

When You're Ready

With that caveat, let's begin.

- **Step 1.** Go through the list of 135 statements in the questionnaire. For each one, mark to what extent the statement has been true of your life: Much, Some, Little or Not At All. **Warning!** Do not score according to what you think *should* be true of your life or what you *hope* might be true in the future. Be honest and score each question on the basis of actual past experience. In most cases, the answer that comes first to your mind will turn out to be the most valid answer. The more you find yourself pondering, the fuzzier your answer might be.
- **Step 2.** When you are finished, calculate your score by means of the scoring chart. Go back through your 135 answers and give yourself 3 points for Much; 2 points for Some; 1 point for Little; and 0 for Not at All. Then add up the total for each of the rows A through AA. You will immediately see which gifts are strongest and which are weakest. Compare your score with the definitions in the glossary.
- **Step 3.** Finally, to gain a preliminary evaluation of where your gifts may lie, complete the exercises in Step 3: Gifts and Ministries Analysis. Explore with friends the implications this might have for your ongoing ministry in the Body of Christ.

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Step 1 Wagner-Modified Houts Questionnaire

For each statement, mark to what extent it is true of your life:

Much, Some, Little or Not at All

- | | |
|--|--------------------------|
| 1. I have a desire to speak direct messages that I receive from God in order to edify, exhort or comfort others. | <input type="checkbox"/> |
| 2. I have enjoyed ministering to a certain group of people over a long period of time, sharing personally in their successes and their failures. | <input type="checkbox"/> |
| 3. People have told me that I have helped them learn biblical truths in a meaningful way. | <input type="checkbox"/> |
| 4. I have applied spiritual truth effectively to critical situations in my own life. | <input type="checkbox"/> |
| 5. Others have told me I have helped them to discern key and important facts of Scripture. | <input type="checkbox"/> |
| 6. I have verbally encouraged and helped the wavering, the troubled or the discouraged. | <input type="checkbox"/> |
| 7. Others in my church have noted that I am able to see through phoniness before it is evident to other people. | <input type="checkbox"/> |
| 8. I find I manage money well in order to give liberally to the Lord's work. | <input type="checkbox"/> |

Much, Some, Little or Not at All

9. I have assisted Christian leaders to relieve them for concentrating on their essential jobs.
10. I have a desire to work with those who have physical or mental problems in order to alleviate their suffering.
11. I feel comfortable relating to people of other cultures, and they seem to accept me.
12. I have led others to a decision for salvation through faith in Christ.
13. My home is always open to people who need a place to stay.
14. When in a group, I am the one to whom others often look for vision and direction.
15. When I speak, people seem to listen and agree.
16. When a group I am in is lacking organization, I love to step in to fill the gap.
17. Others can point to specific instances in which my prayers have resulted in visible miracles.
18. In the name of the Lord, I have been used in curing diseases instantaneously.
19. I have spoken in tongues.
20. Sometimes when a person speaks in tongues, I seem to know what God is saying through them.
21. I could live more comfortably, but I choose not to in order to identify with the poor.
22. I am single and enjoy it.
23. I spend at least an hour a day in prayer.
24. I have spoken directly to evil spirits, and they have obeyed me.

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Much, Some, Little or Not at All

25. I enjoy being called on to do odd jobs around the church.
26. A number of pastors and/or ministry leaders have told me that they desire to minister and to be held accountable under my spiritual covering.
27. I have an insatiable appetite for the presence of God.
28. Through God I have been used to reveal to others specific things that will happen in the future, and they have come to pass.
29. I have enjoyed assuming the responsibility for the spiritual well-being of a particular group of Christians.
30. I feel I can explain the New Testament teaching about the health and ministry of the Body of Christ in a relevant way.
31. I can intuitively arrive at solutions to fairly complicated problems.
32. I have had insights relating to spiritual truth that others have said helped bring them closer to God.
33. I can effectively motivate people to get busy and do what they are supposed to do.
34. I can "see" the Spirit of God resting on certain people from time to time.
35. My giving records show that I contribute considerably more than 10 percent of my income to the Lord's work.
36. Other people have told me that I have helped them become more effective in their ministries.
37. I have offered to care for others when they have had material or physical needs.

