

SPECIAL REPORT ON

“Spiritual Gifts Assessment”



Personal Spiritual Cleansing Edition

‘Hearing from God for Yourself’

Presented by Daniel and Susan Fengler

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Outline of the Material in this Special Report

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C. The Ephesian's Ministry Gifts – *apostles, prophets, evangelists, pastors and teachers.*

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SPIRITUAL GIFTS ASSESSMENT

This survey is provided for you to gain some understanding of what gifts and treasures the Lord has placed within you.

The gifting may increase, change or even lessen, depending on the calling and time in your own life,

Enjoy and learn!

From the Authors, Daniel and Susanne

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Practicing the Gifts of the Holy Spirit.

We are invited by a Loving Father to learn to hear from Him, and speak on His behalf. What an awesome opportunity and responsibility that is! In this session we will introduce the 'Gifts of the Spirit' to further help your growth in following Him for the good of His body.

"So why Lord Jesus, are these called 'the gifts of the Spirit?'"

"These 'gifts' aren't physical ones, nor are they through your conscience, your mind or your will. They are designed to make your spirit stronger, to make My body stronger and to help you find your place in My world. It is also the sign that the Holy Spirit is working among My body, doing the work that is set before I gather My church to Myself."

A. Gifts of the Holy Spirit are for the whole body

Forty days after His ascension, the Holy Spirit arrived in great power and visually showed His presence. He continues to work His plan and show His presence some 2,000 years later. Each believer becomes a member of the body of Christ.

We are placed in the body and called to contribute in its growth and ministry. As we discover our place and our purpose in His ministry, we grow in strength and peace. This study is to help you find your place and step into what the Head of the Church calls His body to do.

1. We are part of one body: *"For as we have many members in one body, but all the members do not have the same function, so we, being many are one body in Christ."* Romans 12:4-5. We each differ in our talents, abilities and areas of ministry but we are all necessary and important. Everyone has natural abilities and God given abilities.

2. The Purpose of the Gifts

"Now concerning spiritual gifts, brethren, I would not have you ignorant..."

The Holy Spirit inspired Paul to admonish us to learn about the spiritual gifts, 1 Corinthians 12:1. A gift is just that, something that is not earned or worked for.



These free gifts are part of our inheritance as Believers, not just for pastors and church leaders. He gives the gifts as a demonstration of love.

The gifts show care, concern, consideration and allow choice. They must not express a judgmental, legalistic or harsh attitude.

3. Three main groups of Spiritual Gifts

a. The gifts of Function - Romans 12:6-8. These seven gifts provide the motivation and outworking for most of the body ministries.



We have different gifts, according to the grace given us...": The gift of Prophecy, the gift of Leadership, the gift of Shepherding, the gift of Mercy, the gift of Administration, the gift of Helps, the gift of Evangelism, the gift of Teaching, the gift of Giving, the gift of

Encouragement, the gift of Hospitality. Each of these gifts is to be used as the Holy Spirit directs, again to build up the body.

b. The Gifts of the Holy Spirit - 1 Corinthians 12:8-10

There are seven spiritual gifts given to individuals in the Old and New Testament, and another two were added at Pentecost with the Baptism of the Holy Spirit.

Gifts of Inspiration to Speak:	Gifts of Revelation Knowledge :	Gifts of Power to Act:
Prophecy Various Tongues Interpretation	Word of Wisdom Word of Knowledge Discerning of Spirits	Faith Gifts of Healing Working of Miracles

c. The 'Five-fold' Ministry Gifts - Ephesians 4:11-13

"It was He who gave some to be apostles, some to be prophets, some to be evangelists and some to be pastors and teachers, to prepare God's people for works of service so that the body of Christ may be built up until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ."

d. A Word of Caution using the Gifts

Be very cautious of a 'word of direction'. This is not one of the nine Gifts. God does not direct us today through prophets the way He did in the Old Testament. The Holy Spirit is our 'prophet' guide today.

B. Defining the Gifts of the Holy Spirit

1. Inspiration to Speak on behalf of God

a. **Prophecy**, 1 Corinthians 12:10 - The Holy Spirit is guiding the person to express God's mind. Each prophecy must be judged, 1 Corinthians 14:29. The gift of prophecy is different to the office of a prophet found in 1 Corinthians 12:10 and Ephesians 4:11. Perhaps the best way to identify this gift is how God's still, small voice talks to each of us.

