

Know Your Giftings, Strengths, and Passions

Scripture states that every believer is to be “equipped...for the work of service, to the building up of the body of Christ until we all attain to the unity of the faith, and of the knowledge of the Son of God, to a mature man, to the measure of the stature which belongs to the fullness of Christ.” (Eph. 4:12, 13)

Following is a tool that we have developed to help you assess your strengths and giftings, more fully understand the passions or dreams that God has given you, and effectively utilize them in the Body of Christ.

DIRECTIONS

1. Respond to each statement on the *Giftings Assessment* pages that follow, according to the following scale:

- 3 = Consistently, definitely true
- 2 = Most of the time, usually true
- 1 = Some of the time, once in a while
- 0 = Not at all, never

2. Use the response sheet at the end of the section and write your answer to each statement in the corresponding block.

3. Important: Answer according to who you are, not who you would like to be or think you ought to be. How true are these statements of you? What has been your experience? To what degree do these statements reflect your usual tendencies?

Part One – Giftings Assessment

1. I like to organize people, tasks, and events.
2. I would like to start churches in places where they do not presently exist.
3. I enjoy working creatively with wood, cloth, paint, metal, glass, or other materials.
4. I enjoy challenging people’s perspective of God by using various forms of art.
5. I can readily distinguish between spiritual truth and error, good and evil.
6. I tend to see the potential in people.
7. I communicate the gospel to others with clarity and effectiveness.
8. I find it natural and easy to trust God to answer my prayers.
9. I give liberally and joyfully to people in financial need or to projects requiring support.
10. I enjoy working behind the scenes to support the work of others.
11. I view my home as a place to minister to people in need.
12. I take prayer requests from others and consistently pray for them.
13. I am approached by people who want to know my perspective on a particular passage or biblical truth.
14. I am able to motivate others to accomplish a goal.
15. I empathize with hurting people and desire to help in their healing process.
16. I can speak in a way that results in conviction and change in the lives of others.
17. I enjoy spending time nurturing and caring for others.
18. I am able to communicate God’s word effectively.
19. I am often sought out by others for advice about spiritual or personal matters.
20. Others can point to specific instances where my prayers have resulted in visible miracles.

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21. In the name of the Lord, I have been used in curing illnesses instantaneously.
22. I have spoken in tongues.
23. Sometimes when a person speaks in tongues, I get an idea about what God is saying.
24. I am careful, thorough, and skilled at managing details.
25. I am attracted to the idea of serving in another country or ethnic community.
26. I am skilled in working with different kinds of tools.
27. I enjoy developing and using my artistic skills (art, drama, music, photography, etc.).
28. I frequently am able to judge a person's character based upon first impressions.
29. I enjoy reassuring and strengthening those who are discouraged.
30. I consistently look for opportunities to build relationships with non-Christians.
31. I have confidence in God's continuing provision and help, even in difficult times.
32. I give more than a tithe so that kingdom work can be accomplished.
33. I enjoy doing routine tasks that support the ministry.
34. I enjoy meeting new people and helping them feel welcomed.
35. I enjoy praying for long periods of time and receive leadings as to what God wants me to pray.
36. I receive information from the Spirit that I did not acquire through natural means.
37. I am able to influence others in order to achieve a vision/vision.
38. I can patiently support those going through painful experiences as they try to stabilize their lives.
39. I feel responsible to confront others with the truth.
40. I have compassion for wandering believers and want to protect them.
41. I can spend time in study knowing that presenting truth will make a difference in the lives of people.
42. I can often find simple, practical solutions in the midst of conflict or confusion.
43. God has used me to perform supernatural signs and wonders.
44. I enjoy praying for sick people because I know that many of them will be healed as a result.
45. I have spoken an immediate message of God to His people in a language I have never learned.
46. I have interpreted tongues with the result that the Body of Christ was edified, exhorted or comforted.
47. I can clarify goals and develop strategies or plans to accomplish them.
48. I am willing to take an active part in starting a new church.
49. I enjoy making things for use in ministry.
50. I help people understand themselves, their relationships, and God better through artistic expressions.
51. I can see through insincerity or deceit before it is evident to others.
52. I give hope to others by directing them to the promises of God.
53. I am effective at adapting the gospel message so that it connects with an individual's felt need.
54. I can move forward in spite of opposition or lack of support when I sense God's blessing on an undertaking.
55. I manage my money well in order to free more of it for giving.
56. I willingly take on a variety of odd jobs around the church to meet the needs of others.
57. I genuinely believe the Lord directs strangers to me who need to get connected to others.
58. I often see specific results in direct response to my prayers.
59. I am committed, and schedule blocks of time for reading and studying scripture, to understand biblical truth fully and accurately.
60. I can adjust my leadership style to bring out the best in others.

