

Spiritual Gifts Overview & Inventory

Key Passages on Spiritual Gifts

1 Corinthians 12
Romans 12:3-8
Ephesians 4:1-16
1 Peter 4:10-11

What is a Spiritual Gift?

- Given by the Holy Spirit
- Given as a part of God's grace
- Given to every member of the body
- Given to be used within the church and on mission in the world
- Given to build up the church
- Given to testify to Jesus Christ

What are the Spiritual Gifts?

Administration

- Literal Meaning: To pilot or steer a ship
- Description: Divine enablement to understand what makes an organization function, and the special ability to plan and execute procedures that accomplish the goals of ministry
- References: 1 Cor. 12:28, Acts 6:1-7, Ex. 18:13-26

Apostleship

- Literal Meaning: To be sent with a message
- Description: Divine ability to start and oversee the development of new churches or ministry structures
- References: 1 Cor. 12:28-29, Eph. 4:11-12, Rom. 1:5, Acts 13:2-3

Discernment

- Literal Meaning: To separate or make a distinction
- Description: Divine enablement to distinguish between truth and error. It is able to discern the spirits, differentiating between good and evil, right and wrong
- References: 1 Cor. 12:10, Acts 5:1-4, Matt. 16:21-23

Encouragement/Exhortation

- Literal Meaning: To come along side of
- Description: Divine enablement to present truth so as to strengthen, comfort, or urge to action those who are discouraged or wavering in their truth. It is the capacity to stimulate faith and promote Christian maturity in others.
- References: Rom. 12:8

Evangelism

- Literal Meaning: To bring good news
- Description: Divine enablement to effectively communicate the gospel to unbelievers so they respond in faith and move through discipleship
- References: Eph. 4:11, Acts 8:26-40, Luke 10:1-10

Faith

- Literal Meaning: To trust, have confidence, believe
- Description: Divine enablement to act on God's promises with confidence and unwavering belief in God's ability to fulfill His purposes
- References: 1 Cor. 12:9, 13:2; Heb. 11:1, Rom. 4:18-21

Giving

- Literal Meaning: To give part of, share
- Description: Divine enablement to contribute money and resources to the work of the Lord with cheerfulness and liberality.
- References: Rom. 12:8, 2 Cor. 6:8

Hospitality

- Literal Meaning: To love strangers
- Description: Divine enablement to care for people by providing fellowship, food, and shelter
- References: 1 Peter 4:9-10, Rom. 12:13, Heb. 13:1-2

Knowledge

- Literal Meaning: To know
- Description: Divine enablement to bring truth to the body through biblical insight. Understands in an exceptional way the great truths of God's Word and how to make them relevant to specific situations.
- References: 1 Cor. 12:8

Leadership

- Literal Meaning: To stand before
- Description: Divine enablement to cast vision, motivate, and direct people to harmoniously accomplish the purposes of God
- References: Rom. 12:8, Heb. 13:7, 17

Mercy

- Literal Meaning: To have compassion
- Description: Divine enablement to cheerfully and practically help those who are suffering or are in need, compassion moved to action
- References: Rom. 12:8, Luke 10:30-37, 2 Tim. 1:16-18

Prophecy

- Literal Meaning: To speak before
- Description: Divine enablement to reveal truth and proclaim in a timely and relevant manner for understanding, correction, repentance, or edification. There may be immediate or future implications.
- References: Rom. 12:6, 1 Cor. 14:1-5; 19-33

Serving

- Literal Meaning: To take the place of someone
- Description: Divine enablement to accomplish practical and necessary tasks which free-up, support, and meet the needs of others
- References: 1 Cor. 12:28, Rom. 12:7, Rom 16:1-2

Shepherding

- Literal Meaning: To shepherd a flock
- Description: Divine enablement to nurture, care for, and guide people toward on-going spiritual maturity and becoming like Christ
- References: Eph. 4:11-12, 1 Peter 5:1-4, John 10:1-18

Teaching

- Literal Meaning: To instruct
- Description: Divine enablement to understand, clearly explain, and apply the Word of God, causing greater Christ-likeness in the lives of listeners
- References: Rom 12:7, 1 Tim. 4:11-16, Heb. 5:12-14

Wisdom

- Literal Meaning: To apply truth practically
- Description: Divine enablement to apply spiritual truth effectively to meet a need in a specific situation. Understanding God's will and work as it relates to daily living.
- References: James 3:13-17; 1 Cor. 12:8

Key Questions to Ask Regarding Spiritual Gifts

- What are my spiritual gifts and how can I use them?
- How can I minister more effectively through the use of my spiritual gifts?
- How can I help my small group identify our spiritual gifts? And how can each member use his or her gifts within the small group?
- What would it look like if every follower of Jesus at Northshore Community Church used their spiritual gifts in shared ministry and shared mission?

Spiritual Gifts Assessment

Directions

Respond to each statement on the *Spiritual Gifts Assessment* pages according to the following scale:

- 3 = Almost always or definitely true
- 2 = Occasionally or some of the time
- 1 = Not very often or never

After reading each statement and deciding how it pertains to you, write your response to each statement in the answer grid and then total each column once you finish the assessment. Your response to each question should be a 1, 2, or 3.

Assessment Statements

1. I enjoy organizing ideas, people, tasks and programs
2. I enjoy starting new ministries.
3. I am able to recognize when people are not being sincere or dishonest.
4. I often reassure others who need to be strong in their faith.
5. I enjoy telling others about Jesus Christ.
6. I regularly challenge others to trust God.
7. I am sensitive to the financial and material needs of others.
8. I make strangers feel at ease at church or in my home.
9. I enjoy spending time reading and studying Scripture to understand biblical truth fully and accurately.
10. I sense when a task needs to be accomplished and do something about it.
11. I am sympathetic and sensitive toward others.
12. I have the ability to see the wrong thinking of a friend and correct it.
13. I am fulfilled by performing routine tasks in the church.
14. I am willing to assume responsibility for the spiritual welfare of others.
15. I enjoy examining biblical content and then make it applicational to my life and others.
16. I am often sought out by others for advice.
17. I can clarify goals and develop strategies to accomplish them.
18. I respond to the doors of opportunity that are opened by the Lord.
19. I regularly search the Scriptures to determine the validity of a sermon.
20. I enjoy praising individuals for their efforts or work in the ministry.
21. I talk with my family and friends regularly to determine where they are spiritually.
22. I can rejoice in God's provision even during difficult financial times.
23. I regularly contribute to the causes of Christian organizations.
24. I am usually more aware of other people's needs than my own.
25. I interact with people who want to know my thoughts on a passage of Scripture or biblical truth.

26. I enjoy leading and directing people in a particular area of ministry.
27. I am willing to respond to other's needs quickly.
28. I can communicate timely and urgent messages from the Bible.
29. I am usually involved in activities that assist other people.
30. I enjoy spending time nurturing and caring for others.
31. I can clarify biblical truths to others through careful study.
32. I have the ability to come up with practical solutions in the midst of difficult circumstances.
33. I am goal oriented.
34. I can adapt to other cultures and lifestyles in order to share my faith.
35. I can distinguish between good and evil, and right and wrong.
36. I have the ability to motivate others to a higher level of spiritual commitment/involvement.
37. I clearly understand the Gospel message and enjoy relating it to others.
38. I believe that God wants me to accomplish great things.
39. I have a burden for the physical needs of others.
40. I like opening my home to people and groups in the church.
41. I sometimes just know something to be true about someone or something.
42. I am able to direct other people toward a common vision.
43. I am usually the first to help people who are hurting while others are talking about it.
44. I can build up, assure, and console Christians by sharing spiritual things with them.
45. I enjoy setting up and taking down chairs at a church banquet.
46. I am willing to spend large amounts of time in prayer for other people.
47. I have the ability to break down large concepts into small understandable precepts.
48. I can select a simple course of action from a variety of alternatives.
49. I like to coordinate the tasks and develop a timeline necessary to accomplish a project.
50. I have a burden to see new churches developed in spiritually needy locations.
51. I understand the ramifications of new policies or laws.
52. I am able to help others when they are facing personal/ministry challenges.
53. I listen very carefully to someone who has different spiritual beliefs than me.
54. I frequently trust God to provide when the situation seems impossible.
55. I limit my lifestyle so that I can give more to the church.
56. I like to introduce myself to those in my neighborhood.
57. I am comfortable sharing my knowledge of Scripture with people.
58. I influence other people to succeed or work to the best of their ability.
59. I would enjoy teaching a class for mentally handicapped adults.
60. I must be proven wrong before I will go along with someone else's opinion.
61. I enjoy arriving early on Sunday mornings to get the coffee going for my class.
62. I am more relationship oriented than task oriented.
63. I like to discover new ideas to share with other people.
64. I can project the outcome of an individual's action.
65. I am more task-oriented than relationship-oriented.
66. I would like to be involved in taking the Gospel to an unreached people group.
67. I can sense when Satanic forces are at work in someone's life or situation.
68. People often come to me for encouragement and support..

69. I see my lifestyle as a testimony to others that will lead to an opportunity to share with them the plan of salvation.
70. I am never concerned that God will answer my prayers.
71. I look for creative ways to contribute to the Lord's work.
72. I am able to make visitors to our church feel welcome and comfortable.
73. I am able to guide people scripturally through spiritual turmoil.
74. I enjoy presiding at meetings.
75. I have a burden to comfort others.
76. I am able to stir the consciences of others when I speak.
77. I have a hard time saying "no" to people.
78. I enjoy working hard to help a group bond together.
79. I would rather call on an inactive family in the church than an unchurched family.
80. I am able to come up with answers to the problems people face in life.
81. I make decisions based primarily on facts and data.
82. I have the ability to work under changing circumstances.
83. I receive affirmation from others on my ability to be perceptive.
84. I reassure others of their importance to God.
85. I see every situation in life as an opportunity to share my faith.
86. I live by the phrase "nothing is impossible."
87. I believe that all my resources belong to God.
88. I have the ability to help people meet one another and develop relationships.
89. I receive information through the Spirit that I did not receive from any other means.
90. I have the ability to give direction to those I work with.
91. I sympathize with people who are hurting and desire to find ways to help them.
92. I can speak in ways that encourage, build up and console people within the church.
93. I enjoy assisting others in doing their jobs.
94. I have a desire to see others learn and grow.
95. I enjoy studying the Bible systematically and in great detail.
96. I consistently make the right decision when facing difficult problems.

Answer Grid

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
total															
A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P

First, second, and third highest letter totals

Spiritual Gift

1. _____ :

2. _____ :

3. _____ :

Spiritual Gifts Assessment Key

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|-------------------------------|-----------------|
| A = Administration | I = Knowledge |
| B = Apostleship | J = Leadership |
| C = Discernment | K = Mercy |
| D = Encouragement/Exhortation | L = Prophecy |
| E = Evangelism | M = Serving |
| F = Faith | N = Shepherding |
| G = Giving | O = Teaching |
| H = Hospitality | P = Wisdom |