

SERVICE GIFTS SURVEY

RECOGNIZE THE CHARACTERISTICS OF YOUR SPIRITUAL SERVICE GIFT(S)

(Beside each number, write "Y" (Yes) or "N" (No) or "U" (Uncertain), then total "Y's" for each gift)

1.) **GIFT OF PROPHECY** - the Spirit-given ability to speak God's truth in/for a particular situation, with a view to correction, edification, or direction for a future situation. (John the Baptist)

- 1.) A strong desire to express his message to those he/she feels need to hear it.
- 2.) The ability to discern the character and motives of people. (II Peter 2:1-3)
- 3.) The capacity to identify, define and hate evil. (Romans 12:9)
- 4.) The willingness to experience brokenness to prompt brokenness. (John 20:21)
- 5.) The dependence on Scriptural truth to validate his/her authority. (I Peter 4:11)
- 6.) A desire for outward behavior to demonstrate inward conviction. (I Cor. 14:25)
- 7.) A directness, frankness, and persuasiveness in speaking. (Titus 2:8; Luke 3:7-8a)
- 8.) A concern for the reputation and program of God. (II Samuel 12:14)
- 9.) An inward weeping and personal identification with the sins of those he/she talks with.
- 10.) An eagerness to have others point out his blind spots. "Then I will teach other sinners and they will repent" (Ps 51)

(weaknesses)

- 1.) A tendency to feel responsible for everyone, so it is hard to hold back when seeing things that are wrong.
- 2.) A tendency to draw hasty conclusions on a few known facts, based on a built-in sense of right and wrong.
- 3.) Coming to a hasty conclusion can lead to looking for confirming evidence, which can lead to taking words and actions out of context in order to prove a point. (This often reinforces a condemning spirit.)
- 4.) Tendency to judge a Christian brother/sister based on known evidence at hand and not to be concerned about helping him/her overcome the problem.
- 5.) "Insight" into another's problems may be prematurely or harshly shared with them without waiting for the leading of the Spirit.
- 6.) If something is partly right and partly wrong, there is a tendency to see it in extremes of either all right or all wrong. Also may magnify failures to promote repentance.
- 7.) A tendency to be extremely self-critical and feel worthless when he/she fails.
- 8.) Boldness and strict standards may hinder close relationships. A friend who has failed may even be cut off from fellowship.

2.) **GIFT OF SERVING** (MINISTERING, HELPING) – The Spirit-given ability and attitude to serve people in supporting deeds or roles – usually practical assistance for common or physical needs. (Martha)

- 1.) The ability to recall specific likes and dislikes of people.
- 2.) Alertness to detect and meet practical needs. Especially enjoys manual projects (vs. more "spiritual" activities).
- 3.) The motivation to meet needs as quickly as possible.
- 4.) The physical stamina to fulfill needs with disregard for weariness.
- 5.) The willingness to use personal funds to avoid delays in a need being met.
- 6.) The desire to sense sincere appreciation and the ability to detect insincerity.
- 7.) The desire to complete a job with evidence of it being well done.
- 8.) Involvement in a variety of activities with difficulty in saying "no".
- 9.) Prefers doing to talking or leading.
- 10.) The tendency to think of serving deeds as relatively "un-spiritual".

(weaknesses)

- 1.) Tendency to disregard personal comforts and home responsibilities in order to help others.
- 2.) Difficulty in saying "no", leading to involvement in too many projects at the same time.
- 3.) Frequent disregard for personal physical limitations, creating physical exhaustion.
- 4.) Obsessive drive to "get things done".
- 5.) Tendency to go around proper channels & use personal funds, if needed, to get jobs done as soon as possible.
- 6.) Extreme difficulty in delegating jobs to others, preferring to do the jobs themselves.
- 7.) A deep desire for sincere appreciation from the ones they serve.
- 8.) Capacity to stop what they are doing and give a "helping hand" to another need which they see, sometimes causing those they serve to become frustrated with them.

