

Gifts Discovery Questionnaire

[Adapted from John T. Conway, Harry L. Doty, Roy H. Schaefer, *Discover and Share Your Gifts*, (Independence, Missouri: Herald House, 1994), 20-29.]

Directions: Circle only one answer for each statement.

If the statement is mostly false, circle 1

If the statement is somewhat true, circle 3

If the statement is consistently true, circle 5

1. I know when and to whom to delegate important responsibility.	1	3	5
2. There is positive response to my leadership in new congregations or ministries.	1	3	5
3. I am strongly aware of the presence of the Spirit in my life.	1	3	5
4. I believe that God is blessing me with a unique capability to work with my hands to create things of beauty and utility.	1	3	5
5. I can usually recognize whether a teaching is of godly origin.	1	3	5
6. I have dreams and/or visions that I know have spiritual significance.	1	3	5
7. I find it a joy to explain to people what Jesus can do for them.	1	3	5
8. People tell me how much they appreciate my affirmative attitude and encouraging words.	1	3	5
9. There is no question in my mind but that God can and will often do what seems impossible.	1	3	5
10. Knowing God will meet my need, I gladly and faithfully share my resources in response to God's love and generosity.	1	3	5
11. I see people healed through my ministry.	1	3	5
12. I enjoy doing work for others to free them for more important tasks.	1	3	5
13. It is easy for me to meet guests, whether at church or in my home, and make them feel welcome and at ease.	1	3	5
14. People come to me or phone and ask me to pray for them. They say my prayers are effectual.	1	3	5

15. I gladly practice the disciplines of prayer and fasting so as to help others interpret their sacred experiences.	1	3	5
16. I enjoy studying and I desire to keep my mind open to the Spirit to bless me with more light and truth.	1	3	5
17. Usually I can recognize when a group I am in is getting its work done or progressing toward achievement of its goals.	1	3	5
18. I enjoy being someone's spiritual advisor.	1	3	5
19. I have a deep compassion for those who have physical or spiritual needs.	1	3	5
20. I discover myself being used as an instrument of God's power in extraordinary life changes in lives and events.	1	3	5
21. I find that I am successful as an outreach minister to people of other ethnic groups.	1	3	5
22. I enjoy being responsible for the spiritual welfare of a group of disciples and friends.	1	3	5
23. I am told how much my sermons minister to people, not just that they enjoy them.	1	3	5
24. People tell me that my presence with them is a blessing.	1	3	5
25. I have communicated timely and urgent messages to congregations and individuals which were inspired b the Holy Spirit.	1	3	5
26. I am told by members of my class how much I minister to them as a teacher.	1	3	5
27. I have been richly blessed as I have seen how people have been ministered to through my writing, music, or drama.	1	3	5
28. I am aware that God gives me aptitude in communicating with people of other nations and cultures.	1	3	5
29. I often enjoy an awareness of the Spirit's presence when important decisions need to be made affecting the group I am leading.	1	3	5
30. I can organize ideas, people, resources, and time for more effective ministry.	1	3	5

31. I have a strong desire to extend the church into new places.	1	3	5
32. I have felt the presence of the Holy Spirit ministering to me.	1	3	5
33. I do not mind spending hours to create something of beauty that may help people glorify God.	1	3	5
34. I have little difficulty seeing the difference between truth and error.	1	3	5
35. Through the ministry of dreams and/or visions, God has used me to bring ministry to others.	1	3	5
36. Leading people to make decisions to accept and follow Jesus is one of my great joys.	1	3	5
37. I sense the need to challenge members to greater activity, service, and commitment.	1	3	5
38. I can trust the reliability of God when all looks dim.	1	3	5
39. It's a joy for me to share both Local and World Mission Tithes and other resources to support the ministry of my church in this community and throughout the world.	1	3	5
40. I am often asked to meet and pray for people who have special needs, including those that are physical in nature.	1	3	5
41. I find joy in doing what others may consider menial tasks associated with church work.	1	3	5
42. I realize great joy in providing food and/or shelter to those in need.	1	3	5
43. Praying for others is a joy to me; I never consider it a burden.	1	3	5
44. I have been able to share the meaning of the gospel cross-culturally.	1	3	5
45. At times I am blessed with insights of truth that help others to be more Christ-like.	1	3	5
46. I enjoy leading in a way that enables others to feel a sense of accomplishment.	1	3	5
47. It is a joy to me to share my spiritual struggles and knowledge with a person who is seeking deeper understanding.	1	3	5

