

DISCERNING YOUR SPIRITUAL GIFTS - PROFILE

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How to Take the Survey: These questions will assist you in discerning your gift but it is imperative that you be completely honest. There are no "right answers" *per se*. It is best to answer the questions according to your true motives and feelings rather than what you think the answers ought to be. Answer each question with a numerical value based on the following scale:

Almost Always (Yes) - 5; Often -4; Sometimes -3; Rarely - 2;

Almost Never - 1; Never (No) - 0

1. Hypocrisy in others really bothers you; to the point that you feel you should do or say something about it: ____
2. It is normal for you to neglect your own responsibilities and needs in order to be of help to others: ____
3. You normally are more focused on the details, even to the point that you sometimes miss the big picture: ____
4. You are a decisive person, quick in making decisions: ____
5. You always tithe no matter what your other financial obligations might be (in other words, tithe first, bills second): ____
6. When receiving or giving instructions you prefer them spelled out clearly and plainly: ____
7. You find that you often and rather easily develop close bonds to and with others: ____
8. You tend to make quick value judgments: ____
9. You are inclined to over-emphasize practical needs at the expense of spiritual needs (you see meeting the practical needs of the day as urgent and needing your attention before attending to spiritual matters such as your prayer and Bible reading time): ____
10. You are tempted to give all the knowledge you have on a subject when conversing with someone: ____
11. You enjoy encouraging others in their spiritual growth: ____
12. You are motivated to share your personal assets to enhance the ministry of an individual or church (beyond the tithe): ____
13. When given leadership responsibilities you realize the need to be careful of the pride of power: ____
14. It is hard for you to be firm at times with others, even when necessary: ____
15. Your tongue is sometimes thought to be sharp or harsh: ____
16. Others characterize you as somewhat aggressive (or maybe even pushy): ____
17. You are very concerned that Scriptural truths should take priority; then human experience be measured by that truth: ____

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18. You are discouraged with the lack of progression in those with whom you're sharing spiritual directions or truth: ____
19. You can discern and make wise financial investments: ____
20. You have motivation to organize that for which you are responsible: ____
21. You find it easy to rejoice when others rejoice: ____
22. You are impulsive: ____
23. You tend to have genuine affection for others: ____
24. You enjoy accumulating knowledge and digging out facts: ____
25. You enjoy personal counseling with others: ____
26. You tend to purchase quality items that will last: ____
27. You are very thorough: ____
28. You recognize the hurting and enjoy providing comfort to them: ____
29. You sense a degree of pride in your speaking ability: ____
30. You do things for others even if it means your own personal sacrifice and discomfort: ____
31. Following a sermon or lecture, you review your notes and look up all the Scripture references: ____
32. You talk a lot (you have a strong "verbal need"): ____
33. You are motivated by value over price: ____
34. Following the rules is important: ____
35. You are fairly serious (as opposed to the "life of the party" type): ____
36. You discern and draw conclusions quickly: ____
37. Meeting needs that will free someone to do something else is enjoyable to you: ____
38. You are more concerned with obtaining truth than with communicating truth: ____
39. When asked for your advice, you find that you can hardly wait until they've done to answer, perhaps even interrupting: ____
40. You are able to see needs (financial) that others sometimes overlook: ____
41. You consider yourself to be a leader: ____
42. You are pleased (and perhaps somewhat proud) of your ability to empathize with others: ____
43. You are motivated to reveal unrighteous motives or actions by presenting God's truth: ____
44. You are able to recognize personal needs and have a desire to meet them: ____
45. You really enjoy research and detailed study: ____
46. You enjoy and prefer the one-on-one ministry approach: ____
47. You enjoy hosting people in your home, friends, family, and sometimes even strangers: ____
48. You use people in reaching your goals rather than meeting their needs: ____
49. You tend to feel strong sympathy with the misery of others: ____
50. You categorize individuals when you find out what church they attend: ____

Almost Always (Yes) - 5; Often -4; Sometimes -3; Rarely - 2; Almost Never - 1; Never (No) - 0

