



CITY OF HOPE  
INTERNATIONAL CHURCH

# New Partners Orientation

## Spiritual Gifts Assessment

- Every Christian is gifted with special motivation to bless them and benefit ministry.
- Discovering Spiritual Gifts helps identify your motivation from a supernatural perspective.
- Next, you will take the Spiritual Gifts Profile which will assist you with knowing what your gifts are and more importantly where you can begin using them in building God's Kingdom.

Complete the Spiritual Gifts Profile

# 9 Spiritual Gifts Profile

Discovering spiritual gifts, helps identify your motivation from a supernatural perspective

**Instructions:** Every Christian is gifted with special motivation to bless them and benefit ministry. These motivational gifts are the specific ways we think, feel and act from a spiritual perspective. You can identify your spiritual gifts through this profile. Carefully follow these instructions:

Ask yourself how you feel about each one of the following statements. How true is each statement about you? Simply respond with the numerical rating as follows:



**5 - Almost Always true;**

**4 - Often true;**

**3 - Sometimes true;**

**2 - Seldom true;**

**1 - Almost Never true;**

Avoid, as much as possible, 3 (Sometimes) choices. Don't hesitate choosing 5 (Almost Always) or 1 (Almost Never). Your desire to be humble or not exaggerate may cause you to choose more moderate responses. This may affect your results. Try to be as honest as possible.

**Example:** "I love to hear evangelistic messages."

(Is this statement "Almost Always", "Often", "Sometimes", "Seldom" or "Almost Never" true about you? Try to choose the "5, 4, 2, or 1." Avoid choosing the 3 "Sometimes.")

Place your numerical rating choice in the appropriate blank space before each statement provided on this and the next pages. Then follow the instructions on the *Scoring and plotting Instructions page*

1. \_\_\_ I love to hear evangelistic messages.
2. \_\_\_ I tend to be irritated when people sin.
3. \_\_\_ Education is very important to me.
4. \_\_\_ Teaching without practical application is lacking.
5. \_\_\_ I tend to get frustrated when the church is not growing.
6. \_\_\_ I tend to be super sensitive to sad stories.
7. \_\_\_ I will do the little things no one else wants to do.
8. \_\_\_ Material blessings and success go hand-in-hand.
9. \_\_\_ I tend to motivate others to get involved.
10. \_\_\_ Leading people to Christ is so exciting.
11. \_\_\_ I tend to be tough when it comes to sin.
12. \_\_\_ Preparation to speak or teach is absolutely necessary.
13. \_\_\_ I like to share practical steps of action.
14. \_\_\_ I tend to be over-protective of my Christian friends.
15. \_\_\_ I spend a lot of time helping others feel better.
16. \_\_\_ I'd rather do, than talk about helping others.
17. \_\_\_ I don't like giving "cheap" gifts.
18. \_\_\_ I can do a lot of things at once.
19. \_\_\_ I am very concerned about lost souls.
20. \_\_\_ I tend to be bold in public.
21. \_\_\_ I tend to use biblical illustrations to explain things.
22. \_\_\_ I teach topical, rather than verse-by-verse lessons.
23. \_\_\_ I like to guide others on a spiritual journey.
24. \_\_\_ I identify with people who are hurting.
25. \_\_\_ Working behind the scenes gives me much pleasure.
26. \_\_\_ People misunderstand my financial interest.
27. \_\_\_ I do my best work under pressure.
28. \_\_\_ Worldwide evangelism really excites me.
29. \_\_\_ I like to proclaim truth I have received from God.
30. \_\_\_ I like to explain why something is true.
31. \_\_\_ Solving problems is my main concern.
32. \_\_\_ I often seek to help individuals grow in Christ.
33. \_\_\_ Some people think I'm too sensitive.
34. \_\_\_ I tend to take on a lot of opportunities to serve people.
35. \_\_\_ Financial accountability is extremely important.
36. \_\_\_ I enjoy designing programs that put people to work.
37. \_\_\_ Sharing the gospel is my passion.
38. \_\_\_ People think I am too hard on others.
39. \_\_\_ I prefer using my materials, rather than someone else's.
40. \_\_\_ I really enjoy encouraging others.
41. \_\_\_ I'm interested in the overall ministry of the church.
42. \_\_\_ I try to come across as loving and caring.
43. \_\_\_ I don't like being up-front or leading a group.
44. \_\_\_ I tend to discern true financial needs.
45. \_\_\_ I like to organize people to accomplish great tasks.
46. \_\_\_ I tend to be focused when witnessing.
47. \_\_\_ I tend to know why people do what they do.
48. \_\_\_ I can be critical of poor teaching.

