



Spiritual Gifts Questionnaire

This inventory contains 125 questions and will take 20-45 minutes to complete, so please allow adequate time to answer all questions before beginning.

1. Pray. Ask God to guide you with a clear mind and an open heart. Ask God to help you be honest with yourself and Him through this exercise. Remember that this is a spiritual exercise to help equip you to better serve God according to His will.

2. According to the scale below, select the response that best describes or characterizes yourself. Record your answers on the answer sheet provided. DO NOT answer according to what you think *should* be true, but based on actual past experience. Do not leave any answers blank.

0 – Not at all characteristic of me/definitely not true for me.

1 – Occasionally characteristic of me/true for me—about 25% of the time.

2 – Sometimes characteristic of me/true for me—about 50% of the time.

3 – Usually characteristic of me/true for me—about 75% of the time.

4 – Highly characteristic of me/definitely true for me.

3. Answer each item as quickly, honestly, and accurately as possible. If you dwell too long on a particular question, you are less likely to answer it with complete honesty.

4. When you finish filling in the questionnaire answers sheet, calculate your score and record the results.

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| 1. | 0 | 1 | 2 | 3 | 4 | - I am successful at getting a group to do its work joyfully. |
| 2. | 0 | 1 | 2 | 3 | 4 | - I have a strong desire to oversee or contribute to the establishment of new churches. |
| 3. | 0 | 1 | 2 | 3 | 4 | - I have sense of whether or not a person is acting under God's leadership. |
| 4. | 0 | 1 | 2 | 3 | 4 | - I enjoy sharing what Jesus means to me with unchurched friends and neighbors. |
| 5. | 0 | 1 | 2 | 3 | 4 | - I can recognize the presence of evil in a person and deal with it through the power of Christ. |
| 6. | 0 | 1 | 2 | 3 | 4 | - I welcome opportunities to minister to people who need comfort, consolation, encouragement, and counseling. |
| 7. | 0 | 1 | 2 | 3 | 4 | - I see life as an adventure and enjoy taking risks if it moves God's work forward. |

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| 8. | 0 | 1 | 2 | 3 | 4 | - I desire to give generously and freely to worthwhile projects and ministries. |
| 9. | 0 | 1 | 2 | 3 | 4 | - I pray for those who are sick or injured and they are often healed. |
| 10. | 0 | 1 | 2 | 3 | 4 | - Other people have told me that I have done things to help them become more effective in their ministries. |
| 11. | 0 | 1 | 2 | 3 | 4 | - It does not bother me when people drop in unexpectedly. |
| 12. | 0 | 1 | 2 | 3 | 4 | - I faithfully pray for others recognizing that their effectiveness and total well-being depends on God's answer to prayers. |
| 13. | 0 | 1 | 2 | 3 | 4 | - People who speak in tongues tell me that I have interpreted tongues in such a way that is considered appropriate. |
| 14. | 0 | 1 | 2 | 3 | 4 | - I enjoy spending time reading and studying Christian literature. |
| 15. | 0 | 1 | 2 | 3 | 4 | - I give guidance which can contribute to the building of God's kingdom; others recognize it and willingly follow. |
| 16. | 0 | 1 | 2 | 3 | 4 | - People call on me to help those who are less fortunate. |
| 17. | 0 | 1 | 2 | 3 | 4 | - God regularly seems to do impossible things through my life. |
| 18. | 0 | 1 | 2 | 3 | 4 | - I have a strong desire to take the gospel to people who have never had the opportunity to hear it. |
| 19. | 0 | 1 | 2 | 3 | 4 | - It seems important to share the truth of God's Word even if it irritates others. |
| 20. | 0 | 1 | 2 | 3 | 4 | - I find more satisfaction in doing a job than finding someone else to do it. |
| 21. | 0 | 1 | 2 | 3 | 4 | - I work to reach out to persons who have strayed from the Christian faith or have become inactive in the church. |
| 22. | 0 | 1 | 2 | 3 | 4 | - It is easy to organize materials for teaching a Bible class. |
| 23. | 0 | 1 | 2 | 3 | 4 | - I have spoken in tongues. |
| 24. | 0 | 1 | 2 | 3 | 4 | - I receive more satisfaction from seeing God's work accomplished than from becoming more affluent. |
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25. 0 1 2 3 4 - I am usually able to analyze a situation correctly.
26. 0 1 2 3 4 - I enjoy the responsibility for the achievement of group goals.
27. 0 1 2 3 4 - I have a desire to represent the church at large.
28. 0 1 2 3 4 - I can recognize whether a person's teaching is from God, Satan, or of human origin.
29. 0 1 2 3 4 - The Holy Spirit uses me effectively to lead others to respond to God's gift of salvation through faith in Christ.
30. 0 1 2 3 4 - God has used me effectively to overcome the supernatural area of the occult.
31. 0 1 2 3 4 - I have urged others to seek biblical solutions to their affliction or suffering.
32. 0 1 2 3 4 - I am willing to yield to God's will rather than question and waver.
33. 0 1 2 3 4 - I can give sacrificially because I know that God will meet my needs.
34. 0 1 2 3 4 - I have prayed for others and physical healing has actually occurred.
35. 0 1 2 3 4 - I enjoy helping with urgent tasks around the church.
36. 0 1 2 3 4 - Visitors seem to feel at ease around me.
37. 0 1 2 3 4 - When I pray, God speaks to me, and I recognize His voice.
38. 0 1 2 3 4 - I have interpreted tongues in such a way that the Body of Christ was edified, exhorted, or comforted.
39. 0 1 2 3 4 - Through study or experience I have discerned major strategies or techniques God seems to use in furthering His kingdom.
40. 0 1 2 3 4 - When I join a group, others seem to back off and expect me to take the leadership.
41. 0 1 2 3 4 - I feel great compassion for the problems of others.
42. 0 1 2 3 4 - God uses me to miraculously change circumstances that are obviously beyond human intervention.
43. 0 1 2 3 4 - More than most, I have had a strong desire to see peoples from other countries won to the Lord.
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44. 0 1 2 3 4 - I sometimes have a strong sense of what God wants to say to people in response to particular situations.
45. 0 1 2 3 4 - I prefer being active and doing something rather than just sitting around talking, reading, or listening to a speaker.
46. 0 1 2 3 4 - I have enjoyed assuming the responsibility for the spiritual well-being of a particular group of Christians.
47. 0 1 2 3 4 - I explain God's Word in such a way that others understand it.
48. 0 1 2 3 4 - I feel welcome and a part of a group where Christians speak in tongues.
49. 0 1 2 3 4 - Others tell me I sacrifice much materially in order to minister.
50. 0 1 2 3 4 - I feel that I have a special spiritual insight in selecting the best alternative in a difficult situation.
51. 0 1 2 3 4 - I am able to understand clearly the long-range and short-term goals of a Christian group.
52. 0 1 2 3 4 - Christians from outside of my normal ministry circle often seek out my advice.
53. 0 1 2 3 4 - I am able to sense the true motivation of people or movements.
54. 0 1 2 3 4 - I get frustrated when others don't seem to share their faith with unbelievers as much as I do.
55. 0 1 2 3 4 - Other people have been instantly delivered from demonic oppression when I have prayed.
56. 0 1 2 3 4 - It is enjoyable to motivate people to a higher spiritual commitment.
57. 0 1 2 3 4 - People seem to view me as a person who believes everything is possible.
58. 0 1 2 3 4 - When I am moved by an appeal to give to God's work, I usually can find the money I need to do it.
59. 0 1 2 3 4 - I feel strongly that my prayers for a sick person effect wholeness for that person.
60. 0 1 2 3 4 - I take action to meet physical and practical needs rather than merely talking about or planning to help.

