

SPIRITUAL GIFT ASSESSMENT QUESTIONS

3 = Consistently 2 = Most of the time 1 = Sometimes 0 = Not at all

- ___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, paints, 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. I am careful, thorough, and skilled at managing details.
- ___21. I am attracted to the idea of serving in another country or ethnic community
- ___22. I am skilled in working with different kinds of tools.
- ___23. I enjoy developing and using my artistic skills (art, drama, music,

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photography, others.)

___ 24. I frequently am able to judge a person's character based upon first impressions.

___ 25. I enjoy reassuring and strengthening those who are discouraged.

___ 26. I consistently look for opportunities to build relationships with non-Christians.

___ 27. I have some confidence in God's continuing provision and help, even in difficult times.

___ 28. I give more than a tithe so that kingdom work can be accomplished.

___ 29. I enjoy doing routine tasks that support a program.

___ 30. I enjoy meeting new people and helping them to feel welcomed.

___ 31. I enjoy praying for long periods of time and receive leadings as to what God wants me to pray for.

___ 32. I receive information from the Spirit that I did not acquire through natural means.

___ 33. I am able to influence others to achieve a vision.

___ 34. I can patiently support those going through painful experiences as they try to stabilize their lives.

___ 35. I feel responsible to confront others with the truth.

___ 36. I have compassion for wandering believers and want to protect them.

___ 37. I can spend time in study, knowing that presenting truth will make a difference in the lives of people.

___ 38. I can often find simple, practical solutions in the midst of conflict or confusion.

___ 39. I can clarify goals and develop strategies or plans to accomplish them.

___ 40. I am willing to take an active part in starting a new church.

___ 41. I enjoy making things for use in ministry.

___ 42. I help people understand themselves, their relationships, and God better through artistic expression.

___ 43. I can see through phoniness or deceit before it is evident to others.

___ 44. I give hope to others by directing them.

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- ___ 45. I am effective at adapting the gospel message so that it connects with an individual's felt need.
- ___ 46. I believe that God will help me to accomplish great things.
- ___ 47. I manage my money well in order to free more of it for giving.
- ___ 48. I willingly take on a variety of odd jobs to meet the needs of others.
- ___ 49. I genuinely believe the Lord directs strangers to me who need to be connected to others.
- ___ 50. I am conscious of ministering to others as I pray.
- ___ 51. I am committed, and schedule blocks of time for reading and studying scripture to understand Biblical truth.
- ___ 52. I can adjust my leadership style to bring out the best in others.
- ___ 53. I enjoy helping people sometimes regarded as undeserving or beyond help.
- ___ 54. I boldly expose cultural trends, teachings, or events, which contradict Biblical principles.
- ___ 55. I like to provide guidance for the whole person - relationally, emotionally, spiritually, etc.
- ___ 56. I pay close attention to the words, phrases, and meaning of those who teach.
- ___ 57. I can easily select the most effective course of action from among several alternatives.
- ___ 58. I can identify and effectively use the resources needed to accomplish tasks.
- ___ 59. I can adapt well to different cultures and surroundings.
- ___ 60. I can visualize how something should be constructed before I build it.
- ___ 61. I like finding new and fresh ways of communicating God's truth.
- ___ 62. I tend to see rightness or wrongness in situations.
- ___ 63. I reassure those who need to take courageous action in their faith, family, or life.
- ___ 64. I invite unbelievers to accept Christ as their Savior.
- ___ 65. I trust God in circumstances where success cannot be guaranteed by human effort alone.
- ___ 66. I am challenged to limit my lifestyle in order to give away a higher

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percentage of my income.

