

Spiritual Gifts Assessment

“Each of you should use whatever gift you have received to serve others, as faithful stewards of God’s grace in its various forms.”

—1 Peter 4:10



Nativity Lutheran Church

God has blessed all of us with many gifts and talents.

Some of us are skilled as a cook, scientist, athlete or a gardener. God calls us to use all of our talents to serve God and others. But the Holy Spirit has also blessed us with spiritual gifts that are meant to be shared with others to bring maturity and unity in faith. As Christians, each one of us is a part of the body of Christ, and we have an important role to play in keeping the body healthy.

Like other presents, it is impossible to fully appreciate and make use of our spiritual gifts until they have been opened. This tool will help you begin to open your spiritual gifts by guiding you through the following activities:

- Explore scripture references that describe the spiritual gifts
- Take a 66-question (15 min.) self-assessment to help you identify which gifts you have received in greatest measure
- Read descriptions, general characteristics, and cautions about your gifts
- Learn about possible uses of your gifts through service opportunities at Nativity and elsewhere.



Scripture References

The Apostle Paul addresses spiritual gifts in: Romans 12, I Corinthians 12, and Ephesians 4. Peter advises Christians about them in I Peter 4. Through these and other sections of scripture, we learn that all Christians have been given at least one spiritual gift. The purpose of spiritual gifts is twofold: (1) to encourage one another in our relationship with God and (2) to make God's love manifest in the world. These gifts are to be used in service to God and one another. **Generally speaking, we do not choose which gifts we will receive.** God gives spiritual gifts to us through the work of the Holy Spirit. Not all of the gifts identified in scripture are included in this inventory.

Spiritual Gifts Assessment Tool

The Spiritual Gifts Assessment tool is a quick survey you can take to identify your spiritual gifts. After you have completed the survey, you will receive a document highlighting your spiritual gifts. If you prefer, you can take this assessment on our website at:

<https://www.nativitychurch.org/spiritual-gifts/>

Instructions: For each of the 66 questions which follow, shade in the box to the right of the question corresponding to the number of the response that most closely matches how you perceive yourself. Categories are presented across the top of the inventory.

- 4 consistently true
- 3 frequently true
- 2 occasionally true
- 1 infrequently true
- 0 rarely true

4 consistently true, 3 frequently true, 2 occasionally true, 1 infrequently true, 0 rarely true

4 3 2 1 0

	4	3	2	1	0
1. When presented with a goal, I immediately think of steps that need to be taken in order to achieve the desired results.	<input type="radio"/>				
2. I express myself through artistic means.	<input type="radio"/>				
3. My faith requires me to seek out God's will and purpose in all circumstances that arise in my life.	<input type="radio"/>				
4. I am able to convey the Gospel message to non-believers in ways that they are able to easily understand.	<input type="radio"/>				
5. I am moved by those who, through conflict or sorrow, are wavering in faith.	<input type="radio"/>				
6. I am certain of the Spirit's presence in my life and in the lives of others.	<input type="radio"/>				
7. I am blessed by God each day and gladly respond to these blessings by giving liberally of my time and money.	<input type="radio"/>				
8. I enjoy meeting new people and becoming acquainted with them.	<input type="radio"/>				
9. I know that God hears and responds to my daily prayers.	<input type="radio"/>				
10. I feel compelled to learn as much as I can about the Bible and faith.	<input type="radio"/>				
11. I am a take-charge person. When others follow my direction, the goal or task will be completed.	<input type="radio"/>				
12. When I see a person in need, I am moved to assist them.	<input type="radio"/>				
13. I love to sing and enjoy inspiring others through song.	<input type="radio"/>				
14. I find joy and express myself by playing a musical instrument.	<input type="radio"/>				
15. I am motivated to provide spiritual leadership to those who are on a faith journey.	<input type="radio"/>				
16. I like working behind the scenes to ensure projects are successful.	<input type="radio"/>				
17. I enjoy working with my hands in a trade or skill that required considerable experience to perfect.	<input type="radio"/>				
18. My great joy is to communicate Biblical truth in such a way that it becomes real and understood by others.	<input type="radio"/>				
19. When a challenge is presented, I am usually able to identify an appropriate solution.	<input type="radio"/>				
20. I am able to take a thought or idea and put it into a clear and inspiring written form.	<input type="radio"/>				
21. I enjoy learning about beliefs and customs of people in a different culture.	<input type="radio"/>				
22. I feel compelled to speak out against unjust conditions in society.	<input type="radio"/>				
23. I enjoy organizing thoughts, ideas, hopes and dreams into a specific plan of action.	<input type="radio"/>				
24. I can translate into artistic form what I first see in my imagination.	<input type="radio"/>				
25. 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.	<input type="radio"/>				
26. I enjoy being with non-believers and like having the opportunity to encourage them to faith and commitment.	<input type="radio"/>				