1 Cor. 14:3	<i>"..for their strengthening, encouragement and comfort."</i> In other words for building up, urging on and consoling.
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b. **Various Tongues** (1 Corinthians 12:10) - This controversial gift is the conveying of a fragment of the mind of God to humans. He uses our own vocal cords through a known or unknown language. The purpose is for:

1. Evidence of the Baptism with the Holy Spirit,	Acts 2:4, 10:46, 19:6
2. To enable our spirit to pray beyond the realms of our understanding,	1 Cor. 14:14, Rom. 8:26-27.
3. To edify one's own spirit,	1 Cor. 14:4, Jude 20.
4. To enable our spirit to speak to God,	1 Cor. 14:2

5. An expression of worship, to magnify God,	Acts 10:46.
6. As the partner gift to Interpretation of Tongues within the Church meeting.	1 Cor. 5:26, 14:12-13, chapter 13,

Tongues are to be conducted in a church setting: "...in proper order...", (1 Cor. 14:27), with the one speaking the tongues willing and able to interpret also, (1 Cor. 14:13). We are not to forbid this gift, (1 Cor. 14:39) but its use must edify, (1 Cor. 14:26).

c. Interpretation of Tongues (1 Cor. 12:10) -

The gift of tongues used in the church is different to what we use as our own private prayer language - both can be interpreted without knowledge of the language. In order for the whole church to understand the message, someone needs to 'translate' it into our familiar language.

Remember, this gift usually is a 'loose interpretation' rather than an exact translation. The gift can be a sign to believers and to unbelievers, (1 Corinthians 14:22).



2. Gifts of Revelation Knowledge

- a. **Word of Knowledge (1 Corinthians 12:8)** - This is the supernatural revelation of facts past, present or future not known by the natural mind.
- b. **Word of Wisdom (1 Cor. 12:8, Col. 2:9-10)** - This is a fragment of God's supernatural wisdom given to His church and usually accompanies a word of knowledge. It involves a discernment of truth regarding a situation, thing or person. It is most often used when asking about the future unfolding of God's plans.
- c. **Discerning of Spirits (1 Cor. 12:10)** - This differs from information gained through the natural mind's own logic about a situation. This gift enables the believer to know what the motivation of a person or situation is. Such a gift becomes very important in pagan environments by uncovering opposition and helping those in trouble.

This gift acts like a 'police gift', to keep the enemy's influence out in the open. The gift is especially needful when the other gifts are

being exercised. Learning how to handle this gift is a challenge and some try to ignore its presence. The best place to learn to practice this gift is within our own lives first.

3. Gifts of the Power to Act

Jesus promised that His followers would show many signs and wonders. Certainly physical healing, faith and miracles prove His words. These three gifts often work together.

- a. **Faith** (1 Cor. 12:9) - This gift is the supernatural gift of faith, which may produce miracles, healing and direct guidance by God. This gift is more passive, as the person knows the final results regardless of the long period of waiting (i.e. Daniel in the Lion's den).
- b. **Gifts of Healing** (1 Cor. 12:9) - This gift is often used through a 'ministry of healing' for the purpose of divine healing of any sickness or disease without assistance of natural means. Sometimes there is a direct connection between a person's illness and their disobedience to His Word (Luke 18, John 5:14). If you suspect such is the case, make sure you have a word of wisdom to go along with your discernment.
- c. **Working of Miracles** (1 Cor. 12:10) - This gift relates to an act or result that is contrary to nature. Miracles happen as the Holy Spirit is released in a sovereign act of power, beyond natural laws and any unbelief of people (Is. 51:7-8)



C. The Ephesian's Ministry Gifts:

1. Some people have called these 'The Five-fold Ministry Gifts' or 'The Ascension Gifts' given by the Lord to help His church grow.

"It was He who gave some to be apostles, some to be prophets, some to be evangelists and some to be pastors and teachers"

2. The Purpose - *".....to prepare God's people for works of service so that he body of Christ may be built up until we all reach unity in the faith and in the knowledge of the Son of god and become mature, attaining to the whole measure of the fullness of Christ."*

- a. To prepare His people for the work He has called them to do,
- b. To build up the body of Christ to reach unity and maturity,
- c. To help all of us reach the whole measure of what Jesus intended for us all to have.