___ 67. I see spiritual significance in doing practical tasks.

___ 68. I like to create a place where people do not feel that they are alone.

___ 69. I pray with confidence because I know that God works in response to prayer.

___ 70. I have insight or just know something to be true.

___ 71. I set goals and manage people and resources effectively to accomplish them.

___ 72. I have great compassion for people who are hurting.

___ 73. I see most actions as right or wrong, and feel the need to correct the wrong.

___ 74. I can faithfully provide long-term support and concern for others.

___ 75. I like to take a systematic approach to my study of the Bible.

___ 76. I can anticipate the likely consequences of an individual's or group's action.

___ 77. I like to help organizations or groups become more efficient.

___ 78. I can relate to others in culturally sensitive ways.

___ 79. I honor God with my handcrafted gifts.

___ 80. I apply various artistic expressions to communicate God's truth.

___ 81. I receive affirmation from others concerning the reliability of my insights or perceptions.

___ 82. I strengthen those who are wavering in their faith.

___ 83. I openly tell people that I am a Christian and want them to ask me about my faith.

___ 84. I am convinced of God's daily presence and action in my life.

___ 85. I like knowing that my financial support makes a real difference in the lives and ministries of God's people.

___ 86. I like to find small things that need to be done and often do them without being asked.

___ 87. I enjoy entertaining people and opening my home to others.

___ 88. When I hear about needy situations, I feel burdened to pray.

___ 89. I have suddenly known some things about others, but did not know how I knew them.

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- ___ 90. I influence others to perform to the best of their capability.
- ___ 91. I can look beyond a person's handicaps or problems to see a life that matters to God.
- ___ 92. I like people who are honest and will speak the truth.
- ___ 93. I enjoy giving guidance and practical support to a small group of people.
- ___ 94. I can communicate scripture in ways that motivate others to study and want to learn more.
- ___ 95. I give practical advice to help others through complicated situations.
- ___ 96. I enjoy learning about how organizations function.
- ___ 97. I enjoy pioneering new undertakings.
- ___ 98. I am good at and enjoy working with my hands.
- ___ 99. I am creative and imaginative.
- ___ 100. I can identify preaching, teaching or communication, which is not true to the Bible.
- ___ 101. I like motivating others to take steps for spiritual growth.
- ___ 102. I openly and confidently tell others what Christ has done for me.
- ___ 103. I am regularly challenging others to trust God.
- ___ 104. I give generously due to my commitment to stewardship.
- ___ 105. I feel comfortable being a helper, assisting others to do their job more effectively.
- ___ 106. I do whatever I can to make people feel that they belong.
- ___ 107. I am honored when someone asks me to pray for them.
- ___ 108. I discover important Biblical truths when reading or studying scripture, which benefit others in the body of Christ.
- ___ 109. I am able to cast a vision that others want to be a part of.
- ___ 110. I enjoy bringing hope and joy to people living in difficult circumstances.
- ___ 111. I will speak God's truth, even in places where it is unpopular or difficult for others to accept.
- ___ 112. I can gently restore wandering believers to their faith.
- ___ 113. I can present information and skills to others at a level that makes it easy for them to grasp and apply to their lives.

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- ___ 114. I can apply scriptural truth that others regard as practical and helpful.
- ___ 115. I can visualize a coming event, anticipate potential problems, and develop backup plans.
- ___ 116. I am able to orchestrate or oversee several programs.
- ___ 117. I am able to design and construct things that help the church.
- ___ 118. I regularly need to get alone to reflect and develop my imagination.
- ___ 119. I can sense when demonic forces are at work in a person or situation.
- ___ 120. I am able to challenge or rebuke others in order to foster spiritual growth.
- ___ 121. I seek opportunities to talk about spiritual matters with unbelievers.
- ___ 122. I can move forward in spite of opposition or lack of support when I sense God's blessing in an undertaking.
- ___ 123. I believe I have been given an abundance of resources so that I may give more to the Lord's work.
- ___ 124. I readily and happily use my natural or learned skills to help whenever needed.
- ___ 125. I can make people feel at ease even in unfamiliar surroundings.
- ___ 126. I often see specific results in direct response to my prayers.
- ___ 127. I confidently share my knowledge and insights with others.
- ___ 128. I figure out where we need to go and help others to get there.
- ___ 129. I enjoy doing practical things for others who are in need.
- ___ 130. I feel compelled to expose sin whenever I see it and to challenge people to repentance.
- ___ 131. I enjoy patiently, but firmly, nurturing others in their development as believers.
- ___ 132. I enjoy explaining things to people so that they grow spiritually and personally.
- ___ 133. I have insights into how to solve problems that others do not see.

