

SPIRITUAL GIFTS SURVEY:

This is revised version of the *Modified Houts Questionnaire* that was designed by Richard F. Houts, a professor of Christian Education at Ontario Bible College (Eternity, May 1976, pp. 18-21). Every Christian has at least one gift. No one has all of them. Most people have two or three.

INSTRUCTIONS:

- Step I. Go through the list of 50 statements in the questionnaire. For each one, mark to what extent the statement is true of your life: MUCH, SOME, LITTLE, NOT SURE, or NOT AT ALL.
- Step II. When you are finished, score the questionnaire by means of the revised Houts Chart.
- Step III. After filling in your scores on the revised Houts Chart, refer to pages 8-9 and transfer the names of the spiritual gifts to their corresponding rows in the chart. The order in which the gifts appear is identical to their order on the revised Houts Chart. You will want to study the gift definitions and Scripture references.
- Step IV. Complete the exercise to gain a tentative evaluation of what your gifts might be and to explore the implications for your ministries in the Body of Christ.

NOTE: This questionnaire is just a starting place in helping you discover the spiritual gift(s) God has given you. Do not make the mistake of considering the results to be final and irrefutable. It may even be that a gift you actually have does not show strongly here. Use this tool as a helpful source of insight, but do not let its results control you.

FURTHER STEPS TO DISCOVERY:

- 1) The desire and enjoyment in a specific area of ministry.
- 2) Confirmation of others—recognizing the gift(s) in our ministry.
- 3) Effectiveness—producing proper results
- 4) Seek opportunities to develop and cultivate spiritual gift(s) through training and ministry.

STEP I: SPIRITUAL GIFTS SURVEY

For each statement, mark to what extent it is true of your life: MUCH, SOME, LITTLE, NOT SURE, NOT AT ALL	MUCH	SOME	LITTLE	NS	NAA
1. I feel extremely burdened to share Christ with non-Christians.					
2. I feel I could enable persons to learn biblical truth in detail.					
3. I verbally encourage the wavering, the troubled, or the discouraged.					
4. I clearly perceive the difference between truth and error.					
5. I desire to manage money well in order to give liberally to the Lord's work.					
6. I have assisted leaders to relieve them for their essential jobs.					
7. I have a desire to work with those who have physical or mental problems, to alleviate their suffering.					
8. I have confidence that God will keep His promises in spite of circumstantial evidence to the contrary.					
9. I have a desire to persuade others to move toward achieving biblical objectives.					
10. I am able to discern when to delegate important responsibility, and to whom it should be delegated.					
11. I would like Christians to be more aggressive in evangelizing the lost.					
12. I feel I can explain clearly the New Testament teaching about the health and ministry of the Body of Christ.					
13. I feel I can be an instrument for dislodging the complacent and redirecting the wayward to face spiritual reality.					
14. I judge well between what is poor and what is good (i.e.; between evil and good).					
15. I have given things or money cheerfully for the Lord's work.					
16. I sense the need to help other people become more effective in their ministries.					

17.	I feel an unusual compassion for those with physical or spiritual needs.					
18.	I have received from God an unusual assurance that He will do the impossible to fulfill a special work.					
19.	I know where I am going, and I have seen other Christians follow me.					
20.	I can organize ideas, people, resources, and time for more effective ministry.					
21.	I think Christians need more training in sharing their faith.					
22.	I devote a great amount of time to learning new biblical truth to communicate to others.					
23.	I urge others to seek a biblical solution to their affliction or suffering.					
24.	I tend to look beneath the surface and examine people's motives.					
25.	I feel deeply moved when confronted with urgent financial needs in God's work.					
26.	I enjoy doing routine tasks that led to more effective ministry by others.					
27.	I enjoy visiting in hospitals and/or retirement homes, and would do fine in such a ministry.					
28.	I trust in the presence and power of God for the impossible.					
29.	I enjoy leading, inspiring, and motivating others to involve themselves in the Lord's work.					
30.	I am able to make effective and efficient plans for accomplishing the goals of a group.					
31.	I have an organized strategy to reach the lost in my neighborhood.					
32.	I feel I can communicate biblical truth to others and see resulting changes in knowledge, attitudes, values, or conduct.					
33.	I counsel, effectively the perplexed, the guilty, or the addicted.					
34.	I accurately recognize whether a teaching is from God, from Satan, or of human origin.					
35.	I am so confident that God will meet my needs that I give to Him sacrificially and consistently.					

36.	I have distributed Gospel literature and tracts in my community and neighborhood.					
37.	I would enjoy taking shut-ins out for a drive or assisting them in other practical ways.					
38.	I feel sure I know God's specific will for the future growth of His work, even when others have not been so sure.					
39.	I have influenced others to accomplish a particular task or biblical purpose.					
40.	I am able to give directions to others and make decisions for them, rather than trying to persuade them to my way of thinking.					
41.	I receive the greatest joy in my Christian life when I share the Gospel with a non-Christian.					
42.	I have trained Christians to be more obedient disciples of Christ.					
43.	I have comforted Christians in their afflictions or sufferings in such a way that they felt helped.					
44.	I can see through a phony before his phoniness is clearly evident to most other people.					
45.	I have been willing to maintain a lower standard of living in order to benefit God's work.					
46.	I would be happy to be a teacher's aide in a Bible class.					
47.	I would enjoy offering cheerful conversation to a lonely, shut-in person or someone in prison.					
48.	I can trust the reliability of God when all else looks dim.					
49.	Others have followed me because I have had some expert knowledge which contributed to the edification of the church.					
50.	I have enjoyed bearing the responsibility for the success of a group or organization.					