61. 0 1 2 3 4 - My home is always open to people passing through who need a place to stay.
62. 0 1 2 3 4 - I often feel compelled by the Holy Spirit to pray specifically for people or circumstances.
63. 0 1 2 3 4 - I have interpreted when somebody spoke in tongues.
64. 0 1 2 3 4 - I have a wide range of study resources and know how to secure information.
65. 0 1 2 3 4 - When I speak, people seem to listen and agree.
66. 0 1 2 3 4 - I possess an unusual capacity to understand the feelings of those in distress.
67. 0 1 2 3 4 - Others can point to specific instances where my prayers have resulted in visible miracles.
68. 0 1 2 3 4 - I enjoy learning and speaking foreign languages and eating foods from other cultures if it creates a bridge to share Christ.
69. 0 1 2 3 4 - I have spiritual insight from God's Word concerning issues and people that compel me to speak out.
70. 0 1 2 3 4 - I enjoy doing little tasks that many would consider necessary but less important than other activities.
71. 0 1 2 3 4 - It is enjoyable to have the responsibility of leading others in their spiritual life.
72. 0 1 2 3 4 - I can devote considerable amounts of time to learning new biblical truths in order to communicate them to others.
73. 0 1 2 3 4 - I expect to be interpreted when I speak in tongues in a group.
74. 0 1 2 3 4 - I have great joy in giving up house, property, or other modern luxuries in order to serve God better.
75. 0 1 2 3 4 - When a person has a problem I can frequently guide him or her to the best biblical solution.
76. 0 1 2 3 4 - I enjoy handling details of organizing ideas, people, resources, and time for more effective
77. 0 1 2 3 4 - God has given me a great desire to see the church grow and expand in a specific location.