Notice the 'Five-fold Gifts' are given to help the body do the work of ministry ... not for these 5 groups to do all the work themselves!

3. Teachers: Anointed people who can take the foundational truths of the Word and the Spirit, helping the body understand and practice Truth. This person must also practice what they teach, with 'sound doctrine', consistent with the Lord Jesus' message.

4. Pastors: This role is for a senior elder, with pastoral gifts of 'a shepherd' who is guarding and caring for the flock. A feeder of the sheep, therefore this person is also a teacher. The role is also one of carrying the lambs, a gatherer and a ruler.

5. Evangelists: One who is a messenger of good news, ideally the combination of a caring shepherd and a solid teacher, translating the good news in an understandable, applicable form. While we are all called to evangelise, this gift carries an added form of anointing to the lost and dying, with a passion for souls.

6. Apostles: Meaning 'one sent forth', inferring an authority from the sender with a commission to represent and carry out the will of another. This gifting involves establishing new local churches and Jesus-centred teaching to make sure they are set in Godly forms. This role is often accompanied by 'signs and wonders'.

7. Prophets: Meaning to speak under inspiration in foretelling of the purposes of God and in giving divine counsel. Of all the ministry gifts in the modern day church, this is one that is most often missing or hidden in the body. Note that the office of a Prophet is different to the Gift of Prophecy listed in the first group. (See the Special Report on "The Modern Day Prophets".)



8. The Order of the Gifts: All were to be inter-connected, growing in unity together, developing the team work for the body to grow and function. This is not meant to be a hierarchical listing of the importance of these gifts but a building toward 'being more like Jesus'.

<p>The Usual Order of things - pastors are often seen as a <i>'one man show'</i>.</p> <p style="text-align: center;">Senior Pastor</p> <hr/> <p style="text-align: center;">Pastors</p> <hr/> <p style="text-align: center;">The Ministry team</p> <hr/> <p style="text-align: center;">The Church Members</p> <hr/> <p style="text-align: center;">Pre-believers, the World</p>	<p>The order Jesus taught - <i>the Servant-hood model:</i></p> <p>God the Father, Jesus, the Son and The Holy Spirit - in unity to</p> <p style="text-align: center;">Pre-believers, the World</p> <hr/> <p style="text-align: center;">The Church congregation</p> <hr/> <p style="text-align: center;">The Ministry Team</p> <hr/> <p style="text-align: center;">Teachers, Pastors, Evangelists</p> <hr/> <p style="text-align: center;">Apostles, Prophets</p>
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What is the difference?

9. Conclusion:

Since all these gifts were evident in the life of Jesus Christ, we as His followers will have a bit of each of the gifts in us today. The question becomes which of the gift or gifts is He developing in you now?



D. Finding your Place?

Many Christians struggle to fit their place in the body ministry. However, the Lord wants you to be released into the Body as you are rather than to develop something that you are not. God has something perfectly suited to fit you! Here are some tips on finding that spot:

1. Learn to grow and submit yourself to God's Timing - Rather than get ahead of God and try to push your way in through pride or insecurity, allow Him to bring you to fullness. A person's gift will make way for them. Learn His Word until He opens the door.

2. Learn to grow and submit yourself to God's Calling - Whatever God calls you to do, He will equip you for that role. He will use the (Godly) desires of your heart to put you where He plans to put you. Watch being competitive or negative about the place He puts you. Avoid envy and covetousness which can destroy your spiritual growth as well.

3. Learn to grow and get involved - Once you have gone through the stages of birth, the hospital for cleansing, then you are ready for His hand to use you. Be involved in areas you enjoy and can see a need or ones that your heart shows interest.

4. Learn to grow and consider your abilities and desires - What is in your heart already probably has something to do with His calling. He won't call you as a missionary to India unless your heart has a love for the Indian people....His love for them already in your heart. God energises natural abilities into His supernatural callings.



5. Learn to grow and accept the Godly evaluation of others - Look for others insights, confirmation and guidance in areas where you 'think' He might be heading you. Leaders must always be on the lookout for people who are ready to grow and be directed by God. Where is God's anointing on your activities and roles

around you? Leadership or service? Prayer or preaching?

6. Learn to grow and get further training IF He says to. Don't let pride stop you from surrendering what you think you know to what He is teaching you. Look for training which will enhance what He has already put within you as your calling.

