

# **Discover and Serve**

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**Extract from  
Appendix 3. Spiritual Gifts Indicator  
(pages 78-93)**

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## Appendix 3

### Spiritual Gifts Indicator

This indicator is in four sections:

Manifestation Gifts  
Sacrificial Gifts  
Service Gifts  
People Intensive Gifts

The Ministry Gifts of Ephesians 4 are not included since these are better recognised and confirmed by others rather than through any discovery indicator as used here.

You are encouraged to complete all four sections. However, if you find such a task somewhat daunting, you may prefer to focus only on those sections in which you believe you are probably gifted.

Read each of the following statements and ask yourself:

*'To what extent is this statement true of my spiritual life and experience?'*

Then give yourself a rating according to the scale below.

0	1	2	3
Not at all			Definitely

There are no right or wrong answers; this is not a score but your personal rating. Do not consider each for a long time; just note your immediate response.

## 1. Manifestation Gifts (1 Cor 12:8-10)

No	Statement	Rating
1	When someone speaks in a tongue, an interpretation comes to me in one of the following ways: words, pictures, symbols or an inspired thought.	1
2	I can see what's going on behind a situation, not just what appears on the surface.	2
3	On occasion, God has supernaturally revealed to me facts about a person or a situation that were humanly impossible for me to know.	3
4	I really sense that the Spirit is inspiring me when I give a public message in tongues.	4
5	I find myself wanting to pray for individuals when I learn they are sick, disabled or in need of some kind of healing.	5
6	I can see what's really happening behind a person's words or actions.	12
7	Sometimes God reveals to me exactly how a word of knowledge or prophecy should be applied to a specific situation.	6
8	I spend a lot of time being quiet and meditating on the scriptures and the purposes of God.	7
9	God has miraculously answered my prayers by changing the natural order, making the impossible happen and bringing great glory to his name.	8
10	I believe that I have the gift of tongues for the public as well as the private setting.	14
11	I am aware that God has used me as a channel or instrument for healing, whether it be immediate, spontaneous, gradual, partial or complete.	15
12	When people have faced puzzling or complex situations, the Spirit has often shown me exactly what's happening and told me how to advise others what to do.	16
13	I have faced impossible situations where there's apparently been no way forward, but I've had a deep certainty that God would intervene, and he has done so.	9
14	If I hear someone interpreting a tongue, I often find I would have interpreted it in much the same way as the interpreter.	11

15	There have been occasions when I've shared something that God has sovereignly revealed to me, with the result that a locked-up situation has been opened up, or a blessing brought to an individual.	13
16	People have discerned that what I've shared in a public tongue has been from God.	24
17	On occasions, I'm absolutely certain of what God wants to do and that he'll do it, even when there have seemed to be insurmountable obstacles in the way.	19
18	God has used me to bring sight to the blind, hearing to the deaf or complete mobility to the crippled.	18
19	I sometimes sense exactly what God is wanting to say about a situation or person.	17
20	I know what it means to move mountains by faith. When God has given me promises that he'll change an apparently impossible situation, I've believed him and he's done that.	29
21	Sometimes I feel strange physical sensations in parts of my body which tell me that someone present has a certain physical affliction in a similar place.	23
22	When I interpret tongues, I'm conscious that I'm relying not on my mind but on the mind of God.	21
23	When I am praying for, or about to pray for, a person's healing I often have a feeling of warmth or tingling sensations, particularly in my hands.	25
24	When I feel that something I have is from God, I may be bursting to speak it out but am able to hold it until an appropriate opportunity arises.	27
25	I know how it feels to have God's 'word', his answer to a pressing need in the body of Christ.	26
26	I can detect pretence, deception and manipulative behaviour or words before others do.	22
27	I find that God often uses me to perform astounding miracles which authenticate the message about Jesus.	28
28	When someone is facing an insurmountable barrier, God has often given me the answer and used me to solve the problem.	36
29	Without knowing the language, I am able to interpret a message publicly spoken in tongues.	31
30	Sometimes God gives me a 'word' for someone which comes to me in the form of a picture or a phrase in my mind.	33

