

	Never	Rarely	Occasionally	True sometimes	True most of the time	Always true
	0	1	2	3	4	5
1. I relate & measure everything I experience accordingly to God's Word.	0	1	2	3	4	5
2. Others seem to look to me for advice and help.	0	1	2	3	4	5
3. I'm easily bothered by others' lack of compassion.	0	1	2	3	4	5
4. I don't take anything at face value.	0	1	2	3	4	5
5. I can visualize the "big picture" of a major project.	0	1	2	3	4	5
6. When others are in my home I like to wait on them "hand and foot."	0	1	2	3	4	5
7. I feel compelled to give financially to others.	0	1	2	3	4	5
8. I will speak the truth whether or not it causes hurt feelings.	0	1	2	3	4	5
9. I can organize and delegate people and resources easily.	0	1	2	3	4	5
10. I feel compelled to share knowledge.	0	1	2	3	4	5
11. Discouraged people are often encouraged by my words.	0	1	2	3	4	5
12. I neglect my own work in order to help others.	0	1	2	3	4	5
13. I easily identify tasks that need to get done and do them myself.	0	1	2	3	4	5
14. I enjoy doing little things to help people.	0	1	2	3	4	5
15. My natural tendency is to step up and take control.	0	1	2	3	4	5
16. I cheerfully give time or money, regardless of how much I have to give.	0	1	2	3	4	5
17. I have compassion for all living creatures.	0	1	2	3	4	5
18. I don't hesitate to give constructive criticism.	0	1	2	3	4	5
19. People see me as a frank and outspoken person.	0	1	2	3	4	5
20. People seem to learn easily from me.	0	1	2	3	4	5
21. I can be described as responsible, charitable, and disciplined.	0	1	2	3	4	5
22. I don't expect repayment for favors I do for others.	0	1	2	3	4	5
23. Others tell me I'm a good listener.	0	1	2	3	4	5
24. Communicating the facts in a situation is something I do well.	0	1	2	3	4	5

	Never	Rarely	Occasionally	True sometimes	True most of the time	Always true
	0	1	2	3	4	5
25. I am a task oriented person.	0	1	2	3	4	5
26. I find it easy to maintain an optimistic outlook.	0	1	2	3	4	5
27. I will stand alone on something I believe in strongly.	0	1	2	3	4	5
28. I will not confront others if I feel it may hurt them.	0	1	2	3	4	5
29. I give well above my tithe to the Body of Christ.	0	1	2	3	4	5
30. While I'm frugal in personal spending, I'm often led to give to others.	0	1	2	3	4	5
31. I enjoy research as well as sharing what I find.	0	1	2	3	4	5
32. I am compelled to comfort people who are hurting or suffering.	0	1	2	3	4	5
33. Deadlines challenge me & I usually meet them on time.	0	1	2	3	4	5
34. I can discern the motives of others fairly easily	0	1	2	3	4	5
35. I find strength from bearing other's burdens.	0	1	2	3	4	5
36. My use of knowledge may appear prideful.	0	1	2	3	4	5
37. I can create order out of organizational chaos.	0	1	2	3	4	5
38. I volunteer my time and talents to worthwhile causes.	0	1	2	3	4	5
39. I'm moved with compassion to cry with others.	0	1	2	3	4	5
40. I can select the best person for particular tasks.	0	1	2	3	4	5
41. My focus on right and wrong may be read as being judgmental.	0	1	2	3	4	5
42. I enjoy helping others develop a plan of action to deal with their concerns.	0	1	2	3	4	5

Spiritual Gifts Test Scoring Key

Directions: Transfer the number you circled to the blank beside the corresponding question. Add the totals up in each column. The highest possible score in one column would be 30.

