

# TOOL # 3

## Spiritual Gifts Discovery

### Observation Assessment

#### Instructions for the Assessee:

The Observation Assessment provides a tool for your brothers and sisters in Christ to assist in helping you discover your spiritual gifts. While your spiritual gifts may be so much a normal part of your life that you exercise them without being consciously aware of them as gifts, others around you will frequently be able to provide an objective evaluation of how God has gifted you.

We suggest you ask no more than three individuals to complete this assessment tool on your behalf. **PLEASE BE ASSURED that if you only have one person you would like to give it to, this will be fine.**

Be sure you give the person making the observation assessment sufficient time to complete it. Within this context, it is important to give them a deadline as well. This input will be helpful to your coach -- and you -- as you explore together your Spiritual Gifts.

*This is a sample of the tool developed by Bruce Bugbee to assess experience. You will find this, and other assessments for determining your spiritual gifts, in his workbook titled Discover Your Spiritual Gifts the Networked Way.*

*You can order this book directly from his website, [www.networkministries.com](http://www.networkministries.com) or through your favorite Christian bookstore. Be sure to order this book prior to using these materials.*

# Spiritual Gifts Discovery

## I'd like your opinion!

I am seeking to better understand how God has equipped me to serve others. One part of the process involves getting feedback from a few people who know me reasonably well. Your thoughts about what I do best and the way I relate to others will be very helpful. Please take a few minutes to complete this assessment.

**My name is:** \_\_\_\_\_

**These are my observations of:** \_\_\_\_\_

### Directions:

1. The following pages contain descriptions of spiritual gifts and a range of scores (0-3) for rating the “giftedness” of the person you are assessing.

<b>SCORE</b>	<b>MEANING</b>
<b>3</b>	= Consistently/Definitely True
<b>2</b>	= Most of the Time/Usually True
<b>1</b>	= Some of the Time/Once in a While
<b>0</b>	= Don't Know/Haven't Observed

2. Circle the appropriate score according to how true it is of the person you are describing.
3. When you have completed scoring the questions, write the score for each statement in the corresponding alphabetically-lettered box on the Observation Assessment Summary Page (page 6).
4. Finally, answer the questions on page 7 to select what you believe are the most prominent gifts of the person you are assessing.

### IMPORTANT:

- Answer according to what seems to be true of them most of the time... not what you would like them to be, or think they should be.
- To what degree do these statements reflect their tendencies?
- Return the assessment as soon as you have completed it. Thanks!

		Consistently/ Definitely True	Most of the Time/Usually True	Some of the Time/Once in a While	Don't Know/ Haven't Observed
<b>G</b>	Develops strategies or plans to reach identified goals; organizes people, tasks, and events; helps organizations or groups become more patient; creates order out of organizational chaos.	<b>3</b>	<b>2</b>	<b>1</b>	<b>0</b>
<b>O</b>	Strengthens and reassures troubled people; encourages or challenges them; motivates others to grow; supports those who seem to be stuck in need to take action.	<b>3</b>	<b>2</b>	<b>1</b>	<b>0</b>
<b>F</b>	Trusts God to answer prayer and encourages others to do the same; has confidence in God's continuing presence and ability to help, even in difficult times; moves forward in spite of difficulties or opposition.	<b>3</b>	<b>2</b>	<b>1</b>	<b>0</b>
<b>L</b>	Gives liberally and joyfully to people in financial need; gives generously to projects requiring substantial support; manages his or her money well in order to free more of it for other people and causes.	<b>3</b>	<b>2</b>	<b>1</b>	<b>0</b>
<b>A</b>	Works behind the scenes to support the work of others; finds small things that need to be done and does them without being asked; helps wherever needed; even with routine or mundane tasks.	<b>3</b>	<b>2</b>	<b>1</b>	<b>0</b>
<b>D</b>	Meets new people and helps them to feel welcome; entertains guests; opens his or her home to others who need a safe, supportive environment; puts people at ease in unfamiliar surroundings.	<b>3</b>	<b>2</b>	<b>1</b>	<b>0</b>

