

Understanding How to Serve as the Saint You Are (**1 Cor. 12:4-6**, spiritual gifts questionnaire)

Some Thoughts on Spiritual Gifts

According to **1 Cor. 12:4-6**, *the Holy Spirit gives Christians their gifts (:4,11). The Lord Jesus gives Christians their areas of service, where the gifts are to be used (:5). The Father takes care of the energizing and the results (:6).* Since these statements are true, then all we have to do is trust God and just show up!!

A spiritual gift is a special ability given by the Holy Spirit to every member of Christ's Body according to God's grace for service within the church and in the world. According to **Eph. 4:11, Rom. 12:6-8, and 1 Cor. 12:8-10,28-30**, the gifts are: apostles, prophets, evangelists, teaching-pastors, serving, teaching, exhorting, giving, leading, showing mercy, wisdom, knowledge, faith, gifts of healings, effecting of miracles, distinguishing of spirits, kinds of tongues, interpretation of tongues, helps, and administrations. The purposes of spiritual gifts are to glorify God, exalt Jesus as Lord, love others, serve others, and build up others.

Some basic principles from Scripture: Every Christian has received a spiritual gift (**1 Pet. 4:10, 1 Cor. 12:7**). Our gifts are to be used, shared, not hoarded (**1 Pet. 4:10, 1 Cor. 12:7**). Gifts are not for one's private use but are to serve others (**1 Pet. 4:10**). We're to use our gifts as good stewards of God (**1 Pet. 4:10**). If we have a speaking gift, make sure the statements we make are undergirded by what God has revealed in His Word (**1 Pet. 4:11**). If we have a serving gift, make sure it's used in the Lord's strength (**1 Pet. 4:11**). The Bible's focus is the Giver of the gifts, not the gifts themselves (**1 Pet. 4:11**). As **Eph. 4:1-6** makes clear, there is a basic unity among Christians; maintain it. As **Eph. 4:7-16** makes clear, in the midst of the unity exists variety, shown by the gifts. The 4 gifts mentioned in **Eph. 4:11** are support gifts, given to the Church for the equipping of the saints. All of the *saints* are then to do the work of service and build up the Body of Christ (**Eph. 4:12-13**).

How to discover your gift-mix: (1) Accept the fact by faith—You are gifted by God. (2) Pray—"Father, I do trust You and want to know my gift so I can better serve others, love others, build up others, exalt the name of Jesus, & honor You." (3) Be aware of what gifts are available to you. (4) Get involved in service. (5) Consider your desires and interests. Consider how you want to respond when you hear a need expressed—do you want to teach, encourage, show mercy, help, give, etc.? (6) Consider the confirmation of others. (7) Evaluate your effectiveness. Do you function better with practice? (8) Share your desires, gifts, and interests with another individual. Commit to praying for each other.

Here's the key: If maturity is taking place and you are actively serving others out of love, your gift will become obvious, perhaps more to someone else than to yourself! Just keep maturing and serving. Also, tell others what you think their gifts are and encourage them to use them. May we be used as our Lord intends!

We've been given what it takes: God's Word, character, love, power, gifts! When a Christian uses his/her spiritual gifts in the power of the Spirit, his/her life becomes a conduit of the life of Jesus Himself. We each have a spiritual gift and a ministry. What gifts do you believe you have and where is our Lord Jesus directing you to use them? Discover them, develop them, and use them!

Go through "The Spiritual Gifts Questionnaire" and "The Definitions of the Spiritual Gifts."

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- (1) Answer this question: “When I hear of a need, the way I want to respond is...”?
- (2) Answer this question: “I am passionate about which of the 20 spiritual gifts and have a heart for what ministry?”
- (3) Go through this ‘Questionnaire’. Think through your answer to each question. If you circle ‘Y’, give yourself 2 points; if ‘M’ 1 point; if ‘N’ 0 points. Under each gift add up your total and divide by the highest possible score. For example, under ‘A’, the highest possible total is 8. If you scored 6, divide 6 by 8 = 75%. If you score 75-80% or higher, it’s probable that this is part of your gift-mix. If you score 60-80%, it is possible or likely that this is part of your gift-mix.
- (4) Have a friend who knows you take this questionnaire for you.
- (5) Go through the ‘Definitions of Spiritual Gifts’. As a result of these five actions, what gift(s) do you believe you have?