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61. I enjoy helping people sometimes regarded as undeserving or beyond help.
62. I boldly expose cultural trends, teachings, or events which contradict biblical principles.
63. I like to provide guidance for the whole person – relationally, emotionally, spiritually, etc.
64. I pay close attention to the words, phrases, and intent of those who teach.
65. I can easily select the most effective course of action from among several alternatives.
66. God regularly seems to do impossible things in my life.
67. Others have told me that God healed them of emotional problems when I ministered to them.
68. I can speak to God in a language I have never learned.
69. I have prayed that I may interpret if someone begins speaking in tongues.
70. I can identify and effectively use the resources needed to accomplish tasks.
71. I can adapt well to different cultures and surroundings.
72. I can visualize how something should be designed before I create it.
73. I like finding new and fresh ways of communicating God's truth.
74. I can sense when demonic forces are at work in a person or situation.
75. I reassure those who need to take courageous action in their faith, family, or life.
76. I invite unbelievers to accept Christ as their Savior.
77. I trust God in circumstances where success cannot be guaranteed by human effort alone.
78. I am challenged to limit my lifestyle in order to give away a higher percentage of my income.
79. I see spiritual significance in doing practical tasks.
80. I like to create a place where people do not feel that they are alone.
81. I pray with confidence because I know that God works in response to prayer.
82. I confidently share my knowledge and insights with others.
83. I set goals and manage people and resources effectively to accomplish them.
84. I have great compassion for hurting people.
85. I see most actions as right or wrong, and feel the need to correct the wrong.
86. I enjoy patiently but firmly nurturing others in their development as believers.
87. I like to take a systematic approach to my study of the Bible.
88. I can anticipate the likely consequences of an individual's or a group's action.
89. People have told me that I was God's instrument which brought supernatural change in lives or circumstances.
90. I have prayed for others and physical healing has actually occurred.
91. When I give a public message in tongues, I expect it to be interpreted.
92. I have interpreted tongues in a way that seemed to bless others.
93. I like to help organizations or groups become more efficient.
94. I am able to orchestrate or oversee several church ministries.
95. I honor God with my handcrafted gifts.
96. I apply various artistic expressions to communicate God's truth.
97. I receive affirmation from others concerning the reliability of my insights or perceptions.
98. I am able to challenge or rebuke others in order to foster spiritual growth.
99. I openly tell people that I am a Christian and want them to ask me about my faith.
100. I am convinced of God's daily presence and action in my life.
101. I like knowing that my financial support makes a real difference in the lives and ministries of God's people.

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102. I like to find small things that need to be done and often do them without being asked.
103. I enjoy entertaining people and opening my home to others.
104. When I hear about needy situations, I feel burdened to pray.
105. I have suddenly known some things about others, but did not know how I knew them.
106. I influence others to perform to the best of their capability.
107. I can look beyond a person's handicaps or problems to see a life that matters to God.
108. I like people who are honest and will speak the truth.
109. I enjoy giving guidance and practical support to a small group of people.
110. I can communicate scripture in ways that motivate others to study and want to learn more.
111. I give practical advice to help others through complicated situations.
112. In the name of the Lord, I have been able to recover sight to the blind.
113. When I pray for the sick, either I or they feel sensations of tingling or warmth.
114. When I speak in tongues, I believe it is edifying to the Lord's body.
115. I have interpreted tongues in such a way that the message appeared to be directly from God.
116. I can visualize a coming event, anticipate potential problems, and develop back-up plans.
117. I enjoy pioneering new undertakings.
118. I am good at and enjoy working with my hands.
119. I regularly need to get alone to reflect and develop my imagination.
120. I can identify preaching, teaching, or communication which is not true to the Bible.
121. I like motivating others to take steps for spiritual growth.

122. I openly and confidently tell others what Christ has done for me.
123. I am regularly challenging others to trust God.
124. I believe I have been given an abundance of resources so that I may give more to the Lord's work.
125. I feel comfortable being a helper, assisting others to do their job more effectively.
126. I can make people feel at ease even in unfamiliar surroundings.
127. I am honored when someone asks me to pray for them.
128. I discover important biblical truths when reading or studying scripture which benefit others in the body of Christ.
129. I am able to cast a vision in which others want to be a part.
130. I enjoy doing practical things for others who are in need.
131. I will speak God's truth, even in places where it is unpopular or difficult for others to accept.
132. I can gently restore wandering believers to faith and fellowship.
133. I can present information and skills to others in a way that makes it easy for them to grasp and apply to their lives.
134. I can apply scriptural truth that others regard as practical and helpful.
135. I often pray that God would do greater works through me.
136. Many times I have sensed someone needed healing even before they mentioned it.
137. Sometimes I sense greater anticipation or energy prior to delivering a message in tongues.
138. I believe that a tongue will always be interpreted.

