



## Spiritual Gifts Discovery Observation Assessment

I'd like your opinion!

I am seeking to better understand how God has equipped me to serve others. One part of the process involves getting feedback from a few people who know me reasonably well. Your thoughts about what I do best and the way I relate to others will be very helpful. Please take a few minutes to complete this assessment.

My name is: \_\_\_\_\_

These are my observations of: \_\_\_\_\_

I've known them for this long: \_\_\_\_\_

### ***Directions:***

1. Please read the descriptions below.
2. Mark each one according to how true it is of the person you are describing.
3. Place your score to each statement in the appropriately numbered box on the answer sheet. Respond by using the following scale:

SCORE		MEANING
3	=	Consistently/Definitely True
2	=	Most of the Time/Usually True
1	=	Some of the Time/Once in a While
0	=	Don't know/Haven't Observed

### ***Important:***

- Answer according to what seems to be true of them most of the time... not what you would like them to be, or think they should be.
- To what degree do these statements reflect their tendencies?
- Return the assessment as soon as you have completed it.  
Thanks!



		Consistently - Definitely True	Most of the Time - Usually True	Some of the Time - Once in a While	Don't know - Haven't Observed	
<b>A</b>	Develops strategies or plans to reach identified goals; organizes people, tasks, and events; helps organisations or groups become more efficient; creates order out of organizational chaos.					
<b>B</b>	Works creatively with wood, cloth, metal, paints, glass, etc.; works with different kinds of tools; makes things for practical uses; designs and builds things; works with his or her hands.					
<b>C</b>	Communicates with variety and creativity; develops and uses particular artistic skills (art, drama, music, photography, etc.); finds new and fresh ways to communicate ideas to others.					
<b>D</b>	Strengthens and reassures troubled people; encourages or challenges that; motivates others to grow; support those who seem to be stuck and need to take action.					
<b>E</b>	Trusts God to answer prayer and encourages others to do the same; has confidence in God's continuing presence and ability to help, even in difficult times; moves forward in spite of difficulties or opposition.					
<b>F</b>	Gives liberally and joyfully to people in financial need; gives generously to project requiring substantial support; manages his or her money well in order to free more of it for other people and causes.					
<b>G</b>	Works behind the scenes to support the work of others; find small things that need to be done and does them without being asked; helps where ever needed, even with routine or mundane tasks.					
<b>H</b>	Meets new people and helps them to feel welcome; entertains guests; opens his or her home to others who need a safe, supportive environment; puts people at ease in unfamiliar surroundings.					



		Consistently - Definitely True	Most of the Time - Usually True	Some of the Time - Once in a While	Don't know - Haven't Observed	
<b>I</b>	Continually offers to pray for others; has confidence in the Lord's protection; spends a lot of time praying; is convinced that God moves in direct response to prayer.					
<b>J</b>	Takes responsibility for directing groups; motivates and guides others to reach important goals; manages people and resources well; influences others to perform to the best of their abilities.					
<b>K</b>	Empathises with hurting people; patiently and compassionately walks with people through painful experiences; helps those generally regarded as undeserving or beyond help.					
<b>L</b>	Pioneers new undertakings (such as a new church or ministry); serves in another country or community; adapts to different cultures and surroundings; demonstrates cultural awareness and sensitivity.					
<b>M</b>	Speaks with conviction to bring change in the lives of others; exposes cultural trends, teaching, or events that are morally wrong or harmful; boldly speaks truth even in places where it may be unpopular.					
<b>N</b>	Looks for opportunities to build relationships with unbelievers; communicate openly and effectively about his or her faith; talks about spiritual matters with those who don't believe.					
<b>O</b>	Faithfully provides long-term support and nurture for a group of people; provides guidance for the whole person; patiently but firmly nurtures others in their development as believers.					
<b>P</b>	Studies, understands, and communicates biblical truth; develops appropriate teaching material and presents it effectively; communicates in ways that motivate others to change.					



		Consistently - Definitely True	Most of the Time - Usually True	Some of the Time - Once in a While	Don't know - Haven't Observed	
<b>Q</b>	Distinguishes between truth and error, good and evil; actually judges character; sees through phoniness and deceit; helps others to see rightness or wrongness in life situations.					
<b>R</b>	Carefully studies and researches subjects he or she wants to understand better; shares his or her knowledge and insight with others when asked; sometimes gains information that is not attained by natural observation or means.					
<b>S</b>	Sees simple, practical situations in the midst of conflict or confusion; gives helpful advice to others facing complicated life situations; Helps people take practical action to solve real problems.					
<b>T</b>	Demonstrates the power of God by bringing restoration to the sick and disease by laying hands on them and praying; miraculously kills a person's body, soul or spirit.					
<b>U</b>	<del>Communicates God's message to others when someone speaks and tongues; responds to people who've spoken in a different and unknown language and tells the group what God is saying.</del>					
<b>V</b>	Speaks God's truth and has it authenticated by an accompanying miracle; communicates the ministry and message of Jesus Christ with demonstrations of power over nature and claims God to be the source of the miracle.					
<b>W</b>	<del>Speaks in a language I do not understand, and when she or he does, someone speaks out to interpret what they just said; worships God and seems to spontaneously pray using words I have not heard before.</del>					



Here are a few additional questions:

<p>1. Go back over those you marked with a "3"(Consistently/ Definitely True) and in the shaded column, indicate your top choice with a 1, second with a 2, and third with a 3. Then write the "letter" of those top three in the space provided to the right</p>	<p>Top Three Letters</p> <p>1. _____</p> <p>2. _____</p> <p>3. _____</p>
<p>2. If you are familiar with Spiritual Gifts, which one(s) have you seen most in this person's life?</p>	<p>1. _____</p> <p>2. _____</p> <p>3. _____</p>
<p>3. Are there any other observations or insights you have that would help this person better understand what they do best?</p>	<p>Comments</p>

*Thank you for taking the time to complete this assessment. Your opinions and observations are valuable to me. I appreciate your help!*