3.) GIFT OF TEACHING – The Spirit-given ability to acquire truth, model it in one’s life, communicate it systematically and clearly, and apply it in a manner that increasingly transforms the student into the image of Christ. (Paul)

- ___ 1.) A keen interest in the personal study of the Word and in the disciplines involved in the studying of the Scriptures.
- ___ 2.) A love of people and desire to converse with them regarding God’s truth.
- ___ 3.) A joy in the research of truth, often equal to or surpassing the joy of presenting it.
- ___ 4.) The ability to analyze and systematize truth and to communicate it clearly.
- ___ 5.) The ability to apply the Word of God in such a way that the students show evidence of growth in Christ-likeness.
- ___ 6.) A belief that this gift is foundational to the other gifts.
- ___ 7.) An emphasis on the accuracy of words and careful selection of memorable (vivid) language.
- ___ 8.) A testing of the knowledge of those who teach him/her.
- ___ 9.) The validation of new information by established systems of truth.
- ___ 10.) A motivation to teach – including the enjoyment of it.

(weaknesses)

- ___ 1.) The tendency to develop an attitude of pride as a result of his/her learning.
- ___ 2.) The tendency to discount learning which does not take place in the classroom.
- ___ 3.) An attitude of “It isn’t right until I check it out and say it is right.
- ___ 4.) The tendency to criticize sound teaching because of technical flaws or little factual errors.
- ___ 5.) The tendency to depend more on research and giving information for effective communication, than on the Spirit.
- ___ 6.) Tendency to give much information & validate Scriptural interpretation, & then be weak on practical application.
- ___ 7.) The tendency to give extensive background details to validate a point or to display research ability and knowledge, which sometimes wearies or bores the listeners.
- ___ 8.) Neglect of relationships due to giving so much time and energy to reading and study.

4.) GIFT OF EXHORTATION – The Spirit-endowed ability to help another with words of encouragement, comfort, or exhortation.” (most preaching and counseling) (Barnabas)

- ___ 1.) A desire to visualize specific achievements and prescribe precise steps of action.
- ___ 2.) A tendency to avoid systems of information that lack practical application.
- ___ 3.) The ability to see how tribulation can produce new levels of maturity.
- ___ 4.) A dependence on visible acceptance when speaking to individuals or groups. (“Do I hear an ‘amen’?”)
- ___ 5.) The discovery of insights from human experience that can be validated and amplified in Scripture.
- ___ 6.) An enjoyment with those eager to follow steps of action.
- ___ 7.) A grief when teaching is not accompanied by practical steps of action.
- ___ 8.) A delight in personal conversation that result in new insights.
- ___ 9.) The readiness to give a person a second chance.
- ___ 10.) Tend to be readily approached by others for counsel and encouragement. (good listeners)

(weaknesses)

- ___ 1.) In visualizing long-range projects and goals for people, there is a tendency to give the impression that the goals can be reached much sooner than is realistic.
- ___ 2.) A tendency to take “family time” to counsel or encourage others.
- ___ 3.) Emphasis on steps of action may appear to be over-simplification of the problem or insensitivity to the feelings of the person being helped.
- ___ 4.) Tendency to use illustrations of other people’s experiences and problems without their permission.
- ___ 5.) Tendency to encourage persons being helped to depend on them more than on God.
- ___ 6.) Enthusiastic approval of apparent progress can encourage outward conformity without an actual change of heart.
- ___ 7.) Tendency to prefer “practical solutions” without Biblical foundation, when Biblical methods seem “impractical”, or may use Scripture passages out of context to support steps of action.
- ___ 8.) Tendency to categorize the problem in their mind before hearing all the important facts (and give solutions), or before perceiving whether a person is open to receiving help.

5.) GIFT OF GIVING – The God-given ability, perhaps to earn, certainly to give, money or material things out of simple generosity, with care and cheer. (Joseph of Arimathea)

- ___ 1.) An ability to make wise purchases and investments.
- ___ 2.) A desire to give quietly to effective projects or ministries (avoiding pressure of publicity).
- ___ 3.) Attempt to use his/her giving to motivate others to give.
- ___ 4.) An alertness to valid needs which he/she fears others might overlook.
- ___ 5.) An enjoyment of meeting needs without the pressure of appeals.
- ___ 6.) A joy when one's gift is an answer to prayer.
- ___ 7.) A concern that his/her gift be of high quality.
- ___ 8.) A desire to feel a part of the work or person to whom he/she gives.
- ___ 9.) No hesitation in tithing.
- ___ 10.) Desire for God to get the glory.

