

DISCOVER MINISTRY

OBSERVATIONASSESSMENT

For Aspiring Ministers
(Ordinary Christians)

OBSERVATIONASSESSMENT

“The pleasantness of one's friend springs from his earnest counsel.”
PROVERBS 27:9 (NIV)

People close to us are able to affirm us by identifying our spiritual gifts. Sometimes people notice gifts in us we tend to overlook ourselves. This observation assessment is intended for others to identify your giftedness and so help you find a fruitful and fulfilling ministry. You will receive two *Observation Assessments* to be completed by two different people.

Instructions

- 1. Identify** people who know you well and whose input you value. Preferably, they should be Christians who have observed you in a ministry context. If not, they should at least be people likely to have an accurate perception of you. (If you would like more people to participate, you may make additional copies or request more.)
- 2. Explain** to the people you have identified the purpose of the assessment. Their thoughtful reflections will help you understand who God made you to be. How He has made you will determine where He wants you to serve.
- 3. Ask** them to help you out by completing the assessment. Have them read each gift description and give their thoughtful reply as indicated.
- 4. Remember** that the perceptions of others will be affected by how long they have known you and what kind of relationship they have had with you (spouse, family member, small group partner, friend, etc.). Weigh these factors as you evaluate their responses.
- 5. Determine** which spiritual gifts seem most affirmed after you have studied their observations.
- 6. Transfer** your findings to your *Personal Profile*.

Observation Assessment

for _____
Name of person requesting the assessment

I would like to better understand how God has gifted me. Your thoughtful observations can help me in this process of discovering my spiritual gifts. I appreciate your participation!

by _____
Name of person doing the assessment Relationship

Directions

Please, read each of the descriptions below. Using the definitions provided, write one of the following marks (D,O,P,?) in the spaces provided to give your assessment.

D = Definitely true
a certain gift

O = Does not have gift

P = Possibly true,
a potential gift

? = Don't know,
have not observed

Assessment

___ **Administration:** the ability to organize and guide human activities in such a way that Christ's program is carried out (I COR. 12:28).

___ **Creative Ability:** the ability to forward God's kingdom through creative skills such as music, drama, graphic arts, writing, painting, sculpting (EX. 35:31).

___ **Discernment:** the ability to distinguish between truth and error, to know when a person or act is of God (I COR. 12:10).

___ **Encouragement:** the ability to motivate people through encouraging words to live practical Christian lives (ROM. 12:8).

___ **Evangelism:** the ability to present the gospel to unbelievers in such a clear and meaningful way that it calls for a response (EPH. 4:11).

___ **Faith:** the ability to envision what God wants to happen and to be certain that He will do it in response to prayer, even when there is no concrete evidence (I COR. 12:9).

___ **Giving:** the ability to support the Lord's work materially with generous, timely and cheerful contributions (ROM. 12:8)

___ **Hospitality:** the ability to welcome and graciously serve guests or strangers.

___ **Intercession:** the ability to pray faithfully for others and to identify specific answers to those prayers (COL 1:9-10).

___ **Leadership:** the ability to lead a group with caring concern and foresight (ROM. 12:28).

___ **Mercy:** the ability to empathize with those who are hurting and to translate that into cheerful acts of service (ROM. 12:8).

___ **Prophecy:** the ability to proclaim and apply God's truth so that believers may be edified, encouraged and consoled, and non-believers convinced (I COR. 2:10,28).

___ **Service:** the ability to help others in their lives and ministries by aiding them in practical ways (ROM 12:7).

___ **Shepherding:** the ability to oversee the spiritual lives of others and care for their spiritual needs by teaching and guiding them toward maturity (EPH. 4:11).

___ **Teaching:** the ability to impart truth to others for the purpose of building up (I COR. 12:28; ROM. 12:7; EPH. 4:11).

1. Do you have other observations or insights that would help

this person understand their strengths or abilities? _____

2. Please list in order the top three gifts you marked with a "D" and explain why.

1) _____

2) _____

3) _____

Please return the completed assessment to the person who asked you to complete it. *Thank you for your help!*

DISCOVERING MINISTRY

MY PERSONAL PROFILE

Name

Date

I. MY SPIRITUAL GIFTS

Personal Assessment through
Gifts Analysis Questionnaire

Others' Assessment through
Observation Assessment

Working Gifts:

1. _____

1. _____

2. _____

2. _____

3. _____

3. _____

Waiting Gifts:

4. _____

4. _____

5. _____

5. _____

II. MY HEARTBEAT

I prefer to work with _____.

I am attracted to and have the greatest concern for _____
_____.

My deepest desire is to make a difference in the following
area:

_____.

1. The greatest need: _____

2. If I could not fail: _____

3. Making a difference in a ministry: _____

4. I have a passion for _____

and _____

III. MY SPECIALIZED ABILITIES

1. _____

2. _____

3. _____

4. _____

5. _____

IV. MY PERSONALITY PROFILE

Place the value of your scores beside each personality type and underline the one with the highest score:

Lion [] Otter []

Golden Retriever [] Beaver []

😊	L	O	G	B
30 -				
26 -	-	-	-	-
22 -	-	-	-	-
18 -				
14 -	-	-	-	-
10 -	-	-	-	-
6 -				
2 -	-	-	-	-
0 -				

V. MY LIFE-SHAPING EXPERIENCES

Spiritual Experiences:

Painful Experiences:

Educational Experiences:

Ministry Experiences: