

# Wagner-Modified Houts Questionnaire

#### Charles E. Fuller Institute

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#### **GREETINGS!**

You are about to become involved in an exciting spiritual exercise. God has given you one or more spiritual gifts if you are a Christian, and discovering that gift or gifts will be a thrilling experience.

You will be asked to answer the 125 questions found in the Wagner "Modified Houts Questionnaire." This spiritual gifts discovery instrument was originally suggested by Dr. Richard F. Houts, a professor in the North American Baptist Theological Seminary, in 1976. Subsequently it has been modified by C. Peter Wagner of the Charles E. Fuller Institute of Evangelism and Church Growth., and keyed in to his classic book, Your Spiritual Gifts Can Help Your Church Grow, now the best selling book in the field of spiritual gifts. The copy you have in your hand is the fifth edition and the first complete revision of the original published version.

Thousands and thousands of believers have been blessed by taking the Modified Houts Questionnaire. Constant feedback from them has enabled us to refine it to the point where it will give you a fairly accurate picture of what kind of ministry God expects you to be carrying out in your group of believers.

However, do not regard the results of this test as final. The three or four gifts you score highest in may or may not be your spiritual gifts. But you can be sure in any case that they are a starting point for prayer and experimentation. You will need other members of the body of Christ to help you confirm what gifts you have.

An excellent use of this questionnaire is to fill it in as part of the "Spiritual Gifts Discovery Workshop" offered by the Fuller Institute. A pastor or teacher in your church can administer this workshop, and the Fuller Institute provides all instructional materials needed by both teacher and participant.

C. Peter Wagner

#### BEFORE YOU START...

#### Follow these four steps...

| Step I | Go through the list of 125 statements in the questionnaire on pages $2 - 10$ . |
|--------|--|
|        | For each one, mark to what extent the statement is true of your life:          |
|        | MUCH, SOME, LITTLE, or NOT AT ALL.   |

| STEP II | When you are finished, score the questionnaire by means of the Wagner- |
|---------|--|
|         | Modified Houts Chart on page 11.                                       |

| STEP III | After filling in your scores, refer to pages $12 - 14$ and transfer the names |
|----------|---|
|          | of the spiritual gifts to their corresponding rows in the Wagner-Modified     |
|          | Houts Chart on page 12.   |

STEP IV Complete the exercises on page 15 to gain a tentative evaluation of where your gifts may lie and to explore the implications for your ministry in the body of Christ.

| For each statement, mark to what extent it is     | (3)      | (2)  | (1)     | (0)    |
|---|----------|------|---------|--------|
| true of your life: MUCH, SOME, LITTLE, or         | 20 50    | 3 32 | 425 420 | NOT    |
| NOT AT ALL.                                       | Much     | SOME | LITTLE  | AT ALL |
| 1. I have a desire to speak direct messages       |          |      |         |        |
| from God that edify or exhort or comfort          |          |      |         |        |
| others.   | 2.00     |      |         |        |
| 2. I have enjoyed relating to a certain group of  | es alfes |      |         |        |
| people over a long period of time, sharing        |          |      |         |        |
| personally in their successes and failures.       |          |      |         |        |
| 3. People have told me that I have helped         |          |      |         |        |
| them learn some biblical truth in a               |          |      |         |        |
| meaningful way.                                   |          |      |         |        |
| 4. I have applied spiritual truth effectively to  |          |      |         |        |
| situations in my own life.                        |          |      |         |        |
| 5. Others have told me that I have helped them    |          |      |         |        |
| distinguish key and important facts of            |          |      |         |        |
| scripture.  |          |      |         |        |
| 6. I have verbally encouraged the wavering,       |          |      |         |        |
| the troubled or the discouraged.                  | 1        |      |         |        |
| 7. Others in the church have noted that I was     |          |      |         |        |
| able to see through phoniness before it was       |          |      |         |        |
| evident to other people.                          |          |      |         |        |
| 8. I find I manage money well in order to give    |          | 6    |         |        |
| liberally to the Lord's work.                     |          |      |         |        |
| 9. I have assisted Christian leaders to relieve   |          |      |         |        |
| them for their essential job.                     |          |      |         |        |
| 10. I have a desire to work with those who        |          |      |         |        |
| have physical or mental problems, to              |          |      |         |        |
| alleviate their suffering.                        |          |      |         |        |
| 11. I feel comfortable relating to ethnics and    |          |      |         |        |
| minorities, and they seem to accept me.           |          |      |         |        |
| 12. I have led others to a decision for salvation |          | 8    |         |        |
| through faith in Christ.                          |          |      |         | w was  |
| 13. My home is always open to people passing      |          |      |         |        |
| through who need a place to stay.                 |          |      |         |        |
| 14. When in a group, I am often the one others    |          |      |         |        |
| often look to for vision and direction.           |          |      |         |        |
| 15. When I speak people seem to listen and        |          |      |         |        |
| agree.  |          |      |         |        |
| 16. When a group I am in is lacking               |          |      |         | 7      |
| organization, I tend to step in and fill the      |          |      |         |        |
| gap.  |          |      |         |        |
| 17. Others can point to specific instances        |          |      |         |        |
| where my prayers have resulted in visible         |          | }    |         |        |
| miracles.   |          |      |         |        |