(weaknesses)

- ___ 1.) A tendency to give too sparingly to one's own family, while giving generously to others.
- ___ 2.) A resentment from family members regarding his/her generosity to others.
- ___ 3.) The capacity to be deceived by people with wrong motives and unscriptural counsel.
- ___ 4.) A tendency to put pressure on people who have less to give.
- ___ 5.) Failure to discern God's promptings and follow their own inclinations regarding a specific gift.
- ___ 6.) A tendency to judge those who misuse funds rather than advising them.
- ___ 7.) May seek to control people or ministries by their gifts.
- ___ 8.) May allow those who receive their gifts to begin looking to the givers rather than to God.

6.) GIFT OF RULING OR ADMINISTRATION – A God-given capacity to envision, plan, organize, and administer with efficiency and spirituality that brings a project to a satisfactory conclusion with harmony and evident blessing. (Nehemiah)

- ___ 1.) An ability to see the overall picture and to clarify long-range goals.
- ___ 2.) A motivation to organize that for which he/she is responsible.
- ___ 3.) A desire to complete tasks as quickly as possible.
- ___ 4.) An awareness of the resources available to complete a task.
- ___ 5.) An ability to know what can or cannot be delegated.
- ___ 6.) A tendency to stand on the sidelines until those in charge turn over responsibility to him/her.
- ___ 7.) A tendency to assume responsibility if no structured leadership exists.
- ___ 8.) An ability to endure reaction from workers in order to accomplish the ultimate task.
- ___ 9.) A fulfillment in seeing all the pieces coming together and others enjoying the finished product.
- ___ 10.) A desire to move on to new challenges when a previous task is fully completed.

(weaknesses)

- ___ 1.) A tendency to view people as "human resources" rather than human beings.
- ___ 2.) A tendency to yield to the temptation to use people under their supervision to accomplish personal ambitions.
- ___ 3.) Showing favoritism to those who appear more loyal.
- ___ 4.) A readiness and ability to take charge, leading to the taking on of projects that were not God's direction.
- ___ 5.) A tendency to delegate more work to individuals than they can reasonably accomplish.
- ___ 6.) The willingness to overlook major character faults in the lives of those who are useful in reaching their goals.
- ___ 7.) The capacity to become unresponsive to valid suggestions and complaints of those who are working with them.
- ___ 8.) Failure to give adequate explanations and praise to workers.

7.) GIFT OF MERCY – The Spirit-guided ability to manifest practical, compassionate, cheerful love toward those in distress, especially those whom the majority ignores. (Good Samaritan)

- ___ 1.) The ability to feel an atmosphere of joy or distress in an individual or group.
- ___ 2.) An attraction to and an understanding of people who are in distress.
- ___ 3.) A desire to remove hurts and bring healing to others (compassion).
- ___ 4.) A greater concern for mental distress than physical distress.
- ___ 5.) An avoidance of firmness unless he/she sees how it will bring benefit.
- ___ 6.) A sensitivity to words and actions that will hurt other people.
- ___ 7.) An enjoyment and unity with those who are sensitive to the needs and feelings of others.
- ___ 8.) A closing of his/her spirit to those who are insincere and insensitive.
- ___ 9.) Patient with shortcomings of those in need.
- ___ 10.) Tendency to be hurt when friends don't reciprocate the same level of devotion and sensitivity.

(weaknesses)

- ___ 1.) A failure to be firm and decisive when necessary, from not wanting to hurt others.
- ___ 2.) The capacity to easily take up offenses for those who have been hurt, especially if it is a friend.
- ___ 3.) A tendency to base decisions of feelings rather than reasons.
- ___ 4.) A tendency to promote improper affections from those of the opposite gender, due to their sensitivity & understanding.
- ___ 5.) A tendency to cut off fellowship with those who are insensitive to others.
- ___ 6.) A reaction to the idea that God would allow a person to suffer for any good purpose.
- ___ 7.) Encouraging and giving sympathy to those who are suffering as a direct result of violating God's moral laws.
- ___ 8.) A tendency to be possessive in friendships and to be deeply hurt when there is not a mutual commitment by the other person to the friendship.

Total and fill in below the number of "Y's" for each "Gift" (including both strengths and weaknesses)

Prophecy	Serving	Teaching	Exhortation	Giving	Administration	Mercy