

“THE GIFTS OF THE HOLY SPIRIT”

Introduction:

All Christians have been blessed by the Holy Spirit, with certain spiritual gifts. As Paul states in Romans 12:6, “God has given each of us the ability to do certain things well,” so, then, should our lives be focused on the goal of using our blessings to the best of our abilities. The Holy Spirit displays God’s power through each one of us as a means of building the entire church. It is the same Holy Spirit who gives these specific gifts, deciding which gift(s) each one of us should have. It then becomes our Christian duty to put these blessings into action for the benefit of the Kingdom.

Before beginning to take your spiritual gifts analysis, there are four fundamental steps we must share together. To definitely discover your spiritual gift(s) you must:

1. **Be A Christian** – You must be a committed member of the Body of Christ
2. **Believe In Spiritual Gifts** – You must accept the fact that God has blessed you with one or more gifts.
3. **Be Willing To Serve** – You have a spiritual job description built around the use of your gift(s). God’s blessings are given to us for our use.
4. **Pray** – You must pray before, during and after this process. Since God wants you to discover your gift(s), He certainly will guide and direct you as you attempt to identify them.

As we begin this process of discovering your spiritual gift(s) let us keep in mind that the results will show you how you are equipped to do better work for the Lord, building up the church, the Body of Christ, to a position of strength and maturity...to the point of being filled full with Christ.

Please turn now to the analysis on the following page.

SPIRITUAL GIFTS ANALYSIS

Each statement in your Spiritual Gifts Analysis has four response spaces. The spaces are labeled: “Much”, “Some”, “Little”, and “Not At All”. Read each statement, give a moment of serious thought, and then decide to what extent the situation has been experienced to a satisfactory degree in your own personal life. Place an “X” in the appropriate space.

Example: Participation in door-to-door community survey.

A) Have I experienced this?

Yes

B) How much did (do) I enjoy it?

Some

MUCH	SOME	LITTLE	NOT AT ALL

“This statement has been satisfactorily experienced in my life:”

	MUCH	SOME	LITTLE	NOT AT ALL
1. Proclaiming God’s truth in a way that at all times irritates the “establishment.”				
2. Being responsible for a group of fellow Christians and their spiritual growth.				
3. Being able to help other people learn Biblical facts and details, which aid in the building up of their lives.				
4. Having the ability to discover new truths about myself.				
5. Speaking words of encouragement to those who are troubled, discouraged or not sure of themselves.				
6. Managing my money well in order that I can give liberally to the work of the Lord.				
7. Assisting key leaders who are involved in small tasks to relieve them so they can get back to their main job.				
8. Working joyfully with them and helping those people who seemingly are ignored by the majority of others.				
9. Sharing joyfully with others how Jesus had brought me to Himself.				

“This statement has been satisfactorily experienced in my life:”

	MUCH	SOME	LITTLE	NOT AT ALL
10. Providing food and/or lodging graciously and willingly to people who are in need.				
11. Believing that the Lord will remain true to His promises despite worldly conditions, which say otherwise.				
12. Having the ability to apply truth in my life on a day-to-day basis.				
13. Delegating important responsibilities to other people comes easily to me.				
14. Praying intensely for other people and often losing tract of time				
15. Enjoying the fact that I am called on to do a special job.				
16. Finding pleasure in drawing, designing, or painting various objects.				
17. Joyfully singing praises to God either alone or with other people.				
18. Knowing that the repair and maintenance of things in my environment is pleasurable to me.				
19. Being able to effectively play a musical instrument.				
20. Persuading other people to accomplish goals and objectives they have set for themselves.				
21. Being able to formulate my thoughts and ideas into effective, written forms.				
22. Being able to discern the characteristics and motives of people.				
23. Feeling satisfaction in sharing my time and abilities with straying Christians so they are brought back to the faith.				
24. Enjoying the times I share my knowledge of others and/or the love of Christ with children and/or adults/				
25. Knowing that the insights I possess and share with other people will bring changes in attitude and conviction to my fellow Christians.				
26. Being able to redirect someone’s life with words of comfort, cheer and/or admonishment.				
27. Giving my money liberally to the work of the Lord.				

