



UNDERSTANDING AND DEVELOPING GIFTEDNESS

“When each part is working properly,
makes the body grow so that it builds itself up in love.”

Ephesians 4.16

PREFACE

In the pages that follow, Fountain of Life Covenant Church has adapted some of Dr. J. Robert Clinton’s books, course materials, and other writings to help guide our members and attenders into the concept of ministering from our giftedness. We pray that this document will accomplish at least three goals: (1) you will learn about the Biblical definitions of giftedness, (2) you will begin the process of identifying your spiritual gifts and (3) you will develop a plan a concrete and practical plan for the actual development your gifts.

We’re grateful for the life, mentoring, and writing of Dr. J. Robert “Bobby” Clinton of Fuller Theological Seminary. His commitment to develop Christian leaders and help them finish well has influenced generations of leaders in churches, para-church ministries, and global missions. At FOL, we have been profoundly influenced by Clinton’s life work, “Leadership Emergence Theory”. Becky and I have enjoyed a personal mentoring relationship with Bobby since 1999.

NOTE: This material is used with the permission of Dr. J. Robert Clinton. For additional information, please see the reference list at the end of this document. We encourage you to read more and develop your gifts.

Below, you will find two sections of content and one application session: (1) Introduction to Giftedness; (2) Identification of Your Spiritual Gifts (two exercises are an inward conviction and personal experience survey); (3) Personal development plans.

I. THE INTRODUCTION TO GIFTEDNESS

Each person is a complex mixture of character, personality, experience, destiny, and spiritual development. Because “ministry flows out of being” these unique traits and experiences shape who we are and lay the foundation for understanding giftedness. God uses natural abilities, acquired skills, and spiritual gifts to create a God-given capacity for leadership that Clinton calls a giftedness set.

Paul teaches that God’s purpose for gifts is “to equip the saints for the work of ministry, for building up the body of Christ, until we all attain to the unity of the faith and of the knowledge of the Son of God, to [maturity], to the measure of the stature of the fullness of Christ,” (Ephesians 4:12-13). Thus, we receive God’s gifts and are grateful for them, but we realize that the primary purpose of the gifts is not to maximize our potential or develop a sense of our personal fulfillment. Our giftedness set is not even a primary purpose of “God has made us and is shaping us in terms of our uniqueness and toward our contribution to His purposes,” writes Clinton (*Unlocking Giftedness*, pp. 67).

Every Christian has a giftedness set and at least one spiritual gift. Leaders often have multiple gifts (a gift mix) with a primary gift called a focal element. As believers who are called to use our gifts to “equip the saints,” we must steward these gifts because we will be accountable to God for that which he has entrusted to us. Jesus delivers two powerful parables on the stewardship of our gifts in Matthew 25:14-30 and Luke 19:11-27. Stewardship of our giftedness includes knowing which gifts we have, understanding what the gifts are for, using the gifts, and most importantly, developing the gifts unto Kingdom impact. In most Christian settings, a vast amount of resources and energy are allotted to the identification of the spiritual gifts. I believe it is wise to spend an equal or larger amount on the plan to develop your gifts. Jesus’ teaching is clear that we will not be judged on mere identification. We will be judged on using our gifts to bear fruit and grow the Kingdom.

Understanding our giftedness can help us develop our capacity as leaders and also help us to make wise decisions at key points of transition, like career changes. Leaders and mentors must also have a broad understanding of giftedness because they will be called upon to help younger leaders, maturing Christians, and new believers identify and grow in their gifts.

Many of us have an idea of our natural abilities and skills, but we have not identified our primary spiritual gifts. In fact, it would be surprising if new believers and those who are young in age have identified their primary ministry gifts. Many young people do not have a wealth of ministry experience where inklings about giftedness can be confirmed. When you are young, it is important to be open to nearly every new ministry opportunity, including serving in areas where you may not feel completely comfortable. Even if you have a sense of the gifts you would like to use in the future, be open to God’s direction. The biblical principle is true: those who are faithful in little will be faithful in much (paraphrasing Luke 16:10). Develop a servant’s heart and focus on

faithful responses in small things so you will be prepared for larger ministry tasks. Say “yes” to everything you can. Also, when you are early in your ministry life, expect to fail. For example, John Wimber prayed for hundreds of people before he saw God heal someone. Empowered by the Holy Spirit, Wimber went on to found the Vineyard movement.

ELEMENTS OF A GIFTEDNESS SET

A person’s giftedness set is made up of three elements:

- **Spiritual Gifts:** God-given ability that releases a Holy Spirit empowered ministry (like exhortation, healing, prophecy, etc.). There are 19 spiritual gifts listed in the New Testament gifts passages. The gifts can be placed into three clusters: love, word, and power.
- **Natural Abilities:** Innate qualities, skills, and aptitudes, for example, creative abilities, ability to organize, perseverance, relational ability, analytical skills, physical ability, dexterity with hands.
- **Acquired Skills:** Learned qualities, skills, and aptitudes that you have gained in order to accomplish something, (for example, playing a musical instrument, coaching, writing, classroom management, cooking, technical skills, etc.)

“Sometimes,” Clinton writes, “there may be no direct correlation between natural abilities and spiritual gifts, e.g. a person prior to conversion and empowerment by the Holy Spirit may have had no teaching bent but subsequently begins to teach with power. Sometimes it is difficult to say whether something is natural or acquired or some combination of both.” (Unlocking, p. 46) For example, many teachers have natural teaching abilities that they have had since they were young and then acquired additional skills as they studied education in college. Sometimes, it’s difficult for them to differentiate between these abilities and skills, and a spiritual gift of teaching.

WHAT ARE THE SPIRITUAL GIFTS?