- A.
 1. Y N M I believe my spiritual gift is an equipping gift?
 2. Y N M I’d like to be a missionary, beginning new churches, introducing the existing Scriptures, and equipping the saints?
 3. Y N M I’d be willing to leave my surroundings to minister to other cultures on a long-term basis?
 4. Y N M Others and I think of me as a missionary or church-planter?
- B.
 1. Y N M I believe my spiritual gift is an equipping gift?
 2. Y N M I like to proclaim God’s words to build up, encourage, comfort, and equip others?
 3. Y N M I have a passion to lovingly share God’s truth about sin, righteousness, and judgment—to the Church at large and to the unbelieving world?
 4. Y N M Dorman Followwill (DF): God seems to bring me opportunities to speak in public often, especially to share about Christian topics that are pertinent to the problems of the area of society in which I live?
 5. Y N M Others and I think of me as a prophet?
- C.
 1. Y N M I believe my spiritual gift is an equipping gift?
 2. Y N M I go where unbelievers are, available to share when opportunities arise?
 3. Y N M I’m able to sensitively turn a conversation with an unbeliever toward the message of Jesus as Lord?
 4. Y N M I want to make sure unbelievers ‘hear’ the message of Jesus as Lord so then they have the choices of ‘believing in Him’ and ‘calling on His name’?
 5. Y N M I’m able to equip/train others to share the Good News of Jesus as Lord?
 6. Y N M (DF): I want to love people by sharing with them the Good News of Jesus as Lord, and I regularly do so?
 7. Y N M Others and I think of me as an evangelist or “good-news teller”?

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- D.
1. Y N M I believe my spiritual gift is an equipping gift?
 2. Y N M People come to me, seeking my understanding on specific questions or problems?
 3. Y N M It seems that people learn when I teach them?
 4. Y N M I'm involved in people's lives over a long-term basis?
 5. Y N M My heart is to see people's lives transformed by the Spirit and Word of God?
 6. Y N M I like to give spiritual guidance and direction to a group of Christians?
 7. Y N M I desire to lead, protect, guide, and feed believers so they become spiritually mature?
 8. Y N M I help fellow believers by guiding them to relevant portions of the Bible and by praying with them?
 9. Y N M (DF): God seems to put me with individuals and groups of people who need to be guided and protected, and He seems to want me to help them grow through Bible study and keeping them accountable?
 10. Y N M Others and I think of me as an instructing shepherd?
- E.
1. Y N M I enjoy doing behind-the-scenes jobs?
 2. Y N M I enjoy meeting the practical needs of others?
 3. Y N M When I hear of or see a job that needs to be done, I am eager to do it?
 4. Y N M I would rather do things with my hands than talk to a person with a problem?
 5. Y N M (DF): I want to love people by working with them to alleviate their physical burdens, in order to uplift them?
 6. Y N M (DF): My mature Christian friends have noticed how available I am to help meet the physical needs of believers and non-believers alike?
 7. Y N M (DF): I love and get great inward joy from aiding others in a quiet way, and my inward joy is more than adequate reward?
 8. Y N M Others and I think of me as a servant?
- F.
1. Y N M I'm excited to help people discover God's truths in the Bible?
 2. Y N M It seems that people learn when I teach them?
 3. Y N M Others have told me that I ought to be teaching on a regular basis?
 4. Y N M I am willing to study the Bible intensely to make sure my statements are true and accurate?
 5. Y N M I react to people who make Biblically unfounded statements?
 6. Y N M I'm interested in the details of the Scripture, point by point?
 7. Y N M When I hear of a problem or a question, I'm concerned to both find and give a Biblical answer?
 8. Y N M I'm able to communicate Biblical truth clearly and concisely so that others easily understand it?
 9. Y N M (DF): I want to love people by explaining passages of the Bible to them as accurately as I can?

