

DISCOVER YOUR GOD-GIVEN GIFTS



Gift Assessment based on Romans 12:6-8

created by Don and Katie Fortune

Adult Questionnaire

How to Score Yourself

Here is how the scoring is done. As you consider each characteristic in the following pages, ask yourself, "How true is this of me?" Your first response will probably be the most accurate. Don't answer the way you would like to be or the way you think you ought to be. Be honest! Remember, there are no right or wrong answers. This is simply a self-discovery process. You alone know yourself well enough to be able to score properly.

It is also important to differentiate, when scoring, between learned behavior and the way you naturally think or act. If you are presently employed, be sure that your current duties do not unduly influence your answers. Your job may or may not be utilizing your giftedness.

If the characteristic is never true of you, put an x or check mark in the box under *Never* and place a 0 in the points column. If the characteristic is true of you only occasionally, mark under *Seldom* and place a 1 in the points column. If the characteristic is true of you sometimes, perhaps 49% of the time, mark under *Sometimes* and place a 2 in the points column. If the characteristic is true of you about 50% to 75% of the time, mark under *Usually* and place a 3 in the points column. If the characteristic is true of you most of the time, mark under *Mostly* and place a 4 in the points column. If the characteristic is true of you all of the time, mark under *Always* and place a 5 in the points column.

After you have scored yourself in all twenty positive characteristics, tally your score. It does not matter whether you tend to score high or low or in the middle, or in extremes. Remember, this is a subjective test. It is the comparison of your seven scores that will help you to determine your special gifting from God. If you were to give yourself a 5 for each of the twenty characteristics of a particular gift you would receive the maximum score of 100.

Now take a look at the profile sheet on page 13. It makes provision for scores of 0 to 100 for each of the seven gifts. You will take your score for each gift and transfer it to the profile sheet by shading in the appropriate horizontal column from left 0 to right, stopping where your score corresponds to the number at the top of the chart. (Sample profile sheets are found on page 28 and 29).

After you have transferred all seven scores you have a composite profile of yourself. The score that stands out farthest to the right, much like the nose on a person's face, is your primary motivational gift. You will also see at a glance which is your secondary gift, third, and so forth. It is also important to identify areas where you are the least gifted. You need to know this so you can:

- ♦ recognize your areas of less capability
- ♦ rejoice in those who are gifted in those areas
- ♦ avoid trying to be what you are not or wasting time and energy doing what you are not gifted to do.
- ♦ say, "No thank you" with confidence when asked to do things that are outside the sphere of your giftedness.

On the other hand, discovering your special gifting will release you to accept responsibilities that will utilize your giftedness. It will help you to use your time and energy in pursuits in which you will tend to be successful and also a blessing to others.

Now, move on to the discovery of your God-given gifts!

Do Not add the five negative characteristics to your score on the profile sheet. The five negative characteristics are to be scored separately and viewed as an indicator of the areas in which positive change will produce a more mature operation of your gift.

Adult Individual Motivational Gift Profile Sheet

Gift	0	10	20	30	40	50	60	70	80	90	100
Perceiver											
Server											
Teacher											
Exhorter											
Giver											
Administrator											
Compassion Person											

Name: _____ Gift 1: _____

Address: _____ Gift 2: _____

City / State / Zip: _____ Gift 3: _____

Phone: _____

Email: _____

NOTE: Use *only the scores from the 20 positive characteristics* identified from the 7 gift identification sheets. The five problem characteristics are to be scored separately, to enable you to become aware of the typical problems of your motivational gifts, and to enable you to pray more effectively about those areas of your life in which you may need more of the Lord's grace and help.

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The Gift of Perception

Characteristics:

1. Quickly and accurately identifies good and evil and hates evil.
2. Sees everything as either black or white; no gray or indefinite areas.
3. Easily perceives the character of individuals and groups.
4. Encourages repentance that produces good fruit.
5. Believes accepting difficulties produces positive personal brokenness.
6. Has only a few or no close friendships.
7. Views the Bible as the basis for truth, belief, action, and authority.
8. Boldly operates on spiritual principles.
9. Is frank, outspoken, and doesn't mince words.
10. Is very persuasive in method of speaking.
11. Grieves deeply over sins of others.
12. Is eager to see his own blind spots and to help others see theirs too.
13. Desires above all else to see God's plan worked out in all situations.
14. Strongly promotes the spiritual growth of groups and individuals.
15. Is called to intercession.
16. Feels the need to verbalize or dramatize what he "sees".
17. Tends to be introspective.
18. Has strong opinions and convictions.
19. Has strict personal standards.
20. Desires to be obedient to God at all costs.

