

SPIRITUAL GIFT

Discovery Questionnaire

[Adapted from Willow Creek Church's Gifts Survey]

FOUR GIFTS GOD HAS ENTRUSTED TO ME (TOP FOUR IN ORDER)

1
2
3
4

TWO GIFTS I DEFINITELY DON'T HAVE (LOWEST TWO)

1
2

DIRECTIONS:

1) Go to the survey table (on page 2), and place the score for your response to each of the 71 statements (on pages 4-6) in the appropriately numbered box. Use the following numbering scale for each box:

3	=	Consistently / Definitely true
2	=	Most of the time / Usually true
1	=	Some of the time / Once in a while
0	=	Never / Not at all

2) Important: Answer according to who you are, not who you would like to be or who you think you should be.

- How true of you are these statements?
- To what degree do these statements reflect your tendencies?

3) When you have completed the table on page 2:

- Add up each column and record the total above each letter.
- In the bottom row, number from highest to lowest scores, starting with 1, then 2. If a tie, then use the same number as many times as needed.

4) Discover your gifts based on the interpretation grid of page 3, then complete the empty blocks at the top of this page. (Note, if you only have two or three high scorers, then only list those, and don't worry about having a fourth.)

5) Talk this over in your small groups.

10 MOTIVATION GIFTS

A. Helps / Serving	God's enabling to easily excel in accomplishing practical and necessary tasks that free up, support, and meet the needs of others.
B. Encouragement	God's enabling to easily excel in lifting the spirits and faith of those who are downcast, discouraged or wavering in their faith.
C. Giving	God's enabling to easily excel in contributing money and resources to God's work with cheerfulness and liberality.
D. Mercy	God's enabling to easily excel in connecting with and helping those who are suffering, or are in crisis or need.
E. Leadership	God's enabling to easily excel in casting vision, motivating and directing people to harmoniously accomplish the purposes of God.
F. Apostleship	God's enabling to easily excel in breaking new ground for God's kingdom by pioneering new churches or ministries.
G. Evangelism	God's enabling to easily excel in caring for people far from God, and inviting them to come to Christ (or my church), with some of them saved as a result.
H. Shepherding	God's enabling to easily excel in relationally journeying with believers, and caring for, nurturing and guiding them toward ongoing spiritual maturity and progress.
I. Teaching	God's enabling to easily excel in understanding and explaining God's Word to others, in a way that makes the Bible come alive, and helps change their lives.
J. Administration	God's enabling to easily excel in organizing people, processes, resources or tasks so that an event, organization, church or ministry functions efficiently.

10 MIRACULOUS GIFTS

K. Faith	God's supernatural enabling to have unwavering confidence in God's promises, and a readiness to step out boldly in anticipation that God will come through as he promised, whether quickly or eventually.
L. Discernment	God's supernatural enabling to discern 1) whether it is the devil or God or merely a human agenda at work in a person, situation or 'revelation' someone is sharing, or 2) what is really happening in a person's heart in a specific situation.
M. Miracles	God's supernatural enabling to authenticate the ministry and message of God through supernatural interventions that glorify him.
N. Healing	God's supernatural enabling to pray for the physically and psychologically sick and broken in such a way that God restores them to wholeness.
O. Word of Wisdom	God's supernatural enabling to provide a wise perspective or solution to a challenging or complex situation that a person or a group of people are facing.
P. Word of Knowledge	God's supernatural enabling to miraculously know specific information about a person or situation, that is useful for the purposes of ministry.
Q. Prophecy	God's supernatural enabling to receive and deliver a direct message from God to a person or group of people.
R. Private tongues	God's supernatural enabling to experience God's closeness by worshipping or praying to God in a language I don't understand.
S. Public tongues	God's supernatural enabling to a person who already has the gift of private tongues, to be directed by God, in submission to the leaders, to share with a group of Chris-followers, a portion of this, with the expectation that someone in the meeting will have the interpretation.
T. Interpreting of public tongues	God's supernatural enabling to receive in one's mind God's imbued meaning for a public tongue, and to then share that meaning with the group.