31	Sometimes I have a clear sense that the Lord is prompting me to speak aloud in tongues in public.	34
32	When I speak what I believe to be a word from God I am glad to have it weighed by others gifted to do so, as my desire is to build, encourage and strengthen the body.	37
33	I have performed supernatural signs and wonders that have defied reason and altered the ordinary course of nature.	38
34	When someone speaks aloud in tongues, I sometimes feel that I know the gist what he/she is saying.	41
35	Others come to me when they want to know whether a person or his/her teaching is genuine or not, and my insights are usually accurate.	32
36	Sometimes God shows me future events.	47
37	Sometimes I have an unshakeable confidence that God is going to act in a particular way, and this certainty baffles others who can't see how God could possibly do this.	39
38	God often shows me his clear will for a situation while others seem to be less sure of what to do.	46
39	Sometimes I know that someone has a particular need without anyone telling me about it.	43
40	I have faith that God will heal individuals when I pray for them.	35
41	Sometimes I have declared, 'This is going to happen' before it actually has happened, because I knew without doubt what God was going to do.	49
42	When I have spoken aloud in tongues, someone has interpreted and I've really sensed that the body of Christ has been edified.	44
43	I can 'see' the Holy Spirit resting on individuals.	42
44	Sometimes, when there seems to be no hope that a particular situation will change, I don't become discouraged because I know that God is planning to break into it.	59
45	I have prayed in faith and seen amazing miracles happen in front of my eyes.	48
46	God has used me to interpret tongues in a way that seemed to encourage and edify others in the body of Christ.	51
47	God has used me to reveal to people things about themselves that they've hidden from others.	53

48	When I pray for someone's healing, I have an awareness of the presence of the Holy Spirit; as if something is happening and working beyond myself and I am just a spectator.	45
49	When God tells me that he's going to do something, I may have no idea how, but I lay hold of his promise with absolute assurance and wait patiently for him to act, until he does.	69
50	People have told me that what I have spoken has been so timely and appropriate that it was just as if the Lord were speaking to them.	57
51	People often see results when I pray for them for healing, even if it's neither immediate nor complete.	55
52	I feel uneasy when I'm with certain people; it's as if I know that their words or actions aren't what they appear to be.	52
53	Others confirm that through prayer, I've performed several definite miracles.	58
54	People have commented that when I speak in tongues in public, they're drawn closer to God and feel really edified.	54
55	When I am prompted to bring a 'spontaneous' word from God, it's often already been developing in me for some time.	67
56	God often enables me to get to the heart of a problem quickly and to say what the outcome of certain decisions will be.	56
57	I know that God has given me authority to perform what is naturally impossible.	68
58	God gives me dreams and/or visions through which he tells me facts that I wouldn't otherwise have known.	63
59	I know when a person is demonised or afflicted by an evil spirit.	62
60	I believe that I can interpret tongues by the Spirit of God.	61
61	When I pray for someone to be healed I am aware that I am praying with authority.	65
62	When unbelievers have seen the miracles I've performed in Jesus' name, they have become Christians.	78
63	I have often brought a message in tongues for others to hear.	64
64	When I speak into situations, others often recognise God's wisdom behind my words and acknowledge that what I'm saying is the best course of action.	66
65	Sometimes I know that I am to communicate a word from God, even if it will be very costly to me.	77

66	I can tell whether the motivating spirit behind certain words or deeds is human, divine or demonic.	72
67	I often make a remark which has produced the immediate reaction 'How did you know about that?'	73
68	When I pray with someone for healing, with or without laying on hands, they often feel a distinct warmth or tingling sensation as if heat or 'electricity' is flowing into them.	75
69	When I interpret a tongue, I find that my words magnify Jesus and inspire others to worship him.	71
70	When God reveals what he's going to do, even if it seems to be against all reason, I believe it will come to pass.	79
71	Others recognise that God has frequently given me words of wisdom for situations and often seek my advice about matters that confuse them.	76
72	I regularly give messages in tongues in meetings.	74

Transfer your ratings according to the number in the top right corner of the 'Rating' squares to the corresponding numbered square in the grid below. Then total each row.