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Typical Problem Areas of the Gift of Perception:

1. Tends to be judgmental and blunt.
2. Forgets to praise partial progress due to goal consciousness.
3. Is pushy in trying to get others and groups to mature spiritually.
4. Is intolerant of opinions and views that differ from his own.
5. Struggles with self-image.

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	Never	Seldom	Sometimes	Usually	Mostly	Always	POINTS
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TOTAL							

The Gift of Serving

Characteristics:

1. Easily recognizes practical needs and is quick to meet them.
2. Especially enjoys manual projects, jobs, and functions.
3. Keeps everything in meticulous order.
4. Is a detail person with a good memory.
5. Enjoys showing hospitality.
6. Will stay with something until it is complete.
7. Has a hard time saying no to requests for help.
8. Is more interested in meeting the needs of others than own needs.
9. Enjoys working on immediate goals rather than long-range goals.
10. Shows love for others in deeds and actions more than in words.
11. Needs to feel appreciated.
12. Tends to do more than asked to do.
13. Feels greatest joy in doing something that is helpful.
14. Does not want to lead others or projects.
15. Has a high energy level.
16. Cannot stand to be around clutter.
17. Tends to be a perfectionist.
18. Views serving to be of primary importance in life.
19. Prefers doing a job to delegating it.
20. Supports others who are in leadership.

	Never	Seldom	Sometimes	Usually	Mostly	Always	POINTS
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Typical Problem Areas of the Gift of Serving

1. Is critical of others who do not help out with obvious needs.
2. May neglect own family's needs by being too busy helping others.
3. May become pushy or interfering in eagerness to help.
4. Finds it hard to accept being served by others.
5. Is easily hurt when unappreciated.

	Never	Seldom	Sometimes	Usually	Mostly	Always	POINTS
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TOTAL							

The Gift of Teaching

Characteristics:

1. Presents truth in a logical, systematic way.
2. Validates truth by checking out the facts.
3. Loves to study and do research.
4. Enjoys word studies.
5. Prefers to use biblical illustrations rather than life illustrations.
6. Gets upset when Scripture is used out of context.
7. Feels concerned that truth be established in every situation.
8. Is more objective than subjective.
9. Easily develops and uses a large vocabulary.
10. Emphasizes facts and the accuracy of words.
11. Checks out the source of knowledge of others who teach.
12. Prefers teaching believers to engaging in evangelism.
13. Feels Bible study is foundation for the operation of all the gifts.
14. Solves problems by starting with scripture principles.
15. Is intellectually sharp.
16. Is self-disciplined.
17. Is emotionally controlled.
18. Has only a select circle of friends.
19. Has strong convictions and opinions based on investigation of facts.
20. Believes truth has the intrinsic power to produce change.

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Typical Problem Areas of the Gift of Teaching:

1. Tends to neglect the practical application of truth.
2. Is slow to accept viewpoints of others.
3. Tends to develop pride in intellectual ability.
4. Tends to be legalistic and dogmatic.
5. Is easily sidetracked by new interests.

	Never	Seldom	Sometimes	Usually	Mostly	Always	POINTS
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TOTAL							

The Gift of Exhortation

Characteristics:

1. Loves to encourage others to live victoriously.
2. Wants a visible response when teaching or speaking.
3. Prefers to apply truth rather than research it.
4. Prefers systems of information that have practical applications.
5. Loves to prescribe precise steps of action to aid personal growth.
6. Focuses on working with people.
7. Encourages others to develop in their personal ministries.
8. Finds truth in experience and then validates it with Scripture.
9. Loves to do personal counseling.
10. Will discontinue personal counseling if no effort to change is seen.
11. Is fluent in communication.
12. Views trials as opportunities to produce personal growth.
13. Accepts people as they are without judging them.
14. Is greatly loved because of his positive attitude.
15. Prefers to witness with life rather than verbal witnessing.
16. Makes decisions easily.
17. Always completes what is started.
18. Wants to clear up problems with others quickly.
19. Expects a lot of self and others.
20. Needs a "sounding board" to bounce off ideas and thoughts.