78. 0 1 2 3 4 - I can judge well between the truthfulness and error of a given theological statement.
79. 0 1 2 3 4 - I proclaim God's message in a way especially effective for introducing Christ to those who do not know Him.
80. 0 1 2 3 4 - I use the Word of God to combat supernatural powers of evil.
81. 0 1 2 3 4 - People have come to me in their afflictions or suffering, and told me that they have been helped, relieved, and healed.
82. 0 1 2 3 4 - I try to be in God's will continually and be available for His use.
83. 0 1 2 3 4 - I find real joy in giving a generous portion of my money to the Lord.
84. 0 1 2 3 4 - God uses me to bring healing to people with damaged emotions.
85. 0 1 2 3 4 - I appreciate a ministry of helping other people to bear their burdens.
86. 0 1 2 3 4 - I enjoy the opportunity to provide food and fellowship for a visitor.
87. 0 1 2 3 4 - I have experienced God answering my prayers in tangible ways.
88. 0 1 2 3 4 - I have interpreted tongues in such a way that seemed to bless others.
89. 0 1 2 3 4 - Others have told me that I have helped them distinguish key and important facts of Scripture.
90. 0 1 2 3 4 - I am a person of vision and am able to communicate that vision to the people of God in such a way that others commit to making the vision into reality.
91. 0 1 2 3 4 - I sense joy in helping and comforting people in difficult situations.
92. 0 1 2 3 4 - People have told me that I was God's instrument which brought about supernatural change in lives or circumstances.

93. 0 1 2 3 4 - People of a different race or culture have been attracted to me, and we have related well.
94. 0 1 2 3 4 - People have told me that I have communicated timely and urgent messages that must have come directly from the Lord.
95. 0 1 2 3 4 - I don't have many special skills, but I do what needs to be done around the church.
96. 0 1 2 3 4 - I am willing to take the initiative in helping other Christians grow in their faith.
97. 0 1 2 3 4 - I can make profound and difficult Christian principles seem relatively easy to learn.
98. 0 1 2 3 4 - I consider speaking in tongues to be a valuable part of my private prayer life.
99. 0 1 2 3 4 - Living a simple lifestyle is an exciting challenge for me.
100. 0 1 2 3 4 - People with spiritual problems seem to come to me for advice and counsel.
101. 0 1 2 3 4 - I can delegate and assign meaningful work.
102. 0 1 2 3 4 - I am often considered an expert in my area of ministry and influence others.
103. 0 1 2 3 4 - I am able to sense whether people are being honest when they tell of their religious experiences
104. 0 1 2 3 4 - I have shared joyfully how Christ has brought me to Himself in a way that is meaningful to nonbelievers.
105. 0 1 2 3 4 - I have spoken to evil spirits in Jesus' name and they have obeyed me.
106. 0 1 2 3 4 - I confront inactive or uninvolved Christians in order to encourage their participation.
107. 0 1 2 3 4 - I seem to have more confidence than others that God can accomplish the impossible.
108. 0 1 2 3 4 - I have a strong sense of stewardship based on the recognition that God owns all things.
109. 0 1 2 3 4 - I enjoy praying for sick people because I know that many of them will be healed as a result.
110. 0 1 2 3 4 - I have assisted Christian leaders to relieve them for their essential job.
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| 111. | 0 | 1 | 2 | 3 | 4 | - I enjoy reaching out to new people in my church or community. |
| 112. | 0 | 1 | 2 | 3 | 4 | - I find myself praying when I possibly should be doing other things. |
| 113. | 0 | 1 | 2 | 3 | 4 | - When someone speaks in tongues, I sometimes have a clear idea of what God is saying. |
| 114. | 0 | 1 | 2 | 3 | 4 | - I often discover new truths for myself through reading or observing situations firsthand. |
| 115. | 0 | 1 | 2 | 3 | 4 | - It is more effective to delegate a task to someone else rather than to do it myself. |
| 116. | 0 | 1 | 2 | 3 | 4 | - I enjoy bringing God's love to those in the hospital, in nursing homes, shut-in at home, or in prison. |
| 117. | 0 | 1 | 2 | 3 | 4 | - God uses me to do things that defy the usual laws of nature. |
| 118. | 0 | 1 | 2 | 3 | 4 | - I would like to be more active in getting the gospel to people in other lands. |
| 119. | 0 | 1 | 2 | 3 | 4 | - I sometimes feel that I know exactly what God wants to do in ministry at a specific point in |
| 120. | 0 | 1 | 2 | 3 | 4 | - I appreciate the opportunity to serve in the Lord's work when the need surfaces in the church. |
| 121. | 0 | 1 | 2 | 3 | 4 | - I have enjoyed relating to a certain group of people over a long period of time, sharing personally in their successes and failures. |
| 122. | 0 | 1 | 2 | 3 | 4 | - People have told me that I have helped them learn biblical truth in meaningful ways. |
| 123. | 0 | 1 | 2 | 3 | 4 | - I speak in tongues as a personal spiritual exercise. |
| 124. | 0 | 1 | 2 | 3 | 4 | - Poor people accept me because I choose to live on their level. |
| 125. | 0 | 1 | 2 | 3 | 4 | - People with spiritual problems seem to come to me for advice and counsel. |

In the grid on the next page, enter the numerical value of each of your responses next to the number of the corresponding statement.

Then add up the five numbers that you have recorded in each row and place the sum in the "Total" column.

