

RELATIONSHIP WITH THOSE

WHO KNOW CHRIST

MEETING

7

step **1**

START GROUP WITH PRAYER

step **2**

FOLLOW UP

Evaluate how you did on last meeting's risk. If you need a reminder of what risk you pledged to take, turn back to page 37.

NAME

RYG

WHAT YOU DID

WHAT GOD DID



NAME

RYG

WHAT YOU DID

WHAT GOD DID



NAME

RYG

WHAT YOU DID

WHAT GOD DID



NAME

RYG

WHAT YOU DID

WHAT GOD DID



NAME

RYG

WHAT YOU DID

WHAT GOD DID



NAME

RYG

WHAT YOU DID

WHAT GOD DID



step 3

SPIRITUAL GIFTS ASSESSMENT

This step is to be completed by each member individually before Meeting #7.

THE BODY OF CHRIST

The human body is designed with many different parts which all serve purposes that contribute to the whole person. The success of a sports team depends on all the various players doing what is demanded in their positions. In the same way, God has designed his church to function with the collective input of all those who have placed their faith in him. God has uniquely given every single Christ-follower a spiritual gift. Every believer has received at least one of these spiritual gifts for the purpose of building up of the body. In this exercise, you will determine what those giftings are.

The following pages contains a spiritual gifts assessment to determine your spiritual gifts. Complete this test and read through **“Unwrapping My Gifts”** (pg 45-46) if you need clarification on what each gift means. The results of these tests are not authoritative. These tests, by themselves, can be very inconclusive for two reasons. First, we tend to over-think and over-analyze things like this. We may compare ourselves to someone else, who we think is the perfect representation of that gift, and then we discredit our own gifting. Second, we may greatly aspire to have a certain gift that we don’t actually have. Because we think we have it, it affects the way we answer the test. Therefore, the test alone is not perfect. In order to filter out these issues, we need people around us who love us and know us. That is why you will be discussing your test results with your R3 Group.

Finally, the purpose of this test is to get conversations started. There are a lot of opinions regarding spiritual gifts among Christians. You may see gifts listed on this test that you think don’t belong. There may be others not listed that you think should be on there. You may have no idea what opinions are out there (and that’s totally fine). Either way, see this test not as the enforcing of a theological agenda, but see it as a tool to help you and your group better understand what your gifts might be. If your group has any questions regarding this, please email ask@theheights.org.

SPIRITUAL GIFTS ASSESSMENT

Beside each statement, indicate the degree to which it describes you by using the following numerical scores. "This statement describes me..."

0= not at all or just a little
4= pretty well

2= more than a little
6= very well! This is me!!

ADVICE

Try to use the 0 and 6 as much as possible. Putting down "0" or "2" on a given question doesn't make you a bad person. This assessment is helping you discover your gifting. You don't have all the gifts, so some questions shouldn't describe you at all.

FOR EXAMPLE

Most Christians know they should share the gospel, but those without the GIFT of evangelism will probably find that they are not as excited about it as is conveyed in the statement, "I seek out unbelievers in a continual manner..." Be honest! Be you!

- _____ I often exercise my trust in God through prayer, and He answers my prayers in exciting ways.
- _____ I consider all that I am or own as resources for God's purposes and use.
- _____ I feel for disadvantaged people and desire to assist them, even though those whom I have helped may do little, if anything, in response to my help.
- _____ I am quick to respond to others' needs for physical help.
- _____ It is difficult for me to say, "No" when asked to help carry out various church activities.
- _____ I like to help Christians who have wandered away from the Lord to find their way back to a growing relationship with Him, regardless of who they may be or the time it may take.
- _____ I can readily prioritize and arrange ideas, things, time, and/or people for more effective results.
- _____ I don't mind asking others to work with me and accomplish something important.
- _____ I can often notice and point out that something seems to be evil or impure before others do.
- _____ I can easily recognize or recall Biblical truths and principles on my own, and I enjoy this.
- _____ I find I am able to distinguish solutions in complex spiritual matters that other people can't seem to figure out.
- _____ I find it easy and enjoyable to present information and skills to others at a level that helps them to grasp and apply it.
- _____ I love speaking positive words to those who seem unsure of themselves or their place in life.
- _____ I can easily communicate the gospel to others with clarity and effectiveness.
- _____ When I sense God's blessing on an undertaking, I can move forward in spite of opposition or lack of support.
- _____ My financial and material support makes a real difference in the lives and ministries of God's people.
- _____ I'm very concerned about how a person feels.
- _____ I always want to stop when someone is stranded by the road.
- _____ I can easily get talked into doing things at church that I may not really want to.