48. I enjoy visiting people in hospitals and retirement homes.	1	3	5
49. I see God miraculously changing circumstances through my ministry.	1	3	5
50. I find it rather easy to converse with people of other countries and cultures.	1	3	5
51. I find it enjoyable and challenging to relate to a group of people over a period of time, sharing in their successes and failures.	1	3	5
52. I am willing to pay the price of serious study, fasting, prayer, and meditation to be able to give a more effective preaching ministry.	1	3	5
53. People tell me that when they are with me they feel at ease and blessed by the Spirit even though there is little, if any, talking taking place.	1	3	5
54. I am told by spiritually gifted individuals that I often have visionary insight.	1	3	5
55. One of my concerns in teaching is to teach others the truths recorded in the scriptures as well as truths revealed in others ways and places.	1	3	5
56. I sense the Spirit ministering to others when I share in one or more of the arts—drama, music, writing, etc.	1	3	5
57. I have been empowered to give important messages to people who have a different background or language than my own.	1	3	5
58. I am graced with the ability to resolve many problems.	1	3	5
59. I enjoy working with others who are responsible for various leadership roles.	1	3	5
60. One of my greatest concerns is for church expansion.	1	3	5
61. I have felt the presence of the Holy Spirit ministering through me to others.	1	3	5
62. One of the creative endeavors that blesses many people, according to what they tell me, is worship centers I set up for various church services.	1	3	5
63. More and more I am blessed with the power to see behind the masks people wear.	1	3	5

64. I sense that the gift of dreams and/or visions which I have is one of responsibility, to be dealt with in prayer.	1	3	5
65. Leading people to Jesus is a primary part of my life.	1	3	5
66. Encouraging others to be the kind of people Christ calls us to be gives me joy.	1	3	5
67. There is no doubt in my mind but that God will do all God has promised.	1	3	5
68. I enjoy the opportunity I take to increase my offerings from time to time so the church can expand its ministries in my congregation and many other places.	1	3	5
69. The Lord has seen fit to use me as an instrument in healing ministries.	1	3	5
70. I find joy and fulfillment in being a helper, rather than taking the lead.	1	3	5
71. I enjoy unexpected guests and find it easy to put them at ease.	1	3	5
72. Often I am moved by the Spirit to pray for people who I later discover had special needs at the time of the prayer.	1	3	5
73. People contact me asking for help to interpret their life's experiences.	1	3	5
74. After prayer and study I am given fresh insights and understandings.	1	3	5
75. I enjoy leading in such a way that those who are involved feel a sense of accomplishment.	1	3	5
76. I am always ready to help those who wish to grow spiritually to develop their gifts.	1	3	5
77. I enjoy visiting and working with those who are limited in their ability to function fully.	1	3	5
78. I sense that God is using me to act as an instrument for miraculous blessings.	1	3	5
79. I enjoy a growing desire to be more involved in ethnic ministries.	1	3	5
80. I enjoy ministering in the homes of members and friends.	1	3	5
81. My preaching appears to move people of all ages to faith responses.	1	3	5

82. At times I sense that the most important ministry I can give to others is just to be with them.	1	3	5
83. There are times when I am compelled by the Spirit to speak in counsel and/or commendation.	1	3	5
84. Teaching is a joy to me as I see people expand their understanding of the meaning of life in Christ and their expressions of it.	1	3	5
85. I have a deep desire to be the best minister I can be through my music, drama, and/or writing.	1	3	5
86. I have been given the ability/aptitude to speak to highly educated groups.	1	3	5
87. I willingly pay the price of study, prayer, fasting, and meditation so I will be able to perceive and apply spiritual truth to the needs of the people when the occasion requires.	1	3	5

Gifts Identification Score Sheet

Place the numerical value of the answer you noted for each question on the Gifts Discovery Questionnaire next to the number of that question as listed. After you have all your scores listed beside the appropriate numbers, add the three scores in each set and put the total of the three on the blank line in the "Total" column. Leave the Gifts column blank for now.