“A spiritual gift is a God-given unique capacity which is given to each believer for the purpose of releasing a Holy Spirit empowered ministry either in a situation or to be repeated again and again.” (Unlocking, p. 5)

Many authors and scholars have different numbers of spiritual gifts, depending on theology, denomination, and interpretation of scriptures that refer to gifts. Clinton warns against confusing “Christian Roles” with spiritual gifts. “A Christian role is an activity that every believer is commanded to be involved in due to being part of the Christian movement.” So, although we are all called to share our faith with others and make disciples, we do not necessarily all have the spiritual gift of evangelism.

HOW DO I RECEIVE SPIRITUAL GIFTS?

More than a few New Testament passages that articulate the process of “receiving” a spiritual gift. The authors also highlight the development and maturing of the spiritual gifts, as disciples operate in ministry with spiritual gifts as the focal element.

In my own life, through a prophetic word, God told me that He had given me the spiritual gift of “teaching”. This benchmark moment occurred in my life five days after making my decision to follow Christ. It was a great encouragement to my heart, spirit, and an inspiration for me to develop this gift.

Below are some of the New Testament passages that contain the prayers for and/or receiving of spiritual gifts:

- 1. Laying On Of Hands:** Church leaders lay hands to impart gifts (2 Timothy 1.6)
- 2. Sovereign Act:** The Holy Spirit confirm in a variety of ways someone’s words and ministry (Acts 19.6)
- 3. Conversion:** Each believer receives the Holy Spirit when he/she is born again. Gifts are released when the person receives the Spirit. (Romans 8:9),
- 4. Powergate:** The gifts are released when the believer receives the baptism. of the Holy Spirit. This process is also called the “Second Filling” in more Pentecostal ministry traditions. (1 Corinthians. 12:13)
- 5. Ministry Specific:** The Holy Spirit can release the gifts as they are needed in a specific ministry situation,
- 6. Intercession:** As an answer to a Spirit-led prayer for gifts that are needed in an ongoing ministry situation,
- 7. Communal Mission:** The gifts are released through the the principle of spiritual contagion. Spiritual gifts are released and caught in an environment where spiritual power and ministry are happening.

GIFTEDNESS DEFINITIONS

Below is a table defining the spiritual gifts and the central thrust for ministry behind each gift.

IDENTIFYING AND DEVELOPING OUR SPIRITUAL GIFTS

THE WORD GIFTS CLUSTER

GIFT	DEFINITION
Teaching	A person who has the gift of teaching is one who has the ability to instruct, explain, or expose Biblical truth in such a way as to cause believers to understand the Biblical truth. The central thrust is to clarify truth.
Exhortation	The gift of exhortation is the capacity to urge people to action in terms of applying Biblical truths, or to encourage people generally with Biblical truths, or to comfort people through the application of Biblical truth to their needs. The central thrust is to apply Biblical truth.
Prophecy	A person operating with the gift of prophecy has the capacity to deliver truth (in a public way) either of a predictive nature or as a situational word from God in order to correct by exhorting, edifying or consoling believers and to convince non-believers of God's truth. The central thrust is to provide correction or perspective on a situation.
Apostleship	The gift of apostleship refers to a special leadership capacity to move with authority from God to create new ministry structures (churches and parachurch) develop leaders, combat heresy, and develop funding networks for ministry. The central thrust is creating new ministry.
Evangelism	The gift of evangelism in general refers to the capacity to challenge people through various communicative methods (persuasion) to receive the Gospel of salvation in Christ so as to see them respond by taking initial steps in Christian discipleship. The central thrust is introducing others to the gospel.
Pastor	The pastoral gift is the capacity to exercise concern and care for members of a group so as to encourage them in their growth in Christ which involves modeling maturity, protecting them from error and disseminating truth. The central thrust is caring for the growth of followers.
Leadership	A person operating with the leadership gift demonstrates the capacity to exercise influence over a group so as to lead it towards a goal or purpose with a particular emphasis on the capacity to make decisions and keep the group operating together. The central thrust is influencing others towards vision.

Each of these gifts may be placed in the following three clusters. (*Unlocking*, p. 125). Some gifts (word of wisdom, prophecy, healing) can fall into more than one category.

Word Gifts: The Word Gifts “clarify the nature of this unseen God and what He expects from His followers. People using these gifts both communicate about God and for God.” Word gifts help us to understand God’s nature, purposes, and how relate to him, including exhortation, teaching, apostleship, ruling, prophecy, faith, pastor, evangelism, word of wisdom, word of knowledge.

Power Gifts: The demonstration of God’s reality. The power gifts authenticate, bring credibility, point to the reality of the unseen God,” (e.g. faith, word of knowledge, discernings of spirits, miracles, tongues, interpretation of tongues, healing, word of wisdom, prophecy).

Love Gifts: The “manifestations attributed to God through practical ways that can be recognized by a world around us which needs love. They demonstrate the reality of relating to this God.” Love gifts demonstrate God’s work in people and attract others to seek relationship with him.

IDENTIFYING AND DEVELOPING OUR SPIRITUAL GIFTS	
THE POWER GIFTS CLUSTER	
GIFT	DEFINITION
Word of Wisdom	The word of wisdom gift refers to the capacity to know the mind of the Spirit in a given situation and to communicate clearly the situation, facts, truth or application of the facts and truth to meet the need of the situation. The central thrust is applying revelatory information.
Word of Knowledge	The word of knowledge gift refers to the capacity or sensitivity of a person to supernaturally perceive revealed knowledge from God which otherwise could not or would not be known and apply it to a situation. The central thrust is getting revelatory information.
Faith	The gift of faith refers to the unusual capacity of a person to recognize in a given situation that God intends to do something and to trust God for it until He brings it to pass. The central thrust is trusting response to a challenge from God.
Healings	Gifts of healings refer to the supernatural releasing of healing power for curing all types of illnesses. The central thrust is releasing God's power to heal.
Miracles	The workings of powers, gift of miracles, refers to the releasing of God's supernatural power so that the miraculous intervention of God is perceived and God receives recognition for the supernatural intervention. The central thrust is the releasing of God's power to give authenticity.