4 consistently true, 3 frequently true, 2 occasionally true, 1 infrequently true, 0 rarely true

4 3 2 1 0

27. When I know someone is facing a crisis, I feel compelled to provide support and care.	<input type="radio"/>				
28. My trust in the Spirit's presence, when I encounter times of personal crisis, is a source of strength for others.	<input type="radio"/>				
29. 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.	<input type="radio"/>				
30. I am often asked to open my home for small group gatherings or social occasions.	<input type="radio"/>				
31. I see or consider a situation and feel called to pray about it.	<input type="radio"/>				
32. Not one day would be complete without Biblical study and thought.	<input type="radio"/>				
33. When I am in a group, others will often look to me for direction.	<input type="radio"/>				
34. I feel an urgency to provide housing for the homeless, food for the starving, or comfort for those in distress.	<input type="radio"/>				
35. I have sung before groups and felt a real sense of God's presence.	<input type="radio"/>				
36. By my playing a musical instrument, I am inspired and others are too.	<input type="radio"/>				
37. I have responsibility for providing spiritual guidance to an individual believer or group of believers.	<input type="radio"/>				
38. People tell me that without my willingness to do the unnoticed jobs, their work would be more difficult.	<input type="radio"/>				
39. I am good at building, repairing, or restoring things and find satisfaction in doing so.	<input type="radio"/>				
40. I want to express my faith by assisting others to discover the truths contained in the Bible.	<input type="radio"/>				
41. People come to me for help in applying Christian faith and values to personal situations.	<input type="radio"/>				
42. I often feel moved to write about my thoughts and feelings so others may benefit from them.	<input type="radio"/>				
43. I feel drawn to and am comfortable with people of different cultures.	<input type="radio"/>				
44. I try to provide an understanding of local and/or global needs and concerns so as to bring about change.	<input type="radio"/>				
45. I have been successful in organizing, directing and motivating people to achieve a goal.	<input type="radio"/>				
46. My artistic work has given spiritual strength to both believer and non-believer.	<input type="radio"/>				
47. In the congregation, I am often asked if a direction being discussed is in accord with God's will and purpose.	<input type="radio"/>				
48. I do not find it difficult to share with non-believers what Jesus means to me.	<input type="radio"/>				
49. Those who are struggling with life questions have come to me for guidance and help.	<input type="radio"/>				
50. I can see great things happening in my congregation and am not derailed by the pessimism of others.	<input type="radio"/>				
51. When I receive money unexpectedly, one of my first thoughts is to share this gift through the church or with others.	<input type="radio"/>				
52. I enjoy welcoming guests and helping them to feel at ease.	<input type="radio"/>				

4 consistently true, 3 frequently true, 2 occasionally true, 1 infrequently true, 0 rarely true

4 3 2 1 0

53. People have asked me to pray for healing in their lives, and have evidenced God's healing power.	<input type="radio"/>				
54. My study of the Bible has proven helpful to others in their faith journey.	<input type="radio"/>				
55. People have said they like to work with me because the task will be successfully completed.	<input type="radio"/>				
56. People have been surprised by how at ease I am while working with those who are suffering in mind, body or spirit.	<input type="radio"/>				
57. I am grateful and humbled that my singing has provided inspiration and hope for others on their faith journey.	<input type="radio"/>				
58. Others have told me they were moved by my playing a musical instrument.	<input type="radio"/>				
59. People have come to me for spiritual help and it has developed into a long-term relationship.	<input type="radio"/>				
60. 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.	<input type="radio"/>				
61. My knowledge of building, maintenance or repair has been a special value to the church and others.	<input type="radio"/>				
62. Students have told me that I can take the most difficult idea or concept and make it understandable.	<input type="radio"/>				
63. When direction is needed at work or in the congregation, I am generally asked for my opinion.	<input type="radio"/>				
64. My written work has been helpful to others in understanding life's truths.	<input type="radio"/>				
65. I like to share my gifts with people of other cultures, and/or I have professional skills to help them.	<input type="radio"/>				
66. I speak up when I witness some act of cruelty or prejudice to another person, even if it is hard for people to hear.	<input type="radio"/>				

Spiritual Gifts Assessment Scoring Grid

Note: Even though the term "scoring" is used, it is purely so that you can determine where your gifts are strongest. No other value is placed on the gifts you do or don't have. Remember, all gifts are given by the Holy Spirit.