Use the recording sheet on Page 13 to record your answers from the SPIRITUAL GIFTS ASSESSMENT

Directions

1. Put your Spiritual Gift Assessment response numbers in each box on Page 13.
2. Add the columns going down to get your totals.
3. Write your totals in the boxes above the letters.
4. Circle the first, second, and third highest letter totals.
5. Refer to the following Spiritual Gift Key to determine your top three Spiritual Gifts.

MAKING SENSE OF THE ASSESSMENT SCORES

Spiritual Gifts Assessment Key

- | | |
|----------------------------|-----------------|
| A. Administration | K. Hospitality |
| B. Apostleship | L. Intercession |
| C. Craftsmanship | M. Knowledge |
| D. Creative Communications | N. Leadership |
| E. Discernment | O. Mercy |
| F. Encouragement | P. Prophecy |
| G. Evangelism | Q. Shepherding |
| H. Faith | R. Teaching |
| I. Giving | S. Wisdom |
| J. Helps | |

*Healing , Interpretation, Miracles and Tongues are not included
in the Spiritual Gift Assessment because their presence
in the life of a believer tends to be self-evident
For further study and information on the Spiritual Gifts,
see the Spiritual Gifts Assessment Reference Guide.*

SPIRITUAL GIFTS ASSESSMENT REFERENCE GUIDE

A. Administration

Summary: Administration is to understand what makes an organization function, and the special ability to plan and execute procedures that accomplish the goals of the ministry.

Traits: Thorough Objective Organized Goal-oriented Efficient Conscientious Responsible

Ministry: Looking for an area with this type of role? It is all of them. Pick a ministry you are passionate about and put those skills to use.

B. Apostleship

Summary: Apostleship is the ability to start and oversee the development of new

churches or ministry.

Traits: Adventurous Entrepreneurial Persevering Adaptable Culturally Sensitive Risk-taking Cause-driven

Ministry: You have a desire to minister to unreached people in communities or other countries. Missions is the place for you! Opportunities abound locally, nationally and internationally.

C. Craftsmanship

Summary: Craftsmanship is to creatively design and/or construct items to be used for ministry.

Traits: Creative Designer Handy Resourceful Practical Helpful Behind-the-scenes

Ministry: You enjoy serving with your hands to meet tangible needs - check out our Audio/Visual, Engage Ellensburg, Facilities and Set Design Team just to name a few ministries who wouldn't mind having your craftsmanship around.

Thank you for making me so wonderfully complex!

It is amazing to think about. Your workmanship is marvelous.

Psalm 139:14 (NLV)

D. Creative Communication

Summary: Creative Communication is to communicate God's truth through a variety of art forms; music, drama, speaking, writing.

Traits: Expressive Imaginative Idea-oriented Artistic Creative Unconventional Sensitive

Ministry: Our creative arts team would love to talk with you about creative ways to captivate people through various forms of creative art.

E. Discernment

Summary: Discernment is to distinguish between truth and error. It is able to discern the spirits, differentiating between good and evil, right and wrong.

Traits: Perceptive Insightful Sensitive Intuitive Decisive Challenging Truthful

Ministry: There are many areas on our Reach Ministries Team that would love to put your insightfulness to use!

F. Encouragement

Summary: Encouragement is to present truth so as to strengthen, comfort, or urge to action those who are discouraged or wavering in their faith.

Traits: Positive Motivating Challenging Affirming Reassuring Supportive Trustworthy

Ministry: You will challenge, comfort or confront others to trust and hope in the promises of God. You willingly come to the side of those who are discouraged to strengthen and reassure them. Your optimism and positivity brings a breath of fresh air to any and all ministries.

G. Evangelism

Summary: Evangelism is to effectively communicate the gospel to unbelievers so they respond in faith and move toward discipleship.

Traits: Sincere Candid Respected Influential Spiritual Confident Commitment-oriented

Ministry: You have the amazing ability to communicate the message of Christ with clarity and conviction. Be sure to check out Reach Ministries, Connections and Next Steps to build relationships with unbelievers.

H. Faith

Summary: Faith is to act on God's promises with confidence and unwavering belief in God's ability to fulfill his purposes.

