

STEPS IN DISCOVERING YOUR DESIGN AND FINDING YOUR “SWEET SPOT”

STEP 1: Pray for God’s guidance and take the *Spiritual Gift Self-Evaluation* test being as objective as you can.

STEP 2: Hand out the *Spiritual Gift Evaluation by a Friend* test to three people. Ask them to evaluate **you** honestly and openly and return the test to you as soon as possible. Once the tests are returned, record the results from Step 1 and Step 2 on the *Spiritual Gifts Evaluation Grid*.

STEP 3: Determine your heart-felt desires. Take the three heart tests (to determine the role(s) you love to be involved in, the types of people you like to work with, and the causes you like to champion) in the *Monitoring My Heartbeat (What I love)* section. Make sure you listen to your heart and don’t just select things you think you “should” do. God has made you in a special way to serve him and this includes your true heart desires.

STEP 4: Evaluate all these tests to find which gift(s) the majority of the test results revealed to you. If there are major discrepancies, go discuss it with the ones who evaluated you to find out how they were thinking. If you think you had a gift that all the others say you do not, this could be sobering moment to help you re-evaluate yourself. If you think you do not have a gift that everyone else says you do, this might be a time to realize a new gift. After you have done this, record your roles, people and causes from Step 3 and gift(s) from Step 4 under their appropriate columns on the *Implementing Your Gift(s) Determination Chart*.

Brainstorm with the help of others (especially those with the gift of administration) how you might use your gift(s) to reach in to the congregation and reach out to the lost and record those thoughts in the last columns of the *Implementing Your Gift(s) Determination Chart*. When you do this, do it systematically, choosing one gift at a time. That is, choose one gift, the type of people you like to work with, the role you like to play, the one cause to champion, and then brainstorm on how you might use it to help the congregation and the lost. Do the same with your next choice(s). You will find a variety of things you could do to serve God.

Choose one or two things that strike you most and go after them with all your heart, mind, and strength to bring God the Glory. You have now found ways to serve God and to give your body as a living sacrifice for him (Rom. 12:1) and can begin to implement one aspect of God’s will for your life. You may want to modify things as you learn more. That is fine. You are on a learning and serving path with God. Have fun!!!

STEP 1: SPIRITUAL GIFT SELF-EVALUATION:

Read through each gift listed below, pray for God's guidance, and mark it **to the left of the letter** with a 1, 2, or 3. The meaning of the numbers is as follows:

Number 1: "I am certain that I have this gift"

Number 2: "I might have this gift"

Number 3: "I don't think I have this gift"

A. Artistic Gifts:

Ex. 31:3; 35:31: Skill, ability and knowledge in all kinds of crafts to make artistic designs. Like Bezalel, *some are* "filled with the Spirit of God" to do this.

B. Musical Gifts for Worship: Skill, ability to play an instrument or sing.

1 Chron 15:22 Kenaniah the head Levite was in charge of the singing; that was his responsibility because he was skillful at it.

C. Contentment: *Eccl. 3:13; 5:19.*

"When God gives any man wealth and possessions, and enables him to enjoy them, to accept his lot and be happy in his work—this is a gift of God"

D. Prophecy/Preaching: *Rom 12:6.* Although as used in the NT this may be mostly speaking for God giving new revelation, the scriptures seem to also indicate that this term included both foretelling and forth telling. Foretelling is more the miraculous (new revelation) while forth telling is having the ability to preach and apply (make relevant) the already revealed message of God for today. Forth telling or preaching would be what is available to us today.

E. Serving: *Rom. 12:7.* This is the special ability God gives to some to (1) see the needs of others and use the talent they have to (2) meet those needs.

F. Teaching: *Rom. 12:7.* This is the special ability to communicate information pertinent to the needs of individuals as well as the whole body that will help in their spiritual growth, understanding, and their ministry for Christ.

G. Encouraging: *Rom. 12:8.* This is the special ability to speak words and do things that will encourage others in a way that helps them feel wanted, important, needed and helped.