Instructions: Total the rating numbers for the three questions in the column on the left. For each gift there is a set of three questions, which could have a potential score of 0 to 12. The rectangular blocks will total your score as you shade in the number 0 1 2 3 4 for each of the three questions. For example, in the category of Administration, the answers to the three questions equal the numbers 2+4+3, or 9. The bar will be shaded up to the number 9. Once the grid is complete, note that the longer the bar, the stronger the corresponding gift.

	1	2	3	4	5	6	7	8	9	10	11	12	
Questions 1, 23, 45													Administration
Questions 2, 24, 46													Artistry
Questions 3, 25, 47													Discernment
Questions 4, 26, 48													Evangelism
Questions 5, 27, 49													Encouragement
Questions 6, 28, 50													Faith
Questions 7, 29, 51													Giving
Questions 8, 30, 52													Hospitality
Questions 9, 31, 53													Prayer
Questions 10, 32, 54													Knowledge
Questions 11, 33, 55													Leadership
Questions 12, 34, 56													Mercy
Questions 13, 35, 57													Music-Vocal
Questions 14, 36, 58													Music-Instrumental
Questions 15, 37, 59													Shepherding
Questions 16, 38, 60													Service
Questions 17, 39, 61													Skilled Craft
Questions 18, 40, 62													Teaching
Questions 19, 41, 63													Wisdom
Questions 20, 42, 64													Writing
Questions 21, 43, 65													Cross-Culture/Missionary
Questions 22, 44, 66													Advocate for Justice

Sample Assessment

1	2	3	4	5	6	7	8	9	10	11	12	
												Administration
												Artistry
												Discernment
												Evangelism
												Encouragement
												Faith
												Giving
												Hospitality
												Prayer
												Knowledge
												Leadership
												Mercy
												Music-Vocal
												Music-Instrumental
												Shepherding
												Service
												Skilled Craft
												Teaching
												Wisdom
												Writing
												Cross-Culture/Missionary
												Advocate for Justice