Example: 1. 3 30. 1 59. 3 = total of 7

			Total	Gifts
A 1.	_____ 30. _____ 59. _____	_____	_____	_____
B 2.	_____ 31. _____ 60. _____	_____	_____	_____
C 3.	_____ 32. _____ 61. _____	_____	_____	_____
D 4.	_____ 33. _____ 62. _____	_____	_____	_____
E 5.	_____ 34. _____ 63. _____	_____	_____	_____
F 6.	_____ 35. _____ 64. _____	_____	_____	_____
G 7.	_____ 36. _____ 65. _____	_____	_____	_____
H 8.	_____ 37. _____ 66. _____	_____	_____	_____
I 9.	_____ 38. _____ 67. _____	_____	_____	_____
J	10. _____ 39. _____ 68. _____	_____	_____	_____
K	11. _____ 40. _____ 69. _____	_____	_____	_____
L	12. _____ 41. _____ 70. _____	_____	_____	_____
M	13. _____ 42. _____ 71. _____	_____	_____	_____
N	14. _____ 43. _____ 72. _____	_____	_____	_____
O	15. _____ 44. _____ 73. _____	_____	_____	_____
P	16. _____ 45. _____ 74. _____	_____	_____	_____
Q	17. _____ 46. _____ 75. _____	_____	_____	_____
R	18. _____ 47. _____ 76. _____	_____	_____	_____
S	19. _____ 48. _____ 77. _____	_____	_____	_____
T	20. _____ 49. _____ 78. _____	_____	_____	_____
U	21. _____ 50. _____ 79. _____	_____	_____	_____
V	22. _____ 51. _____ 80. _____	_____	_____	_____
W	23. _____ 52. _____ 81. _____	_____	_____	_____
X	24. _____ 53. _____ 82. _____	_____	_____	_____
Y	25. _____ 54. _____ 83. _____	_____	_____	_____
Z	26. _____ 55. _____ 84. _____	_____	_____	_____
AA	27. _____ 56. _____ 85. _____	_____	_____	_____
BB	28. _____ 57. _____ 86. _____	_____	_____	_____
CC 29.	_____ 58. _____ 87. _____	_____	_____	_____

Now you will be able to identify your discovered gifts by following the instructions in the Gift Discovery Report, which uses the Scriptural Definitions of Gifts resource.

Gifts Discovery Report

Now that you have totaled the score for each of the lettered categories, find your six highest scores. Refer to the Scriptural Definitions of Gifts section. Here you will find a description of the gifts used in this survey. Match the letters that are on the lines of your six highest scores with the gifts those letters identify from the Gifts Definition list. Write the titles of those six gifts in the Gifts column on the appropriate lines. List your discovered gifts in order below. You do not need to list the gift names on the remaining alphabetic lines A-Z.

Discovered Gifts:

1. _____
2. _____
3. _____
4. _____
5. _____
6. _____

If you have some gifts with the same high score which total more than six, carefully study your list. Decide which gifts are more apparent and useful at this time. List them according to priority. You may have a total of more than six. Remember this is a subjective self-scoring instrument which could rate you higher or lower than you really are.

Scriptural Definitions of Gifts

A. Administrative Leadership

Understands the long-range goals of a particular jurisdiction, congregation, or group and harmonizes its activities. When this individual leads, people feel challenged and sense that their gifts are being effectively used. Broad, long-range programs are successful as goals are reached under this person's leadership.

Acts 7:10

1 Corinthians 12:28

Doctrine and Covenants 46:6

B. Apostolic Witness

Empowered with a special witness of Christ and divine direction in spiritual matters relating to church expansion. This person may be asked to assume general leadership over one or more congregations.

1 Corinthians 12:28

2 Corinthians 12:12

Galatians 2:7-10

Ephesians 3:1-9; 4:11-14

Doctrine and Covenants 148:1-2; 151:3b; 162:7a, d

C. Sensitivity to the Spirit

Empowered to sense the presence of the Holy Spirit and minister as one sent on God's behalf.

Matthew 4:11

Luke 1:11-19

John 20:11, 12

Alma 10:23, 24; 16:145, 146

Moroni 10:11

Doctrine and Covenants 67:3; 83:4c; 162:7d; 8a

D. Artisanship

Skilled or gifted in creating things that are beautiful and inspiring.