51. Others see you as diligent, sometimes even doing more than is really necessary: ____
52. You tend to authenticate and validate new insights and information by resource books, commentaries, and other such authorities: ____
53. You are motivated to stimulate the faith and develop the character of others: ____
54. God has made it possible for you to have resources to give, sometimes you even find it relatively easy to make money: ____
55. You have an unusual ability to see the overall picture and to clarify long-range goals: ____
56. You find it easy to empathize with others: ____
57. You enjoy, or you would enjoy, speaking to groups: ____
58. You really enjoy meeting the practical needs of others: ____
59. You prefer the study Bibles over paraphrased editions in your own personal study: ____
60. You are persistent and consistent in praying for others (on your own and one-on-one with them): ____
61. You are motivated to give anonymously (with a view to encouraging the recipient to look to God for their provision): ____
62. You have a keen desire to see tasks completed as quickly as possible, although done in a thorough way: ____
63. When a person is in distress you find it easy to identify with that person: ____
64. You tend to be direct or frank; in other words, you readily tell people what you think: ____
65. You enjoy manual projects: ____
66. Word definitions, historical backgrounds, and biblical meanings are extremely important to you: ____
67. You are an enthusiastic person: ____
68. You can readily identify with Matthew and Zaccheus in their ability to keep clear financial records: ____
69. You find it easy to delegate work: ____
70. You are a very loyal friend: ____
71. It is easy for you to personally despise that which is evil: ____
72. Doing things for others without regard to whether you receive any credit for doing it is natural to you: ____
73. You especially enjoy word studies dealing with the original Greek: ____
74. You enjoy telling others what to do: ____
75. When someone comes to you with a material need you are able to make a quick decision as to the validity of the need: ____
76. You enjoy leading or presiding over others and/or groups: ____
77. You tend to feel uncomfortable around people who are specific and reasoned in their analysis of things before making decisions: ____

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78. You sense when something is not what it appears, you effectively discern right and wrong and do so immediately: ____
79. You believe that the best way to love someone is to meet their physical or practical needs: ____
80. You enjoy searching out and validating truth which has been presented: ____
81. You are able to be patient with one who shows slow progress, as long as they are paying attention and trying: ____
82. You feel you have a good business sense: ____
83. If a building permit is required you get it first, then you build: ____
84. Protecting the innocent is almost a natural reaction for you: ____
85. It is important for people to show outwardly that they have made a decision/commitment (for example to come forward to receive Christ; or come to the altar publicly to pray): ____
86. You are pleased with your ability to help others: ____
87. You really enjoy studying the Bible and researching the background and word meanings: ____
88. You are good at discerning where people are in their spiritual walk with Christ: ____
89. You would teach (or like to see taught) courses on responsible Christian stewardship in the church: ____
90. You are motivated to coordinate the activities of others for the achievement of common goals: ____
91. You are tempted to tell people that which will make them happy rather than exactly the truth that they need to hear, but which might hurt them: ____
92. You are open and direct about almost everything: ____
93. It is difficult for you to say "no" to requests from others: ____
94. When you have a chance to give a talk, you find it hard to come up with illustrations, preferring rather to give a straightforward presentation of the truth: ____
95. You tend to be overly conscious of both your successes & your failures: ____
96. You are somewhat turned off by emotional appeals for money, preferring to give based on logical need: ____
97. You tend to be competitive: ____
98. You are guided by emotions more so than logic: ____
99. You tend to see people as groups rather than individuals: ____
100. You like to be appreciated but you are not interested in public acknowledgment: ____
101. You especially enjoy presenting truth systematically (rather than topically): ____
102. When giving someone an answer to a question they've asked you, you tend to give them everything you know on the subject: ____
103. You measure spiritual success by material assets: ____

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104. One of your favorite biblical characters is Nehemiah: ____
105. You are adept at mentally and emotionally relating to a person's need and giving them aid: ____
106. People sometimes accuse you of being judgmental: ____
107. You appreciate clear instructions on how to do a job: ____
108. You sense a need to validate other's statements (to make sure they are accurate or true): ____
109. You are very encouraged by people who are diligently pursuing righteousness in their personal walk with the Lord: ____
110. You enjoy helping other Christians organize their finances: ____
111. You overlook character faults in people that you need to help you reach a goal: ____
112. You judge other people primarily by their sensitivity or lack thereof: ____
113. You see right and wrong as a clear cut, black-and-white issue in most cases: ____
114. You dislike red tape and unnecessary restrictions when doing a job: ____
115. It greatly bothers you when someone uses a Scripture out of context: ____
116. When talking to a group or an individual, you are very sensitive to their response or lack of response to you: ____
117. You take a genuine interest in the needs of strangers: ____
118. Helping a group to clarify its goals and then to determine how to reach those goals would be a great joy to you: ____
119. You feel a heaviness of spirit when people don't agree with you: ____
120. You speak quickly, rather than listening and hearing a person out: ____
121. You would rather do the job yourself than delegate it to others: ____
122. If Hebrew or Greek were offered as a course of study, you would likely take one or the other if otherwise possible in your schedule: ____
123. Mentoring younger believers is a very critical aspect of the church's education ministry: ____
124. You are a frugal person, managing your money in a biblical and effective manner: ____
125. You enjoy scheduling: ____
126. When playing a sport or a game you do not have a strong competitive spirit, desiring more that other participants be happy and enjoy themselves: ____
127. If you see someone who has unrighteous motives which he is covering up, you often have a strong desire to expose his motives: ____
128. You have a good ability to recall the specific likes & dislikes of people: ____
129. You have a large vocabulary: ____
130. You really like the biblical character Barnabas: ____
131. You believe that love of money can be very destructive: ____
132. You are someone not easily sidetracked if the objective has been clearly established: ____