| For each statement, mark to what extent it is                      | (3)  | (2)  | (1)    | (0)           |
|--|------|------|--------|---------------|
| true of your life: MUCH, SOME, LITTLE, or NOT AT ALL.              | Much | SOME | LITTLE | NOT<br>AT ALL |
| 18. In the name of the Lord, I have been used                      |      |      |        | 111 1122      |
| in curing diseases instantaneously.                                |      | 100  | 8      |               |
| 19. I have spoken in tongues.                                      |      |      |        | 30            |
| 20. Sometimes when a person speaks in                              |      |      |        |               |
| tongues, I get an idea about what God is                           |      |      |        |               |
| saying.  |      |      |        |               |
| 21. I could live more comfortably, but I choose                    |      |      |        |               |
| not to in order to live with the poor.                             |      |      |        |               |
| 22. I am single and I enjoy it.                                    |      |      |        |               |
| g  |      |      |        |               |
| 23. I spend at least an hour a day in prayer.                      |      |      |        |               |
| 24. I have spoken to evil spirits and they have                    |      |      |        |               |
| obeyed me.   |      |      |        |               |
| 25. I enjoy being called upon to do special jobs                   |      |      |        |               |
| around the church.   | 16:  |      |        |               |
| 26. Through God I have revealed specific                           |      |      |        |               |
| things which will happen in the future.                            |      |      |        |               |
| 27. I have enjoyed assuming the responsibility                     |      |      |        |               |
| for the spiritual well being of a particular                       |      |      |        |               |
| group of Christians.   |      |      |        |               |
| 28. I feel I can explain the New Testament                         |      |      | 70.4   |               |
| teaching about the health and ministry of                          |      |      |        |               |
| the body of Christ in a relevant way.                              |      |      |        |               |
| 29. I can intuitively arrive at solutions to fairly                |      |      |        |               |
| complicated problems.  |      |      |        |               |
| 30. I have had insights of spiritual truth which                   |      |      |        |               |
| others have said helped bring them closer                          |      |      |        |               |
| to God.  |      |      |        |               |
| 31. I can effectively motivate people to get                       |      |      |        |               |
| involved in ministry when it's needed.                             |      |      |        |               |
| 32. I can "see" the Spirit of God resting on                       |      |      |        |               |
| certain people from time to time.                                  |      |      |        |               |
| 33. My giving records show that I give                             |      |      |        | 1             |
| considerably more than 10 percent of my income to the Lord's work. |      |      |        |               |
| 34. Other people have told me that I helped                        |      |      |        |               |
| them become more effective in their                                |      |      |        |               |
| ministries.  |      |      |        |               |
| 35. I have cared for others when they have had                     |      |      |        |               |
| material of physical needs.  |      |      |        |               |
| material of physical fields.                                       |      |      |        |               |

| For each statement, mark to what extent it is     | (3)  | (2)     | (1)    | (0)                 |
|---|------|---------|--------|---------------------|
| true of your life: MUCH, SOME, LITTLE, or         | (-)  | (-)     | (-)    | NOT                 |
| NOT AT ALL.                                       | Much | SOME    | LITTLE | AT ALL              |
| 36. I feel I could learn another language well in |      |         |        |                     |
| order to minister to those in a different         |      |         |        |                     |
| culture.  |      |         |        |                     |
| 37. I have shared joyfully how Christ has         |      |         |        |                     |
| brought me to Himself in a way that is            |      |         |        |                     |
| meaningful to non-believers.                      |      |         |        |                     |
| 38. I enjoy taking charge of church suppers or    |      |         |        |                     |
| social gatherings.                                |      |         |        |                     |
| 39. I have believed God for the impossible and    |      | 3,50,20 |        |                     |
| have seen it happen in a tangible way.            |      |         |        |                     |
| 40. Other Christians have followed my             | 300  |         |        |                     |
| leadership because they believed in me.           |      |         |        |                     |
| 41. I enjoy the details of organizing ideas,      |      |         |        |                     |
| people, resources and time for more               |      |         |        |                     |
| effective ministry.                               |      |         |        |                     |
| 42. God has used me personally to perform         |      |         |        |                     |
| supernatural signs and wonders.                   |      |         |        |                     |
| 43. I enjoy praying for sick people because I     |      |         |        |                     |
| know that many of them will be healed as a        |      |         |        |                     |
| result  |      |         |        |                     |
| 44. I have spoken an immediate message of         |      |         |        |                     |
| God to His people in a language that I have       |      |         |        |                     |
| never learned.                                    |      |         |        |                     |
| 45. I have interpreted tongues with the result    |      |         |        |                     |
| that the body of Christ was edified,              |      |         |        |                     |
| exhorted, or comforted.                           |      |         |        |                     |
| 46. Living a simple lifestyle is an exciting      |      |         |        | 2                   |
| challenge for me.                                 |      |         |        |                     |
| 47. Other people have noted that I feel more      |      |         |        |                     |
| indifferent about not being married than          |      |         |        |                     |
| most.   |      |         |        | <u> </u>            |
| 48. When I hear a prayer request, I pray for      |      |         |        |                     |
| that need for several days at least.              |      |         |        |                     |
| 49. I have actually heard a demon speak in a      |      |         |        |                     |
| loud voice.                                       | _    |         |        |                     |
| 50. I don't have many special skills, but I do    |      |         |        |                     |
| what needs to be done around the church.          |      |         |        | 32. <u>20 - 14.</u> |
| 51. People have told me that I have               |      |         |        |                     |
| communicated timely and urgent messages           |      |         |        |                     |
| which have come directly from the Lord.           |      |         | **     |                     |
| 52. I feel unafraid of giving spiritual guidance  |      |         |        |                     |
| and direction in a group of Christians.           | 100  |         |        |                     |

