

INTRODUCTION

You are about to take an important and exciting step in your journey as you follow Jesus. It is normal at this point to feel both a sense of excitement and also a little bit of fear. You may be excited to know that God has given you a spiritual gift. A special gift. A gift to use to do His work on earth. A gift that will help others become more like Jesus. But there may also be a little bit of fear. These fears come from questions like, 'What if God gives me a gift I don't like or want?'; 'What if I fail and look like a fool?'; 'What if no-one else likes me using my gift'.

The truth is that God has given you a gift through His Holy Spirit (1 Cor 12:7). He has determined which ones to give you. He knows us better than we know ourselves. If you use your gift or not is up to you. The other truth is that as we use our gifts, that these gifts will also shape us to become more like Jesus. If we embrace this journey and have a teachable mind-set then God has great things in store for you, but more importantly - great things in store for His church.

The journey of discovery has a few pathways. This test is only one of the ways that God can reveal to you what your gifts are. Please remember to take these results and test them. These types of tests are not foolproof. If you are under 25 or have been a Christian for only a few months then take these results as early indicators as these questions are based on past experience.

Trust God to show you what your gifts are and also ask other mature Christians to test/confirm what you believe God is showing you.

INSTRUCTIONS FOR THE TEST

STEP 1:

Go through the list of 110 statements in the questionnaire on pages 2-6. For each one, mark to what extent the statement is true to your life: MUCH, SOME, LITTLE, or NOT AT ALL.

STEP 2:

When you are finished, score the questionnaire using the chart on page 7

STEP 3:

After filling in all your scores on the chart refer to pages 8 - 10 for more information

STEP 4:

Read the practical guidelines to help you step out and use your gift

STEP 1:

For each statement, mark to what extent it is true to your life: MUCH, SOME, LITTLE, or NOT AT ALL.

		(3) MUCH	(2) SOME	(1) LITTLE	(0) NOT AT ALL
1	I have proclaimed God's truth in a way that at times irritated the "establishment."				
2	I have enjoyed the responsibility for the spiritual well-being of a group of Christians.				
3	I feel I could enable persons to learn Biblical truths in detail.				
4	I have applied truth effectively in my own life.				
5	I have the ability to discover new truths for myself.				
6	I have verbally encouraged the wavering, the troubled or the discouraged.				
7	I have clearly perceived the difference between truth and error.				
8	I desire to manage money well in order to give liberally to the Lord's work.				
9	I feel I could provide food and/or lodging graciously to those in need.				
10	I can empathise with hurting people and desire to help in their healing process				
11	I have an insatiable appetite for the presence of God				
12	I have led others to a decision for salvation through faith in Christ.				
13	I have had confidence that God would keep His promises in spite of circumstantial evidence.				
14	I have a desire to persuade others to move toward achieving Biblical objectives.				
15	I have been able to discern when to delegate important responsibility, and to whom to delegate it.				
16	In the Name of the Lord, I have been used to miraculously change circumstances, and He was glorified.				
17	In the Name of the Lord, I have been used in curing diseases.				
18	I have spoken in tongues (unknown languages)				
19	I have interpreted messages given in tongues				
20	I would like to start churches				
21	I enjoy challenging people's perspectives of God using various forms of art				
22	I have had a sense of recognising prayer needs before others.				
23	Through God, I have been known as someone who reveals what will happen in the future.				

