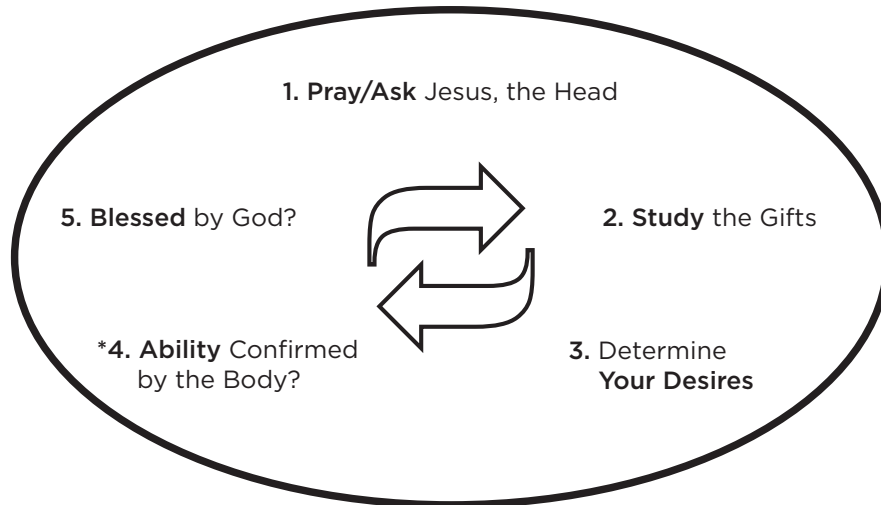


Discovering Your Spiritual Gifts¹

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William McRae, in *The Dynamics of Spiritual Gifts* (Zondervan, 1976), suggests five basic steps in knowing your grace gifts. I'm suggesting that these actually function as "aspects" of a less linear process that is far more dynamic and flexible regarding its chronological order:



1. Begin by praying. Avoid anxiety due to your past inability to determine your gift(s) by talking to the Head of the Body about his function for you in his Church. He wants you to discover your gifts far more than you want to discover them! So, ask him to show you.

2. Study the gifts of the Spirit in the Bible. Study the biblical passages relating to gifts: Romans 12:6-8; Ephesians 4:11; 1 Peter 4:11; 1 Corinthians 12:6-10; 12:28; 12:29-30; 13:1-3; 13:8; 14:6; 14:26. Seek to understand the exact thrust of each gift. Understanding these gifts gives you a framework in which to ponder your own gifts.

3. Determine what your desires are. Based on the knowledge of your study of what the individual gifts are, what particular gifts interest you most and strike a responsive chord in you? What gifts would you desire to have because you find them most fulfilling as you express them or when you see others express them? What are your desires?

***4. See if your desires are confirmed by ability.** This means getting involved in ministry in your local church or Christian group and doing the things you desire to do. Try several different areas and types of ministry. Which area or areas are confirmed by real ability that you display? Especially important is the confirmation of your ability by the leaders/elders/mature members of your local church. This process takes time, so don't get impatient!

5. Determine if your efforts are accompanied by God's blessing. If a gift is exercised in submission to the Spirit of God, blessing will accompany it. There will be spiritual success obvious to you and others. What efforts in ministry is God blessing in your life? Which efforts seem to result in supernatural success each time?

"If high schoolers, housewives, working men and business women were to head out each day, not to school or housework or place of business, but to the ministry for which the Holy Spirit had equipped them, would not this help to make the day's employment purposeful, zestful, and abundant?" (Leslie B. Flynn, *19 Gifts of the Spirit* [Victor Books, 1974] p. 7; emphasis is mine).

¹Taken from Walt Russell, "A Grace Gifts Seminar." Dr. Russell's original title is "Discovering Your Grace-Gifts." We have modified this title to fit the common verbiage of "spiritual gifts" to which most people are accustomed.