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133. You are offended when a person with physical or mental difficulties is made fun of: ____
134. You grieve deeply over sinful patterns in others: ____
135. You enjoy doing a job extremely well: ____
136. You are especially concerned with thorough scholarship in Christian literature: ____
137. You will overlook practical matters around the house and concentrate instead on talking with people: ____
138. Tithing is the starting point for giving, not the end: ____
139. You feel that Christians and their organizations are usually too disorganized: ____
140. You have a hard time saying "no" when you think it will hurt the person: ____
141. You deeply desire to see real repentance, accompanied by works that evidence a true change: ____
142. You prefer short-range goals and jobs, as opposed to long-range ones: ____
143. You are accused of lacking warmth and feeling: ____
144. You can readily identify with people's problems and relate to them: ____
145. You have a desire to make money for the primary purpose of giving it to the Lord's work (in other words, would this be the way you would most enjoy serving the Lord): ____
146. You have both a desire to lead your group and yet a need to wait to do so until you are invited: ____
147. Others would say that you are very loyal and that you would stand up for them if needed: ____
148. You are especially sensitive to the motives and character of people: ____
149. Given the opportunity to do a job in an organization, do you get very frustrated with "proper channels" and red tape, desiring to just do the job, perhaps even helping out of your own funds to avoid red tape: ____
150. You see personal experiences as a danger if used to serve as a foundation for truth: ____
151. You avoid systems of information which lack practical application: ____
152. You tend not to spend much on yourself: ____
153. You enjoy teaching other Christians time management and organizational skills (in a group or individually): ____
154. You are often attracted to people in need: ____
155. A strong emphasis on truth and authority (more so than love) marks your thinking about values and morals: ____
156. You tend to stick with a job till you get it done, even if it takes till all hours of the night: ____
157. Once you see a passage of Scripture interpreted one way, it is difficult for you to see it any other way: ____

Almost Always (Yes) - 5; Often -4; Sometimes -3; Rarely - 2; Almost Never - 1; Never (No) - 0

158. You clearly recognize how guilt can block people from moving forward in the spiritual walk: ____

159. You save money by getting the best buy, not the least expensive product: ____

160. You are a caring person who wants to see things done right: ____

161. You have a strong drive to do that which will make people happy (sometimes even at the expense of truth or justice): ____

162. You are able to identify with the sins of a person you are talking to: ____

163. You prefer to do practical ministry within the body of Christ, leaving the teaching and other more spiritual leadership to others: ____

164. You really appreciate the thoroughness of an author like Luke: ____

165. Hope for the future is an important theme in your dealing with others: ____

166. Your generosity to outsiders is sometimes resented by your family: ____

167. You find that organizing things seems to come natural and that it is very important: ____

168. You lack firmness unless it is something that will bring healing and harmony to the body of Christ: ____

169. You try to change people to your point of view in certain areas of life: ____

170. You feel that others sometimes spend a lot of time on spiritual or religious things in order to get out of hard work: ____

171. You tend to get on tangents and "rabbit trails" easily: ____

172. You have a great love for spiritual maturity and desire to see people grow in their faith: ____

173. In giving to the Lord's work, your primary concern is that the group to which you give be one which is strategic (a multiplying, reaching or discipling ministry): ____

174. You find yourself sometimes having a greater concern that your church or group reach it's goals than in meeting the varying needs of individual members of the church: ____

175. One of your favorite biblical characters is the Apostle John because of his emphasis on love and the way he cared for others: ____

176. God's reputation is extremely important to you: ____

177. People who aren't willing to get in and do hard work especially bother you: ____

178. You have a lot of books and study projects you've started and not finished: ____

179. There is a "cause and effect" sequence that is obvious with Scriptural principles and life experience: ____

180. You have a burden to get other Christians to give more generously to the Lord's work: ____

181. You don't like a mess; distinguishing major objectives and not getting bogged down in details is essential to you: ____

Almost Always (Yes) - 5; Often -4; Sometimes -3; Rarely - 2; Almost Never - 1; Never (No) - 0