Value of Answers					TOTAL	Spiritual Gifts
1	26	51	76	101		A. Administration
2	27	52	77	102		B. Apostle
3	28	53	78	103		C. Discerning of Spirits
4	29	54	79	104		D. Evangelism
5	30	55	80	105		E. Ekballism
6	31	56	81	106		F. Exhortation
7	32	57	82	107		G. Faith
8	33	58	83	108		H. Giving
9	34	59	84	109		I. Healing
10	35	60	85	110		J. Helps
11	36	61	86	111		K. Hospitality
12	37	62	87	112		L. Intercession
13	38	63	88	113		M. Interpretation of Tongues
14	39	64	89	114		N. Knowledge
15	40	65	90	115		O. Leadership
16	41	66	91	116		P. Mercy
17	42	67	92	117		Q. Miracles
18	43	68	93	118		R. Missionary
19	44	69	94	119		S. Prophecy
20	45	70	95	120		T. Service
21	46	71	96	121		U. Shepherd
22	47	72	97	122		V. Teaching
23	48	73	98	123		W. Tongues
24	49	74	99	124		X. Voluntary Poverty
25	50	75	100	125		Y. Wisdom

Your spiritual gifts will have the higher numbers in the "TOTAL" column. If you'd like, you can copy down your total scores below and print it for your records. Then, read the following pages to learn more about your specific gifts.

Spiritual Gift	Score	Spiritual Gift	Score
1. Administration	<input type="text"/>	14. Knowledge	<input type="text"/>
2. Apostle	<input type="text"/>	15. Leadership	<input type="text"/>
3. Discerning of Spirits	<input type="text"/>	16. Mercy	<input type="text"/>
4. Evangelism	<input type="text"/>	17. Miracles	<input type="text"/>
5. Ekballism	<input type="text"/>	18. Missionary	<input type="text"/>
6. Exhortation	<input type="text"/>	19. Prophecy	<input type="text"/>
7. Faith	<input type="text"/>	20. Service	<input type="text"/>
8. Giving	<input type="text"/>	21. Shepherd	<input type="text"/>
9. Healing	<input type="text"/>	22. Teaching	<input type="text"/>
10. Helps	<input type="text"/>	23. Tongues	<input type="text"/>
11. Hospitality	<input type="text"/>	24. Voluntary Poverty	<input type="text"/>
12. Intercession	<input type="text"/>	25. Wisdom	<input type="text"/>
13. Interpretation of Tongues	<input type="text"/>		

Spiritual Gifts Definitionsⁱ

Administration: “The special ability that God gives to certain members of the body of Christ to understand clearly the immediate and long-range goals of a particular unit of the body of Christ and to devise and execute effective plans for the accomplishment of those goals.”

This gift is a leadership gift and is often characterized by people who lead the body by steering others remain on task. These people generally are concerned with the details of how to accomplish tasks, and tend to be masters at delegating specific tasks to other people according to their gifts and talents. Scriptures: Luke 14:28-30; Acts 6:1-7; I Corinthians 12:28; Titus 1:5

Apostle: “The special ability that God gives to certain members of the Body of Christ which enables them to assume and exercise helpful leadership over a number of churches in spiritual matters which is spontaneously recognized and appreciated by those churches.”

The Bible calls many others, beyond the Twelve and Paul, apostles: James (Galatians 1:19), Barnabas (Acts 14:4, 14), Epaphroditus (Philippians 2:25), Silas and Timothy (I Thessalonians 1:1, 2:6), Andronicus and Junia (Romans 16:7), and others (1 Corinthians 15:5, 7; 2 Corinthians 8:23; 11:13).

This gift is a leadership gift and is in continuing need today for the strengthening of churches and the establishment of new churches. This gift should be looked for in regional directors, church planters, and denominational leaders.

Scripture: 1 Corinthians 12:28; Ephesians 2:20; 4:11.

Note: Many spiritual gifts inventories combine the gift of apostle with the gift of missionary because the Greek word is the same, meaning “sent one” (literally, one sent with authority, or as an ambassador or representative). These gifts have been separated here with the distinction that the missionary gift is focused on cross-cultural work, where the apostle gift is focused on overseeing the expansion of the Church in a given area, regardless of culture.

Discerning of Spirits: “The special ability that God gives to certain members of the Body of Christ to know with assurance whether certain behavior purported to be of God is in reality divine, human or Satanic.”

This gift is a practical gift. Christians with this gift can recognize the true motives people and also recognize when a person is distorting the truth or communicating error. This person often can recognize when Satan or other evil spirits are at work in a given person or situation. Scriptures: Matthew 16:21-23; Acts 5:1-11; 16:16-18; I Corinthians 12:10; Hebrews 5:14; I John 4:1-6

Evangelism: “The special ability that God gives to certain members of the Body of Christ to readily share the gospel with unbelievers in such a way

that men and women often become Jesus' disciples and responsible members of the Body of Christ."

