



GRACE
CHURCH

Next Steps:

Step into Place

**Personality and Spiritual
Gifts Assessments**

Getting Involved

We are so glad that you decided to attend our **Step Into Place** class! We believe that this class will help you find **your place** – where you fit in at Grace Church.

On following pages you will find the Personality and Spiritual Gifts Assessment that you need to complete before you attend our **Step into Place** class. The first questionnaire should take about 15 min to complete and the second one about 30 min. So please set the time aside in your day to finish this without being in too much of a rush.

The Spiritual Gifts Assessment is geared to discover the special gifts God gives through his Holy Spirit when you become a Christian. If you are not a follower of Jesus yet, you can still take the survey. God gives everyone natural skills and talents through his common grace. Spiritual gifts are not the same as natural abilities, but they can be related. Taking the survey might help you identify those areas where your passions and natural abilities related to Spiritual gifts can still be used to serve at Grace Church.

The 1st questionnaire can be found on page 3 and the 2nd questionnaire begins on page 8. The majority of this booklet contains information that will help you better understand your results. You only need to read what is applicable to you.

As you complete these assessments, remember that there is **no right or wrong answer**. This is about your personal preferences - about how you like to do things. Answer the questions based on your first instinct - don't overthink a question before you respond. **Also answer the questions based on your personality and general experiences in life, not just your involvement at church. When God gifts us, it is not reserved for church life but for all of life.**

A questionnaire is a great way to learn something about yourself, but no piece of paper can tell you who God made you to be. A questionnaire serves as the first step in finding your God designed purpose.

Please bring your completed questionnaires to the class with you, where we will discuss them in more detail.

(Note: This assessment has been adapted from "Network – The Right People...In the Right Places...For the Right Reasons", Willow Creek Community Church, 1994, Zondervan and Church of the Highlands - Growth Track)

Your Personality

This profile is called the DISC profile, which helps us learn more about your personality and interaction with tasks and people.

Read through the statements, and pick a number on the right, that corresponds most closely to your preference in a general everyday situation.

For example: *"I enjoy doing multiple tasks at once."*

- If you don't like to multi-task and prefer to focus on one task at a time, you would circle the number "1".
- If you are fine with multiple tasks every now and again, circle "3".
- If you prefer to not just focus on one task, but to be busy with different tasks at the same time, then circle "5".

After you complete each of the four sections, add up the 5 numbers you circled to get a total for each sections. Write that total down on the line at the top of each section. Then read the rest of the instructions on page 4

DISC Profile Questionnaire:

My Personality / Leadership Style _____

| 1. Total _____ | Never | Rarely | Sometimes | Often | Always |
|---|-------|--------|-----------|-------|--------|
| I am assertive, demanding, and decisive. | 1 | 2 | 3 | 4 | 5 |
| I enjoy doing multiple tasks at once. | 1 | 2 | 3 | 4 | 5 |
| I thrive in a challenge-based environment. | 1 | 2 | 3 | 4 | 5 |
| I think about tasks above others or myself. | 1 | 2 | 3 | 4 | 5 |
| I am motivated by accomplishment and authority. | 1 | 2 | 3 | 4 | 5 |

| 2. Total _____ | Never | Rarely | Sometimes | Often | Always |
|---|-------|--------|-----------|-------|--------|
| I enjoy influencing and inspiring people. | 1 | 2 | 3 | 4 | 5 |
| I am optimistic about others. | 1 | 2 | 3 | 4 | 5 |
| I tend to be the life of the party. | 1 | 2 | 3 | 4 | 5 |
| I think about motivating people. | 1 | 2 | 3 | 4 | 5 |
| I am motivated by recognition and approval. | 1 | 2 | 3 | 4 | 5 |

| 3. Total _____ | Never | Rarely | Sometimes | Often | Always |
|--|-------|--------|-----------|-------|--------|
| I thrive in consistent environments over changing ones. | 1 | 2 | 3 | 4 | 5 |
| I prefer specifics over generalizations | 1 | 2 | 3 | 4 | 5 |
| I enjoy small groups of people. | 1 | 2 | 3 | 4 | 5 |
| I prefer being a member of a team over leading the team. | 1 | 2 | 3 | 4 | 5 |
| I am motivated by stability and support. | 1 | 2 | 3 | 4 | 5 |

| 4. Total _____ | Never | Rarely | Sometimes | Often | Always |
|--|-------|--------|-----------|-------|--------|
| I avoid taking big risks. | 1 | 2 | 3 | 4 | 5 |
| I love tasks, order and details. | 1 | 2 | 3 | 4 | 5 |
| I am right most of the time. | 1 | 2 | 3 | 4 | 5 |
| I comply with clearly defined rules. | 1 | 2 | 3 | 4 | 5 |
| I am motivated by quality and correctness. | 1 | 2 | 3 | 4 | 5 |

Instructions Continued:

Once you have the total for each section, look for your 2 highest scores.

