



bridgeway
community
church

Welcome to the Journey of Discovering Your Spiritual Gifts!

We are blessed that you have chosen to fellowship with us at BridgeWay and we as your pastors are committed to encourage you in your spiritual growth and development. We believe that each follower of Jesus is given a specific spiritual gift to serve God and build up His church. The writers of the bible often refer to the church as a body, and each part of the body plays a unique function in promoting the health of the body. If part of the body is sick, the whole body feels it, and ultimately limps along. The same is true for the church. God has specifically placed you here in the community so that our church may be healthy and function just as God intended it to be.

What I love about the church is the diversity God has breathed into it. I spent many years in the business world before becoming a pastor, and one thing I noticed in business is the conformity of individuals. If you worked in sales, you were a lot like the other sales people. You conformed to the likeness and structure of the company you were a part of. The church is very different. Instead of conformity, you have a beautiful collision of people with a diversity of gifts, passions, abilities, and experiences. The people are unique, and therefore it should be no surprise that what God gives each person to do should also be unique. Each follower is given at least one spiritual gift by the Holy Spirit to discover, and then to boldly use in service to God and his church.

The following packet is designed to help you understand how God has uniquely gifted you. This packet is best used in conjunction with your House Church to go through the material and then talk through your discoveries. If your not in a House Church, please contact the office so we can help you connect, or to go through these results with you. This material can also be used as a self study as you unpack the uniqueness with which God has given you. Enclosed you will find the following:

Spiritual Gifts assessment (*grid, test, and descriptions*)

Heart/Passion assessment

Abilities assessment

Personal Style assessment

Ministry Connections sheet

One of the most fulfilling aspects of being a follower of Jesus is to know that you are making a difference in the world. We hope that discovering your spiritual gifts, and using them in a meaningful place of service will draw you closer to God and allow others to be brought into a relationship with his son Jesus. If you have any questions about the material please call the office. Also, upon completion, please return the Ministry Connections sheet to the church office. May God bless you on this journey of discovery.

In His Service,

Ron Aulbach
Pastor

Gift Grid

Respond to each statement on the following pages according to the following scale.

Place your answer in the respective block on the number grid.

3 = Consistently, definitely true **2 = Most of the time, usually true** **1 = Some of the time, once in a while** **0 = Not at all, never**

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	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92
93	94	95	96	97	98	99	100	101	102	103	104	105	106	107	108	109	110	111	112	113	114	115
116	117	118	119	120	121	122	123	124	125	126	127	128	129	130	131	132	133	134	135	136	137	138
139	140	141	142	143	144	145	146	147	148	149	150	151	152	153	154	155	156	157	158	159	160	161
A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W
TOTAL																						

After you have completed the grid total your scores in each column and look at the 3 or 4 highest numbers. Use the key below to determine the correlating spiritual gift. Record your top gifts.

- A** = Administration
- B** = Apostleship
- C** = Craftsmanship
- D** = Creative Communication
- E** = Discernment
- F** = Encouragement
- G** = Evangelism
- H** = Faith
- I** = Giving
- J** = Healing
- K** = Helps
- L** = Hospitality
- M** = Intercession
- N** = Interpretation
- O** = Knowledge
- P** = Leadership
- Q** = Miracles
- R** = Mercy
- S** = Prophecy
- T** = Shepherding
- U** = Teaching
- V** = Tongues
- W** = Wisdom

My Top 3 or 4 Spiritual Gifts are:

:
:
:
:

Spiritual Gifts

Spiritual gifts are abilities given to us by God in order that we make our unique contribution to the Body of Christ. They are given by the Holy Spirit to every *believer* that they may participate in meaningful service that glorifies God and edifies others. Spiritual Gifts are the answer to the “what” question in your ministry endeavors. Each one of us has been given a unique role to play in the Kingdom of Christ. So, as you begin this assessment please keep a couple things in mind:

- Prayerfully read through the following passages and ask God for insight into the ways that he has gifted you and how you might use those gifts: *1 Corinthians 12:7-20, 1 Peter 4:10*
- Respond to these statements according to who you are, not who you would like to be or think you ought to be.
- After carefully considering the above, find fill out the *Gift Grid* that corresponds with this sheet.

1. I like to organize people, tasks and events.
2. I would like to start churches in places where they do not presently exist.
3. I enjoy working creatively with wood, cloth, paints, metal, glass or other materials.
4. I enjoy challenging people's perspective of God by using various forms of art.
5. I can readily distinguish between spiritual truth and error, good and evil.
6. I tend to see the potential in people.
7. I communicate the gospel to others with clarity and effectiveness.
8. I find it natural and easy to trust God to answer my prayers.
9. I give liberally and joyfully to people in financial need or to projects requiring support.
10. I firmly believe people can be spiritually healed.
11. I enjoy working behind the scenes to support the work of others.
12. I view my home as a place to minister to people in need.
13. I take prayer requests from others and consistently pray for them.
14. Sometimes when a person speaks in tongues, I get an idea of what God is saying.
15. I am approached by people who want to know my perspective on a particular passage or biblical truth.
16. I am able to motivate others to accomplish a goal.
17. Others can point to specific instances, where my prayers have resulted in visible miracles
18. I empathize with hurting people and desire to help in their healing process.
19. I can speak in a way that results in conviction and change the lives of others.
20. I enjoy spending time nurturing and caring for others.
21. I am able to communicate God's word effectively.
22. I have spoken in tongues.