This gift is a practical gift. While the task of evangelism is an important spiritual exercise that all Christians should be involved with, God gifts certain members with an ability to have an unusual sensitivity to when someone is ready to accept Christ, and will generally have better success in leading people to Christ than other Christians. People with this gift should be active in training others to share their faith.

Scriptures: Acts 8:5-6, 26-40; Ephesians 4:11-14; 2 Timothy 4:5; Acts 21:8

Ekballism: "The special ability that God gives certain members of the Body of Christ to cast out demons and evil spirits" in the name of Jesus Christ.

Traditionally, this gift is known as exorcism, which comes from the Greek word, exorkizo, and means to extract by an oath. In spiritual terms this infers the incantations and spells used by pagans to extract the demonic. Scripturally, this term is only used in relation to the demonic to describe the sons of Sceva's work (Acts 19:13). Wherever Jesus, an apostle, or other believer casts out a demon, the Greek term is ekballo, which means to eject, pluck out or send away. This term is command-driven, and not dependent upon a formula. In Christian life, the term ekballism demonstrates the power we have in Jesus, and minimizes the need for a formula to accomplish Christ's work. Ekballism is a term to separate the power of Christ from the confusion of spiritism around the world.

This gift is a sign gift. Jesus gave His apostles the authority to cast out demons (Mark 3:14, 15; 6:13), and the gift was used during the earliest days of the Church (Acts 15:16; 16:16-18). Although western society often excuses spiritual powers with rational explanations, there is no reason to believe that evil spirits are no longer at work in our world. However, those with this gift should be discerning in their use of it, and not develop an excessive preoccupation with demons and evil spirits. The Christian focus should be on the victory won in Jesus Christ, and the salvation and abundant life He offers, not the ever-present forces of evil in this world.

Scriptures: Matt 12:22-32; Luke 10:12-20; Acts 8:5-8; 16:16-18; Romans 8:38-39; Ephesians 6:10-12.

Exhortation: “The special ability that God gives to certain members of the Body of Christ to minister words of comfort, consolation, encouragement, and counsel to other members of the Body in such a way that they feel helped and healed.”

This gift is a communication gift. This gift is often called “encouragement”, but exhortation is used here because the gift is not limited to the connotations that the name “encouragement” implies. Those who use this gift within a teaching or ministry situation are often driven to give practical application to their insights. Often, those gifted in this gift desire step-by-step plans of action to help others mature in Christ. Exhorters often find it natural to discover insights from personal experience when validated and amplified in Scripture. Scripture: Luke 3:16-18; Acts 11: 23; 14:22; Romans 12:8; I Timothy 4:12; 5:1; Hebrews 10:25

Note: Exhortation, Prophecy and Teaching are considered the Communication gifts. The distinctions for each gift are often confused. Often, gifted communicators have a mix of these gifts. Exhortation focuses on personal and practical application of the message or truth to be communicated. Teaching focuses on bringing thorough or adequate understanding of the message or truth being communicated.

Faith: “The special ability that God gives certain members of the Body of Christ to discern with extraordinary confidence the will and purposes of God for his work.”

This is a practical gift. Those with this gift often scare other people with their confidence. People with this gift are often irritated by criticism, as they consider it to be criticism against God and His will. Probably the biggest danger for those with this gift is that they often try to project their gift onto other people.

Scripture: Acts 11:22-24; 27: 21-25; Romans 4:18-21; I Corinthians 12:9; Hebrews 11

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.”

This gift is a practical gift. While all Christians should practice the discipline of giving through the minimum of 10% (tithing), God gifts certain members of the body to give remarkably greater amounts of their income with liberality and great joy. These people have an acute awareness that all they have belongs to the Lord and they are merely stewards, therefore they know that God will supply their needs and richly bless them in their giving.

Scripture: Matthew 6:2-4; Mark 12: 41-44; Romans 12:8; I Corinthians 13:3; II Corinthians 8: 1-7; 9:2-8; Philippians 4: 14-19.

Note: This gift is often associated with the gift of voluntary poverty, as many with the gift of voluntary poverty also have the gift of giving. However, not all with the gift of giving also have the gift of voluntary poverty. See notes on voluntary poverty for more information.

Healing: “The special ability God gives to certain members of the Body of Christ to serve as human intermediaries through whom God cures illness and restores health apart from the use of natural means.”

This gift is a sign gift. Many attribute the occurrence of supernatural healing to a certain level of faith. Those who have this gift must use it knowing that the healing only occurs within the limits of God’s will, and therefore miraculous healing will not always occur. Those with this gift must also recognize that God does often choose to use medical science to bring about healing in a person, therefore doctors and medicine are not obsolete. Miraculous healing will only occur if it will bring the greatest glory to God and effectively grow his church. Scripture: Acts 3:1-10; 5:12-16; 9:32-35; 28:7-10; I Corinthians 12:9, 28.

Note on Healing and Miracles: The gifts of healing and miracles are often combined, since they both involve the occurrence of events beyond natural means. However, one is focused on the healing of the human body, while the other is focused on other miraculous events that alter the ordinary course of nature. These may in fact be two separate manifestations of the same gift. See Note on Extraordinary Gifts (listed with Miracles).