| For each statement, mark to what extent it is   | (3)  | (2)  | (1)     | (0)                                 |
|---|------|------|---------|-------------------------------------|
| true of your life: MUCH, SOME, LITTLE, or   | ,,,  | COME | I IOO o | NOT                                 |
| NOT AT ALL.   | Much | SOME | LITTLE  | AT ALL                              |
| 53. I can devote considerable time to learning new biblical truths in order to communicate  |      |      |         |                                     |
| them to others.   |      |      |         |                                     |
| 54. When a person has a problem I can   |      |      |         |                                     |
| frequently guide them to the best Biblical  |      |      |         | 8                                   |
| solution.   |      |      |         |                                     |
| 55. Through study or experience I have  |      |      |         |                                     |
| discerned major strategies or techniques  |      |      |         |                                     |
| God seems to use in furthering His  |      |      |         |                                     |
| kingdom.  |      |      |         |                                     |
| 56. People come to me in their afflictions or   |      |      |         |                                     |
| suffering, and have told me that they have  |      |      |         |                                     |
| been helped, relieved and healed.   |      |      |         |                                     |
| 57. I can tell with a fairly high degree of   |      |      |         |                                     |
| assurance when a person is afflicted by an  |      |      |         |                                     |
| evil spirit.  |      |      |         |                                     |
| 58. When I am moved by an appeal to give to   |      |      |         |                                     |
| God's work, I usually find the money that I   |      |      |         |                                     |
| need to do it.  |      |      |         |                                     |
| 59. I have enjoyed doing routine tasks that led   |      |      |         | <del>(5020</del> ))). 22 <u>910</u> |
| to more effective ministry by others.   |      |      |         |                                     |
| 60. I enjoy visiting in hospitals and/or  |      |      |         |                                     |
| retirement homes, and feel I do well in   |      |      |         |                                     |
| such a ministry.  |      |      |         |                                     |
| 61. People in a different race or culture have  |      |      |         |                                     |
| been attracted to me, and we have related   |      |      |         | 3                                   |
| well.   |      |      |         |                                     |
| 62. 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.   |      |      |         | 100                                 |
| 63. When people come to our home, they  |      |      |         |                                     |
| indicate that they "feel at home" with us.  |      |      |         |                                     |
| 64. Other people have told me that I had faith  |      |      |         |                                     |
| to accomplish what seemed impossible to   |      |      |         |                                     |
| them.   |      |      |         |                                     |
| 65. When I set goals, others seem to accept   |      |      |         |                                     |
| them readily.  66. I have been able to make effective and   |      |      |         |                                     |
| \$2000,000 O (2000,000 O (2000,000) O (2000,000 O (2000,000) O (2000,000 O (2000,000 O (2000,000) O (2000,000 O (2000,000 O (2000,000) O (2000,000 O (2000,000) O (2000,000) O (2000,000 O (2000,000) O (2000,0 |      |      |         |                                     |
| efficient plans for accomplishing the goals   |      |      |         |                                     |
| of a group. 67. God regularly seems to do impossible  |      |      |         |                                     |
| things through my life.   |      |      |         |                                     |
| umgs unough my me.  |      |      |         |                                     |

| For each statement, mark to what extent it is true of your life: MUCH, SOME, LITTLE, or | (3)  | (2)                                      | (1)    | (0)<br>NOT    |
|---|------|--|--------|---------------|
| NOT AT ALL.   | Much | SOME                                     | LITTLE | NOT<br>AT ALL |
| 68. Others have told me that God healed them  |      |  |        |               |
| of an emotional problem when I ministered   |      |  |        |               |
| to them.  |      |  |        |               |
| 69. I can speak to God in a language I have   |      |  |        |               |
| never learned.  |      |  |        |               |
| 70. I have prayed that I may interpret if   |      |  |        | *             |
| someone begins speaking in tongues.   |      | la l |        |               |
| 71. I am not poor but I can identify with poor  |      |  |        |               |
| people.   |      |  |        |               |
| 72. I am glad I have more time to serve the   |      |  |        |               |
| Lord because I am single.   |      |  |        | 30            |
| 73. Intercessory prayer is one of my favorite   |      |  |        | -             |
| ways of spending time.  |      |  |        |               |
| 74. Others call on me when they suspect that  |      |  |        |               |
| someone is demonized.   |      |  |        |               |
| 75. Others have mentioned that I seem to enjoy  |      |  |        | •             |
| routine tasks and do well at them.  |      |  |        |               |
| 76. I sometimes have a strong sense of what   |      | ****                                     |        |               |
| God wants to say to people in response to a   |      |  |        |               |
| particular situation.   |      |  |        |               |
| 77. I have helped fellow believers by guiding   |      |  |        |               |
| them to relevant portions of the Bible and  |      |  |        |               |
| praying with them.  |      |  |        |               |
| 78. I feel I can communicate Biblical truths to   |      |  |        |               |
| others and see resulting changes in   | 3    |  |        |               |
| knowledge, attitudes, values, or conduct.   |      |  |        |               |
| 79. Some people indicate that I have perceived  | -    |  |        |               |
| and applied Biblical truth to the specified   |      |  |        |               |
| needs of fellow believers.  |      |  |        |               |
| 80. I study and read quite a bit in order to learn                                      |      |  |        | Walter -      |
| new Biblical truths.  |      |  |        |               |
| 81. I have a desire to effectively counsel the  |      |  |        |               |
|   |      |  | ł      |               |
| perplexed, the guilty or the addicted.  |      |  |        |               |
| 82. I can recognize whether a person's teaching   |      |  |        |               |
| is from God, from Satan, or of human  |      |  |        | Ì             |
| origin.   |      |  |        |               |
| 83. I am so confident that God will meet my   |      |  |        |               |
| needs that I give to Him sacrificially and consistently.                                |      |  |        |               |
|   |      |  |        |               |
| 84. When I do things behind the scenes and  |      |  |        |               |
| others are helped, I am joyful.   |      |  |        |               |
| 85. People call on me to help those who are less fortunate.                             |      |  |        |               |
| 1035 IUITUIIATC.  |      |  |        |               |