Section 1 is a **Dominance** personality type. Your Total: _____
 Section 2 is an **Influence** personality type. Your Total: _____
 Section 3 is a **Steadiness** personality type. Your Total: _____
 Section 4 is a **Conscientiousness** personality type. Your Total: _____

The following pages (p.5-8) provide information for the 4 different personality types. Read through the “bold” section (D, I, S or C) that lines up with your highest two scores.

If your 2 highest scores are close to each other (for example I = 24 and S = 20), also read the section for “S/I”. See if it “feels” more like you.

We will talk more about the personality types on Sunday at the class.

More information about your personality type:

D We are direct and decisive. We are risk takers and problem solvers. We are more concerned with completing tasks and winning than we are with gaining approval from people. Though the internal drive tends to make us insensitive to those around us, “D”s are not afraid to challenge the status quo, and we thrive when it comes to developing new things. We need discipline to excel and respond to direct confrontation. Our greatest fear is to be taken advantage of, and even despite our possible weaknesses—which include an aversion to routine, a tendency to overstep authority, an argumentative nature, and a habit of taking on too much—we place a high value on time and use our innovative thinking to accomplish difficult tasks and conquer challenges.

D/I We are curious conclusers who place emphasis on the bottom line and work hard to reach our goals. We are more determined than we are inspirational, yet our high expectations and standards for ourselves and those around us typically cause us to make quite an impact, motivating others to follow us. We have an array of interests and can become distracted by taking on too many projects. We often need to focus, prioritize, and simply slow down. Because we thrive on activity and forward motion, we like to accomplish tasks through a large number of people.

Biblical Examples: Joshua (Joshua 1), Noah (Genesis 6-9), Sarah (Genesis 16, 1 Peter 3:6)

D/S We are achievers with an ability to persevere. We are more active than passive but possess a kind of calm sensitivity and steadiness that makes us good leaders. We seem to be people-oriented but can easily be dominant and decisive when it comes to tasks and project planning. We strive to accomplish goals with fierce determination that comes from strong internal drive, but we could benefit from contemplative and conservative thinking as well as spending more time focusing on relationships.

Biblical Examples: Daniel (Daniel 1-6), Job (Job 1:5, James 5:11), Martha (Luke 10:38-42)

D/C We are challengers that can either be determined students or defiant critics. Being in charge is important to us, yet we care little about what others think as long as we get the job done. We have a great deal of foresight and examine every avenue to find the best solution. We prefer to work alone. Though we fear failure and the lack of influence, we are motivated by challenges and can often be excellent administrators. We can benefit from learning to relax and paying more attention to people.

Biblical Examples: Malachi (Malachi 4), Nathan (2 Samuel 12:1-13), Nahum (Nahum 1-3)

I We are inspiring and impressive. Enthusiastic, optimistic, impulsive, and emotional—we tend to be creative problem solvers and excellent encouragers. We often have a large number of friends, but we can become more concerned with approval and popularity than with getting results. Our greatest fear is rejection, but we thrive when it comes to motivating others. Our positive sense of humor helps us negotiate conflicts. Though we can be inattentive to details and poor listeners, we can be great peacemakers and effective teammates when we control our feelings and minimize our urge to entertain and be the center of attention. We value lots of human touch and connection.

I/D We are persuaders who are outgoing and energetic. We enjoy large groups and use our power of influence to attain respect and convince people to follow our lead. Sometimes we can be viewed as fidgety and nervous, but it comes from our need to be a part of challenges that have variety, freedom, and mobility. We could benefit from learning to look before we leap and spending more time being studious and still. We make inspiring leaders and know how to get results from and through people.