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Much, Some, Little or Not at All

38. I feel I could learn another language well in order to minister to those in a different culture.
39. I have shared joyfully how Christ has brought me to Himself in a way that is meaningful to nonbelievers.
40. I enjoy taking charge of church suppers or social events.
41. I have believed God for the impossible and seen it happen in a tangible way.
42. Other Christians have followed my leadership because they trusted me.
43. I enjoy handling the details of organizing ideas, people, resources and time for more effective ministry.
44. God has used me personally to perform supernatural signs and wonders.
45. I enjoy praying for sick people because I know ahead of time that many of them will be healed as a result.
46. I have spoken an immediate message of God to His people in a language I have never learned.
47. I have interpreted public tongues with the result that the Body of Christ was edified, exhorted or comforted.
48. Living a simple lifestyle is an exciting challenge for me.
49. Other people have noted that I feel more indifferent about not being married than most.
50. When I hear an urgent prayer request, I pray for that need for several days at a stretch.
51. I have actually heard a demon speak in a loud voice.

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Much, Some, Little or Not at All

52. I don't have many special skills, but I volunteer to do what needs to be done around the church.
53. I am known as a leader of leaders.
54. I intuitively know what should happen next in a worship service.
55. People have told me that I have communicated timely and urgent messages that must have come directly from the Lord.
56. I feel unafraid of offering spiritual guidance and direction to a group of Christians.
57. I can devote considerable time to learning new biblical truths in order to communicate them to others.
58. When other people have a problem, I can frequently guide them to the best biblical solution.
59. Through study or experience I have discerned major strategies or techniques that God seems to use in furthering His kingdom.
60. People come to me in their afflictions or suffering because they know that I will listen to them and understand.
61. I can tell with a fairly high degree of assurance when a person is afflicted by an evil spirit.
62. When I am moved by an appeal to give to God's work, I usually can find the money I need to help.
63. I have enjoyed doing routine tasks that have allowed more effective ministry on the part of others.
64. I enjoy visiting in hospitals and/or retirement homes, and feel I do well in such a ministry.
65. People of a different race or culture have been attracted to me, and we have related well.

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Much, Some, Little or Not at All

66. Non-Christians have noted that they feel comfortable when they are around me, and that I have a positive effect on them toward developing a faith in Christ.
67. When people come to our home, they indicate that they "feel at home" with us.
68. Other people have told me that I had faith to accomplish what seemed impossible to them.
69. When I set goals, others seem to accept them readily.
70. I have been able to make effective and efficient plans for accomplishing the goals of a group.
71. God regularly seems to do impossible things through my life.
72. Others have told me that God healed them of an emotional problem when I ministered to them.
73. I can speak to God in a language I have never learned.
74. I have prayed that I may interpret if someone begins speaking in tongues.
75. I am not poor, but I can warmly identify with poor people.
76. I am glad I have more time to serve the Lord because I am single.
77. Day in and day out, intercessory prayer is one of my favorite ways of spending time.
78. Others call on me when they suspect that someone is demonized.
79. Others have mentioned that I seem to enjoy routine tasks and do well at them.

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Much, Some, Little or Not at All

80. Christian leaders seem pleased to work under my leadership, and they respect my authority when we undertake a common task.
81. During worship, I can often tell if there is a spiritual force attempting to hinder our connection with God.
82. I sometimes have a strong sense of what God wants to say to people in response to particular situations.
83. I have helped fellow believers by guiding them to relevant portions of the Bible and praying with them.
84. I feel I can communicate significant truths to others and see resulting changes in knowledge, attitudes, values or conduct.
85. Some people indicate that I have perceived and applied biblical truths to the specific needs of fellow believers.
86. I study and read quite a bit in order to learn new biblical truths.
87. I have a desire to effectively counsel those in need.
88. I can recognize whether a person's teaching or actions are from God, from Satan, or of human origin.
89. I am so confident that God will meet my financial needs that I do not hesitate to give to His work sacrificially and consistently.
90. When I do things behind the scenes and others are helped, I am joyful.
91. People call on me to help those who are less fortunate.
92. I would be willing to leave comfortable surroundings if it would enable me to share Christ with less-fortunate people.