| For each statement, mark to what extent it is true of your life: MUCH, SOME, LITTLE, or | (3)         | (2)          | (1)    | (0)<br>NOT    |
|---|-------------|--------------|--------|---------------|
| NOT AT ALL.   | Much        | SOME         | LITTLE | NOT<br>AT ALL |
| 86. I would be willing to leave comfortable   | Titach      | SOME         | DITTEL | THITED        |
| surroundings if it would enable me to share   |             |              |        |               |
| Christ with more people.  |             |              |        |               |
| 87. I get frustrated when others don't seem to  |             |              |        |               |
| share their faith with unbelievers as much  |             |              |        |               |
| as I do.  |             |              |        |               |
| 88. Others have mentioned to me that I am a   |             |              |        |               |
| very hospitable person.   |             |              |        |               |
| 89. 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 did not been so sure.  |             |              |        |               |
| 90. When I join a group, others seem to back  | au a 44-30  |              |        |               |
| off and expect me to take the leadership.   |             |              |        |               |
| 91. I am able to give directions to others  |             |              |        |               |
| without using persuasion to get them to   |             |              |        |               |
| accomplish a task.  |             |              |        |               |
| 92. People have told me that I was God's  | NC 860 to 0 |              |        |               |
| instrument which brought supernatural   |             |              |        |               |
| changes in lives or circumstances.  |             |              |        |               |
| 93. I have prayed for others and physical   |             |              |        |               |
| healing has actually occurred.  |             |              |        |               |
| 94. When I give a public message in tongues, I  |             |              |        |               |
| expect it to be interpreted.  |             |              |        |               |
| 95. I have interpreted tongues in a way that  |             |              | 0.000  |               |
| seemed to bless others.   |             |              |        |               |
| 96. Others tell me I sacrifice much materially  |             |              |        |               |
| in order to minister.   |             | 10 10 0000 R |        |               |
| 97. I am single and I have little difficulty  |             |              |        |               |
| controlling my sexual desires.  |             |              |        |               |
| 98. Others have told me that my prayers for   |             |              |        |               |
| them have been answered in tangible ways.   |             |              |        |               |
| 99. Other people have been instantly delivered  |             |              |        |               |
| from demonic oppression when I have   | 93<br>3     |              |        |               |
| prayed.   |             |              |        |               |
| 100. I prefer being active and doing something  |             |              |        |               |
| rather than just sitting around talking or  |             |              |        |               |
| reading or listening to a speaker.  |             |              |        |               |
| 101. I sometimes feel that I know exactly what  |             |              |        |               |
| God wants me to do in ministry at a   |             |              |        | 8             |
| specific point in time.   |             |              |        |               |