23. I am often sought out by others for advice about spiritual or personal matters.
24. I am careful, thorough, and skilled at managing details.
25. I am attracted to the idea of serving in another country or ethnic community.
26. I am skilled in working with different kinds of tools.
27. I enjoy developing and using my artistic skills (art, drama, music, photography, etc.)
28. I frequently am able to judge a person's character based upon first impressions.
29. I enjoy reassuring and strengthening those who are discouraged.
30. I consistently look for opportunities to build relationships with non-Christians.
31. I have confidence in God's continuing provision and help, even in difficult times.
32. I give more than a tithe so that kingdom work can be accomplished.
33. I pray specifically to be used by God to heal others.
34. I enjoy doing routine tasks that support the ministry.
35. I enjoy meeting new people and helping them to feel welcomed.
36. I enjoy praying for long periods of time and receive leadings as to what God wants me to pray for.
37. I have interpreted tongues with the result that the body of Christ was edified, comforted or exhorted.
38. I receive information from the Spirit that I did not acquire through natural means.
39. I am able to influence others to achieve a vision.
40. God has used me personally to provide supernatural signs and wonders.
41. I can patiently support those going through painful experiences as they try to stabilize their lives.
42. I feel responsible to confront others with the truth.
43. I have compassion for wandering believers and want to protect them.
44. I can spend time in study knowing that presenting truth will make a difference in the lives of people.
45. I have spoken an immediate message from God in a language that I have never learned.
46. I can often find simple, practical solutions in the midst of conflict and confusion.
47. I can clarify goals and develop strategies or plans to accomplish them.
48. I am willing to take an active part in starting a new church.
49. I enjoy making things for use in ministry.
50. I help people understand themselves, their relationships, and God better through artistic expression.
51. I can see through phoniness or deceit before it is evident to others.
52. I give hope to others by directing them to the promises of God.

53. I am effective at adapting the gospel message so that it connects with an individual's felt need.
54. I believe that God will help me to accomplish great things.
55. I manage my money well in order to free more of it for giving.
56. I fully realize that healing only occurs by God's divine permission.
57. I willingly take on a variety of odd jobs around the church to meet the needs of others.
58. I genuinely believe the Lord directs strangers to me who need to get connected with others.
59. I am conscience of ministering to others as I pray.
60. I have prayed that I may interpret if someone begins speaking in tongues.
61. I am committed, and schedule blocks of time for reading and studying scripture, to understand biblical truth fully and accurately.
62. I can adjust my leadership style to bring out the best in others.
63. God regularly seems to do impossible things through my life.
64. I enjoy helping people sometimes regarded as undeserving or beyond help.
65. I boldly expose cultural trends, teachings, or events which contradict biblical principals.
66. I like to provide guidance for the whole person – relationally, emotionally, spiritually, etc.
67. I pay close attention to the words, phrases and meaning of those who teach.
68. I can speak to God in language I have never learned.
69. I can easily select the most effective course of action from among several alternatives.
70. I can identify and effectively use the resources needed to accomplish tasks.
71. I can adapt well to different cultural surroundings.
72. I can visualize how something should be constructed before I build it.
73. I like finding new and fresh ways of communicating God's truth.
74. I tend to see rightness or wrongness in situations.
75. I reassure those who need to take courageous action in their faith, family or life.
76. I invite unbelievers to accept Christ as their Savior.
77. I trust God in circumstances where success cannot be guaranteed by human effort alone.
78. I am challenged to limit my lifestyle in order to give away a higher percentage of my income.
79. I view medicine as a means God may choose for healing.
80. I see spiritual significance in doing practical tasks.
81. I like to create a place where people do not feel that they are alone.
82. I pray with confidence because I know that God works in response to prayer.

83. I have interpreted tongues in a way that seems to have blessed others.
84. I have insight or just know something to be true.
85. I set goals and manage people and resources effectively to accomplish them.
86. People have told me that I was God's instrument that brought supernatural change in lives or circumstances.
87. I have great compassion for hurting people.
88. I see most actions as right or wrong, and feel the need to correct the wrong.
89. I can faithfully provide long-term support and concern for others.
90. I like to take a systematic approach to my study of the bible.
91. When I give a public message in tongues, I expect it to be translated.
92. I can anticipate the likely consequences of an individual's or a group's action.
93. I like to help organizations or groups become more efficient.
94. I can relate to others in culturally sensitive ways.
95. I honor God with my handcrafted gifts.
96. I apply various artistic expressions to communicate God's truth.
97. I receive affirmation from others concerning the reliability of my insights or perceptions.
98. I strengthen those who are wavering in their faith.
99. I openly tell people that I am a Christian and want them to ask me about my faith.
100. I am convinced of God's daily presence and action in my life.
101. I like knowing that my financial support makes a real difference in the lives and ministries of God's people.
102. I have prayed for others and actual physical healing has occurred.
103. I like to find small things that need to be done and often do them without being asked.
104. I enjoy entertaining people and opening my home to others.
105. When I hear about needy situations, I feel burdened to pray.
106. I have interpreted tongues in such a way that the message seemed to be straight from God.
107. I have suddenly known some things about others, but did not know how I knew them.
108. I influence others to perform to the best of their capability.
109. In the name of the Lord I have been able to recover sight to the blind.
110. I can look beyond a person's handicaps or problems to see a life that matters to God.
111. I like people who are honest and will speak the truth.
112. I enjoy giving guidance and practical support to a small group of people.

