

A Spiritual Gifts Interview Method for Individuals and Congregations

Listen to or read each of the following twenty paragraphs. On your score sheet, mark the answer that you most strongly agree with. Respond to the entire paragraph, not just sentences within the paragraph. Think about how the entire statement applies to your life.

1. I am able to help people make choices and clarify decisions. I am good at seeing many different sides to an issue and helping others see them as well. Others are surprised by the depth of my understanding and the integrity of my advice. When others seek out my counsel or advice, I am confident that what I say will be helpful and valuable. God grants me insights into the significant decisions that other people struggle with. I know some things without fully understanding how I know them. I have a clear sense of the choices other people should make. When I am faced with hard life decisions, I turn to the Bible for guidance. God allows me to see the world from God's own perspective. People tell me they are impressed by my insights.

2. I am aware of things without having to be told by anyone. Things I understand by faith are confirmed by facts, experiences, or information. I am good at sensing other people's moods and concerns just by being with them. People are surprised by how well I understand them. My knowledge of the Bible and spiritual teachings provide me with answers to many of life's questions. I see potential problems that others are unaware of. My intuitions are strong, clear, and correct. I can sense when people are upset or angry, no matter how well they try to hide their feelings. I am able to apply difficult biblical concepts to real-world situations. I look at issues from as many different points of view as possible.

3. I easily delegate authority and responsibility to others. When I make a decision, I stand firmly behind it. I am effective at organizing projects for ministry. I offer good leadership to a project or group. I help others discover, develop, and use their spiritual gifts. I focus on the 'big picture' instead of the details. I work best under pressure. I am a good judge of other people's gifts, skills, and passions for ministry and service. I encourage others to use their gifts and talents to serve people beyond the church. I enjoy organizing and managing human and material resources to accomplish a goal.

4. I enjoy sharing my faith with the homeless and impoverished to offer hope. I enjoy being part of ministries that didn't exist before. I desire the opportunity to be a missionary. It is easy for me to share my faith with people from other cultures and foreign lands. I am proud to let people know I am a Christian everywhere I go. I am comfortable with non-Christian lifestyles and customs. I would like to represent the church in a foreign country. I want to learn a new language to enable me to be in ministry in a foreign land. I seek the opportunity to share the gospel with those outside the Christian faith or those who have not heard it before. I study other cultures and traditions to more effectively relate to people who are different from me.

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5. I enjoy teaching the Bible to a small group. I am an effective mentor to other Christians. I feel a strong responsibility to point out dangerous or erroneous teachings to others. I strive to create harmony and unity whenever I am part of a group. I like helping others apply Christian principles and practices to their daily lives. I look for ways to help others grow as Christian disciples. When Christians lose faith, it is my responsibility to try to help them recover it. I enjoy working with those who are new to the Christian faith. I guide others in their discipleship journey and spiritual growth. I want to get to know the people I serve and care for.

6. I believe that God will help anyone in need. I see God at work in both good times and bad. I pray for people who have lost their faith. I trust in the promises of God, even when they are improbable or unlikely. When I pray my prayer becomes a channel for God's grace to meet other people's needs. I spend long periods of time in prayer. Others tell me that I have a strong faith. I see the image of God in every person I meet. I find that God's promises in the Bible have widespread validity in today's world. Even when I grow discouraged, I never doubt or lack trust in God.

7. Through prayer, I see God's miraculous work in my life. I am aware of God's miracles every day. I believe that God works miracles through the faith of Christian believers. I feel the power and presence of God's Holy Spirit when I pray. God uses us as instruments of spiritual and supernatural power. I pray for things that other people feel are impossible. When I pray, I petition God to change present circumstances. I believe prayer yields tangible results, not just a good feeling or spiritual satisfaction. I help others see the miraculous in ordinary, everyday experiences. My first reaction to problems or difficulties is to pray.

8. I do not mind being made fun of for what I believe. Others tell me I am a good public speaker. I find practical applications to real world situations when I read the Bible. My faith gives me the courage to speak out, even to those in positions of authority. I see how biblical truths apply as much to today's world as they did in their original context. I enjoy showing people how the Bible relates to everyday life. I speak the truth, even when what I say is unpopular or divisive. I talk to people about their beliefs concerning salvation, the afterlife, and God's will. The Bible speaks directly to the political, economic, and justice issues of our day. I believe that God speaks through me.

9. I am able to organize human and material resources to serve the needs of others. Working with others to minister to the physical needs of people is more enjoyable than doing the same thing by myself. I find it easy to ask for help from others for worthy projects. I design and plan strategies for ministry both in and beyond the church. Others refer to me as an effective leader. I enjoy participating in ministries for the poor, needy, and marginalized. In groups, I emerge as a leader. I like directing and leading projects better than participating in them. People say that I am well organized. I experience God more in day-to-day living than in prayer, Bible reading, or going to church.

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10. I enjoy giving money to support the work of God. I have enough money to give generously to important causes. I feel a strong desire to give money to Christian ministries. I know whether or not an appeal for money is legitimate. I seek the counsel of family, friends, or my spiritual community when I make a donation to charity or church. I am a cheerful giver of money. My money management skills are of value to a church or group. My financial giving is anonymous. There is no limit to what I am willing to give to or do for others. I am prepared to give financial support to, or help raise funds for, any cause I believe in.

11. I like to work with people who are considered by others to be outcasts in their communities. I like to visit people wherever they are – at home, in the hospital, in prison, or in nursing homes. I want to help as many people as I can, regardless of the reason for their need. My compassion for others often takes precedence over my own personal needs. I listen to those who need someone to talk to. I am drawn to people suffering physical, emotional, or spiritual pain. I look for people who are suffering to offer my help to them. I reach out to people who are in trouble. I am very sensitive to the feelings of others. Physical touch or the laying on of hands is an important part of spiritual healing.