**Instructions:**

Ask yourself how you feel about each statement.  
How true is each statement about you? Respond with the numerical rating as follows:

**5 - Almost Always****4 - Often;****3 - Sometimes;****2 - Seldom;****1 - Almost Never;**

(Avoid the "3"  
Sometimes choice  
as much as  
possible)

49. \_\_\_ I seem to sense when people are discouraged.
50. \_\_\_ Leading groups to spiritual maturity is appealing.
51. \_\_\_ I tend to be ruled by my emotions.
52. \_\_\_ I prefer doing manual tasks no one else will do.
53. \_\_\_ Financial giving is more private matter to me.
54. \_\_\_ I like impossible challenges.
55. \_\_\_ I can share the gospel with total strangers.
56. \_\_\_ I prefer challenging a person's status quo.
57. \_\_\_ I like to study the Bible for long periods.
58. \_\_\_ I often feel compelled to share advice.
59. \_\_\_ People seek me out to become spiritually stronger.
60. \_\_\_ I tend to volunteer to help the less fortunate.
61. \_\_\_ I would rather do a job myself, rather than delegate it.
62. \_\_\_ I'm concerned about meeting financial/physical needs.
63. \_\_\_ I see the "Big picture" of what needs to be done.
64. \_\_\_ Sharing my faith is most important to me.
65. \_\_\_ I discern something is evil, before others do.
66. \_\_\_ I search for new insights as I study.
67. \_\_\_ There is a plan to solve every problem.
68. \_\_\_ I feel compelled to guard against evil entering a group.
69. \_\_\_ I'm very concerned about how a person feels.
70. \_\_\_ It is difficult for me to say, "No" when asked for help.
71. \_\_\_ I judge maturity with how money is handled.
72. \_\_\_ I delegate responsibilities to accomplish tasks.
73. \_\_\_ I understand the gospel and can relate it to others.
74. \_\_\_ Confronting someone with sin in their life is not hard.
75. \_\_\_ Studying the Scriptures is my passion.
76. \_\_\_ I like to help people solve problems in logical ways.
77. \_\_\_ I like to help others to get involved in ministry.
78. \_\_\_ When others hurt, I feel compelled to help.
79. \_\_\_ I tend to do much more than I'm told to do.
80. \_\_\_ I like to take care of financial needs in a timely manner.
81. \_\_\_ I enjoy long-range planning.
82. \_\_\_ I like to lead people to Christ with my testimony.
83. \_\_\_ I would rather speak out, than just let something pass
84. \_\_\_ I tend to prepare too much material.
85. \_\_\_ Practical application is what teaching is all about.
86. \_\_\_ I prefer being a spiritual leader.
87. \_\_\_ I really feel for people who suffer.
88. \_\_\_ I prefer serving others, rather than being served.
89. \_\_\_ I tend to give money freely where needed most.
90. \_\_\_ I tend to take charge when no one else does.
91. \_\_\_ I have non-Christian friends I witness to.
92. \_\_\_ I can be stubborn and difficult to convince.
93. \_\_\_ It bothers me to hear incorrect statements.
94. \_\_\_ I really enjoy counseling others.
95. \_\_\_ I seem to look for spiritual lessons in whatever happens
96. \_\_\_ I'm sensitive to the underprivileged and handicapped.
97. \_\_\_ I enjoy hearing messages about serving.
98. \_\_\_ Being slothful, "lazy" in business is a sin.
99. \_\_\_ When I decide to act, I don't like to change my mind.
100. \_\_\_ I enjoy asking people to make decisions for Christ.
101. \_\_\_ I research to share truth, rather than just to study.
102. \_\_\_ I'm very concerned about accuracy.
103. \_\_\_ I like giving detailed "road maps" when helping
104. \_\_\_ I enjoy leading discipleship type Bible studies.
105. \_\_\_ I can't say "No" to legitimate needs.
106. \_\_\_ I believe I show my faith best by my works.
107. \_\_\_ I tend to make wise investments.
108. \_\_\_ I like to organize projects to get the job done.

Once you have completed the questionnaire, fold this page in half along the line (Fold this side under the left side), then follow Scoring Instructions on the exposed part of the following Spiritual Gifts Graph page.

