

SPIRITUAL GIFTS INVENTORY



Fellowship Bible Church

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Bible Study Guide

From the leadership development ministry of

FELLOWSHIP BIBLE CHURCH MISSIONS

Acknowledgments

The test questions in this booklet were prepared by Bill Gotnard for the purpose of aiding believers to recognize and develop their spiritual gifts within the local church. We are grateful for his permission to print and distribute.

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Revision 1

SPIRITUAL GIFTS BASED ON ROMANS 12:6-8

The following description of motivational gifts is based on Romans 12:6-8, which reads as follows:

“Having then gifts differing according to the grace that is given to us, whether prophecy, let us prophecy according to the proportion of faith; or ministry, let us wait on our ministering; or he that teaches, on teaching; or he that exhorteth, on exhortation; he that giveth, let him do it with simplicity; he that ruleth, with diligence; he that shows mercy, with cheerfulness.”

According to Romans 12, it appears that there are 7 motivational gifts:

- | | |
|------------------------------|---------------------|
| 1. Teaching | 5. Giving |
| 2. Administration/Organizing | 6. Ministry/Serving |
| 3. Exhortation | 7. Mercy |
| 4. Prophecy | |

It is good to remember that we may have several ministerial gifts, but only one motivational gift. However, as we grow spiritually, we will begin to take on the characteristics of the other gifts.

Read each following statement and decide if that statement is true of you:

- Very Often----- 5
Often----- 4
Sometimes----- 3
Seldom----- 2
Almost Never----- 1

Record score in corresponding space.

Record the total score for each spiritual gift in space provided.

Take special note of your highest scoring category. This strongly suggests your motivational spiritual gift. (However, this is only confirmed and authenticated through a daily walk of faith in God's Word and reliance on the Holy Spirit to educate, equip and empower you to operate in that gift.)

1. **TEACHING:** Luke is probably the best Biblical illustration of the gift of teaching.

A. Positive characteristics of the gift of teaching:

_____ When I hear important statements, I desire to verify them. My motivation is to verify that the statements are true. (Luke wrote his gospel to Theophilus, "That thou might know the certainty of those things wherein thou hast been instructed." Luke 1:4)

_____ I am very alert to false teachers and desire to know their background before listening.

_____ I also assume that others want to know my qualifications; therefore I tend to give them before speaking. (Luke began his gospel by affirming that he was an eyewitness and that he "had perfect understanding of all things from the very first." Luke 1:2,3)

_____ I often use accepted works of recognized authorities to further confirm statements made by others. (Luke praised the Bereans for daily checking out Paul's statements against the O.T. scriptures. Acts 17:11)

_____ I tend to feel more comfortable when material is laid out in an orderly sequence. (Luke emphasized the chronological order of his gospel when he explained that his approach was "to write unto thee in order." Luke 1:3)

_____ I seem to have a greater delight in researching facts than in teaching them, and I tend to give as many facts and visuals as possible when I teach. (Luke's gospel is the longest of the four and emphasizes the completeness of his account. Acts 1:1)

_____ I enjoy giving details which are not noticed or mentioned by others. (Luke described more events, conversations, physical conditions and detailed more names, titles, cities and dates than any other gospel writer.)

_____ I am concerned that truth be presented in balance. I recognize the danger of using personal experience as a foundation for truth. I want to go from scripture to experience, rather than experience to scripture. I tend to remain silent until information has been heard, observed and verified. (Luke's silence is obvious in the N.T., none of his own statements are recorded.)

_____ I tend to remain loyal to a mentor of school as long as any truth remains. (Luke demonstrated amazing loyalty to Paul and his message in prison, even after others had left him. "Only Luke is with me." 2 Tim 4:11)



_____ I seem able to communicate Biblical truth clearly and effectively.

B. Negative characteristics of the gift of teaching:

_____ Because of my thoroughness in checking out facts, it is easy for me to become prideful and communicate the attitude that “it isn’t right until I check it out.”

_____ I tend to overemphasize credentials and courses and discount the practical wisdom of those whom I consider uneducated. It is easy for me to concentrate on intellectual knowledge rather than spiritual perception.

_____ I can easily give the impression that I am the only source of truth and that my gift is the more important gift.

_____ When I share a conclusion, I feel obligated to explain how I arrived at it and often assume, wrongly, that because I enjoyed the research so much, others will also.