Spiritual Gifts in the New Testament¹

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The Key Lists:

- Romans 12:6-8
- Ephesians 4:11
- 1 Peter 4:10-11
- 1 Corinthians 12:6-10/12:28/12:29-30/13:1-3/13:8/14:6/14:26

Listing of the 19 Grace-Gifts by Passage

Romans 12:6-8

Prophesying
Ministering/Serving
Teaching
Exhorting
Giving
Ruling/Leading
Showing Mercy

Ephesians 4:11

Apostleship
Prophesying
Evangelizing
Pastor-Teacher

1 Peter 4:10-11

Speaking
Ministering/Serving

1 Corinthians 12:6-10

Word of Wisdom
Word of Knowledge
Faith
Healing
Miracles
Prophesying
Discerning of Spirits
Kinds of Tongues
Interpreting of Tongues

1 Corinthians 12:28

Apostleship
Prophesying
Teaching
Miracles
Healing
Helping
Administering
Kinds of Tongues

1 Corinthians 12:29-30

Apostleship
Prophesying
Teaching
Miracles
Healing
Tongues
Interpreting of Tongues

1 Corinthians 13:1-3, 8

(a more casual list)
Tongues (2 times)
Prophesying (2 times)
Mysteries
Knowledge (2 times)
Faith
Giving

1 Corinthians 14:6

(a more casual list)
Tongues
Revelation
Knowledge
Prophesying
Teaching

1 Corinthians 14:26

(a more casual list)
Teaching
Revelation
Tongues
Interpreting of Tongues

A memory key for remembering the lists of gifts in the New Testament is that they are in the two 4's and the two 12's: Ephesians 4 & 1 Peter 4 and Romans 12 & 1 Corinthians 12 (including chs. 12-14). These are the lists that flow right out of the biblical text.

¹Taken from Walt Russell, "A Grace Gifts Seminar." Dr. Russell's original title is "Grace-Gifts in the New Testament." We have modified this title to fit the common verbiage of "spiritual gifts" to which most people are accustomed.

Summary of Each Spiritual Gift¹

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Gift	Description	Special Note
1. Apostleship (1 Cor 12:12, 28-29; Eph 2:20;4:11)	[provisional!] “The special ability to initiate the work of the church in new areas or in new ways that provides extraordinary health, growth, and maturity through this leadership.” (Russell) (or “ <i>the ability to communicate the Christian message across cultural [and frequently linguistic] barriers and plant a Christian church where there is no knowledge of the gospel...The rough modern equivalent is a pioneer missionary.</i> ”—Kenneth C. Kinghorn)	This gift is still being discussed as to whether it is uniquely <i>foundational</i> for the beginning of the church (Eph 2:19-20; 2 Cor 12:12) or if it continues to be given as a gift. If still given, these apostles are not as authoritative as the original ones re: keys to the kingdom.
2. Prophecy (1 Cor 12:10, 28-29; 13:2,8; 14:all; Rom 12:6; Eph 4:11; Acts 13:1; 15:32; 21:8-9)	The ability to transmit Spirit-given, intelligible messages, usually in the gathered church, for the edification, encouragement, or consolation of the people. A part of this gift is providing divine direction and broad strategies for the Body’s wisest and most fruitful ministry.	This gift has been debated the last 30 years; the defn. reflects the basic consensus. Prophecies should not be despised, but examined carefully (1 Thess 5:19-22).
3. Teaching (1 Cor 12:28-29; Rom 12:7)	The keen interest in the personal study of God’s Word and the capacity to communicate clearly the truths and applications of the Word so others may learn and profit.	
4. Helps/Serving (1 Cor 12:28; Rom 12:7)	The capacity to serve faithfully in practical ways doing “household duties” in the Lord’s work so that others are encouraged and strengthened spiritually. <i>Hospitality</i> may be one aspect.	In 1 Cor 12:28, the word <i>helps</i> has the added connotation of helping the weak, needy, and poor.
5. Mercy (Rom 12:8)	The capacity to give undeserved aid joyfully, especially to those whom the majority ignores.	This includes emotionally connecting with the hurting.
6. Evangelism (Eph 4:11)	The capacity and overwhelming burden to present the gospel message with exceptional clarity and to train effectively others to do so.	This is one of the 4 equipping gifts of Eph 4:11-12.
7. Pastor-Teacher (Eph 4:11)	The capacity to shepherd God’s flock (feed, lead, and give heed to) and to prepare and serve a balanced spiritual diet that produces growth.	This <i>gift</i> , not office, enables both men and women to <i>disciple</i> others in many ways.
8. Leadership (Rom 12:8)	The capacity to stand <i>before</i> others to lead them and to catalyze God’s people to action.	Leaders perceive the church’s next steps.
9. Administrations (1 Cor 12:28)	The capacity to stand <i>behind</i> others to guide them and to bring organization to the church’s work in an efficient and ordered way.	The distinction between this gift and “leadership” is the absence of the catalyzing function.