“This statement has been satisfactorily experienced in my life:”

	MUCH	SOME	LITTLE	NOT AT ALL
28. Helping in small ways, that often times seem to be behind the scenes.				
29. Talking cheerfully with the elderly, the shut-in person, or those in jails and prisons.				
30. Feeling a great desire to learn how to share my faith with others.				
31. Enjoying guests in my home.				
32. Being, for the most part, more excited about the future and what it holds rather than the past.				
33. Enjoying the times I am able to work out solutions to complicated problems in other people’s lives.				
34. Having the ability to organize ideas, things, time and people for more effective results.				
35. Finding myself praying for others when I am in the process of doing other things.				
36. Enjoying routine work at the church that would seemingly bore other people.				
37. Finding joy in the creation of pictures, banners and or craft objects.				
38. Leading others in singing songs of praise to God and for pure enjoyment.				
39. Working with various items manually and enjoying it.				
40. Utilizing my instrumental musical talents for the appreciation of my friends and to the glory of God.				
41. Being able to lead other people toward the accomplishment of specified tasks.				
42. Feeling secure in the fact that the words I write will be of benefit to those who read them.				
43. An openness about personal faults and failures and an honesty about myself as well as others.				
44. Working with small groups of Christians and feeling satisfaction in guiding them				

“This statement has been satisfactorily experienced in my life:”

	MUCH	SOME	LITTLE	NOT AT ALL
45. Teaching children and/or adults about the love of Jesus and feeling that their faith is strengthened through my leadership.				
46. Acquiring and mastering new facts and principles, which can be applied to given situations to aid in their growth and stability.				
47. Speaking words of encouragement to those who are not remaining active in the faith and having positive results.				
48. Feeling that I should give much to the Lord for all that He has done and is doing for me.				
49. Typing, filing, or recording figures and/or minutes for the Lord’s work.				
50. Visiting in hospitals and/or retirement homes and knowing that my presence has helped in comforting and cheering those people with whom I come in contact.				
51. Feeling a special concern for those who do not have faith in Jesus Christ.				
52. Having guests and/or visitors in my presence and making them feel a part of things and welcome.				
53. Realizing that through the power and presence of the Lord, anything is possible.				
54. Going to Scripture and choosing a reference, which will be beneficial to the working out of a problem or decision, I must make.				
55. Being able to work with facts and/or figures with positive results and personal satisfaction.				
56. Feeling secure in the fact that my prayers continually work miracles in my life and in the lives of other people.				
57. Feeling satisfaction in doing menial tasks for the glory of God.				
58. Enjoying the pleasures of the out-of-doors, gardening, landscaping, and other projects.				
59. Singing familiar Gospel songs alone or with groups of fellow Christians.				

“This statement has been satisfactorily experienced in my life:”

	MUCH	SOME	LITTLE	NOT AT ALL
60. Finding joy in lawn care and other outside maintenance.				
61. Being involved in church, school, or local instrument music preparation.				
62. Knowing that others follow me, and the examples I set, because I have knowledge, which contributes to the building up of my church.				
63. Composing and/or arranging newspaper or newsletter articles in an efficient, meaningful way.				
64. A tendency to be painfully direct when correcting friends.				
65. Helping small groups of fellow Christians and/or individuals by leading them to certain meaningful areas of Scripture.				
66. Presenting and discussing Biblical stories with other people and feeling that those people will be edified through me, and the power of the Word of God.				
67. Reading and studying a great deal in order to build myself up in the understanding of Biblical truths.				
68. Finding that I am able to effectively counsel people who are perplexed, guilty or addicted.				
69. Feeling deeply moved when I am confronted with urgent financial needs in the work of God’s Kingdom.				
70. Distributing tracts, gospel literature, or other papers in my neighborhood and surrounding community.				
71. Helping other people with the knowledge that those whom I have helped will do little, if anything, in response to my action.				
72. Being able to easily talk to other people about life and/or spiritual matters.				
73. Willing to open my home to guests and/or strangers and share with them what I have.				