## 2 Plotting Instructions

To plot your Spiritual Gifts Graph, first complete the *Scoring Instructions* at 1.

Then use the totals from your Numerical Ratings Chart to plot your graph below.

Find the appropriate letter A, B, C, D, E, F, G, H, or I in the Spiritual Gifts Graph and circle the number of the total under each letter.

Notice Plotting Example below the chart.

## Your Spiritual Gifts Graph

Evangelism	Prophecy / Proclaim	Teaching	Encouraging / Exh.	Pastor / Shepherd	Showing Mercy	Serving / Ministry	Giving	Administ. / Ruling
A	B	C	D	E	F	G	H	I
60	60	60	60	60	60	60	60	60
59	59	59	59	59	59	59	59	59
58	58	58	58	58	58	58	58	58
57	57	57	57	57	57	57	57	57
56	56	56	56	56	56	56	56	56
55	55	55	55	55	55	55	55	55
54	54	54	54	54	54	54	54	54
53	53	53	53	53	53	53	53	53
52	52	52	52	52	52	52	52	52
51	51	51	51	51	51	51	51	51
50	50	50	50	50	50	50	50	50
49	49	49	49	49	49	49	49	49
48	48	48	48	48	48	48	48	48
47	47	47	47	47	47	47	47	47
46	46	46	46	46	46	46	46	46
45	45	45	45	45	45	45	45	45
44	44	44	44	44	44	44	44	44
43	43	43	43	43	43	43	43	43
42	42	42	42	42	42	42	42	42
41	41	41	41	41	41	41	41	41
40	40	40	40	40	40	40	40	40
39	39	39	39	39	39	39	39	39
38	38	38	38	38	38	38	38	38
37	37	37	37	37	37	37	37	37
36	36	36	36	36	36	36	36	36
35	35	35	35	35	35	35	35	35
34	34	34	34	34	34	34	34	34
33	33	33	33	33	33	33	33	33
32	32	32	32	32	32	32	32	32
31	31	31	31	31	31	31	31	31
30	30	30	30	30	30	30	30	30
29	29	29	29	29	29	29	29	29
28	28	28	28	28	28	28	28	28
27	27	27	27	27	27	27	27	27
26	26	26	26	26	26	26	26	26
25	25	25	25	25	25	25	25	25
24	24	24	24	24	24	24	24	24
23	23	23	23	23	23	23	23	23
22	22	22	22	22	22	22	22	22
21	21	21	21	21	21	21	21	21
20	20	20	20	20	20	20	20	20
19	19	19	19	19	19	19	19	19
18	18	18	18	18	18	18	18	18
17	17	17	17	17	17	17	17	17
16	16	16	16	16	16	16	16	16
15	15	15	15	15	15	15	15	15
14	14	14	14	14	14	14	14	14
13	13	13	13	13	13	13	13	13
12	12	12	12	12	12	12	12	12
11	11	11	11	11	11	11	11	11
10	10	10	10	10	10	10	10	10
9	9	9	9	9	9	9	9	9

## 1 Scoring Instructions

Be sure to first rate your response to each choice from the separate Spiritual Gifts questionnaire. Record your choice (5, 4, 3, 2, or 1) in the appropriate numbered question box. Total each column. Then follow *Plotting Instructions* 2.

Scoring Example:



1	4	2	5	3	1	4	2
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## Numerical Ratings Chart



1	2	3	4	5	6	7	8	9	
10	11	12	13	14	15	16	17	18	
19	20	21	22	23	24	25	26	27	
28	29	30	31	32	33	34	35	36	
37	38	39	40	41	42	43	44	45	
46	47	48	49	50	51	52	53	54	
55	56	57	58	59	60	61	62	63	
64	65	66	67	68	69	70	71	72	
73	74	75	76	77	78	79	80	81	
82	83	84	85	86	87	88	89	90	
91	92	93	94	95	96	97	98	99	
100	101	102	103	104	105	106	107	108	
Total:	A	B	C	D	E	F	G	H	I



A B

60	60
59	59
58	58
57	57
56	56
55	55
54	54
53	53
52	52
51	51
50	50
49	49
48	48
47	47
46	46
45	45
44	44
43	43
42	42
41	41
40	40
39	39
38	38
37	37
36	36
35	35
34	34
33	33
32	32
31	31
30	30
29	29
28	28

Plotting Example:

Total:	51	31
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## 3 Reading Your Graph:

To determine which gifts are most like you, connect the circles. Notice which gifts are most intense. The higher on the profile, the more intensely that gift describes you. Also notice your next highest and lowest plotting points to learn more about your overall gift tendencies.