IDENTIFYING AND DEVELOPING OUR SPIRITUAL GIFTS

THE POWER GIFTS CLUSTER

GIFT	DEFINITION
Discernment of Spirits	The discernings of spirits gift refers to the ability given by God to perceive issues in terms of spirits spiritual truth and to know the fundamental source of the issues and to give judgment concerning those issues; this includes the recognition of the spiritual forces operating in the issue. The central thrust is a sensitivity to truth and its source.
Tongues	The gift of tongues refers to a spontaneous utterance of a word from God in unknown words (to the individual giving the word) to a group of people. The central thrust is speaking a message in an unknown tongue.
Interpretation of Tongues	The gift of interpretation of tongues refers to the ability to spontaneously respond to a giving tongues of an authoritative message in tongues by interpreting this word and clearly communicating the message given. The central thrust is interpreting a message given in tongues.

IDENTIFYING AND DEVELOPING OUR SPIRITUAL GIFTS

THE LOVE GIFTS CLUSTER

GIFT	DEFINITION
Administration	The gifts of governments involves a capacity to manage details of service functions so as to governments support and free other leaders to prioritize their efforts. The central thrust is supportive organizational abilities.
Giving	The gift of giving refers to the capacity to give liberally to meet the needs of others and yet to do so with a purity of motive which senses that the giving is a simple sharing of what God has given to you. The central thrust is a sensitivity to God to channel his resources to others.
Mercy	The gift of mercy refers to the capacity to both feel sympathy for those in need (especially the suffering) and to manifest this sympathy in some practical helpful way with a cheerful spirit so as to encourage and help those in need. The central thrust is the empathetic care for those who are hurting.
Helps	The gift of helps refers to the capacity to unselfishly meet the needs of others through very practical means. The central thrust is the attitude and ability to aid others in practical ways.

II. IDENTIFYING YOUR SPIRITUAL GIFTS

Bobby Clinton suggests several steps to understand your spiritual gifts. Please note that the questionnaires should be viewed as part of a process that could indicate spiritual gifts. It is important to do self-reflection, have outside confirmation in conversation with those who know you well (spouses, family members, friends, ministry partners, and others), and most importantly, to seek God's wisdom as you consider the spiritual gifts that He has given you.

Step 1: Self-Reflection

Take the list of short definitions of the spiritual gifts listed above. Read through the definitions and be sure that you are familiar with each gift. Pay particular attention to the thrust of each gift as it is used in ministry.

After familiarizing yourself with the definition and central thrust of each gift, think about how you operate around other people in your church or a group of believers. In ministry situations, what kinds of things do you naturally lean toward doing?

Take some time and reflect. Begin to jot down the gifts that you believe that you operate in. You may want to begin by eliminating the gifts that you definitely know that you don't operate in. Then look at the remaining gifts on your list and focus in on those. Try to come up with a list of two or three gifts that are your primary spiritual gifts.

Step 2: Inward Conviction Questionnaire

This is a subjective exercise listing a number of items that can give indications of gifting essentially based on how God has made you and His inner leading of you. For some people, this questionnaire may feel inexact or it may indicate certain gifts over others because of current roles or past ministry experience. (See below. We will also have this document available to download on the FOL website.)

Step 3: Experience Questionnaire

After completing the Inward Conviction Questionnaire, move on to the Experience Questionnaire. Please note the introduction to the questionnaire. (See below. We will also have this document available to download on the FOL website.)

Step 4: Outside Confirmation

After completing these exercises, we recommend that you find a wise friend, spouse, or mentor to help you to look at your findings and discuss them with you. If your friend has not seen fruit in an area or, conversely, if they see a gift in operation that you have not seen yourself, this could be an important area for prayer and reflection.

INWARD AND EXPERIENCE QUESTIONNAIRES

Tool #1: Inward Conviction Questionnaire

Introduction The inward conviction questionnaire seeks to gather information which relates to five basic principles often seen in the way that God leads people to identify and exercise their gifts.

- God honors personal desires. He has made you a certain way. If you are sensitive to Him he will give you both the desires you have and their fulfillment.
- A restless growing conviction to be involved in something may indicate that God will release a gift needed for your involvement in it.
- A God-directed specific call to a particular ministry indicates that you will have one or more gifts needed in that ministry.
- A forced situation may demand a certain gift or gifts to meet the needs of the situation. These gifts may already be there (latent) and will surface with the need or they may come spontaneously in answer to seeking them from God.
- Especially where leadership gifts are concerned, gifted leaders attract people who are potentially like-gifted.

The following questions should be answered with these basic principles in mind. Perhaps God is speaking to you right now in terms of one or more of these principles.

Fill out as many of the questions below as you can (i.e., those which really apply to you), then follow the directions on Page 7 to create a summary of your findings.

1. If I could do anything in the world that I wanted to (secular or spiritual), I would like to:

(Describe in your own words what you would really like to do. In order to give absolute freedom to answer this question assume that whatever it is, it is in the perfect will of God for you to do.)

2. Regardless of whether it is true that you possess them, check at least three gifts below that you would *like to have* in order (1,2,3) of preference:

- | | | |
|--------------------------------------|--|---|
| <input type="checkbox"/> Teaching | <input type="checkbox"/> Word of Wisdom | <input type="checkbox"/> Administration |
| <input type="checkbox"/> Exhortation | <input type="checkbox"/> Word of Knowledge | <input type="checkbox"/> Giving |
| <input type="checkbox"/> Prophecy | <input type="checkbox"/> Faith | <input type="checkbox"/> Mercy |
| <input type="checkbox"/> Apostleship | <input type="checkbox"/> Gift of Healings | <input type="checkbox"/> Helps |
| <input type="checkbox"/> Pastor | <input type="checkbox"/> Discerning of Spirits | |
| <input type="checkbox"/> Evangelism | <input type="checkbox"/> Tongues | |
| <input type="checkbox"/> Leadership | <input type="checkbox"/> Interpretation of Tongues | |

3. If you could have your choice of doing anything you wanted using one or more of the gifts that you checked in Question 2, what would you like to do? (Describe it in your own words a ministry or role or Christian situation that would allow you to use the gifts you checked.)