12. Praying for the sick is a critical part of their healing. I believe that the healing power of God manifests itself in many different ways, not just in physical healing. I pray for healing for the sick and afflicted. I participate in the healing of others through prayer. When I pray, I specifically name those who are in physical, spiritual, or emotional need. When I pray for someone's healing, I do not put limits or restrictions on how God might work in that person's life (I do not believe that a physical healing miracle is the only answer to prayer). Others have told me that I have a healing touch or presence. When I see people in pain, I immediately pray for them. I encourage people to pray for the sick or afflicted. My faith is made strong by the miracles of God I witness in our world.

13. I can tell when Christian speakers or groups are being honest and faithful. I am able to identify the flaw in an argument, idea, or presentation. I know when a preacher or speaker is accurately presenting the gospel or spiritual teaching. I intuitively sense elements of truth or error in other people's teachings. I know when a Christian leader is more 'self-interested' than focused on God. I know when people are speaking by the power of God's Holy Spirit. I am deeply troubled by spiritual teachings that lack a solid theological or biblical basis. I know when a person is being dishonest. I find inspirational and spiritual meaning in secular books, films, speeches, and programs. I am able to help people gain a clearer understanding of God and the Bible.

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14. I listen to others as carefully as I want them to listen to me. I learn best when I can discuss what I read in Scripture and share insights and ideas with others. It troubles me when people are misled or persuaded by inaccurate, biased, or false messages about the Christian faith. I enjoy creating lessons, classes, and projects that illuminate and illustrate biblical truths. I require evidence or proof before I accept something as valid or true. I see and understand the connections between the Old and New Testaments. I am energized and excited when I teach others. I would rather read Scripture or theology than inspirational stories or Christian fiction. I primarily read the Bible to learn and understand God's will. I enjoy creating lessons, resources, and tools for studying and discussing the Bible and the Christian faith.

15. I would rather be a secretary in a group than the leader or chairperson. I am good at attending to the 'busy work' that others tend not to enjoy. I give whatever time and energy is needed to finish a project or meet a deadline. Pastors and other key church leaders seek my opinions and advice on important issues. I am a better assistant than leader. Being thanked is not important to me; I serve regardless of recognition. I enjoy making work easier for other people. I like having a task defined for me rather than having to figure out a task for myself. I prefer following to leading. I make sure preparations are made so that meetings, programs, services, and projects run as smoothly as possible.

16. Whenever I share my faith, I ask others to share theirs as well. An invitation to Christian discipleship should be extended to people whenever they gather to worship or study. I feel comfortable sharing the importance of Christian belief with non-Christians. I feel comfortable talking about my faith in non-Christian settings. The idea of sharing the gospel with others is very exciting to me. It is important to me to introduce others to God and Jesus Christ. It is easy for me to extend an invitation to others to make a commitment to Christ. I tell people what Christ has done in my life. I invite others to become active in a Christian faith community. I am more effective sharing my faith one-on-one than in front of a large group or crowd.

17. I help anyone in need, regardless of whether they deserve or appreciate the help. I give practical, material assistance to those who are in need. I prefer working in the background rather than in the spotlight. I make sure that everything runs as smoothly as possible. It is of great importance to me that my actions make other people's lives easier or better. I am more interested in meeting people's physical needs than their spiritual needs. I prefer doing a job to planning a job. I will do what I believe is right, even if it means that I have to break the rules. I enjoy doing jobs that other people consider less important. My ministry is in my actions and behaviors more than in my words.

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18. I am ready to counsel people who have spiritual, emotional, or physical problems. I will work hard to support any group that is fully committed to a good cause. I am patient and tolerant of others who are less mature in their spiritual development. People are willing to listen to what I say because they understand that I have their best interests in mind. People go out of their way to please me. People seek out my opinion and advice on personal matters. Others tell me that I am a good listener and counselor. I challenge people with hard truths and discomforting information, even when it makes me unpopular. I am first to offer an encouraging or supportive word to others. I help people develop spiritual practices and disciplines that build their faith.

19. I can speak a foreign language fluently. Foreign languages are easy for me to learn. I communicate easily with members of other races, cultures, or generations. I communicate well with everyone, no matter how different from me they might be. I can explain my spiritual practices to people of other cultures and backgrounds. I can speak (or sign) a language that I never formally studied. I am able to communicate my faith and beliefs to people who speak other languages. I am called to share my faith with other cultures, races, and faith traditions. I have spoken a language without knowing what it was. People who speak other languages have little trouble communicating with me.

20. I can follow the conversation of a foreign language I never studied. I intuitively understand the meanings of most foreign words and phrases. I understand and easily accept the values, behaviors, and interests of generations other than my own. I am able to interpret what someone says to others who do not understand. I understand the meaning and significance of foreign rituals and practices, and can help interpret them for others. I am accepting of thoughts, beliefs, and behaviors of other people even when they are contrary to my own. I feel a kinship and connection to people of other faiths and cultures. I have the ability to automatically translate or interpret foreign words and phrases. I am able to share complex theological ideas with people of other races, cultures, and backgrounds. I feel that God is leading me to involvement with other cultures, races, generations, and backgrounds.

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Name: _____

Place the appropriate number in the score box for each paragraph. Circle all fives, and place a star or check mark beside all fours. The leader will provide the key and definitions for the twenty gifts. Write the name of the gifts in the spaces for all fives and fours. These will highlight your primary and secondary gifts.

- 5** *This paragraph describes me exactly*
- 4** *This paragraph describes me very well*
- 3** *This paragraph describes me a little*
- 2** *This paragraph barely describes me*
- 1** *This paragraph doesn't describe me at all*

Paragraph #	Score	Gift (see Key)
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