H. Giving/Contributing: *Rom. 12:8.* This is the ability to contribute material resources to God's work liberally and with cheerfulness. It presupposes that the individual has the ability or life situation to make money, gain possessions, or already has these resources.

I. Leadership: *Rom. 12:8.* This is the special ability to set the example in ones life for the flock, set goals in accordance with God's will and inspire others to reach for those goals in a way that they voluntarily work together toward them

J. Showing Mercy: *Rom. 12:8.* The talent to (1) feel genuine empathy and compassion for those who suffer physical, emotional, mental, and/or spiritual problems and (2) to be able to love those people in a way that relieves them or helps them carry the burdens they have.

SPIRITUAL GIFT SELF-EVALUATION (con't)

- K. Celibacy:** I Cor. 7:7. One who has the ability to joyfully remain single and not suffer undue sexual temptations so that they can devote more time to God's work.
- L. Wisdom:** I Cor. 12:8. The ability to unite knowledge with action both in their own lives and in the advice they give others. The knowledge is applied in the best way to meet the needs that arise both within the congregation and in the lives of individuals.
- M. Knowledge:** I Cor. 12:8. The special ability to discover, analyze, gather, clarify, and organize information and ideas that are needed for the well-being of the body.
- N. Faith:** I Cor. 12:9. The ability to see (envision) potential (1) in what the church might do as a body for Christ and (2) in people in what they can do for Christ. It involves belief in God and belief in people's (as well as one's own) potential. This is a person with the ability to have extraordinary confidence in both God and people.
- O. Healing:** I Cor. 12: 9. Probably specifically means ability to heal apart from the use of natural methods (i.e., supernatural healing). As such it would be a "sign gift" and not available for today. However, some people have the ability to heal through natural means, whether through counseling, being a doctor or nurse, or just touching or spending time with someone (along the encouraging lines).
- P. Miraculous Powers:** I Cor. 12:10. The ability to do miracles. This is a "sign gift" no longer available
- Q. Distinguishing spirits:** I. Cor. 12:10. The ability to know if certain behavior or a spiritual stance is of God, of human, or of Satan. It is intuitive spiritual discernment.
- R. Languages/tongues.** I Cor. 12:10. This is a "sign gift" of having the ability to speak other languages without having studied them. This is not available today. However, there are those who have the talent today to learn other languages easily and use them to the glory of God.
- S. Interpretation or translation of languages/tongues:** I Cor. 12:10. Also a "sign gift" of having the ability of interpreting or translating languages one has no familiarity with. This is no longer available, but some have the linguistic talent to learn how to translate different languages to help spread the Word.
- Apostleship/Missionary:** I Cor. 12:28. The New Testament introduces to us at least sixteen apostles. We have their words in the NT, but we have no Apostles today in the sense of the twelve who were part of the foundation of the church. In the sense of the meaning "those sent out with a commission," we have modern day missionaries who have the talent to minister for Christ in a culture not their own.

SPIRITUAL GIFT SELF-EVALUATION (con't):

- U. Administration:** I Cor. 12:28. The ability to organize, devise, and carry through plans for the accomplishment of God's will for his church. These persons can coordinate the other gifts of the body for the maximum effect to bring glory to God
- V. Evangelist:** Eph. 4:11. This is the special ability to preach, teach, share, and communicate the gospel to unbelievers in such a way that they become disciples of Christ. While every disciple is called to share his/ her faith, some have a special ability.
- W. Shepherd/pastor:** Eph. 4:11. The ability to shepherd (take spiritual care of) the members of the body to help them grow, keep them from the wolves, help them remain faithful, and help them become mature in Christ.
- X. Hospitality:** I Pet 4:9. The ability to provide a warm welcome open house of food and lodging for those in need.
- Y. Helps:** I Cor. 12:28. The ability to see the needs of others, see how they could be helped, and then using one's own talents to help these other members enhance their effectiveness in using their talents for the body.
- Z. "Whatever gift":** I Pet. 4:10. Anything else one may have as a talent is to be used for God and the church. What can you think of?

