

Spiritual Gifts Assessment

Memorial Road Church of Christ

In addition to the incomparable gift of Jesus Christ Himself, God has given each of us one or more spiritual gifts – special abilities which are to be used to bring glory to God by helping to unify His church and grow His kingdom.

This assessment is designed to help you identify those special gifts. Of course, this tool is basic and should not be considered the absolute end-all-be-all in determining what you are gifted to do, but it may well prove to be a helpful guide.

To get started, you'll need to do the following:

1. Take the self-test comprised of 51 questions.
2. Grade your test to determine your highest scoring gift areas.
3. Read over the list of spiritual gifts included in this assessment, each of which include scriptural references.
4. Enter the results of your gift assessment, as well as your own personal passions and abilities, in the worksheet on pages 10 & 11.
5. Take the Gifts, Passions & Abilities worksheet and enter your results in your personal profile on Memorial Road's Online Community at mrcc.ccbchurch.com (*available starting Sunday, November 4*)
 - *Or if you don't use the Internet, turn in your gifts assessment to the church office or call in the results to the office – we'll enter them for you!*
6. Start looking for specific ministry opportunities in which to use your gifts! Our Online Community is a great way to do this.

The reason we want you to complete this assessment and input the results in our Online Community is so that our church and ministry leaders can know the gifts and talents you possess. You might have just the gift that someone needs to do the Lord's work more effectively at Memorial Road. In addition, if this assessment can help you identify your gifts, you will be much better equipped to seek out those ministry opportunities best suited for your abilities.

If you need help with any of these steps or want to visit about how you can use your gifts and talents for the Lord at Memorial Road, please don't hesitate to contact me. And if you want to access this document online, it's available for download on your Online Community Bible Class home page.

Good luck!

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STEP 1: Take the self-test

For each of the 51 questions that follow, circle the number that corresponds with the response that most closely matches how you perceive yourself. Here is the scale of responses:

- 4 = Consistently true
- 3 = Frequently true
- 2 = Occasionally true
- 1 = Infrequently true
- 0 = Rarely true

Answer as truthfully as you can. You might also ask a person who is close to you to score the inventory with, and for, you. Their perception of your strengths may be useful in identifying the gifts with which you have been truly blessed. After responding to each question, fill out the scoring grid on page six to analyze your results.

1	When presented a goal, I immediately think of steps that need to be taken in order to achieve the desired results.	4 3 2 1 0
2	I express myself through artistic means.	4 3 2 1 0
3	My faith requires me to seek out God's will and purpose in all circumstances that arise in my life.	4 3 2 1 0
4	I am able to convey the Gospel message to non-believers in ways that they are able to easily understand.	4 3 2 1 0
5	I am moved by those who through conflict or sorrow are wavering in faith.	4 3 2 1 0
6	I am certain of the Spirit's presence in my life and the lives of others.	4 3 2 1 0
7	I am blessed by God each day and gladly respond to these blessings by giving liberally of my time and money.	4 3 2 1 0
8	I enjoy meeting new people and becoming acquainted with them.	4 3 2 1 0
9	I feel compelled to learn as much as I can about the Bible and faith.	4 3 2 1 0
10	I am a take-charge person. When others follow my direction, the goal or task will be completed.	4 3 2 1 0
11	When I see a person in need, I am moved to assist them.	4 3 2 1 0
12	I am motivated to provide spiritual leadership to those who are on a faith journey.	4 3 2 1 0

13	I know that God hears and responds to my daily prayers.	4 3 2 1 0
14	I like working behind the scenes to ensure projects are successful.	4 3 2 1 0
15	My great joy is to communicate biblical truth in such a way that it becomes real and understood by others.	4 3 2 1 0
16	When a challenge is presented, I am usually able to identify an appropriate solution.	4 3 2 1 0
17	I love to sing and enjoy inspiring others by expressing myself in that way.	4 3 2 1 0
18	I enjoy organizing thoughts, ideas, hopes and dreams into a specific plan of action.	4 3 2 1 0
19	I can translate into artistic form what I first see in my imagination.	4 3 2 1 0
20	I have assisted others as they sought to discern whether or not their personal decisions were helpful and in accord with God's will for their lives.	4 3 2 1 0
21	I enjoy being with non-believers and like having the opportunity to encourage them to faith and commitment.	4 3 2 1 0
22	When I know someone is facing a crisis or challenge, I feel compelled to provide support and care.	4 3 2 1 0
23	My trust in the Spirit's presence, when I encounter times of personal crisis, is a source of strength for others.	4 3 2 1 0
24	I manage my time and money so that I am able to give much of it to the work of the church or other organizations.	4 3 2 1 0
25	I am often asked to open my home for small group gatherings or social occasions.	4 3 2 1 0
26	Not one day would be complete without biblical study and thought.	4 3 2 1 0
27	When I am in a group, others will often look to me for direction.	4 3 2 1 0
28	I feel an urgency to provide housing for the homeless, food for the starving, comfort for those in distress.	4 3 2 1 0
29	I have responsibility for providing spiritual guidance to an individual believer or group of believers.	4 3 2 1 0
30	I often become so absorbed in my prayer life that the door bell or phone can ring and I will not hear it.	4 3 2 1 0