		(3) MUCH	(2) SOME	(1) LITTLE	(0) NOT AT ALL
24	I have enjoyed relating to the same group of people over a long period of time, in their successes and their failures.				
25	I feel I could explain clearly the New Testament teaching about the health and ministry of the Body of Christ.				
26	I can intuitively arrive at solutions to complicated problems				
27	I have had insights of truth that brought conviction to other Christians.				
28	I feel I could be an instrument for dislodging the complacent and redirecting the wayward to face spiritual reality.				
29	I have judged well between good and evil.				
30	I have given things or money cheerfully so that God's mission on earth may be accomplished				
31	I have sensed the need to do things that help others become more effective in their ministries.				
32	I can patiently support those going through painful experiences as they try to stabilise their lives				
33	I intuitively know what should happen next in a worship service				
34	I have shared joyfully how Jesus has brought me to Himself in a way that is meaningful to the unchurched				
35	I have received an unusual assurance before from God that He will do the impossible to fulfil a special work.				
36	I know where I am going, and I have seen other Christians follow me.				
37	I can organise ideas, people, resources and time for more effective ministry.				
38	In the Name of Jesus, I have cast out demons.				
39	In the Name of Jesus, I have seen an emotionally-disturbed person find healing				
40	I have spoken an immediate message from God to His people in a language I have never learned.				
41	I have interpreted tongues which resulted in others being edified, exhorted or comforted.				
42	I am willing to take an active part in starting a new church				
43	I enjoy developing and using my artistic skill for ministry to others in a way that honours God (design, art, drama, music, photography)				
44	I love taking prayer requests from others and pray for them consistently				
45	I have communicated to others timely and urgent messages that I believe came directly from God.				
46	I tend to know the deeper parts of those I serve and guide				
47	I can devote a great amount of time to learning new Biblical truths to communicate to others.				
48	I have chosen from several Biblical alternatives an option that usually worked.				

		(3) MUCH	(2) SOME	(1) LITTLE	(0) NOT AT ALL
49	I feel I can acquire and master new facts and principles of Bible truth.				
50	I have urged others to seek a Biblical solution to their affliction or suffering.				
51	I tend to look beneath the surface and correctly examine people's motives.				
52	I feel deeply moved when confronted with urgent financial needs in God's work.				
53	I have enjoyed doing routine tasks and often behind the scenes tasks that enables others to do their ministry well				
54	I enjoy helping people sometimes regarded as undeserving or beyond help				
55	During worship I can often tell if there is a spiritual force attempting to hinder our connection with God				
56	I have explained clearly that Jesus is the Saviour and have seen positive effects on the listeners.				
57	I can trust in the power and presence of God for the impossible				
58	I would enjoy leading, inspiring and motivating others to involve themselves in the God's mission.				
59	I have been able to make effective and efficient plans for accomplishing the goals of a group.				
60	God has intervened to do impossible things many times throughout my life.				
61	In the Name of the Jesus, I have seen people who were spiritually sick, healed				
62	I can speak to God in a language I have never learned				
63	I have prayed that I might interpret if someone begins speaking in tongues.				
64	I am attracted to the idea of serving in another country or ethnic community				
65	I help people understand themselves, their relationships, and God better through artistic expression				
66	I enjoy praying for long periods of time and receive leadings as to what God wants me to pray for				
67	I have a desire to speak direct messages from God that edify, exhort or comfort others.				
68	I have helped needy Christians by guiding them to relevant portions of the Bible and praying with them.				
69	I feel I could communicate Biblical truths to others and see resulting changes in knowledge, attitudes, values or conduct.				
70	I have been able to perceive and apply Biblical truth to the specific needs of the Body of Christ.				
71	I have studied and read a great deal to learn Biblical truths.				
72	I have a desire to effectively counsel the perplexed, the guilty or the addicted				
73	I have accurately recognized whether a teaching is from God, from Satan or from human origin.				

		(3) MUCH	(2) SOME	(1) LITTLE	(0) NOT AT ALL
74	I am so confident that God will meet my needs that I give to Him sacrificially and consistently.				
75	I am happy when others get credit for what I do.				
76	I have great compassion for hurting people				
77	Others have told me that my worship helps them enter into the presence of God				
78	I have a desire to speak messages that are primarily the gospel of salvation				
79	I have felt sure I knew God's specific will for the future growth of His work, even when others have not been so sure				
80	I have influenced others to accomplish a particular task or Godly purpose.				
81	I am able to give directions to others and make decisions for them, rather than trying to persuade them to my way of thinking				
82	I have been an instrument for God's supernatural change in lives and events.				
83	I have prayed for others so that healing occurred				
84	When I give a public message in tongues, I expect it to be interpreted				
85	I have interpreted tongues in a way that seemed to bless Others				
86	I can adapt well to different cultures and surroundings				
87	I enjoy finding new and fresh ways to communicate God's truth				
88	God has consistently answered my prayers in tangible ways				
89	I have given messages of warning, judgement or direction from the Lord.				
90	I feel I can restore persons who have wandered away from their Christian community				
91	I have trained Christians to be more obedient disciples of Christ				
92	I have felt an unusual presence of God and personal confidence when important decisions needed to be made				
93	I have been able to distinguish important and key facts of Scripture				
94	I have comforted Christians in their afflictions or sufferings in such a way that they felt helped or healed				
95	I can see through a phony before his phoniness is clearly evident to other people				
96	I have been willing to maintain a lower standard of living in order to benefit God's work.				
97	I have a genuine graciousness toward and appreciation for the guests who come to my home.				
98	I enjoy bringing hope and joy to those in difficult circumstances				

