



# SPIRITUAL GIFTS

·DIVERSITY. UNITY. MINISTRY.·

JOURNEY CHRISTIAN CHURCH

# SPIRITUAL GIFTS

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## **Definition:**

**Spiritual Gifts (“Spiritual Ministries”) are God-given endowments/abilities of grace. They can be expressed through anything done in faith to strengthen the faith of others.**

## **Purpose:**

Much more than special abilities, spiritual gifts are described in Scripture (Romans 1:11-12; Romans 12; 1 Corinthians 12-14; Ephesians 4; 1 Peter 4) primarily as *ministry roles* or callings that are given by God for the purpose of building up all believers in faith and bringing glory to God.

## **Biblical Principles/Theme’s for the Use of Gifts:**

- Love - If a gift is not motivated by love, it means nothing (1 Cor. 13). The ministries of the Spirit are to be an overflow of the fruit of the Spirit (Gal. 5:22-23). This is why it is paramount that gifts be exercised in reliance upon God, resulting from overflow of relationship with Jesus.
- Humility - Followers of Jesus should be humbled and most joyful in recognizing that any ability we have (spiritual or not) is a gift from God (James 1:17). There is no room for taking pride in one’s ministry over that of another person in the body of Christ.
- Unity - The body contains many members and each one belongs to all the others and contributes to the proper functioning of the body as a whole.
- Diversity - There is a beauty in the diversity among believers in several dimensions, including our gifting (1 Cor. 12:25-27).

## **Goal:**

Our hope at Journey (and in reality the goal of spiritual gifts) is that you would become the type of person who longs to serve others in reliance upon God as an expression of love toward them.

The hope is that you would:

1. Live in cooperative relationship with Jesus.
2. Discover how the Spirit is leading you to serve for the sake of others.
3. Connect with Journey leaders who can help train, equip, and place you in a ministry to serve.

# HOW DO YOU DISCOVER YOUR SPIRITUAL GIFTS

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**There is definitely something life-giving in the process of identifying and owning the ministry to which the Lord has called us to serve. It helps us more clearly see our place in the unfolding “bigger story” we are all a part of. But is worth noting that the primary concern of Scripture is not discovering or naming our spiritual gift. The primary focus is that we become the kind of people who, through faith, want to serve one another.**

## **Heart of the Matter:**

The question at the heart of discovering spiritual gifts is the question asked by Christians for the past two millennia: *“Lord, what do you want me to do? Where do you want me to serve?”*

## **Discovering our Gifts (“How do we serve one another in faith and love?):**

- 1. Pray for Direction.** Since these are *spiritual* gifts, we can ask the Spirit to guide us to where He wants us to serve. Pray for clarity and wisdom about specific ministries he may be calling you to.
- 2. Ask what does the church need?** Since the gifts are meant to serve the church (both local and universal), most often time the Lord gives us gifts to meet the need of the church we are a part of. Journey has opportunity for all of the gifts to be used in ministries such as childrens, students, small groups, worship, outreach (local and global), first impressions/hospitality, set-up/tear down, etc.
- 3. What do you enjoy doing/naturally gift at?** The Lord redeems our whole self—not just a part of us. In so doing He redeems and uses our natural abilities, which were formerly directed at building our own kingdom, and enhances them as “spiritual gifts” to be used in submission and reliance upon Him to build His Kingdom. What are you passionate about? What do you enjoy and have been successful at in the past? What makes you come alive? Doing ministry doesn’t have to be miserable.
- 4. Take a Spiritual Gift Assessment.** Like the one provided below. Of course, self-assessment is always biased, especially when the subject is our impact upon other people. But tools like the one below can help by providing a baseline to help identify (and more importantly) get involved in serving.
- 5. Seek Godly Counsel.** Because our gifts meant to be given, one of the best ways to identify your gift is to ask others to affirm or give input in how you have strengthened their faith. It is good to seek wise godly counsel (Staff, Elders, Ministry Leaders, Mentors, Small Groups, etc...) who can either affirm or deny whether they believe the Lord has called/gifted you. Listen to them wisely!
- 6. Serve.** *Don’t just sit there, do something!* This is a good strategy whether you can name your gift, you feel qualified, or not. The most important thing is that we serve one another. You don’t have to wait to discover your gift to serve, the Bible never tells us to do that. In fact, more often than not, you discover your gift while serving. And even when you end up serving outside of your “gifting,” God tells us that his “grace is sufficient for us and his power is made perfect in weakness.” (2 Cor. 12:9). The main point is not that we are gifted, but that we are all called to build up the body of Christ.