# Spiritual Gifts Descriptions

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## Evangelism —

Christians with the Gift of Evangelism feel compelled to win souls. They seem to have the ability to communicate the gospel very effectively. Their concern for witnessing to a lost and dying world is evident. They desire to be involved in ministries to reach people for Christ. The Gift of Evangelism motivates them to want nearly every message they hear to include the gospel and an invitation to trust Christ. Missions and outreach are important to them. Always being ready to give an answer to every person is their goal. Conversations seem to often turn toward eternal values. The worth of souls and the task of evangelism are most important to the Evangelist's motivation.

**In A Word:** Dynamic

**Overuse:** Zeal

**Goal:** Build disciples, not statistics;

**Ministry Opportunities:** Witnessing training leader, Missions officer, Missions committee, Outreach leader, Visitation leader, Revival planning committee, Decision counseling, Prison ministry, Mission trips, Extended missions endeavors, Outreach Bible Study leader, Teacher, Women's Ministry.

**Scripture References:** Eph. 4:11 & Acts 8:5-6

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## Prophecy / Proclaiming —

Prophets today are not exactly like prophets of old. Old Testament Prophets spoke the literal Word of God. Today people with the Gift of Prophecy seem to have the same seriousness and straight forward attitude toward truth. They like to share truth, regardless of what anyone thinks. Prophets today are motivated to confront anyone with what they believe is right. When controlled by the Holy Spirit, the Gift of Prophecy is a powerful tool to reprove, rebuke and exhort others. Prophets often find themselves pointing the way, declaring specific truth or standing up for something significant.

**In A Word:** Bold

**Overuse:** Fighter

**Goal:** Declare truth, don't divide Christians;

**Ministry Opportunities:** Personnel committee, Ministerial staff search committee, Benevolence committee, Planning committee, Nominating committee, Teacher, Researching issues, Speaking out on current issues, Missions committee, Missions officer.

**Scripture References:** 1 Cor. 12:10, 28 & 14:3

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## Teaching —

Christians with the Gift of Teaching prefer explaining why things are true. While the prophet declares truth, the teacher explains the reasons why it is true. Interested in research, those with the Gift of Teaching like to dig into seemingly insignificant details. They enjoy presenting what they discover. Often negligent of the needs of others, they press toward a deeper understanding. They love to study. Searching patiently and persistently, they may miss the obvious. They stretch the limits of learning, setting high standards of education.

**In A Word:** In-depth

**Overuse:** Digs too deep

**Goal:** Reveal truth, don't exhaust it

**Ministry Opportunities:** Bible teaching in Sunday School or Discipleship training, Mission study leader, Leaders in courses like Masterlife or Contact, Witness training, New member training, Leadership training, Planning committee.

**Scripture References:** 1 Cor. 12:28 and Acts 20:20-21

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## Encouraging / Exhorting —

Christians with the Gift of Exhortation find themselves encouraging others. They are compelled to give advice. As counselors, they seem to often have steps of action. While Prophets declare truth and Teachers clarify truth, Exhorters like to tell you what to do with truth. They bless others with a strong sense of concern. Often looking to encourage others, they are sought out as counselors. People find Exhorters friendly, understanding and practical. They enjoy using their communication skills to share specific insights.

**In A Word:** Encourager

**Overuse:** Talks too much

**Goal:** Apply truth, don't create expectations

**Ministry Opportunities:** Testimonies in groups, leading in prayer, Scripture reading, Inreach leader, Care group leader, New member training, Leadership training, Teacher, Nominating committee, Leading church in speaking to current issues.

**Scripture References:** Rom. 12:8 and Acts 13:43

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## Pastor / Shepherding —

The Gift of Pastor / Shepherd is obvious in those who really enjoy leading others in serving the Lord. Unlike the Gift of Ministry, this gift involves the motivation to lead. Pastor / Shepherds are compelled to encourage others to work together for the body's sake. Influencing others to work together is important. Stressing a need for team participation, they emphasize harmony. Untrained lay-people can also have the Gift of Pastor / Shepherd. They see their service as one of maturing others. With a motivation to unite the ministry, they feel strong about spiritual health.