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10. Y N M (DF): God often brings me opportunities to speak to individuals/ groups on the truths He has shown me in my own Bible study?
 11. Y N M (DF): I love to study a certain passage, making sure my study is accurate in light of the historical and grammatical context, and then getting an opportunity to share that truth with others?
 12. Y N M Others and I think of me as an instructor?
- G.
1. Y N M It is a joy to give encouragement to people who are discouraged?
 2. Y N M I see the potential in others, and I try to motivate them to become what I see they could be?
 3. Y N M I identify with people where they are in order to counsel them?
 4. Y N M I find that I am a patient listener, and people who are hurting often come to me for encouragement and comfort, and, the counsel I give causes them to move toward faith and obedience?
 5. Y N M People have often expressed to me how much I have helped or encouraged them in time of need?
 6. Y N M When I hear of a believer who has fallen away, I'm eager to go to them and try to help?
 7. Y N M I am sensitive to troubled and discouraged people and enjoy helping them see God's answers to life's problems?
 8. Y N M (DF): My mature Christian friends have noted my ability to befriend those who are weak or young in the faith, and help them grow into a place of greater maturity?
 9. Y N M (DF): God seems to bring believers who need to grow into my life, and they grow through my comforting or challenging them?
 10. Y N M (DF): God often uses my advice to spur people to new actions of obedience or to a renewed hope that God will use them?
 11. Y N M Others and I think of me as an encourager?
- H.
1. Y N M I look for opportunities to give without hearing any appeals?
 2. Y N M I appreciate the opportunity to financially support someone or some group in need?
 3. Y N M I find it easy to give my money or possessions to others without thought of what I will receive in return?
 4. Y N M I find great satisfaction in giving generously and sacrificially for the Lord's work?
 5. Y N M When I hear of someone in need, I immediately think of sending them some money?
 6. Y N M I give cheerfully and generously, often above what is expected?
 7. Y N M (DF): I want to love people by making the physical blessings God has given me available for others to use?
 8. Y N M (DF): God often brings me opportunities to contribute to the monetary or physical needs of people through the resources I have?
 9. Y N M Others and I think of me as a giver?

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- I.
1. Y N M I usually take the leadership in a group where none exists?
 2. Y N M People seem to follow me in doing an important task or making an important decision?
 3. Y N M I find great joy in leading people to accomplish group or individual goals?
 4. Y N M When I speak, people seem to listen and agree and follow?
 5. Y N M I have discernment of people's needs, goals, and desires, and of the plans necessary to accomplish them?
 6. Y N M (DF): I want to love people by ensuring that Christian meetings and ministries run as efficiently and effectively as possible?
 7. Y N M (DF): My Christian friends have noted how 'on track' things seem to be when I am the one 'in front' of people?
 8. Y N M Others and I think of me as a leader?
- J.
1. Y N M I have great compassion for people who are rejected or unloved?
 2. Y N M I enjoy ministering to a person who is sick or needy or confined or disabled?
 3. Y N M I am patient with those who are suffering?
 4. Y N M I have a knack for turning my compassion into cheerful acts of kindness?
 5. Y N M I can sense when people are hurting, and I act upon that realization?
 6. Y N M (DF): I want to love people by practicing the true religion James 1:27 mentions: to visit the widows and orphans of our society in their distress?
 7. Y N M (DF): God has allowed me to cheer up or 'lift the countenance' of needy people who need to know God cares for them?
 8. Y N M (DF): I love to bring a cup of cold water to the needy, and watch them respond to God's love and concern working through me?
 9. Y N M Others and I think of me as a mercy-giver?
- K.
1. Y N M People with problems seem to come to me for advice & counsel?
 2. Y N M I enjoy providing practical, Biblical solutions to difficult problems in life?
 3. Y N M With individuals and groups I find myself wondering, "Now how does God see this?"
 4. Y N M (DF): I want to love people by bringing the truths of the Bible to the practical problems they face?
 5. Y N M (DF): My Christian friends have noted how easy it is for me to apply Biblical truth to problems?
 6. Y N M (DF): I have seen God resolve conflicts or debates through my Scriptural insight from Him?
 7. Y N M (DF): I love it when God gives me practical insight from His Word into a problem and I get the opportunity to share it?
 8. Y N M Others and I think of me as a counselor?

