

GIFTED-EXPECT TO BE EMPOWERED

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1. All of us have spiritual gifts. No one can claim that there is nothing he/she can do.
2. The purpose of these gifts is not to uplift the gifted, but rather for the upliftment of the group.
3. The group forms a unit/body which cannot function without all the parts.
4. These gifts need to be practiced and trained
5. Different people have different gifts. Without a person, that area of ministry would be neglected.
6. God equips us for what He wants us to do.

If this is the case it is a legitimate question to ask: how do true spiritual gifts work? The answer lies in the logo of this seminar. People are made up of, inter alia, four elements.

1. The passions of your heart determine the focus of your gifts.
2. Your personality greatly affects the expression of your gifts.
3. Your walk with God gives you motivation to use your gifts.
4. Your life experiences shape the development of your gifts.

If you were to win \$100,000,000, what would you do with all your time after:

1. You have bought what you wanted to buy
2. You have traveled wherever you wanted to travel
3. You have done all the exciting things you ever wanted to do
4. You now have a lifetime of time ahead of you

Your answers are the passions of your life. These are the things we ought to do with our lives. These are the jobs we should be doing/creating for a living. This is what we should do in the church.

Let's find our passions

1. What do you spend your spare time on?
2. What makes you excited in anticipation of doing it?
3. What do you do that you are talking about to your friends?
4. What can't you wait to do?
5. What "unnecessary" activities are you spending money on?
6. What activity do you absolutely love doing?

Sanguine

- Extroverted
- People oriented
- Sociable
- Present oriented
- Optimist
- Compassionate
- Dependable
- Enthusiastic
- Charismatic
- Friendly
- Self composed
- Liberal
- Peaceable
- Lustful
- Spontaneous
- Self-indulgent
- Easily angered
- Impulsive
- Lack of confidence
- Lack of perseverance
- Prone to carelessness
- Emotional
- Disorganized
- Forgetful
- Popular

x 4
= _____%

Choleric

- Task oriented
- Outspoken
- Ambitious
- Leading skills
- Charismatic
- Passionate
- Energetic
- Good planner
- Persuasive
- Independent
- Decisive
- Frank
- Practical
- Resourceful
- Dominating
- Prideful
- Arrogant
- Narrow-minded
- Moody
- Sarcastic
- Workaholic
- Self sufficient
- Hot tempered
- Insensitive
- Determined

x 4
= _____%

Melancholic

- Thoughtful
- Considerate
- Creative
- Sensitive
- Independent
- Intuitive
- Sentimental
- Introspective
- Empathetic
- Idealistic
- Scheduled
- Detailed
- Respectful
- Lonely
- Perfectionist
- Cautious
- Moody
- Depressive
- Seeks wealth
- Self-sacrificing
- Critical
- Insecure
- Indecisive
- Suspicious
- Unforgiving

x 4
= _____%

Phlegmatic

- Quiet
- Calm
- Dependable
- Listener
- Constant
- Patient
- Faithful
- Reliable
- Reserved
- Consistent
- Adaptable
- Docile
- Forgiving
- Curious
- Observant
- Dry humor
- Pessimistic
- Selfish
- Unenthusiastic
- Hesitant
- Aimless
- Indecisive
- Stubborn
- Worrier
- Shy

x 4
= _____%

These things should be the focus of our spiritual gifts.

Let's Determine Personalities

Whichever system you use is irrelevant since they are all compatible as the next chart illustrates:

Choleric	Sanguine	Phlegmatic	Melancholy
Lion	Otter	Golden Retriever	Beaver
D Dominant, Driver	I Influencing, Inspiring	S Steady, Stable	C Compliant, Correct
Driving	Expressive	Amiable	Analytical

How does understanding our personalities help us?

Personalities tell us how to use the spiritual gifts we have been given most effectively. You will also understand why people with the same gift(s) act differently in the way they use their gift(s). Some people will be more aggressive in the use of their gifts while others are more laid back.

Walk with God

1. If Jesus had to come right now, would you be saved?
2. If Jesus had to ask you, "why should I save you," what would your answer be?
3. Is God in your thoughts no matter what you are doing

4. Do you have regular devotional time?
5. Do you have regular Bible study time?
6. Do you have a vibrant prayer life?
7. Are you reading good spiritual books?
8. Could you be classified as God's friend?
9. Are you talking to others about God?
10. Is God a passion in your life?
11. Rate your walk with God out of ten.
12. Would you say God is active in your life?
13. Can you see God in the things that happen in your life?
14. How much time have you got for God?

15. Are you in love with doctrine, a church, or God? (These are not necessarily opposites, but one can be in love with the two first options without being in love with God).

16. Why do you want to experience the new earth?

Life Experiences

1. What are you really good at?

2. If you had to change direction in your job, what other possible directions would you consider?

3. List your hobbies

4. List your qualifications (directions, area of study is more important than the degree)

5. What other courses/seminars/training have you completed (think wide, work, private, church, hobby, other)?

6. What other experience did you have that you could use in the future?

7. List all the occupations that you have practiced (not jobs, but directions/fields of work)

8. Ask someone who knows you very well to answer this question on your behalf. In which direction/job can you see your friend in, other than what he/she currently does?