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Much, Some, Little or Not at All

93. I get frustrated when others don't seem to share their faith with nonbelievers as much as I do.
94. Others have mentioned to me that I am a very hospitable person.
95. There have been times when I have felt sure I knew God's specific will for the future growth of His work, even when others have not been so sure.
96. When I am part of a group, others seem to back off and expect me to take leadership.
97. I am able to give directions to others without using persuasion to get them to accomplish a certain task.
98. People have told me that I was God's instrument that brought supernatural change in lives or circumstances.
99. I have prayed for others and instantaneous physical healing has often occurred.
100. When I give a public message in tongues, I expect it to be interpreted.
101. I have interpreted tongues in a way that seemed to bless others.
102. Others tell me that I sacrifice too much materially in order to fulfill God's calling.
103. I am single and have little difficulty controlling my sexual desires.
104. Others have told me that my prayers for them have been answered in tangible ways.
105. Other people have been instantly delivered from demonic oppression when I have prayed.
106. I prefer being active and doing something rather than just sitting around talking or reading or listening to a speaker.

Much, Some, Little or Not at All

107. I regularly receive revelation from God as to what the Holy Spirit is currently saying to the Church.
108. Others have told me that my worship helps them enter into the presence of God.
109. I frequently feel that I know exactly what God wants to do in ministry at a specific point in time.
110. People with needs have told me that I have helped them be restored to the Christian community.
111. Studying the Bible and sharing my insights with others are very satisfying for me.
112. I have felt an unusual presence of God and personal confidence when important decisions needed to be made.
113. I have the ability to discover new truths for myself through reading or observing situations firsthand.
114. I have helped others find a biblical solution to their affliction or suffering.
115. I can tell whether a person speaking in tongues is genuine.
116. I have been willing to maintain a lower standard of living in order to benefit God's work.
117. When I serve the Lord, I truthfully don't care if someone else gets the credit for what I do.
118. I frequently enjoy spending time with a lonely, shut-in person or with someone in prison.
119. More than most, I have had a strong desire to see peoples of other countries won to the Lord.
120. I am attracted to nonbelievers mainly because of my desire to win them to Christ.
121. I have desired to make my home available to those in the Lord's service whenever needed.

Much, Some, Little or Not at All

- 122. Others have told me that I am a person of unusual vision, and I agree.
- 123. When I am in charge, things seem to run smoothly.
- 124. I have enjoyed bearing the responsibility for the success of a particular task within my church or in the workplace.
- 125. In the name of the Lord, I have been able to help blind people receive their sight.
- 126. When I pray for the sick, either I or they feel sensations of tingling or warmth.
- 127. When I speak in tongues to a group, I believe it is edifying to the Lord's Body.
- 128. I have interpreted tongues in such a way that the message appeared to be directly from God.
- 129. Poor people accept me easily because I choose to live on their level.
- 130. I readily identify with Paul's desire for others to be single as he was.
- 131. When I pray, God frequently speaks to me, and I recognize His voice.
- 132. I regularly cast out demons in Jesus' name.
- 133. I respond cheerfully when asked to do a job, even if it seems menial.
- 134. When I call Christian leaders to come together for a certain purpose, a significant number of them respond.
- 135. I have a compelling desire to lead others into an experience with God.

Step 2
Wagner-Modified Houts Chart

In the grid below, enter the numerical value of each of your responses next to the number of the corresponding statement from step 1.

Much = 3 Some = 2 Little = 1 Not at All = 0

Then add up the five numbers that you have recorded in each row and place the sum in the "Total" column.

	Statement					Total	Gift
A	1	28	55	82	109		Prophecy
B	2	29	56	83	110		Pastor
C	3	30	57	84	111		Teaching
D	4	31	58	85	112		Wisdom
E	5	32	59	86	113		Knowledge
F	6	33	60	87	114		Exhortation
G	7	34	61	88	115		Discerning of Spirits
H	8	35	62	89	116		Giving
I	9	36	63	90	117		Helps
J	10	37	64	91	118		Mercy
K	11	38	65	92	119		Missionary
L	12	39	66	93	120		Evangelist

Statement					Total	Gift
M	13	40	67	94	121	Hospitality
N	14	41	68	95	122	Faith
O	15	42	69	96	123	Leadership
P	16	43	70	97	124	Administration
Q	17	44	71	98	125	Miracles
R	18	45	72	99	126	Healing
S	19	46	73	100	127	Tongues
T	20	47	74	101	128	Interpret. of Tongues
U	21	48	75	102	129	Voluntary Poverty
V	22	49	76	103	130	Celibacy
W	23	50	77	104	131	Intercession
X	24	51	78	105	132	Deliverance
Y	25	52	79	106	133	Service
Z	26	53	80	107	134	Apostle
AA	27	54	81	108	135	Leading Worship

Step 3 Gifts and Ministries Analysis

- Using the results of the scoring chart in *step 2*, enter below in the "Dominant" section your three highest-rated gifts. Then enter in the "Subordinate" section the next three highest-scoring gifts. In case of some ties, do not hesitate to add lines to the "Dominant" section. This will give you a *tentative* evaluation of where your gifts may lie.