# SPIRITUAL GIFT ASSESSMENT

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Whether this is your first time or the 10th time you have taken a spiritual gift assessment, it is important to realize that over time the Lord may call you into different ministries and roles. Your gifting may change, be added to, or may no longer be dominant. This may result from changes in your life, the needs of your specific church, or both. Pray that God will bring clarity and discernment as you participate in the current survey.

## **Guidelines for Spiritual Assessment:**

- **This is not a test** - There are no wrong answers. The Spiritual Gifts Assessment consists of 80 statements. Some items reflect concrete actions; other items are descriptive traits; and still others are statements of belief. The goal is not to score high in everything, or to mark it according to what you wish were true, but to help you, as a follower of Christ, to identify the ministry the Lord is calling you into.
- **Take note of your top 3 or 4** - While every believer in Jesus has at least one spiritual gift/ministry and no one possess all of them, many followers of Christ discover that they have more than one. So read the results as a guide, not the definitive answer to what your gift/gifts may be.
- **Read the Descriptions** - Following the assessment is a list with descriptions of the spiritual gifts being considered. (These are the gifts mentioned in Romans 12; 1 Cor. 12; and Ephesians 4). Reading the descriptions may help you further identify your own gift/ministry.
- **Additional Gifts** - While many will find their gifts through this assessment, it seems clear that these lists in Scripture are not meant to be definitive, of every possible spiritual gift. You may discover that you have a gift that is not listed here, and that is completely okay. Remember, spiritual gifts can be expressed through anything done in faith to strengthen the faith of others! And since every potential need for faith to be strengthened today couldn't possibly have been foreseen 2000 years ago, the Holy Spirit is able to provide whatever is needed. The main thing is that we are the kind of people who long to serve others—God will provide us whatever we need to do that. Following the list of gifts found in the scriptures listed above is a list of other possible gifts that may help get you thinking of how the Lord may be calling you.
- **Get Involved** - After taking the test it is recommended that you discuss this with someone; one of the pastors on staff would be glad to meet with you. The primary goal of spiritual gifts is not to simply identify them—but to use them for the sake of others.

**Directions:**

- Select the one response you feel best characterizes yourself and place that number in the blank provided. Record your answer in the blank beside each item.
- Do not spend too much time on any one item. Usually your immediate response is best.
- On a separate sheet of paper write 1-84 then record your answer next to the corresponding question.
- Your response choices are:
  - 5–Highly characteristic of me/definitely true for me
  - 4–Most of the time this would describe me/be true for me
  - 3–Frequently characteristic of me/true for me—about 50 percent of the time
  - 2–Occasionally characteristic of me/true for me—about 25 percent of the time
  - 1–Not at all characteristic of me/definitely untrue for me

1. I enjoy organizing ideas, resources, time, and people effectively.
2. I enjoy presenting the gospel to people who are completely unchurched or of different religious background.
3. It is easy for me to perceive whether a person is honest or dishonest.
4. I regularly pray for those who don't know Jesus.
5. I frequently have had people tell me that I have been a source of comfort to them.
6. I easily hold strong to my belief in a good God even in the presence of evil and injustice.
7. I experience joy in meeting needs through sharing possessions.
8. I feel strongly that my prayers for a sick person effect wholeness for that person.
9. I have assisted Christian leaders to relieve them for concentrating on their essential job.
10. My home is always open to whomever God brings to us.
11. I can adapt my guidance to fit the maturity of those working with me.
12. I easily forgive others and have great compassion for them.
13. I believe, and have witnessed God miraculously alter circumstances.
14. I have a heart to help Christians who have lost their way.
15. I sometimes feel that I know exactly what God wants to do in a ministry at a specific point in time.
16. Studying the Bible and sharing my insights with others is very satisfying for me.
17. I prefer to work behind the scenes rather than in the spotlight.
18. Sometimes when I pray, it seems as if the Spirit steps in and prays in words I cannot understand.
19. I have interpreted tongues so as to help others worship God without confusion.
20. I have had insights of spiritual truth that others have said helped bring them closer to God.
21. Sometimes God gives me an insight into the proper course of action others should take.
22. I like organizing service and events.
23. I have a strong desire to create a new ministry or even churches rather than build or maintain them.
24. Others in my church have noted that I am able to see through phoniness before it is evident to other people.
25. People have come to faith in Jesus through conversation with me.
26. I often know the right thing to say or not to say to people in difficult circumstances.
27. I am frequently asked about my steadfast faith in God.
28. I easily hold my wealth and possessions open-handed.
29. I have witnessed the Lord bring physical, emotional, financial, and/or spiritual healing through my prayers.
30. Other people have told me that I have helped them become more effective in their ministries.
31. I enjoy meeting, greeting, and welcoming new people at church.
32. Others are willing to follow my guidance to accomplish tasks for our church.
33. I find myself drawn to those who are less fortunate.
34. People can point to circumstances where my prayers have resulted in seemingly impossible happenings.
35. God has shown fruit in my life in the effective discipling of other believers.
36. People tell me I have told them exactly what the Lord wanted them to hear.
37. People have told me that I have helped them learn Biblical truths.