_____ It is easy for me to reject truth when I don’t know how the other person arrived at it.

_____ The use of a Scripture verse out of context tends to irritate me.

_____ **Total**

2. **ADMINISTRATION** – Nehemiah is probably the best Biblical illustration:

A. Positive characteristics of the gift of administration/organizing:

_____ When I am given a project, I am able to picture the completed task and what it will take to accomplish it. (When Nehemiah was given his great task of removing the “great affliction and reproach of God’s people in Jerusalem,” he immediately visualized the need to rebuild the wall. Neh. 1:2,3)

_____ In order for me to visualize the completion of a task, I need to know who and what my resources are. Since the efficiency of the cooperation depends on the faithfulness of the workers, I would rather have fewer dependable workers than more undependable. (Nehemiah required an oath of cooperation from the rulers, nobles and people. Neh. 5:1-13)

_____ I delegate whenever and wherever possible, but I know when and where I cannot. (Nehemiah responded to persistent opposition from both outside enemies and fellow workers. Neh. 4:8-18)



- _____ Once I commit to a task, I am willing to endure much opposition to my leadership. (Nehemiah responded to persistent opposition from both outside enemies and fellow workers. Neh. 4:8-18)
- _____ I have an ability to take seemingly impossible tasks and break them down into achievable goals. (Nehemiah took the huge task of rebuilding the wall of Jerusalem and broke it down into smaller sections which each family or group was able to complete. Neh. 3:1-32)
- _____ I seem to notice small detail which others tend to overlook that are necessary for the proper completion of the task, and also, I am able to remove myself from outside distractions in order to focus on the ultimate goal. (Nehemiah did not get involved in the actual building; however, he removed obstacles such as financial pressures which would have hindered the workers. Neh. 5:1-13)
- _____ My work of organizing begins before the project is physically started by checking out and securing needed resources. (Nehemiah secured timbers from the king's forest before the rebuilding began. Neh. 2:7, 8)
- _____ I am prompt, efficient and make quick decisions. (Nehemiah was consistently invited by his enemies to come and have a conference with them. His decision not to go was immediate and decisive. Neh. 6:1-5)
- _____ One of my greatest joys in life is to see everything come together. It does not matter if others appreciate the job as long as I know it was accomplished according to the plans laid out.
- _____ I enjoy motivating others to do a particular job.

B. *The negative characteristics of the gift of administration:*

- _____ When I am in charge of a project, I occasionally reject valid suggestions and close my ears to grievances which results in pressure; I tend to become harsh at times and entertain thoughts of resigning.
- _____ I tend to appoint workers based on their ability to get the job done, however, if serious character flaws are discovered in a valuable worker, I am reluctant to dismiss him.
- _____ I often give instruction without explanation, which causes workers to feel unimportant.
- _____ When I make suggestions that are not followed, I tend to react or become discouraged.
- _____ At times I cause disharmony by showing favoritism to individuals who are especially important in obtaining my goals.
- _____ If I'm not in charge, it is easy for me to delegate my responsibilities to others.

_____ **Total**

3. **EXHORTATION** – Paul in scripture best illustrates the motivational gift of exhortation.

A. *Positive characteristics:*

_____ I am motivated by seeing spiritual growth in practical living, and I am willing to become personally involved to see this achieved. (Paul declared that “He worked night and day to present every man mature in Christ Jesus. Col. 1:28 – also his statement in Gal. 4:19.)

_____ I seem to be able to discern spiritual maturity in others, and enjoy giving encouragement to those who are growing and teachable. (Paul saw the Corinthians as spiritual infants and “therefore could not speak unto them as unto spiritual, but as unto carnal.” I Cor 3:1)

_____ I seem to have the ability to visualize spiritual achievement for another Christian, and enjoy helping him work out practical steps of action to achieve it. (Paul told Timothy to flee youthful lusts, to avoid foolish questions, and to follow righteousness with a pure heart. 2 Tim. 2:22, 23)

_____ I often use examples from the lives of others to help Christians see the potential for daily victory. (Paul used the testimony of one church to motivate another, and also his own life experience to illustrate God’s grace. 2 Cor. 9:2 & I Tim. 1:15)