4. In my past experience, I have made the following promises to God, either publicly or privately, in regards to ministry, calling or development of my gifts.

DATE	LOCATION	PROMISE TO GOD	ESSENCE OF PROMISE

5. I have had a growing restless conviction from within that I should get involved in a specific ministry. Or I have a growing inner conviction that I am being called to help my church with a special need that I am uniquely wired to meet. Please describe:
 - a. To what spiritual gift would this best/most relate?

6. There is giftedness growth dynamic called “Like-Attracts-Like”. As your spiritual giftedness is being developed, pay attention to those whose ministry you are drawn to. It is very likely that you have a similar giftedness set. These people may end becoming your most rewarding and fruitful mentoring relationships. Please consider the following questions in light of the the Like-Attracts-Like Principle,
 - a. I wish I could be like (name someone): _____ Even if I haven't had that thought, there are one or more persons that I could make that statement about.

 - b. If so, describe what about the Christian (or Christians) or his ministry that prompted or could prompt you to make a statement.

 - c. What ministry, strengths, or spiritual gift(s) were demonstrated by the Christian(s) referred to?

7. Of the Christians I feel drawn to or respect for their contribution to God's work, the two I most respect have the following gift(s). Use the number 1 for one of the Christians and use the number 2 for the other. Fill in the numbers alongside any of the gifts that apply.

___ Teaching	___ Word of Wisdom	___ Administration
___ Exhortation	___ Word of Knowledge	___ Giving
___ Prophecy	___ Faith	___ Mercy
___ Apostleship	___ Gift of Healings	___ Helps
___ Pastor	___ Discerning of Spirits	
___ Evangelism	___ Tongues	
___ Leadership	___ Interpretation of Tongues	

8. If I could be associated with a gifted Christian for special on-the-job training in terms of the gift that he/she uses, I would choose,

a. Name the Individual:

b. Somebody having this type of ministry:

c. What spiritual gifts does that person operate in?

How to Assess Your Inward Conviction Questionnaire

Assuming that you have filled out all the answers you can on the questionnaire, you are now ready to draw some possible conclusions from your answers.

Step 1: Fill out the chart below by examining your answers. You will sometimes have to do some reflection to see the connection between some of your answers and a gift related to the answer.

Step 2: After filling in the entire chart, put any gifts which occurred two or more times on the chart beside the summary of findings line.

POSSIBLE GIFTS BASED ON INWARD CONVICTIONS

YOUR ANSWERS	LEADERSHIP PRINCIPLE	LIST GIFTS
Questions: 1, 2, 3, and 4	The Lord honors our hearts and our personal desires.	
Question 5	A restless growing conviction may indicate the presence and/or activation of a spiritual gift.	
Question 6, 7 and 8	The “Like-Attracts-Like” spiritual dynamic is when a younger believer is drawn to a mature and fruitful leader with a similar giftedness set.	

Tool #2: The Experience Questionnaire

Introduction

God has given us gifts so that we can serve the body of Christ and bring forth results that are pleasing to Him. It is primarily through the use of our gifts that there are results and recognition of those gifts. If you think that you have some gift, ministry experience and the results of that ministry will either confirm it or deny it. The experience questionnaire is designed to force you to think back over your Christian experience and activity to help you confirm the gifts that you have been operating in.

Instructions

Below is surgery style questionnaire. This is in no way comprehensive, but it does try to develop some of personal experiences we have had in regards to ministry.

Personally, I remember taking a similar survey that asked me if I had ever felt led by the Holy Spirit to open up the yellow pages phone book, randomly call strangers, and share the gospel. This aim of this question was to identify the evangelism gift. Obviously I had never done that to live into my evangelism gift. And the test was incredibly dated, evidence by the reference to yellow pages. As we move ahead, thank

you for your patience with the questions. We are fully aware some of them may seem a bit unrelated or hazy, but we do believe it will help you in the discernment process as you consider your personal experiences in life and ministry.

Recognize that the statements that are given are not all the possible statements that could be given. Hopefully they are representative. Perhaps a statement as given does not exactly fit you but by changing it slightly it would be true for you. Feel free to credit yourself with a modified statement or even a substitute statement which implies the same kind of outward expression of the gift.

The questions are grouped according to the gift. Go through each section for each gift and check off any statement that is true for you. At the end of the test, tally up the statements for each gift and record it in this chart.

Question	Gifts	Results
1	Teaching	_____ of 12
2	Exhortation	_____ of 10
3	Prophecy	_____ of 12
4	Apostleship	_____ of 12
5	Pastoring	_____ of 12
6	Evangelism	_____ of 12
7	Leadership	_____ of 10
8	Word of Wisdom	_____ of 10
9	Word of Knowledge	_____ of 10
10	Faith	_____ of 10
11	Gifts of Healings	_____ of 10
12	Miracles	_____ of 10
13	Discerning of Spirits	_____ of 12
14	Tongues	_____ of 10
15	Interpretation of Tongues	_____ of 5
16	Administration	_____ of 10
17	Giving	_____ of 10
18	Mercy	_____ of 10
19	Helps	_____ of 10

Summary of Findings

List any gifts on which you checked 1/2 or more of the statements. If you didn't check at least 1/2 on any of the gifts, pick the 2 gifts with the highest percentage of true statements.

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

The Experience Questionnaire

Place a check mark beside each statement which is true for you. Count the check marks and enter the total in the area marked "Total" and enter this total in the summary chart on Page 8.