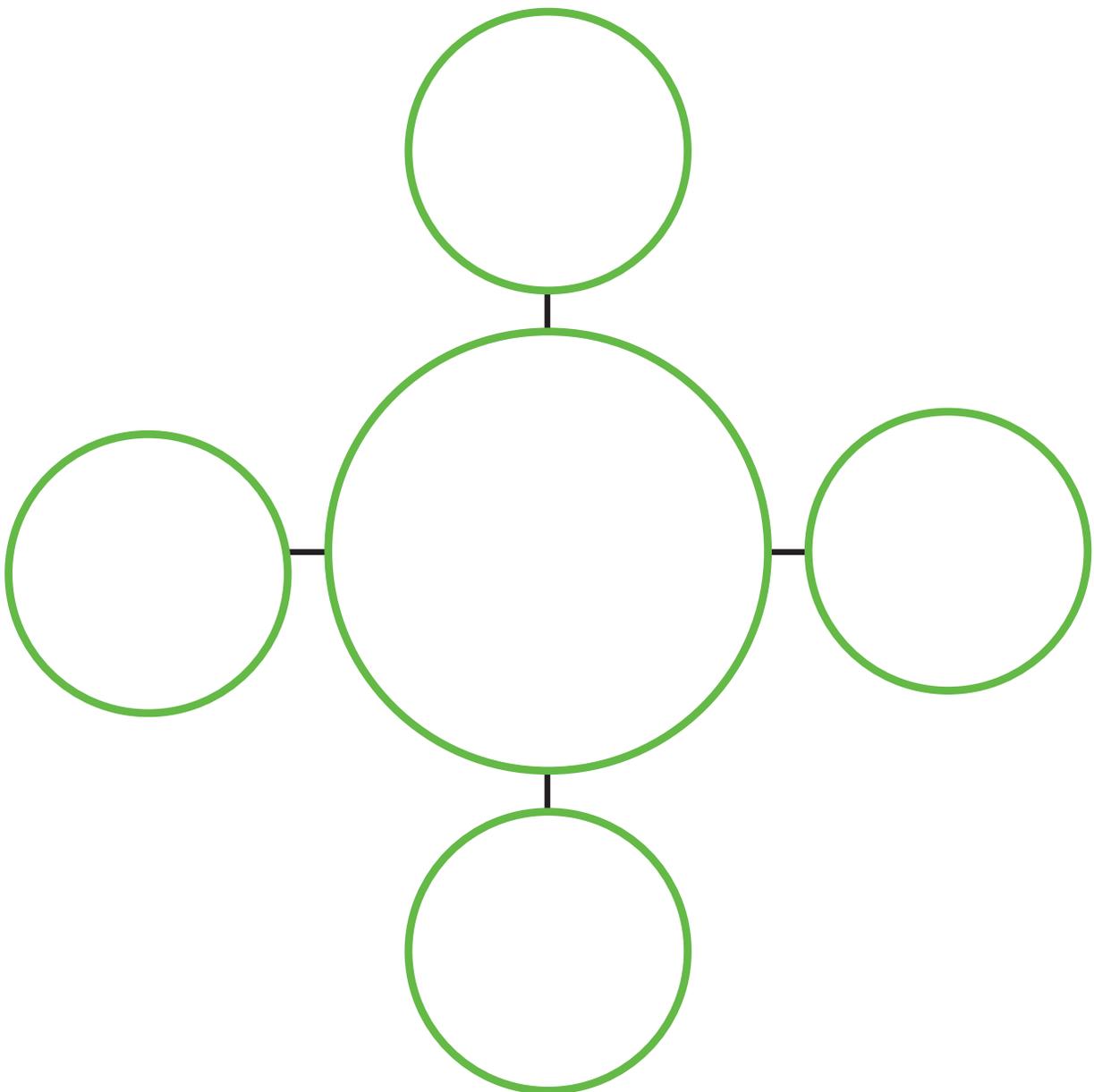
Spiritual Gifts Cluster

Now that you've completed the scoring grid, let's examine your spiritual gifts cluster. In the center circle of the cluster chart, write the spiritual gift that had the highest rating. In the remaining circles, write the other gifts which you rated a 7 or more. This is your gifts cluster.

Note: If you have several gifts with the same score, you will need to discern which gift is most natural for you and best complements the other gifts that will make up your gifts cluster. In this case you also might ask a person who is close to you to review your inventory. That person's perception of your strengths may be useful in identifying the gifts with which you have been blessed.

Look at your completed gifts cluster and ask yourself these questions.

- How will I use this information?
- What surprises lie in my gifts cluster?
- How does my gifts cluster explain the way I have been operating as a Christian?
- How will my ministry/my congregation be affected now that I am aware of my gifts?



These next steps will help you explore what the Holy Spirit is up to in blessing you with these gifts.

Pray as you seek the Holy Spirit's guidance as you explore your gifts.

Study to provide a solid foundation from which to use your gifts effectively. Study Scripture references, definitions and how each gift functions in the body of Christ. Remember, the mission is ultimately what's important.

Take time and make space to examine how you feel about each of the gifts in your cluster. Traditionally, the next step in some assessments after identifying your spiritual gifts would be to receive a list of tasks assigned to a particular gift. For example, if you have the gift of hospitality, the list might include greeter, usher or fellowship hour host. These are important tasks and should not be minimized. However, the Holy Spirit is calling the body of Christ beyond the church walls for the sake of the world. To begin to think outside the box, start with questions like "Where is my passion?" "Where is the greatest need?"

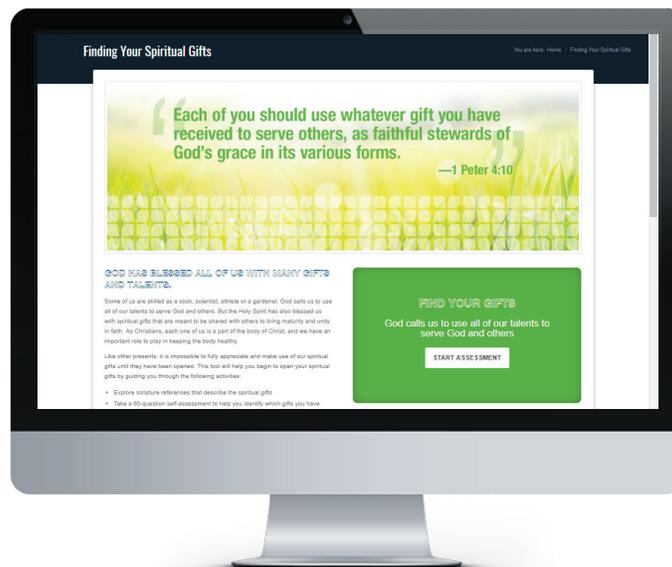
Celebrate and use your spiritual gifts. The mystery of these gifts is that the more you use them, the more confident you become in them and the more effective your ministry is. Pay close attention to what happens when you are fully engaging your gifts and when you are not.