¹Taken from Walt Russell, “A Grace Gifts Seminar.” Dr. Russell’s original title is “Summary of Each Grace Gift.” We have modified this title to fit the common verbiage of “spiritual gifts” to which most people are accustomed.

Gift	Description	Special Note
10. Giving (Rom 12:8)	The capacity to distribute personal resources to the Lord's work and to His people in a very need-sensitive, consistent, generous, cheerful, and sacrificial manner.	Many times those who have this gift seem to have an ability <i>to make money also</i> .
11. Faith (1 Cor 12:9; 13:2)	The capacity to trust God beyond the probable and to raise the vision of others.	This gift is expressed many times through <i>intercessory or prayer ministries</i> .
12. Exhortation (Rom 12:8)	The capacity to encourage, comfort, and motivate people to action using God's Word. (e.g., Barnabas in Acts 4:36-37; 11:22-24)	This gift is expressed often in <i>counseling ministries</i> and also <i>fostering worship</i> .
13. Word of Wisdom (1 Cor 12:8)	The special capacity to receive, understand, and apply the wisdom of God's Word to life-situations.	Those with this gift tend to have greater <i>discernment</i> in sensing others' issues.
14. Word of Knowledge (1 Cor 12:8; cf. 13:8; 14:6)	This is very similar to or actually is another way of describing the gift of <i>teaching</i> . If it is a separate gift, it may be the ability to impart biblical knowledge to meet an immediate need.	This gift is not receiving new facts directly from the Spirit about a situation or person; that is prophecy .
15. Discerning of Spirits (1 Cor 12:10)	The capacity to distinguish between spirits of truth and error (Holy Spirit versus human and evil spirits) and to discern subtle forms of spiritual phoniness, especially in prophecies.	1 John 4:1-6 is the central N.T. exhortation for God's people to "test the spirits."
16. Miracles (1 Cor 12:10; cf. 2 Cor 12:12)	The capacity to perform acts contrary to natural laws with God's power which demonstrates His authoritative presence, especially in the gospel.	Plurals "workings of miracles" may signify various kinds/times for this gift.
17. Gifts of Healings (1 Cor 12:9, 28-30)	The capacities to heal diseases miraculously. Perhaps one's gifting focuses on specific kinds of illnesses or perhaps it manifests at various times in light of the double plural expression of the gift.	The plural form of the words <i>gifts</i> and <i>healings</i> may also indicate that this is an ability that is given repeatedly—perhaps at special times, rather than on demand.
18. Speaking in Tongues (1 Cor 12:10, 28-30; 13:1, 8; 14:all)	The capacity to speak to God or to His people in a known language in Acts 2 (and <i>perhaps</i> not in an earthly language in 1 Cor 14) which is unlearned by the speaker. Tongues should not be forbidden, but should be orderly in the assembly as a part of public prayer and praise (1 Cor 14:39-40).	Because the Corinthians abused this gift, Paul clarified that it is "the least" of the gifts (1 Cor 12:28), is not for all (12:30), and should not be desired like "the greater gifts" (12:31)
19. Interpreting Tongues (1 Cor 12:10, 30)	The capacity to interpret the meaning of a tongue, although the interpreter has not learned the language.	