Biblical Examples: John the Baptist (Luke 3), Peter (Matthew 16 and 26, Acts 3), Rebekah (Genesis 24)

I/S We are influential counselors who love people, and it's no surprise that people love us. We live to please and serve, and tend to be good listeners. Looking good and encouraging others is important to us, as is following through and being obedient. We often lack in the area of organisation and can be more concerned with the people involved than we are with the task at hand. However, we can be center stage or behind the scenes with equal effectiveness, and we shine when it comes to influencing and helping others.

Biblical Examples: Barnabas (Acts 4, 9, 11-15), Elisha (1 Kings 19, 2 Kings 2-3), Nicodemus (John 3, 7, 19)

I/C We are inspiring yet cautious assessors who are excellent communicators through the combination of concerned awareness and appreciation of people. We excel in determining ways to improve production. We tend to be impatient and critical, and can also be overly persuasive and too consumed by the desire to win. We like to work inside the box, and we could benefit from trying new things and caring less about what others think. This personality type often possesses a gift for teaching; we are generally dependable when it comes to paying attention to details and getting the job done.

Biblical examples: Miriam (Exodus 15-21), Ezra (Ezra 7-8), Shunammite Woman (2 Kings 4:8-37)

S **We are steady and more reserved. We do not like change, and thrive in secure, non-threatening environments. We are often friendly and understanding as well as good listeners and loyal workers who are happy doing the same job consistently. With an incredible ability to forgive, reliable and dependable "S"s tend to make the best friends. Our greatest fear, however, is loss of security, and our possible weaknesses naturally include not only resistance to change, but also difficulty adjusting to it. We can also be too sensitive to criticism and unable to establish priorities. In order to avoid being taken advantage of, we need to be stronger and learn how to say "no." We also like to avoid the limelight, but when given an opportunity to genuinely help others, we will gladly rise to the occasion. We feel most valued when we have truly helped someone.**

S/D We are quiet leaders who can be counted on to get the job done. We perform better in small groups and do not enjoy speaking in front of crowds. Though we can be soft- and hard-hearted at the same time, we enjoy close relationships with people, being careful not to dominate them. Challenges motivate us, especially ones that allow them to take a systematic approach. We tend to be determined, persevering through time and struggles. We benefit from encouragement and positive relationships.

Biblical examples: Martha (Luke 10:38-42), Job (Job 1:5, James 5:11)

S/I We are inspirational counsellors who exhibit warmth and sensitivity. Tolerant and forgiving, we have many friends because they accept and represent others well. Our social nature and desire to be likeable and flexible makes us inclined to be overly tolerant and non-confrontational. We will benefit from being more task-oriented and paying more attention to detail. Kind and considerate, we include others and inspire people to follow us. Words of affirmation go a long way with us, and with the right motivation, we can be excellent team players.

Biblical examples: Mary Magdalene (Luke 7:36-47), Barnabas (Acts 4, 9, 11-15), Elisha (1 Kings 19, 2 Kings 2-13)

S/C We are diplomatic and steady, as well as detail-oriented. Stable and contemplative, we like to weigh the evidence and discover the facts to come to a logical conclusion. More deliberate, we prefer to take our time, especially when the decision involves others. Possible weaknesses include being highly sensitive and unable to handle criticism, and we also need to be aware of the way we treat others. Operating best in precise and cause-worthy projects, we can be a peacemaker; this makes us a loyal team member and friend.

Biblical examples: Moses (Exodus 3, 4, 20, 32), John (John 19:26-27), Eliezer (Genesis 24)

C **We are compliant and analytical. Careful and logical lines of thinking drive us forward, and accuracy is a top priority. We hold high standards and value systematic approaches to problem solving. Though we thrive when given opportunities to find solutions, we tend to ignore the feelings of others and can often be critical and downright crabby. Verbalising feelings is difficult for us, but when we are not bogged down in details and have clear-cut boundaries, we can be big assets to the team by providing calculated “reality checks.” Our biggest fear is criticism, and our need for perfection is often a weakness, as is our tendency to give in when in the midst of an argument. However, we are thorough in all activities and can bring a conscientious, even-tempered element to the team that will provide solid grounding. We value being correct.**

C/I We are attentive to the details. We tend to impress others by doing things right and stabilising situations. Not considered aggressive or pushy, we enjoy both large and small crowds. Though we work well with people, we are sometimes too sensitive to what others think about us and our work. We could benefit from being more assertive and self-motivated. Often excellent judges of character, we easily trust those who meet our standards. We are moved by genuine and enthusiastic approval as well as concise and logical explanations.