**In A Word:** Discipler

**Overuse:** Takes advantage of other's trust

**Goal:** Strong leadership, not manipulating the flock

**Ministry Opportunities:** Pastor, Staff, Missions organization officer, Mission trips, Other leadership positions, Teacher, Various committee positions.

**Scripture References:** Eph. 4:11 and 1 Pet. 5:1-3

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# Spiritual Gifts Descriptions

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## Showing Mercy —

Christians with the Gift of Showing Mercy demonstrate genuine sensitivity to suffering. They are compelled to help people reduce pain. They are concerned more with the person, than the reason for the suffering. Focusing on the feelings of those who hurt, Showers of Mercy strongly desire to minister by "being there" when people really need them. Sympathizing and/or empathizing are their specialties. While others may care more about why, what, when or how, those with the Gift of Showing Mercy are interested in "who" needs tender loving care.

**In A Word:** Caring

**Overuse:** Too Sensitive

**Goal:** Wise insights, not foolish responses;

**Ministry Opportunities:** Benevolence committee, Mission projects, Food and Clothing Center, Mission trips, Mission organization leader, Inreach/Outreach leader, Care group leader, Nursing home ministry, Funeral home ministry, Prison ministry, Counseling, Prayer group leader, Prayer chain organizer.

**Scripture References:** Rom. 12:8 and Acts 9:36

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## Serving / Ministry —

When you think of Christians who serve faithfully behind the scenes, you think of those with the Gift of Ministry. They are interested in blessing others to serve the Lord. They love to help others. Motivated by a strong sense of need, they feel like "someone has to do it." Caring and concerned for others, they find themselves doing what no one else likes to do. They tend to do whatever called for. Flexible, they adapt to many challenges. They simply enjoy helping others and meeting needs. Often truly selfless, those with the Gift of Ministry like to be involved.

**In A Word:** Selfless

**Overuse:** Takes on too much

**Goal:** Be a servant, not a martyr

**Ministry Opportunities:** Fellowship committee, Recreation committee, Lord's Supper preparation, Baptism assistant, Kitchen committee, Hospitality committee, Building and grounds committee, Usher, Transportation, Church office volunteer, Care group leader, Food and Clothing Center, Church hostess, Food planning/preparation, Revival planning.

**Scripture References:** Rom 12:7 and 2 Tim. 1:16-18

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## Giving —

Givers tend to be seriously concerned about financial matters. The Gift of Giving also involves the "gift of getting." Givers are sensitive to how money is spent and saved. Those with the Gift of Giving don't always give to the wheel that squeaks the loudest, but to the wheel that truly needs the most grease. Givers have unique financial insights. They serve especially well on boards responsible for maintaining budgets. They tend to be conscientious and conservative. The Gift of Giving may not be always evident, but a genuine interest in wise stewardship will be.

**In A Word:** Steward

**Overuse:** The power of money

**Goal:** Sincere stewardship, not financial intimidation;

**Ministry Opportunities:** Stewardship committee, Finance committee, Planning committee, Benevolence committee, Search committee, Personnel committee, Record keeping, Counting offerings.

**Scripture References:** Rom. 12:8 and Mark 12:41-44

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## Administration / Ruling —

The Gift of Administration is seen in those who either like to organize or delegate to others. Compelled by a strong sense of duty, they like to find things for people to do. Unlike the Gift of Ministry, the Gift of Administration focuses on team participation. They see the big picture and work to keep everyone on track. Not always personally organized, they prefer delegating tasks. They simply like to evaluate what needs to be done, then design systems or give responsibilities to those who can get the job done. They are gifted to forge forward as a group.

**In A Word:** Initiator

**Overuse:** Expects too much

**Goal:** Lead by example

**Ministry Opportunities:** Division/department Director, Teacher, Church Council, Finance committee, Planning committee, Personnel committee, Ministerial search committee, VBS Director, Stewardship committee.

**Scripture References:** Rom. 12:8 and Titus 1:5

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## Important — NOW WHAT?

Once you have identified your specific personality profile and spiritual gifts, the following information is designed to help you avoid and resolve conflicts, while getting involved in ministry.

One of the most practical things you can do to grow as a Christian is to find a ministry to serve the Lord. The problem is involvement often results in misunderstandings and offenses.

Everyone responds to conflicts according to their motivations — the predictable patterns of behavior and spiritual interests.

Prayerfully review the following pages with the insights of who you are and how God can use you. Remember, God wants to bless in ways you never dreamed possible. Be open to any opportunity to serve the Lord.