GROUP 1

TOTAL:

- _____ 1. I have taught regularly in a Sunday School class and know my teaching has helped clarify the thinking of those I taught.
- _____ 2. I have taught regularly in a small group situation and can definitely point out several people who have mentioned they saw truth clarified for them.
- _____ 3. I have read the Bible through a number of times.
- _____ 4. I have made a special study of Jesus' parables to gain principles to use when I taught.
- _____ 5. I have used the lecture method with such success that I can maintain attention spans of groups for 50 or more minutes.
- _____ 6. I have led discussion groups so that people discover truth for themselves and apply it to their lives.
- _____ 7. I have studied a number of books of the Bible on my own.
- _____ 8. It has been my experience that I can usually hear a question, interpret it correctly, and give an answer which gives information which explains the point of the question.

- _____ 9. I have been called upon by various groups outside my own church to teach various subjects to them.
- _____ 10. I have made it a point to study educational books or magazines and communication books to sharpen my own skills in communication.
- _____ 11. I have tried some unusual things or methods in order to communicate effectively. Some have really failed while others have really succeeded.
- _____ 12. It has become habitual for me to seek feedback whenever I am communicating to a group in order to know what has been learned and what I must do to correct my communication in the future.

GROUP 2

TOTAL:

- _____ 1. I have often corrected another believer by showing him his error and giving him a Scriptural principle to help him with the result that the correction was applied to life.
- _____ 2. I have written letters from time-to-time to friends in which there were comments which proved to be very encouraging to these friends.
- _____ 3. Sometimes a stranger will talk with me and soon even share some deep things being faced.
- _____ 4. In small groups it is common for someone to tell me that something I said has been a real comfort to them.
- _____ 5. I often am the one to urge the group to action especially when they are bogged down and indecisive on some issue.
- _____ 6. People often look to me to console someone who is facing a hard time.
- _____ 7. I find it my experience that I am very sensitive to people and can recognize that they are hurting though others in contact with these people never know they are hurting.
- _____ 8. I try to go out of my way to give a cheerful word to people around me and find that I usually encourage people in a general way.
- _____ 9. Many times things I say, whether to groups or individuals, cause people to become convicted.
- _____ 10. I have read a number of books dealing with psychology on a popular level in order that I might better understand people and be able to talk with them in a way to help them.

GROUP 3

TOTAL:

- _____ 1. I have been asked by my church to speak publicly to the church on a given issue of importance to the church.
- _____ 2. I have more than once become convinced that God was giving me a message to meet a given situation and I have given that message authoritatively to the group concerned with the result that they were moved by God.
- _____ 3. I have experienced that when I speak most people listen and there is a definite dichotomy of response: some definitely for and some definitely against what I have said.
- _____ 4. I have been compelled when in a group in which discussion was taking place to interrupt and give an impassioned speech taking a definite stand on some issue. Often I have felt that God pressed me to speak.
- _____ 5. I find that when speaking publicly I often speak with deep emotional tones which God uses to break hearts so that there is a hearing to my message.
- _____ 6. I have felt that God has given me a word concerning some future event or some word telling my church or group what to do in the future.
- _____ 7. It has happened several times to me that when I spoke to a group (even though I didn't know their needs) that many have commented to me afterwards that what I said must have been from God because it dealt perfectly with a situation in the group.
- _____ 8. It has been my repeated experience to admonish a group when I know there is something wrong because I want to face the situation rather than let it ride.
- _____ 9. I have received what I felt was a vision from God, which was an analogy of something that was to happen in my church situation. I knew I should share it with my group.
- _____ 10. I have from time-to-time had dreams which were vivid and deeply impressed upon my mind--so much that I knew them clearly when I awoke and knew they had significance for others--about things that were to happen.
- _____ 11. I have from time-to-time intuitive-like impressions of something that is about to happen (like a certain person coming to see me or the like).
- _____ 12. Upon occasion my impressions are such that they become deep seated convictions which I feel I must share.

GROUP 4

TOTAL:

- _____ 1. I started a new church that exists today.
- _____ 2. I am certain that God has called me to church planting.
- _____ 3. I have been involved in selecting leaders for church work.
- _____ 4. I have been commissioned or ordained or licensed or have otherwise been authoritatively recognized for a full-time gospel ministry.
- _____ 5. In church situations I am looked upon to give an authoritative word which will clarify a problematic situation.
- _____ 6. I have selected and appointed leaders to ministry.
- _____ 7. I have seen the need for a new ministry and found a way to bring it into existence.
- _____ 8. I am challenged by the unreached, the yet undone, the needs around me and I have enough self-initiative to do something about it.
- _____ 9. I have had God confirm what I said or did with a demonstration of His power.
- _____ 10. I have brought discipline to a church situation that needed an authoritative resolution if it was to survive.
- _____ 11. When I speak to a Christian or a group of Christians I receive their respect and am treated as an authoritative Christian.
- _____ 12. My ministry takes me broader than just a local church; I frequently have ministry to leaders of groups and different churches.

GROUP 5**TOTAL:**

- _____ 1. I am presently serving as a pastor of a church.
- _____ 2. I am presently serving as a member of the leadership group of my church.
- _____ 3. I am presently responsible for the spiritual welfare of a group of people.
- _____ 4. In my past experience in the leadership group of our church I have been able to avert crises situations because I thought through possible consequences of decisions and was able to choose the best decision.
- _____ 5. My example in Christian living has had a decided impact on the group for whom I feel spiritually responsible.
- _____ 6. In my church group I am often called upon to listen to people's problems because my counsel is considered wise and appropriate.
- _____ 7. I have personally discipled several people of the group I am responsible for so that their progress toward maturity is evident.
- _____ 8. I am considered by a number of people in my church as a spiritual leader.
- _____ 9. I have repeatedly motivated groups of people toward goals or to carry out plans that I originated.
- _____ 10. I am one of the people most concerned with the spiritual progress of my church and by virtue of my influence will be able to do something about it.
- _____ 11. I am concerned when people in my church are being led astray by teaching I don't think is truth.
- _____ 12. I am concerned that my ministry helps people grow.

