

Spiritual Gifts Observations and Assessment

THANK YOU! Your spouse, family member, or friend is seeking to better understand who God has made them to be. Your perspective and observations of them can be helpful in that process. Your time in completing this questionnaire is very much appreciated! When you are finished, please return the completed form to the person who gave it to you.

This assessment pertains to the spiritual gifts of (person's name):	_____
Observations by (your name):	_____
Relationship:	_____

DIRECTIONS: Read each description below. Mark one of the following letters in the space provided.

KEY:

- D** = Definitely true, yes, certain gift
- P** = Possibly true, maybe, potential gift
- O** = Does not have gift
- ?** = I don't know, have not observed

_____ **Gift of Helps/Service** (I Corinthians 12:28, Romans 12:7) This gift is the ability to unselfishly meet the needs of other people through practical service. It may be either ministering to the person himself or doing things to enable him to be free to do other ministries.

_____ **Gift of Giving** (Romans 12:8) This gift is the ability to give liberally to meet the needs of others and support God's ministry with that which God has entrusted to you.

_____ **Gift of Mercy** (Romans 12:8) This gift is the ability to empathize with those in need (especially those suffering and miserable) and to manifest this empathy in such a way as to encourage those that are in need.

_____ **Gift of Encouragement** (Romans 12:8) This gift is the ability to counsel, model, and encourage people through your personal testimony, life, and scripture so that people are comforted and encouraged to action.

_____ **Gift of Faith** (I Corinthians 12:9) This gift is the ability to envision with clarity and confidence God's future direction and goals for the Body of Christ.

_____ **Gift of Wisdom** (I Corinthians 12:8) This gift is the ability to gain insight on how knowledge may best be applied to specific needs in the Body of Christ. This involves applying Biblical truths to everyday situations. It also involves special insight into the profundity and implications of how God is working in the world, especially to further the gospel. Compare Romans 11:33-35 with I Corinthians 2:6-10.

_____ **Gift of Knowledge** (I Corinthians 12:8) This gift is the ability to discover, analyze, accumulate, systematize, and articulate ideas that are essential for growth and edification of the Body of Christ. This especially involves the ability to concretely expound upon Old and New Testament history as well as the history of the Church.

Continued on next page

Spiritual Gifts Observations and Assessment, continued

KEY:

- D** = Definitely true, yes, certain gift
- P** = Possibly true, maybe, potential gift
- O** = Does not have gift
- ?** = I don't know, have not observed

_____ **Gift of Discernment of Spirits** (I Corinthians 12:10) This gift is the ability to perceive the motives of others and the sincerity within relationships concerning the Body of Christ. Or in other words, it is the ability to know if something is from God, a demonic source, or if it simply reflects human opinion.

_____ **Gift of Evangelism** (Ephesians 4:11) This gift is the ability to share the gospel of Christ publicly or privately with unbelievers in such a way that men and women respond to become disciples of Jesus Christ.

_____ **Gift of Leadership/Ruling** (Romans 12:8) This gift is the ability to set Godly goals, make decisions, and then communicate them to the Body of Christ, such that others will voluntarily follow and joyously work to accomplish these goals.

_____ **Gift of Administration** (I Corinthians 12:28) This gift is the ability to develop, articulate, and execute effective and specific plans in the accomplishment of the long and short range goals of the Body of Christ.

_____ **Gift of Teaching** (Romans 12:7, I Corinthians 12:28) This gift is the ability to communicate information in such a way that members of the Body of Christ understand how to apply spiritual principles to their own lives and ministries.

_____ **Gift of Prophecy** (Romans 2:6; I Corinthians 12:10, 28-29; Ephesians 4:11) This gift is the ability to publicly or privately proclaim God's word such that people are convicted, consoled, encouraged, challenged or strengthened. Another angle also involves knowing and speaking God's mind intuitively rather than, as with the teacher, deductively from scripture alone. Scripture is to always check this intuition.

_____ **Gift of Hospitality** (I Peter 4:9) This gift is the ability to reach out to others and welcome them into your home and life in a loving, warm manner, while providing food and lodging, such that the guests feel "at home" in your presence.

_____ **Gift of Pastor-Shepherd** (I Peter 5:1-4; Ephesians 4:11) This gift is the ability to minister to an established group of people (believers) by caring for their spiritual welfare holistically on a long-term basis.

_____ **Gift of Apostleship** (Ephesians 4:11) This gift is the ability and calling of God to be sent as a messenger to bring the Gospel to places where it has previously not been acculturated.

_____ **Gift of Pastor-Teacher** (Ephesians 4:11) This gift is the ability to instruct, guide, and care for a local expression of the Body of Christ, such that the members are prepared to reach out in ministry to others, both inside and outside the Body.

_____ **Gift of Miracles** (I Corinthians 12:10, 29, 39) This gift involves an event where a physical law is superseded (supernaturally) in such a way that it is perceived by the senses and draws the observers' consciences to their relationship with God. This especially involved exorcisms in the New Testament.

_____ **Gifts of Healing** (I Corinthians 12:9, 28, 30) These are presumably of various kinds since this gift is described in the plural form. These gifts result in the restoration to wholeness of a person who is physically, emotionally, or spiritually broken, so that they may serve Christ or as a witness for Him.

_____ **Gift of Tongues** (I Corinthians 12:10, 28, 30) and

Gift of Interpretation (I Corinthians 12:10, 30) The gift of tongues is the ability to speak to God in an utterance not understood by the speaker (unless it is explained by one with the gift of interpretation).

Continued on next page

Spiritual Gifts Observations and Assessment, continued

- A. What other observations or insights do you have that would help this person to understand his or her strengths or abilities? (You may attach another sheet and continue your comments.)

- B. Look back at the gifts you marked with a "P" (possibly true). List them from most to least and explain why you feel these are gifts this person *may* have.

1. Gift: _____ Why: _____

2. Gift: _____ Why: _____

3. Gift: _____ Why: _____

- C. Look back at those gifts you marked "D" (definitely true). List them from most to least and explain why you feel these are gifts this person *definitely* has.

1. Gift: _____ Why: _____

2. Gift: _____ Why: _____

3. Gift: _____ Why: _____