“This statement has been satisfactorily experienced in my life:”

	MUCH	SOME	LITTLE	NOT AT ALL
74. Feeling positive that I know God’s specific will for the future growth of His kingdom even when others around me are not as sure.				
75. Feeling that I have the ability to know where certain people would function best in specific church related ministries and positions.				
76. Planning and administering programs, which will be of benefit to my fellow Christians.				
77. Feeling that when I am asked to pray for others, my prayers will have tangible results.				
78. Willing to take orders rather than give them.				
79. Enjoying the times when I am able to sew, knit, and/or do needlepoint, especially when it is helpful and useful to others.				
80. Finding much joy and pleasure in the seemingly simple routine of singing hymns and other gospel selections.				
81. Finding that I enjoy maintaining and repairing things in my environment of which others have not been good stewards.				
82. Knowing that my ability to perform instrumental music helped others to grow gives me much satisfaction.				
83. Being able to lead small or large groups of people in decision-making processes.				
84. Finding much pleasure in composing and writing paragraphs and stories for the edification of others.				
85. A willingness to suffer for doing what is right.				
86. Having the ability to bring friends and/or relatives back to the faith after they have strayed away.				
87. Sharing my knowledge of the love of Christ with children and/or adults in an effective and meaningful manner.				

“This statement has been satisfactorily experienced in my life:”

	MUCH	SOME	LITTLE	NOT AT ALL
88. Knowing that I am able to distinguish key and important Biblical truths and facts is beneficial to me and to others, as members of the Body of Christ.				
89. Being able to comfort a fellow Christian during the times he is suffering from physical and/or emotional problems.				
90. Willing to maintain a lower standard of living in order to benefit God’s work.				
91. Finding joy in reaching out to someone who can utilize my help and concern.				
92. Comforting a fellow Christian during sickness, or at times of problems and/or anxiety.				
93. Finding that people respond favorably when I share my faith with them.				
94. Having the ability to make strangers, visitors and/or other guests feel at home when they are with me.				
95. Trusting in the fact that God is always reliable, even when everything else around me looks very dim.				
96. Feeling a specific presence of the Lord when important decisions need to be made.				
97. Being able to make goals and objectives and to make plans to reach and accomplish them.				
98. Praying for other people is one of my favorite spiritual exercises.				
99. Enjoying it when others express a need for my help.				
100. Finding that when I work with my hands at various arts and crafts, I derive much joy and satisfaction.				
101. Singing praises to the Lord is one of my favorite spiritual exercises.				
102. Knowing that the knowledge I have when it comes to building and repairing objects is of benefit to others, gives me satisfaction.				
103. Finding pleasure in playing a musical instrument either alone or with other groups of people.				

“This statement has been satisfactorily experienced in my life:”

	MUCH	SOME	LITTLE	NOT AT ALL
104. Being able to motivate people in a satisfactory, positive manner.				
105. Knowing that my literary skill will be of aid to other people and that they will be built up and informed because of it.				

KEY CHART

Refer back to the statement at the beginning of this analysis. Place the numerical value of each response next to the number of each statement: Then add up the five numbers in each row, placing the sum in the total column. After completing this, please turn to the next page.

Scoring key: Much - 3
 Some - 2
 Little - 1
 Not At All - 0

ROWS	VALUE OF ANSWERS					TOTAL	GIFTS
A	1	22	43	64	85		Prophecy
B	2	23	44	65	86		Shepherding
C	3	24	45	66	87		Teaching
D	4	25	46	67	88		Knowledge
E	5	26	47	68	89		Exhortation
F	6	27	48	69	90		Giving
G	7	28	49	70	91		Helps
H	8	29	50	71	92		Mercy
I	9	30	51	72	93		Evangelist
J	10	31	52	73	94		Hospitality
K	11	32	53	74	95		Faith
L	12	33	54	75	96		Wisdom
M	13	34	55	76	97		Administration
N	14	35	56	77	98		Intercession
O	15	36	57	78	99		Serving
P	16	37	58	79	100		Craftsmanship (Arts – Crafts)
Q	17	38	59	80	101		Music (Vocal)
R	18	39	60	81	102		Craftsmanship (Manual)
S	19	40	61	82	103		Music (Instrumental)
T	20	41	62	83	104		Leadership
U	21	42	63	84	105		Writing