		(3) MUCH	(2) SOME	(1) LITTLE	(0) NOT AT ALL
99	I have a compelling desire to lead others into an experience with God				
100	I have a burden to seek out those who do not know Jesus in order to introduce them to Him.				
101	I can trust in the reliability of God when all else looks dim				
102	Others have followed me because I have had some expert knowledge that contributed to the edification of the church.				
103	I have enjoyed bearing the responsibility for the success of a group or organization.				
104	In the Name of Jesus, I have seen blind people recover their sight.				
105	I have prayed successfully for others for restoration of health apart from natural means				
106	When I speak in tongues, I believe it is edifying to the Lord's Body.				
107	I have interpreted tongues in such a way that the message appeared to be directly from God				
108	I enjoy pioneering new undertakings				
109	I find joy in being creative and imaginative in a way that helps people see truths in a way they have never seen before				
110	I desire to faithfully pray for others in ministry, since I realise that their effectiveness relies upon it.				


STEP 2: FILL IN THE CHART

In the grid below, enter the numerical value of each of your responses next to the number of the corresponding statements on pages 2 – 6. (**Hint** fill in the scores by going down the page)

MUCH = 3 SOME = 2 LITTLE = 1 NOT AT ALL = 0

Then, add the five numbers for each row in the table below (add across) and place the sum in the “TOTAL” column.

Lastly, rank the gifts from 1 up to 23, with 1 being the gift(s) with the highest score. Where gifts have the same score then rank them the same.



CAPTURE THE SCORE FROM EACH QUESTION HERE					TOTAL	GIFTS (See pages 8-10)	RANK
1	23	45	67	89		PROPHECY	
2	24	46	68	90		PASTORING	
3	25	47	69	91		TEACHING	
4	26	48	70	92		WORD OF WISDOM	
5	27	49	71	93		WORD OF KNOWLEDGE	
6	28	50	72	94		ENCOURAGEMENT / EXHORTATION	
7	29	51	73	95		DISCERNMENT	
8	30	52	74	96		GIVING	
9	31	53	75	97		HELPS / HOSPITALITY	
10	32	54	76	98		MERCY	
11	33	55	77	99		WORSHIP	
12	34	56	78	100		EVANGELISM	
13	35	57	79	101		FAITH	
14	36	58	80	102		LEADERSHIP	
15	37	59	81	103		ADMINISTRATION	
16	38	60	82	104		MIRACLES	
17	39	61	83	105		HEALING	
18	40	62	84	106		TONGUES	
19	41	63	85	107		INTERPRETATION OF TONGUES	
20	42	64	86	108		APOSTLESHIP/MISSIONARY	
21	43	65	87	109		CREATIVE COMMUNICATION	
22	44	66	88	110		INTERCESSION	