Biblical examples: Miriam (Exodus 15-21, Numbers 12:1-15), Ezra (Ezra 7, 8)

C/S We are systematic and stable. We tend to do one thing at a time— and do it right. Reserved and cautious, we would rather work behind the scenes to stay on track; however, we seldom take risks or try new things and naturally dislike sudden changes in our environments. Precisionists to the letter, we painstakingly require accuracy and fear criticism, which we equate to failure. Diligent workers, our motivation comes from serving others.

Biblical examples: Esther (Esther 4), Zechariah (Luke 1), Joseph (Matthew 1:1-23)

C/D We are cautious and determined designers who are consistently task-oriented and very aware of problems. Sometimes viewed as insensitive, we do care about individual people but have a difficult time showing it. We often feel we are the only ones who can do the job the way it needs to be done, but because of our administrative skills, we are able to bring plans for change and

improvements to fruition. We have a tendency to be serious and could benefit from being more optimistic and enthusiastic. Despite our natural drive to achieve, we should concentrate on developing healthy relationships and simply loving people.

Biblical examples: Bezalel (Exodus 35:30-36, 8, 37:1-9), Jochebed (Exodus 1:22-2:4), Jethro (Exodus 2,18)

Your Gifts

Every Christian receives spiritual gift(s) to glorify God and to build up the Body of Christ. This profile will help us to see how God has gifted you.

Instructions to complete the assessment:

1. Remove the results page from the back of the booklet. You will use this page to record your responses to the statements in the assessment.
2. Read each statement on the following pages and in a similar way to the previous profile, choose to which extent you believe the statement applies to you. Again, base your response on your personality and general experience, not just on your involvement in church. Use the following scale:
 - 4 = Almost always true
 - 3 = Is true most of the time
 - 2 = Is true about 50% of the time
 - 1 = Is true some of the time
 - 0 = Almost never true
3. Write the number for your response in the corresponding squares on your results sheet that you removed from the back of this booklet.
4. Respond to all the statements and then follow the instructions on page 15.

Spiritual Gift Assessment Statements:

1. I can easily adapt to my surroundings and work effectively within them.
2. When I share my faith story and God's plan of salvation, people respond and want to know more about Christianity or how to become a follower of Jesus.
3. I challenge believers to confront and turn from their sin, even in the face of rejection, pressure, or accusations of being narrow-minded.
4. I have a deep concern and ability to relate God's truth to life so that Christians develop healthy attitudes and values.
5. I am able to recall an amazing amount of critical information from my studies that support my conclusions from the Bible, commentaries, etc.

6. I personally and diligently apply the Bible's truth to my own life.
7. I can sense when demonic forces are at work in a person, situation, or teaching.
8. When I sense God's direction, I will press on even with the objections or opposition of others.
9. I am able to clarify a vision decisively, managing people and resources to fulfill it.
10. I see people as gifted and valuable resources to be coordinated for greater effectiveness in the church and serving God in our world.
11. I am burdened to pray for situations in the world.
12. I care for people so much that I enjoy walking through life with a small group of believers, leading them along the way.
13. I inspire others to take more seriously the Lordship of Christ in their lives.
14. People have told me that I get too personally and emotionally involved in helping needy people.
15. I enjoy using my natural and acquired skills to facilitate more effective ministry in the church and the work God gives me to do.
16. I am confident that the resources I share with others are to help them, and I am not concerned with repayment or ensuring those resources are replaced.
17. I enjoy providing food and lodging for those in need.
18. Unless I am doing what I enjoy, I generally have a short attention span.
19. I honour God with items I give to others that I've made myself.
20. I have a pioneering or entrepreneurial spirit which likes to do what others are afraid to do.
21. I look for different ways to effectively share my faith.
22. I feel compelled to expose sin in the culture, church, or an individual's life in order to have them walk consistently in the truth.
23. I enjoy studying the Bible in order to share practical insights that will enable others to grow and act in obedience.
24. I regularly research topics and read books to gain a better understanding.
25. I feel I have more "common sense" than most people.
26. I can perceive the genuineness of a person's motives.
27. Even when things seem impossible, I trust God for His provision.
28. I am able to effectively organize others to achieve specific goals which I perceive to be clearly God's plan.
29. Once I know the goal, I like to develop a plan or strategy to meet it.
30. Spending a lot of time in prayer for other people is very enjoyable to me.
31. I like to nurture others in their development as a child of God, being patient but firm in their growth.
32. I gravitate toward those who are confused or troubled in order to encourage them.