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- L. 1. Y N M I am eager to learn the Word and share the results?
 2. Y N M I have a long attention span?
 3. Y N M I'm able to absorb and retain unusual amounts of information?
 4. Y N M I enjoy attacking Biblical problems and researching the issues?
 5. Y N M I want to put in order the facts of Scripture so that truth on Biblical subjects is more readily understandable to others?
 6. Y N M I'd enjoy being allowed to do helpful research rather than another ministry?
 7. Y N M I can make deep Biblical truth understandable to others?
 8. Y N M (DF): I want to love people by helping them understand what the key themes of Scripture are so they have a Biblical framework for living?
 9. Y N M (DF): God seems to give me opportunities to study Biblical truths in a methodical way that makes the complex or mysterious truths of God clear and understandable?
 10. Y N M (DF): I love it when God allows me to discover the theological threads that bind His Word together, and I especially enjoy it when my explanation of complex concepts seems to enlighten others in the body?
 11. Y N M Others and I think of me as a researcher?
- M. 1. Y N M People seem to view me as an optimist?
 2. Y N M I am often ready to believe God will lead us through a situation when others feel it is impossible?
 3. Y N M When people are discouraged, I enjoy giving them a positive, Godly outlook?
 4. Y N M I see difficulties as opportunities for God to display His glory?
 5. Y N M I enjoy having people give me prayer requests?
 6. Y N M I'm potential-centered rather than problem-centered?
 7. Y N M (DF): I want to love people by praying specifically for them, because I'm persuaded of the great power of prayer?
 8. Y N M (DF): My Christian friends have commented on how easy it is for me to see God at work in many different ways?
 9. Y N M Others and I think of me as a visionary or a man/woman of prayer?
- N. 1. Y N M I like to pray with and for a person who is 'without strength'?
 2. Y N M I like to participate in ministry to the physically or emotionally or mentally or spiritually hurting and pray for their recovery?
 3. Y N M I have seen permanent results of healing in people's physical, social, spiritual, mental, or emotional lives as a result of God's work through me?
 4. Y N M (DF): I want to love people by being used of God to restore them to health when they have a physical, emotional, mental, or spiritual illness of some sort?
 5. Y N M (DF): God has brought 'without strength' people to me and I have been used by Him to play a key role in their healing process?

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6. Y N M (DF): I love it when God specifically uses me to bring healing to someone who suffers.
 7. Y N M Others and I think of me as a healer?
- O.
1. Y N M God has used me to perform supernatural signs and wonders?
 2. Y N M I find God using me to do things beyond mankind's natural abilities?
 3. Y N M I find God using me in this way to gain a hearing for and to authenticate His Word?
 4. Y N M Others and I think of me as a miracle worker?
- P.
1. Y N M I can sense when a particular teaching is not Biblical?
 2. Y N M I seem to know very quickly whether something is right or wrong, true or false, Biblical or unbiblical?
 3. Y N M I find myself using God's truth to check people's words and actions?
 4. Y N M Others have noted that I was able to see through a phony before his/her phoniness was evident to others?
 5. Y N M (DF): God seems to put me in places where I feel compelled to ask a lot of questions to figure out where someone's coming from?
 6. Y N M Others and I think of me as a discerner?
- Q.
1. Y N M I have spoken in a foreign language that was previously unknown to me?
 2. Y N M There was someone present who didn't understand English and did understand the language I was speaking?
 3. Y N M There was someone present to interpret my language for the edification of the others present?
 4. Y N M (DF): God has used the interpretation of languages I speak to edify others or to stimulate the interest of unbelievers in the gospel?
 5. Y N M Others and I think of me as a linguist?
- R.
1. Y N M (DF): God has edified believers by my interpretation of languages?
 2. Y N M I have had the experience of hearing someone speak in a foreign language that I didn't know and found myself able to translate its meaning?
 3. Y N M I have interpreted languages with the result that the Body of Christ was built up?
 4. Y N M (DF): God has allowed me to interpret languages at public meetings?
 5. Y N M (DF): I want to love people by making foreign languages understandable?
 6. Y N M Others and I think of me as a translator?

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- S.
1. Y N M I look for opportunities to assist people in their work?
 2. Y N M I sense when others need a helping hand and am ready to give it promptly and cheerfully?
 3. Y N M I enjoy performing support tasks that free others for things they do best?
 4. Y N M Others have told me that I have helped them become more effective in their ministries?
 5. Y N M (DF): I want to love people by taking over manual tasks for them that they and most others don't want to do?
 6. Y N M (DF): My Christian friends have noted how much I have a zest for being the one to do the behind-the-scenes work that frees up others to serve more ably?
 7. Y N M Others and I think of me as a helper?
- T.
1. Y N M I like to organize people and tasks for more effective ministry?
 2. Y N M I enjoy the responsibility for the achievement of group goals?
 3. Y N M The development of effective plans for church ministry gives me great satisfaction?
 4. Y N M I see past the surface of an activity to the broader picture of details that makes everything fit together?
 5. Y N M I have a sense for how and when projects or ministries need to be better organized?
 6. Y N M I know how to delegate tasks to the right people at the right time?
 7. Y N M I find myself thinking about ways in which things could be run better?
 8. Y N M (DF): God often brings me opportunities to coordinate all the details in a ministry so that everyone serves more freely?
 9. Y N M (DF): I love it when a ministry is guided around various pitfalls because God has allowed me to master the details and make sure all the little things are in order?
 10. Y N M Others and I think of me as an administrator?