STEP 3: GIFT DEFINITIONS AND BIBLE REFERENCES

GIFT DEFINITIONS	REFERENCE
PROPHECY: The capacity to deliver truth (usually in a public way) either in a predictive way as a situational word from God that leads to correcting, edifying or consoling Christians or to convince unchurched people about the truths of God. [Power gift]	1 Corinthians 12:10, 28 Ephesians 4:11-14 Romans 12:6 Luke 7:26 Acts 15:32 Acts 21:9-11
PASTORING: is the divine enablement to nurture, care for and guide a group of people toward on-going spiritual maturity and becoming more like Jesus. It involves modelling, mentoring and teaching. [Word gift]	Ephesians 4:11-14 1 Timothy 3:1-7 John 10:1-18 1 Peter 5:1-3
TEACHING: A person who has the gift of teaching is one who has the ability to instruct, explain, or expose Biblical truth in such a way as to cause believers to understand the Bible which then results in life change. [Word gift]	1 Corinthians 12:28-29 Ephesians 4:11-14 Romans 12:7 Acts 18:24-28 2 Tim 2:2
WORD OF WISDOM: The capacity to know the mind of the Spirit in a given situation and to clearly communicate the situation, facts, truth or application of the facts and truth to meet the need of the situation or to help people take the next step. [Power gift]	1 Corinthians 12:8 Acts 6:3 James 3:13-18 2 Peter 3:15
WORD OF KNOWLEDGE: The capacity or sensitivity to supernaturally perceive revealed knowledge from God which otherwise could not or would not be known and apply it to a situation. God gives you information about a person that brings healing and humility not humiliation or hurting. [Power gift]	1 Corinthians 12:8 Mark 2:6-8 Acts 5:1-11 Colossians 2:2-3 2 Corinthians 11:6
ENCOURAGEMENT/EXHORTATION: The divine ability to present truth from the Bible so as to strengthen, comfort, or urge to action those who are discouraged or wavering in their faith. They comfort, encourage or gently rebuke others. [Word gift]	Romans 12:8 1 Timothy 4:13 Hebrews 10:25 Acts 14:22
DISCERNMENT: The ability given by God to perceive issues that relate to spiritual truth; to know the fundamental source of the issues and to give judgment concerning those issues; this includes the recognition of what God is saying, or the spiritual forces or human motives that are operating in the issue. [Power gift]	1 Corinthians 12:10 Acts 5:1-11 Acts 16:16-18 1 John 4:1-6 Matthew 16:21-23
GIVING: the special ability that God gives to certain members of the Body of Christ to contribute their material resources to the work of the Lord with liberality and cheerfulness. [Gift of love]	Romans 12:8 2 Corinthians 8:1-7 2 Corinthians 9:2-8 Mark 12:41-44
HELPS: The gift of helps refers to the capacity to unselfishly meet the needs of others through very practical means. The central thrust is the attitude and ability to aid others in practical ways. Hospitality: The divine enablement to care for people by providing fellowship, food and shelter. This is a branch of helps. [Gift of love]	1 Corinthians 12:28 Romans 12:6, Romans 16:1-2 Acts 9:36 Luke 8:2-3 Mark 15:40-41
MERCY: The capacity to feel empathy towards someone who is in need (especially suffering) and you manifest this in some practical helpful ways with a cheerful spirit so as to encourage and help those in need. [Gift of love]	Romans 12:8 Mark 9:41 Acts 16:33-34 Luke 10:33-35 Acts 11:28-30