33. I enjoy ministering to people in hospitals, prisons, and rest homes.
34. I feel there is spiritual significance in the routine tasks I do.
35. I want to see significant things happen for God's glory, so I give more than a tithe.
36. I enjoy meeting new people and helping them to get acquainted with others.
37. I like the challenge of communicating with others in various creative ways to stimulate discussion and reflection.
38. I can visualize through my mind's eye how something is to be constructed before I build it.
39. I am interested in other ethnic people groups and often find myself talking with them.
40. I am so concerned for the lost that I feel constantly motivated to invite people to become followers of Jesus.
41. I apply biblical principles to the popular issues being faced within the culture, causing others to think differently.
42. When I teach others, I feel comfortable responding to questions.
43. I become deeply troubled when someone has not accurately represented biblical truth.
44. I am respected for my ability to provide concise and appropriate solutions to difficult problems.
45. In spiritual matters, I am able to distinguish between truth and error.
46. I can visualize great things for the cause of Christ and then take action, even without having the resources or means to accomplish them.
47. It seems that many Christians look to me for my thoughts and actions in determining what to do in their own life.
48. I can organize ideas, people, and events.
49. When I hear people share difficulties they are experiencing, I feel led to pray with them about it.
50. I enjoy providing general oversight for a few Christians, guiding them in their growth.
51. I reassure those who need to take some courageous steps in their faith, family, or life.
52. I do what I can to show God's love to those who are suffering "behind the scenes".
53. I willingly do a variety of odd jobs around the church or in my community to practically meet the needs of others.
54. I am a good manager of money so that I can support ministries that further the cause of Christ.
55. I will spontaneously invite people to my home, even though the house may not

be totally presentable.

56. I need to regularly get alone to reflect and use my imagination.
57. I can form, develop, or adapt physical materials to best meet a need.
58. I have a strong sense of God's calling to serve in new areas of ministry or service for him in my community.
59. When a person I've led to Christ becomes a believer, I also guide them to discipleship opportunities.
60. I am willing to personally suffer or have others suffer if it will yield a more obedient and faithful walk with God.
61. People say they learn a lot when I teach the Bible, and they seem to be motivated to study it more on their own.
62. To a large degree, I could say that I have "felt or experienced" the truth I have discovered, which gives me a passion to see it communicated and applied in the lives of others.
63. Others have told me how I helped them to see the application of biblical truth in the "gray areas" of their lives.
64. I have been told that my insights about certain teachings or people have been true.
65. I have such a peace about God's care and provision for me and others, that believers have commented about my faith and trust.
66. I have led groups that have experienced success through difficult circumstances with a deep sense that they were fulfilling the will of God.
67. I can see the big picture and develop the details needed to accomplish it.
68. Christians often describe me as a prayer warrior.
69. Over time, others told me how much they appreciated my continuing support and concern for them.
70. I strengthen and motivate others to take their spiritual walk more seriously.
71. I feel such compassion for hurting people that I actively do what I can to alleviate the sources of their discomfort.
72. I find satisfaction in encouraging others through my desire to serve when and where there is a need.
73. I feel appreciated to know that my financial support has made a significant difference in the life and ministry of God's people.
74. I do what I can to help new people feel like they belong.
75. No matter what I do, I feel that I could have done it better.
76. I understand how to take raw materials and properly construct them into what is needed.
77. I am willing to take a part in starting a new church.
78. My conversations with unbelievers seem to include spiritual matters.

