

OBSERVATION ASSESSMENT

Spiritual Gifts Discovery

Often, you will not be aware of what others have appreciated about you or noticed about your abilities in ministry situations. This assessment gives people who know you an opportunity to affirm areas of possible Spiritual Giftedness.

Directions

1. Your Participant's Guide has three identical assessments (page 168). Remove them from your book and give an *Observation Assessment* to three people. Ask them to complete it and return it to you. (provided in folder)
2. The best people to ask are Christians who have seen you involved in a ministry context. If this is not possible, ask people who know you well and can share observations from their knowledge and relationship with you.
3. Get started with these assessments right away. People will need time to fill them out and get them back to you for the next session.
4. When you have received your *Observation Assessments* back, compile them on the Observation Summary in your Participant's Guide on page 66.
5. Transfer your conclusions to the *Spiritual Gifts Summary* on page 68.

OBSERVATION ASSESSMENT

Spiritual Gifts Discovery

1. In chart below, put an "X" in the box by each of the top three Spiritual Gifts identified in each of your *Observation Assessments*.

	SPIRITUAL GIFT	OBSERVER 1	OBSERVER 2	OBSERVER 3	TOTAL	TOP GIFTS
A	Administration					
B	Craftsmanship					
C	Creative Comm.					
D	Encouragement					
E	Faith					
F	Giving					
G	Helps					
H	Hospitality					
I	Intercession					
J	Leadership					
K	Mercy					
L	Apostleship					
M	Prophecy					
N	Evangelism					
O	Shepherding					
P	Teaching					
Q	Discernment					
R	Knowledge					
S	Wisdom					
T	Healing					
U	Interpretation					
V	Miracles					
W	Tongues					

Remember, their perceptions will be affected by how long they have known you and the type of relationship they have with you (family, small group, work, neighborhood, ministry, etc.). Weigh these factors as you record and evaluate their responses. Give more weight to those who have seen you in ministry.

2. Add across the row to total each Spiritual Gift.
3. In the shaded column to the right, put a 1, 2, or 3 next to the three Spiritual Gifts identified with the highest total.
4. Transfer these top three Gifts to the Spiritual Gifts Summary on page 68.

SPIRITUAL GIFTS SUMMARY

Spiritual Gifts Discovery

Use this page to compile the results of your *Experience Assessment* and *Observation Assessments*.

EXPERIENCE ASSESSMENT What are the top Spiritual Gifts you identified on your <i>Experience Assessment</i> ? (from page 54)	OBSERVATION ASSESSMENTS What Spiritual Gifts were most observed by those who know you well? (from page 66)
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Now . . . combine the results from both assessments into a list of what you think at this time are your top three, or primary, Spiritual Gifts.

MY SPIRITUAL GIFTS
1. _____
2. _____
3. _____

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. Please read the descriptions below.
2. Mark each one according to how true it is of the person you are describing.
3. Place your score to each statement in the appropriately numbered box on the answer sheet on pages 2-5. Respond by using the following scale:

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

SPIRITUAL GIFTS DISCOVERY

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!

Observation Assessment #1

		Consistently— Definitely True	Most of the Time— Usually True	Some of the Time— Once in a While	Don't Know— Haven't Observed
A	<i>Develops strategies or plans to reach identified goals; organizes people, tasks, and events; helps organizations or groups become more efficient; creates order out of organizational chaos.</i>	3	2	1	0
B	<i>Works creatively with wood, cloth, metal, paints, glass, etc.; works with different kinds of tools; makes things for practical uses; designs and builds things; works with his or her hands.</i>	3	2	1	0
C	<i>Communicates with variety and creativity; develops and uses particular artistic skills (art, drama, music, photography, etc.); finds new and fresh ways to communicate ideas to others.</i>	3	2	1	0
D	<i>Strengthens and reassures troubled people; encourages or challenges them; motivates others to grow; supports those who seem to be stuck and need to take action.</i>	3	2	1	0
E	<i>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.</i>	3	2	1	0

NETWORK PARTICIPANT'S GUIDE

Observation Assessment #1

		Consistently- Definitely True	Most of the Time- Usually True	Some of the Time- Once in a While	Don't Know- Haven't Observed
F	<i>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.</i>	3	2	1	0
G	<i>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.</i>	3	2	1	0
H	<i>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.</i>	3	2	1	0
I	<i>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.</i>	3	2	1	0
J	<i>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.</i>	3	2	1	0
K	<i>Empathizes with hurting people; patiently and compassionately walks with people through painful experiences; helps those generally regarded as undeserving or beyond help.</i>	3	2	1	0
L	<i>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.</i>	3	2	1	0
M	<i>Speaks with conviction to bring change in the lives of others; exposes cultural trends, teaching, or events that are morally wrong or harmful; boldly speaks truth even in places where it may be unpopular.</i>	3	2	1	0

SPIRITUAL GIFTS DISCOVERY

Observation Assessment #1

		Consistently— Definitely True	Most of the Time— Usually True	Some of the Time— Once in a While	Don't Know— Haven't Observed
N	<i>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.</i>	3	2	1	0
O	<i>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.</i>	3	2	1	0
P	<i>Studies, understands, and communicates biblical truth; develops appropriate teaching material and presents it effectively; communicates in ways that motivate others to change.</i>	3	2	1	0
Q	<i>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.</i>	3	2	1	0
R	<i>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.</i>	3	2	1	0
S	<i>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.</i>	3	2	1	0
T	<i>Demonstrates the power of God by bringing restoration to the sick and diseased by laying hands on them and praying; miraculously heals a person's body, soul or spirit.</i>	3	2	1	0
U	<i>Communicates God's message to others when someone speaks in tongues; responds to people who have spoken in a different and unknown language and tells the group what God is saying.</i>	3	2	1	0

NETWORK PARTICIPANT'S GUIDE

Observation Assessment #1

		Consistently- Definitely True	Most of the Time- Usually True	Some of the Time- Once in a While	Don't Know- Haven't Observed
V	<i>Speaks God's truth and has it authenticated by an accompanying miracle; communicates the ministry and message of Jesus Christ with demonstrations of power over nature and claims God to be the source of the miracle.</i>	3	2	1	0
W	<i>Speaks in a language I do not understand, and when she or he does, someone speaks out to interpret what they just said; worships God and seems to spontaneously pray using words I have not heard before.</i>	3	2	1	0

Here are a few additional questions:

<p>1. Go back over those you marked with a "3" (Consistently/Definitely True) and in the shaded column, 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>Top Three Letters</p> <p>1. _____</p> <p>2. _____</p> <p>3. _____</p>
<p>2. If you are familiar with Spiritual Gifts, which one(s) have you seen most in this person's life?</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?</p>	<p>Comments</p>

Thank you for taking the time to complete this assessment. Your opinions and observations are valuable to me. I appreciate your help!