Spiritual Gifts Inventory¹

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Below are 95 statements which may help you discover your grace-gift(s). Honestly rate how accurately the given statement describes you by writing the appropriate number in the line before each statement.

3-A lot 2-Some 1-Little 0-Not at all

- _____ 1. I take responsibility for the spiritual needs of believers by nurturing or discipling them.
- _____ 2. I readily assist others by doing their lesser tasks to free them up for their essential work.
- _____ 3. My role is to lead a group to move toward biblical objectives or to achieve their goals.
- _____ 4. I enable others to learn detailed biblical truths by showing how the parts fit into the Bible's broader teaching.
- _____ 5. I work joyfully with persons who, because of their problems, are unseen or ignored by most people.
- _____ 6. I proclaim the gospel freely and effectively with unbelievers because it brings great satisfaction.
- _____ 7. I make decisions and organize people to accomplish a task, yet do not need to be the leader.
- _____ 8. I see material, physical needs and joyfully assume responsibility to meet them.
- _____ 9. I believe God will keep His promises and am moved to pray in spite of the present circumstances.
- _____ 10. I desire to encourage people to be all God wants them to be with little hesitation or fear.
- _____ 11. I readily sense the difference between truth and error in someone's teaching or writings.
- _____ 12. Something that I regularly do is to think about the extension of the church into new areas.
- _____ 13. I sense and know where a teaching will lead God's people astray and am stirred to speak against it.
- _____ 14. I seek to be God's instrument to effect supernatural changes in circumstances or in lives.
- _____ 15. Being used of the Lord when it pleased Him, I was His means of curing people of physical problems.
- _____ 16. It totally enthalls me to discern important truths from Scripture that will give timely answers to others.
- _____ 17. I am drawn to apply God's Word in specific responses to the confused and broken issues of life.
- _____ 18. When I speak in tongues, it is something that I have done and do without artificial prompting.
- _____ 19. I know what God is saying through someone speaking in tongues whenever I hear them speak.
- _____ 20. I am very passionate about equipping the saints so that they can do the work of ministry.
- _____ 21. I have a strong sense of wanting to help those who are in need.
- _____ 22. It seems so easy for me to communicate to others where we need to go so that they follow me.
- _____ 23. I make difficult biblical truths understandable by thinking of intelligible ways to communicate them.
- _____ 24. I aid the undeserving without regard to their physical, mental, emotional, or socio-economic state.
- _____ 25. I desire to be with people who don't know Christ and easily speak to them about salvation.
- _____ 26. I organize and manage by delegating responsibility with authority and clear direction.
- _____ 27. I readily give up my personal material acquisitions in order to see someone else get something.
- _____ 28. I am assured by God in specific cases that He would do what seems unlikely or impossible.
- _____ 29. I identify strongly with people having personal or emotional problems without being overwhelmed.
- _____ 30. I am able to sense false or impure motives in others.
- _____ 31. I passionately wrestle with new ways for the broader church to grow more and to be healthier.
- _____ 32. Sometimes I sense that God has a specific word of guidance for others when I encounter them.

