



STBC believes God has given each one of His children at least one spiritual gift (*1 Corinthians 12*). A spiritual gift is specific enablement from God that allows you to edify other Christians, reach non-Christians, and bring glory to God in the process.

If you don't know what your spiritual gifts are, we will help you to discover them at STBC. Usually God gives you a passion for ministry that coincides with your spiritual gift. For instance, if you are passionate about visiting sick people, you probably have the spiritual gift of mercy.

Because God has endowed every Christian with spiritual gifts, STBC expects every one of its members to use his or her gifts to serve others. There is a time to be served at STBC, but there is also a place to serve others.

Complete the assessments below to discover your spiritual gifts and personal style.



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# SPIRITUAL GIFTS ASSESSMENT

## 1. Who gets Spiritual Gifts?

*For those who are led by the Spirit of God are the children of God. The Spirit you received does not make you slaves, so that you live in fear again; rather, the Spirit you received brought about your adoption to sonship. And by him we cry, "Abba, Father." The Spirit himself testifies with our spirit that we are God's children. Now if we are children, then we are heirs – heirs of God and co-heirs with Christ, if indeed we share in his sufferings in order that we may also share in his glory.* Romans 8:14-17

## 2. What is a Spiritual Gift?

"Spiritual gifts are divine abilities distributed by the Holy Spirit to every believer according to God's design and grace for the common good of the body of Christ."

What you do best in the body of Christ by Bruce Bugbee

## 3. How does God give Spiritual Gifts?

*There are different kinds of gifts, but the same Spirit distributes them. There are different kinds of service, but the same Lord. There are different kinds of working, but in all of them and in everyone it is the same God at work.* I Corinthians 12:4-6

*But to each one of us grace has been given as Christ apportioned it. This is why it says: "When he ascended on high, he led captives in his train and gave gifts to his people." Ephesians 4:7, 8*

## 4. Why does God give Spiritual Gifts?

*Now about the gifts of the Spirit, brothers and sisters, I do not want you to be uninformed.* I Corinthians 12:1

*Now to each one the manifestation of the Spirit is given for the common good...* I Timothy 4:14

- God gives Spiritual gifts to teach us **independence!**

*The body is a unit, though it is made up of many parts; and although its parts are many, they form one body. So it is with Christ... But God has combined the members of the body and has given greater honor to the parts that lacked it, so that there should be no division in the body, but that the parts should have equal concern for each other. If one part suffers, every part suffers with it; if one part is honored, every part rejoices with it.* I Corinthians 12:12-31

- God gives Spiritual gifts to teach us **dependence!**

*Each of you should use whatever gift you have received to serve others, as faithful stewards of God's grace in its various forms.* 1 Peter 4:10

*Again it was like a man going on a journey ... well done good and faithful servant!* Matthew 25:14-30

- God gives Spiritual gifts to teach us **interdependence!**

## 5. Confusion about Spiritual Gifts?

### A. Don't Confuse Spiritual Gifts with Natural Talents!

Natural Talents: Given at Physical Birth, sometimes talents can be transformed, they can vary in degree and kind, and they are God-given

Spiritual Gifts: Given at Spiritual Birth, sometimes talents are Holy Spirit inspired, they can vary in degree and kind, and they are God-given

### B. Don't Confuse Spiritual Gifts with the Fruit of the Spirit!

Fruit of the Spirit: "Being" qualities, attitudes, by-product of a healthy walk with God, and they are necessary for effective ministry

Spiritual Gifts: "Doing" qualities, aptitudes, supernatural endowment of Spirit, and they are necessary of effective ministry

### C. Don't Confuse Spiritual Gifts with Spiritual Disciplines!

Spiritual Disciplines: Strengthens ministry growth and effectiveness, develops devotion, examples: Prayer, Study, and Fasting

Spiritual Gifts: Strengthens ministry growth and effectiveness, expresses devotion, examples: Intercession, Knowledge, Mercy

### D. Don't Confuse Spiritual Gifts with Ministry Positions!

Ministry Positions: General roles, "Titles" of positions, examples: Pastor, Elder, Deacon, Small Group Leader, Teacher, and Mercy Team Member

Spiritual Gifts: Specific functions, "Tasks" to perform, examples: Teaching, Shepherding, Prophecy, and Encouragement

## 6. What are your Spiritual Gifts?

Take the Spiritual Gifts Experience Assessment Test!