WORSHIP: The gift of leading worship is the special ability to accurately discern the heart of God for a particular worship service, to draw others into an intimate experience with God during the worship time and to allow the Holy Spirit to change direction and emphasis as the service progresses. [Word gift]	1 Samuel 16:23, 1 Chronicles 9:33 2 Chronicles 5:12-14
EVANGELISM: The divine enablement to effectively communicate the gospel to unchurched people so that respond in faith and begin to take the next step in following Jesus [Word gift]	Ephesians 4:11-14 2 Timothy 4:5 Acts 8:5-6 Acts 8:26-40 Acts 14:21 Acts 21:8
FAITH: To discern with extraordinary confidence that God intends to do something and to trust God for it until it happens. [Power gift]	1 Corinthians 12:9 Acts 11:22-24 Acts 27:21-25 Hebrews 11:1 Romans 4:18-21
LEADERSHIP: is the divine enablement to cast vision, motivate and direct people to harmoniously accomplish the purposes of God. [Word gift]	Romans 12:8 Hebrews 13:17 Luke 9:51
ADMINISTRATION: is the divine enablement to understand what makes an organization function, and the special ability to plan and execute procedures that accomplish the goals of the ministry. [Gift of love]	1 Corinthians 12:28 Acts 6:1-7 Acts 27:11 Luke 14:28-30
MIRACLES: The gift of miracles is the special ability that God gives to certain members of the Body of Christ to serve as human intermediaries through whom it pleases God to perform powerful acts that are perceived by observers to have altered the ordinary course of nature. [Power gift]	1 Corinthians 12:10, 28 Acts 9:36-42 Acts 9:11-20 Acts 20:7-12 Romans 15: 18-19 2 Corinthians 12:12
HEALING: Gifts of healings refer to the supernatural releasing of healing power for curing all types of illnesses. The central thrust is releasing God's power to heal. This is different to the healing as practised by church elders when they pray for the sick. (James 5:13). [Power gift]	1 Corinthians 12:9, 28 Acts 3:1-10 Acts 5:12-16 Acts 9:32-35 Acts 28:7-10
TONGUES: The divine enablement to speak, worship or pray in a language unknown to the speaker. People with the gift may receive a spontaneous message from God which is made known to his body through the gift of Interpretation. [Power gift]	1 Corinthians 12:10, 28 1 Corinthians 14:13-19 Acts 2:1-13 Acts 10:44-46 Acts 19:1-7 Mark 16:17
INTERPRETATION: The divine enablement to make known to the body of Christ the message of one who is speaking in tongues. [Power gift]	1 Corinthians 12:10, 30 1 Corinthians 14:13 1 Corinthians 14:26-28
APOSTLESHIP/MISSIONARY The gift of apostleship is the divine ability to start and oversee the development of new churches or ministry structures. Some people with this gift can work cross-culturally [Word gift]	1 Corinthians 12:28 2 Corinthians 12:12 Ephesians 4:11-14 Ephesians 3:1-9 Acts 15:1-2 Galatians 2:7-10
CREATIVE COMMUNICATION: The special ability given by God to communicate God's truth through various creative forms so that people know or experience God in a fresh way. [Word gift]	Exodus 31:3
INTERCESSION: The gift of intercession is the special ability that God gives to certain members of the Body of Christ to pray for extended periods of time on a regular basis and see frequent and specific answers to their prayers, to a degree much greater than that which is expected of the average Christian. [Power gift]	James 5:14-16 1 Timothy 2:1-2 Colossians 1:9-12 Colossians 4:12-13 Acts 12:12 Luke 22:41-44

Further information that will help you understand these gifts: At HBBC, we use the helpful way to describe the gifts by putting them into the 3 categories identified by Robert Clinton.

Word gifts: These help us understand who God is, what God expects and what God is doing so that people **know** that God is present and real.

Gifts of love: Demonstrate the love of God in very practical ways so that people **feel** God is present and real.

Power gifts: Demonstrate the power of God to a sceptical world so that people **experience** that God is present and real.

STEP 4: Next steps: How do I confirm and then I develop my gifts?

Here are a few practical steps to help you confirm and then develop your spiritual gifts:

1. Ask God to show you what your gift is and to confirm what this test and others say to you.
(Remember these are gifts you receive after you have become a Christian)
2. Meet with a friend, leader who can help you with a plan to develop your gift. Try to take practical steps as soon as possible. Start small and then develop from there.
3. Read a book and/or establish a mentoring relationship in your giftedness area
4. Join a ministry team or commit to a ministry project in your giftedness area
5. Remember to experiment. It's okay to try out different areas until you find the place that gives you joy and shows you where you fit. Remember God loves you and has given you at least one gift. He wants you to find your place to 'build up the Body.
6. Ask yourself if you are experiencing joy in using your gift and is it building up others? This acts as a confirmation.
7. Remember to use the principles that we have developed to guide you in using your gifts well:
 - a. Upwards - "Father, what do you want me to do here?"
 - b. Inwards - "Jesus, am I reflecting your character here, or is my character getting in the way?"
 - c. Outwards - "Holy Spirit, will you please fill me and help me as I step out?"
 - d. Loop (after using your gift) - "What happened?" "What did I learn?". If God used you, then remember to thank Him. Lastly, remember to leave results up to God.

Resources used to develop this test:

1. Bugbee, B; Cousins, D; Hybels, B. Network: Zondervan, 1994
2. Clinton, JR; Clinton, RW. Unlocking your giftedness: Barnabas Publishers, 1998
3. Thompson, J. Convergence study guide: C4 church, 2018
4. Wagner, P. Finding your spiritual gifts: 2012