		Consistently/ Definitely True	Most of the Time/Usually True	Some of the Time/Once in a While	Don't Know/ Haven't Observed
<b>B</b>	Continually offers to pray for others; has confidence in the Lord's protection; spends a lot of time praying; is convinced that God moves in direct response to prayer.	<b>3</b>	<b>2</b>	<b>1</b>	<b>0</b>
<b>E</b>	Takes responsibility for directing groups; motivates and guides others to reach important goals; manages people and resources well; influences others to perform to the best of their abilities.	<b>3</b>	<b>2</b>	<b>1</b>	<b>0</b>
<b>Q</b>	Empathizes with hurting people; patiently and compassionately walks with people through painful experiences; helps those generally regarded as undeserving and beyond help.	<b>3</b>	<b>2</b>	<b>1</b>	<b>0</b>
<b>I</b>	Pioneers new undertakings (such as a new church or ministry); serves in another country or community; adapts to different cultures and surroundings; demonstrates cultural awareness and sensitivity.	<b>3</b>	<b>2</b>	<b>1</b>	<b>0</b>
<b>K</b>	Invests the talents they have into the life and ministry of other members of the Body, thus assisting the person helped to increase the effectiveness of his/her Spiritual Gifts and ministry.	<b>3</b>	<b>2</b>	<b>1</b>	<b>0</b>
<b>H</b>	Looks for opportunities to build relationships with unbelievers; communicates openly and effectively about his or her faith; talks about spiritual matters with those who don't believe.	<b>3</b>	<b>2</b>	<b>1</b>	<b>0</b>
<b>N</b>	Faithfully provides long-term support and nurture for a group of people; provides guidance for the whole person; patiently but firmly nurtures others in their development as believers.	<b>3</b>	<b>2</b>	<b>1</b>	<b>0</b>

		Consistently/ Definitely True	Most of the Time/Usually True	Some of the Time/Once in a While	Don't Know/ Haven't Observed
<b>C</b>	Studies, understands, and communicates biblical truth; develops appropriate teaching material and presents it effectively; communicates in ways that motivate others to change.	<b>3</b>	<b>2</b>	<b>1</b>	<b>0</b>
<b>M</b>	Distinguishes between truth and error, good and evil; accurately judges character; sees through phoniness and deceit; helps others to see rightness or wrongness in life situations.	<b>3</b>	<b>2</b>	<b>1</b>	<b>0</b>
<b>P</b>	Carefully studies and researches subjects he or she wants to understand better; shares his or her knowledge and insights with others when asked; sometimes gains information that is not attained by natural observation or means.	<b>3</b>	<b>2</b>	<b>1</b>	<b>0</b>
<b>J</b>	Sees simple, practical solutions in the midst of conflict or confusion; gives helpful advice to others facing complicated life situations; helps people take practical action to solve real problems.	<b>3</b>	<b>2</b>	<b>1</b>	<b>0</b>
	OTHER (Describe Below)	<b>3</b>	<b>2</b>	<b>1</b>	<b>0</b>

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<p>1. Go back over those gift descriptions you marked with a "3" (Consistently / Definitely True) and in the shaded column on the left with the letter identifier, indicate your top choice with a "1", second with a "2", and third with a "3". Then write the "letter" of those top three in the space provided to the right.</p>	<p><b>Top Three Letters</b></p> <p>1. _____</p> <p>2. _____</p> <p>3. _____</p>
<p>2. Now, please think about this from a slightly different perspective. If you are familiar with spiritual gifts, <u>subjectively</u>, which one(s) do you believe you have seen most in this person's life? Do they differ from the objective analysis? If so, why do you think this is the case? Please make any comments below.</p>	<p>1. _____</p> <p>2. _____</p> <p>3. _____</p>
<p>3. Are there any other observations or insights you have that would help this person better understand what they do best? If so, please comment on them below:</p>	

**Comments:**

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