Dominant: 1. _____
 2. _____
 3. _____

Subordinate: 1. _____
 2. _____
 3. _____

- What ministries are you *now* performing (formally or informally) in the Body?

3. Are there any of these ministries that you are not especially gifted for? If so, God may be calling you to consider changes.

4. Is your vocational status lay or clergy?

5. In light of your gift cluster and vocational status, what are some ministry models or roles suitable for you? What specific roles in the Body of Christ, including the workplace, has God possibly gifted you for?

6. Discuss your findings with other believers who know you in order to evaluate your conclusions. Record their comments in the space provided.

The Next Step

Now that you have begun to discover which gifts the Holy Spirit has given you and which gifts He has not given you, you may be asking yourself, What is the next step? I suggest that you reread chapter 6 and choose another suggestion that I offer there.

For example, you may want to begin by studying the various gifts that the spiritual gifts questionnaire indicated you have. Look in a concordance to find Scriptures that talk about these gifts and about biblical characters who possessed them. Ask present-day people who possess these gifts to teach you more about them, or read a book by people who are knowledgeable about them.

You may also want to begin practicing these gifts in your local church or another ministry. If you feel that you might have the gift of teaching, try teaching Sunday school to children, youth or adults. If the gift of administration, offer to serve in your church's office or to coordinate an upcoming event. If the gift of missionary, take a short-term mission trip with your church or a mission organization.

Please consult the counsel of those who know you best—your family, your pastor, your friends and yourself. Ask them which gifts they have seen you use that have had an impact on their lives or others' lives. Don't forget to ask yourself which gifts you enjoy using.

This is your opportunity to dream with God! As you use the gifts that He has given you, He may lead you to use them in a different way than is presently occurring in your city or the world. Perhaps God will drop the desire into your heart to use your gift of leading worship to bring freedom to inmates in a nearby prison or your gift of mercy to comfort victims of catastrophes around the world.

What a privilege it is to dream God's dreams! Not only do you get to experience the joy of effectively touching people's lives, but you also get to contribute to the Body of Christ's functioning as God designed it to. And most important, our heavenly Father and His Son will be glorified.

Study Guide

Chapter 1 A Fast Track for Discovering Your Spiritual Gifts

Introduction

Although teaching on spiritual gifts is prominent in the New Testament, it is not often taught in churches today. Why do you think this is the case?

Read 1 Corinthians 12:1–11. What are some of the gifts that Paul lists in this passage?

What interests you about these verses? Do you have any of the gifts listed here? If so, which ones? How do you know?

Rediscovering Our Spiritual Gifts

The 1970s brought widespread interest in moving beyond creeds and theologies with regard to the Holy Spirit. Why do you think this movement ignited at that particular time? What were people looking for?

One facet of this new experience with the Holy Spirit was the rediscovery of spiritual gifts. What does the word “rediscovery” signify? What are some examples of this type of rediscovery in your own life even if you were born after the 1970s?

How would you describe your relationship with the Holy Spirit?

Fixing the Date

During the birth of the classical Pentecostal movement in the early 1900s, Pentecostal leaders wanted to influence major Christian denominations from within but found their movement incompatible with mainline American churches. Why do you think this was the case?

Have you resisted new ideas in your own life? If so, what caused you to resist them?

Read Acts 9:1–9. What happened to Paul in this passage? How did that forever transform his life? How did his transformation affect the Church?

“Through their discovery of how the gifts of the Spirit were intended to operate in the Body of Christ, the Holy Spirit is now being transformed from abstract doctrine to dynamic experience across the board” (page 11). What are some examples

of dynamic transformation in your life? In the lives of people you know?

Witnessing the Demise of Cessationism

For years, “cessationism”—the view that the more spectacular spiritual gifts ceased with the apostles—has been a prevailing doctrine in the Church. Why have some churches adopted this viewpoint? Why don’t we often see the same types of miracles today as in the early Church?

Are you inclined to hold the view of cessationism? Why or why not?

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Realizing the Ministry of All Believers

According to 1 Peter 4:10, how are we to use the spiritual gifts we have been given? How is this action an extension of God’s grace to others?

What concerns do you have about spiritual gifts?

