

Spiritual Gifts Discovery

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: _____

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 alongside the prompts below. Respond by using the following scale:
 - a. 3 = Consistently/Definitely True
 - b. 2 = Most of the Time/Usually True
 - c. 1 = Some of the Time/Once in a While
 - d. 0 = Don't know/Haven't Observed
- 4) 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!

Observation Assessment

- A. Develops strategies or plans to reach identified goals; organizes people, tasks and events; helps organizations or groups become more efficient; creates order out of organizational chaos.
- B. Strengthens and reassures troubled people; encourages or challenges them; motivates others to grow; supports those who seem to be stuck and need to take action.
- C. Gives liberally and joyfully to people in financial need; gives generously to projects requiring substantial support; manages his or her money well in order to free more of it for other people and causes.
- D. Works behind the scenes to support the work of others; finds small things that need to be done and does them without being asked; helps wherever needed, even with routine or mundane tasks.
- E. Empathizes with hurting people; patiently and compassionately walks with people through painful experiences; helps those generally regarded as undeserving or beyond help.
- F. 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.
- G. Looks for opportunities to build relationships with unbelievers; communicates openly and effectively about his or her faith; talks about spiritual matters with those who don't believe.
- H. 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.
- I. Studies, understands, and communicates biblical truth; develops appropriate teaching material and presents it effectively; communicates in ways that motivate others to change.

Here are a few additional questions:

- 1) Go back over those you marked with a "3" and indicate your top choice, secondary choice, and third choice, writing the letters in sequence here: _____
- 2) If you are familiar with Spiritual Gifts, which one(s) have you seen most in this person's life?

- 3) Are there any other observations or insights you have that would help this person better understand what they do best?
Comments:

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

[Reference: A – Leadership; B – Encouragement; C – Giving; D – Service; E – Mercy; F – Prophecy; G – Evangelism; H – Shepherding; I – Teaching]