	Never	Seldom	Sometimes	Usually	Mostly	Always	POINTS
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Typical Problem Areas of the Gift of Exhortation:

1. Tends to interrupt others in eagerness to give opinions or advice.
2. Will use Scripture out of context in order to make a point.
3. May be "cut and dried" in prescribing steps of action.
4. Is outspokenly opinionated.
5. Can become overly self-confident.

	Never	Seldom	Sometimes	Usually	Mostly	Always	POINTS
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TOTAL							

The Gift of Giving

Characteristics:

1. Gives freely of money, possessions, time, energy, and love.
2. Loves to give without others knowing about it.
3. Wants to feel a part of the ministries to which he contributes.
4. Intercedes for needs and the salvation of souls.
5. Feels delighted when his gift is an answer to specific prayer.
6. Wants gifts to be of high quality or craftsmanship.
7. Gives only by the leading of the Holy Spirit.
8. Gives to support and bless others or to advance a ministry.
9. Views hospitality as an opportunity to give.
10. Handles finances with wisdom and frugality.
11. Quickly volunteers to help where a need is seen.
12. Seeks confirmation on the amount to give.
13. Has strong belief in tithing and in giving in addition to tithing.
14. Focuses on sharing the Gospel.
15. Believes God is the Source of his supply.
16. Is very industrious with a tendency toward success.
17. Has natural and effective business ability.
18. Likes to get the best value for the money spent.
19. Is definitely not gullible.
20. Possesses both natural and God-given wisdom.

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Typical Problem Areas of the Gift of Giving:

1. May try to control how contributions are used.
2. Tends to pressure others to give.
3. May upset family and friends with unpredictable giving.
4. Tends to spoil his own children and other relatives.
5. May use financial giving to get out of other responsibilities.

	Never	Seldom	Sometimes	Usually	Mostly	Always	POINTS
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TOTAL							

The Gift of Administration

Characteristics:

1. Is highly motivated to organize that for which he is responsible.
2. Expresses ideas and organization in ways that communicate clearly.
3. Enjoys being under authority in order to have authority.
4. Will not take responsibility unless delegated by those in authority.
5. Will assume responsibility if no specific leadership exists.
6. Especially enjoys working on long-range goals and projects.
7. Is a visionary person with a broad perspective.
8. Easily facilitates resources and people to accomplish tasks or goals.
9. Enjoys delegating tasks and supervising people.
10. Will endure criticism in order to accomplish the ultimate task.
11. Has great zeal and enthusiasm for his involvements.
12. Finds greatest fulfillment and joy in working to accomplish goals.
13. Is willing to let others get the credit in order to get a job done.
14. Prefers to move on to new challenges once something is complete.
15. Constantly writes notes to self.
16. Is a natural and capable leader.
17. Knows when old methods are working and when new ones are needed.
18. Enjoys working with and being around people.
19. Wants to see things completed as quickly as possible.
20. Does not enjoy doing routine tasks.

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Typical Problem Areas of the Gift of Administration:

1. Becomes upset when others do not share the same vision or goals.
2. Develops outer callousness due to being a target for criticism.
3. Can regress into "using" people to accomplish own goals.
4. Tends to drive self and neglect personal and family needs.
5. Neglects routine home responsibilities due to intense interest in "job".

	Never	Seldom	Sometimes	Usually	Mostly	Always	POINTS
	0	1	2	3	4	5	
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TOTAL							

The Gift of Compassion

Characteristics:

1. Has tremendous capacity to show love.
2. Always looks for good in people.
3. Senses the spiritual and emotional atmosphere of a group or individual.
4. Is attracted to people who are hurting or in distress.
5. Takes action to remove hurts and relieve distress in others.
6. Concerned for mental and emotional distress more than physical distress.
7. Is motivated to help people have right relationships with one another.
8. Loves opportunities to give preference or place to others.
9. Takes care with words and actions to avoid hurting others.
10. Easily detects insincerity or wrong motives.
11. Is drawn to others with the gift of compassion.
12. Loves to do thoughtful things for others.
13. Is trusting and trustworthy.
14. Avoids conflicts and confrontations.
15. Does not like to be rushed in a job or activity.
16. Is typically cheerful and joyful.
17. Is ruled by the heart rather than head.
18. Rejoices to see others blessed and grieves to see others hurt.
19. Is a crusader for good causes.
20. Intercedes for the hurts and problems of others.