GROUP 6

TOTAL:

- _____ 1. I have been influential in a number of people becoming Christians and later church members.
- _____ 2. I have witnessed on my job with the result that several people are now Christians who would not be so if I hadn't helped them along.
- _____ 3. I have gone through an evangelism training program and loved it.
- _____ 4. I am in contact with numerous non-believers.
- _____ 5. I have prayed specifically for several lost people by name and have seen them come to Christ.
- _____ 6. I have been the main speaker at public evangelistic meetings and have seen people come to Christ.
- _____ 7. I have participated in a small group which met regularly and was used by God to influence many to come to Christ.
- _____ 8. I frequently recognize that I have a deep burden for those who do not know God; I have even wept for them.
- _____ 9. I have used some plan for presenting Christ to individuals such as the Roman Road, the Bridge, the 4 Spiritual Laws or like technique and have seen a number of people make actual committals to discipleship.
- _____ 10. I have shared my conversion testimony or other present testimony about God's working in my life with many individuals.
- _____ 11. I can frequently sense when God has been previously working in a person's life and I make myself available to God to talk to that person.
- _____ 12. I often carry tracts with me and hand them out when I have a good occasion.

GROUP 7

TOTAL:

- ___ 1. Though not a full time pastor I am part of the leadership group for my church.
- ___ 2. In a group situation I can see what ought to happen and am called upon to help clarify what we should do.
- ___ 3. I can motivate people to follow through on ideas that I introduce to the group.
- ___ 4. I often present things to the church as a whole.
- ___ 5. I choose to be in leadership positions in the church because I feel a call to do so and a sense of responsibility for people.
- ___ 6. When people in my group select someone in my group to head up some task force, committee, or problem solving group I am usually one of those selected.
- ___ 7. When I make decisions for a group I find myself thinking of the betterment of the group as a whole.
- ___ 8. Though I am often now called upon to fill leadership roles in the church I did not have leadership responsibilities as I grew up.
- ___ 9. I find that I have studied 1, 2 Timothy and Titus because I feel they help me understand more clearly what I can do in a church situation.
- ___ 10. Given a choice of leading or following I would rather lead.

GROUP 8

TOTAL:

- _____ 1. I have studied Job, Psalms, and Proverbs to the extent that it is almost second nature for me to transfer principles seen in them to life situations.
- _____ 2. It has often been my experience in group situations that I could clearly, though admittedly intuitively, see what must be done and was able to communicate this to the group by applying correct Scriptural principles to the situation.
- _____ 3. I have often had individuals ask me for my opinion concerning some situation they faced and amazing as it may seem some Scriptural phrase or passage or other “advice” came to mind which I was able to convey to them convincingly so that they saw it as a word from God for their problem.
- _____ 4. I have often been convinced in my own mind that the Holy Spirit has given an answer and led me in my choice of words and what I said was received well.
- _____ 5. People have often remarked to me that they have taken some comment that I made as a word from God concerning some issue or decision.
- _____ 6. In a committee when we are grappling for a solution to some complex situation, in a flash something will come to me and it provides the solution.
- _____ 7. I have received deep satisfaction when people have applied my advice to situations and later received clear confirmation that the advice was God-given.
- _____ 8. It is easy for me to match some current situation with a Biblical character or historical event and draw out some application for the current situation.
- _____ 9. Sometimes in a one-on-one situation I get a clear impression of some answer that I feel should be given the person. I do so and get almost immediate feedback that the word I had was from the Lord for that person.
- _____ 10. Sometimes I will get an impression about some Scriptural passage. I will turn to it and read it and see that God has something in it for the group of which I am a part.

GROUP 9

TOTAL:

- _____ 1. I have several times had strong impressions when in a group meeting of some idea that related to the group. The idea related to something that I would not have known had not God given it to me.
- _____ 2. Sometimes I see pictures in my mind of something that I feel God wants me to communicate to a group.
- _____ 3. In healing situations I often seem to know, spontaneously, that someone has a certain kind of health problem that God wants to heal.
- _____ 4. I have suddenly known things that are needed by the group—though I didn't know how I came to know them.
- _____ 5. In talking with a person in a Christian setting I have sensed information about the person's personal life regarding problems or a sinful condition or the like.
- _____ 6. I have been used by God to affirm someone by revealing something from their past known only to them and giving a message from God that He knew of that and would give victory in spite of it.
- _____ 7. I resonate with the passage about woman at the well. When Jesus told her, "You have well spoken. For you have had five husbands; and the one you are now living with is not your husband," the woman immediately recognized Jesus as one getting revelation from God. This has happened to me on a number of occasions--I suddenly have information about a person that gives me a hearing.
- _____ 8. Paul's knowledge of the Philippian jailer's suicidal intent has always struck a chord with me. He knew, even without lights or anything of what was going on. I know this kind of thing has happened to me too.
- _____ 9. Though it has happened very rarely, it has happened that I stood and spoke in a group setting and I didn't know what I would say as I stood. I just knew I was to stand and speak. It just came out. And it was received as from God.
- _____ 10. I have a close inner relationship with God and am sensitive to His inner voice prompting me.

