

SPIRITUAL GIFT ASSESSMENT

Spiritual Gift Assessment Instructions:

1. Respond to each statement on the *Spiritual Gift Assessment*, presented on the pages that follow. Use the following scale to record how frequently each statement is true of you:
4 = Almost always, consistently
3 = Often, somewhat consistently
2 = Infrequently, seldom
1 = Almost never, rarely
2. Using the scale above, write your numerical response to each statement in the space provided next to each item.
3. **Important: Answer according to who you are at this point in your life, not who you would like to be or think you ought to be.** How true is each statement of you? What has been your recent experience? To what degree do these statements reflect your usual tendencies? Please be authentic and pray that your responses are prompted by the Holy Spirit.

SPIRITUAL GIFT ASSESSMENT STATEMENTS

	Record your rating here (1-4):
1. I enjoy handling the details and logistics for coordinating an event.	_____
2. I would enjoy being involved in founding a new congregation.	_____
3. I enjoy working with my hands.	_____
4. I find joy in expressing outward praise and worship to God.	_____
5. I can recognize a person's character based upon first impressions.	_____
6. Comforting and strengthening others is something I do well.	_____
7. I am not afraid to talk about God with others.	_____
8. My faith guides my everyday actions.	_____
9. Contributing money or resources is a critical component of my Christian life.	_____
10. I am content to work behind the scenes to make something a success.	_____
11. I find joy in providing for others.	_____
12. I feel impulses to pray for friends or loved ones.	_____
13. I am inspired to speak with others to help explain the Bible and God's teaching.	_____
14. In groups, people seem to look to me for leadership or direction.	_____
15. I am willing to support others, no matter what the situation may be.	_____

Record your
rating here
(1-4):

- | | |
|---|-------|
| 16. I enjoy providing guidance and support to a small group of people. | _____ |
| 17. I find joy in mentoring others using God's word. | _____ |
| 18. I am sought out by others for spiritual counsel or advice on personal matters. | _____ |
| 19. I adapt well to changed plans and quickly develop a new course of action. | _____ |
| 20. I am able to create enthusiasm for new spiritual initiatives so that things get implemented. | _____ |
| 21. I enjoy building, creating, or making things. | _____ |
| 22. I enjoy finding new and imaginative ways to share different perspectives with others. | _____ |
| 23. I readily perceive others' intentions, or where they are coming from. | _____ |
| 24. I recognize the potential in others and strive to inspire them in their daily walk with Christ. | _____ |
| 25. I find joy in professing my faith. | _____ |
| 26. I am confident of God's presence and guidance in my life. | _____ |
| 27. Giving out of my resources is my expression of love and thanks to God. | _____ |
| 28. I am happy to complete small, unseen tasks that need doing. | _____ |
| 29. I quickly respond to the needs of others when they require comfort and care. | _____ |
| 30. I have felt called by the Holy Spirit to pray for a stranger in need. | _____ |
| 31. I rely on the inspiration of the Holy Spirit to direct my conversation and enlighten others about God's will. | _____ |
| 32. I am able to see the big picture and get others excited about it. | _____ |
| 33. I do not shy away from others' suffering. | _____ |
| 34. I enjoy helping and gently restoring wandering believers in their relationship with God. | _____ |
| 35. I would enjoy leading a small group in my congregation, such as a Sunday School or Bible Study class. | _____ |
| 36. I am able to make complex or confusing spiritual situations simple for others to understand. | _____ |
| 37. Coordinating details for spiritual, family, or life events is something I do well. | _____ |
| 38. I enjoy starting groups, clubs, or interest circles. | _____ |
| 39. I am able to express my creativity by making things with my hands. | _____ |
| 40. I enjoy touching souls through musical or artistic expression. | _____ |
| 41. I notice when others are not being honest or telling the whole story. | _____ |
| 42. I find it easy to listen, sympathize, and reassure others in order to renew them. | _____ |
| 43. I am effective at applying the gospel message so that it connects with an individual's needs. | _____ |

Record your
rating here
(1-4):