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- _____ 33. I often see the Holy Spirit bring immediate miraculous changes to situations when I pray in faith.
- _____ 34. I am led to focus my prayers on the sick or disabled and it often results in their healing.
- _____ 35. I have timely insights relating to spiritual truth that others have said helped bring them closer to God.
- _____ 36. I get feedback regularly that my advice in difficult situations has proven to be right and helpful.
- _____ 37. I experience speaking a message of God to His people in a language I've never learned.
- _____ 38. I interpret tongues in public and it results in the church being edified, exhorted, or comforted.
- _____ 39. I am passionate about feeding Christians by guiding them to selected portions of Scripture.
- _____ 40. I am in supporting roles of a more physical nature rather than in places of leadership.
- _____ 41. It is instinctive to me to set the overall direction of a group and lead the group toward it.
- _____ 42. I enjoy intense study and research of the Bible and organizing my thoughts in a systematic way.
- _____ 43. I am mobilized by the sight of misery to find a way to express God's love to hurting people.
- _____ 44. I explain how someone can know they can go to heaven in very natural and comfortable ways.
- _____ 45. I am able to bring order out of chaos by organizing people, things, and time for effective ministry.
- _____ 46. I desire to manage my own money well so that I will have more to meet others' needs.
- _____ 47. I pray expectantly for God's involvement in life's daily events without doubt or second thoughts.
- _____ 48. I desire to inspire or perhaps lead others to worship God in heart-felt ways that give Him glory.
- _____ 49. I have a great sensitivity to the presence of evil and the distortions of evil in persons and places.
- _____ 50. My role is to see beyond culture-bound ways of doing things in advancing the church's ministry.
- _____ 51. I sense specific messages from the Lord for the gathered church to encourage and edify the saints.
- _____ 52. I believe that I can be used of God as I trust Him to see miracles today similar to those in Acts.
- _____ 53. I sense the need to pray for people's emotional problems and it has led to their healing at times.
- _____ 54. My study and meditating upon God's Word provides helpful answers in moments when others need them.
- _____ 55. I am adept at clarifying people's problems for them and giving them answers based on the Bible.
- _____ 56. My praying to God in an ecstatic utterance of tongues has been edifying to my prayer life.
- _____ 57. I hear tongues and usually have the immediate confidence that the Spirit gave me the correct interpretation.
- _____ 58. I have a heart for both the growth of believers as Jesus' disciples and their need for unity in Christ.
- _____ 59. I have great joy in doing things that need to be done no matter how small or trivial the task.
- _____ 60. I love to get out in front of others and influence them in an exemplary way to see goals and objectives.
- _____ 61. I hunger to read and study the Bible in-depth beyond normal Bible reading and beyond a "quiet time."
- _____ 62. I enjoy turning compassion into cheerful deeds of kindness toward others.
- _____ 63. I have numerous persons over the years whom I was privileged to help lead to faith in Christ.
- _____ 64. I work well under pressure and usually know the specific order of steps needed to reach the goal.
- _____ 65. I love to use my personal resources cheerfully and liberally to help further the cause of Christ.
- _____ 66. I see obstacles and difficulties in terms of God's unlimited resources instead of my own meager resources.
- _____ 67. I confront and rebuke disobedient believers without being paralyzed by fear of their response.
- _____ 68. I am able to identify quickly whether teaching or writings are of the Holy Spirit or demonic spirits.
- _____ 69. I want to see the saints equipped to do the work of ministry in order to expand the church into new areas.
- _____ 70. I periodically have vivid dreams about others with specific encouragements or guidance for them.
- _____ 71. I see God miraculously change conditions or circumstances when I am stirred to pray for something.
- _____ 72. I have seen others healed in a supernatural manner on numerous occasions when I prayed for them.
- _____ 73. My study of God's Word leads me to share truths that regularly clarify others' doubts and questions.
- _____ 74. The Lord gives me significant discernment to advise others beyond my natural abilities.