Helps: “The special ability that God gives to certain members of the Body of Christ to invest the talents they have in the life and ministry of other members of the Body, thus enabling those others to increase the effectiveness of their own spiritual gifts.”

This is a practical gift. People with this gift often enjoy doing routine tasks in order to free others to do the ministry God has called them to do.

Scripture: Mark 15: 40-41; Luke 8:2-3; Acts 9:36; Romans 16:1-2; I Corinthians 12:28; II Timothy 1: 16-18.

Note: The gifts of Helps, Mercy and Service are often confused. Helps focuses on Christian works and freeing others to accomplish their God-given ministries. Mercy focuses on people in distress and reflects God’s love and compassion. Service focuses on accomplishing little tasks that may otherwise go undone in order to move the greater goal of the ministry or church toward completion.

Hospitality: “The special ability that God gives certain members of the Body of Christ to provide an open house and a warm welcome to those in need of food and lodging.”

This gift is a practical gift. Those with this gift have an acute awareness of visitors and have a desire to make all people feel welcome. People with this gift enjoy visitors in their home, and are usually not bothered if someone stops by and their home is not spotless. Those with this gift are a key to helping new people become a part of the group.

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

Intercession: “The special ability that God gives 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.”

This gift is a practical gift. Those with this gift often feel compelled to pray for specific requests when they are made known. Gifted intercessors have a much greater occurrence of specific answers to prayer than most Christians. Intercessors often have an acute understanding that prayer is genuinely a conversation with God, and when left alone, find themselves engaged in prayer. Many intercessors experience times when God moves them to pray for situations when they are not entirely sure what they are praying for. To those who get to know intercessors well, prayer becomes contagious. Those with this gift should help others learn how to pray more effectively.

Scripture: Luke 22:41-44; Acts 12:12; Rom 8:26-27; Colossians 1:9-12; 4:12-13; I Timothy 2:1-2; James 5:14-16

Interpretation of Tongues: “ The special ability that God gives to certain members of the Body of Christ to make known in the vernacular the message of one who speaks in tongues.”

This gift is a sign gift. Those with this gift are used to bring the personal edification of tongues to a position where the message edifies the group in which the tongue was spoken. Those with this gift gain a sense of what God is trying to say when they hear a person speak in tongues. Should a person with this gift fail to interpret the tongue when it is spoken and they receive the interpretation through the Holy Spirit, they have done a great disservice to the person who spoke in tongues and to the group as the edification that God desires has not taken place. Often the interpreter is also the person who has spoken in tongues. The interpretation of tongues is often closely related to the message given by an exhorter or a prophet.

Scripture: I Corinthians 12:10-30; 14:13-17, 26-28

Note on Tongues and Interpretation of Tongues: When used in a group setting, an interpretation must take place, or else the one speaking the tongue should remain silent. If a tongue is spoken without an interpretation, the speaker is edified. If the tongue is interpreted, it is for the edification of the Body.

See Note on Extraordinary Gifts (listed with Miracles)

Knowledge: “The special ability God gives to certain members of the Body of Christ to discover, accumulate, analyze and clarify information and ideas which are pertinent to the well-being of the Body.”

This gift is a practical gift. Those with the gift of knowledge are at home in a book or studying. Those with this gift will often spend countless hours researching information. These people are interested in ideas and problem solving through gathering information and studying. Often, those with this gift have a low need of people. On rare occasions, people with this gift will gather vast amounts of information through studying and analyzing personal experience, but the primary method of learning with this gift is reading and studying books and other written materials. Scripture: Luke 1:1-4; Acts 5:1-11; I Corinthians 2:14; 12:8,2; II Corinthians 11:6; Colossians 1:10;2:2-3

Leadership: “The special ability that God gives to certain members of the Body of Christ to set goals in accordance with God’s purpose for the future and to communicate these goals to others in such a way that they voluntarily and harmoniously work together to accomplish those goals for the glory of God.”

This gift is a leadership gift. People with this gift are often focused on the greater goal of the group and are not overly concerned with details. Leaders delegate tasks and details to others to accomplish the greater goal. Leaders are visionaries. Leaders have followers – a visionary without followers is not a leader. Scripture: Luke 9:51; Acts 6:1-7;7:10; 15:7-11; Romans 12:8; I Timothy 5:17; Hebrews 13:17

Mercy: “The special ability that God gives to certain members of the Body of Christ to feel genuine empathy and compassion for individuals (both Christian and non-Christian) who suffer from distressing physical, mental or emotional problems, and to translate that compassion into cheerfully done deeds which reflect Christ’s love and alleviate the suffering.”