- | | |
|--|-------|
| 44. I am able to pray with conviction, knowing that God is listening. | _____ |
| 45. I enjoy giving financially to the church, knowing I am giving to God. | _____ |
| 46. I enjoy being involved, in whatever role I am asked to perform. | _____ |
| 47. I enjoy inviting people to my home to share meals and fellowship together. | _____ |
| 48. Recognizing when someone is in spiritual turmoil is something I do well. | _____ |
| 49. Finding real world examples for God's teachings is something I do well. | _____ |
| 50. I find it easy to inspire others to action. | _____ |
| 51. I find it easy to express sympathy or comfort to others. | _____ |
| 52. I care deeply about the emotional, relational, and spiritual welfare of others. | _____ |
| 53. I enjoy providing new insights or perspectives to others related to God's word or teachings. | _____ |
| 54. I observe situations and see God's hand at work. | _____ |
| 55. I recognize others' skills or talents and what they can bring to the group. | _____ |
| 56. It is enlivening to do new things to build the work of God. | _____ |
| 57. I enjoy designing new objects or crafts to fit a specific need. | _____ |
| 58. It is easy for me to think outside of the box when finding ways to communicate with others. | _____ |
| 59. I quickly recognize right from wrong as it relates to God's word. | _____ |
| 60. I enjoy helping others discover new ways to express their talents and ways to grow in them. | _____ |
| 61. I find time to speak to others about divine services. | _____ |
| 62. I trust completely in God's will. | _____ |
| 63. I enjoy sharing what I have with others. | _____ |
| 64. I actively look for opportunities to help in the congregation. | _____ |
| 65. I enjoy bringing people together to strengthen our faith in the Lord. | _____ |
| 66. I am happy when I can bear the burden and support others who are struggling in their faith. | _____ |
| 67. I delight in sharing clarifications and explanations of the Gospel and how others might apply it in their lives. | _____ |
| 68. I motivate others to strive toward their potential. | _____ |
| 69. I quickly recognize distress, concern, or suffering in others. | _____ |
| 70. I have compassion for wandering souls, desiring to guide and protect them. | _____ |
| 71. I can instruct others in ways that motivate them to study and want to learn more. | _____ |
| 72. I help others safely navigate difficult situations by applying or explaining divine insight. | _____ |

Record your
rating here
(1-4):

73. I enjoy being in charge of creating a plan for an event or congregational initiative.
74. I find it easy to connect with those I do not know or who are different from me.
75. I get a sense of fulfillment when I see a final product I made from raw materials.
76. I enjoy using my imagination and creativity to bring new meaning to others.
77. I understand situations quickly and am able to act intuitively in accordance with God's will.
78. I help others remain strong in their faith when they are experiencing spiritual challenges.
79. I enjoy telling people about experiences of faith.
80. I know that God will fulfill his promises.
81. I do not expect anything in return when I give to the church or others.
82. I find spiritual significance in doing practical tasks.
83. I find it easy to make new people feel that they belong.
84. I am confident in what the Lord has done for me, and what He can do for others.
85. I easily find the right way to convey God's message to others so that they can relate to it.
86. I am willing to take charge in order to achieve a goal.
87. I can look beyond a person's problems or disabilities to see a life that matters to God.
88. I find it easy to gently counsel or guide others using God's Word when they are indecisive.
89. I am able to understand complex concepts and how to explain them to others.
90. I quickly recognize divine truth in even the most complex situations.
91. I do not like leaving questions unanswered or waiting too long to respond to others' inquiries.
92. I am sensitive to cultural differences and understand others' perspectives.
93. I can envision an end product and quickly figure out how to build or fix something to meet that vision.
94. I consider myself able to connect with others through art.
95. People have told me that my insight was helpful or accurate.
96. I give hope to others through God's word and Christ's promises for our lives.
97. I look for opportunities to give testimony about my faith to others.
98. In times of trials or important decisions, my first reaction is to draw closer to God.
99. I intentionally set aside money to give to the church.
100. I don't want recognition for my efforts; I am happy to help.
101. I find myself keeping the peace or providing comfort at every opportunity.
102. I am sincere in remembering others when I pray.

Record your
rating here
(1-4):

103. I want to learn all that I can about God's word to be able to share that knowledge with others.
104. I am able to recognize and encourage the use of gifts and abilities in others.
105. I do not feel it is an imposition to support someone I know is in need.
106. I am willing to care for others and faithfully provide ongoing support.
107. I effectively communicate ideas to others of different ages or different abilities of understanding.
108. I can help others apply scriptural truth in practical ways.
109. I find it easy to translate a vision or goal into specific actions to achieve it.
110. I am comfortable stepping out of my comfort zone and am confident God will see me through.
111. I find joy in making or building things for others.
112. It is natural for me to express myself in artistic ways (e.g., poetry, music, art, crafts).
113. I can see aspects or outcomes of a situation that others cannot.
114. I reassure and encourage others who are making difficult decisions in their lives.
115. I am willing to answer questions of faith from anyone who is interested.
116. I am able to inspire others to trust in God by living my faith.
117. I give more than a tithe so that God's work can be accomplished.
118. Others know they can rely on me to be available to assist.
119. It makes me happy to reach out to others so they do not feel alone.
120. I feel compelled to follow through when others ask me to pray for them.
121. I am confident the Holy Spirit provides me insight as I speak with others about God's salvation plan.
122. I make earnest efforts to emulate the leadership of Christ.
123. When someone I know is suffering, it is easy for me to show them compassion.
124. I believe even small efforts to patiently nurture others can have long-term effects on someone's faith.
125. I am able to provide instruction and keep the attention of others, resulting in their growth.
126. It's easy for me to use stories or experiences to help others see God's perspective.