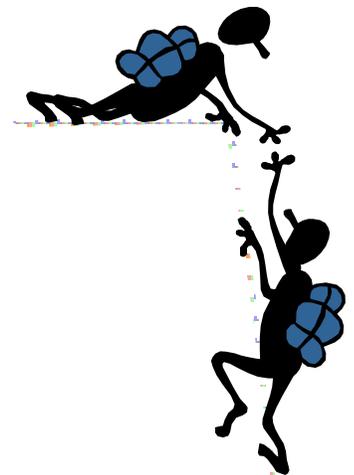
_____ I tend to explain truth with logical reasoning in order to motivate people. (Paul reasoned with the Jews, the Greeks, King Agrippa and others. Acts 18:4; Acts 26:28)

_____ When I see divisions, I am motivated to promote spiritual growth and bring about unity.

_____ I am aware that guilt is a great hindrance to spiritual growth, so I often find myself addressing this problem. (Paul told Timothy that his chief weapon was a clear conscience. I Tim. 1:19)

_____ When I speak to groups, my message often is topical, and I put great emphasis on the will of God.

_____ When studying scripture, I am more interested in the practical areas.



B. *Negative Characteristics:*

_____ My willingness to give people whatever time is necessary to help them grow spiritually, often cuts into family time and personal responsibilities, and by assuming that my family will understand, often tends to bring major resentment.

- _____ I tend to categorize problems and arrive at conclusions before getting all the facts.
- _____ As spiritual growth becomes visible in those whom I have helped, it is easy for me to take credit for it.
- _____ I often jump into new projects without finishing existing ones.
- _____ I tend to avoid heavy doctrinal teaching, which does not have immediate practical application. The result could be an imbalance, which will eventually show up as doctrinal error.
- _____ I often visualize long-range goals for people, which tends to frustrate those who are looking for immediate solutions to the problems of life.
- _____ I tend to lose hope with those who do not respond to the steps of action, which I've given.

_____ **Total**

4. **PROPHECY** – Peter probably best illustrates the gift of prophecy:

A. Positive Characteristics:

- _____ I need to express my thoughts and ideas verbally, especially when matters of right and wrong are involved. (In the gospels, Peter spoke more and eventually became the spokesman for the early church. Acts 2:14; 3:12; 4:8; 11:4)
- _____ I tend to make quick judgments on what I see and hear, and am quick to speak. (In the gospels, Peter spoke more than any other disciple. Matt. 14:28; 15:15; 15:16, 33; 17:4; 19:27; Jn. 6:38; 13:6)
- _____ I seem to be able to sense when someone is not what they appear to be, and I tend to react harshly to any form of deception or dishonesty. (Peter must have sensed deception in Ananias and Sapphira since he was prompted to question them about it. Acts 5:3-10)
- _____ I tend to cut off those who sin so that justice will be done and others warned. (Peter desired to cut off his offenders and asked Jesus how often he would have to forgive them. Mt. 18:21)
- _____ I openly admit my faults and failures and expect the same from others. (When Christ appeared to the disciples, Peter fell to his knees and said, “depart from me, for I am a sinful man.” Lk. 5:8)
- _____ I am quick to respond to situations and opportunities. (When Peter recognized Jesus walking on the water, he asked Jesus to bid him to come.” Mt. 14:28)



_____ I am loyal to truth even if it means destroying relationships. (When Jesus asked the disciples if they were also going to leave Him, Peter replied that he would stay because He had the words of eternal life. Jn. 6:67-69)

_____ I am willing and even eager to suffer when it comes to standing for truth. (Peter rejoiced that he was counted worthy to suffer shame for Jesus when he was beaten for obeying God rather than men. Acts 5:29-42)

B. Negative Characteristics:

_____ Because my primary concern is to stop the spread of evil, I often expose sinners, rather than restore them, because I believe that exposure is the first step to restoration.

_____ I tend to draw conclusions from a few known facts, and once a hasty conclusion has been made, then I look for confirming evidence to prove my point.

_____ When I see sin, I often denounce it so strongly that it appears “overkill” to other, and I expect immediate repentance regardless of whether my rebuke was given in love or accurate.