113. I can communicate scripture in ways that motivate others to study and want to learn more.
114. When I speak in tongues, I believe it is edifying to the Lord's body.
115. I give practical advice to help others through complicated situations.
116. I enjoy learning how organizations function.
117. I enjoy pioneering new undertakings.
118. I am good at and enjoy working with my hands.
119. I am creative and imaginative.
120. I can identify preaching, teaching, or communication, which is not biblically, sound.
121. I like motivating other to take steps for spiritual growth.
122. I openly and confidently tell others what Christ has done for me.
123. I am regularly challenging others to trust God.
124. I give generously due to my commitment to stewardship.
125. In the name of the Lord I have been used to heal diseases instantaneously.
126. I feel comfortable being a helper, assisting others to do their job more effectively.
127. I do whatever I can to make people feel that they belong.
128. I am honored when someone asks me to pray for them.
129. I convey the meaning of sounds, words, and utterances that glorify God, made by others.
130. I discover how important biblical truths are when reading or studying scripture, which benefit others in the body of Christ.
131. I am able to cast a vision that others want to be a part of.
132. I recognize prayer as a supernatural vehicle through which God acts in the lives of people on earth.
133. I enjoy bringing hope and joy to people living in difficult circumstances.
134. I will speak God's truth, even in places where it is unpopular or difficult for others to accept.
135. I can gently restore wandering believers to faith and fellowship.
136. I can present information and skills to others at a level that makes it easy for them to grasp and enjoy their lives.
137. I intercede for others in prayer using unknown words, sounds and utterances.
138. I can apply scriptural truth that others regard as practical and helpful.
139. I can visualize a coming event, anticipate potential problems, and develop backup plans.
140. I am able to orchestrate or oversee several church ministries.
141. I am able to design and construct things that help the church.
142. I regularly need to get alone to reflect and develop my imagination.

143. I can sense when demonic forces are at work in a person or situation.
144. I am able to challenge or rebuke others in order to foster spiritual growth.
145. I seek opportunities to talk about spiritual matters with unbelievers.
146. I can move forward in spite of opposition or lack of support when I sense God's blessing of an undertaking.
147. I believe that I have been given an abundance of resources so that I may give more to the Lord's work.
148. Others have told me they have been healed of an emotional problem when I ministered to them.
149. I readily and happily use my natural or learned skills to help wherever needed.
150. I can make people feel at ease even in unfamiliar surroundings.
151. I often see specific results in direct response to my prayers.
152. I have a clear idea of what God is saying even though the language used by the speaker is unknown to them at the specific time.
153. I confidently share my knowledge and insights with others.
154. I figure out where we need to go and help others to get there.
155. I see myself as an instrument for God's supernatural use.
156. I enjoy doing practical things for others who are in need.
157. I feel compelled to expose sin wherever I see it and to challenge people to repentance.
158. I enjoy patiently but firmly nurturing others in their development as believers.
159. I enjoy explaining things to people so that they can grow spiritually and personally.
160. I desire opportunities to pray using unknown languages for God's glory.
161. I have insights into how to solve problems that others do not see.

Gift Descriptions

This sheet describes each gift briefly. Read through your top three gifts and see if the description fits you. Think of some reasons to discuss why or why not this description is accurate for you. Don't be afraid to ask friends or family. The general biblical basis for spiritual gifts is Romans 12: 6-8, 1 Corinthians 12: 8-10, 1 Corinthians 12:28, Ephesians 4:11, 1 Peter 4: 9-10

A. Administration

1 Corinthians 12:28, Acts 6: 1-7, Acts 27:11, Luke 14:28-30, Titus 1:5

Literal Meaning: To pilot or to steer a ship

Description: The gift of Administration is the divine enablement to understand what makes an organization function, and the special ability to plan and execute procedures that accomplish the goals of the ministry.

Distinctives: Develop strategies to reach identified goals, Assist ministries to become more effective and efficient, Create order out of organizational chaos, Manage or coordinate a variety of responsibilities to accomplish a task, Organize people, tasks or events

Traits: Thorough, Objective, Responsible, Organized, Goal-oriented, Efficient, Conscientious

B. Apostleship

1 Cor. 9:19-23, Acts 8:4, Acts 13:2-3, Acts 22:21, Romans 10:15

Literal Meaning: To be sent with a message

Description: The gift of Apostleship is the divine ability to start and oversee the development of new churches or ministry structures

NOTE: While the "office" of apostle that the original disciples of Christ held is unique and no longer exists, the "role" of apostle continues today and functions through the spiritual gift of Apostleship.

Distinctives: Pioneer and establish new ministries or churches, Adapt to different surroundings by being culturally sensitive and aware, Desire to minister to unreached people in other communities or countries, Have responsibilities to oversee ministries or groups of churches, Demonstrate authority and vision for the mission of the church

Traits: Adventurous, Entrepreneurial, Persevering, Adaptable, Culturally sensitive, Risk taking, Cause-driven

C. Craftsmanship

Exodus 30:22-25, Exodus 31:3-11, 2 Chronicles 34:9-13, Acts 18:2-3

Literal Meaning: To craft, design, build

Description: The gift of Craftsmanship is the divine enablement to creatively design and/or construct items to be used for ministry.