	1.	6.	4.	2.	7.	5.	3.
	8.	12.	10.	11.	16.	9.	17.
	19.	13.	20.	18.	21.	15.	28.
	27.	14.	24.	23.	22.	33.	32.
	34.	25.	31.	26.	29.	37.	35.
	41.	38.	36.	42.	30.	40.	39.
Totals							
	Prophet/Perceiver	Server	Teacher	Exhorter/ Encourager	Giver	Leader/Administrator	Mercy/Compassion

SPIRITUAL GIFTS:

PROPHET/PERCEIVER

The God-given ability to communicate God's message in relation to the truth already revealed (Jude 3). It is not necessarily or even primarily a prediction. Rather, it is done for the purposes of encouraging, strengthening and comforting (1 Cor. 14:3). These have the ability to perceive the spiritual needs of others and meet those needs through Scripture.

CHARACTERISTICS OF A PROPHET / PERCEIVER:

1. Able to recognize good and bad and hates what is bad.
2. Sees everything clearly not dimly; no foggy or indefinite areas
3. Recognizes character in people, whether good or bad
4. Encourages repentance for the glory of God
5. Is an introvert rather than an extravert?
6. Sees the Bible as the foundation for truth
7. Courageously holds to spiritual truths
8. Outspoken
9. Powerful and persuasive speaker
10. Distraught over the sins of others
11. Sees their own shortcomings and those of others
12. Desires to see God's plans take place
13. Promotes spiritual growth in others
14. Fanatical about integrity
15. Strongly communicates what they perceive
16. Self-examiner
17. Opinionated and holds to convictions
18. Holds to a high standard
19. Desperately desires to obey God

CHALLENGES OF THE PROPHET/PERCEIVER:

1. May be judgmental and upfront
2. Delights in goal accomplishment not forward progress
3. Forcefully pushes others toward spiritual growth
4. Intolerant of other views
5. Struggles with self-image

SERVER

A server has the God-given ability to recognize a need and administer assistance to others. In relation to other believers, this releases them to utilize their God-given gifts (e.g. Deacons in Acts 6:1-6; 1 Corinthians 12:28; and Romans 12:7).

CHARACTERISTICS OF A SERVER:

1. Willingly meets the needs of others
2. Has a hands on approach
3. Precise and orderly
4. Detail oriented
5. Friendly
6. Has trouble turning others away
7. More interest in others than self
8. More short term orientated than long term
9. Actively expressive rather than verbally expressive
10. Desires appreciation
11. Goes above and beyond what is asked of them
12. Enjoys being helpful
13. High energy level
14. Orderly; does not like clutter
15. Perfectionist
16. Places an importance on serving
17. Would rather do than delegate
18. Supports the leadership

CHALLENGES FOR THE SERVER:

1. Criticizes those who are not serving
2. Helps others to the extent of neglecting personal family
3. So enthusiastic to help, may come across as pushy
4. Does not like to be served
5. Saddened when unappreciated

TEACHER

The God-given ability to study, research, explain and communicate truth (e.g. Paul and Timothy in 2 Timothy 2:2).

CHARACTERISTICS OF A TEACHER:

1. Logical presenter of truth
2. Confirms truth by examining facts
3. Enjoys study and investigation
4. Knows how to do word studies
5. Uses biblical illustrations
6. Detests Scripture used out of context
7. Establishes truth biblically
8. Objective rather than subjective
9. Extensive vocabulary
10. Accurate presenter of truth
11. Tests the information of others
12. Favors teaching over evangelism
13. Starts with Scripture when answering questions
14. Intellectual
15. Disciplined
16. Emotionally stable
17. Has a close circle of friends
18. Strong convictions based on solid research
19. Believes God's truth leads to life change

CHALLENGES FOR THE TEACHER:

1. Can neglect application in exchange for information download
2. Slow to accept views of other
3. Proudful due to knowledge
4. May be legalistic and dogmatic
5. Easily distracted by love of new interests

EXHORTER

The God-given ability to draw near to individuals in time of need; encouraging and counseling them accurately with the Word of God; and persuading them to take courage in the face of something they must do or assuring them to take comfort because of something that has occurred (E.g. Barnabas in Acts 4:36-37; 9:26-27; 11:19-26; and 15:36-41).