7. Learn to grow and be willing to sacrifice. The way of the cross is not an easy path and often, you will be called upon to learn with the sorrow and suffering of your heart. Again, this is one of His tests of leadership - How do you handle being set aside for another? Know the principles of 'Cross life'.

8. Learn to grow and don't underestimate small beginnings. Timothy *'did the job of...'* long before he was appointed as an elder.

Paul didn't start out being the Apostle-Prophet on day three of his journey.

9. Learn to Grow and watch for His open doors - Being an Apostle and starting new churches may begin by starting and growing a new group in your Sunday School. God is looking for those who will let Him lead them and who are not afraid to *'get out of the boat'* when He calls them.

Why has the author constantly started each tip with "Learn to Grow...."? Expecting others to always feed us, especially with just the Sunday message shows immature growth. The lambs had to learn to feed themselves or they would starve to death. So too with future Christian leaders: Jesus is your Source of life - not the church system!

Take the *'Spiritual Gifts Assessment'* included in this Special Report.

E. Conclusions and practice



What a desperate need there is in the body of Christ for all the 9 gifts of the Holy Spirit, the Ministry gifts and all the other gifts the Lord wants to give His body TODAY! Those who are willing to use the gifts must begin by learning to listen to Father God. Learning to hear that still, quiet voice is the same 'method' or way that Prophecy for others and the church is sent to the body.

We need opportunities to practice so we can sort out the difference between our heart's desires, our mind's messages and the gifts presented by the Holy Spirit.

Reflection Questions:

1. Which of the ways that God speaks have been most helpful to you in the past?

2. How have you been limiting your awareness of how God may desire to speak to you?

3. Consider an area of issue in which you want to 'hear from God'. What might three of the most dependable (for you) voices of God have to say to you?



4. Give serious attention to the following Spiritual Gifts Assessment. Give yourself 10-15 minutes of quiet reflection time. Approach God sincerely with the question:

"Lord, what would you like to impress upon me about yourself, myself and/or someone else?"

Be prepared to write down the responses you receive.

Now, after writing them down, what are you going to do about them?

5. Ask the Holy Spirit to give you a picture of what your 'spiritual heart' looks like. Draw the picture. If you get an impression of words, you may operate more easily with words rather than pictures.

If you get different picture instead of the heart, ask Jesus what He is trying to tell you.



Remember to take the 'Spiritual Gifts Assessment' included in this website.

SPIRITUAL GIFTS ASSESSMENT



This Spiritual Gifts Assessment has been designed to assist you in the identification of your primary gifts. There are certain character qualities that often correspond to specific gifts in one's life. Rate yourself on a 1 (lowest) to 5 (highest) scale on those statements that are true and best describe you or your tendencies most of the time. Total the numbers of the Section in the space given.

SECTION A:

- ___ More expressive/dominant than submissive/tolerant/inhibited
- ___ Feels responsible to confront people with the truth.
- ___ Strongly opinionated and individualistic
- ___ Willing to experience brokenness to encourage brokenness in others.
- ___ Able to apply Biblical truths to everyday situations.
- ___ Messages bring conviction and change in the lives of others.
- ___ More depressed than light-hearted about life and its problems.

TOTAL FOR SECTION A _____

SECTION B:

- ___ More composed/tolerant/empathetic than nervous/hostile
- ___ Willing to spend much time caring/nurturing a group of people.
- ___ Desires and has needs for intimate spiritual relationships.
- ___ Tendency to compromise rather than go to either extreme.
- ___ Compelled to lead by example and model.
- ___ Spiritually develops others patiently and responsibly.

___ Willing to renounce personal interests for the sake of others.

TOTAL FOR SECTION B _____

SECTION C:

___ Thorough and careful, skilled in details.

___ More composed than nervous, more objective than subjective.

___ Able to see the overall picture and anticipate possible implications.

___ Clarifies goals and develops strategies to accomplish them.

___ Feels frustration and sadness at disorganisation.

___ Able to identify and effectively use resources to accomplish tasks.

___ Concerned for the productivity of the Kingdom work more than personal desires.

TOTAL FOR SECTION C _____

SECTION D:

___ Likes people and relates well.

___ Strong desire to share their faith with unbelievers.

___ Discerns spiritual needs in others.

___ More sympathetic/subjective than indifferent/objective.

___ Communicates the gospel with clarity, poise and effectiveness.

___ Committed to placing new converts in the body of Christ.

___ Enjoys building relationships with unchurched people.

TOTAL FOR SECTION D _____

SECTION E:

___ Conscientious person.

___ Desires to give quietly without public notice yet needs to feel liked.

___ Give gifts of enduring value.



- ___ Wrestles with being Faithful in issues of money management.
- ___ Able to give liberally and joyfully.
- ___ Desires to use their giving as a way to motivate others to give.
- ___ Feels a part of the work to which they give.