Traits: Prayerful Optimistic Trusting Assured Positive Inspiring Hopeful

Ministry: This person believes in the promises of God and inspires others to do the same. Every ministry needs you on their team, but be sure to check out, Reach Ministries and don't forget MC Kids, Crossfire and TheWAY!

I. Giving

Summary: Giving is to contribute money and resources to the work of the Lord with cheerfulness and liberality.

Traits: Responsible Resourceful Charitable Trusts in God Disciplined Stewardship

Ministry: People with this gift do not ask "How much money do I need to give to God?" but, "How much money do I need to live on?" This generosity supports everything that happens here at Mercer Creek, thank you!

J. Helps

Summary: Helps is to accomplish practical and necessary tasks which free-up, support, and meet the needs of others.

and meet the needs of others.

Traits: Available Willing Helpful Reliable Loyal Dependable

Ministry: Each ministry would gladly welcome those with this gift. If you like to serve behind the scenes and willing to do whatever it takes so ministries can do what God has called them to do we want you!! Remember that doing practical deeds is a spiritual contribution to the body of Christ! (Communications Department, Facilities and Technical Arts would love to talk to you!)

K. Hospitality

Summary: Hospitality is to care for people by providing fellowship, food and shelter.

Traits: Friendly Gracious Inviting Trusting Caring Responsive Warm

Ministry: If you like providing an environment where people feel valued and cared for be sure to check out our Connections, Women's Ministries and FISH Food Bank .

L. Intercession

Summary: Intercession is to consistently pray on behalf of and for others, seeing fre-

quent and specific results.

Traits: Advocate Caring Sincere Peacemaker Trustworthy Sensitive

Ministry: If you feel compelled to earnestly pray on behalf of someone or some causes and are convinced God moves in direct response to prayer be sure to check out After Service Prayer Team and Pastoral Partners.

M. Knowledge

Summary: Knowledge is to bring truth to the body through a revelation or Biblical insight.

Traits: Inquisitive Responsive Observant Insightful Reflective Studious Truthful

Ministry: You have an unusual insight or understanding that serves the church - find your passion (women, kids, people who are down and out, homeless, non-believers) and serve them well!

N. Leadership

Summary: Leadership is to cast vision, motivate, and direct people to harmoniously accomplish the purposes of God.

Traits: Influential Diligent Visionary Trustworthy Persuasive Motivating Goal-setter

Ministry: This position motivates others to perform to the best of their abilities with servant leadership being the Biblical model. Remember you do not need to be in a leadership "position" to use this gift and every ministry needs "big picture people" like you!

O. Mercy

Summary: Mercy is to cheerfully and practically help those who are suffering or are in need, compassion moved to action.

Traits: Empathetic Caring Responsive Kind Compassionate Sensitive Burden-bearing

Ministry: Bring your concern for individuals and social issues that oppress people to our Reach Ministries, FISH Food Bank and Care Net Pregnancy Center just to name a few areas to express love, grace and dignity to those facing hardships and crisis.

P. Prophecy

Summary: "Prophecy is to reveal truth and proclaim it in a timely manner for understanding, correction, repentance, or edification. There may be immediate or future implications."

Traits: Discerning Compelling Uncompromising Outspoken Authoritative Convicting Confronting

Ministry: Your gift brings an understanding of God's heart and mind through experiences He has taken people through. You often times can see truth that others often fail to see and challenge them to respond. Remember that discernment and scripture must support the message and be spoken with love and compassion.

Q. Shepherding

Summary: Shepherding is to nurture, care for and guide people toward on-going spiri-

tual maturity and becoming like Christ.

Traits: Influencing Nurturing Guiding Discipling Protective Supportive Relational

Ministry: You are invaluable to leaders of any ministry in that you bring trust and confidence and are able to lead and protect those within their span of care. You will care for and guide people toward on-going spiritual maturity in whatever ministry you choose.

By the grace of God I am what I am.

1 Corinthians 15:10 (NIV)

R. Teaching

Summary: Teaching is to understand, clearly explain, and apply the word of God, causing greater Christ-likeness in the lives of listeners.