20. _____ I consider it a priority to be involved in the over-all ministry of the church to its people.
21. _____ I can identify and effectively use the resources needed to accomplish most tasks.
22. _____ I enjoy having the ability to guide a committee or group in making decisions together.
23. _____ I have been able to accurately differentiate between demonic influence and mental illness.
24. _____ I readily distinguish and remember important Biblical truths and facts that will inform myself and others as members of the Body of Christ.
25. _____ I apply truth to my life effectively on a day-to-day basis, no matter what may arise.
26. _____ I long to share with others the Biblical insights I discover.
27. _____ Though I prefer to be positive, I'm willing to "confront" those who are spiritually apathetic or wayward, especially when my words might "snap them out of it" and get them back on the right track.
28. _____ I like to convey the Gospel of salvation to unbelievers and persuade them to respond.
29. _____ I have confidence in God's continuing provision and help, even in difficult times.
30. _____ I believe I have been given my resources so that I may give more to the Lord's work.
31. _____ I empathize with hurting people and desire to see them helped and healed.
32. _____ I am usually involved in a variety of activities that help out other people.
33. _____ I really like to do the little things that few others want to do like cleaning, ushering, cooking for groups, etc.
34. _____ I can faithfully provide guidance for the whole person (relationally, emotionally, spiritually, etc.) and can do so without preferring one person over another.
35. _____ I easily see the "big picture" of what needs to be done and can readily devise ways to get there.
36. _____ I find it easy to motivate others to follow through on a ministry project (whether or not I developed the project).
37. _____ I'm able to effectively distinguish spiritual truth from error, good from evil, even "good from best."
38. _____ I am often approached by people who want to know what I know about a particular passage or Biblical truth.
39. _____ I give practical and/or scriptural advice to help others through complicated situations (or sometimes even everyday circumstances).
40. _____ I believe that the teaching-learning process is vital to local church growth.
41. _____ I like motivating others to take steps for spiritual growth and/or personal progress.
42. _____ Leading people to Christ is so exciting to me.
43. _____ I am very sure that the things I do in God's name will achieve great things for His glory.
44. _____ I enjoy supporting missions and other Christian organizations.
45. _____ When I hear of people without jobs who can't pay their bills, I really want (& try) to assist them even when I can do nothing financially.
46. _____ I find myself already helping people while others are still talking about it.

47. _____ I like to try to assist the pastors or other leaders so they will have more time to accomplish their essential and priority ministries.
48. _____ I enjoy giving guidance and practical support to a group of people over a period of time.
49. _____ In my mind's eye, I can picture and plan a coming event, anticipate potential problems, and develop backup plans.
50. _____ I naturally seem to take charge when no one else does.
51. _____ I am a good evaluator of people's character and spiritual motivations. I can generally spot a spiritual phony, although sometimes I may not point it out.
52. _____ Often, because of what I know and remember about the Bible, I tend to question the knowledge and/or facts of those who teach, advise, or direct me.
53. _____ I can effectively solve problems using Biblical principles and common sense.
54. _____ Others listen and enjoy my explanations of the Scriptures.
55. _____ I feel a need to challenge others to better themselves (especially in their spiritual growth), and I will do whatever it takes (even get a little "in their face") to do so.
56. _____ I enjoy meeting unbelievers and sharing with them the joy and peace which Jesus' love has given me.
57. _____ I depend upon God's provision to an extent that is considered unusual by my friends.
58. _____ I don't like giving "cheap" gifts.
59. _____ I enjoy ministering to and comforting people in hospitals, prisons, or rest homes.
60. _____ I like to meet the physical needs of others immediately.
61. _____ I prefer to do jobs myself rather than to delegate.
62. _____ When it comes to leading people, I am more relationship oriented than task oriented.
63. _____ I am careful, thorough, and skilled at dealing with details.
64. _____ I find that I can communicate goals in a way that others want to work with me to fulfill them.
65. _____ I find I am able to sense (particularly "questionable" but also positive) aspects of a person's character based upon my first impressions (which I later find to be true).
66. _____ I'm generally effective at gathering and retaining information from several sources to discover the answer to a question, or learn more about a subject.
67. _____ I am often sought out by others for advice about perplexing spiritual or personal matters.
68. _____ I enjoy explaining things to people so that they can grow spiritually and personally.
69. _____ I tend to emphasize the potential in people.
70. _____ I am effective at adapting the gospel message so that it connects with an individual's felt need.