Distinctives: Work with wood, cloth, paints, metal, glass and other raw materials, Make things which increase the effectiveness of others' ministries, Enjoy serving with their hands to meet tangible needs, Design and build tangible items and resources for ministry use, Work with different kinds of tools and are skilled with their hands

Traits: Creative, Designer, Handy, Resourceful, Practical, Behind-the-scenes, Helpful

D. Creative Communication

Deut 31:22, I Samuel 16:16, Exodus 30:22-25, Exodus 31:3-11, I Chronicles 16:41-42, Acts 18:2-3

Literal Meaning: To communicate artistically

Description: The gift of Creative Communication is the divine enablement to communicate God's truth through a variety of art forms.

Distinctives: Use the arts to communicate God's truth, Develop and use artistic skills such as drama, writing, art, music, etc., Use variety and creativity to captivate people and cause them to consider Christ's message, Challenge people's perspective of God through various forms of the arts, Demonstrate fresh ways to express the Lord's ministry and message

Traits: Expressive, Imaginative, Idea-oriented, Artistic, Creative, Unconventional, Sensitive

E. Discernment

1 Cor. 12:10, Acts 5:1-11, Acts 16:16-18, 1 John 4:1-6, Matt. 16: 21-23

Literal Meaning: To separate or make a distinction, differentiate

Description: The gift of discernment is the divine enablement to distinguish between truth and error. It is the ability to discern the spirits, differentiating between good and evil, right and wrong.

Distinctives: Distinguish truth from error, right from wrong, pure motives from impure, Identify deception in others with accuracy and appropriateness, Determine whether a word attributed to God is authentic, Recognize inconsistencies in a teaching, prophetic message or interpretation, Are able to sense the presence of evil

Traits: Perceptive, Insightful, Sensitive, Intuitive, Decisive, Challenging, Truthful

F. Encouragement

Romans 12:8, Timothy 4:13, Hebrews 10:25, Acts 14:22

Literal Meaning: To come along side of

Description: The gift of Encouragement is the divine enablement to present truth so as to strengthen, comfort, or urge to action those who are discouraged or wavering in their faith.

Distinctives: Come to the side of those who are discouraged to strengthen and reassure them, Challenge, comfort, or confront others to trust and hope in the promises of God, Urge others to action by applying biblical truth, Motivate others to grow, Emphasize God's promises and to have confidence in his will

Traits: Positive, Motivating, Challenging, Affirming, Reassuring, Supportive, Trustworthy

G. Evangelism

Eph 4:11-14, 2 Timothy 4:5, Acts 8:5-6, Acts 8:26-40, Acts 14:21, Acts 21:8

Literal Meaning: To bring good news

Description: The gift of Evangelism is the divine enablement to effectively communicate the gospel to unbelievers so they respond in faith and move toward discipleship.

Distinctives: Communicate the message of Christ with clarity and conviction, Seek out opportunities to talk to unbelievers about spiritual matters, Challenge unbelievers to faith and to become fully devoted followers of Christ, Adapt their presentation of the gospel to connect with the individual's needs, Seek opportunities to build relationships with unbelievers

Traits: Sincere, Candid, Respected, Influential, Spiritual, Confident, Commitment-oriented

H. Faith

1 Cor. 12:9, Acts 11:22-24, Acts 27:21-25, Hebrews 11, Romans 4:18-21

Literal Meaning: To trust, have confidence, believe

Description: The gift of Faith is the divine enablement to act on God's promises with confidence and unwavering belief in God's ability to fulfill his purposes.

Distinctives: Believe the promises of God and inspire other to do the same, Act in complete confidence of God's ability to overcome obstacles, Demonstrate an attitude of trust in God's will and his promises, Advance the cause of Christ because they go forward when others will not, As God for what is needed and trust him for his provision

Traits: Prayerful, Optimistic, Trusting, Assured, Positive, Inspiring, Hopeful

I. Giving

Romans 12:8, 2 Cor. 8:1-7, 2 Cor. 9:2-8, Mark 12:41-44

Literal Meaning: To give part of, share

Description: The gift of Giving is the divine enablement to contribute money and resources to the work of the Lord with cheerfulness and liberality. People with this gift do not ask “ How much money do I need to give to God?” but, “ How much money do I need to live on?”

Distinctives: Manage their finances and limit their lifestyles in order to give as much of their resources as possible, Support the work of ministry with sacrificial gifts to advance the Kingdom, Meet tangible needs that enable spiritual growth to occur, Provide resources, generously and cheerfully, trusting God for his provision, May have a special ability to make money so that they may use it to further God’s work

Traits: Stewardship-oriented, Responsible, Resourceful, Charitable, Trusts in God, Disciplined

J. Healing

1 Cor. 12:9,28 , Acts 3:1-10, Acts 5:12-16, Acts 9:32-35, Acts 28:7-10

Literal Meaning: To restore instantaneously

Description: The gift of Healing is the divine enablement to be God’s means for restoring people to wholeness.