_____ I find it very difficult to separate the sin from the sinner, and I tend to reject both.

_____ My harsh judgments are not only for others, but also for myself, therefore I am extremely self critical and feel worthless when I fail.

_____ Because I tend to make quick decisions, I can be very impulsive and also vacillate between extremes. (At first Peter refused to allow Jesus to wash his feet; then he asked Him to wash his whole body. Jn. 13:6-10)

_____ When correcting others, I find myself being painfully direct and often hurtful.

_____ I find myself dividing everything into two classes – right or wrong.

_____ **Total**

5. **GIVING** – Matthew probably best illustrates the motivational gift of giving:

A. **Positive Characteristics:**

_____ I have the ability to discern wise investments, my motive being to use the assets of time, money and possessions to advance the work of the Lord.

_____ I need continuous reassurance that my decisions are in God’s will whether I have little or much to give. (Paul shares how the Macedonians “first gave themselves to the Lord, and then unto us by the will of God. 2 Cor. 8:5)



_____ I seem to have the ability to discern value which motivates me to want to give quality gifts. (Matthew recorded more details than any other gospel writer the gifts given to Christ. He is the only one who mentioned “the treasures” brought by the Magi; he also described Mary’s ointment as “precious,” and Joseph’s tomb as “new.” Mt. 2:11; 26:6-11; 27:57-60)

_____ I often times am able to discern a need when it is not obvious to others.

_____ Because I look to the Lord for direction in giving, so I want recipients to look to the Lord for provision. Also I have a great joy in giving quietly and anonymously. (Matthew is the only gospel writer to emphasize secret giving. Mt. 6:1-4)

_____ I understand the destructiveness of the love of money, and am aware that many to whom I am giving have not learned this, therefore I look for way of giving which avoid dependency, laziness or extravagance.

_____ I am frugal, resourceful and content with the basics.

_____ I am motivated to encourage other to give, so that they can also experience the joy and spiritual growth that comes by giving.

_____ I react to pressure appeals, and rather look for financial needs that others overlook.

_____ I manage my finances well so that I am able to give more.

_____ I am confident that God will, more than meet my financial needs in order that I may give to His work. 2 Cor 9:8

B. *Negative Characteristics:*

_____ Because I desire to see my gifts used wisely, therefore I would prefer to buy a good quality item, rather than giving the money for it.

_____ In the flesh, I often feel guilty for storing up wealth.

_____ I tend to be more frugal with my family and fail to show the same delight in meeting their needs, therefore, at times they react to my generosity.

_____ Often times I find myself losing my focus on meeting the needs of people, and become attracted to projects. Know that scriptural giving is “distributing to the needs of the saints” has been a help to refocus me.

_____ I am often misjudged because of the importance I place on finances.

_____ **Total**

6. **SERVING** – Timothy best illustrates the gift of serving:

A. *Positive Characteristics:*

_____ I seem to be able to see physical needs that appear to be insignificant to others. (Notice what Paul said about Timothy: “I have no man like-minded, who will naturally care for your state.” Phil. 2:20)



_____ I take great joy in knowing that through my service, I am bringing peace of mind to another person. (Timothy served Paul as a “son with the father” so that he could carry out his ministry. Phil. 2:22)

_____ I often see the importance of the task that I am doing and will gladly use my personal assets of time, money and strength.

_____ I have an amazing ability to find out and remember special interests, such as favorite foods or activities of those I serve.

_____ When serving others, I need clear direction and I also have a great desire to know that my service is appreciated. (Paul gave Timothy more praise and precise instructions than any other assistant.) – Most servers prefer working with someone, rather than working for someone.

_____ The tasks that attract me most are immediate needs and I tend to get frustrated with long-range or continuous tasks which seem to have no visible progress. (Paul urged Timothy to endure. 2 Tim. 2:3)

_____ Going the “extra mile” is easy for me.

_____ In an effort to complete tasks, I find myself avoiding committees and what appears to me to be “red tape.”

B. *Negative Characteristics:*

_____ Occasionally the tasks which I see appear to be more important to me than the one being served, therefore, at times I am viewed as pushy and intrusive.