182. You avoid making decisions if you think someone might react negatively: ____

183. You are honest to a fault: ____

184. You tend to be calm and quiet: ____

185. You find yourself inwardly challenging the knowledge and/or background of those who teach you: ____

186. When helping someone and they don't respond well, you tend to lose interest in helping them: ____

187. You despise slothfulness: ____

188. You are a goal setter: ____

189. You resist being rushed through an activity, preferring to feel and enjoy it: ____

190. You express your thoughts and ideas verbally: ____

191. You get impatient with those who seem to have a lack of stamina: ____

192. You find a greater joy in researching the truth than presenting it: ____

193. You enjoy setting courses of action for others to follow and grow in their faith: ____

194. You keep excellent records of your personal finances: ____

195. You believe in doing the job right the first time: ____

196. You have an unusually strong desire to see unity among Christians: ____

197. You consider yourself persuasive in speech: ____

198. You are more like Martha than Mary: ____

199. This statement would really bother you: "Truth is discerned more by the Spirit than by the intellect." ____

200. Though you know that you are not, you sometimes appear to be unsympathetic to others: ____

201. You rejoice when you discover that a financial need met was an answer to prayer: ____

202. You are more concerned with the end result than with the "how to:" ____

203. You have a real sensitivity to atmospheres of joy or distress in a group: ____

204. You are distressed over abuse of authority: ____

205. It frustrates you that when you've agreed to do a job you discover there is a time-limit: ____

206. You prefer expositional preaching/teaching to that which is topical: ____

207. You are willing to spend a great deal of time with someone who needs help: ____

208. When giving a gift (other than money) to a Christian ministry, you are very concerned that it be of high quality: ____

209. You tend to stick with proven ways that work rather than wanting to try new things and ideas: ____

210. You resent those who are not sensitive to the feelings and personal needs of others: ____

DISCOVERING YOUR SPIRITUAL GIFTS

"KEY" to the Spiritual Gifts Survey

There are seven gifts. The questions are arranged so that the seven gifts will apply consecutively.

1. Gift of Prophecy (Prophet, Preacher)
2. Gift of Service (Server or Helper)
3. Gift of Teaching (Pastor/Teacher)
4. Gift of Exhortation (Exhorter)
5. Gift of Giving
6. Gift of Leadership (Administration, Organization)
7. Gift of Mercy

In other words, questions 1, 8, 15, 22, etc., apply to the "Gift of Prophecy." Questions 2, 9, 16, 23, etc., apply to the "Gift of Service," and so forth through the seven gifts. The question numbers are listed under the gift to which they apply.

After you have taken the survey you can score it on the form provided on the next page. Each answer should have a numerical value (write your score from the questions beside the corresponding question number in the Survey Profile). There are thirty questions related to each gift. Total your score on each gift and write that number at the bottom of the column corresponding to the question numbers for that gift. The maximum score on a gift is 150. If any one category is overwhelmingly prominent, you may be fairly certain this is your gift, unless you know of some reason the results of the test might be distorted, such as prior training for a job, or anything which might cause you to answer predominantly in that category. Most people will have a primary and secondary gift.

If there is no one or two categories which dominate with a somewhat higher score then you may want to study through the material and take the test again at a later time. It is not wise to compare scores with others. The idea behind the survey is not to get a high score but to see which gift or gifts seem to stand out in your case. Each person brings a different set of circumstances and mind set to the survey.

Have fun with the survey. It is a self-evaluation, your answers will not be "graded" by anyone else. Consider it a tool to be used to determine how you can best serve the Lord. If you are confused by the results continue to study the gifts and seek the advise of a seasoned Christian who understands the gifts and how to evaluate them in others.

"As each one has received a gift, minister it to one another, as good stewards of the manifold grace of God. If anyone speaks, let him speak as the oracles of God. If anyone ministers, let him do it as with the ability which God supplies, that in all things God may be glorified through Jesus Christ, to whom belong the glory and the dominion forever and ever. Amen." (1 Peter 4:10-11)

Spiritual Gifts Survey Profile

Prophecy	Service	Teaching	Exhorting	Giving	Leading	Mercy
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	115	116	117	118	119
120	121	122	123	124	125	126
127	128	129	130	131	132	133
134	135	136	137	138	139	140
141	142	143	144	145	146	147
148	149	150	151	152	153	154
155	156	157	158	159	160	161
162	163	164	165	166	167	168
169	170	171	172	173	174	175
176	177	178	179	180	181	182
183	184	185	186	187	188	189
190	191	192	193	194	195	196
197	198	199	200	201	202	203
204	205	206	207	208	209	210
Prophecy	Service	Teaching	Exhorting	Giving	Leading	Mercy

Total your score by question on each gift. Write the numerical value (0 to 5) that you gave each question beside the question numbers on the chart. At the bottom of the column corresponding to the question numbers for each gift total your responses. This will give you your spiritual gift "quotient" for each of the gifts.