Review the discussion about the priesthood of all believers and the ministry of all believers on page 13. In your opinion, what is the difference between the two?

Spiritual gifts are given for ministry. What are ways you have or will use your gifts, whether or not you have discovered all that you may possess?

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In John 14:12, Jesus told His disciples (and us) that they would do even greater works than He did on earth. What do you think Jesus meant by this? How could we do greater works than Jesus Himself? How does this relate to the use of spiritual gifts?

Chapter 2

Being Everything That God Wants You to Be

Introduction

What do you remember about your early walk with Christ? How have you learned to more fully live the Christian life?

Read Romans 12:3–6. What are some conclusions that you could draw from the phrase “God has dealt to each one a measure of faith” (v. 3)?

What Is the Body of Christ?

What does the term “Body of Christ” mean to you? How does this phrase help you picture God’s plan for His Church?

Read Romans 12:2. What is one essential step toward doing the "good and acceptable and perfect will of God"?

Who Has Spiritual Gifts?

What has been your personal experience with spiritual gifts up to this point in your life?

Read 1 Corinthians 12:7-10. In your opinion, what should the Church look like under the manifestation of the Spirit as mentioned in this passage?

What Are Gift-Mixes?

What is meant by the term "gift-mixes"?

Describe the gift-mix you see in a sibling or a close friend. How have you seen that person use his or her gift-mix?

What motivates you to discover, develop and use your own spiritual gift-mix?

What Is the Relationship Between God's Gifts and God's Call?

How have you responded to God's general call on your life? In what ways have you struggled?

Read 2 Timothy 3:16. Describe a time when God equipped you to better serve Him. What happened?

What Is a Spiritual Gift?

“A spiritual gift is a special attribute given by the Holy Spirit to every member of the Body of Christ, according to God’s grace, for use within the context of the Body” (page 21). Which of the elements within this definition hold special meaning for you? Explain why.

We often desire first and receive second. What was a time in your spiritual life when the opposite was true?

When have you felt like the “Lone Ranger” in ministry? What worked and what did not work about this situation?

How have you brought ministry into the workplace? What are the advantages of engaging in “faith at work” during the week?

Are You Ready to Discover, Develop and Use Your Gift?

Keeping in mind other worthy spiritual exercises such as worship and prayer, how do you rate the importance of discovering, developing and using your spiritual gifts? What is your reasoning?

Have you ever known someone who squandered his or her spiritual gift? Why do you think God placed that gift in that person?

What Are the Benefits of Spiritual Gifts?

Think about a person you know who has demonstrated thoughtful use of his or her spiritual gifts. How has that person inspired you to use your own gifts?

Describe a time when it was difficult to follow a particular call on your life to use your gift. How did God help you through this time?

How does knowing about spiritual gifts help the Church as a whole?

Chapter 3 How Many Gifts Are There?

Introduction

Think about a time when you played sports or served with a group of people in ministry. In what ways was your team successful? In what ways did your team fall short?

What are three characteristics of a healthy team?

Outlining the Three Key Lists

In Romans 12:6–8, Paul writes, “Having then gifts differing according to the grace that is given to us, let us use them.” What is your understanding of grace? How do you think grace is related to spiritual gifts?

Read 1 Corinthians 12:28. Do you believe there is a ranking among some spiritual gifts? Why or why not?

In Ephesians 4:3, Paul writes that believers should endeavor “to keep the unity of the Spirit in the bond of peace.” Describe a time in ministry when you experienced disunity. Did that experience hinder your faith in God? Why do you think it did or did not?

Which, if any, of the gifts listed in this section have you never heard of before? Which of these gifts stand out to you as perhaps being one or more of your own?

Completing the Master List

Are there any gifts on this master list on pages 28–31 that you found surprising? Why or why not?

Determining Whether All Gifts Are Mentioned in the Bible

In your opinion, why might God give gifts to certain believers that are not specifically mentioned in the Bible?

After reviewing my list of 28 spiritual gifts, do you believe any are missing? If so, what are they?

Distinguishing Gifts from Offices

Think of a time when you took a job or volunteer position that you felt unqualified to handle. Whether or not the situation improved, what did you learn from the experience?

If you believe you have received a gift from God, but have not fully embraced it, what has kept you from displaying the fruit of that gift?

Recognizing That Every Gift Is in the Minority

Think about your circle of friends. What specific gifts are evident among them? How has the gift-mix helped or hurt your group to be unified?