TOTAL FOR SECTION E _____

SECTION F:

- ___ Genuinely enjoys providing a place for others in need.
- ___ Appreciates every guest the Lord brings into their home.
- ___ Concerned with meeting a need, not making an impression.
- ___ Tends to be easy going and feels comfortable around strangers.
- ___ Fulfilled by serving people who cannot pay them back.
- ___ Enjoys all classes of people and feels at ease with them.
- ___ New people in the church migrate to you.

TOTAL FOR SECTION F _____

SECTION G:

- ___ Friends seem to wait on your decisions.
- ___ Able to motivate others toward a goal.
- ___ Consciously sets an example for others.
- ___ Influences others to be all God wants them to be.
- ___ Confident, practical, applies common sense.
- ___ Feels alone in making certain decisions.
- ___ Able to live with disagreement.

TOTAL FOR SECTION G _____



SECTION H:

- ___ Tendency toward low self-image.
- ___ Others easily confide in you.
- ___ Strong desires to remove the causes of people's hurts.
- ___ Very empathetic, patient, tolerant and acts on instincts.
- ___ Reacts harshly when people are hurt, displaced or rejected.
- ___ A positive faith that does not become easily depressed.

TOTAL FOR SECTION H _____

SECTION I:

- ___ Identifies needs and desire to help meet them personally.
- ___ Usually easygoing, loyal, wants to be liked.
- ___ Enjoys serving when it frees others to better accomplish their ministry.
- ___ Publicly more inhibited than expressive.
- ___ Has trouble saying no, which often results in over involvement.
- ___ Tendency to feel inadequate and unqualified for spiritual leadership.
- ___ Like short-range projects better than long-range responsibilities.

TOTAL FOR SECTION I _____

SECTION J:

- ___ Studies, understands and shares truth from God's Word.
- ___ More objective/self-disciplined than subjective/spontaneous.
- ___ Gathers truth and presents it in an organised manner.
- ___ Listens with a discerning ear to the teaching of others.
- ___ Analytical, makes decisions based on facts.
- ___ Enjoys researching an idea and effectively communicating it to others at their level.

___ Able to stimulate others to understand truth and obey it.

TOTAL FOR SECTION J _____



SECTION K:

___ More tolerant/sympathetic than hostile/indifferent.

___ Tends to be positive and full of faith.

___ Strong desire to see people fully mature spiritually.

___ Enjoys strengthening the weak and reassuring the unstable.

___ Views trials as divine opportunities for growth.

___ Likes to challenge and is willing to rebuke to cause growth in others.

___ Spontaneously discerns needs and encourages individually those in the trenches.

TOTAL FOR SECTION K _____

List the Five top highest scores from the highest to the lowest under the letters for the Section. Write out the corresponding Gift.

	Score:	Gift area:	Section Letter:
Example:			
10		Shepherding	B
1.	_____ / _____ / _____		
2.	_____ / _____ / _____		
3.	_____ / _____ / _____		
4.	_____ / _____ / _____		

5. _____/_____/_____

THE KEY FOR THIS SURVEY:

- A. = The gift of Prophecy
- G. = The gift of Leadership
- B. = The gift of Shepherding
- H. = The gift of Mercy
- C. = The gift of Administration
- I. = The gift of Helps
- D. = The gift of Evangelism
- J. = The gift of Teachings
- E. = The gift of Giving
- K. = The gift of Encouragement
- F. = The gift of Hospitality

Please list the results of your survey for your Prayer Ministry Co-ordinator.

This survey has been adapted from "The Spiritual Gifts Assessment" summary, source, author, date and publisher unknown. Adapted by Susan Fengler, 2009.



My Five Highest rated Gifts and the scores were:

- 1. _____/_____ 4. _____/_____
- 2. _____/_____ 5. _____/_____
- 3. _____/_____

Comments:

Signed: _____ Date: _____