- _____ 75. I speak in tongues in the church gathering only when the Lord impresses that someone will interpret.
- _____ 76. I desire to interpret tongues in order to worship God without confusion and to edify others.
- _____ 77. I desire to protect weak Christians from false teaching and influences that undermine their faith.
- _____ 78. I find it easy to be hospitable to others in my home or in various other ways.
- _____ 79. I see the "big picture" and it energizes me to mobilize and catalyze others to make it happen.
- _____ 80. I read a lot of the latest books and articles about the things of God and they fuel my passion for Him.
- _____ 81. I move toward persons when they are in great emotional pain when others would be scared away.
- _____ 82. I care about how to equip the church to be more sensitive to and skilled in evangelism.
- _____ 83. I am very skillful in seeing weaknesses and strengths in organizational planning and structures.
- _____ 84. I am very sensitive to the Spirit's promptings to meet the needs of other saints.
- _____ 85. I am passionate about regularly interceding in prayer for others without being asked or assigned to do so.
- _____ 86. I am drawn to study how we grow spiritually and I readily apply and illustrate it from the Bible.
- _____ 87. I "smell a rat" when someone speaks or teaches bad doctrine long before others discern it.
- _____ 88. I always gravitate to a broader view of the church and her expansion and maturing is my passion.
- _____ 89. I have specific insights from the Lord how others' carefully-hidden needs influence their actions.
- _____ 90. I regularly see that God is more apt to intervene supernaturally when I pray for hopeless situations.
- _____ 91. Spending extended times in prayer gives me a sensitivity to pray for those whom the Lord wants to heal.
- _____ 92. I delight in being a life-long learner so that I can enlighten believers and undergird their faith when they need it.
- _____ 93. I am often drawn into and not intimidated by the confusion of others' lives and apply clarifying truth.
- _____ 94. When I speak in tongues, it causes me to desire to know what I am speaking to the Lord or to others.
- _____ 95. When others speak in tongues in public, I always pray that I may interpret accurately.

Your Personal Desire

Now that you have finished the inventory, fill in the appropriate number next to each of the gifts:

3 - I really desire this gift and think I probably have it.

2 - I'm curious about this gift and would like to explore it in ministry to see if I have it.

1 - I'm not very interested in this gift personally.

0 - I'd bet my bottom dollar God didn't give me this one.

- | | |
|-----------------------|-------------------------------|
| _____ Pastor-Teacher | _____ Discerning of Spirits |
| _____ Helping/Serving | _____ Apostleship |
| _____ Leading | _____ Prophecy |
| _____ Teaching | _____ Miracles |
| _____ Showing Mercy | _____ Gifts of Healings |
| _____ Evangelism | _____ Word of Knowledge |
| _____ Administrations | _____ Word of Wisdom |
| _____ Giving | _____ Speaking in Tongues |
| _____ Faith | _____ Interpreting of Tongues |
| _____ Exhortation | |

Now go to page 8 and tabulate your scores.

Fill in the rows below by taking numbers off of the test you have taken.

						Sub-Total	Personal Desire	Total	Spiritual Gift
Row A	1	20	39	58	77				Pastor-Teacher
Row B	2	21	40	59	78				Helping/Serving
Row C	3	22	41	60	79				Leading
Row D	4	23	42	61	80				Teaching
Row E	5	24	43	62	81				Showing Mercy
Row F	6	25	44	63	82				Evangelism
Row G	7	26	45	64	83				Administrations
Row H	8	27	46	65	84				Giving
Row I	9	28	47	66	85				Faith
Row J	10	29	48	67	86				Exhortation
Row K	11	30	49	68	87				Discerning of Spirits
Row L	12	31	50	69	88				Apostleship
Row M	13	32	51	70	89				Prophecy
Row N	14	33	52	71	90				Miracles
Row O	15	34	53	72	91				Gifts of Healings
Row P	16	35	54	73	92				A Word of Knowledge
Row Q	17	36	55	74	93				A Word of Wisdom
Row R	18	37	56	75	94				Speaking in Tongues
Row S	19	38	57	76	95				Interpreting of Tongues

Top Five Spiritual Gifts

Name: _____

From "Spiritual Gifts Inventory"

- 1. _____
- 2. _____
- 3. _____
- 4. _____
- 5. _____