79. When I clearly communicate the truths of God, people are inspired to personally apply them and turn from their deception.
80. Christians have told me that I have really helped them to better understand some biblical truth or personal issue so that they are now living differently.
81. I love to share with others the insights I have found in God's Word.
82. God enables me to make practical application of biblical truth in a variety of situations.
83. I can determine a person's deception of phoniness before others recognize it.
84. I like to spend time with those who regularly pray.
85. I can use my leadership to motivate a wide variety of people to work together in order to meet a goal or accomplish the task at hand.
86. I am able to handle a lot of details at the same time in order to accomplish a task.
87. People often approach me to pray for specific challenges they are going through.
88. I have a compassionate need to protect wandering believers.
89. I gravitate toward broken people with the desire to see them grow in their faith.
90. I understand the emotional and spiritual swings of those going through painful experiences, and I patiently support them.
91. I like to find things that need to be done, and do them, even without being asked.
92. I often give anonymously to help meet an individual's or ministry's financial needs.
93. I like to greet, welcome, and create a warm atmosphere for those who attend various functions within the church or in my home.
94. I critique the performances and work of others.
95. I enjoy being creative when working with wood, yarn, metal, glass, etc.
96. I like to share the gospel in different ways so as to be culturally clear and sensitive to people's differing world views.
97. I like those I am around to know that I am a Christian, in the hope that they will ask me about my relationship to Christ.
98. I stimulate others to use Scriptural principles in their personal/professional and their public/private decisions.
99. I love to learn and explain the Word in ways that cause people to listen and act accordingly.
100. I am concerned with details as I patiently investigate the Scriptures.
101. In the midst of much conflict, I can offer an acceptable and simple plan for resolution.
102. I am a good judge of character.
103. I am convinced of God's daily presence and move confidently in His power.

104. I usually know where I am going and can influence other Christians in that direction.
105. I like to work hard at making ministries or community service projects run more efficiently.
106. When I pray for someone who is hurting or in a difficult situation, I experience a deep sense of closeness with God.
107. I provide guidance for the whole person; relationally, emotionally, physically, spiritually, etc.
108. I strengthen those who are wavering in their faith by directing them to God's promises and truth.
109. I help those who are unsupported and that others think are undeserving.
110. When I see so many needs within the church or my community, it is hard for me to say "no".
111. I am able to raise large amounts of money for the Lord's work.
112. I feel free to open my home to those who need physical or emotional support.
113. Through my artistic expression, people have been able to recognize a deeper truth about themselves, their relationships, or God.
114. I am able to design and build physical things that help better care for people, whether in the church or my community.
115. I want to share the gospel in areas or countries that have not yet received the message.
116. I seek out unbelievers with the desire to present the message of Christ.
117. I speak the truth of God's Word even when it is unpopular and difficult for others to accept.
118. I can communicate difficult biblical concepts so that people become motivated to learn and study them more.
119. I enjoy studying the Bible in such a way as to be able to clarify its truth for others.
120. I am able to see and verbalize the consequences of a person's actions before most people.
121. My first impressions of people are accurate.
122. I am confident that even in difficult times I can accomplish great things for God.
123. I will accept responsibility for a group when it does not have any direction or leadership.
124. I enjoy learning about management issues and how organizations function.
125. I often sense the Holy Spirit prompt me to pray for someone or a specific situation.
126. It is important to me to know and be well-known by those I serve and guide.
127. I have had positive responses to confronting people who were wandering from

the truth.

128. I am able to empathize with suffering people and involve myself in their healing process.
129. I like to work behind the scene so that others can better use their gifts.
130. I enjoy giving what resources I have to those in need.
131. I use my home as a place to minister to people in need.
132. In conversations with others, they say to me, "I have never thought about it that way".
133. I feel fulfilled when I have been able to fashion/create something that supported one of the church's ministries or a community service project.
134. Serving in another culture excites me.
135. When I share the gospel, people desire to know more about a relationship with Jesus Christ.
136. I speak very compellingly to groups or individuals about obeying God's commands and teachings.
137. I organize biblical materials and give systematic presentations which are appreciated by others.
138. I have found myself in situations when I intuitively knew something that helped minister to someone.
139. People seek my advice about matters that confuse them.
140. Others come to me to clarify a teaching or a situation's rightness or wrongness.
141. I am able to pray knowing that God hears and will answer my prayers.
142. While being able to guide others in achieving a goal, I do it in such a way that they feel "led of the Spirit" in a "God-glorifying task".
143. When I think about an event, I am able to visualize it so that potential problems are solved before they happen.
144. When I pray for someone who is going through a difficult time, they often tell me they have experienced God's peace.
145. I prefer long-term, stable relationships in which I can model servant leadership for new or young believers.
146. I gently, but firmly, challenge others to live a life of greater obedience.
147. I look beyond a person's deformities and their lingering problems to see a life that matters to God.
148. I am most fulfilled when I am able to serve in an area of need.
149. I am fulfilled in sharing my money and possessions without expecting anything in return.
150. I spend time with visitors in order to make them feel comfortable and cared for.
151. I enjoy developing my skills in the arts: music, crafts, drama, photography, etc.
152. I am handy and good when working with my hands.