38. I often go above and beyond what is asked of me.
39. I can speak to God in a language I have never learned.
40. Sometimes when a person speaks in tongues, I get an idea about what God is saying.
41. Through study or experience I have discerned major strategies God seems to use in furthering His kingdom.
42. When a person has a problem I can frequently guide him or her to the best Biblical solution.
43. When working in groups to accomplish something I am typically the one keeping things on task.
44. I am known as a leader of leaders.
45. I can recognize whether a person's teaching or actions are from God or not.
46. Sharing my testimony is a joy to me.
47. I frequently tell others what a great job they are doing and how I see Christ at work in them.
48. I don't wrestle with doubt that much.
49. Being able to financially support the work of the church is a thrill to me.
50. Sometimes I have a strong sense that God wants to heal someone through my prayers or words.
51. I prefer to be a #2 rather than be the point person/leader.
52. I am often conscious when someone is left out and go out of my way for them.
53. People often look to me for direction and guidance .
54. Sometime I find myself feeling intense emotions for the person I am praying for.
55. God has used me personally to perform supernatural signs and wonders.
56. I feel responsible to help protect other Christians from dangerous influences.
57. Through God I have revealed specific things that will/have happened in the future.
58. I desire and often am able to understand difficult portions of Scripture.
59. I prefer being active and doing something rather than sitting around talking, reading, or listening to a speaker.
60. Praying in tongues has been meaningful to me in my personal prayer life.
61. When others have prayed in tongues, I felt that I understood the meaning of their prayer.
62. I sometimes find I know things that I have never learned, which are confirmed by mature believers.
63. I feel that I have a special insight in selecting the best alternative in a difficult situation.
64. I can delegate meaningful work
65. I have little fear in leading people where God wants them to go.
66. Others have told me I am very perceptive.
67. I am willing to do whatever it takes to see someone come to know Jesus.
68. People come to me in their affliction or suffering because they know that I will listen to them.
69. My hope in God, against all odds, is inspiring to others.
70. At times I have a strong sense that the Spirit is leading me to give money to a specific person or cause.
71. I have prayed for others and physical healings have happened.
72. When I do things behind the scenes and others are helped, I am joyful.
73. When people come to my/our home, they often say they feel at home with me/us.
74. It is a thrill to inspire others to greater involvement in church work.
75. I frequently go out of my way for those who are hurting, less fortunate, or struggling.
76. The Holy Spirit leads me to pray for impossible things that really come true.
77. Others have affirmed in me a call from God to be the spiritual leader of a group of believers.
78. People have told me that I have communicated timely messages that must have come from the Lord.
79. I am an effective communicator.
80. It has been affirmed that I am joyful working even at menial tasks.
81. When I give a public message in tongues, I expect it to be interpreted.
82. When I hear others speak in tongues, I expect it to be interpreted and am able to do it.
83. God has given me words to say in spiritual conversations that surprised even me.
84. People with spiritual problems seem to come to me for advice and counsel.

# SPIRITUAL GIFT ASSESSMENT - ANALYSIS SHEET

Name of Spiritual Gift/Ministry	Total Score	Questions			
Administration		1	22	43	64
Apostle		2	23	44	65
Discernment		3	24	45	66
Evangelist		4	25	46	67
Exhortation		5	26	47	68
Faith		6	27	48	69
Generosity		7	28	49	70
Healing		8	29	50	71
Helps		9	30	51	72
Hospitably		10	31	52	73
Leadership		11	32	53	74
Mercy		12	33	54	75
Miracles		13	34	55	76
Pastor		14	35	56	77
Prophecy		15	36	57	78
Teaching		16	37	58	79
Service		17	38	59	80
Tongues (Speaking)		18	39	60	81
Tongues (Interpret)		19	40	61	82
(Word of) Knowledge		20	41	62	83
(Word of) Wisdom		21	42	63	84

# SPIRITUAL GIFT DESCRIPTIONS

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**Administration** - The call of administration is to lead the body by steering others to remain on task. Administration enables the body to organize according to God-given purposes and long-term goals. (1 Cor. 12:28)