“THE GIFTS OF THE HOLY SPIRIT”

Discover Your Gift Cluster

Using the key chart on which you have written the numeric values next to the corresponding gifts, enter below in the “Dominate” section the three gifts receiving the highest numerical values. If ties in value occur, count them as two. After completing the dominant section, refer back to your key chart. Find the next three gifts (numerically) and enter them in the “subordinate” section. This process will give you a tentative evaluation of your gifts. This is a guideline for you to follow when you experiment with the gifts as a method of ascertaining what your specific gifts are.

DOMINATE GIFTS

1. _____
2. _____
3. _____

SUBORDINATE GIFTS

1. _____
2. _____
3. _____

Gifts I have definitely discovered, developed and used:

1. _____
2. _____
3. _____
4. _____
5. _____

Name: _____

Date of Analysis: _____

“THE GIFTS OF THE HOLY SPIRIT”

Conclusion:

You have now completed the initial process of the spiritual gifts analysis. Through this process you have made steps in discovering what your gifts are. This is a tentative beginning. Through the power of the Holy Spirit, it is our prayer that you continue to grow in the development and use of your gifts.

In an effective and meaningful program of spiritual gifts discovery, there are what we refer to as the “5 E’s”. The “5 E’s” will be discussed with you in this conclusion. Through careful examination of each of these areas, we pray that your gifts and your conception of them will become more accurately defined.

1. **Explore** – The Spiritual Gift Analysis has twenty-one different gifts for you to explore. Each of the gifts has Scriptural references and definitions that will be given to you on separate sheets of paper. A complete listing of all the Biblical gifts as well as those not clearly identified Biblically will be shared with you at the conclusion of the analysis. You have, at this point, basically completed the exploratory process.
2. **Experiment** – The Spiritual Gift Analysis which you have gone through has helped you in experimenting with the different gifts. Your feelings, reactions, and general outlook toward the gifts were measured as you went through the statements. You will have further opportunities to experiment with the spiritual gifts as we will, at different times throughout the days and months ahead, be offering you various ways of experimenting with them.
3. **Examine** – You should now take some time to examine your feelings regarding the gifts you have discovered, both in the dominant and subordinate clusters. Are you comfortable with them? Do you feel that they are true reflections of yourself? Do you feel secure in the fact that you will be able to put your gifts to work in the Lord’s kingdom? Pray for the Holy Spirit’s help and direction as you examine your feelings in regards to the gifts you have discovered.
4. **Evaluate** – As you continue to grow and become alive with and through your gifts, you should make some definite evaluations of your effectiveness. You should see results taking place as your gifts are used. Are you using your gifts to your fullest capabilities? Are there some areas, which are being neglected? Again, pray for strength to be honest with yourself and with your Lord.
5. **Expect** – As you use the gifts you have discovered you should continuously expect confirmation from other Christians with whom you come in contact. They will assure you of your effectiveness in your use of the gifts God has given you. They see you and your gifts in all that you do. You are a reflection of your beliefs in whatever avenue you pursue.

These “5 E’s” are vital to you as you work in and through your gift clusters. You should develop a working knowledge of each of these 5 areas. Separate pages detailing the “5 E’s” will be given to you for your use.

Thank you for your participation with this analysis. It is our prayer that you will continue to grow in your gifts and in your love of Christ.

