1-7 Stephen, <i>et al.</i>	arms	lead and/or organize a team, meeting, outreach, social, service project, etc.
<b>Apostle/Pioneer</b> 1 Cor. 12.28-29 Eph. 4.11	Expand the Kingdom by establishing new churches and pioneering new ministries.	Gal. 2.8-10 Paul	feet	start a new home group, ministry, or church.
<b>Discernment</b> 1 Cor. 12.10,28-29	Perceive if something is of God or not – truth vs. lie, right vs. wrong, good vs. evil – including underlying motives.	Acts 8.9-25 Peter	eyes/ears	accountability and discipleship relationships; counseling
<b>Encouragement</b> Rom. 12.8	Come alongside others to encourage, comfort, counsel and strengthen, with practical application of truth.	Acts 4.36, 11.22-24 Barnabas	mouth	accountability and discipleship relationships; counseling; prayer; teaching application; worship
<b>Evangelism</b> Eph. 4.11	Effectively communicate the gospel to non-believers and sense opportunities.	Acts 8.26-40 Philip	mouth	missions; outreach; visitation; gatherer
<b>Faith</b> 1 Cor. 12.9	Trust and confidence in God for things that only He can do.	Acts 27.21-26 Paul	bones	prayer; manage finances; worship; counseling
<b>Giving</b> Rom. 12.8	Generous provider and faithful steward of resources for God’s Kingdom.	Acts 4.32-35 early church	lungs	manage finances/resources; missions; service
<b>Healing</b> 1 Cor. 12.9,28-30	Used by God to heal physically, mentally, emotionally or spiritually.	Acts 3.1-10 Peter and John	hormones?	visitation; counseling; prayer
<b>Helps</b> 1 Cor. 12.28	Invest skills/talents to enable others to more effectively use their gifts.	Acts 6.1-7 Stephen, <i>et al.</i>	back	practical needs; volunteer
<b>Interpretation</b> 1 Cor. 12.10,30 1 Cor. 14.1-40	Understand and “translate” words spoken by someone exercising the gift of tongues.	1 Cor. 14.13,26-28	ears	worship; prayer; evangelism
<b>Knowledge</b> 1 Cor. 12.8	Understand the things of God, especially from the Bible.	Acts 18.24-26 Apollos, Priscilla & Aquila	mind	accountability and discipleship relationships; counseling
<b>Leadership</b> Rom. 12.8	Oversee and direct the efforts of a group of people through influence, goals, motivation, example, vision, etc.	Acts 14.23, 15.1-35 Paul and Barnabas	legs	team leadership
<b>Mercy</b> Rom. 12.8	Perceive and care for the hurts and needs of those often neglected.	Luke 10.25-37 good Samaritan	touch	service/outreach; missions; prayer; counseling; children
<b>Miracles</b> 1 Cor. 12.10,28-29	Used by God to demonstrate His power by signs and wonders.	Acts 8.4-8 Philip	womb?	missions; evangelism
<b>Pastor/Shepherd</b> Eph. 4.11	Assume responsibility and care for the spiritual health of a group of people.	Acts 20.28-31 Ephesian elders	blood	team leadership; accountability and discipleship relationships
<b>Prophecy</b> 1 Cor. 12.10,28-29, 14.1-40, Eph. 4.11	Discern and declare God’s message or truth to His people for a particular time or situation.	Acts 6.8-7.60 Stephen	mouth	accountability; team leadership; worship; evangelism
<b>Service</b> Rom. 12.7	Attending to practical needs of the church, community and individuals.	Acts 9.36 Tabitha	hands	service/outreach; hospitality; volunteer; children
<b>Teaching</b> Rom. 12.7, 1 Cor. 12.28-29, Eph. 4.11	Explain and communicate God’s truth/Word to instruct others.	Acts 11.25-26 Barnabas and Paul	mind	prepare bible study lessons or sermons; discussion leader; discipleship
<b>Tongues</b> 1 Cor. 12.10,28-30, 14.1-40	Speak to others or God in a language unlearned by the speaker.	Acts 10.44-46 Cornelius, <i>et al.</i>	tongue (dah!)	prayer; worship; evangelism
<b>Wisdom</b> 1 Cor. 12.8	Apply God-given knowledge/insight to specific situations and decisions.	Acts 5.33-39 Gamaliel	conscience or neck	team leadership; discipleship; counseling