SPIRITUAL GIFTS SURVEY ANSWER KEY

Look at your score for each question. As you do, enter the score you received from Question 1 into Box 1. Enter the score you received from Question 2 into Box 2. Do this for all 70 questions.

1	2	3	4	5	6	7	8	9	10	11	12	13	14
15	16	17	18	19	20	21	22	23	24	25	26	27	28
29	30	31	32	33	34	35	36	37	38	39	40	41	42
43	44	45	46	47	48	49	50	51	52	53	54	55	56
57	58	59	60	61	62	63	64	65	66	67	68	69	70
TOTAL													
N	M	L	K	J	I	H	G	F	E	D	C	B	A

Once you have entered each score, total each column. Enter that total into the blank below that has the corresponding alphabetical letter. The higher the score, the more likely it is you have that spiritual gift.

Note: In the chart, A to N runs right to left. Enter totals carefully!

- | | |
|--------------------|------------------------|
| A. ___ Evangelism | H. ___ Administration |
| B. ___ Exhortation | I. ___ Pastor/Shepherd |
| C. ___ Teaching | J. ___ Service |
| D. ___ Wisdom | K. ___ Helps |
| E. ___ Knowledge | L. ___ Mercy |
| F. ___ Discernment | M. ___ Giving |
| G. ___ Leadership | N. ___ Faith |

Rank your top six spiritual gifts below. 1) is your top score. 2) is your next highest score, and so on.

- | | |
|----------|----------|
| 1) _____ | 4) _____ |
| 2) _____ | 5) _____ |
| 3) _____ | 6) _____ |

Using the gifts definitions provided on the next two pages as a basis, evaluate each gift according to whether or not you feel that the definition really describes you. If possible, **place a check** beside the three or so (although three is NOT a magic number!) which **best** describe you.

Generally, these three (or so) will give you the strongest idea of the gifts which you might consider to be yours. Again, tests such as this are not authoritative, and their results should be compared with your personal ministry experience and the feedback you receive from your R3 Group and other believers who know you. Keep your gifts a secret from your R3 Group until you are prompted to share in Step 4. They will try to guess your gifts during your next meeting.

UNWRAPPING MY GIFTS

As the previous exercise indicates, there are not tight biblical restrictions regarding the number, arrangement or even the definitions of the Spiritual Gifts.

The gifts are given to bring glory to God, to help fulfill his purposes and ministry objectives (ultimately) and those of his church. They are, therefore, to be prayerfully considered in this exercise.

As you read through the following definitions, check off your initial impression concerning yourself. Remember that you can have more than one gift.

EVANGELISM-

The supernatural ability to proclaim God's message of reconciliation (the Gospel) to unbelievers and to do so positively and clearly, sensing opportunities to lead others to faith in Christ.

TEACHING-

The supernatural ability to give detailed understanding of truth (especially biblical), explaining and applying it in a way that readily motivates learning; which is the retaining and applying of the material for personal growth.

EXHORTATION-

The supernatural ability to motivate or challenge God's people to positive action in their daily walk, especially when encouraging those who are confused, discouraged or wavering. Whether rebuking or encouraging, this is the ability to help bring out the best of another's potential.

The "rebuking" aspect of this gift is also very similar to one aspect of the prophet's ministry (the "forth-telling" of God's truth in order to warn or rebuke). Many today will define prophecy in this way. For purposes of this survey, however, this will be referred to as exhortation.

ADMINISTRATION-

The supernatural ability to be keenly aware of the total resources at hand (including people) and to manage their optimum use (in an effective and efficient manner) so that a task, project or program is successfully accomplished.

From a word referring to the pilot of a ship, this is used once in the New Testament. In the Septuagint, it is used with wisdom and refers to "clever direction."

LEADERSHIP-

Supernatural ability to understand and communicate a vision and lead, motivate and direct people to work with/under you unto the accomplishment of it.

PASTOR-

The supernatural gifting which motivates one to assume a long-term personal responsibility for the spiritual welfare of a group of believers (emphasizing spiritual care but, also possibly including elements of leadership or administration).

Literally, this is the word for "shepherd."