9. List other life experiences that you hold dear/deem valuable for which you were not trained formally.

Let's discover spiritual gifts.

Questionnaire Four

Let's discover spiritual gifts

- 4 - Strongly Agree
- 3 - Agree Somewhat
- 2 - Undecided
- 1 - Disagree Somewhat
- 0 - Completely Disagree

1	People seem to be willing to follow my leadership without much resistance.	
2	I like to proclaim God's Word to fellow Christians.	
3	It is a joy for me to proclaim God's plan of salvation to unchurched people.	
4	It is enjoyable to have the responsibility of leading other people in their spiritual life.	
5	I'm excited in helping people to discover important truths in the Scriptures.	
6	I have special joy singing praises to God either alone or with other people.	
7	It is enjoyable to motivate people to a higher spiritual commitment.	
8	People with spiritual problems seem to come to me for advice and counsel.	
9	I received excellent grades in school.	
10	There is great joy in doing little jobs around the church.	
11	I look for opportunities to assist people in their work.	
12	There is great joy in leading people to accomplish group goals.	
13	I like to organize people for more effective ministry.	
14	There is great satisfaction in giving large amounts of money for the Lord's work.	
15	I feel great compassion for the problems of others.	
16	It seems easy to perceive whether a person is honest or dishonest.	
17	I am ready to try the impossible because I have a great trust in God.	
18	There is great joy in having people in my home.	
19	I find that the repair and maintenance of things in my environment come easily to me.	
20	I seem to recognize prayer needs before others.	
21	I enjoy the opportunity to pray with and for a person who is physically ill that they may be made well.	
22	I adapt easily in a culture different from mine.	
23	I feel a sense of authority in my relationship to the group.	

24	I like to proclaim the Word of God to comfort others.	
25	I seem able to determine when the Spirit has prepared a person to receive Jesus Christ.	
26	It is exciting to provide spiritual leadership for a congregation.	
27	Teaching a Bible Class is one of the most enjoyable things I do (or could do) in the Church.	
28	God has given me the ability to play a musical instrument and I enjoy it.	
29	It is a joy to give encouragement to people who are discouraged.	
30	I enjoy providing solutions to difficult problems in life.	
31	It seems easy to learn difficult truths.	
32	I enjoy doing routine tasks for the glory of God.	
33	I enjoy helping with the emergency tasks around the church.	
34	People seem to enjoy following me in doing an important task.	
35	There is joy in making important decisions.	
36	I find real joy in giving a generous portion of my money to the Lord.	
37	Visiting people in retirement homes gives me a great satisfaction.	
38	I seem to know very quickly whether something is right or wrong.	
39	When things seem impossible, I'm ready to move forward.	
40	I do not feel uncomfortable when people drop in unexpectedly.	
41	I have enjoyed creating various kinds of arts and/or crafts.	
42	Prayer is one of my favorite spiritual exercises.	
43	I have prayed for an emotionally ill person and seen the person get better.	
44	It is easy for me to move into a new community and make friends.	
45	I have little fear in leading people where God wants them to go.	
46	I enjoy relating and sharing God's Word to the issues of the day.	
47	I feel a burden to share the Gospel with people.	
48	I like to assist people with their spiritual problems.	
49	It seems that people learn when I teach them.	
50	I have enjoyed being involved with Church, school and/or local musical productions.	
51	I like to encourage inactive church members to become involved Christians again.	
52	It seems that people generally follow my advice.	
53	I am able to understand difficult portions of God's word.	

54	I receive great satisfaction in doing small or trivial tasks in church.	
55	I desire to do the tasks which will free others for important ministry.	
56	It is more effective to delegate a task to someone else rather than to do it myself.	
57	I enjoy the responsibility for the achievement of group goals.	
58	I appreciate the opportunity to financially support a critical situation.	
59	I sense joy in comforting people in difficult situations.	
60	The difference between truth and error is easily perceived by me.	
61	I am often ready to believe God will lead us through a situation when others feel it is impossible.	
62	People seem to feel very comfortable in my home.	
63	I like to create things with my hands.	
64	God consistently answers my prayers in tangible ways.	
65	I have visited a person who was sick, prayed that God would make them physically whole, and the person got better.	
66	I am able to relate well to Christians of different locations or cultures.	
67	I appreciate the opportunity to proclaim God's word to others.	
68	It is important for me to speak God's Word of warning and judgment in the world today.	
69	It is a joy to share what Jesus means to me with an unchurched neighbor.	
70	People like to bring their troubles & concerns to me because they feel I care.	
71	One of the joys of my ministry is training people to be more effective Christians.	
72	I feel secure in the fact that my musical ability will be of benefit to other people with whom I come in contact.	
73	People who are feeling perplexed often come to me for encouragement and comfort.	
74	I feel that I have a special insight in selecting the best alternative in a difficult situation.	
75	I have a clear understanding of Biblical doctrines (teachings).	
76	I find more satisfaction in doing a job than finding someone else to do it.	
77	I appreciate a ministry of helping other people to bear their burdens.	
78	It is a thrill to inspire others to greater involvement in church work.	
79	The development of effective plans for church ministry gives me great satisfaction.	
80	It is a joy to see how much money I can give to the Lord.	
81	I enjoy ministering to a person who is sick in the hospital.	
82	I can judge well between the truthfulness and error of a given theological statement.	