Take your results sheet and follow instructions on the next page.

Instructions Continued:

Once you completed the assessment and have a number in each of the 152 blocks on your results sheet, **add up the totals of each vertical column** (for example: on the first column you will have a number in box 1,20,39,58,77,96,115, and 134 → add up those 8 values and write down the total on the indicated space below that column). Repeat this for each column.

Now look for your 3-4 highest total values and the corresponding letters (below each total on the results sheet). Enter them in the chart below. Now, go through the list below write down the spiritual gift represented by the letters for your top 3-4 totals.

| Top 3-4 Totals from Results Page | Corresponding Letter | Spiritual Gift (from list below) |
|----------------------------------|----------------------|----------------------------------|
| | | |
| | | |
| | | |
| | | |
| | | |

- A. APOSTLESHIP
- B. EVANGELISM
- C. PROPHECY/PREACHING
- D. TEACHING
- E. KNOWLEDGE
- F. WISDOM
- G. DISCERNMENT
- H. FAITH
- I. ADMINISTRATION
- J. LEADERSHIP
- K. INTERCESSION
- L. SHEPHERD/PASTOR
- M. EXHORTATION/ENCOURAGEMENT
- N. MERCY
- O. HOSPITALITY
- P. GIVING
- Q. HELPS/SERVICE
- R. CREATIVE COMMUNICATION
- S. CRAFTSMANSHIP

To give you a visual representation of your results, you may draw a line in the box on the graph at the bottom of the results page, directly below each corresponding column total, and shade in the area below the line.

On the following pages, we have provided a short description for each spiritual gift and we'll answer any questions on Sunday.

Gift Definitions and Scripture References

The following contains definitions of the Spiritual gifts. While not meant to be dogmatic or final, these definitions and supporting Scriptures do correspond to characteristics of the gifts as expressed in the Gifts Assessment.

A. APOSTLESHIP

The gift of apostleship is the divine strength or ability to pioneer new churches and ministries through planting, overseeing, and training.

Acts 15:22-35; 1 Corinthians 12:28-29; Galatians 2:7-10; Ephesians 4:11-14

B. EVANGELISM

The gift of evangelism is the divine strength or ability to help non-Christians take the necessary steps to becoming a born-again Christian.

Acts 8:5-6, 8:26-40, 14:21, 21:8; Ephesians 4:11-14

C. PROPHECY/PREACHING

The gift of prophecy is the divine strength or ability to boldly speak and bring clarity to scriptural and doctrinal truth in a timely and culturally sensitive way for correction, repentance, and edification.

Acts 2:37-40; 1 Corinthians 14:1-4; 1 Thessalonians 1:5; 2 Timothy 4:2

D. TEACHING

The gift of teaching is the divine strength or ability to study and learn from the Scriptures primarily to bring depth, understanding and clear application to those who listen.

Acts 18:24-28; Romans 12:7; 1 Corinthians 12:28; Ephesians 4:11-14; 1 Peter 4:11

E. KNOWLEDGE

The gift of knowledge is the divine strength or ability to study and understand God's Word to bring clarity to situations and circumstances.

Daniel 1:17; 1 Corinthians 12:8; Colossians 2:2-3

F. WISDOM

The gift of wisdom is the divine strength or ability to apply the truths of Scripture in a practical way, producing the fruitful outcome and character of Jesus Christ.

Acts 6:3,10; 1 Corinthians 2:6-16, 12:8

G. DISCERNMENT

The gift of discernment is the divine strength or ability to spiritually identify falsehood and to distinguish between right and wrong motives and situations.

1 Corinthians 12:10; 1 John 4:1-6

H. FAITH

The gift of faith is the divine strength or ability to discern God's will and act on it with unwavering belief in God's power carry out his purposes.

Romans 4:18-21; 1 Corinthians 12:9; Hebrews 11

I. ADMINISTRATION

The gift of administration is the divine strength or ability to organize multiple tasks and groups of people to accomplish these tasks.

Luke 14:28-30; Acts 6:1-7; 1 Corinthians 12:28; 14:40

J. LEADERSHIP

The gift of leadership is the divine strength or ability to influence people by motivating and directing them to accomplish the work of ministry.

Romans 12:8; 1 Timothy 3:1-13, 5:17; Hebrews 13:7,17

K. INTERCESSION

The gift of intercession is the divine strength or ability to stand in the gap in prayer for someone, something, or someplace, believing for God to act and respond.