This gift is a practical gift. Those with this gift find themselves visiting and assisting those in need, and often feel the pain of the person they are helping within themselves. People with this gift find it extremely difficult not to help those who seem less fortunate than themselves. Those with this gift generally enjoy helping those with physical or mental problems and do well in ministries involving visiting hospitals, nursing homes, prisons and shut-ins. Scripture: Matthew 20:29-34; 25: 24-40; Mark 9:41; Luke 10:33-35; Acts 11:28-30; 16:33-34; Romans 12:8; Jude 22-23

Note: The gifts of Helps, Mercy and Service are often confused. Helps focuses on Christian works and freeing others to accomplish their God-given ministries. Mercy focuses on people in distress and reflects God’s love and compassion. Service focuses on accomplishing little tasks that may otherwise go undone of the ministry in order to move the greater goal of the ministry or church toward completion.

Miracles: “The special ability that God gives to certain members of the Body of Christ to serve as human intermediaries through whom God performs powerful acts that are perceived by observers to have altered the ordinary course of nature.”

This gift is a sign gift. This gift is manifested through the supernatural intervention by God into specific circumstances in order to change the perceived natural outcome. Those with this gift must recognize that God only causes miracles to happen in order to bring the greatest glory to himself.

Scripture: Acts 9:36-42; 19:11-20; 20:7-12; Rom 15:17-19; I Corinthians 1:22-25; 12:10, 28; II Corinthians 12:12

Note on Healing and Miracles: The gifts of healing and miracles are often combined, since they both involve the occurrence of events beyond natural means. However, one is focused on the healing of the human body, while the other is focused on other miraculous events that alter the ordinary course of nature. These may in fact be two separate manifestations of the same gift.

Note on Extraordinary Gifts: Many in contemporary Christian life have argued that the extraordinary gifts have passed with the offices they are often associated with in Scripture. This presents problems for those who use the New Testament as their guide. The passage they are most commonly point to in order to support their view is I Corinthians 13:8, however a proper understanding of this passage points to a different interpretation. At Sunset, we do not want to put God in a box, therefore we give him the freedom to use these gifts as he chooses, however, we also want to emphasize that it is God who chooses how the gifts are used, and under what circumstances.

Missionary: The special ability that God gives to certain members of the Body of Christ to minister whatever other spiritual gifts they have in a culture other than their own.

This gift is a leadership gift. Those with this gift find it easy or exciting to adjust to a different culture or community. Missionaries find great joy working with minorities, people of other countries, or those with distinct cultural differences. Those with this gift have a stronger-than-average desire to be part of the fulfillment of the Great Commission around the world.

Scripture: Acts 8:4; 13:1-4; 22:21; Romans 10:15; I Corinthians 9:19-23

Note: Many spiritual gifts inventories combine the gift of apostle with the gift of missionary because the Greek word is the same, meaning “sent one” (literally, one sent with authority, or as an ambassador or representative). These gifts have been separated here with the distinction that the missionary gift is focused on cross-cultural work, where the apostle gift is focused on overseeing the expansion of the Church in a given area, regardless of culture.

Prophecy: “The special ability that God gives to certain members of the Body of Christ to receive and communicate an immediate message of God to his people with authority and urgency.”

This gift is a communication gift. Those with the gift of prophecy will often feel as though they have a direct word from God that will comfort, encourage, guide, warn or rebuke the Body of Christ. Those with this gift are concerned with evangelism and will have a desire to speak strongly against evil in society or in the church. They have a great sense of urgency to their message. Unless paired with the gifts of exhortation or teaching, prophets will often not feel the need to explain their message, but will expect immediate response. Their message must always be tested in line with Scripture. Prophets would be wise to test their message against Scripture prior to delivering the message, and using Scriptural precedent in delivery of their message.

Scripture: Luke 7:26; Acts 15:32; 21:9-11; Romans 12:6; I Corinthians 12:10, 28; 14:3,24-25, 29,36-38; Ephesians 4:11-14

Note: Exhortation, Prophecy and Teaching are considered the communication gifts. The distinctions for each gift are often confused. Often, gifted communicators have a mix of these gifts. Exhortation focuses on personal and practical application of the message or truth being communicated. Prophecy focuses purely on the message or truth to be communicated. Teaching focuses on bringing thorough or adequate understanding of the message or truth being communicated.

Service: “The special ability that God gives to certain members of the Body of Christ to identify the unmet needs involved in a task related to God’s work, and to make use of available resources to meet those needs and help accomplish the desired results.”

This gift is a practical gift. Those with the gift of service enjoy doing routine tasks around the church. Those with this gift enjoy menial tasks and do them cheerfully. Service-oriented people would rather take orders than give them.

Scripture: John 12:26; Acts 6:1-7; Romans 12:6-7; Galatians 6:2,9-10; II Tim 1:16-18; Titus 3:14

Note: The gifts of Helps, Mercy and Service are often confused. Helps focuses on Christian works and freeing others to accomplish their God-given ministries. Mercy focuses on people in distress and reflects God’s love and compassion. Service focuses on accomplishing little tasks that may otherwise go undone in order to move the greater goal of the ministry or church toward completion.

Shepherd: “The special ability that God gives to certain members of the Body of Christ to assume long-term personal responsibility for the welfare of a groups of believers.”