| For each statement, mark to what extent it is                             | (3)  | (2)  | (1)    | (0)    |
|---|------|------|--------|--------|
| true of your life: MUCH, SOME, LITTLE, or NOT AT ALL.                     | Much | SOME | LITTLE | NOT    |
| 102. People have told me that I have helped                               | Much | SOME | LITTLE | AT ALL |
| them to be restored to the Christian                                      |      |      |        |        |
| community.  |      |      |        | 9      |
| 103. Studying the Bible and sharing my                                    |      |      |        |        |
| insights with others is very satisfying for                               |      | 8    |        |        |
| me.   |      |      |        |        |
| 104. I have felt an unusual presence of God                               |      |      |        |        |
| and personal confidence when important                                    |      |      |        |        |
| decisions needed to be made.  |      |      |        |        |
| 105. I have the ability to discover new truths                            |      |      |        |        |
| for myself through reading or observing                                   |      |      |        |        |
| situations firsthand.   |      |      |        |        |
| 106. I have urged others to seek a Biblical                               |      |      |        |        |
| solution to their affliction or suffering.                                |      |      |        |        |
| 107. I can tell whether a person speaking in                              |      |      |        | -      |
| tongues is genuine.   |      |      |        |        |
| 108. I have been willing to maintain a lower                              |      |      |        |        |
| standard of living in order to benefit                                    |      |      |        |        |
| God's work.   |      |      |        |        |
| 109. When I serve the Lord, I really don't care                           |      |      |        |        |
| who gets the credit.  |      |      |        |        |
| 110. I would enjoy spending time with a                                   |      |      |        |        |
| lonely, shut-in person or someone in                                      |      |      |        |        |
| prison.   |      |      |        |        |
| 111. More than most, I have had a strong                                  |      |      |        |        |
| desire to see people of others countries                                  |      |      |        |        |
| won to the Lord.  |      |      |        |        |
| 112. I am attracted to non-believers because of                           |      |      |        |        |
| my desire to win them to Christ.  |      |      |        |        |
| 113. I have desired to make my home available                             |      |      |        | 3      |
| to those in the Lord's service whenever                                   |      |      |        |        |
| needed.   |      |      |        |        |
| 114. Others have told me that I am a person of                            |      |      |        | 1      |
| unusual vision and I agree.  115. When I am in charge, things seem to run |      |      |        |        |
| smoothly.   |      |      |        |        |
| 116. I have enjoyed bearing the responsibility                            |      |      |        |        |
| for the success of a particular task within                               |      |      |        |        |
| my church.  |      |      |        |        |
| 117. In the name of the Lord, I have been able                            |      |      |        | 30     |
| to recover sight to the blind.  |      |      |        |        |

| For each statement, mark to what extent it is   | (3)    | (2)   | (1)    | (0)                        |
|---|--------|-------|--------|----------------------------|
| true of your life: MUCH, SOME, LITTLE, or       | 20 00  | 86 33 | 2 6    | NOT                        |
| NOT AT ALL.                                     | Much   | SOME  | LITTLE | AT ALL                     |
| 118. When I pray for the sick, either I or they | 2 3000 |       |        |                            |
| feel sensations of tingling or warmth.          |        |       |        |                            |
| 119. When I speak in tongues, I believe it is   |        |       |        |                            |
| edifying to the Lord's body.                    |        |       |        | 5000 V - 5000 3000 - 50000 |
| 120. I have interpreted tongues in such a way   |        |       |        |                            |
| that the message appeared to be directly        |        |       |        |                            |
| from God.                                       | _      |       |        |                            |
| 121. Poor people accept me because I choose     | 3      |       |        |                            |
| to live on their level.                         |        |       |        |                            |
| 122. I readily identify with Paul's desire for  |        |       |        |                            |
| others to be single as he was.                  |        |       |        |                            |
| 123. When I pray, God frequently speaks to      |        |       |        |                            |
| me, and I recognize His voice.                  |        |       |        |                            |
| 124. I cast out demons in Jesus' name.          |        |       |        |                            |
| 125. I respond cheerfully when asked to do a    | 711.53 |       |        |                            |
| job, even if it seems menial.                   |        |       |        |                            |

#### Step II Wagner-Modified Houts Chart

In The grid below, enter the numerical value for each of your responses next to the number of the corresponding statement from **STEP I**.