RESULTS SUMMARY

Name: _____

Date: _____

Spiritual Gift Assessment Score Sheet:

For each statement, transfer your results into the corresponding boxes below																	
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
109	110	111	112	113	114	115	116	117	118	119	120	121	122	123	124	125	126
Add up each column and record the total above each letter																	
A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R

Spiritual Gift Assessment Key:

A = Administration
 B = Apostleship
 C = Craftsmanship
 D = Creative Communication
 E = Discernment
 F = Encouragement

G = Evangelism
 H = Faith
 I = Giving
 J = Helps
 K = Hospitality
 L = Intercession

M = Knowledge
 N = Leadership
 O = Mercy
 P = Shepherding
 Q = Teaching
 R = Wisdom

YOUR PREDOMINANT SPIRITUAL GIFTS

Name: _____

Date: _____

Using the totals above, write the letter and the gift that corresponds to your three highest scores:

Highest Totals:	TOTAL	=	SPIRITUAL GIFT
First Highest:	_____	=	_____
Second Highest:	_____	=	_____
Third Highest:	_____	=	_____
(Use if 3 & 4 Tie):	_____	=	_____

Now, rank order the remaining gifts in descending order below (this is optional):

4.	_____	=	_____
5.	_____	=	_____
6.	_____	=	_____
7.	_____	=	_____
8.	_____	=	_____
9.	_____	=	_____
10.	_____	=	_____
11.	_____	=	_____
12.	_____	=	_____
13.	_____	=	_____
14.	_____	=	_____
15.	_____	=	_____
16.	_____	=	_____
17.	_____	=	_____
18.	_____	=	_____

PEER OBSERVATIONS

My name is: _____

These are my observations of: _____

Dear Friend,

I'm seeking to better understand how God has equipped me to serve others. Please provide feedback about what I do best and how I relate to others. Please return the assessment as soon as you have completed it. Thanks!

- Answer according to what seems true of the person most of the time, not what you would like them to be or think they should be. - If you have seen this person involved and serving in a ministry, then describe your observations in that context. To what degree do these statements reflect this person's tendencies and behaviors?		Consistently / Definitely True	Most of the Time / Usually True	Some of the Time / Once in a While	Don't Know / Haven't Observed
A	Organizes tasks, people, or events that advance an opportunity or a cause; develops and implements effective strategies; plans and executes procedures.	3	2	1	0
B	Oversees development of new opportunities and initiatives; demonstrates a missionary and pioneering spirit; is culturally sensitive; builds up and develops others as leaders.	3	2	1	0
C	Uses skill or creativity to design or build; produces value or potential through workmanship; is resourceful and handy.	3	2	1	0
D	Provides meaningful expression through artistic talent; communicates creatively and imaginatively; develops and shares creative, innovative ideas.	3	2	1	0
E	Differentiates between good and evil, right and wrong; distinguishes intent, motive, or influence intuitively; perceives authenticity in others.	3	2	1	0
F	Encourages and reassures others; comforts and strengthens those who are discouraged and struggling; inspires and provides support.	3	2	1	0
G	Enthusiastically shares the Gospel and their faith; exhibits passion for instilling a belief in God in others.	3	2	1	0
H	Believes and trusts confidently in God; places all matters into God's hands willingly; inspires others to place their trust in God.	3	2	1	0
I	Gives of their resources graciously and without condition; donates money generously; sacrifices willingly for the benefit of others.	3	2	1	0
J	Joyfully lends support to meet the needs of others; gets involved through a hands-on approach; identifies needs and places significance on helping, often behind-the-scenes.	3	2	1	0
K	Helps others to feel at home by providing natural care and soul care through fellowship, food, or shelter; creates an environment of acceptance, safety, and trust; focuses on comforting and peacemaking.	3	2	1	0
L	Recognizes the needs of others and pleads with great confidence on their behalf; demonstrates reliability, sincerity, and spiritual sensitivity; conveys that it is an honor to intercede in prayer.	3	2	1	0
M	Shares Biblical insight prompted through the Spirit; provides clarity and understanding for others in matters of faith; effectively communicates and illuminates spiritual truth.	3	2	1	0
N	Motivates and directs people to work together toward a common goal; sees potential in others; instills enthusiasm, models values, and casts a vision for others to follow.	3	2	1	0
O	Demonstrates compassion through bringing help, relief, and comfort; shows an inclination toward those in need; provides love, grace, and dignity to others.	3	2	1	0
P	Nurtures, cares for, and gently encourages others; acts with patience; is protective and devoted; provides security for others through long-term guidance.	3	2	1	0
Q	Comprehends and effectively communicates through teaching; explains ideas in ways that create and develop understanding.	3	2	1	0
R	Practically and effectively provides clarity and wisdom to others; contributes enlightenment and offers perspective during challenges of life.	3	2	1	0
1. From those that you marked with a "3" (Consistently / Definitely True), indicate this person's 1st, 2nd, and 3rd most notable gifts by writing the corresponding letters in the spaces provided:		1	2	3	
2. If you are familiar with spiritual gifts, which have you seen most in this person's life? Note that these may not be the same gifts you indicated above.		1	2	3	
3. Are there any other observations or insights you have that would help this person better understand what they do best?					