The Definitions of the Spiritual Gifts**FROM EPHESIANS 4:11-13**

- A. APOSTLES—ones sent forth. Those sent forth by Jesus to preach, plant churches, write Scriptures, and formulate a belief system concerning the life, death, and resurrection of Jesus. According to Acts 1, they must have been with Jesus from baptism of John until the day of Jesus' ascension. Concerning Paul's apostleship, see **Gal. 1:11-2:10** and **2 Pet. 3:15-16**. Today perhaps (in a secondary sense) missionaries sent forth to establish new churches, lay down the already existing Scriptures, and equip the saints with the Word.
- B. PROPHETS—ones who speak forth. The Spirit-given ability to speak forth the mind and counsel of God. Today (in a secondary sense) the Spirit-given ability to proclaim the Word of God, to communicate revealed truth, to speak God's message from His Word to the world in which we live, and to equip the saints to serve and build up.
- C. EVANGELISTS—ones who proclaim the good news of Jesus as Lord to non-Christians. The Spirit-given ability to communicate the good news of Jesus in relevant terms to those not yet Christians. The message? Jesus died for our sins, was buried, was raised from the dead, and appeared to many eyewitnesses. The method? To go where unbelievers are. The purpose? To offer the wonderful message of Jesus as Lord. This gift also is to equip the saints.
- D. PASTORS-TEACHERS—ones who shepherd and instruct and equip. The spiritual ability to shepherd the flock of God, to feed them the Word of God, and to equip them to serve and build up others. They bear God's people on their hearts, feed them with the truth, seek them when they stray away, defend them from all that would hurt their faith.

FROM ROMANS 12:6-8

- E. SERVICE—to wait upon. The Spirit-given ability to help with the material needs of the Body; it's a gift shown more in action than by word. Service is practical help we give others in Jesus' name.
- F. TEACH—to instruct. The Spirit-given ability to clearly communicate the details of the Word of God so that others learn.
- G. EXHORT—to call to one's side. The Spirit-given ability to inspire others to action, awaken spiritual interest, or steady those who are faltering. Calls believers to know, believe, and follow God and His truth.
- H. GIVE—to give a share of. The Spirit-given ability to generously distribute money to further the cause of God. With liberality—without mixed motives, simply, sacrificially.
- I. LEAD—to stand before. The Spirit-given ability to stand before a group and lead it. With diligence—eagerly, responding quickly.

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- J. SHOW MERCY—to help the helpless. The Spirit-given ability to joyfully render aid to the downcast and ignored. With cheerfulness—hilarious abandon, of good cheer.

FROM 1 CORINTHIANS 12:8-10,28

- K. THE WORD OF WISDOM—insight into the true nature of things. The Spirit-given ability to perceive life and truth from God's perspective and then apply that wisdom to specific situations.
- L. THE WORD OF KNOWLEDGE—in-depth investigation, research. The Spirit-given ability to research, organize, and summarize the teachings of the Word of God so that others are enabled to acquire insight into divine truth.
- M. FAITH—conviction based on hearing the truth, a visionary. The Spirit-given ability to see something through when no one else can and to raise the vision of others.
- N. GIFTS OF HEALINGS—different kinds of healings. The Spirit-given ability to heal one who is without strength—physically, mentally, emotionally, spiritually, socially.
- O. THE EFFECTING OF MIRACLES—activities of power. The Spirit-given ability to perform those events outside and beyond the realm of nature and mankind's ability.
- P. THE DISTINGUISHING OF SPIRITS—The Spirit-given ability to discern between the spirits of truth and error, Spirit and flesh, the Spirit of God and a spirit of evil, before the fruit is evident.
- Q. KINDS OF TONGUES—different languages. The Spirit-given ability to speak a foreign language without learning it beforehand to someone who knows the human language you are speaking.
- R. THE INTERPRETATION OF TONGUES—The Spirit-given ability to translate a foreign language without learning the language beforehand.
- S. HELPS—The Spirit-given ability to come alongside others and support them and their ministries in different ways.
- T. ADMINISTRATIONS—The Spirit-given ability to understand clearly the immediate or long-range goals of a local church, and to devise and execute effective plans for the accomplishment of those goals. Detail-oriented.