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.

| Rows  | Value of Answers |     |     |     |      | Total              | Gift           |
|-------|------------------|-----|-----|-----|------|--------------------|----------------|
|       |                  |     |     |     |      | (see pgs. 12 - 14) |                |
| Row A | 1=               | 26= | 51= | 76= | 101= |                    | Prophecy       |
| Row B | 2                | 27  | 52  | 77  | 102  |                    | Pastor         |
| Row C | 3                | 28  | 53  | 78  | 103  |                    | Teaching       |
| Row D | 4                | 29  | 54  | 79  | 104  |                    | Wisdom         |
| Row E | 5                | 30  | 55  | 80  | 105  |                    | Knowledge      |
| Row F | 6                | 31  | 56  | 81  | 106  |                    | Exhortation    |
| Row G | 7                | 32  | 57  | 82  | 107  |                    | Discerning of  |
|       |                  |     |     |     |      |                    | Spirits        |
| Row H | 8                | 33  | 58  | 83  | 108  |                    | Giving         |
| Row I | 9                | 34  | 59  | 84  | 109  |                    | Helps          |
| Row J | 10               | 35  | 60  | 85  | 110  |                    | Mercy          |
| Row K | 11               | 36  | 61  | 86  | 111  |                    | Missionary     |
| Row L | 12               | 37  | 62  | 87  | 112  |                    | Evangelist     |
| Row M | 13               | 38  | 63  | 88  | 113  |                    | Hospitality    |
| Row N | 14               | 39  | 64  | 89  | 114  |                    | Faith          |
| Row O | 15               | 40  | 65  | 90  | 115  |                    | Leadership     |
| Row P | 16               | 41  | 66  | 91  | 116  |                    | Administration |
| Row Q | 17               | 42  | 67  | 92  | 117  |                    | Miracles       |
| Row R | 18               | 43  | 68  | 93  | 118  |                    | Healing        |
| Row S | 19               | 44  | 69  | 94  | 119  |                    | Tongues        |
| Row T | 20               | 45  | 70  | 95  | 120  |                    | Interpretation |
| Row U | 21               | 46  | 71  | 96  | 121  |                    | Voluntary      |
|       |                  |     |     |     |      |                    | Poverty        |
| Row V | 22               | 47  | 72  | 97  | 122  |                    | Celibacy       |
| Row W | 23               | 48  | 73  | 98  | 123  |                    | Intercession   |
| Row X | 24               | 49  | 74  | 99  | 124  |                    | Exorcism       |
| Row Y | 25               | 50  | 75  | 100 | 125  |                    | Service        |

Note: Exorcism (number 24, Row X) should be renamed "Deliverance ministries"

#### Step III Review Gift Definitions and Scripture References

The following three pages contain **suggested** definitions of the spiritual gifts. While not meant to be dogmatic or final, these definitions and supporting scriptures do correspond to characteristics of the gifts as expressed in the *Wagner-Modified Houts Questionnaire*.