* Note: Since this is a peer assessment, there may be gifts that peers will not perceive, yet may or may not be prevalent.

PERSONAL APPROACH ASSESSMENT

Name: _____

Read each question, then decide which of the two statements is more like you by circling the best number for each question.

Date: _____

How are you **ASSURED** ?

- | | | | | | | | |
|--|---|---|---|---|---|--|----------------------------------|
| 1 While on vacation I prefer to... | | | | | | | |
| <i>follow a set plan</i> | 1 | 2 | 3 | 4 | 5 | | <i>be spontaneous</i> |
| 2 I prefer to set guidelines that are... | | | | | | | |
| <i>specific</i> | 1 | 2 | 3 | 4 | 5 | | <i>general</i> |
| 3 I prefer to... | | | | | | | |
| <i>settle things now</i> | 1 | 2 | 3 | 4 | 5 | | <i>leave my options open</i> |
| 4 I prefer projects that have... | | | | | | | |
| <i>routine</i> | 1 | 2 | 3 | 4 | 5 | | <i>variety</i> |
| 5 I like to... | | | | | | | |
| <i>stick to a plan</i> | 1 | 2 | 3 | 4 | 5 | | <i>play it by ear</i> |
| 6 I find routine... | | | | | | | |
| <i>restful</i> | 1 | 2 | 3 | 4 | 5 | | <i>boring</i> |
| 7 I accomplish tasks best... | | | | | | | |
| <i>by following a plan</i> | 1 | 2 | 3 | 4 | 5 | | <i>by working it out as I go</i> |

Add up the total for the first set of questions: _____

If your total was 7-20, you are assured by **Structure**

If your total was 22-35, you are assured by **Adaptability**

I am assured by _____

What **INSPIRES** you?

- | | | | | | | | |
|---|---|---|---|---|---|--|--------------------------------|
| 1 I'm more comfortable... | | | | | | | |
| <i>being with people</i> | 1 | 2 | 3 | 4 | 5 | | <i>doing things for people</i> |
| 2 When doing a task, I tend to... | | | | | | | |
| <i>focus on relationships</i> | 1 | 2 | 3 | 4 | 5 | | <i>focus on the goal</i> |
| 3 I get more excited about... | | | | | | | |
| <i>creating community</i> | 1 | 2 | 3 | 4 | 5 | | <i>advancing the cause</i> |
| 4 I feel I have accomplished something when I've... | | | | | | | |
| <i>built a relationship</i> | 1 | 2 | 3 | 4 | 5 | | <i>completed a job</i> |
| 5 It is more important to start a meeting... | | | | | | | |
| <i>when everyone is there</i> | 1 | 2 | 3 | 4 | 5 | | <i>on time</i> |
| 6 I'm more concerned with... | | | | | | | |
| <i>maintaining the team</i> | 1 | 2 | 3 | 4 | 5 | | <i>meeting a deadline</i> |
| 7 I place a higher value on.. | | | | | | | |
| <i>communication</i> | 1 | 2 | 3 | 4 | 5 | | <i>action</i> |

Add up the total for the second set of questions: _____

If your total was 7-20, you are inspired by **People**

If your total was 22-35, you are inspired by **Projects**

I am inspired by _____

Intensity:

The intensity scale for both ASSURED and INSPIRED is indicated as follows:

7-10	<i>strongly</i>	32-35
11-14	<i>moderately</i>	28-31
15-18	<i>mildly</i>	24-27
19-23	<i>neutral / both</i>	19-23