Distinctives: Demonstrate the power of God, Bring restoration to the sick and diseased, Authenticate a message from God through healing, Use it as an opportunity to communicate a biblical truth and to see God glorified, Pray, touch, or speak words that miraculously bring healing to one’s body.

Traits: Compassionate, Trusts in God, Prayerful, Full of Faith, Humble, Responsive, Obedient

K. Helps

1 Cor. 12:28, Romans 16:1-2, Acts 9:36, Luke 8:2-3, Mark 15:40-41

Literal Meaning: To take the place of someone

Description: the gift of Helps is the divine enablement to accomplish practical and necessary tasks which free-up, support, and meet the needs of others.

Distinctives: Serve behind the scenes wherever needed to support the gifts and ministries of others, See the tangible and practical things to be done and enjoy doing them, Sense God’s purpose and please in meeting everyday responsibilities, Attach spiritual value to practical service, Enjoy knowing that they are freeing up others to do what God has called them to do

Traits: Available, Willing, Helpful, Reliable, Loyal, Dependable, Whatever-it-takes attitude

L. Hospitality

1 Peter 4:9, Romans 12:9-13, Romans 16:23, Acts16:14-15, Hebrews 13:1-2

Literal Meaning: To love strangers

Description: The gift of hospitality is the divine enablement to care for people by providing fellowship, food, and shelter.

Distinctives: Provide an environment where people feel valued and cared for, Meet new people and help them to feel welcomed, Create a safe and comfortable setting where relationships can develop, Seek ways to connect people together into meaningful relationships, Set people at ease in unfamiliar surroundings

Traits: Friendly, Gracious, Inviting, Trusting, Caring, Responsive, Warm

M. Intercession

James 5:14-16, 1 Timothy 2:1-2, Coloss. 1: 9-12, Coloss. 4:12-13, Acts 12:12, Luke 22:41-44

Literal Meaning: To plead on behalf of someone, intercede

Description: The gift of Intercession is the divine enablement to consistently pray on behalf of and for others, seeing frequent and specific results.

Distinctives: Feel compelled to earnestly pray on behalf of someone or some cause, Have a daily awareness of the spiritual battles being waged and pray, Are convinced God moves in direct response to prayer, Pray in response to the leading of the spirit, whether they understand it or not, Exercise authority and power for the protection of others and the equipping of them to serve

Traits: Advocate, Caring, Sincere, Peacemaker, Trustworthy, Burden-bearer, Spiritually sensitive

N. Interpretation

1 Cor. 12:10,28, 1 Cor. 14:13-19, Acts 2:1-13, Acts 10:44-46, Acts 19: 1-7, Mark 16:17

Literal Meaning: To translate, interpret

Description: The gift of Interpretation is the divine enablement to make known to the body of Christ the message of one who is speaking in tongues.

Distinctives: Respond to the message spoke in tongues by giving an interpretation, Glorify God and demonstrate his power through this miraculous manifestation, Edify the body by interpreting a timely message from God, Understand an unlearned language and communicate that message to the body of Christ, Are sometimes prophetic when exercising an interpretation of tongues for the church

Traits: Obedient, Responsive, Devoted, Responsible, Spiritually sensitive, Discerning, Wise

O. Knowledge

1 Cor. 2:14, 1 Cor. 12:8, Acts 5:1-11, Coloss. 2:2-3, 2 Cor. 11:6

Literal Meaning: To know

Description: The gift of knowledge is the divine enablement to bring truth to the body through a revelation or biblical insight.

Distinctives: Receive truth which enables them to better serve the body, Search the scriptures for insight, understanding, and truth, Have an unusual insight or understanding that serves the church, Organize information for teaching and practical use, Gain knowledge which was not attained by natural observation or means

Traits: Inquisitive, Responsive, Observant, Insightful, Reflective, Studious, Truthful

P. Leadership

1 Timothy 5:17, Acts 7:10, Acts 15:7-11, Romans 12:8, Hebrews 13:17, Luke 9:51

Literal Meaning: To stand before

Description: The gift of Leadership is the divine enablement to cast vision, motivate, and direct people to harmoniously accomplish the purposes of God.

Distinctives: Provide direction for God's people or ministry, Motivate others to perform to the best of their abilities, Present the "big picture" for others to see, Model the values of the ministry, Take responsibility and establish goals

Traits: Influential, Diligent, Visionary, Trustworthy, Persuasive, Motivating, Goal-setter

Q. Miracles

1 Cor 12:10,28, Acts 9:36-42, Acts 19:11-20, Acts 20:7-12, Romans 15:28-29

Literal Meaning: To do powerful deeds

Description: The gift of Miracles is the divine enablement to authenticate the ministry and message of God through supernatural interventions which glorify Him.