Traits: Disciplined Perceptive Teachable Authoritative Practical Analytical Articulate

Ministry: You can communicate Biblical truth for maximum life change and inspire greater obedience to the Word. MC Kids, Crossfire and TheWAY would love to have you!

S. Wisdom

Summary: Wisdom is to apply spiritual truth effectively to meet a need in a specific situation.

Traits: Sensible Insightful Practical Wise Fair Experienced Common Sense

Ministry: You have a sense of understanding of what is necessary to meet the needs of the body. Be sure to check out Pastoral Partners.

ABILITIES

If you have skill in any of those areas, please put an "X" in the box beside that area.

- | | | |
|---|---|---|
| <input type="checkbox"/> Administration | <input type="checkbox"/> Writing | <input type="checkbox"/> Planning Trips or Events |
| <input type="checkbox"/> Finance | <input type="checkbox"/> Audio/Visual | <input type="checkbox"/> Facilities Management |
| <input type="checkbox"/> Personnel Management | <input type="checkbox"/> Computers/Technology | <input type="checkbox"/> Set-up/Tear-down |
| <input type="checkbox"/> Volunteers | <input type="checkbox"/> Electronics | <input type="checkbox"/> Maintenance/Repairs |
| <input type="checkbox"/> Programming | <input type="checkbox"/> Web Design | <input type="checkbox"/> Van/Bus Driver |
| <input type="checkbox"/> Arts/Crafts | <input type="checkbox"/> PowerPoint | <input type="checkbox"/> Vehicle Maintenance |
| <input type="checkbox"/> Drawing | <input type="checkbox"/> Sound System | <input type="checkbox"/> Plumbing |
| <input type="checkbox"/> Decorating | <input type="checkbox"/> Musical: Vocal | <input type="checkbox"/> Painting |
| <input type="checkbox"/> Food Services/Catering | <input type="checkbox"/> Musician: Instrumental | <input type="checkbox"/> Landscaping |
| <input type="checkbox"/> Cooking | <input type="checkbox"/> Performing Arts/Drama | <input type="checkbox"/> Electrical Work |
| <input type="checkbox"/> Office Support | <input type="checkbox"/> Sewing | |
| <input type="checkbox"/> Data Entry | <input type="checkbox"/> Scenery | |
| <input type="checkbox"/> Word Processing | <input type="checkbox"/> Videography | |
| | <input type="checkbox"/> Photography | |

Do you have a skill or skills that you don't see listed? If so, please list those here.

Small Group Discussion

S-Spiritual Gifts

Talk about the results of your assessment. Share your top three gifts? Did those surprise you or did it make sense? Share how you have seen those working in your life.

H-Heart (Passion)

If you could snap your fingers and know that you wouldn't fail, what would you do for others? What do you repeatedly see in our world/community that annoys or angers you, which if changed, would be more glorifying to God and edifying to others?

A-Abilities

Take a moment to look at the abilities section and talk about what you're naturally good at. Share about your pace of life. Too fast? Too slow? Are you serving in some capacity right now? If so, in what area of the church or community?

P-Personality

Take a few moments and discuss which two of the four personality traits fits you and why. Which do you lean towards most— introvert or extrovert?

E-Experiences

Share at least one experience, good or difficult, that has shaped your life.

Finish this sentence: "Because of some of my own experiences, I believe I could relate to and encourage someone who is going through"

SPIRITUAL GIFTS ASSESSMENT RECORDING SHEET

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

We get to serve at Mercer Creek!

mercercreek.org

Mercer Creek Church is *to advance God's Kingdom by loving Jesus and making disciples*. We want you to discover the joy of serving. God gives us pas-sions and abilities and when we put them to use, what a difference we can make in our church, community and world!

Please detach this page and turn it in to Jo Ann Bentley at the Mercer Creek Church office. Our ministry team leads are ready to assist you in exploring your best fit.

Name: _____

Email/Phone: _____

Spiritual Gifts (results from assessment tool):

1. _____

2. _____

3. _____

Heart/Passions: _____

Abilities/Skills: _____

Top 2 or 3 Volunteer Opportunity interests

1. _____

2. _____

3. _____