Ratings								Total	Spiritual Gift
1	11	21	31	41	51	61	71		Interpretation
2	12	22	32	42	52	62	72		Discernment of spirits
3	13	23	33	43	53	63	73		Word of knowledge
4	14	24	34	44	54	64	74		Public tongues
5	15	25	35	45	55	65	75		Healing
6	16	26	36	46	56	66	76		Word of wisdom
7	17	27	37	47	57	67	77		Prophecy
8	18	28	38	48	58	68	78		Miracles
9	19	29	39	49	59	69	79		Faith

## 2. Sacrificial Gifts (1 Cor 7:7-9, 13:3)

No	Statement	Rating
1	Material possessions are not really important to me and I can happily go without them in order to identify with the poor.	1
2	I believe I could go through persecution and even death for the sake of Christ and be able to handle suffering with a sense of joy and victory which would bring glory to God.	3
3	I don't worry much about preserving my life and would almost count it a privilege to suffer and even die for the sake of the gospel.	13
4	I feel that I can serve the Lord better as a single person because I don't have to worry about pleasing a spouse or family.	2
5	I enjoy living an unusually simple lifestyle because it presents many challenges to me.	11
6	While other Christians naturally shy away from persecution, torture and death, I find that I'd almost welcome the opportunity to identify with Christ in this way.	23
7	I could have a far more comfortable lifestyle, but I choose not to because I want to live among the poor and share the gospel with them.	21
8	I see my singleness as a gift from God.	12
9	I know that poor people accept me because I choose to live under similar circumstances to themselves.	31
10	I can easily identify with Paul when he spoke about how beneficial it was to remain single.	22
11	If I faced a life-threatening situation for the gospel but could escape from it, I might actually choose to die rather than run away if it would glorify Christ.	33
12	I'm really not worried about whether I marry or not.	32



Transfer your ratings according to the number in the top right corner of the 'Rating' squares to the corresponding numbered square in the grid below. Then total each row.

				Sub-total	Multiply Sub-total by 2	Total	Gift
1	11	21	31		X 2		Voluntary poverty
2	12	22	32		X 2		Celibacy
3	13	23	33		X 2		Martyrdom

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### 3. Service Gifts (1 Cor 12:28; Ex 35:31; Rom 12:7,8)

No	Statement	Rating
1	I love fashioning or creating things that bless others.	1
2	I am often responding to requests for practical help for those who are in need. In fact, I find it difficult to say 'no'.	2
3	I love to give anonymously because I'm not looking for appreciation. Rather, I just want to please God and be obedient to Him in giving.	3
4	My heart goes out to the disadvantaged and I find myself helping in practical ways to lift burdens from them.	12
5	I am able to implement structures and procedures to enable church tasks to be carried out smoothly and effectively.	4
6	I feel that God shows me how to design something before I start making it.	11
7	I find I have an awareness of things that can be done to make life easier for those who are 'in ministry'.	5
8	I want to give generously to people in need, so I'm happy to maintain a simple standard of living to achieve this.	13
9	I really enjoy working creatively with materials like wood, cloth, wool, paint etc.	21
10	I prefer to get on with helping people with the practical things that are worrying them, not sit around talking and counselling them.	22
11	I am able to make particularly difficult decisions, although I am very careful to gather and check all the relevant facts beforehand.	14
12	I love giving liberal amounts of money and material possessions to the Lord's work.	23
13	I find I have an awareness of people's practical needs and enjoy seeing if I can help them.	32
14	I am content to do routine tasks if this releases others to get on with or extend their ministry/work.	15
15	I am able to anticipate the sorts of problem which will arise in accomplishing a goal and so prepare for them.	24
16	I know that God will meet my needs and that's why I give over and above the norm to his work.	33