# SPIRITUAL GIFTS EXPERIENCE ASSESSMENT

## Directions:

A) Place the score for your response to each of the following statements in the appropriately numbered box on the answer sheet below. Use the following scale"

<b>SCORE</b>	<b>MEANING</b>
3	= Consistently/Definitely true
2	= Most of the time/Usually true
1	= Some of the time/Once in a while
0	= Never/Not at all

B) *Important:* Answer according to who you are, not who you would like to be or think you should be.

- How true of you are these statements?
- What has been your experience?
- To what degree do these statements reflect your tendencies?

C) When you have completed the Spiritual Gifts Experience Assessment, add up each column and record the total above each letter.

1. I can coordinate people, tasks, and events to meet a need.
2. I enjoy working creatively with wood, cloth, paints, metal, glass, or other materials.
3. I enjoy developing and using my artistic skills (art, drama, music, photography, etc.).
4. When I see spiritual complacency, I am willing to challenge it.
5. I have confidence that God not only can, but he will.
6. I give liberally and joyfully to people in financial need or to projects requiring support.
7. I enjoy working behind the scenes to support the work of others.
8. I view my home as a safe and caring place to minister to people.
9. When it comes to my attention, I am honored to regularly pray for someone or for a concern.
10. I am motivated to set goals and influence others to achieve a vision in order to advance God's work on earth.
11. I empathize with hurting people and desire to help in their healing process.
12. I am attracted to the idea of serving in another country or ethnic community.
13. I have spoken a timely and prophetic word to others that I felt came to me directly from God while in prayer.
14. I have the ability to communicate the Gospel with clarity and conviction.
15. I establish trust and confidence through long-term relationships.
16. I am able to communicate God's Word effectively.
17. I can readily distinguish between spiritual truth and error, good and evil.
18. I research and am persistent in my pursuit of knowing the truth.
19. Others often seek me out for advice about personal and spiritual matters.

20. I am careful, thorough, and skilled at managing details.
21. I am skilled in working with different kinds of tools.
22. I help people better understand themselves, their relationships, and God through artistic expression.
23. I enjoy reassuring and strengthening those who are discouraged.
24. I have confidence in God's continuing provision and help, even in difficult times.
25. I give more than a tithe so that kingdom work can be accomplished.
26. I enjoy doing routine tasks that support the needs of the ministry.
27. I enjoy meeting new people and helping them feel welcomed.
28. I enjoy praying for long periods of time and receive leadings as to what God wants me to pray for.
29. It is quite natural for me to lead, and it is more comfortable for me to lead than not to lead.
30. I can patiently support those going through painful experiences as they are seeking stability in their lives.
31. I am willing to take an active part in starting a new church.
32. By God's revelation to me, I have been able to shed light on current realities in someone's life that helps them see God's desire for their future.
33. After I have shared the story of Jesus, people pray with me for salvation.
34. I can faithfully provide long-term emotional and spiritual support and concern for others.
35. I simply and practically explain and clarify the Word for those who are confused or just do not know.
36. I have a "sixth sense" and frequently am able to identify a person's character based on first impressions.
37. I receive information from the Spirit that I did not acquire through natural means.
38. I can often find simple, practical solutions in the midst of conflict or confusion.
39. I can clarify goals and develop strategies or plans to accomplish them.
40. I can visualize how something should be constructed before I build it.
41. I like finding new and fresh ways of communicating God's truth.
42. I give hope to others by directing them to the promises of God.
43. I have a special ability to trust God for extraordinary needs.
44. I manage my money well in order to free more of it for giving.
45. I willingly take on a variety of odd jobs around the church to meet the needs of others.
46. I genuinely believe the Lord directs strangers to me who need a sense of belonging and connection to others.
47. I am conscious of ministering to others as I pray.
48. I am usually chosen as the group's spokesperson when in discussion groups.
49. I am drawn toward people who are sometimes regarded as undeserving or beyond help.
50. I can relate to others in culturally sensitive ways.
51. I speak biblical truth in a timely and culturally sensitive way in order to strengthen, encourage, and comfort God's people.
52. I'd rather be around non-Christians more than Christians so that I can build relationships with them.