31	I find true joy and satisfaction in working hard at whatever tasks are needed to accomplish the goal.	4 3 2 1 0
32	I want to express my faith by assisting others to discover the truths contained in the Bible.	4 3 2 1 0
33	People come to me for help in applying Christian faith and values to personal situations.	4 3 2 1 0
34	Through involvement in praise and worship, inspiration has been provided to myself and others.	4 3 2 1 0
35	I have been successful in organizing, directing and motivating people to achieve a goal.	4 3 2 1 0
36	My artistic work has given spiritual strength to both believers and non-believers.	4 3 2 1 0
37	In the congregation, I am often asked if a direction being discussed is in accord with God's will and purpose.	4 3 2 1 0
38	I do not find it difficult to share what Jesus means to me with non-believers.	4 3 2 1 0
39	Those who are struggling with life questions have come to me for guidance and help.	4 3 2 1 0
40	I can see great things happening in my congregation and am not derailed by the pessimism of others.	4 3 2 1 0
41	When I receive money unexpectedly, one of my first thoughts is to share this gift through the church.	4 3 2 1 0
42	I enjoy welcoming guests and helping them to feel at ease.	4 3 2 1 0
43	My study of the Bible has proven helpful to others in their faith journey.	4 3 2 1 0
44	People have said they like to work with me because the task will be successfully completed.	4 3 2 1 0
45	People have been surprised by how at ease I am while working with those who are suffering in mind, body or spirit.	4 3 2 1 0
46	People have come to me for spiritual help and it has developed into a long-term relationship.	4 3 2 1 0
47	Believers have asked me to pray for healing in their lives, and have evidenced God's healing power.	4 3 2 1 0
48	When I turn out the lights, take tables down, work in the kitchen or put chairs away, I feel that I have served the Lord.	4 3 2 1 0

49	Students have told me that I can take the most difficult idea or concept and make it understandable.	4 3 2 1 0
50	When direction is needed at work or in the congregation, I am generally asked for my opinion.	4 3 2 1 0
51	I am grateful and humbled that my musical ability and/or my role in worship experiences have provided inspiration and hope for others on their faith journey.	4 3 2 1 0

STEP 2: Grade your test

Each row in the scoring grid below represents a set of three questions (listed in the left-hand column). For each set of questions, go back to your test and add the numerical values of your responses for those three questions to arrive at a total. Then indicate on the scoring grid what your total is for each set of questions. *For example, in the category of Administration, if you answered questions 1, 18 & 35 with responses of “3”, “2” & “4”, just add 3+2+4 to arrive at a total of 9. Then place an “x” in the column marked “9” in the Administration row of the scoring grid.*

Questions	0	1	2	3	4	5	6	7	8	9	10	11	12	
1, 18, 35														Administration
2, 19, 36														Creativity
3, 20, 37														Counseling
4, 21, 38														Evangelism & Missions
5, 22, 39														Encouragement
6, 23, 40														Faith
7, 24, 41														Giving
8, 25, 42														Hospitality
9, 26, 43														Knowledge
10, 27, 44														Leadership
11, 28, 45														Mercy
12, 29, 46														Mentoring
13, 30, 47														Prayer (Intercession)
14, 31, 48														Serving
15, 32, 49														Teaching
16, 33, 50														Wisdom (Discernment)
17, 34, 51														Worship & Music

Go to the next page to list your top gifts.

Now, list your three highest scores:

1. _____
2. _____
3. _____

Some notes about your results:

- The higher the score, the stronger the corresponding gift.
- The strongest gift(s) will generally have a total score of seven or more.
- If you have more than one score of seven or more, see how those multiple gifts have the potential to compliment and support one another.