STEP II. SURVEY RESULTS GRID

In the grid below, enter the numerical value of each of your responses next to the number of the corresponding statement.

MUCH= 3

SOME= 2

LITTLE= 1

NOT SURE= 0

NOT AT ALL= 0

Then add up the five numbers that you have recorded in each row and place the sum in the "Total" column.

ROWS	VALUE OF ANSWERS					TOTAL
A	1	11	21	31	41	
B	2	12	22	32	42	
C	3	13	23	33	43	
D	4	14	24	34	44	
E	5	15	25	35	45	
F	6	16	26	36	46	
G	7	17	27	37	47	
H	8	18	28	38	48	
I	9	19	29	39	49	
J	10	20	30	40	50	

NOTE: The capital letters before the gift definitions on the following pages correspond to Rows A-J.

STEP III. REVIEW OF GIFT DEFINITIONS AND SCRIPTURE REFERENCES

The following are suggested definitions of the spiritual gifts. While not meant to be dogmatic or final, these definitions and supporting Scriptures do correspond to characteristics of the gifts as expressed in the *Spiritual Gifts Survey*.

- A. **EVANGELISM:** The overwhelming desire to share the good news of Jesus Christ with the lost, and the actual involvement in evangelistic activities. (**Ephesians 4:11**)

- B. **PASTOR-TEACHER AND/OR TEACHING:** The God-given ability to explain the harmony and detail of God's revelation. An ability to communicate knowledge to others for the purpose of their edification and instruction. The explanation and application of divine truth. (**Romans 12:7, 1 Corinthians 12:28, Ephesians 4:11**)

- C. **EXHORTATION:** The God-given ability to encourage, comfort, and admonish others. To persuade and encourage others in the active realization of the will of God and effectively appeal for action on their part. (**Romans 12:8**)

- D. **DISCERNMENT:** The God-given ability to determine false spirit from true spirit; the ability to distinguish between truth and error and to know when a person's doctrine is from God. (**1 Corinthians 12:10**)

- E. **GIVING:** The God-given ability to support the work of the Lord with material possessions through timely and generous contributions. An ability to live frugally in order that money can be used for the Lord's work. (**Romans 12:8**)

- F. **HELPS AND SERVICE:** The God-given ability to identify unmet needs involved in a task related to God's work, and to make use of available resources to meet those needs and help the needs. Being available to do things that need to be done. It includes the desire to meet the physical, practical needs of God's people. (**1 Corinthians 12:28, Romans 12:7**)

- G. **MERCY:** The God-given ability to show empathy and compassion for others who suffer distress physically, emotionally, or mentally. Ability to do deeds of mercy to relieve suffering and to show Christ's love. Gift of "standing by." (**Romans 12:8**)

- H. **FAITH:** The God-given ability to discern with extraordinary confidence the will and purposes of God for His work. Ability to trust God to supply specific needs. Ability to envision what God wants to happen and be certain that He is going to accomplish the same through prayer, even when there is no concrete evidence. (**1 Corinthians 12:9**)

- I. **LEADERSHIP:** The God-given ability to lead and mobilize people into smooth action to accomplish a desired project. Ability to set goals in accordance with God's purpose for the future and to communicate these goals to others in such a way that they voluntarily and harmoniously work together to accomplish those goals for the glory of God. (**Romans 12:8**)
- J. **ADMINISTRATION:** The God-given ability to understand clearly the immediate and long range goals and to devise and execute effective plans for accomplishing those goals. Ability to organize and give direction to carry out the work of the Lord. (**1 Corinthians 12:28**).

It is important to know what the spiritual gifts are and also what they are not. Four key areas:

1. Don't confuse spiritual gifts with natural talents. Natural talents are God-given abilities given to human beings in general. Spiritual gifts are given only to believers. There are times when God will supernaturally transpose a natural talent into a spiritual gift. Sometimes spiritual gifts have no correlation at all with natural talents. Spiritual gifts are given for the ministry of the Body of Christ, not for general human activities.
2. Don't confuse spiritual gifts with the fruit of the Spirit. The fruit of the Spirit is listed in Galatians 5:22-23. Love is the chief fruit of the Spirit and 1 Corinthians 13 explains the relationship between the two. The fruit of the Spirit is the foundation upon which the spiritual gifts are to be exercised.
3. Don't confuse spiritual gifts with Christian roles. Many of the gifts describe qualities that should be characterized in every Christian's life (i.e. every Christian is to give; parents are to teach the Scriptures to their children; all need to use discernment in all aspects of life; and so on). Also, biblical roles that have a specific qualifying description are not superseded by an individual's gift (i.e. Pastors and Elders can only be men because of Scripture **1,2, Timothy; Titus**).
4. Don't confuse spiritual gifts with counterfeit gifts. The devil can and does counterfeit spiritual gifts. We must be aware and test everything in light of the Word of God. If it is not biblical, then we must recognize, refrain, and withdraw from it.

STEP IV. GIFTS AND MINISTRIES

Using the results from the **Survey Results Grid** (Step II), enter below in the “*Dominant*” section your three highest-rated gifts. Then enter in the “*Subordinate*” section the next two highest-scoring gifts. This will give you a tentative evaluation of what your gifts may be.

DOMINANT 1. _____
 2. _____
 3. _____

SUBORDINATE 1. _____
 2. _____

What ministries are you now involved in (formally or informally) at the church? Please list them here:

Are there any of these ministries for which you are not especially gifted? God may be calling you to consider changes. List those involvements here:

In light of your combination of gifts, what are some ministries or roles in the church that might be suitable for you, based upon your spiritual gifts?