17	I know that I'm particularly gifted at working with my hands. When I make something, my desire is to bring glory to God.	31
18	I like to support others in practical ways behind the scenes.	25
19	Whenever I am able to give practical help to someone who is in need or disadvantaged then I am at my happiest and best.	42
20	Once I know the goal I am able to see how to move towards it and take others with me.	34
21	I get on with tasks quietly and efficiently, without asking too many questions, in order to take the pressure off others.	35
22	I know that God is honoured and glorified by my handicrafts.	41
23	I find I can turn my hand to many practical things, even if I've never done them before.	52
24	I can see how to provide a framework, and use available resources to release and enable a gifted individual or team within the church to fulfil their ministry.	44
25	I enjoy doing routine tasks well, knowing that this helps both the church and individuals to function more effectively.	45
26	I'm very careful over the way I spend money because I want to give as much as I can to the Lord's work.	43
27	People tell me that seeing the things I make helps them to worship God.	51
28	I am able to communicate clearly to others what needs to be done.	54
29	I'd rather be in the background, getting on with things, than in the forefront talking or counselling.	55
30	I seem to have stamina and persistence when it comes to doing practical things for people.	62
31	If an unanticipated problem arises I am not 'thrown' but have an assurance that God will reveal an effective way through – and He does!	64
32	When my income increases, I believe that God is blessing me so that I can give more to his work.	53
33	I have creative ability which I desire to use to bring glory to God and to bless the body of Christ.	61

34	I am quite happy doing boring, 'thankless' tasks if it results in easing the load of others.	65
35	I want to feel involved with the work or a particular person receiving my financial support and that's why I pray for the work or that person.	63
36	Other Christians have told me that I have creative talent and that the things I make really bless them.	71
37	I enjoy helping people in practical ways.	72
38	I have an ability to bring together the right people and resources to accomplish tasks effectively.	74
39	I find myself forgetting my own interests and comfort in my desire to meet the needs and interests of others.	75
40	I feel no pressure to give my time, talents or finance because I rely on the Holy Spirit to guide me in my giving.	73

Transfer your ratings according to the number in the top right corner of the 'Rating' squares to the corresponding numbered square in the grid below. Then total each row.

Ratings								Total	Spiritual Gift
1	11	21	31	41	51	61	71		Craftsmanship
2	12	22	32	42	52	62	72		Helps
3	13	23	33	43	53	63	73		Giving
4	14	24	34	44	54	64	74		Administration
5	15	25	35	45	55	65	75		Serving

#### 4. People-intensive Gifts (Rom 12:7,8,13; 1 Pet 5:1-3)

No	Statement	Rating
1	I enjoy greeting and welcoming visitors to the church.	1
2	I usually have a very clear sense of what God wants to do and can motivate a wide variety of people to work together happily to achieve that objective.	2
3	I find there are frequent opportunities to witness for Christ and I eagerly take them.	3
4	I find it relatively easy to understand others' pressures and problems.	4
5	I am able to understand different parts of the Bible in their context, and to draw out biblical truths and principles from them.	5
6	I can see and am more concerned with people's potential than with their present or past weaknesses.	6
7	I notice when people are feeling lost, and I make sure they feel welcomed and get to know others in the church.	11
8	I am deeply moved by the suffering of others and get involved with them.	7
9	I find it easy to communicate the gospel in ways that are relevant to a wide variety of people.	13
10	I'm particularly sensitive to the feelings of others.	14
11	I am deeply concerned for accuracy in understanding, interpreting and communicating what the Bible has to say.	15
12	When I hear about someone's problem, I find myself thinking a lot about them.	24
13	I enjoy directing others toward biblical goals and can inspire them to keep going to reach these goals, even if they are fainthearted.	12
14	I have a longing and ability to encourage, reassure, strengthen and affirm those who are discouraged or shaky in their faith.	16
15	I have such a strong desire to share my faith that I find it hard not to!	23

16	I am very patient with people who are suffering or who are less fortunate than others.	17
17	Even when the going is tough, I find that people are confident that I know where I'm going and what needs doing, with the result that they stick by me to get the job done.	22
18	I have an ability to create a warm and easy atmosphere.	21
19	When others give up on those who are struggling in their faith, I continue to have faith and encourage them to trust God and take practical steps to grow strong in their faith.	26
20	I can listen with patience and understanding to someone who's sharing their problems.	34
21	When I talk about my faith people want to know more about it for themselves.	33
22	I find great satisfaction in, and am very conscientious about, digging out details and facts about the Bible and the backgrounds to biblical passages and events.	25
23	I enjoy visiting people in hospital or who are lonely to cheer them up.	27
24	People tell me that they are helped and strengthened even in the darkest times when I talk with them.	36
25	I often invite people home on the spur of the moment, even if I've only just met them, whether they need a meal or just need to feel wanted.	31
26	I enjoy communicating and explaining to others the biblical truths that I have discovered.	35
27	I find I am able to bring people to the point of decision about the gospel and to lead them through to faith in Christ.	43
28	When a group seems to have no sense of direction, people look to me to assume a leadership role.	32
29	I find that people who take my counsel are helped by it.	44
30	I am drawn to those who are socially deprived or outcast and like to show God's love and kindness to them in tangible ways.	37
31	People say that I have helped them to do what's right when I have confronted or challenged them.	46