After writing your responses in the numbered boxes, total the points for each column. Place the total in the lettered box at the bottom of each column.

List 3 highest letter totals & Corresponding Gift

1) _____ : _____

2) _____ : _____

3) _____ : _____

4) (if 3rd place tie) _____ : _____

*Please write your top three giftings in the space provided on page 6.

Giftings Key

A = Administration

B = Apostleship/
Missionary

C = Craftsmanship

D = Creative
Communication

E = Discernment

F = Encouragement

G = Evangelism

H = Faith

I = Giving

J = Helps/service

K = Hospitality

L = Intercession

M = Knowledge

N = Leadership

O = Mercy

P = Prophecy

Q = Shepherding

R = Teaching

S = Wisdom

T = Miracles

U = Healing

V = Tongues

W = Interpretation

Part Two --What I am Passionate About

We all have areas, people, or ideas that we are passionate about – things that we care deeply about and where we hope to make a difference in the world. One person has defined passion as, “the God-given desire of the heart to make a difference somewhere.”

Your passion may be about people (people groups such as children, youth, senior citizens, etc.); about roles and/or functions (discipling, solving problems, being an instructor, etc.); or for a cause (fighting for the poor, financial stewardship, world hunger, etc.).

You could be called “passionate” about something if:

- *Talking about it, or being involved in it, could keep you up late at night.
- *The idea of it would cause you to jump out of bed in the morning.
- *It is something that you dream or reflect about.
- *It is the topic you would choose if someone told you that you were going to have to make a speech on a topic of your choosing.
- *It energizes you – involvement in it makes you become more alive emotionally, and even thoughts about it will actually give you energy.
- *You lose track of time when involved in the topic.
- *You have an inner confidence that you are involved with what God wants you to do in the way He wants you to do it.

You can help determine if something is a Godly passion of yours if it passes the two-fold test: Does it glorify God? Does it edify others?

With these thoughts in mind, read the list below and circle the top three areas that you would say you are passionate about. Write these in the space provided on the next page of this packet.

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|-------------------------------|---------------------|---------------------|-----------------------|
| Environment | Politics | Substance Abusers | Computer Tech. |
| Family Issues | Government | Nutrition | Administration |
| Education | Youth | Law | Management |
| Media | Business | Performing Arts | Construction |
| Health Care | Non-profit Agencies | Broadcasting | Travel |
| Elderly | Churches | Literacy | Finance |
| Children | Veterans | Sports | Counseling |
| The Poor | The Ill & Disabled | Civil Rights Issues | Race relations |
| The Homeless | Gardening | Sexuality Issues | Religions |
| Immigration | Infants | Graphic Design | Reproductive Issues |
| Cross-culturalism | Child Protection | Art | Research |
| Movies | Child Care | Books | Cooking |
| Home Health Care | Justice | Music | Women’s Issues |
| Spiritual Growth of Others | Leadership | Teaching | International Affairs |
| Evangelism | Hospitality | Fitness | History |
| | Engineering | Parties/Games | Crafts |

Part Three -- Style

The third part is simple. Please circle one answer for each of the questions below. When you have completed this, write the results in the space provided below.

a.) Do you consider yourself more:

people-oriented or task-oriented

b.) Do you consider yourself more:

spontaneous or structured

My top three giftings are:

I'm passionate about:

My style is:

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After you have recorded your answers in the space provided above, turn the page for the final step in the process!

The texts concerning Biblical giftings.

I Corinthians 12:1-3

Administration
Apostle/Missionary
Discernment
Faith
Healing
Helps/Service
Interpretation
Knowledge
Miracles
Prophecy
Teaching
Tongues
Wisdom

Romans 12:1-8

Exhortation
Giving
Leadership
Mercy
Service

Ephesians 4:11-16

Evangelism
Shepherding

I Peter 4:7-11

Hospitality

I Timothy 2:1-2

Intercession

Psalms 150:3-5

Creative Communication

Exodus 31:3 (NAS)

Craftsmanship

I Corinthians 12:1

Do not be ignorant about spiritual gifts.

Galatians 5:13

You, my brothers, were called to be free. But do not use your freedom to indulge the sinful nature; rather serve one another in love.

Part Four -- What Now?