PERSONAL APPROACH RESULTS

Name: _____

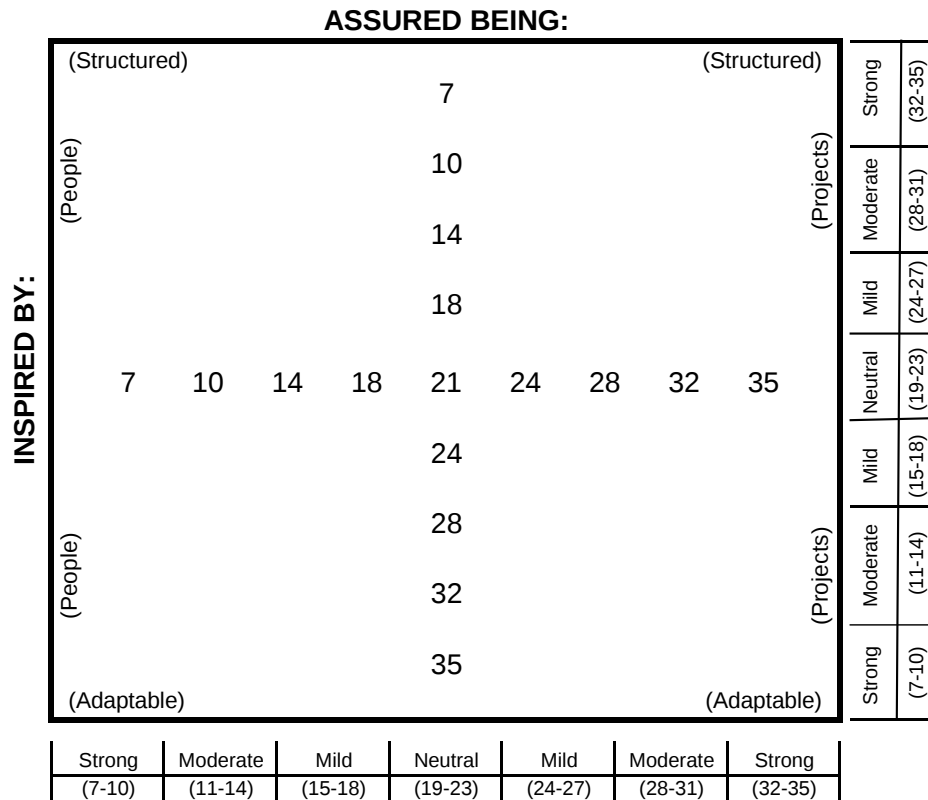
Date: _____

After completing the assessment, please chart your results in the box to the left below:

ASSURED score - Using the vertical axis, draw a horizontal line on the graph corresponding to your score.

INSPIRED score - Using the horizontal axis, draw a vertical line on the graph corresponding to your score.

The point where the two lines intersect is your PERSONAL APPROACH



Personal Approach Tendencies

ASSURED BEING:

<u>STRUCTURED / PEOPLE</u> - Usher - Event Coordinator - Outreach Coordinator	<u>STRUCTURED / PROJECT</u> - Record / iMIS Administrator - Audio / Visual Team - Maintenance Manager
<u>ADAPTABLE / PEOPLE</u> - Visiting Team - Worship Leader - Sunday School Teacher	<u>ADAPTABLE / PROJECT</u> - Flower arranger - Organist - Bulletin Board Organizer

Examples

Personal Approach Results Summary:

Circle one, then fill in the most appropriate level of intensity:

1) I am inspired by: People / Projects at a _____ level of intensity.

2) I am assured being: Structured / Adaptable at a _____ level of intensity.

WHAT ARE MY PASSIONS?

Passion answers the question: “WHERE am I energized?”

Much of what we say and do is motivated by our passions. Passion can make the difference between doing something that is acceptable, to that which is exceptional. Passion drives us to go out and make a difference - to go the distance. It's the fuel that propels us forward and helps us hold on and persevere. So, as we evaluate 'WHERE' we might serve in our families, congregations, and our communities, it is important to understand our passions. Knowing your spiritual gifts will answer “WHAT” you do best, but knowing your passion will tell you “WHERE” to do it.

**“Trust in the Lord and do good; dwell in the land and enjoy safe pasture.
Delight yourself in the Lord and He will give you the desires of your heart.” (Psalm 37:3-4)**

When you think about it, it is exciting that God places a passion in us and gives us the desires of our heart as we serve Him!

PASSION ASSESSMENT

1) Now, ask yourself a few questions...

You may be able to identify your passion by simply asking yourself a few probing questions. Please pray over and answer the following questions with the thought in mind that you have no absolutely no restrictions that will stop you from fulfilling your heart's desire. Don't concern yourself about whether you can do something, or how it might be done. Simply think about what you might accomplish if you assuming you had unlimited resources:

What drives you?

- What would you do for God if you knew you couldn't fail?
- What pushes you to action?
- What moves you so deeply that it keeps you awake at night?

Who are the people you most want to help?

- Who do you feel you can influence the most?
- Is there an age range you feel most drawn to? If so, what age group?
- Is there an affinity group I feel most drawn to?

What are the needs you feel most drawn to?

- What are the top two needs I love to meet for people?
- Why do I love meeting those needs?