CHARACTERISTICS OF A EXHORTER:

1. Verbally encouraging
2. Likes to apply the Word rather than investigate it
3. Prefers practical application over theological truth
4. Works best with others
5. Verbally encourages others to excel in ministry
6. Loves to do personal counseling
7. Loves to talk
8. Excels in communication
9. Perceives trials as opportunities for personal growth
10. Has a positive attitude
11. Easily makes decisions
12. Prefers to quickly resolve problems
13. Needs to bounce ideas off others

CHALLENGES FOR THE EXHORTER:

1. Frequently interrupts others
2. Uses Scripture out of context
3. Out spoken and opinionated
4. Slightly overconfident

GIVER

The God-given ability to give freely of what God has entrusted to them. This includes giving time, material goods and financial resources with joy and eagerness and without any “ulterior motives” that would benefit the giver (E.g. David in I Chronicles 29:1-19).

CHARACTERISTICS OF A GIVER:

1. Gives as led by the Spirit
2. Freely and happily gives
3. Often gives anonymously
4. Understands giving is an intricate part of serving
5. Takes pleasure in meeting the needs of others
6. Gives not only quantity but quality
7. Gives to bless and enhance ministries
8. Sees hospitality as a chance to give
9. Financially wise
10. Strongly believes in tithes and offerings
11. Understands that God owns everything
12. Strong business skills
13. Appreciates value
14. Is not gullible

CHALLENGES FOR THE GIVER:

1. Tends to be controlling with money
2. Pressures others to be more generous
3. May over commit
4. Uses financial giving as a way out of other requirements
5. Leads others on guilt trips

LEADERSHIP / ADMINISTRATION

The God-given ability to lead others in meaningful endeavors which demonstrates personal care and concern in order to meet the needs of others and encourage their growth (E.g. Fathers in I Tim. 3:4-5; 12).

CHARACTERISTICS OF LEADERSHIP / ADMINISTRATION:

1. Motivates others to action
2. Clearly communicates
3. Thrives when given authority
4. Happily receives authority when given
5. Naturally assumes leadership when there is a lack
6. Takes on long-term projects
7. Is a visionary
8. Has good networking abilities
9. Delegates well
10. Takes criticism well
11. Is passionate and enthusiastic
12. Enjoys accomplishing goals
13. Gives credit to others
14. Meets challenges as they arise
15. Is a natural and capable leader
16. Understands the Big picture
17. Discards what does not work and keeps what does
18. Enjoys people
19. Dislikes the mundane routine

CHALLENGES FOR THE LEADER / ADMINISTRATOR:

1. May have trouble dealing with opposition
2. May become callous due to constant criticism
3. Pushes hard to the point of neglecting family
4. Ignores family responsibilities due to love of work

MERCY / COMPASSION

The God-given ability to have immediate compassion for those who are suffering combined with great joy in meeting their needs (E.g. the Good Samaritan in Luke 10:30-37).

CHARACTERISTICS OF MERCY / COMPASSION:

1. Loves to love
2. Searches out the good in people
3. Brings out the good in people
4. Recognizes the spiritual and emotional condition of others
5. Acts out of concern for others
6. Cares for the emotional, spiritual, and physical well being of others
7. Considers others more important than self
8. Chooses words carefully
9. Recognizes the affect words can have
10. Detects insincerity
11. Loves to be thoughtful
12. Is trustworthy
13. Non-confrontational
14. Unusually cheerful
15. Thinks with the heart rather than the head
16. Rejoices and/or grieves with others

CHALLENGES FOR THE MERCY/COMPASSION:

1. Overly sensitive
2. Caring may be misunderstood by the opposite sex
3. Easily takes up others problems that are not their own
4. Thinking with their heart leads to indecision
5. Can be easily hurt by others unintentionally