Listen! As you use your spiritual gifts, others may provide affirmation. The Holy Spirit finds many ways to speak, so listen when others recognize your gifts and express thankfulness for a job well done. The Holy Spirit is not the type to give a gift with no strings attached, and those affirmations are a kind of string. These are not strings to control you or your gifts, however, but strings to assist you in using them.

Please contact Joanne Griffin, Minister of Belonging to further discuss your gifts and passions and how we can work together to serve our community - 612-781-2766 x1005 (church), 612-812-4868 (cell), or email joanne@nativitychurch.org.

You can also visit our website to find current volunteer opportunities that match your spiritual gifts:

<https://www.nativitychurch.org/spiritual-gifts/cluster-and-ponder-your-gifts/>



Spiritual Gifts Descriptions

The work of the Holy Spirit is an awesome mystery for us. Because of the way these spiritual gifts are given to us and manifested in individuals, it is better to provide a description rather than a narrow, one-size-fits-all definition. Like the spiritual gifts assessment, these descriptions are not definitive but paint a beautiful tapestry of the Holy Spirit at work in God's people.

ADMINISTRATION

The spiritual gift that enables the receiver to formulate, direct and carry out plans necessary to fulfill a purpose.

People with this gift are usually: organized, goal-oriented, thorough, objective, efficient, responsible, conscientious.

Cautions for people with this gift: being open to adjusting their plans so that they don't stifle a leader's vision; not using people simply to accomplish goals without concern for their growth in the process.

Biblical references: 1 Corinthians 12:28, Acts 14:23

ADVOCATE FOR JUSTICE

The spiritual gift that enables the receiver to bring a Biblical perspective to social justice issues and speak boldly as an advocate of those who are victimized and less powerful.

People with this gift are usually: informed, globally-minded, assertive, articulate, compassionate, analytical, perseverant.

Cautions for people with this gift: being so blunt or negative that people are put off by their manner; taking pride in their own ability to speak and persuade.

Biblical references: Isaiah 1:17, Micah 6:8, Luke 18: 1-8

ARTISTRY

The spiritual gift that gives the receiver the skill to create artistic expressions which produce a spiritual response of strength and inspiration.

People with this gift are usually: expressive, imaginative, artistic, creative, unconventional, sensitive, idea-oriented.

Cautions for people with this gift: remembering that art is not just for art's sake, but to glorify God and edify others; finding constructive criticism difficult to accept; being uncooperative and needing to work at being a team player.

Biblical references: Exodus 31:1-11, Psalm 149:3a

CROSS-CULTURE/MISSIONARY

The spiritual gift that enables the receiver to adapt and relate the Gospel and themselves to people of different cultures.

People with this gift are usually: diplomatic, patient, globally-minded, sensitive, bold, discerning, confident.

Cautions for people with this gift: jumping in to a culture to try to "fix it" and have it become like one's own; becoming impatient with people who find it difficult to relate to other cultures.

Biblical references: Matthew 28:18-20, 1 Corinthians 9:19-23, Romans 10:15

DISCERNMENT

The spiritual gift that enables the receiver to seek God's will and purpose and to apply that understanding to individual and collective situations affecting the faith community.

People with this gift are usually: perceptive, insightful, sensitive, intuitive, decisive, challenging, truthful.

Cautions for people with this gift: being harsh when confronting others instead of speaking truth in love; confirming perceptions before speaking.

Biblical references: John 16:6-15, Romans 9:1, 1 Corinthians 2:9-16

ENCOURAGEMENT

The spiritual gift that enables the receiver to encourage others so as to strengthen, comfort or urge to action those who are discouraged or wavering in their faith.