53. I enjoy giving practical support, nurture, and spiritual guidance to a group of people.
54. When I teach, people respond to my teaching with action.
55. I can see through phoniness or deceit before it is evident to others.
56. I seek certainty and truth in order to avoid superficial understandings and speculation.
57. I am surprised by how many people are unable to solve problems and seem to lack common sense.
58. I can identify and effectively use the resources needed to accomplish tasks.
59. I am good at working with my hands and enjoy doing so.
60. I regularly need to get alone to reflect and to develop my imagination.
61. I reassure those who need to take courageous action in their faith, family or life.
62. I am unwavering in my belief that God will absolutely work in circumstances in which success cannot be guaranteed by human effort alone.
63. I choose to limit my lifestyle in order to give away a higher percentage of my income.
64. I see spiritual significance in doing practical tasks.
65. I rarely meet people I do not like and wouldn't want to see included in the life of the church.
66. I pray with confidence because I know that God works in response to prayer.
67. I set goals and direct people to effectively accomplish them.
68. I have great compassion for hurting people.
69. I view the overall picture and do not get hindered with problems along the way.
70. I have spoken to others about future events or situations that God revealed to me, and they happened as I said they would.
71. I boldly speak about salvation through Jesus Christ and see a positive response in those who are listening.
72. I can gently restore wandering believers to faith and fellowship.
73. I get frustrated when I see people's lack of biblical knowledge.
74. God shows me the difference between a demonic influence, a mental illness, and an error in truth.
75. When reading or studying Scripture, I see important biblical truths and themes that benefit others in the body of Christ.
76. I can anticipate the likely consequences of the actions of an individual or a group.
77. I like to help groups become more efficient.
78. I serve and work more behind the scenes to make things that are useful for ministry and that honor God.
79. The way I say and do things awakens the truth in others, so they say, "I have never thought of it that way."
80. I find great joy in affirming the value and worth of others.
81. When I see God's activity, I move toward it in spite of opposition or a lack of support.
82. For special projects and capital campaigns, I like to give in a way that encourages and inspires others to give generously.
83. I like to find things that need to be done and often do them without being asked.
84. For me, the greatest times of joy in the church are times of social interaction and fellowship.
85. When I hear about needy situations, I feel burdened to pray.

86. I influence others to perform to the best of their ability.
87. I look through a person's handicaps or problems to see a life that matters to God and an opportunity to serve.
88. I am culturally sensitive and comfortable with different ethnic groups.
89. I feel a compulsion to speak the words God gives me to strengthen, encourage, and comfort others.
90. I openly tell people that I am a Christian and want them to ask me about my faith.
91. There are a number of people in my life that I am personally guiding with truth, encouragement, caring and wisdom.
92. I communicate Scripture in ways that cause others to learn and become motivated toward greater growth.
93. I receive affirmation from others concerning the reliability of my insights about them and of the perceptions I have of others.
94. I have suddenly known things about others, but did not know how I knew them.
95. I give practical advice to help others through complicated situations.
96. I can visualize a coming event, anticipate potential problems, and develop strategies to meet them.
97. I am a resourceful person, able to find the best materials and tools needed to build what is needed.
98. I use various forms of the arts to draw people closer to God and to his truth.
99. I like motivating others to take steps for spiritual growth.
100. I am regularly challenging others to trust God.
101. I manage my money and give to ministries that are well led and are making a difference for Christ in the lives of people.
102. I show my love for others in actions more than words.
103. I do whatever I can to make visitors and others feel they belong.
104. 104) God gives me a peace and confidence that my prayers are being answered, even when I cannot see the results.
105. I am able to cast a vision for ministry that others want to follow and be a part of.
106. I enjoy bringing hope, joy, and comfort to people working through a crisis or chronic situation in their lives.
107. I relate to leaders who often follow me into new ministry ventures.
108. God reveals to me things others cannot see so when I speak to them they can understand his activity in their lives.
109. I love un-churched people no matter where they are on their spiritual journey.
110. I take responsibility to nurture the whole person in his or her walk with God.
111. I can present information and skills to others in ways that make it easier for them to grasp and apply them to their lives.
112. I have seen into the spiritual realm where spirits have been revealed to me by God.
113. The truths I learn and the understandings I gain create a burden for me because of the responsibility I feel to handle the information wisely.
114. When faced with how to apply biblical truths practically in a difficult or complex situation, God reveals to me a solution.