**Apostle (Missionary/Church Planter)** - While the position of apostle is reserved for those who were eyewitnesses to Christ. The calling of apostleship is the role of pioneering new churches and ministries through planting, overseeing, and training either locally or overseas. (1 Cor. 12:28 Eph. 4:11)

**Discernment** - Broadly speaking, this is distinguishing between truth and error. Also identifying whether a particular activity is motivated by the Holy Spirit or merely human or even demonic forces. (1 Cor. 12:10; 1 John 4:10)

**Evangelist** - The work of the evangelist is the work sharing the good news with unbelievers with effectiveness and enthusiasm so that they become disciples of Jesus and members of the body of Christ. (Eph. 4:11)

**Exhortation/Encouragement** - The word exhortation has a broad meaning and can relate to presenting truth so as to encourage, counsel, and comfort others in Christ. (Romans 12:8)

**Faith** - The work of faith is not in regards to saving faith (which all believers have) but rather the ability to act in unwavering confidence that God will come through in supernatural ways in any arena of life (1 Cor. 12:9)

**Generosity** - This is the call to be Gospel Patrons, the ability to cheerfully and generously give material resources above and beyond normal giving in order that the ministry of the church and the work of the Lord would be able to advance. (Rom. 12:28; 2 Cor. 8:1-7)

**Healing** - The role/ability the Spirit gives to someone as human intermediaries through whom it pleases God to cure illness and restore health apart from the use of natural means. (1 Cor. 12:9,28; James 5:14-18; Acts 19:11-12)

**Helps** - While it is hard to make a clear distinguish between helps and service, typically the ministry of assisting and enhancing the work of the Spirit in the lives of others in order to increase effectiveness. (1 Cor. 12:8; Rom 16:1-2)

**Hospitality** - The ministry of providing housing/a warm welcoming environment for others (1 Peter 4:9; Hebrews 13:1-2)

**Leadership** - The function of influencing people at their level while focusing and directing them to see and harmoniously accomplish the big picture, vision, or idea. (Rom. 12:8, 1 Tim. 3:1-13; 5:17)

**Mercy** - The exceptional ministry of showing empathy and compassion for individuals who suffer and to translate that compassion into cheerfully-done deeds which reflect Christ's love and alleviate suffering (Rom. 12:8; 1 Thess. 5:14)

**Miracles** - The gift of miracles is the divine strength or ability to alter the natural outcome of life in a supernatural way through prayer, faith, and divine direction. (1 Cor. 12:10, 28; Rom. 15:18-19)

**Pastor/Shepherding** - The call to oversee the spiritual and overall well-being of a particular group of people for an extended period of time. (Eph. 4:11-14; 1 Tim 3:1-7)

**Prophecy** - The primary gift of prophecy has more to do with forth-telling than foretelling, it's the act of speaking a message from God to edify, convict, and reveal truth to others. (1 Cor. 12:10, 14:5; Rom. 12:6)

**Teaching** - The ability to understand, clearly explain, and apply the word of God, causing greater Christlikeness in the lives of the listeners, unifying and maturing the body (1 Cor. 12:28; Rom. 12:7; Eph. 4:11)

**Service** - The ministry of serving is the role of doing small or great tasks in working for the overall good of the body of Christ. (Rom. 12:7; Gal.6:10)

**(Speaking in) Tongues** - The gift of tongues, while differing from that at Pentecost, is the ability to pray in a heavenly language to encourage your spirit and commune with God. It should only be used corporately when accompanied by interpretation. (1 Cor. 12:10, 14:1-14)

**(Interpreting) Tongues** - The gift of interpreting tongues is the ability to understand someone speaking in a tongue and then encourage other believers present with the message. (1 Cor. 12:10, 14:1-14)

**(Word of) Knowledge** - The spiritual gift of knowledge is the ability to understand and bring clarity to situations and circumstances, often accompanied by Scripture. (Col 12:8; 12:8)

**(Word of) Wisdom** - The spiritual gift of wisdom differs than knowledge in that it is more about knowing the right course of action to take based on the application of Scripture. (1 Cor. 2:6-13; 12:8)

### **Other Gifts -**

These are only the gifts given by Paul to particular churches at a particular time, but they do not include every manifestation of the Spirit. The following is a sample list of various other gifts found in Scripture that you may be given. Remember, anything given by God and done in faith to strengthen the faith of others is a gift. Read over them prayerfully.

#### The ministry of:

- Modeling/Mentoring
- Craftsmanship/Creativity
- Caring for the Marginalized
- Music/ Worship
- Deliverance
- Prayer/Intercession
- Financial Management
- Defending the Faith
- Singleness
- Writing Letters
- Prison ministry
- Admonishing
- Ethnic Reconciliation