People with this gift are usually: positive, motivating, challenging, affirming, reassuring, supportive, trustworthy.

Cautions for people with this gift: being overly optimistic, too simplistic or flattering; being aware where others are in their faith journey and what they really need.

Biblical references: 2 Timothy 1:16-18, John 14:1, 3 John 1:5-8

EVANGELISM

The spiritual gift that moves the receiver to reach nonbelievers in such a way that they become active disciples in the Christian community.

People with this gift are usually: sincere, candid, respected, influential, spiritual, confident, commitment-oriented.

Cautions for people with this gift: remembering that the Holy Spirit, not guilt, is the motivator in a person's decision for Christ; needing to listen carefully, because the same approach is not appropriate for everyone.

Biblical references: Matthew 28:16-20, Ephesians 4:11-16, 2 Timothy 4:1-5

FAITH

The spiritual gift that enables the receiver to see the Spirit at work and to trust the Spirit's leading without indication of where it might lead.

People with this gift are usually: prayerful, optimistic, trusting, assured, positive, inspiring, hopeful.

Cautions for people with this gift: remembering that those who speak with reason and desire to plan do not necessarily lack faith; jumping to action.

Biblical references: Mark 5:25-34, Genesis 12:1-4a, 1 Thessalonians 1:8-10

GIVING

The spiritual gift that enables the receiver to recognize God's blessings and to respond to those blessings by generously and sacrificially giving of his or her resources (time, talent, and treasure).

People with this gift are usually: responsible, resourceful, trusting in God, charitable, disciplined, sensitive, stewardship-oriented.

Cautions for people with this gift: remembering that the church's mission is guided by its leaders and not determined by the giver's gift; greed; pride.

Biblical references: Luke 21:1–4, 2 Corinthians 9:6–15

HOSPITALITY

The spiritual gift that causes the receiver to joyfully welcome and receive guests and those in need of fellowship, food, lodging or care.

People with this gift are usually: friendly, gracious, inviting, trusting, caring, responsive, warm.

Cautions for people with this gift: viewing their gift of hospitality as just "entertaining"; remembering to ask God whom to befriend and serve.

Biblical references: Romans 12:13, Romans 16:23a, Luke 10:38

KNOWLEDGE

The spiritual gift that drives the receiver to learn, analyze and uncover new insights in regard to the Bible and faith.

People with this gift are usually: inquisitive, responsive, observant, insightful, reflective, studious, truthful.

Cautions for people with this gift: being cautious of this gift leading to pride, and remembering that it is God's message, not theirs, when they speak.

Biblical references: 1 Corinthians 12:8; 1 Corinthians 14:6, Romans 12:2

LEADERSHIP

The spiritual gift that gives the receiver the confidence to step forward, give direction and provide motivation to fulfill a vision or complete a task in advancing ministry.

People with this gift are usually: influential, visionary, diligent, trustworthy, persuasive, sensitive, goal-setting.

Cautions for people with this gift: remembering that servant leadership is the biblical model, with the greatest leader being the servant of all; waiting for a "leadership position" to use this gift.

Biblical references: Romans 12:4–8, John 13:12–17, Luke 22:24–26

MERCY

The spiritual gift that moves the receiver to feel deeply for those in physical, spiritual or emotional need and then to act to meet that need.

People with this gift are usually: empathetic, caring, responsive, kind, compassionate, sensitive, burden-bearing.

Cautions for people with this gift: feeling "unappreciated" when the people they have helped don't show appreciation in expected ways; becoming defensive and angry about the sources of others' pain.

Biblical references: Luke 7:12–15, Luke 10:30–37, Matthew 25:34–36

MUSIC (VOCAL)

The spiritual gift that gives the receiver the capability and opportunity to present personal witness and inspiration to others through singing.

People with this gift are usually: expressive, imaginative, insightful, inspiring, reflective, sensitive, creative.

Cautions for people with this gift: remembering that music is not just for music's sake, but to glorify God and edify others; finding evaluation and constructive criticism difficult to accept.

Biblical references: Psalm 96:1–9, Psalm 100:1–2, Psalm 149:1–2

MUSIC (INSTRUMENTAL)

The spiritual gift that enables the receiver to express personal faith and to provide inspiration and comfort through the playing of a musical instrument.

People with this gift are usually: expressive, imaginative, insightful, inspiring, reflective, sensitive, creative.