Have you ever prayed for a gift that you never received? If so, how did you reconcile this with your faith?

Pairing Up: Hyphenated Gifts

What is a "hyphenated" gift?

If you could affirm that you possess any hyphenated gifts, how would that affect the way you used them?

When have you felt "frozen" in regard to your gifts? What part does fear play in your ability to fully embrace your gifts?

Honoring All Variations and Degrees of Gifts

Look over the master list of 28 gifts and choose one. In what ways have you witnessed that particular gift being manifested?

Read Matthew 25:14–30, the Parable of the Talents. What do you think Jesus meant when He said that the man in the story gave "to each according to his own ability" (v. 15)? How do you think this could relate to spiritual gifts?

Classifying the Gifts

Prior to reading this chapter, in what ways have you seen spiritual gifts classified?

Do you prefer classifying gifts or using an open-ended approach? Explain.

Chapter 4 Four Pitfalls to Avoid

Introduction

Has there been a time in your faith walk when you changed your mind wholeheartedly about something you once believed? If so, how did your change of mind come about?

George Barna's Wake-Up Call

Do you believe that God has given you a spiritual gift? Why or why not?

How have you begun to rethink the topic of spiritual gifts?

The State of the Church

Between 1995 and 2000, churches belonging to what I call the New Apostolic Reformation grew swiftly, but their teachings on spiritual gifts and their practice of them were weak. Why do you think this was the case?

There are many urban legends that are prevalent today, such as the claim that chewing gum takes seven years for the body to digest or the idea that eating less than an hour before swimming will cause cramps. Why do you think misperceptions such as these persist?

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“Classical Pentecostalism teaches that there are nine gifts of the Holy Spirit, all found in the first part of 1 Corinthians 12” (see pages 40–41). Have you ever believed this theory? If so, how have you been challenged by the contents of this book so far?

Have you ever been surprised by a spiritual gift you have received? If so, how?

Do you believe that spiritual gifts are directly connected to the strength of your faith? Why or why not?

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Spiritual Gifts: Lifetime Possessions

“Once a person is given a bona fide spiritual gift, it is a lifetime possession” (page 43). What scriptural evidence supports this claim?

Has there been a time in your life when you felt your gift waning? If so, why do you think that was the case?

How can you refresh a spiritual gift that has been given to you?

Dominant and Subordinate Gifts

Why do some gifts in believers become dominant over time? What is the danger in allowing a gift to become dormant?

How have you been stretched in the area of your spiritual gifts? How has the ranking order of your gifts, as you understand it, affected your spiritual growth?

Abuse of Spiritual Gifts

Of the two pitfalls mentioned earlier in this chapter—a short list of gifts and the situational view of spiritual gifts—which has had the greatest impact on you? Why?

Read 1 Corinthians 12:1–13. What did Paul mean in verse 1 when he wrote, “Concerning spiritual gifts, brethren, I do not want you to be ignorant”? What does Paul say in verse 12 about how we as the Church should function in our gifts?

Do you believe that all spiritual gifts are created equal? Why or why not? Ponder this for a moment. Why might someone take the opposite view?

Now that you know more about what the Bible teaches about spiritual gifts, how do you think your reactions will change toward those individuals who have accomplished extraordinary things during their lifetimes?

Chapter 5 Clearing Away the Confusion

Don't Confuse Spiritual Gifts with Natural Talents

Read Genesis 1:26–27. What does being created in the image of God mean to you?

How would you describe the difference between a natural talent and a spiritual gift? Why do you think God created natural talents apart from spiritual gifts?

As noted on page 21, *charisma* is the common Greek word for spiritual gift, and its root word, *charis*, means “grace.” How have scholars (such as Max Weber) secularized the word *charisma*?

What are the implications for secularizing words related to spiritual things?

“God may take an unbeliever’s natural talent and transform it into a spiritual gift when that person is saved and becomes a member of the Body of Christ” (page 50). Can you name an example of this?

How have you changed since becoming a believer? What has surprised you?

Don't Confuse Spiritual Gifts with the Fruit of the Spirit

Read Galatians 5:22–23. Where do you see yourself regarding the fruit of the Spirit in your daily life?

How is the use of gifts different from the operation of the fruit of the Spirit?

Keeping in mind these differences you noted, do you think the presence of the fruit of the Spirit is important when using spiritual gifts? Why or why not?

What was one time when you experienced charisma in ministry without the presence of the fruit of the Spirit?