The challenge now is to find a meaningful place of service that allows you to flourish in your giftings, passion, and style. This may be best accomplished by dialoguing with your Community Group Leader to discover what area of service is a good match for you. However, here are a few suggestions to get you started.

1. Remember that your giftings will be refined over time to be more effective at serving God and others. However, you must use them though before the refining can begin. So, the most important thing is to “do something” while you are still looking for the perfect fit.
2. Look for someone with similar giftings/passion/style as you in order to learn from their maturity. They could be a mentor to you, whether directly or indirectly.
3. Look for other resources to learn more about your giftings. For example, if your gifting is prophecy, you may want to attend prophetic workshops or read books on prophecy. First of all, however, get to know the Bible.
4. Consider these opportunities (not all giftings are listed):

Administration—assist Community Group leader with administrative details for Community Group and special events; volunteer at the church office; assist church staff with conferences & events

Apostleship/Missionary—look for ways to pioneer outreach for your Community Group; take Short Term mission trips; help start a new Community Group in an area of need; help your Community Group adopt a church plant for prayer and communication

Craftsmanship—assist Community Group members with household/automotive needs; volunteer to craft drama props or sets at church; serve with Habitat for Humanity

Creative Communication —assist with visual arts needs at church; creatively share the “vision” at Community Group; participate in dance or drama teams

Discernment – consistently ask God for discernment in Community Group or in other ministry times; write down what you feel God is saying and submit to leadership; practice spiritual warfare

Encouragement – write encouraging notes to people in your Community Group or church leadership; speak encouraging words/scriptures during Community Group ministry time; hospital visitation

Evangelism—show others how to lead someone to Christ; bring unbelievers to your Community Group; spend time with lots of unbelievers; train others in evangelism; lead an outreach with your Community Group

Faith —pray for the “impossible” things; visit and care for those that are lacking in faith; get behind the “big” needs of your Community Group members

Giving—look for ways to bless those in need; coordinate other contributors for large projects; give hilariously!; budget more than just tithes to give away

Helps/service—clean up; stack chairs; find others to help; get busy behind the scenes; volunteer to help

with events/needs at church

Hospitality — host Community Group; volunteer to host guest speakers/missionaries; prepare meals for families; host outreach parties

Intercession — attend intercessory prayer meetings; give more time for personal intercession; gather prayer requests from Community Group members

Knowledge — ask the Lord for ministry opportunities in Community Group; continue to intercede for people when God gives you knowledge about them

Leadership — serve in Community Group; become an intern and prepare to be a Community Group leader; take initiative to welcome guests at Community Group or church; rally people when Community Group needs arise

Mercy — spend time with people that are hurting and need someone to listen to them; get involved in mercy ministries to the poor and needy; look for practical ways to love on people

Prophecy — write down prophetic dreams and submit them to leadership when appropriate; practice sharing what you think God is saying in Community Group; get involved in intercession/ministry times

Shepherding — equip younger believers (disciple); visit those in the hospital, etc.; work with Children's or Youth Community Group and discipleship

Teaching — share with Community Group leader about this gift and opportunities for a 5-10 minute teaching in Community Group on a current topic; help prepare materials for a class; assist in development of equipping materials; serve in the nursery

4 things to REMEMBER about GIFTS

1. Each person is given at least one spiritual gift. Not all have the same gift; there are a variety of gifts. (I Cor 12:8, Rom 12:6)
2. All gifts are important and necessary.
3. Gifts are given for the common good (I Cor. 12:7) to
 - a.) serve one another. (I Pet 4:10)
 - b.) glorify God. (I Pet 4:11)
4. Gifts are given by God to equip the saints for the work of the ministry and to build up the Body of Christ. (Eph. 4:11-16)

6 KEY WORDS in putting your gifts to use.

1. Patience

Ask God to release His gifts in you. (Mt. 7:33) Take time to discover your passion.

2. Love

Exercising giftings without love does not reflect who God is and, thus, does not have a Kingdom impact.

3. Fruit of the Spirit

The Fruit of the Spirit enhances the effectiveness when coupled with giftings.

4. Courage

Do not fear. Your Community Group leader will help pastor and guide you as you practice your gifts in the C o m m u n i t y G r o u p context. Giftings will develop in a climate of risk taking. It takes practice to perfect anything.

5. Servanthood

Serving others allows giftings to surface. (Pr. 18:16) Discuss opportunities for your giftings with your Community Group leader.

6. Beware

a.) Projection: expecting others to serve as effectively in an area as you do.

b.) Pride: wanting special treatment for your gifts; thinking of yourself/gifts as better than others.

Response Sheet

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|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| 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 |
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| A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T | U | V | W |