Cautions for people with this gift: failing to see that their gift is significant and one that makes a spiritual contribution to the body of Christ; remembering that music is not just for music's sake but to glorify God and edify others.

Biblical references: Psalm 33:1–5, Psalm 150, 1 Samuel 16:14–23

PRAYER

The spiritual gift that enables the receiver to pray consistently on behalf of others with a belief that prayer is heard and that, when requests are made, answers will come.

People with this gift are usually: caring, sincere, trustworthy, advocating, burden-bearing, spiritually-sensitive.

Cautions for people with this gift: feeling that their gift is not valued; diminishing the spiritual contribution to the body of Christ that comes from this ministry; using prayer as an escape from fulfilling responsibilities.

Biblical references: Matthew 6:6–15, Luke 11:1–10, Ephesians 6:18

SHEPHERDING

The spiritual gift that gives the receiver the confidence, capability and compassion to provide spiritual leadership and direction for individuals or groups of believers.

People with this gift are usually: discipling, supportive, protective, relational, influencing, guiding, and nurturing.

Cautions for people with this gift: passing judgment when they feel others are neglecting or abusing their responsibilities; finding it difficult to say “no” because of the desire to support others.

Biblical references: 1 Timothy 3:1–13, 2 Timothy 4:1–2, 1 Timothy 4:12–16

SERVICE

The spiritual gift that enables the receiver to work gladly behind the scenes in order that God’s work is fulfilled.

People with this gift are usually: available, willing, helpful, loyal, reliable, dependable, having a whatever-it-takes attitude.

Cautions for people with this gift: remembering that doing practical deeds is a spiritual contribution to the body of Christ; finding it difficult to say “no” because of the desire to support others.

Biblical references: Luke 23:50–54, Romans 16:1–16, Philippians 2:19–23

SKILLED CRAFT

The spiritual gift that enables the receiver to create, build, maintain or repair items.

People with this gift are usually: creative, resourceful, helpful, design-oriented, practical, handy, and comfortable functioning behind the scenes.

Cautions for people with this gift: failing to see that their gift is significant and one that makes a spiritual contribution to the body of Christ; using people to get things done instead of helping them grow in the process.

Biblical references: Exodus 30:1–6, Exodus 31:3–5, Ezekiel 27:4–11

TEACHING

The spiritual gift that enables the receiver to communicate a personal understanding of the Bible, faith, and other matters in such a way that it becomes clear and understood by others.

People with this gift are usually: analytical, disciplined, perceptive, teachable, authoritative, practical, articulate.

Cautions for people with this gift: becoming too detailed when teaching, and losing sight of the reason for teaching; remembering that their spirituality is not measured by how much they know.

Biblical references: 1 Corinthians 12:28, Matthew 5:1–12, Acts 18:24–28

WISDOM

The spiritual gift that allows the receiver to sort through opinions, facts and thoughts in order to determine what solution would be best for an individual or a community of believers.

People with this gift are usually: sensible, insightful, practical, wise, fair, experienced, possessing common sense.

Cautions for people with this gift: failing to share the wisdom that God has given them; being patient with others who do not have this gift.

Biblical references: 1 Corinthians 2:6–13, James 3:13–18, 2 Chronicles 1:7–11

WRITING

The spiritual gift that enables the receiver to express truth in a written form, a form that can edify, instruct and strengthen the community of believers.

People with this gift are usually: expressive, studious, insightful, inspiring, reflective, truthful, and observant.

Cautions for people with this gift: remembering that it is God’s message, not theirs; being proud.

Biblical references: 1 John 2:1–6, 12–14, 1 Timothy 3:14–15, Jude 3

“Plant your roots in Christ and let him be the foundation for your life.”

—Colossians 2:7 (CEV)

You're invited to worship with us!

SATURDAY	5: 30 p.m.	A casual come-as-you-are service with a variety of music from around the world, plus popcorn to munch on. Holy Communion is celebrated every week.
	8:00 a.m.	A traditional service with Holy Communion.
SUNDAY	9:00 a.m. & 10:30 a.m.	Services that blend together a variety of music and worship styles. Holy Communion is celebrated on the 1st & 3rd Sundays of the month and on festival Sundays. The participation of children in worship is encouraged; there is a time during the service when the children are invited to come forward for a special activity. Child care is available.

Nativity loves and accepts people as they are, wherever they are in their spiritual journey.



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Lutheran Church**

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