What cause are you most passionate about?

- What cause or issue makes my heart race?
- Where could I make the greatest impact for God?
- What conversations would keep me up late at night?

How would you like others to see you?

- What legacy would I like to leave at the end of my life?
- What would my friends say I am most enthusiastic about?

2) Identify Groups and Causes

A second way to assess your passion is to identify groups of people, issues, and causes and different types of functions that you might feel strongly about. Next, put a check beside all that may apply:

PERSONS/GROUPS:

Addicts	Infants	Singles
Cancer / Illness Survivors	International Students	Single Parents
Children	Intellectually Disabled	Teen Moms (Parents)
Children of Divorce	Military Personnel	Terminally Ill
College Students	New Mothers	Unchurched
Developmentally Disabled	Orphans	Unemployed
Divorced	Parents & Family	Victims / Abused
Elderly	Persecuted Believers	Widowed
Empty Nesters	Poor	Women
Engaged Couples	Prisoners	Young Marrieds
Homeless	Refugees	Youth
Hospitalized	Sick/Shut-ins	Other: _____

CAUSES:

Addiction Rehabilitation	Family Development	Missionary / Outreach
Arts	Finances	Parenting
Career Transition	Fitness & Health	Peacekeeping
Charity	Grief & Loss	Poverty Alleviation
Childcare	Healthcare & Wellness	Prison Ministry
Disabilities	Homelessness	Relationship Loss
Disaster Relief	Hunger	Social Rights
Discipleship	Immigration	Transitions in Life
Economics	Inner City Development	Violence / Abuse
Education	Literacy	Other: _____
Environment	Marriage Enrichment	

LOCAL MINISTRIES:

Administrative Functions	Hospitality & Fellowship	Technology
Audio / Visual	iMIS & Record Keeping	Tiny Seeds & Nurseries
Children	Leadership & Emerging Leaders	Visitation
Coaching & Mentoring	Non-attending	Women & Men
Communications	Peacemaking	Work of Ministry
Community Outreach	Prayer Group	Worship & Music
Emerging Leaders	Preaching	Young Families
Event Management	Prepare & Enrich	Youth
Finances	Property Management	Other: _____
Greeters	Seniors	
Grief	Small Groups	

3) Identify Experiences that bring you Joy & Fulfillment

The following exercise can help you uncover a theme from your experience which may give you a different insight into your Passion. List the top 1-5 experiences you have had in your life and briefly describe what you did and why it was meaningful to you. The experience may stem from experiences such as: family situations, education, vocation or spiritual circumstances. These experiences may have been taken place at home, school, work, or even during your free time. It may have been something you fixed or something you made. It may have been a problem you solved or something you achieved. It may have been something like helping a friend out, constructing something, or doing a special favor for someone in need. Just remember that these are experiences that made you feel fulfilled and brought you joy.

List your top five positive experiences and explain why the experience was meaningful to you.

Top Five Positive Experiences:	Why is this Experience is Meaningful to me?
1. _____ _____	_____ _____
2. _____ _____	_____ _____
3. _____ _____	_____ _____
4. _____ _____	_____ _____
5. _____ _____	_____ _____

4) Identify some Painful Experiences that may have resulted in compassion, understanding, or growth

Similar to the positive experiences in exercise three above, Passions can also stem from painful experiences we have had in our lives. Sometimes our difficulties shape us and prepare us for a particular kind of ministry. Experiences that we dreaded the most can be a new door that God opens up through you for the benefit of others.

Next, examine some areas in your life that may have been painful. After much prayer, consider if these are something you may have a passion to help with. Write down your thoughts below:

Review:

Now, review all of your responses to the different exercises, paying particular attention to only your responses (rather than re-reading the questions or written materials that prompted them). See if you can identify any underlying themes in your answers. For example:

- Is there a particular group of people you enjoy being with or a need you are consistently drawn to?
- Identify any areas where you would like to be in a creative role and could build things from scratch.
- In what ways might you strongly connect with and desire to support people who are hurting?
- Are you drawn to a specific cause or feel strongly about a particular church function?
- While reviewing your experiences, are there areas in which you find particular joy or fulfillment?
- Are there particular areas in which you would enjoy experiencing growth?
- What else do you know about your own interests or passions that would be valuable to consider?

Even the things we sometimes complain about most at church may very well be an area of passion. Pray over it and submit yourself to God. He will open up new ways for each of us to better understand our calling from Him.

Results:

Based on your answers and experience you have a passion for:

Passion Categories:

Identifying a specific passion might be more difficult for some people than it is for others. Maybe you are passionate about something for a while, but then seem to get distracted or lose focus over time. Or in other cases, even when great efforts of time and prayer are devoted, your passion doesn't initially become obvious. When this occurs, you may find it helpful to simply identify your motivations and source of passion in a more general sense. We can identify passions more broadly through Passion Categories. Passion Categories can also allow for the variety of expression you may prefer. Even when a passion is clearly identified it may be helpful to see how your passion may align within God's work.