Exodus 35:31

Doctrine and Covenants 119:8b

E. Discernment

Able to judge between right and wrong in relation to ministerial needs and opportunities. Also, this person can discern the source or validity/divinity of the manifestations of other gifts. Some may be empowered to see and identify the spiritual gifts others have been given.

Acts 5:1-11; 16:18

1 Corinthians 12:10

1 John 4:1-6

Alma 16:51

Moroni 10:11

Doctrine and Covenants 46:7g; 162:8a

F. Dreams and Visions

Enabled by the Spirit to experience dreams and/or visions that have great significance. These may be given for personal or group ministry, including interpretation of the past, present, and future.

Joel 2:28

I Nephi 1:60

Ether 4:3

G. Evangelism

Empowered to share the “Good News” of Jesus Christ. With this gift comes the freedom to help others choose a new life in Christ and the church.

Acts 8:5, 6; 21:8

Ephesians 4:11, 14

2 Timothy 4:5

Doctrine and Covenants 122:8c; 125:3-4; 161:3c, 6a; 162:3b, 7a, d; 8b

H. Exhortation

Has the spiritual ability to share encouragement and comfort as well as motivate toward more saintly living.

Acts 14:21-22; 20:21

Romans 12:8

1 Thessalonians 5:11

Hebrews 10:24-25

Alma 7:8-46

Doctrine and Covenants 147:2; 150:1b; 162:7a-d

I. Faith

Understands something of God’s will and acts on that conviction even though the need for that action is not necessarily apparent to others. Faith is to act as if that which is needed will be forthcoming.

Romans 4:19-21

1 Corinthians 12:9

Hebrews 11

Moroni 10:10

Doctrine and Covenants 34:3; 46:7; 162:7b

J. Sharing

A disciple shares generously through tithing (and at other appropriate opportunities) so that others may experience God’s generosity.

Matthew 10:8

Luke 10:34-35

Luke 19:8-9

Acts 4:34-35

1 Corinthians 16:2

2 Corinthians 8:2-5, 12; 9:7

1 Timothy 6:17-19
Jacob 2:22-24
Mosiah 2:43
Alma 1:45-47
Doctrine and Covenants 59:2; 154:5a, b; 161:5; 162:7

K. Healing

Empowered to serve as an instrument through whom God can bring healing (physical, mental, psychological, spiritual, or relational) and promote wholeness of body, mind, and spirit.

Acts 3:1-10; 5:12-16; 28:7-10
1 Corinthians 12:9, 28
I Nephi 3:83-85
IV Nephi 1:6, 7
Mormon 4:66
Moroni 10:10
Doctrine and Covenants 34:3c; 46:7c; 161:2a

L. Helps

Empowered to bring enabling ministries to others. This opens the way for others to exercise their gifts and extend their ministries. It is a gift of practical support to individuals and groups.

Acts 9:36
Romans 16:1, 2
1 Corinthians 12:28

M. Hospitality

Joyfully reaches out to others (friends and strangers), offering them a warm environment of welcome and fellowship, whether at church, home, work, or any other place.

Acts 16:14-15
Romans 12:9-13
1 Peter 4:9-10
Doctrine and Covenants 161:3a-c

N. Intercessory Prayer

Empowered to pray for others for an extended period of time on a regular basis. This individual is able through faith to expect answers to his/her prayers and have an appreciation for the potential of this ministry.

Acts 12:12
Ephesians 1:15-19
Colossians 12:9-12
2 Thessalonians 1:11-12
1 Timothy 2:1-2
James 5:14-16
II Nephi 15:4
Words of Mormon 1:12

Moroni 8:3

O. Interpretation

Enabled by the Spirit to interpret significant experiences, and may have the ability to interpret the gospel message for other language and cultural groups.

Genesis 40

Daniel 5:1-17

1 Corinthians 12:10, 28; 14:13-19

Omni 1:44

Moroni 10:11

Doctrine and Covenants 46:7

P. Knowledge

Empowered to share the truths of the gospel. Has a continuing interest in discovering truth from the scriptures and other books, as well as life. This one is blessed with new insights, understandings, and recall of what has been studied, heard, or discussed.