GROUP 10

TOTAL:

- ___ 1. I have often prayed the *prayer of faith*. God has answered many of the prayers. He will answer the rest.
- ___ 2. A number of times in my personal Bible reading I have been convinced that God would have me claim certain promises for certain given situations. I have done this and have seen many of these promises fulfilled.
- ___ 3. Most of my prayers are specific because I want to know when the answer comes.
- ___ 4. People often come to me and ask me to pray for some situation because they feel my prayers get answered.
- ___ 5. I have read many times the Old Testament accounts which picture God doing miraculous things for his people. These passages have encouraged me to trust God in tough situations that my church has faced. God did it for them and He can meet us too.
- ___ 6. When problems arise my natural inclination is to trust God to somehow meet it while most in my church first try to analyze the problem or seek some way to solve it.
- ___ 7. There have been times when I have a conviction that I am sure is from God. While it will require a risk of faith, our whole group has been encouraged to trust God more because of my example of stepping out in faith.
- ___ 8. It is not my nature to brag about my various exercises of faith and many of them are unknown to people, but even so, I am certain that God has used some of my experiences of trusting in unusual ways to encourage others to believe and pray with expectancy.
- ___ 9. The reason I feel I pray so effectively is that I first seek what God has to say about the situation or what He wants to do and then I pray along those lines.
- ___ 10. I have been involved in projects for raising a large amount of finances for a Christian cause that I felt God was backing.

GROUP 11

TOTAL:

- ___ 1. I am frequently asked along with other leaders in the church to lay hands on someone and pray for them to be healed.
- ___ 2. I have known God's power as I prayed for someone and saw the person healed of a physical ailment.
- ___ 3. I have sensed the power of God present for healing in a service and as a result have felt an increased faith within to believe God for healing.
- ___ 4. I have felt a tingling in my hands, or have felt a strange warming flowing through my hands when I am praying for someone.
- ___ 5. I have been part of a prayer team trained to help in ministry time in a large church service where healing is expected to happen.
- ___ 6. I have commanded a word of healing to a person and seen that person healed.
- ___ 7. For me to see someone receive healing and to know it was God's power is to bring tremendous joy.
- ___ 8. I believe that God can heal through supernatural means as well as through medical means, but my first inclination when someone says I'm sick is to ask, "Has someone prayed for you?"
- ___ 9. I have prayed for people who were not healed as well as many who were and yet I still believe God heals and that I should seek His healing power in situations.
- ___ 10. Often when I see the sick or hurting, a feeling of compassion wells up within me and I want to do something to help them.

GROUP 12

TOTAL:

- ___ 1. I believe God uses signs and wonders today to display His power and reality and I have faith to believe He uses me in this way.
- ___ 2. I have been involved in a power encounter with the demonic world and saw God bring power to bear to deliver someone from demonic control.
- ___ 3. I have been used to pray about and believe God for various weather conditions (clearing of fog, abating of rain, rain in a time of drought, etc.).
- ___ 4. I have been used in church planting situations to pray to break the spiritual control in the region, with the result that there was a breakthrough and the church was planted
- ___ 5. I have spoken a word of discipline to a person, who was absent, and saw God bind that person and clear up a situation and see the person come back to God.
- ___ 6. I have seen drug addicts delivered instantly in my ministry.
- ___ 7. I have believed God to over ride a government decision and seen it happen in such a way as to promote His work.
- ___ 8. I have seen God miraculously reveal a word of judgment in a physical way (similar to the situation in Daniel with Belshazzar).
- ___ 9. I have seen God provide food miraculously in a needy situation.
- ___ 10. I have seen God bring back to life a person who was dead or dying or was thought to be dead as a result of an outpouring of God's power.

GROUP 13

TOTAL:

- ___ 1. It is almost second nature for me to analyze what a person says to see if it matches what I think Scripture teaches.
- ___ 2. People have often remarked to me that I have a way of cutting through all the cobwebs and getting to the real issue.
- ___ 3. I have a number of times corrected comments where they disagree with the tenor of Scripture with the result that the modified truth was accepted by all.
- ___ 4. Though I don't always comment on it, public ministry often bothers me when preachers or teachers misinterpret or misapply Scriptural truth.
- ___ 5. I often catch myself not paying attention to some conversation because I have become interested in analyzing in detail something spoken in the conversation.
- ___ 6. I am often the one who has to bring it to the attention of others that a particular practice is inconsistent with some Scriptural imperative.
- ___ 7. Upon occasion I recognize that in a situation I am being confronted by a spirit power and I am able to sense what kind of spirit is involved.
- ___ 8. Though I do seem to have a critical bent and am misunderstood by some people I know for certain that a number of issues on which I have given modified or different views have turned out to be correct and have helped our church avoid pitfalls.
- ___ 9. I have upon occasion entered a room and known immediately that there was an evil presence.
- ___ 10. I have been prompted from within that a certain person in a Christian gathering was false and could bring harm to the group--like a voice or strong impression telling me to watch out.
- ___ 11. Sometimes I see physical manifestations about people (like a gray aura, or green/black coloring on a face) that indicate to me something is not true or right about the person or that the person is empowered from the demonic world.
- ___ 12. People often come to me and share their dreams or visions or thoughts in prayer and want my assessment of it or interpretation of it.

GROUP 14**TOTAL:**

- ___ 1. In a situation not influenced by anyone, God gave me tongues. I suddenly began to speak in syllables which I did not control or understand.
- ___ 2. When faced with a crisis or need for discernment I often pray immediately in tongues as a first response. This usually brings a sense of calmness or focus after which God meets me in the situation.
- ___ 3. In worship situations where it is appropriate I often sing in tongues and find that what I sing harmonizes with others to produce a worshipful experience and sound.
- ___ 4. When I am asked to pray for healing for someone when I lay hands on them I first begin, sometimes inwardly, to pray in tongues. I may later pray outwardly in words understood by all.
- ___ 5. I have upon occasion in a ministry time, stood and given a word in tongues. It was interpreted and was seen to be a prophetic word of encouragement about what God was going to do in the body.
- ___ 6. I frequently use a prayer language, a special gift of tongues given to me, in my private prayer when no one is around. It is a special time of closeness with God.
- ___ 7. I have often wanted to give a word of tongues in a situation but the people in the group inhibited that possibility because of their convictions about such a gift.
- ___ 8. I can speak in tongues whenever I want.
- ___ 9. I can not give a public word in tongues whenever I want. I always make myself available to do so. And I do from time to time give a word. My words have always been interpreted.
- ___ 10. A leader imparted the gift of tongues to me by the laying on of hands and special prayer for me.