Consider one or more of the faith based Passion Categories provided:

Foundation Passions:	When our convictions and motivations are founded in providing structure, support, and assistance for others to prosper
Strengthening Passions:	When our convictions and motivations urge us to uplift, connect, care for, and support others
Equipping Passions:	When our convictions and motivations invest in people in order to discover, to create opportunities, and/or to provide tools which support their success
Worship Passions:	When our convictions and motivations prompt a strong outward expression of praise, devotion, music, word, the arts, and/or prayer in reverence to God
Community Passions:	When our convictions and motivations create an impulse within us to reach out, connect, relate, touch, and welcome; uniting all people in good Christian fellowship

The Passion Categories I relate the most with, are:

1. _____

2. _____

AN IMPORTANT FINAL CONSIDERATION

A final test of your Passion:

Whatever your passion is, there are two questions you should ask yourself:

1. How can your passion glorify God?

2. How can your passion edify others?

When your passion can serve these two purposes, your passion serves God and He will bless your efforts!

EQUIPPING AND SERVING ASSESSMENT

Name: _____

Date: _____

Do you Primarily Equip or Serve?

Check one box (A or B) depending on which statement best describes you.

	A	B	STATEMENT A	STATEMENT B
1			You tend to focus on immediate needs, helping to accomplish something for today	You tend to focus on future needs, encouraging others to reach a vision
2			You seek to include anyone willing	You tend to coordinate with others according to complementary characteristics
3			You engage to directly meet the needs of others	You focus on developing and training others to meet needs
4			You would rather do something yourself	You invest in and entrust others
5			You find great satisfaction when the Lord uses you to meet the needs of others	You find great satisfaction when others develop and serve successfully
6			You look for ways to serve others, seeking to make a difference directly in their lives	You seek to encourage and develop others, helping them make contributions within a team
7			You find great fulfillment when you personally serve others	You find great fulfillment when you equip others to serve
			TOTALS (Add up your totals for each column)	

Results:

	A	B	
100%	7	0	Your primary role is serving. Seek opportunities to develop your spiritual giftedness by serving others.
85%	6	1	Your primary role is serving. Seek opportunities to develop your spiritual giftedness by serving others.
70%	5	2	Your primary role is most likely serving. While your primary role is serving, you may find some opportunities to equip.
55%	4	3	Your primary role leans toward serving. Your characteristics focus on serving but include some elements of equipping. Be open to equipping opportunities.
55%	3	4	Your primary role leans toward equipping. As you serve, be mindful of opportunities to equip in areas of your giftedness.
70%	2	5	Your primary role is most likely equipping. Your tendency is toward equipping. As you serve, seek advice from peers and leaders as you develop your ability to equip.
85%	1	6	Your primary role is equipping. As you serve, seek opportunities to develop your spiritual giftedness by developing others.
100%	0	7	Your primary role is equipping. As you serve, seek opportunities to develop your spiritual giftedness by developing others.

CHRIST-LIKE LOVE

1 Corinthians 13: 4-8

Name: _____

Date: _____

LOVE...

For full effect, say each sentence inserting your name **out loud**. Next, indicate where your heart is most of the time:

** After speaking these statements aloud; then respond with "This is (_answer_) true" to help with double-negatives*

	(Your name)...	is patient.	Seldom	Sometimes	Always
	(Your name)...	is kind.	Seldom	Sometimes	Always
*	(Your name)...	does not envy.	Seldom	Sometimes	Always
*	(Your name)...	does not boast.	Seldom	Sometimes	Always
*	(Your name)...	is not proud.	Seldom	Sometimes	Always
*	(Your name)...	is not rude.	Seldom	Sometimes	Always
*	(Your name)...	is not self-seeking.	Seldom	Sometimes	Always
*	(Your name)...	is not easily angered.	Seldom	Sometimes	Always
*	(Your name)...	does not keep a record of wrongs.	Seldom	Sometimes	Always
*	(Your name)...	does not delight in evil, but rejoices with the truth.	Seldom	Sometimes	Always
	(Your name)...	always protects.	Seldom	Sometimes	Always
	(Your name)...	always trusts.	Seldom	Sometimes	Always
	(Your name)...	always hopes.	Seldom	Sometimes	Always
	(Your name)...	always perseveres.	Seldom	Sometimes	Always
*	(Your name)...	never fails.	Seldom	Sometimes	Always

IMPROVEMENTS (Write down one action you can take to improve your "Love")

Patience:	_____
Kindness:	_____
* Envy:	_____
* Boasting:	_____
* Proud / arrogant:	_____
* Rude:	_____
* Self-seeking:	_____
* Easily angered:	_____
* Keeping 'score':	_____
* Delighting in evil:	_____
Protective:	_____
Trusting:	_____
Hopeful:	_____
Persevering:	_____
* Failing:	_____

HEART'S ATTITUDE...