1 Corinthians 2:14; 12:8

2 Corinthians 11:6

Colossians 2:2-3

II Nephi 9:117

Moroni 10:10

Doctrine and Covenants 10:7; 76:2

Q. Leadership

Empowered to develop programs and set goals that are in accordance with God's purposes. People who work with this person feel satisfied and fulfilled due to the leader's ability to communicate, create harmony, and achieve success.

Acts 8:5-6

Romans 12:8

1 Timothy 6:11

Hebrews 13:17

Doctrine and Covenants 46:8a; 119:8

R. Mentor

Has the ability to be a wise, loyal friend; a careful listener; and a spiritual adviser.

Matthew 5:1-2; 17:1-8

1 Timothy 1:1-5

S. Mercy

Enabled to give caring support through feelings of deep compassion and empathy for those who suffer regardless of circumstances.

Matthew 25: 35-36, 40 / Matthew 20:29-34; 25:36-37, 41 (IV)

Luke 10:33-34 / Luke 10:34-35 (IV)

Acts 16:33-34

Romans 12:8

Galatians 2:10

Alma 7:12

T. Miracles

Empowered to be an intermediary through whom God can perform acts seen by others to be beyond the law of nature. These powerful events are often called “signs” because they point beyond themselves to the mystery of godliness.

Acts 9:32-42

Romans 15:18-19

1 Corinthians 12:10, 28

I Nephi 3:83-85

IV Nephi 1:6-7

Mormon 4:75-78

Doctrine and Covenants 34:3b-c; 83:11

U. Missionary

Divinely empowered to reach across cultures or subcultures to minister the “Good News” of Jesus Christ.

Acts 8:4; 13:2, 3; 22:21

1 Corinthians 9:19-23

Doctrine and Covenants 151:5a; 161:3c; 162:3b, 7a

V. Pastor/Shepherd

Blessed to be able to give long-term caring support to individuals or groups. There is a sense of belonging, identity, and acceptance through his or her ministry. Such a relationship offers a deep felt support and counsel in crisis situations.

John 10:1-18

Ephesians 4:11-12

1 Peter 5:1-3

Doctrine and Covenants 162:6c; 7a; 8b

W. Preaching

Able to preach with such insight and power that people are moved to become disciples and responsible members of the body of Christ, the church.

Acts 2:14-41; 8:5-8

Alma 7:31

X. Presence

Able to be in the presence of others and bring a blessing of the Spirit. This individual may speak only a few words, but with such quality that few words are necessary. The person’s presence is the only requirement for ministry to occur.

Doctrine and Covenants 4:2; 11:4

Y. Prophecy

Empowered to receive divinely inspired insight regarding individuals and groups and to communicate it with great clarity. Ministry through this person often will be for encouragement, consolation, direction, or counsel.

Joel 2:28
Acts 15:32; 21:9-10
Romans 12:6
1 Corinthians 12:10
Ephesians 4:11-12
Jacob 3:7
Moroni 10:11
Doctrine and Covenants 46:7d

Z. Teaching

Blessed to be able to help people learn and understand principles related to the gospel.

Acts 20:20-21
Romans 12:7
1 Corinthians 12:28
Ephesians 4:11-15
Moroni 10:10
Doctrine and Covenants 85:37b

AA. The Arts (music, drama, writing)

Empowered by the Spirit (and personal preparation) to minister through any one or combination of these gifts. Those who hear or see are blessed by the Holy Spirit.

2 Chronicles 20:21, 28
Colossians 3:16
Doctrine and Covenants 119:6; 162:4a

BB. Tongues

Endowed with the unique ability to share the gospel cross-culturally. This can be through an enhanced facility with non-native languages or through the ability to use culturally appropriate metaphors and images to effectively transmit the gospel. The gift also can be one where a person is empowered to share unique insights through unfamiliar language or where a person is helped to understand a communication even though they do not know the language of the spokesperson.

Acts 2:1-6
1 Corinthians 12:10, 28; 14:13-19
Omni 1:44
Moroni 10:11
Doctrine and Covenants 46:7e

CC. Wisdom

Endowed with insight in how knowledge or leadership may be applied to specific needs.

Acts 6:3, 10
1 Corinthians 12:8
II Nephi 9:117
Moroni 10:10
Doctrine and Covenants 46:7