32	For me there is an urgency about spreading the gospel.	53
33	I like my home to be open for visitors at any time, even if it's not as tidy as it could be.	41
34	I enjoy drawing a group together to accomplish a task.	42
35	I enjoy helping individuals to see what is holding them back spiritually and to work through their difficulties in order to come to maturity.	56
36	My heart goes out to those who are less fortunate. I don't judge whether it's their own fault and I seek to help them just because they're in need.	47
37	I can often spot someone's needs before they mention them.	54
38	Others don't seem to see the issues of heaven and hell as clearly or as urgently as I do and it upsets me.	63
39	I thoroughly enjoy studying the Bible and take every opportunity to do so.	45
40	Visitors are more than welcome to my home and to share whatever food I happen to have.	51
41	I am able to see how God is working for good in a person's suffering or difficulties, and I am able to inspire and help them to see that for themselves.	66
42	People say that I am able to explain passages or truths in the Bible in such a way that they 'grasp' their meaning and their lives have changed as a result.	55
43	I find it easy to help people discover a Bible-based solution to their problems.	64
44	I can draw people around me and they feel secure when I'm in charge.	52
45	I will cheerfully do simple or unpleasant tasks if it means I can alleviate someone's suffering.	57
46	People often say that they feel very relaxed and comfortable in my home, although I really don't make a special fuss over them.	61
47	I am careful to communicate truth objectively as well as with relevance and love.	65
48	I am willing to bring unpopular counsel to someone if I see that it will help them through their problems.	74
49	I have a strong desire to help and counsel those who are wounded or afflicted spiritually or emotionally.	76
50	I am so concerned for the lost that I cannot help sharing the gospel with them and challenging them to become Christians.	73

51	When a group/church is facing difficulties, I have the ability to give it a clear focus and to inspire the people to press on towards a common goal.	62
52	It gives me special joy to bring comfort and help to those who are less fortunate.	67
53	I have a particular desire and ability to communicate biblical truths and principles clearly and in such a way that change is effected in people's lives.	75
54	It gives me pleasure to entertain guests and to know that they feel 'at home'.	71
55	People say that I can understand their suffering and know just what to do to make them feel better.	77
56	When I join a group, people seem keen to stand back and let me lead it.	72

Transfer your ratings according to the number in the top right corner of the 'Rating' squares to the corresponding numbered square in the grid below, then total each row.

Ratings								Total	Spiritual Gift
1	11	21	31	41	51	61	71		Hospitality
2	12	22	32	42	52	62	72		Leadership
3	13	23	33	43	53	63	73		Evangelism
4	14	24	34	44	54	64	74		Pastoring
5	15	25	35	45	55	65	75		Teaching
6	16	26	36	46	56	66	76		Encouragement
7	17	27	37	47	57	67	77		Mercy



Review the four summary tables and list those gifts with the highest ratings.

Gift	Rating
1.	
2.	
3.	
4.	
5.	
6.	

Do you feel that this list is accurate? Please put \* beside any gift that surprises you.

Please note:

1. This is a subjective self-discovery test. The ratings have value only in giving an order; the numbers are not 'scores' to be compared with other people.
2. Indicators and forms do not carry the authority of Scripture, so don't be concerned if you don't feel one of your 'high' gifts matches your own perception. This is purely a tool which tries to help highlight some likely gifts.
3. Recognise and appreciate your gifts, and recognise and appreciate others' gifts. Each of us is a unique and essential member of the body of Christ.

Administration in the church



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# Discover and Serve

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