I choose to place God first, not out of obligation but because I want to	Seldom	Sometimes	Always
I seek to serve God with a pure heart regardless of what others think	Seldom	Sometimes	Always
My serving reflects God's will: I serve beyond my own needs or desires	Seldom	Sometimes	Always
I look to remove boundaries when it comes to pleasing God	Seldom	Sometimes	Always
God sees me as a humble servant, not proud or boastful	Seldom	Sometimes	Always
My activity glorifies God and is not self-serving	Seldom	Sometimes	Always

IMPROVEMENTS (Write down one action you can take to improve your "Heart's Attitude")

Priorities:	_____
Pure Heart:	_____
God's will:	_____
Removing obstacles:	_____
Humility:	_____
Glorifying God:	_____

PERSONAL ACTION STATEMENTS

Name: _____

Date: _____

Circle your top three (3) selections from each column.

Choose the most appropriate responses. The lists are not exhaustive, so you can add additional choices if necessary.

<u>MY GIFTS ARE</u>	<u>I LOVE / EXCEL IN</u>	<u>PERSONS / GROUPS</u>	<u>CAUSES</u>	<u>LOCAL LEVEL MINISTRIES</u>
Administration	(People Oriented)	Addicts	Addiction Rehabilitation	Culture
Apostleship	Coaching	Cancer / Illness Survivors	Arts	Community Outreach
Craftsmanship	Connecting	Children	Career Transition	Leadership
Creative	Consulting	Children of Divorce	Charity	Peacemaking
Communication	Counseling	College Students	Childcare	Small Groups
Discernment	Encouraging	Developmentally Disabled	Disabilities	Work of Ministry
Encouragement	Facilitating	Divorced	Disaster Relief	Coaching & Mentoring
Evangelism	Leading	Elderly	Discipleship	Divine Service Experience
Faith	Mentoring	Empty Nesters	Economics	Audio / Visual
Giving	Motivating	Engaged Couples	Education	Greeters
Helps	Negotiating	Homeless	Environment	Hospitality & Fellowship
Hospitality	Recruiting	Hospitalized	Family Development	Preaching
Intercession	Serving	Infants	Finances	Tiny Seeds & Nurseries
Leadership	Teaching	International Students	Fitness & Health	Worship & Music
Mercy	Welcoming	Intellectually Disabled	Grief & Loss	Pastoral Care
Shepherding	(Task Oriented)	Military Personnel	Healthcare & Wellness	Children
Teaching	Administrating	New Mothers	Homelessness	Leadership & Emerging Leaders
Word of Knowledge	Building	Orphans	Hunger	Non Attending
Word of Wisdom	Computing	Parents & Family	Immigration	Prepare & Enrich
	Cooking	Persecuted Believers	Inner City Development	Seniors
	Decorating	Poor	Literacy	Visitation
	Designing	Prisoners	Marriage Enrichment	Women & Men
	Engineering	Refugees	Missionary / Outreach	Young Families
	Landscaping	Sick / Shut-Ins	Parenting	Youth
	Operating	Singles	Peacekeeping	Prayer Group
	Performing	Single Parents	Poverty Alleviation	Grief
	Planning	Teen Moms (Parents)	Prison Ministry	Structure
	Repairing	Terminally Ill	Relationship Loss	Property Management
	Researching	Unchurched	Social Rights	Communication
	Strategizing	Unemployed	Transitions in Life	Finances
	Writing	Victims / Abused	Violence /Abuse	iMIS/Records
	(Either Orientatation)	Widowed	Other:_____	Administrative functions
	Analyzing	Women		Event Management
	Communicating	Young Marrieds		Technology
	Coordinating	Youth		
	Developing	Other:_____		
	Directing			
	Improving			
	Managing			
	Organizing			
	Pioneering			
	Promoting			
	Other:_____			

Create your Personal Action Statements by completing each statement below from your selections above.

Review your statements to ensure they glorify God & edify others.

I will use my gift of _____ to _____ with _____ or for _____ within _____.
 gift ability people cause ministry

I will use my gift of _____ to _____ with _____ or for _____ within _____.
 gift ability people cause ministry

I will use my gift of _____ to _____ with _____ or for _____ within _____.
 gift ability people cause ministry

* This exercise is a simple start to determining your personal action statements. Even though the example ends with "...within the (ministry)," your action statement may come to expression outside of the church.

Write additional action statements, if necessary, that truly reflect what you feel called to do.