This is a leadership gift. This gift is often called “pastor”. However, that name has a connotation of a specific position in the church. In actuality, when pastors have this gift, their ability to continue sustained growth in their churches is greatly diminished, as they tend to require a certain level of interaction with every member of their congregation. Those with the gift of shepherd have a great need for long-term relationships. Shepherds will sacrificially give themselves to other people in such a way that they are built-up in their faith. Shepherds take personal responsibility for the successes and failures of those in the group in whom they invest themselves.

Scriptures: John 10:1-8; Ephesians 4: 11-14; I Timothy 3: 1-7; I Peter 5:1-4

Teaching: “The special ability that God gives to certain members of the Body of Christ to communicate information relevant to the health and ministry of the Body and it’s members in such a way that others will learn.”

This gift is a communication gift. People with the gift of teaching enjoy studying the Bible and related materials in order to communicate what they have learned to other Christians. Those with this gift find it easy to organize vast amounts of information in such a way as to make it easy to communicate, understand and remember.

Scriptures: Matthew 7: 28-29; 28: 19-20; Acts 15:32; 18:24-28; Romans 12:6; I Corinthians 12:10, 28; Ephesians 4:11-14

Note: Exhortation, Prophecy and Teaching are considered the communication gifts. The distinctions for each gift are often confused. Often, gifted communicators have a mix of these gifts. Exhortation focuses on personal and practical application of the message or truth being communicated. Prophecy focuses on the urgency and impact of the message or truth being communicated. Teaching focuses on bringing thorough or adequate understanding of the message or truth being communicated.

Tongues: “The special ability that God gives to certain members of the Body of Christ a) to speak to God in a language that they have never learned and/or b) to receive and communicate a message of God to his people through a divinely anointed utterance in a language they never learned.”

This gift is a sign gift. Tongues is often associated with intercession and/or faith, but must be recognized as not necessarily being the sign of the baptism of the Holy Spirit. Tongues, like any other spiritual gift, is given by God to whomever He chooses to be used to His glory and the edification of the Church. I Corinthians 13:1 suggests that there are two forms of the gift of tongues: tongues of men and tongues of angels. This would mean that the speaker could be speaking in an earthly language or in a language beyond human understanding. Scripture: Mark 16:17; Acts 2: 1-13; 10: 44-46; 19:1-7; Romans 8:26-27; I Corinthians 12:10,28; 13:1; 14:13-19, 26-28,39

Note on Tongues and Interpretation of Tongues: When used in a group setting, an interpretation must take place, or else the one speaking the tongue should remain silent. If a tongue is spoken without interpretation, the speaker is edified. If the tongue is interpreted, it is for the edification of the Body.

See Note on Extraordinary Gifts (listed with Miracles).

Voluntary Poverty: “The special ability that God gives to certain members of the Body of Christ to renounce the material comfort and luxury and adopt a personal lifestyle equivalent to those living at poverty level in a given society in order to serve God more effectively.”

This gift is a practical gift. Those with the spiritual gift of poverty will often choose to live although they have the means to live at a higher standard. The primary motivation for this choice is to minister more effectively to the people through identification.

Scriptures: Acts 2: 44-45; 4:34-35; I Corinthians 13:1-3; II Corinthians 8:9

Note: This gift is often associated with the gift of giving. However, notice that the motivation for this gift is for effective ministry through identification with a group of less-fortunate people, where those with the gift of giving are motivated by what their money can do toward God’s work.

Wisdom: “The special ability that God gives to certain members of the Body of Christ to know the mind of the Holy Spirit in such a way as to receive insight into how given knowledge may be best applied to specific needs arising in the Body of Christ.”

This gift is a practical gift. Those with this gift have an excellent ability to apply spiritual truth to everyday life. Often, people in the church naturally seek out people with this gift when they are facing complicated spiritual problems. When a person with this gift considers past experience, they realize that they often make good and correct decisions and judgments.

Scriptures: Proverbs 4:5-8; Acts 6:3,10; 15:13-20;20:20-21; Romans 12:17; I Corinthians 2:1-13; 12:28; Ephesians 4:11-14; Colossians 1:28; James 1:5-6; II Peter 3: 15-16

Celibacy (Not on Gifts Questionnaire): “The gift of celibacy is the special ability that God gives to certain members of the Body of Christ to remain single and enjoy it; to be unmarried and not suffer undue sexual temptations.”

This gift is a practical gift. Those with this gift may find this gift vocationally connected, such as in a Missionary or Apostle role.

Scripture: I Corinthians 7:7-8; Matthew 19:10-12

ⁱ Gift definitions adapted from *Your Spiritual Gifts Can Help Your Church Grow* by C. Peter Wagner, *Jesus on Leadership: Becoming a Servant Leader* by C. Gene Wilkes, and Calvary Baptist Church, Documents, *Discovering Your Spiritual Gifts*. Gifted2Serve ©2001, Andrew P. Kulp; ©2004, BuildingChurch Ministries.