“THE GIFTS OF THE HOLY SPIRIT” DEFINED

On the following pages you will find the names, definitions, and scriptural references of the spiritual gifts included in the Spiritual Gifts Analysis. Please place a “D” on the lines preceding those gifts you have tentatively discovered to be your dominate gifts and an “S” on the lines preceding those gifts you have tentatively discovered to be your subordinate gifts. Use the “Cluster page” from your Spiritual Gift Analysis to obtain this information. You may also number them sequentially as an aid for you as you begin to develop them.

Example: D-2 Prophecy: You have....

This means that the gift of Prophecy has been discovered by you as a tentative dominant gift and it has received the second highest numerical value.

You are urged to use this form as a reference as you continue in the development and use of your spiritual gifts. These pages should also serve as an excellent guide for a series of Bible studies concerning the spiritual gifts.

 PROPHECY: You have been blessed with the ability to express thoughts and ideas verbally, especially regarding right and wrong. You have the ability to sense when someone or something is not what it appears to be. You have the ability to be very persuasive in defining what is right and wrong.

Scriptural References: 1 Corinthians 12:10,28; Ephesians 4:11-14; Romans 12:6; Luke 7:26;
Acts 15:32; Acts 21:9-11

 SHEPHERDING: You have been blessed with the special ability to take on an extended term of care and responsibility for the spiritual welfare of an individual or group of believers. You will serve as their shepherd, counselor and encourager. You will be responsible for their Christian walk, seeing to it that they are fed God’s Word, and you will be concerned for their general well being.

Scriptural References: Ephesians 4:11; 1 Timothy 3:1-7; 1 Thessalonians 5:12; Acts 14:23

 TEACHING: You have been blessed with the special ability to communicate information relevant to the health and ministry of the Body of Christ and its members (children and/or adults) in such a way that they will learn and be edified as a result of your sharing with them.

Scriptural References: 1 Corinthians 12:28; Romans 12:7; Ephesians 4:11; Acts 18:24-28;
1 Timothy 3:2; Acts 20:20-21

 KNOWLEDGE: You have been blessed with the ability to discover, accumulate, analyze, and clarify information and ideas that are pertinent to the growth and well-being of the Body.

Scriptural References: 1 Corinthians 12:8; Romans 15:14; 1 Corinthians 13:8

_____ EXHORTATION: You have been blessed with the special ability to minister words of comfort, consolation, encouragement and counsel to members of the Body in such a way that they feel helped and uplifted.

Scriptural References: Romans 12:8; 1 Timothy 4:11-13; Hebrews 10:25; Acts 14:21-22; Acts 27:22

_____ GIVING: You have been blessed with the special ability to contribute your material resources to the work of the Lord with great joy, eagerness and liberality.

Scriptural References: Mark 12:41-44; Romans 12:8; 2 Corinthians 8:1-7, 9:2; Malachi 3:10

_____ HELPS: You have been blessed with the special ability to utilize your blessings in the life and ministry of other members of the Body, thus enabling the persons whom you help to increase their effectiveness in the use of their gifts.

Scriptural References: 1 Corinthians 12:28; Romans 16:1-2; Mark 2:3-4; 1 Timothy 6:2; Acts 9:36; 1 Peter 4:9-10

_____ MERCY: You have been blessed with the special ability to feel genuine concern and compassion for individuals, both Christian and non-Christian, who suffer distressing physical, mental, or emotional problems, and to translate that compassion into cheerfully done deeds that reflect Christ's love and alleviate their suffering.

Scriptural References: Romans 12:8; Acts 16:33-34; Luke 10:33-35; 1 Thessalonians 5:14; Acts 9:36

_____ EVANGELISM: You have been blessed with the special ability to share the Gospel with unbelievers in such a way that men and women become disciples of Jesus and responsible members of the Body of Christ.

Scriptural References: Ephesians 4:11; Acts 8:5-6; Acts 21:8; 2 Timothy 4:5; Acts 5:42; Acts 10:36; Acts 11:20; Acts 13:32; Romans 10:15

_____ HOSPITALITY: You have been blessed with the special ability to provide open house and warm welcome for those in need of food and lodging, to care for those not in the immediate family with joy and effectiveness.