Distinctives: Speak God's truth and have it authenticated by an accompanying miracle, Express confidence in God's faithfulness and ability to manifest his presence, Bring the ministry and message of Jesus Christ with power, Claim God to be the source of the miracle and Glorify him, Represent Christ and through the gift point people to a relationship with Christ

Traits: Bold, Venturesome, Authoritative, God-fearing, Convincing, Prayerful, Responsive

R. Mercy

Romans 12:8, 2 Cor. 8:1-7, 2 Cor. 9:2-8, Mark 12:41-44

Literal Meaning: To have compassion

Description: The gift of Mercy is the divine enablement to cheerfully and practically help those who are suffering or are in need, compassion moved to action

Distinctives: Focus upon alleviating the sources of pain or discomfort in suffering people, Address the needs of the lonely and forgotten, Express love, grace, and dignity to those facing hardships and crisis, Serve in difficult or unsightly circumstances and do so cheerfully, Concern themselves with individual or social issues that oppress people

Traits: Empathetic, Caring, Responsive, Kind, Compassionate, Sensitive, Burden-bearing

S. Prophecy

1 Cor. 12:10,28, Eph 4:11-14, Romans 12:6, Luke 7:26, Acts 15:32, Acts 21:9-11

Literal Meaning: To speak before

Description: The gift of prophecy is the divine enablement to reveal truth and proclaim it in a timely and relevant manner for understanding, correction, repentance, or edification. There may be immediate or future implications.

Distinctives: Expect to see and challenge them to respond, Expose sin or deception in others for the purpose of reconciliation, Speak a timely word from God causing conviction, repentance, and edification, See truth that others often fail to see and challenge them to respond, Warn of God's immediate or future judgment if there is no repentance, Understand God's heart and mind through experiences he takes them through

Traits: Discerning, Compelling, Uncompromising, Outspoken, Authoritative, Convicting, Confronting

T. Shepherding

Eph 4:11-14, 1 Timothy 3:1-7, John 10:1-18, 1 Peter 5:1-3

Literal Meaning: To shepherd a flock

Description: The gift of Shepherding is the divine enablement to nurture, care for, and guide people toward on-going spiritual maturity and becoming like Christ.

Distinctives: Take responsibility to nurture the whole person in their walk with God, Provide guidance and oversight to a group of God's people, Model with their life what it means to be a fully devoted follower of Jesus, Establish trust and confidence through long-term relationships, Lead and protect those within their span of care

Traits: Influencing, Nurturing, Guiding, Discipling, Protective, Supportive, Relational

U. Teaching

1 Cor. 12:28, Eph 4:11-14, Romans 12:7, Acts 18:24-28, Acts 20:20-21

Literal Meaning: To instruct

Description: The gift of Teaching is the divine enablement to understand, clearly explain, and apply the word of God, causing greater Christ-likeness in the lives of listeners

Distinctives: Communicate biblical truth that inspires greater obedience to the word, Challenge listeners simply and practically with the truth of scripture, Present the whole counsel of God for maximum life change, Give attention to detail and accuracy, Prepare through extended times of study and reflection

Traits: Disciplined, Perceptive, Teachable, Authoritative, Practical, Analytical, Articulate

V. Tongues

1 Cor. 12:10,28, 1 Cor. 14:13-19, Acts 2:1-13, Acts 10:44-46, Acts 19:1-7, Mark 16:17

Literal Meaning: Tongue, language

Description: The gift of Tongues is the divine enablement to speak, worship, or pray in a language unknown to the speaker. People with the gift may receive a spontaneous message from God which is made known to his body through the gift of Interpretation.

Distinctives: Express with an interpretation a word by the Spirit which edifies the body, Communicate a message given by God for the church, Speak in a language they have never learned and do not understand, Worship the Lord with unknown words too deep for the mind to comprehend, Experience an intimacy with God which inspires them to serve and edify others

Traits: Sensitive, Prayerful, Responsive, Trusting, Devoted, Spontaneous, Receptive

W. Wisdom

1 Cor. 2:1-13, 1 Cor. 12:8, Acts 6:3,10, James 1:5-6, 2 Peter 3:15,16

Literal Meaning: To apply truth practically

Description: The gift of Wisdom is the divine enablement to apply spiritual truth effectively to meet a need in a specific situation.

Distinctives: Focus on the unseen consequences in determining the next steps to take, Receive an understanding of what is necessary to meet the needs of the body, Provide divinely given solutions in the midst of conflict and confusion, Hear the spirit provide direction for God's best in a given situation, Apply spiritual truth in specific and practical ways

Traits: Sensible, Insightful, Practical, Wise, Fair, Experienced, Common Sense

heart / *P*assion

Passion is the *God-given* desire that compels us to make a *God-glorifying* difference in a particular ministry. It's the answer to the "where" question in your ministry endeavors. However, as passion is God-given, you must go to Him to understand what He has given you. So, your directions for this portion are as follows :

*Prayerfully read through the following passages and ask God for insight into your passion area: *Psalm 119:105, Psalm 37:4-5, Matthew 6:33*

*Prayerfully consider your answers to the following questions.

*There are no right or wrong responses.

*Don't be concerned about "whether" you can do it or "how" it can be done.

*Complete the assessment as if you have no obstacles to fulfilling your heart's desire.

If I could snap my fingers and I knew I couldn't fail, what would I do?

At the end of my life, I'd love to be able to look back and know that I'd done something about:

If someone were to mention your name to a group of your friends, what would they say you were really interested in or passionate about?

What I would most like to do for others is:

The people I would like to help most are:

Infants	Children	Youth
Teen moms	Single parents	College students
Divorced	Widowed	Singles
Career women	Young marrieds	Refugees
Parents	Empty nesters	Homeless
Unemployed	Elderly	Disabled
Prisoners	Poor	Hospitalized

Others: _____

The issues or causes I feel strongly about are:

Environment	Child Care	Homosexuality
Discipleship	AIDS	Politics
Violence	Injustice	Racism
Education	Addictions	International
Economic	Reaching the lost	Technology
Health Care	Poverty	Family
Abortion	Hunger	Literacy

Church

Others: _____

*Look over your answers and search for a theme or pattern. Does a particular age group keep surfacing? Are there particular needs that keep coming up? Are you serving in a similar role in different areas in your life? Can you prioritize your concerns?