Please remember that this is not a scientific instrument. This inventory is designed to help you begin your journey toward discovering your spiritual gift(s). These results need to be further explored to determine which gift(s) you have truly been blessed with. Your perceptions will be validated by others and confirmed through prayer and practice over time. Listen for that affirmation as others confirm your gifts through genuine expressions of approval and gratitude for a job well done!

Go on to the next section to learn more about the spiritual gifts in this inventory.

STEP 3: Examine the gifts

Before you look through the list of gifts that follow, it may be helpful to read through the three main passages in the Bible that teach about spiritual gifts in the church: Romans 12, I Corinthians 12 and Ephesians 4. There are also many other scriptures throughout the Bible that reference specific areas of giftedness.

Please note that it is difficult to compile a definitive list, in that so many areas of talent and ability are mentioned in God's Word. There are many opinions and arguments in the matter of defining spiritual gifts. The following list does not aim to settle those debates but seeks merely to represent the areas of giftedness clearly cited in Scripture that God bestows on us as His people. Each entry contains multiple, although not necessarily exhaustive, scriptural references that pertain to that gift.

When we as Christians use these gifts in the way that God intends, the church is united, edified and equipped to grow both spiritually and numerically.

The Gifts:

Administration – the gift that enables a believer to formulate, direct, and carry out plans necessary to fulfill a purpose. See: I Corinthians 12:28, Acts 14:23.

Creativity – the gift that gives the believer the skill of creating artistic expressions that produce a spiritual response of strength and inspiration. See: Exodus 31:1-11, Psalm 149:3a.

Counseling – the gift that motivates a believer to seek God's will and purpose and apply that understanding to individual and congregational situations. See: John 16:6-15, Romans 9:1, I Corinthians 2:9-16.

Evangelism & Missions – the gift that moves believers to reach nonbelievers in such a way that they are baptized and become active members of the Christian community. See: Matthew 28:16-20, Ephesians 4:11-16, Acts 2:36-40.

Encouragement – the gift that moves the believer to reach out with Christian love and presence to people in personal conflict or facing a spiritual void. See: John 14:1, II Timothy 1:16-18, III John 5-8.

Faith – the gift that gives a believer the eyes to see the Spirit at work and the ability to trust the Spirit's leading without indication of where it all might lead. See: Genesis 12:1-4a, Mark 5:25-34, I Thessalonians 1:8-10.

Giving – the gift that enables a believer to recognize God's blessings and to respond to those blessings by generously and sacrificially giving of one's resources (time, talent, and treasure). See: II Corinthians 9:6-15, Luke 21:1-4.

Hospitality – the gift of using one's home and resources to humbly serve the needs of others in a way that points them to Christ. See: Romans 12:13, Romans 16:23a, Luke 10:38.

Knowledge – the gift of learning, analyzing and uncovering new insights with regard to the Bible and faith. See: I Corinthians 12:8, I Corinthians 14:6, Romans 12:2.

Leadership – the gift that gives a believer the confidence to step forward, give direction and provide motivation to fulfill a dream or complete a task. See: Romans 12:8, John 21:15-17, II Timothy 4:1-5.

Mercy – the gift that motivates a believer to feel deeply for those in physical, spiritual or emotional need and then act to meet that need. See: Luke 7:12-15, Luke 10:30-37, Matthew 25:34-36.

Mentoring – the gift of having the confidence, capability and compassion to provide spiritual leadership and direction for individuals or groups of believers. See: I Timothy 4:12-16, I Timothy 3:1-13, II Timothy 4:1-2.

Prayer (Intercession) – the gift of having the desire to bring the needs of others to God in prayer. See: Matthew 6:6-15, Luke 11:1-10, Ephesians 6:18.

Serving – the gift of working gladly behind the scenes in order that God's work is fulfilled. See: Luke 23:50-54, Romans 16:1-16, Philippians 2:19-23.

Teaching – the gift of communicating a personal understanding of the Bible and faith in such a way that it becomes clear and understood by others. See: I Corinthians 12:28, Matthew 5:1-12, Acts 18:24-48.

Wisdom (discernment) – the gift that gives a believer the ability to sort through opinions, facts and thoughts in order to determine what solution would be best for the individual believer or the community of believers. See: I Corinthians 2:6-13, James 3:13-18, II Chronicles 1:7-11.