**STEP 2:
SPIRITUAL GIFT EVALUATION BY A FRIEND:**

Please read through each gift listed below, pray for God’s guidance, and mark it to the left of the letter with a 1, 2, or 3 in evaluating my spiritual gift(s) or talent(s). For a person to have a spiritual gift means that he/she either already excels incredibly and excellently in that talent or seems to have the potential to do so.

The meaning of the numbers is as follows:

Number 1: “I am certain that you have this gift”

Number 2: “You might have this gift”

Number 3: “I don’t think you have this gift”

Gift	Evaluation (fill in appropriate number)
A. Artistic Gifts	
B. Musical/ Worship	
C. Contentment	
D. Prophecy/Preaching	
E. Serving	
F. Teaching	
G. Encouraging	
H. Giving/Contributing	
I. Leadership	
J. Showing Mercy	
K. Celibacy	
L. Wisdom	
M. Knowledge	
N. Faith	
O. Healing	
P. Miraculous Powers	
Q. Distinguishing spirits	
R. Languages/tongues	
S. Interpretation	
T. Apostleship/Missionary	
U. Administration	
V. Evangelist	
W. Shepherd/pastor	
X. Hospitality	
Y. Helps	
Z. “Whatever gift”	

Spiritual Gift Summation Grid

Gift	Your evaluation	Friend	Friend	Friend	Common
A. Artistic Gifts					
B. Musical/ Worship					
C. Contentment					
D. Prophecy/Preaching					
E. Serving					
F. Teaching					
G. Encouraging					
H. Giving/Contributing					
I. Leadership					
J. Showing Mercy					
K. Celibacy					
L. Wisdom					
M. Knowledge					
N. Faith					
O. Healing					
P. Miraculous Powers					
Q. Distinguishing spirits					
R. Languages/tongues					
S. Interpretation					
T. Apostleship/Missionary					
U. Administration					
V. Evangelist					
W. Shepherd/pastor					
X. Hospitality					
Y. Helps					
Z. "Whatever gift"					

STEP 3

MONITORING MY HEARTBEAT (What I love)

Instructions: Put a check by the items that best describe you. If none of the words on the list describes you, add your own on the “other” line at the bottom of the page.

Which of the following **Roles** do you enjoy fulfilling?

1. My passion for a Role: I love to ...

DESIGN/DEVELOP – I love to make something out of nothing. I enjoy getting something started from scratch.

PIONEER – I love to test and try out new concepts. I am not afraid to risk failure.

ORGANIZE – I love to bring order out of chaos. I enjoy organizing something that is already started.

OPERATE/MAINTAIN – I love to efficiently maintain something that is already organized.

SERVE/HELP – I love to assist others in their responsibilities. I enjoy helping others succeed.

EXCEL – I love to be the best and make my team the best. I enjoy setting and attaining the highest standard.

PERFORM – I enjoy being on stage and being involved with the performing arts.

IMPROVE – I love to make things better. I enjoy taking something that someone else has designed or started and improve it.

REPAIR – I love to fix what is broken or change what is out of date.

LEAD – I love to lead the way, oversee and supervise.

PERSEVERE – I love to see things to completion. I enjoy persisting at something until it is finished.

PREVAIL – I love to fight for what is right and oppose what is wrong. I enjoy overcoming injustices.

OTHER _____

MONITORING MY HEARTBEAT

Please remember to record your responses.

Circle the following ***People*** on whom you feel you can make the greatest impact.

2. My Passion for People: I love to be or work with...

Infants/Babies	Women
Toddlers	Men
Preschool Children	Singles
Elementary Children	Single Parents
Jr. High Students	Families
High School	Couples
College/Career	Older Adults 60+
Young Marrieds	Other _____

Circle the following ***Causes*** you feel led to champion!