Based on my answers to the above questions, I sense *I have a Passion for:*

*Making a statement of Passion is not easy for everyone. Remember that this is just the beginning of the process of identifying and clarifying your Passion. As you think, pray, and gain more ministry experience, your Passion will become more clear over time.

Abilities

God has given you natural abilities these may or may not be “gifts of the spirit” that were outlined in the first section but they are just as important to discovering the toolbox that God has given you to fulfill his purpose for your life. Review the list of 50 abilities and reflect on you’re the way God has made you. Rate each your response to each one of these abilities/activities. **Love It** – can’t live without this activity. **Like It** – You may enjoy these abilities/activities but you don’t have to do them on a regular basis to be satisfied. **Live without it** – These abilities/activities leave you feeling deflated and disappointed compared to other things you prefer. When you have finished select the top 5 you most excel at and love doing. If your particular ability is not listed feel free to add it to the list.

	Love It	Like It	Live without It
1. Adapting: The ability to adjust, change, alter modify			
1. Administering: The ability to govern, run, rule			
1. Analyzing: The ability to examine, investigate, probe, evaluate			
1. Building: The ability to construct, make, assemble			
1. Coaching: The ability to prepare, instruct, train, equip, develop			
1. Communicating: The ability to share, convey, impact			
1. Computing: The ability to add, estimate, total, calculate			
1. Connecting: The ability to link, involve, relate			
1. Consulting: The ability to advise, discuss, confer			
1. Cooking: The ability to prepare, serve, feed, or cater			
1. Coordinating: The ability to organize, match, harmonize			
1. Counseling: The ability to guide, advise, support, listen, or care for			
1. Competing: The ability to contend, win, battle			
1. Decorating: The ability to beautify, enhance, adorn			
1. Designing: The ability to draw, create, picture, outline			
1. Developing: The ability to expand, grow, advance, increase			
1. Directing: The ability to aim, oversee, manage, supervise			
1. Editing: The ability to correct, amend, alter, improve			
1. Encouraging: The ability to cheer, inspire, support			
1. Engineering: The ability to construct, design, plan			
1. Facilitating: The ability to help, aid, assist, make possible			
1. Forecasting: The ability to predict, calculate, see trends, patterns, and themes			
1. Implementing: The ability to apply, execute, make happen			
1. Improving: The ability to better, enhance, further, enrich			
1. Influencing: The ability to effect, sway, shape, change			
1. Landscaping: The ability to garden, plant, improve			
1. Leading: The ability to pave the way, direct, excel, win			

1. Learning: The ability to study, gather, understand, improve			
1. Managing: The ability to run, handle, oversee			
1. Mentoring: The ability to advise, guide, teach			
1. Motivating: The ability to provoke, induce, prompt			
1. Negotiating: The ability to discuss, consult, settle			
1. Operating: The ability to run mechanical or technical things			
1. Organizing: The ability to simplify, arrange, fix, classify, coordinate			
1. Performing: The ability to sing, speak, play an instrument or act			
1. Pioneering: The ability to bring about out something new, ground breaking, original			
1. Planning: The ability to arrange, map out, prepare			
1. Promoting: The ability to sell, sponsor, endorse, showcase			
1. Recruiting: The ability, to draft, enlist, hire, engage			
1. Repairing: The ability to fix, mend, restore, heal			
1. Researching: The ability to seek, gather, examine, study			
1. Resourcing: The ability to furnish, provide, deliver			
1. Serving: The ability to help, assist, fulfill			
1. Strategizing: The ability to think ahead, calculate, scheme			
1. Teaching: The ability to explain, demonstrate, tutor			
1. Translating: The ability to interpret, decode, explain, speak			
1. Traveling: The ability to journey, visit, explore			
1. Visualizing: The ability to picture, imagine, envision, dream, conceptualize			
1. Welcoming: The ability to entertain, greet, embrace, make comfortable			
1. Writing: The ability to compose, create, record			

List below your five top five natural abilities.

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

Personal Style

Personal Style or personality is the God-given interpretation of how you are energized and organized. It's the answer to the "how" question in your ministry endeavors. Psalm 139:13-16 says...

For you created my inmost being; you knit me together in my mother's womb. I praise you because I am fearfully and wonderfully made; your works are wonderful, I know that full well. My frame was not hidden from you when I was made in the secret place. When I was woven together in the depths of the earth, your eyes saw my unformed body. All the days ordained for me were written in your book before one of them came to be.

There is no right or wrong personal style. This is the way the Lord has created you to be, so fill in the following assessment keeping the following in mind: For each question rate yourself on the scale provided. Do not answer according to what you feel is expected by a spouse, family member, employer, etc. Select the behavior or perspective that would come naturally to you if you knew there were no restrictions on or consequences for your personal expression.

How are you Energized?