POINTS	Always	Mostly	Usually	Sometimes	Seldom	Never
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Typical Problem Areas of the Gift of Compassion:

1. Tends to be indecisive.
2. Is often prone to take up another person's offense.
3. Is easily hurt by others.
4. Empathizes too much with the suffering of others.
5. Affectionate nature is often misinterpreted by opposite sex.

POINTS	Always	Mostly	Usually	Sometimes	Seldom	Never
	5	4	3	2	1	0
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TOTAL						

TIE BREAKER QUESTIONS

Perceiver / Server

1. Would you rather spend time:

- _____ a. interceding for others
 _____ b. entertaining house guests

2. Would you consider it more loving and caring to:

- _____ a. help a person to change for the better
 _____ b. do something to meet a special need he or she has

3. Would you rather help a person to get rid of:

- _____ a. sin in his or her life
 _____ b. clutter in his or her house

Perceiver / Teacher

1. When sharing Scripture with people would you most likely:

- _____ a. tell them if their interpretation is right or wrong
 _____ b. instruct them to study and find the truth themselves

2. Would you rather:

- _____ a. spend time in intercessory prayer
 _____ b. teach a Bible study class for believers

3. To form an opinion about something would you

- _____ a. go by what you feel and believe already
 _____ b. research it until you are confident enough

Perceiver / Exhorter

1. To be of genuine help to people would you rather:

- _____ a. tell them to repent and change their ways
 _____ b. encourage them to get their relationship right

2. In counseling people do you:

- _____ a. tell them where they are wrong and what to do
 _____ b. accept them where they are, then suggest change

3. In giving advice do you:

- _____ a. quote Scripture as an absolute basis for action
 _____ b. give practical steps of action to follow

Perceiver / Giver

1. To be helpful to others would you:

- _____ a. give scriptural advice
 _____ b. do something for them

2. Would you rather:

- _____ a. pray for someone
 _____ b. provide for him

3. When dealing with unbelievers would you more likely:

- _____ a. tell them they are sinners and need to repent
 _____ b. simply show them the way of salvation

Perceiver / Administrator

1. When helping someone spiritually would you more likely:

- _____ a. tell him, "This is what Scripture says"
 _____ b. help him to see the overall view of Scripture

2. In giving advice to people would you:

- _____ a. tell them where they are right or wrong
 _____ b. try first to find out all you can about their problem

3. Would you rather spend time:

- _____ a. in prayer and fasting
 _____ b. organizing a Christian project

Perceiver / Compassion Person

1. In helping people do you tend to meet:

- _____ a. their spiritual needs first
 _____ b. their emotional needs first

2. When someone is hurting do you:

- _____ a. show from Scripture how to overcome the hurt
 _____ b. identify with the hurt, staying with him until it is gone

3. Would you rather participate in:

- _____ a. an intercessory prayer group
 _____ b. a program to help the poor

Tie Breaker Questions Continued

Server / Teacher

1. Do you teach primarily by:

- ___ a. demonstrating the caring nature of God
- ___ b. expounding on the Word of God

2. If someone needs something would you rather:

- ___ a. provide it for him
- ___ b. show him how to provide for himself

3. Would you rather:

- ___ a. help set up for, or serve a church dinner
- ___ b. speak to the group after dinner

Server / Exhorter

1. Would you rather:

- a. work with your hands
- b. speak with your mouth

2. If a person did not follow your instructions properly would you:

- a. just go ahead and do it yourself
- b. explain more thoroughly so he could do it

3. After a meeting do you feel it is more important to:

- a. make sure the room is left in order
- b. spend time socializing

Server / Giver

1. Do you view hospitality mainly as an opportunity to:

- ___ a. serve
- ___ b. give

2. Would you rather:

- ___ a. help people with their practical needs
- ___ b. spend time witnessing

3. Would you rather help someone in need by:

- ___ a. doing something for him
- ___ b. anonymously giving money

Server / Administrator

1. Would you rather:

- ___ a. help someone accomplish something
- ___ b. tell him how to accomplish it on his own

2. If a room needed to be cleaned, would you:

- ___ a. get a broom and sweep it
- ___ b. figure out who could do the job best

3. Do you:

- ___ a. take things as they come
- ___ b. plan ahead

Server / Compassion Person

1. Do you care more about:

- ___ a. people's practical needs
- ___ b. how people feel

2. Would you rather:

- ___ a. help with a church work party
- ___ b. visit shut-ins

3. Do you:

- ___ a. work at a project until it is completed
- ___ b. get sidetracked by the emotional needs of others

Teacher / Exhorter

1. Would you rather help people by:

- ___ a. teaching a Bible study class
- ___ b. counseling them with their problems

2. Would you prefer to:

- ___ a. read a good book
- ___ b. be with people

3. Do you like to have:

- ___ a. a few select friends with similar interests
- ___ b. lots of friends, the more the better

Tie Breaker Questions Continued

Teacher / Giver

1. Would you like to see God increase your ability:

- _____ a. to teach effectively
 _____ b. to give generously

2. Would you rather:

- _____ a. research and study
 _____ b. witness and evangelize

3. Are you most likely to be successful in a:

- _____ a. teaching career
 _____ b. business venture

Teacher / Administrator

1. Would you rather:

- _____ a. train others to do a job
 _____ b. delegate work to others

2. Do you find that more often you are:

- _____ a. reading a good book
 _____ b. making lists of things to do

3. Would you rather:

- _____ a. do thorough research on a subject
 _____ b. organize and lead a group project

Teacher / Compassion Person

1. Is your decision-making:

- _____ a. based on research
 _____ b. difficult for you

2. Do you:

- _____ a. keep your emotions in control
 _____ b. cry easily

3. Do you find that you:

- _____ a. are drawn to intellectual pursuits
 _____ b. daydream or fantasize a lot

Exhorter / Giver

1. Do you encourage people:

- _____ a. by sharing your own experiences
 _____ b. by giving them practical help

2. Would you rather:

- _____ a. let your life be an example to an unbeliever
 _____ b. lead someone to the Lord through verbal witnessing

3. Would you prefer to:

- _____ a. speak in front of a group
 _____ b. function supportively in the background

Exhorter / Administrator

1. Would you prefer to:

- _____ a. do individual counseling
 _____ b. takes on group leadership

2. When working on a project do you tend to:

- _____ a. stay with it until it is finished
 _____ b. delegate as much as you can to others

3. Do you find that you

- _____ a. adapt easily in almost any situation
 _____ b. get frustrated with delays and red tape

Exhorter / Compassion Person

1. Would you rather:

- _____ a. do personal counseling
 _____ b. help with caring-type ministries

2. Are you:

- _____ a. likely to see a problem as a challenge
 _____ b. sometimes overwhelmed by a problem

3. Are decisions:

- _____ a. easy for you
 _____ b. hard to make

Tie Breaker Questions Continued

Giver / Administrator

1. Would you rather:

_____ a. assist a going project

_____ b. organize a project

2. Would you rather be:

_____ a. a supporter

_____ b. a leader

3. Would you prefer to spend your time:

_____ a. doing door-to-door witnessing

_____ b. pioneering a new project

Giver / Compassion Person

1. Is your prime interest in:

_____ a. people's needs

_____ b. people's feelings

2. If you are working on a project when someone expresses a need, would you:

_____ a. finish the project and then meet the need

_____ b. meet the need and then finish the project

3. Would you rather encourage people to:

_____ a. give generously to further the Gospel

_____ b. minister to those who are hurting

Administrator / Compassion Person

1. When you look at situations do you focus on:

_____ a. the long-range view

_____ b. what is happening now

2. Would you prefer to spend your time:

_____ a. organizing people and projects

_____ b. ministering to someone in distress

3. Would you rather work with:

_____ a. a group

_____ b. one person at a time