3. My Passion for a Cause: I get excited about...

Parenting	Evangelism
Families/Marriage	World Evangelization
At-Risk Children	Fellowship
Abuse/Violence	Mobilizing People for Ministry
Financial Management	Worship
Divorce Recovery	Policy and/or Politics
Disabilities and/or Support	Race
Deafness	Business and the Economy
Blindness	Relief Efforts
Law and/or Justice System	Ethics
Sanctity of Life	Health and/or Fitness
Homelessness	Science and/ or Technology
Drug and Alcohol Recovery	Environment
Compulsive Behavior Recovery	International and Global Affairs
Illness and/or Injury	Regional, State or Federal Issues
Sexuality and/ or Gender Issues	Community/Neighborhood Issues
Education	Other _____

STEP 4:

A list of the gifts ministries

*Here are **some** of the groups that either currently exist or could be started in our region of the church.*

Group	Gifts / Description
Administration	Administration
Baby Shower Coordinator	Hospitality
Chemical recovery	Healing
Choir – Children’s	Music
Choir - Gospel	Music
Communion	Serving
Contribution Counters	Administration
Deacons	Helps
Elders	Pastor, Shepherd
Evangelist	Evangelist / Missionary
Facilities Coordinator	Administration
Financial Advisor(s)	Helps, Healing
Hope/Benevolent programs	Serving
House Church Leaders	Leadership
Hospitality Coordinator	Helps / Hospitality
Kingdom Kids	Serving
Kingdom Kids Coordinator	Leadership / Administration
Masters	Leadership
Member Missions	Serving
Moving Coordinator	Helps Serving
Newsletter	Administration
Photographer(s)	‘Whatever’
Prayer Warriors	Healing
Pre-Marriage Counselors	Helps
Pre-Teens	Serving
Set-up Coordinator	Serving
Singles Activity Coordinator	Leadership
Single Moms Service Team	Serving
Sound Engineers	Serving
Special Activities Coordinator	Leadership
Spiritual Recovery and Counseling	Healing / Shepherding
Teens & Young Teens	Serving
Ushers	Serving
Video Historian	‘Whatever’
Web site	‘Whatever’
Wedding Coordinator	Leadership
Worship Team - Musical	Musical / Worship
Worship Team – Drama	Worship
Campus	Serving
Spanish Ministry	Serving

IMPLEMENTING YOUR SPIRITUAL GIFTS CHART

List the things you can do with your gift(s) and heart for God in 'inreach' to the congregation and outreach to the lost.

Gifts	Passions			Application	
Examples	Roles	People	Cause	Inreach	Outreach
<i>Helps</i>	<i>Home Repair/Improvement</i>	<i>Elderly</i>	<i>Relief Efforts</i>	<i>Church</i>	<i>Community</i>
<i>Serving</i>	<i>HOPE worker</i>	<i>Homeless</i>	<i>Homelessness</i>	<i>Organize groups</i>	<i>Programs for the needy</i>
<i>Worship</i>	<i>Band/Choir</i>	<i>Church</i>	<i>Exalt</i>	<i>Sunday</i>	<i>Concerts</i>
<i>Administration</i>	<i>Finance Committee</i>	<i>Church</i>	<i>Financial</i>	<i>Church</i>	<i>External audit</i>
<i>Teaching / Leadership</i>	<i>Kingdom Kids Coordinator</i>	<i>Children</i>	<i>Family</i>	<i>Church</i>	<i>Visitors to Church</i>
<i>Healing</i>	<i>Chemical Recovery</i>	<i>Recovering Addicts</i>	<i>Drug and Alcohol Recovery</i>	<i>Members</i>	<i>Friends</i>
<i>Interpretation</i>	<i>Deaf Ministry</i>				<i>Friends</i>
<i>Hospitality</i>	<i>Hospitality Coordinator</i>	<i>Hearing Impaired</i>	<i>Advancing The Gospel</i>	<i>Members</i>	<i>Friends</i>
<i>Whatever</i>	<i>Video Historian</i>	<i>New Moms/ The Sick</i>	<i>Provide Comfort</i>	<i>Members</i>	<i>Friends</i>
<i>Whatever</i>		<i>Anyone caught on camera</i>	<i>Encourage/Build Memories</i>	<i>Members</i>	<i>Friends</i>
Fill in each blank for your top two gifts					
1.					
2.					