Worship & Music – the gift of inspiring believers to express personal faith and providing inspiration and comfort through worship and song. See: John 4:24, Romans 12:1, Hebrews 12:28, Psalm 96:1-9, Psalm 100:1-2, Psalm 149:1-2

STEP 4: Complete this Gifts, Passions & Abilities worksheet

The worksheet below consists of three sections: Your Gifts, Your Passions and Your Abilities. Fill in each section by placing a mark next to each gift, passion and ability that you possess.

YOUR GIFTS – Mark the spiritual gifts below that you identified in your self-assessment.

Administration		Giving		Prayer (intercession)
Creativity		Hospitality		Serving
Counseling		Knowledge		Teaching
Evangelism & Missions		Leadership		Wisdom (discernment)
Encouragement		Mercy		Worship & Music
Faith		Mentoring		

YOUR PASSIONS – Mark the areas below that you are passionate about.

People – Infants		People – Emotional Needs		Interests – Audio / Visual
People – Pre-K		People – Unemployed		Interests – Performing Arts
People – K-5		People – Poor		Interests – Visual Arts
People – Jr. High		People – Homeless		Interests – Technology
People – High School		People – Incarcerated		
People – College		People – In Disaster		
People – Special Needs Kids		People – Local Community		Issues – Abortion
People – Orphans		People – Lost		Issues – Abuse
People – Teen Mothers				Issues – Addictions
People – Singles (20s – 30s)				Issues – Education
People – Singles (40s – 50s)		Church – Benevolence		Issues – Injustice
People – Single Parents		Church – Bible Education		Issues – Literacy
People – Parents		Church – Communications		Issues – Local Community
People – Young Marrieds		Church – Connecting		Issues – Marriage & Family
People – Divorced		Church – Evangelism (For.)		Issues – Mental Illness
People – Widowed		Church – Evangelism (Loc.)		Issues – Poverty
People – Empty Nesters		Church – Facilities		Issues – Racism
People – Elderly		Church – Helping People		Issues – Violence
People – Internationals		Church – Mentoring		
People – Shut-ins		Church – Prayer		
People – Sick		Church – Teaching		
People – Disabled		Church - Worship		
People – Hospitalized				

YOUR ABILITIES – Mark the abilities, skills & talents you possess.

	Professional – Accounting		Pro – Systems Analyst		Foreign Lang – Other
	Pro – Advertising		Pro – Taxes		Construction – Carpentry
	Pro – Architect		Pro – Television		Construction – Drywall
	Pro – Auto Mechanic		Pro – Video Production		Construction – Electrical
	Pro – Bookkeeping		Pro – Web Design		Construction – Flooring
	Pro – Career Counseling		Church – Audio /Visual		Construction – Gen. Contractor
	Pro – Child Care		Church – Bible Class Teaching		Construction – Heating / AC
	Pro – Cleaning Services		Church – Bible Class Materials		Construction – Interior Design
	Pro – Coach		Church – Curriculum Writing		Construction – Masonry
	Pro – Computer Networking		Church – Greeting		Construction – Painting
	Pro – Computer Programming		Church – Hosting Events		Construction – Plumbing
	Pro – Construction		Church – Lead BK		Construction – Roofing
	Pro - Counseling		Church – Lead Ministry		Maintenance – Building
	Pro – Data Entry		Church – One-on-One Study		Maintenance – Cleaning
	Pro – Dental Hygienist		Church – Prayer Leading		Maintenance – Gardening
	Pro – Dentist		Church – Preaching		Maintenance - Grounds
	Pro – Eye Doctor		Church – Scripture Reading		Repairs – Auto Engine
	Pro – Family Medicine		Church – Song Leading		Repairs – Diesel Engine
	Pro – Med Tech		Performing Arts – Acting		Repairs – Small Engine
	Pro – Mental Health		Perf Arts – Bassist		Repairs – A/V System
	Pro – Nursing		Perf Arts – Chorus Directing		Repairs – Computers
	Pro – Paramedic / EMT		Perf Arts – Drummer		Repairs – Electronics
	Pro – Pharmacist		Perf Arts - Guitarist		Work with – Disabled
	Pro – Physical Therapist		Perf Arts – Keyboardist		Work with – Hearing (signing)
	Pro – Surgeon		Perf Arts – Other Instruments		Work with - Hospital visits
	Pro – Other Medical		Perf Arts – Music Teacher		Work with – Incarcerated
	Pro – Driver		Perf Arts – Puppeteer		Work with - Learn Disabilities
	Pro – Elementary Teacher		Perf Arts – Script Writing		Work with - Nursing Homes
	Pro – Jr./Sr. High Teacher		Perf Arts – Songwriting		Work with – Shut-ins
	Pro – University Professor		Perf Arts – Vocalist		Work with – Special Needs
	Pro – Engineer		Visual Arts – Artist		General – CDL Driver
	Pro – Event Planning		Visual Arts – Costume Design		General – Van Driver
	Pro – Financial Planning		Visual Arts – Crafts		General – Cashier
	Pro – Food Service		Visual Arts – Decorating		General – Child Care
	Pro – Fundraising		Visual Arts- Graphic Design		General – Conflict Resolution
	Pro – Graphic Artist		Visual Arts – Photography		General – Creative Writing
	Pro – IT Services		Visual Arts- Videography		General – Technical Writing
	Pro – Journalist/ Writer		Production – Set Design		General – Event Planning
	Pro – Landscaping		Production – Sound (audio)		General – Food Service
	Pro – Law Enforcement		Production – Video		General – Hosting In Home
	Pro – Legal		Lead – Accountability Groups		General – Housing Guests
	Pro – Librarian		Lead – Small Groups		General – Managing
	Pro - Lifeguard		Lead – Disaster Relief Trips		General – Microsoft Excel
	Pro – Media Planner		Lead - Mission Trips		General – Office Admin
	Pro – Personnel Management		Lead – Service Projects		General – Organizing
	Pro – Pilot		Lead – Tutoring		General – Public Speaking
	Pro – Project Manager		Foreign Languages – Chinese		General – Training
	Pro – Public Relations		Foreign Lang – German		General – Typing
	Pro – Radio		Foreign Lang – Japanese		General – Transcription
	Pro – Referee		Foreign Lang – Korean		General – Wedding Coordination
	Pro – Sales		Foreign Lang – Portuguese		
	Pro – Social Work		Foreign Lang - Spanish		