DISCERNMENT (DISCERNING OF SPIRITS)-

The supernatural ability to exercise consistent and strong insight which correctly perceives the presence of the Holy Spirit's influence (or that of another) behind a person, their actions, situations, teachings, etc.

Care must be exercised to avoid "judging" people and/or going to extremes. Since this can address spiritual forces (demons, etc.), some consider it to be a sign or authentication gift. Pneumaton ("spirits") also refers to the "rational" aspect of the human "spirit" though, so supernatural insight into the actions, motives, etc., of a person is an appropriate interpretation of this gift's function, as well.

WISDOM (WORD OF WISDOM)–

The supernatural ability to apply “truth” (the general body of God’s truth) in a way that leads to practical and positive living and that can solve confusing situations which might not easily be resolved by any single truth.

”Logos” (Greek for “word of”) usually refers to clear communication (not supernatural revelation). Thus, some more “spectacular” definitions or applications currently given to “word of wisdom/knowledge” do not seem warranted by the original language, especially since they often appear to be merely alternative forms of the biblical office/gift of prophecy.

KNOWLEDGE (WORD OF KNOWLEDGE)–

The supernatural ability to search, understand, retain, arrange and summarize detailed (usually Scriptural) information. Theologians are an example.

For an explanation regarding “word of,” see the detail under “wisdom.”

FAITH–

The supernatural ability to have extraordinary trust in God’s presence and power; to persevere in all situations with little or no hesitation to act or rest on this trust.

GIVING–

The supernatural motivation to experience enthusiasm, spontaneity, joy and purity of motive in wisely directing personal money and other resources to people and/or ministries with needs.

SERVICE–

The supernatural motivation to serve in a way that assists those in need and accomplishes needed tasks (particularly in serving in the church so as to provide other leaders opportunity to fulfill their ministry).

This is the Greek word from which we get “deacon” (which commonly referred to “service or attending, as with a servant under command of another” and biblically referred to what we call the “office” of deacon). Although it seems closely related to “helps,” two (different) Greek words are used and with slightly different applications. Therefore, two gifts are most likely indicated. The relationship of this word to the “office” of deacon seems to provide the point at which the distinction from “helps” may be made. See “helps.”

HELPS–

Like “service”, this is a supernatural motivation to render direct (probably physical) aid to a person in need. It is unlike “service” in that this is likely a more personal motivation to help, which is carried out without as much regard to being “in church” or “for its leaders”.

Helps are also closely related to mercy. See “mercy” for the distinction. This particular Greek word is used only this one time in the NT.

MERCY–

Supernaturally motivated to have a uniquely strong identification with, compassion for and desire to help and comfort those in any kind of need, distress or affliction.

Mercy sits with the hospital patient, whereas Helps assists their family with meals and transportation. Mercy also ministers to sinners needing to understand forgiveness and God’s heart toward them and does so with more empathy than perhaps the evangelist or exhorter who may lack this gift.



GROUP DISCUSSION

Answer the questions below for each member of the group.

Answer all of the questions for each individual before moving to the next person.

1. WITHOUT revealing your results, see if the group can guess just one of your spiritual gifts. After guessing, reveal your results. How in-sync were their guesses to your test?

2. Looking at your results, what does the group agree with? Why?

3. Is there anything that the group disagrees with?

4. What are some different ways you are using or can use these gifts?

step **5**

RISK TIME

Put your discussion into practice. Record what risk you want to take as well as how and when you intend to do it.

Use one of your spiritual gifts to bless another believer.

R

NAME

WHAT YOU WANT TO DO

MAKE IT MEASURABLE

WHEN: _____

HOW: _____

NAME

WHAT YOU WANT TO DO

MAKE IT MEASURABLE

WHEN: _____

HOW: _____

NAME

WHAT YOU WANT TO DO

MAKE IT MEASURABLE

WHEN: _____

HOW: _____

NAME

WHAT YOU WANT TO DO

MAKE IT MEASURABLE

WHEN: _____

HOW: _____

NAME

WHAT YOU WANT TO DO

MAKE IT MEASURABLE

WHEN: _____

HOW: _____

NAME

WHAT YOU WANT TO DO

MAKE IT MEASURABLE

WHEN: _____

HOW: _____

step **6**

END GROUP WITH PRAYER

NEXT MEETING OBJECTIVES

Complete Step 3: Investigating Crossroads (pg 51-54) before next meeting.