Colossians 1:9-12, 4:12-13; 1 Timothy 2:1; James 5:14-16

L. SHEPHERD/PASTOR

The gift of pastor/shepherd is the divine strength or ability to lead, care for, and nurture individuals and groups in the Body of Christ as they grow in their faith.

Ephesians 4:11-14; 1 Timothy 3:1-7; 1 Peter 5:1-3

M. EXHORTATION/ENCOURAGEMENT

The gift of exhortation is the divine strength or ability to encourage others through the written or spoken word and Biblical truth.

Acts 14:22; Romans 12:8; 1 Timothy 4:13; Hebrews 10:24-25

N. MERCY

The gift of mercy is the divine strength or ability to feel empathy and to care for those who are suffering or hurting in any way.

Mark 9:41; Luke 10:30-37; Romans 12:8; 1 Thessalonians 5:14

O. HOSPITALITY

The gift of hospitality is the divine strength or ability to create warm, welcoming environments for others in places such as your home, office, or church.

Acts 16:14-15; Romans 12:13, 16:23; Hebrews 13:1-2; 1 Peter 4:9

P. GIVING

The gift of giving is the divine strength or ability to contribute money and material resources to the work of the Lord with cheerfulness, humility, and selflessness.

Mark 12:41-44; Romans 12:8; 2 Corinthians 8:1-7, 9:2-7

Q. HELPS/SERVICE

The gift of helps is the divine strength or ability to work in a supportive role doing small or great tasks for the overall benefit of the Body of Christ.

Mark 15:40-41; Acts 6:1-7; Acts 9:36; Romans 12:7; Romans 16:1-2; 1 Corinthians 12:28

R. CREATIVE COMMUNICATION

The gift of creative communication is the divine strength or ability to using various art forms (visual arts, drama, music) to communicate God's truth and help others worship Him.

1 Chronicles 16:41-42; 2 Chronicles 5:12-13; Psalm 150

S. CRAFTSMANSHIP

The gift of craftsmanship is the divine strength or ability to plan, build, and work with your hands in construction environments to accomplish multiple ministry applications.

Exodus 31:3-11; 2 Chronicles 34:9-13

Note:

The Spiritual gifts listed below, often called "sign gifts," are not included in the assessment. Some Christians believe these gifts are no longer active since they were primarily used to authenticate the message of the apostles before we had the completed Bible. Other Christians believe these are 'special gifts' and those that have them have reached a higher level of 'spiritual maturity.' At Grace, we believe the Bible teaches that these gifts are still used by God to demonstrate his power and that he uses them through individuals in times he chooses. Having these gifts, however, is not evidence of salvation, baptism, spiritual maturity or the filling of the Spirit.

HEALING

The gift of healing is the divine ability to act as an intermediary in faith and prayer to be God's instrument in restoring people to health.

MIRACLES

The gift of miracles is the divine ability to alter normally natural outcomes in a supernatural way through prayer and faith to authenticate the message of the gospel and bring glory to God.

TONGUES (and Interpretation)

The gift of tongues is the divine ability to pray in or speak in an unknown language to share the message of God's truth. The gift of tongues is to be accompanied by interpretation and should follow the instructions given in Scripture.

Spiritual Gifts Assessment Results

Legend
 4 = Almost always true
 3 = Is true most of the time
 2 = Is true about 50% of the time
 1 = Is true some of the time
 0 = Almost never true

Name: _____

Statement Number

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| 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 |
| 134 | 135 | 136 | 137 | 138 | 139 | 140 | 141 | 142 | 143 | 144 | 145 | 146 | 147 | 148 | 149 | 150 | 151 | 152 |

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Graph Points

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| 30 | | | | | | | | | | | | | | | | | | | |
| 28 | | | | | | | | | | | | | | | | | | | |
| 26 | | | | | | | | | | | | | | | | | | | |
| >=24: Level 1 | | | | | | | | | | | | | | | | | | | |
| 22 | | | | | | | | | | | | | | | | | | | |
| >=18: Level 2 | | | | | | | | | | | | | | | | | | | |
| 18 | | | | | | | | | | | | | | | | | | | |
| >=16: Level 3 | | | | | | | | | | | | | | | | | | | |
| 14 | | | | | | | | | | | | | | | | | | | |
| >=12: Level 4 | | | | | | | | | | | | | | | | | | | |
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