1. I'm more comfortable	doing things for people	1 2 3 4 5	being with people
1. When doing a task, I tend to focus	on the goal	1 2 3 4 5	on relationships
1. I get more excited about	advancing a cause	1 2 3 4 5	creating community
1. I feel I have accomplished something when I've	gotten a job done	1 2 3 4 5	built a relationship
1. It's more important to start a meeting	on time	1 2 3 4 5	when everyone gets there
1. I'm more concerned with	meeting a deadline	1 2 3 4 5	maintaining the team
1. I place a higher value on	action	1 2 3 4 5	communication

Total your Score for how you are Energized (E) = _____

If you have a score below 21 you are Task-Oriented. The primary content of your ministry should be accomplishing tasks that serve people. Your primary focus should be on goal accomplishment.

If you have a score above 21 you are People-Oriented. The primary content of your ministry should be more involved with direct interaction with people. Your primary focus should be on relational issues.

How are you Organized?

1. While on vacation I prefer to	be spontaneous	1 2 3 4 5	follow a set plan
1. I prefer to set guidelines that are	general	1 2 3 4 5	specific
1. I prefer to	leave my options open	1 2 3 4 5	settle things now
1. I prefer projects that have	variety	1 2 3 4 5	routine
1. I like to	play it by ear	1 2 3 4 5	stick to a plan
1. I find routine	boring	1 2 3 4 5	restful
1. I accomplish tasks best by	working it out as a I go	1 2 3 4 5	following a plan

Total your Score for how you are Organized (O) = _____

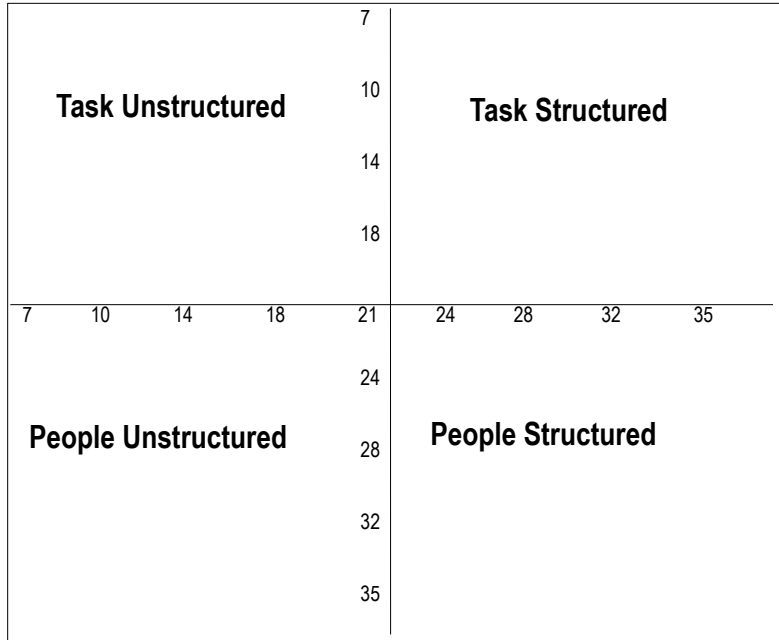
If you have a score below 21 you are Unstructured. Your ministry position should be generally described and your relationships with others should be spontaneous.

If you have a score above 21 you are Structured. Your ministry position should be clearly defined and your relationships with people should be consistent.

The Four Personal Style Quadrants

Remember that both the People-Oriented and Task-Oriented value developing relationships and meeting goals, but each has a primary and secondary means of achieving them. Both the Unstructured and Structured value being organized, but each has a different approach to organization.

On the grid below, put an X on the horizontal line that corresponds to your (O) total. Put an X on the vertical scale that corresponds to your (E) total. Draw a vertical line through the X marked on the (O) scale and a horizontal line through the X on the (E) scale. Your personal style is indicated where the lines meet.



Task/Unstructured:

General Guidelines, Versatile, Helps wherever needed, Likes tangible results

Consider the kind of ministry position that needs you to fulfill a wide variety of responsibilities. *ex. offering counting, room setup/tear down, sound tech*

Task/Structured

Getting the job done, Focused on results, Prefers to follow an agenda, Appreciates clear direction

Consider the kind of ministry position that allows you to know clearly what the goals are and how the task is to be accomplished. *ex. drama set designer, building project, special events*

People/Unstructured

Spontaneous situations, Very conversational, Relates well to others, Tends to be flexible

Consider the kind of ministry position that gives you the freedom to respond to people spontaneously. *ex. crisis hotline, hospital volunteer, high school pastor*

People/Structured

Defined relationships, Familiar Surroundings, Projects warmth, Enjoys familiar relationships

Consider the kind of ministry position that will enable you to interact with people in a more stable or defined way. *ex. ushering, small group leader, pantry volunteer*

Ministry Connections

After finishing all three sections please fill this sheet out and bring the entire packet with you to our meeting.

Name : _____

Address: _____

Attending Bridgeway since: _____

Phone: _____

Email: _____

Current House Church: _____

Current Ministry Area: _____

Spiritual Gifts: 1. _____ 2. _____ 3. _____

Heart/Passion Statement: _____

Abilities: 1. _____ 2. _____ 3. _____

Personal Style: _____

Ministry Commitment: _____

Contact: _____ By _____

Return form to Pastor Ron at the church office, or email it to ron@bridgewaycommunity.org