115. I want to bring order where there is organizational chaos.
116. I have good hand-eye coordination and good dexterity.
117. I have a sense of the whole and can creatively put things together in a harmonious flow that artistically communicates a biblical truth.
118. I carefully challenge or rebuke others in order to help them grow spiritually.
119. I find it natural to believe in God for things that others see as impossible.
120. I believe I have been given an abundance of resources so that I may give more to the Lord's work.
121. When a task needs to be done, I find it difficult to say no.
122. I can make people feel at ease even in unfamiliar surroundings.
123. I see specific results in direct response to my prayers.
124. I figure out where we need to go and help others to get there.
125. I am moved with compassion and motivated to remove the sources of another's suffering.
126. God's authority and power are manifested in the new churches and ministries I served to start.
127. I feel compelled to expose sin wherever I see it and to challenge people to repentance.
128. I'm constantly thinking of ways to bring up spiritual matters with friends who do not know God.
129. I feel responsible to help oversee and protect believers from the things that keep them from fellowship with God and one another.
130. I struggle with how to take what I have been studying and communicate only those things that will help God's people learn what they need at the moment.
131. I can sense when demonic forces are at work in a person or situation.
132. I love learning and share with those who want to learn.
133. I like to read and study the book of Proverbs for its simple and powerful truths expressed in a clear and practical way.

*If you have repeatedly had any of the following experiences, indicate that with a check mark by the appropriate letter on the answer sheet:*

**T.** I have repeatedly seen an instant healings as I laid hands on someone and prayed.

**U.** When I hear people speak in tongues, I feel the Spirit revealing his message to me, and I speak it aloud, interpreting it for the church.

**V.** I have experienced the power of God within me to cast out demons and heal the sick, and I see his supernatural intervention in me.

**W.** I have spoken in a language I do not understand, and someone has spoken out to interpret what I had just said.







## THE SPIRITUAL GIFTS ASSESSMENT KEY

A – Administration- The divine enablement to understand what makes an organization function and the special ability to plan and execute procedures that accomplish the goals of the ministry.

B – Craftsmanship- The divine enablement to creatively design and/or construct items to be used for ministry.

C - Creative Communication- The divine enablement to communicate God’s truth through a variety of art forms.

D – Encouragement- The divine enablement to present truth so as to strengthen, comfort, or urge to action those who are discouraged or wavering in their faith.

E – Faith- The divine enablement to act on God’s promises with confidence and unwavering belief in his ability to fulfill his purposes.

F – Giving- The divine enablement to contribute money and resources to the work of the Lord with cheerfulness and liberality.

G – Helps- The divine enablement to attach spiritual value to the accomplishment of practical and necessary tasks that free up, support, and meet the needs of others.

H – Hospitality- The divine enablement to care for people by providing fellowship, food, and shelter.

I – Intercession- The divine enablement to consistently pray on behalf of and for others, thus seeing frequent and specific results.

J – Leadership- The divine enablement to cast vision, motivate, and direct people to harmoniously accomplish the purpose of God.

K – Mercy- The divine enablement to cheerfully and practically help those who are suffering or are in need.

L – Apostleship- The divine ability to start and oversee the development of new churches or ministry structures.

M – Prophecy- The divine enablement to reveal truth and proclaim it in a timely and relevant manner for understanding, correction, repentance, or edification.

N – Evangelism- The divine enablement to effectively communicate the Gospel to unbelievers so they respond in faith and move toward discipleship.

O – Shepherding- The divine enablement to nurture, care for, and guide people toward ongoing spiritual maturity and becoming like Christ.

P – Teaching- The divine enablement to understand, clearly explain, and apply the Word of God, thus causing greater Christ-likeness in the lives of listeners.

Q – Discernment- The divine enablement to distinguish between truth and error, to discern the spirits, to differentiate between good and evil, right and wrong.

R – Knowledge- The divine enablement to bring truth to the body through a revelation or biblical insight.

S – Wisdom- The divine enablement to apply spiritual truth effectively to meet a need in a specific situation.

T – Healing- The divine enablement to be God’s means for restoring people to wholeness.

U – Interpretation- The divine enablement to make known to the body of Christ the message of one who is speaking in tongues.

V – Miracles- The divine enablement to authenticate the ministry and message of God through supernatural interventions that glorify him.

W – Tongues- The divine enablement to speak, worship, or pray in a language unknown to the speaker.