STEP 5: Input your results into MRCC's Online Community

After you have scored your test, identified your strongest gifts and selected your passions and abilities in the worksheet above, you need to enter those results in our Online Community so that others in our church family will have a better idea of where your strengths lie.

The process is simple:

1. Go to mrcc.ccbchurch.com.
2. Enter your login and password (if you do not have a login and password or have forgotten yours, click the link that says "Request New/Forgotten Login and Password" and follow the steps).
3. Once you're logged in, find the link in the left-hand menu that says "I Want To..." and select "Edit My Profile" (you can also use the "My Profile" link in the horizontal menu at the very top of the page).
4. When your main Profile page comes up, select "Edit" from the Profile menu options.
5. Select "My Fit & Community" from the Editing menu.
6. You're there! Just look in the lists of Spiritual Gifts, Passions and Abilities and select the ones that are yours (*tip: to select multiple items from any of these scroll-down boxes, just hold down the "Ctrl" key while you click*).
7. You can also go to the other pages of your Profile to edit other personal information.

**** Important Note: Even if you don't use the Internet, we want to know your gifts. Either drop your completed assessment by the church office or call Sarah Bailey or Andy Lashley in the church office and we'll enter them for you.**

STEP 6: Find ways to use your gifts

God has blessed His people with special talents for a reason – to use them for His service. To help others in need. To unify the church. To spread the gospel to the world. Memorial Road has an abundance of ministries and opportunities to use your spiritual gifts. We hope this process will help motivate you to find your niche of service in this church family.

WE NEED YOU!

There are many ways to get information and get plugged in. Here are a few:

- Use the website (mrccfamily.org) to get information about our various ministries and the people that lead them. Don't hesitate to contact these leaders directly!
- Use the Online Community (mrcc.ccbchurch.com) to find specific roles and positions where you can serve and make a difference. When you log in (see the above section), just click on the "Positions" link on the main page. Then click on "All Positions" to see a list of volunteer roles.
- Visit Ministry Central in the main lobby. There are cards on the wall there that have information about all of our ministries, as well as a way to indicate your interest.
- Call me! Please feel free to e-mail me (alashley@mrcc.org) or call me (607-6421) if you want to visit about how you can utilize your gifts at Memorial Road.

THANK YOU FOR TAKING THE TIME TO DO THIS!