Spiritual gifts are temporal. Why do you think God created them only for life on earth? Does that make them any less important in your mind? Explain.

If God did not intend for the fruit of the Spirit and spiritual gifts to be confused, why do you think they are often mentioned in tandem in the Bible?

Don't Confuse Spiritual Gifts with Christian Roles

Faith is crucial to the life of every believer; however, the gift of faith is given only to some. How might everyday faith look the same as the gift of faith? How might they look different?

George Müller and Bill Bright were two individuals who had the gift of faith. Who do you know that has this gift? How do they exercise it?

When have you made an effort to do something that does not come easily to you in order to fulfill your role as a Christian? What sustained you?

What does the term "spiritually arrogant" mean to you? When have you experienced it in action?

What was a time when you did something "creative" with one of your gifts?

What are some Christian roles that you have practiced? What did you learn from them?

What personal examples can you give of Christian roles you have fulfilled that were not one of your spiritual gifts? Describe the experience.

Don't Confuse Spiritual Gifts with Counterfeit Gifts

Read 2 Corinthians 11:12-15. What was a time in your experience when the devil's workings were exposed?

How does God help believers discern between genuine gifts and counterfeit gifts?

How are we as believers to deal with counterfeit gifts when they are exposed?

Be Mindful of the Four Fundamental Prerequisites

Review the four prerequisites on pages 64–66 (be a Christian; believe in spiritual gifts; be willing to work; be prayerful). Are there any that cause you to struggle? Explain.

Do you believe that God wants to help you discover and develop your spiritual gifts? Why or why not?

Step 1: Explore the Possibilities

How often do you study God’s Word? Do you desire to make any adjustments to your Bible reading habits? Why or why not?

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Chapter 6

The Five Steps for Discovering Your Spiritual Gifts

Introduction

Read Matthew 16:18 and Acts 2:42–47. What are some of the activities in which the newly formed Church engaged? What are some ways that modern-day churches have built on these activities?

How does God speak to you? How do you know it is He who is speaking?

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What was a time when your understanding of God's Word went from passive to active? What happened when you felt that shift?

Have you ever disagreed with your church on a matter that was fundamental to you? If so, how did you handle that disagreement? What would you do differently now? What would you do the same?

Do you think the Church needs to put out "Help Wanted" signs to guarantee that all the gifts of the Spirit will be present and active within its doors? Why or why not?

Read Proverbs 11:14. Think of a time when a multitude of counselors helped you come to a better understanding or decision

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about a matter. How did you discern whether the input you received was truly wise?

How do gifted people around you help you to examine your own areas of giftedness?

Read 2 Corinthians 10:10-13. What do these verses teach you about the practice and discussion of your own gifts?

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Step 2: Experiment with as Many Gifts as You Can

Do you think it is possible to “grow” into a gift? Why or why not?

What is essential to you as you pursue growth in your particular gifts?

Name a time when you stepped out in faith to serve in your church (or other ministry) and discovered—without a doubt—that you had not discovered your spiritual gift. What happened?

Would you regard that as a positive or negative experience? Why?

Step 3: Examine Your Feelings

Read Psalm 37:4. As you have delighted yourself in the Lord, how have your desires changed?

How much weight do your feelings have when it comes to making decisions? How has this served you well? When has it been a problem?

Step 4: Evaluate Your Effectiveness

Think of a time when your effort in ministry had an overwhelmingly positive effect. What has kept you grounded? If you struggle to stay humble in the face of these types of experiences, how are you coping?

In your opinion, what are some traps that Christians should watch out for when using their spiritual gifts?

Step 5: Expect Confirmation from the Body

Why is it critical for a gift to be confirmed by others in your church?

What is the danger in assuming you have a gift that you actually do not possess?

Find Your Spiritual Gift!

Review the letter from Pastor Joe Harding on pages 79–80. Why do you think God allows us the freedom to choose between two positive ideas?

What is one step that you are willing to take to pursue your spiritual gifts?

How do you plan to practice the gifts He has revealed to you?
Record your plan on the lines below.

Chapter 7
Let's Get Started!

Before You Start

Spend a few moments in prayer before answering the Wagner-Modified Houts Questionnaire. Ask God to help you answer fully and honestly and to aid you as you use the results to discover your spiritual gifts.

When You're Ready

Follow the guidelines to complete and analyze the Wagner-Modified Houts Questionnaire.

The Next Step

What are your next steps?