# PERSONAL STYLE ASSESSMENT

## 1. Who has personal style?

## 2. Who gives us personal style?

*Let us make man in our image, in our likeness ...* Genesis 1:26

*The LORD formed the man from the dust of the ground and breathed into his nostrils the breath of life and man became a living being.* Genesis 2:7

*Then the LORD God made a woman from the rib he had taken out of the man...* Genesis 2:22  
God created Adam and Eve with personal style!

*The Lord God took the man and put him in the Garden of Eden to work it and take care of it ... Now the LORD God had formed out of the ground all the beasts of the field and all the birds of the air. He brought them to the man to see what he would name them; and whatever the man called each living creature, that was its name. So the man gave names to all the livestock, the birds of the air and all the beasts of the field.* Gen. 2:15

Adam and Eve had personal style!

## 3. What is personal style?

Your God-given personal style is the way you prefer to relate to the world around you. Your personal style answers the question, "How can I best serve?"

Book: Bruce Bugbee, ***What You Do Best in the Body of Christ***

## 4. What's the problem with personal style?

*When the woman saw that the fruit of the tree was good for food and pleasing to the eye, and also desirable for gaining wisdom she took some and ate it. She also gave some to her husband, who was with her, and he ate it.* Genesis 3:6

Your **personal style** may explain your behavior but it does not excuse it!

*The man said, "The woman you put here with me – she gave me some fruit from the tree, and I ate it." Then the LORD said to the woman, "What is this that you have done?" The woman said, "The serpent deceived me, and I ate."* Genesis 3:12-13

You can blame some of your personal style on your relatives & circumstances but not all of it!

## 5. What's my personal style?

Find out by taking the Personal Style Assessment!



# PERSONAL STYLE ASSESSMENT

## Directions

1. Read each statement and circle the number along the continuum that best describes what you would prefer to do or be. If you have a strong preference, circle a 1 or 5. If it is moderate, circle a 2 or 4. Remember, there are no right or wrong responses.
2. Do NOT answer according to what you feel is expected by a spouse, family member, church leader, or employer.
3. Select the behavior or perspective that would come most naturally to you if you knew there were no restrictions or consequences for your personal expression.
4. When you have completed your Assessment, total your "E" and "O" scores. Then plot your results on the graph provided. Notice where you are on the chart and write your Personal Style in the space provided.

## Plot your results on the Graph:

1. Take the total number from your "O" scale and place an "X" where you find it along the horizontal line (Unstructured/Structured).
2. Take the total number from your "E" scale and place an "X" where you find it along the vertical line (Task-oriented/People-oriented).
3. Along the "O" scale, draw a line up and down through the "X" you placed there.
4. Along the "E" scale, draw a line across through the "X" you placed there.
5. Your Personal Style is indicated at the intersection point where the two lines cross.

## My Personal Style is:

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(Task or People)

(Unstructured or Structured)



## HOW ARE YOU ENERGIZED?

1. I'm more comfortable ...

Doing things for people	1	2	3	4	5	Being with people
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2. When doing a task, I tend to ...

Focus on the goal	1	2	3	4	5	Focus on relationships
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3. I get more excited about ...

Advancing a cause	1	2	3	4	5	Creating community
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4. I feel I have accomplished something when I've ...

Gotten a job done	1	2	3	4	5	Built a relationship
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5. It is more important to start a meeting ...

On time	1	2	3	4	5	When everyone is there
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6. I'm more concerned with ...

Meeting a deadline	1	2	3	4	5	Maintaining the team
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7. I place a high value on ...

Action	1	2	3	4	5	Communication
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How are you ENERGIZED? TOTAL

**E=**

## HOW ARE YOU ORGANIZED?

1. While on vacation, I prefer to ...

Be spontaneous                    1        2        3        4        5                    Follow a set plan

2. I prefer to set guidelines that are ...

General                                1        2        3        4        5                    Specific

3. I prefer to ...

Leave my options open            1        2        3        4        5                    Settle things now

4. I prefer projects that have ...

Variety                                1        2        3        4        5                    Routine

5. I like to ...

Play it by ear                        1        2        3        4        5                    Stick to a plan

6. I find routine ...

Boring                                 1        2        3        4        5                    Restful

7. I accomplish tasks best ...

By working it out as I go        1        2        3        4        5                    By following a plan

How are you ORGANIZED? TOTAL

**0=**

**PERSONAL STYLE ASSESSMENT**