83	People seem to view me as one who believes everything is possible.	
84	When missionaries come to our church I (would) like to have them come to my home.	
85	I see that the results of my working with various objects in God's creation help to improve and beautify that which other people have not seen nor developed.	
86	I faithfully pray for others recognizing that their effectiveness and total well-being depends on God's answer to prayers.	
87	I like to participate in ministry to the physically or emotionally ill and pray for their recovery.	
88	The thought of beginning a new church in a new community is exciting to me.	
89	I enjoy training workers in the congregation.	
90	In a Bible class it seems essential to share God's word even if it irritates others.	
91	I feel a deep concern for the unreached people in my community.	
92	I Enjoy a close relationship with people in a one to one situation.	
93	It is easy to organize materials for teaching a Bible class.	
94	Leading others in singing songs of praise to God or for pure enjoyment is personally satisfying.	
95	I would rather call on a delinquent family in my Church than an unchurched family.	
96	I have a strong sense of confidence in my solutions to problems.	
97	It is an exciting challenge to read and study a difficult book of the Bible.	
98	I like to do things without attracting much attention.	
99	If a family is facing a serious crisis, I enjoy the opportunity to help them.	
100	There is great satisfaction in having others follow me in performing a task.	
101	I would rather make decisions for the group than persuade them to reach the same decision.	
102	I can give sacrificially because I know that God will meet my needs.	
103	It is a special satisfaction to visit people who are confined to their homes.	
104	I often seek the motives of a person and look beneath the words.	
105	When people are discouraged, I enjoy giving them a positive vision.	
106	People seem to enjoy coming to my house.	
107	There is pleasure in drawing, designing and/or painting various objects.	
108	I find myself praying when I possibly should be doing other things.	
109	I feel strongly that my prayers for a sick person affect wholeness for that person.	
110	More than most, I have a strong desire to see all people of other communities and countries won to the Lord.	

Transfer your scores for each question into the following table, then compute the sum of each row. This provides your score for each gift.

1. Apostle	1	23	45	67	89	=	_____
2. Prophet	2	24	46	68	90	=	_____
3. Evangelist	3	25	47	69	91	=	_____
4. Pastor	4	26	48	70	92	=	_____
5. Teacher	5	27	49	71	93	=	_____
6. Music	6	28	50	72	94	=	_____
7. Exhortation	7	29	51	73	95	=	_____
8. Wisdom	8	30	52	74	96	=	_____
9. Knowledge	9	31	53	75	97	=	_____
10. Serving	10	32	54	76	98	=	_____
11. Helps	11	33	55	77	99	=	_____
12. Leadership	12	34	56	78	100	=	_____
13. Admin	13	35	57	79	101	=	_____
14. Giving	14	36	58	80	102	=	_____
15. Mercy	15	37	59	81	103	=	_____
16. Discernment	16	38	60	82	104	=	_____
17. Faith	17	39	61	83	105	=	_____
18. Hospitality	18	40	62	84	106	=	_____
19. Craftsman	19	41	63	85	107	=	_____
20. Intercession	20	42	64	86	108	=	_____
21. Healing	21	43	65	87	109	=	_____
22. Missionary	22	44	66	88	110	=	_____

List the highest five gifts here

List the next highest five here

Dominant Gifts

Subdominant Gifts

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Find Your Spot.

Now we need to tie these five components into a clear understanding, not only of what your spiritual gifts are, but also how you should express and develop them. Ponder about the following ...

1. In which areas do all four components (passion, personality, walk with God, life experience) meet?
2. How does this seminar indicate that your gifts should be expressed?
3. View passions in relation to the other three components.
4. View personality in relation to the other three components.
5. View walk with God in relation to the other three components.
6. View life experience in relation to the other three components.
7. Which areas of all four components now coincide with the measured spiritual gifts?

Now What ... ?

The decision needs to be made to make use of the gifts God has given you. We need to realize that certain areas of ministry are being neglected should our gifts not be used. People who are working in those areas of ministry to which they are not well suited are not as fulfilled as they should be whilst their own areas of ministry is not getting the attention that they should receive.

The church should now:

1. Provide teaching / training about spiritual gifts and God's design for the church. This is partly what this seminar is about.
2. Provide training on identified gifts.
3. Provide opportunities for service using these gifts.
4. Provide affirmation and feedback.
5. Provide role models.
6. Provide prayer support.
7. Provide material.

The End