_____ Often I find myself neglecting my own home, family and personal responsibilities to serve others.

_____ I have a tendency to overextend myself in serving others, which often results in stress and physical ailments. (We know that Timothy had physical problems. I Tim. 5:23)

_____ I find it difficult to delegate tasks that should be given to others.

_____ I often react to those who, in my judgment, walk past obvious needs. I assume others see what I see.

_____ If my dependency is not on the Lord as I service, I can easily feel misused and react in anger.

_____ I tend to feel that a rigid schedule hinders me, not realizing that it could be for my own protection. (Twice Paul told Timothy not to get sidetracked. “Do thy diligence to come shortly unto me...Do thy diligence to come before winter...” 2 Tim. 4:9, 21)

_____ I have a tendency to get in God’s way by meeting the needs of those whom God is chastening. (Had a server met the physical needs of the prodigal son while he was in the pig sty, it would have hindered his return. Lk. 5:11-31)

_____ **Total**

7. **MERCY** – John probably best illustrates the motivational gift of mercy:

A. Positive Characteristics:

_____ I find myself being loyal to friends, even to the point of reacting harshly to those who attack them. (When the Apostle John watched the Samaritans reject Jesus whom he love, he wanted to call down fire from heaven to consume them. Lk. 9:54)

_____ My nature seems to require close friendships and the need for mutual commitment which is often reaffirmed.

(John enjoyed such a relationship with Jesus. He not only was closer to Christ than the others, but he referred to himself as the “disciple whom Jesus loved.” Jn. 13:23; 19:26; 20:2; 21:7, 20)

_____ Through my gift of mercy, I am able to sense which individuals are hurting and to share the pain with them. (John wrote his first epistle to give joy, fellowship, hope and confidence and to cast out fear and torment. I Jn. 1:3-4; 3:2-3; 4:18; 5:13, 14)

_____ I find it very hard to be firm, because I don’t want to offend anyone; therefore, I must always keep in mind that the greater hurt/pain will occur if I fail to be decisive. (When John was faced with denying Christ, he demonstrated a boldness and decisiveness which caused the Sadducees to marvel. Acts 4:13)



- _____ Because of my ability to sense genuine love, I carry a greater vulnerability to deeper and more frequent hurts from those who fail to demonstrate sincere love. (John used the word “love” more than any other disciple in his gospel and epistles.)
- _____ Because of my sensitivity and understanding of people who are going through mental and emotional distress, many who are hurting are drawn to me and confide in me. (When Christ was hanging on the cross, he transferred responsibility for His grieving mother to John. Jn. 19:26, 27)
- _____ It is interesting that a person with the gift of exhortation will try to help a person find benefit from his hurt, whereas I tend to want to remove the source of the hurt. (The message of John’s first epistle was for Christians to stop hurting and hating each other. 1 John 3:11, 15)
- _____ I often times find myself needing physical closeness in order to be reassured of acceptance. (John sought out the closest place to Christ at the Last Supper and leaned upon the Lord. His need for closeness may also have prompted his request to sit next to Christ in glory. Mk. 10:35-37)
- _____ The statement that opposites attract is certainly true with the motivational gifts. Those with the gift of mercy seem to be attracted to those with the gift of prophecy. The firm truth of the prophet is thus balanced with the gentle love of the person with the gift of mercy. (John spent more time with Peter than with any other disciple. Lk. 22:8; Acts 3:1-11; Acts 4:13-19; Acts 8:14)

B. *Negative Characteristics:*

- _____ My deep need for close friendships often causes me to monopolize the time and attention of others, and as I experience disappointment in one friendship, I tend to place greater demands on a new friendship.
- _____ I must be careful to spiritually discern why different ones are suffering. It is easy for me to give sympathy and encouragement to those who are suffering as a direct result of being out of the will of God.
- _____ When placed in the position of leadership, I tend to avoid disciplinary action when needed.
- _____ My sensitive feelings cause me to base decisions on emotions rather than Biblical principles to the extreme where I could even reject biblical doctrine which seems harsh to me.
- _____ I find myself reacting to the idea that God allows good people to suffer and at times I even sense a bitterness toward God.

_____ Often times my need for closeness in a friendship has interfered with others who need that person's time and attention. (For this reason, John was gently reproved for his request to be next to Jesus in His kingdom.)

_____ At different times when people are insensitive to the feelings of others, I tend to retreat and cut off fellowship rather than help the insensitive person.

_____ **Total**