71 Statements

1. I enjoy working behind the scenes to support the work of others.
2. I enjoy reassuring and strengthening those who are discouraged.
3. I give liberally and joyfully to people in financial need or to kingdom projects requiring support.
4. I empathise with hurting people and desire to help in their healing process.
5. I am motivated to influence others to achieve a vision in order to advance God's work on earth.
6. I am willing to take an active part in starting a new church, or ministry.
7. One or more people far from God have been saved as a result of my efforts to reach out to them.
8. I can provide long-term emotional and spiritual support and guidance to a group of people, all of whom I carry on my heart.
9. When I speak about, or lead a conversation about God's Word, I have a way of clarifying the Bible's teaching, and making it come alive to people.
10. I am careful, thorough, and skilled at managing details.
11. There have been times when God's Spirit has so assured me that he will do something in a situation that I have experienced unwavering confidence that he would.
12. There are times when God has helped me discern whether it is the devil or God or merely a human agenda at work in a person, situation or 'revelation' someone is sharing.
13. I have several memories of times when God answered my prayers or I stepped out in obedience with remarkable and powerful interventions.
14. On more than one occasion a person has been healed as I laid hands on someone and prayed.
15. Others often seek me out for advice about personal and spiritual matters.
16. On a few occasions I have received information from the Spirit that I did not acquire through natural means.
17. I have spoken a timely and important prophetic word to others that I felt came to me directly from God.
18. I enjoy doing routine tasks that support the needs of ministry.
19. I give hope to others by directing them to the promises of God.
20. When possible I enjoy giving over and above 10% of my income to the underwriting of God's work.
21. I can patiently support those going through painful experiences as they are seeking stability in their lives.
22. It is quite natural for me to lead, and it is more comfortable for me to lead than not to lead.
23. I yearn to break ground for God's kingdom, even if it means stepping out of my comfort zones into new areas or cultures.
24. I am not ashamed of the gospel, because it is the power of God to save anyone who believes.
25. I enjoy giving practical support, nurture, and spiritual guidance to a group of people.
26. I love cultivating my knowledge of God's Word, and I think of ways to pass this knowledge on to others.
27. I can effectively create processes, utilise resources and co-ordinate people to accomplish tasks.
28. I have such confidence in God's promised provision and help, that I have stepped out in bold action.
29. There are times when God has helped me discern what is really happening in a person's heart in a specific situation.
30. On more than one occasion, in answer to my prayers and faith, I have seen God suspending natural laws in an act of power.
31. Based on previous experiences, I have this strong expectation that God will heal people's bodies and souls as I pray for them.
32. I regularly ask for God's wisdom for people's lives, and sense God dropping wisdom into my thoughts.
33. I have suddenly known things about others, but did not know how I knew them.
34. By God's revelation to me, I have been able to shed light on current realities in someone's life that helps them see God's desire for their future.
35. I see spiritual significance in doing practical tasks.
36. I reassure those who need to take courageous action in their faith, family, or life.
37. I choose to limit my lifestyle, and manage my money well in order to give away a higher percentage of my income.
38. I look through a person's handicaps or problems to see a life that matters to God and an opportunity to serve.
39. I influence others to perform to the best of their ability.
40. I relate to leaders who often follow me into new ministry ventures.

41. I connect well with, and love unchurched people regardless of their lifestyle or where they are on their spiritual journey.
42. There are a number of people in my life that I am personally guiding with truth, encouragement, care, and wisdom.
43. I get frustrated when I see people's lack of biblical knowledge, and yearn to guide them to greater knowledge.
44. I can visualize a coming event, anticipate potential problems, and develop strategies to meet them.
45. I have a special ability to calmly trust God for extraordinary needs.
46. Very often, I can see through phoniness or deceit before it is evident to others.
47. Based on previous experiences, I have this strong expectation that God will use me to supernaturally meet needs, overcome obstacles or usher in a miracle of God's power.
48. I regularly ask God to stretch out his touch of healing to someone who is physically and/or psychologically sick and/or broken.
49. There have been many times when I don't have experience in a certain situation, yet God puts into my mind the wisdom I need to move forward.
50. I have ministered to people before, and mentioned a detail, and they have gasped, 'How did you know that?' and the answer is that I didn't.
51. I feel a compulsion to speak the words God gives me to strengthen, encourage, and comfort others.
52. I like to find things that need to be done and often do them without being asked.
53. I like motivating others to take steps for spiritual growth.
54. I believe I have been given an abundance of resources so that I may give more to the Lord's work.
55. I am moved with compassion and motivated to remove the sources of another's sufferings.
56. I can see where we need to go, then motivate and help others to get there.
57. God's authority and power are manifested in the new church(es) or ministry(s) I helped start.
58. I often think of ways to bring up spiritual matters with people far from God, and to invite them to appropriate church events or meetings.
59. I feel responsible to help oversee and protect believers from the things that make them stray from fellowship with God and one another.
60. I can present biblical information and Christ-following skills to others in a way they tend to grasp and start applying in their lives.
61. I want to bring order where there is organisational chaos, helping groups become more efficient.
62. I tend to find it natural to believe in God for things that others see as impossible.
63. I receive affirmation from others concerning the reliability of my insights about them and of perceptions I have of others.
64. I regularly ask God to stretch out his arm of power in a such a way that bad situations will be quickly turned around, and people will know beyond a shadow of a doubt that God worked in their lives.
65. I know from experience that God is Jehovah Rapha, 'The God who heals' – and I can point to people whom I have helped experience him in this way.
66. When faced with how to apply biblical truths practically in a difficult or complex situation, God reveals to me a solution.
67. I have suddenly known things about a situation, but did not know how I knew them.
68. God reveals to me things others cannot see so when I speak to them they can understand his activity, or his present priorities in their lives.
69. There was a time when I was seeking God, and I suddenly felt an unknown language coming from my mouth, and since then I am able to draw on this gift in times of personal prayer and worship.
70. I have the gift of private tongues, and there has been more than one time, when I have been in a prayer or worship time with Christ-followers, and I was directed by God, in submission to the leaders, to share a portion of my tongue with the expectation that someone in the meeting would have the interpretation.
71. There has been more than one time, when upon hearing someone in a time of prayer and worship share a public tongue, that I received in my mind God's imbued meaning in that tongue, and was empowered to then share that meaning with the group.