GROUP 15**TOTAL:**

- _____ 1. In a public meeting, during a ministry time, a person stood and gave about a 2-3 minute word of tongues. As they were giving it, I heard in my mind, like simultaneous translation what they were saying. I immediately stood and gave the interpretation.
- _____ 2. I have given interpretations of tongues in small groups repeatedly.
- _____ 3. I am sensitive to God's revelatory voice and hear God speaking so that I have no problem believing God gets attention through a word of tongues.
- _____ 4. I enjoy giving authenticity to God's unusual messages given in tongues by giving the translation.
- _____ 5. When I give an interpretation it is not like I am receiving a simultaneous translation. I simply get the whole thing and once and give it.

GROUP 16**TOTAL:**

- _____ 1. I have served as a church clerk, administrator or treasurer.
- _____ 2. I have served as a Sunday School superintendent or other such position requiring my organizational ability.
- _____ 3. I have overseen the church property in some supervisory responsibility.
- _____ 4. I have been in charge of distributing benevolence funds in several church projects to needy people.
- _____ 5. I have been chosen on several committees that were formed to solve some administrative problems in conjunction with our church programs.
- _____ 6. I often run the details of meetings, making sure everything is ready.
- _____ 7. I like to see things done orderly and want to pitch in to make it go well.
- _____ 8. I easily see where there are missing pieces in a plan to do something. I can suggest what ought to be done.
- _____ 9. I have successfully organized a number of different ministries.
- _____ 10. I love innovative people who come up with great ideas. For I find I can step in behind them and make it work. Many times they cannot.

GROUP 17**TOTAL:**

- ____ 1. I have at times given to help others with money that I needed. Some would probably think that foolish if they knew.
- ____ 2. I would have been able to do without things (for me they are luxuries anyway) that others consider necessary in order to give more to God's work.
- ____ 3. God somehow seems to bring to my attention financial needs of people in my church (many times unintentional ways). I have given to people like this. Few know about some of these gifts.
- ____ 4. I have consistently given more than 1/3 of my income to God's work.
- ____ 5. There have been times when I sensed some special financial need but did not have the finances to meet it. And then money came in supernatural way. I knew that God wanted me to meet the need. So I gave.
- ____ 6. I have an inward joy in giving to meet a need. And it doesn't make any difference to me whether anyone ever knows about it or not,
- ____ 7. I am certain that God has given me special abilities to make money. I know that this is because he expects to use me as a channel to give large amounts to his cause.
- ____ 8. I find that I have a liberal spirit not only with money but with time or any of my possessions or resources. I love to help others out.
- ____ 9. When I see people in need, I want to find a way to give them help.
- ____ 10. I am drawn to Barnabas and his generosity as described in the book of Acts.

GROUP 18

TOTAL:

- _____ 1. I have helped down-and-outers through some church related program.
- _____ 2. I have helped served the elder or physically disabled people to bring them joy
- _____ 3. I have been involved in a literacy program or other educational program to help underprivileged children or adults.
- _____ 4. I have helped distribute food and/or clothing to needy people.
- _____ 5. I have contributed financially to programs helping orphans or other underprivileged.
- _____ 6. I have worked on a regular basis with alcoholics and become empathetically involved with them, and helped several to recover.
- _____ 7. I have been involved in a prison rehabilitation program and know my cheerful influence has helped some.
- _____ 8. I have been involved so as to practically help drug addicts.
- _____ 9. I have helped unwed mothers face their problems and seen some of them straighten up their lives as a result of my help
- _____ 10. I know that I am a sensitive person and feel peoples needs, more than most others.

GROUP 19

TOTAL:

- _____ 1. I can fix almost anything and have gladly used my skill to help church members who needed my help.
- _____ 2. I am very skillful with my hands and enjoy doing maintenance jobs for church friends.
- _____ 3. I have helped a number of people in my church with practical things even though it meant I put off something I needed to do for myself.
- _____ 4. I don't mind doing some task, menial or not, if I know it will free some other church member to exercise his gift.
- _____ 5. I have often been one of the first to volunteer for something the pastor felt was needed concerning the church.
- _____ 6. I don't mind unexpected guests in the home if I know we are helping them.
- _____ 7. Several times the pastor or someone else in the church has asked me to help accommodate guests. I gladly accepted the call.
- _____ 8. I find real satisfaction in doing practical things that will help others and try to seek opportunities to do so joyfully.
- _____ 9. Often people remark to me what a helpful spirit I have; I do love to help others.
- _____ 10. I frequently see things that need to be done; I find ways to help get them done.

IV. DEVELOP YOUR GIFTEDNESS

Now that you have identified, or are closer to identifying, your spiritual gifts it is time to focus on developing the gifts. Remember, identifying your spiritual gifts is but a small part of the Word's teaching on spiritual gifts. We are called to develop our gifts in the context of building the Kingdom of God. While the work will be very difficult, the rewards will make all of the growth and challenges worth it.

Here are a few practical tips to develop your spiritual gifts:

1. Meet with a friend or leader who can help you develop your plan
2. Read a book and/or establish a mentoring relationship in giftedness area
3. Make your commitments as practical as possible
4. Join a ministry team or commit to ministry project in your giftedness area
5. Establish clear monthly, quarterly, and annual goals for your growth

In addition, Clinton's book, *Unlocking Your Giftedness*, contains many suggestions for refining your understanding of and developing your spiritual gifts.

As a church, FOL is excited and committed to for you to understand giftedness, identity with clarity and certainty your gifts, and come up with proactive plans to make sure you are developing and maturing those gifts. Thanks for making our body stronger by developing your giftedness!!

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