Scriptural References: Romans 12:9-13; Hebrews 13:1-2; Acts 16:15; Acts 21:16-17; Romans 16:23; 3 John

_____ FAITH: You have been blessed with the special ability to see with certain and special confidence what God's will and purpose is for the future of His work within the context of the Body. You will move forward without fear of defeat with knowledge that God's will, will be accomplished even in the face of seemingly impossible circumstances.

Scriptural References: 1 Corinthians 12:9; Acts 27:21-25; Acts 11:22-24; Acts 6:5-8; Hebrews 11:33-38; Romans 4:20

_____ WISDOM: You have been blessed with the special ability to have an insight and understanding of life situations which arise, perceiving what to do and how to do it. You also are able to utilize given knowledge in such a way that when it is applied to specific needs the Body is built up.

Scriptural References: 1 Corinthians 12:8; Acts 6:3-10; 2 Peter 3:15; 1 Corinthians 2:1-13; 2 Corinthians 9:2

_____ ADMINISTRATION: You have been blessed with the special ability 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 of the accomplishment of those goals.

Scriptural References: 1 Corinthians 12:28; 1 Corinthians 12:5; Acts 6:1-7; Romans 12:8; Acts 15:7-12; 1 Timothy 5:17; Proverbs 24:3-4

_____ INTERCESSION: You have been blessed with the special ability to pray for extended periods of time on a regular basis and also to see frequent and specific answers to your prayers to a degree much greater than a fellow Christian who has not been blessed with an intercessory gift.

Scriptural References: 1 Timothy 2:1-8; James 5:14-16; Acts 12:1-17; Acts 16:25-31; Colossians 4:12

_____ SERVING: You have been blessed with the special ability 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 goals.

Scriptural References: Romans 12:7; 2 Timothy 1:16-18; 2 Corinthians 8:19-20; Luke 22:22-27

_____ CRAFTSMANSHIP – ARTS & CRAFTS: You have been blessed with the special ability to use your hands, thoughts, and mind to further the Kingdom of God through artistic, creative means. You may serve as a leader for others to form their abilities in this area.

Scriptural References: Exodus 31:3-11; Exodus 30:33-35; Acts 16:14; Nehemiah 11:35; 1 Chronicles 4:14

_____ MUSIC – VOCAL: You have been blessed with the special ability to use your voice in the singing of praises with joy to the Lord in such a way that it is beneficial and edifying for others within the Body.

Scriptural References: 2 Chronicles 34:12; 2 Chronicles 5:12-13; Nehemiah 7:1, 11:22, 12:42; Colossians 3:16

_____ CRAFTSMANSHIP – MANUAL: You have been blessed with the special ability to use your hands, thoughts and mind in the areas of maintenance, care and upkeep for the benefit and beautification of God’s Kingdom here on earth.

Scriptural References: 2 Chronicles 34:8-13; Acts 18:3; Nehemiah 11:35;
1 Chronicles 4:14, 26:28

_____ MUSIC – INSTRUMENTAL: You have been blessed with the special ability to play a musical instrument in such a way that it will bring praise and glory to the Lord and will also benefit and edify others within the Body.

Scriptural References: 1 Chronicles 16:42; Psalms 150:4-5; Isaiah 38:20; 1 Samuel 16:16

_____ LEADERSHIP: You have been blessed with the special ability to set goals in accordance with God’s purposes for the future and to communicate these goals to others in such a way that they voluntarily and harmoniously work together to accomplish these goals for the glory of God.

Scriptural References: Romans 12:8; Acts 15:7-12; Hebrews 13:17; Acts 6:2-4; Acts 7:10

_____ WRITING: You have been blessed with the special ability to formulate your thoughts and ideas into meaningful, written forms so that the reader will find courage, guidance, knowledge, or edification through the words you share with them.

Scriptural References: Psalms 45:1; Acts 15:19-20; Philippians 3:1; 1 Timothy 3:14-15;
Jude 1:3