|  | <u> </u>          |
|--|-------------------|
| A. <b>Prophecy</b> . The gift of prophecy is the special ability that  | I Cor. 12:10, 28  |
| God gives to certain members of the body of Christ to                  | Eph. 4:11 – 14    |
| receive and communicate an immediate message of God to                 | Romans 12:6       |
| His people through a divinely-anointed utterance.                      | Luke 7:26         |
|  | Acts 15:32        |
|  | Acts 21:9 – 11    |
| B. <b>Pastor.</b> The gift of pastor is the special ability that God   | Eph. 4:11 – 14    |
| gives to certain members of the body of Christ to assume a             | I Timothy 3:1 – 7 |
| long-term personal responsibility for the spiritual welfare            | John 10:1 – 18    |
| of a group of believers.   | I Peter 5:1 – 3   |
| C. <b>Teaching.</b> The gift of teaching is the special ability that   | I Cor. 12:28      |
| God gives to certain members of the body of Christ to                  | Eph. 4:11 – 14    |
| communicate information relevant to the health and                     | Romans 12:7       |
| ministry of the body and its members in such a way that                | Acts 18:24 – 28   |
| others will learn.   | Acts 12: 20 – 21  |
| D. Wisdom. The gift of wisdom is the special ability that God          | I Cor. 2:1 – 13   |
| gives to certain members of the body of Christ to know the             | I Cor. 12:8       |
| mind of the Holy Spirit in such a way as to receive insight            | Acts 6:3, 10      |
| into how given knowledge may best be applied to specific               | James 1:5 – 6     |
| needs arising in the body of Christ.                                   | II Peter 3:15,16  |
| E. <b>Knowledge.</b> The gift of knowledge is the special ability      | I Cor. 2:14       |
| that God gives to certain members of the body of Christ to             | I Cor. 12:8       |
| discover, accumulate, analyze, and clarify information and             | Acts 5:1 – 11     |
| ideas which are pertinent to the well being of the body.               | Coloss. 2:2 – 3   |
| and the same and personnel and men demag or and doubt                  | II Cor. 11:6      |
| F. Exhortation. The gift of exhortation is the special ability         | Romans 12:8       |
| that God gives to certain members of the body of Christ to             | I Timothy 4:13    |
| minister words of comfort, consolation, encouragement,                 | Hebrews 10:25     |
| and counsel to other members of the body in such a way                 | Acts 14:22        |
| that they feel helped and healed.                                      | 11010 11.22       |
| G. <b>Discerning of Spirits</b> . The gift of discerning of spirits is | I Cor. 12:10      |
| the special ability that God gives to certain members of the           | Acts 5:1 – 11     |
| body of Christ to know with assurance whether certain                  | Acts 16:16 – 18   |
| behavior purported to be of God is in reality divine,                  | I John 4:1 – 6    |
| human, or satanic.   | Matt. 16:21 – 23  |
| H. <b>Giving</b> . The gift of giving is the special ability that God  | Romans 12:8       |
| gives to certain members of the body of Christ to                      | II Cor. 8:1 – 7   |
| contribute their material resources to the work of the Lord            | II Cor. 9:2 – 8   |
| with liberality and cheerfulness.                                      | Mark 12:41 – 44   |
| I. <b>Helps.</b> The gift of helps is the special ability that God     | I Cor. 12:28      |
| gives to certain members of the body of Christ to invest the           | Romans 16:1 – 2   |
| talents they have in the life and ministry of other members            | Acts 9:36         |
| of the body, with thus enabling those others to increase the           | Luke 8:2 – 3      |
| of the body, with this chapting those others to increase the           | Luke 0.2 – 3      |

| effectiveness of their own spiritual gifts.                                  | Mark 15: 40 – 41  |
|--|-------------------|
| J. Mercy. The gift of mercy is the special ability that God                  | Romans 12:8       |
| gives to certain members of the body of Christ to feel                       | Mark 9:41         |
| genuine empathy and compassion for individuals (both                         | Acts 16:33 – 34   |
| Christian & non – Christian) who suffer distressing                          | Luke 10:33 – 35   |
| physical, mental, or emotional problems, and to translate                    | Matt. 20:29 – 34  |
| that compassion into cheerfully done deeds which reflect                     | Matt. 25:34 – 40  |
| Christ's love and alleviate the suffering.                                   | Acts 11:28 – 30   |
| K. Missionary. The gift of missionary is the special ability                 | I Cor.9:19 – 23   |
| that God gives to certain members of the body of Christ to                   | Acts 8:4          |
| minister whatever other spiritual gifts they have in a                       | Acts 13:2 – 3     |
| second culture.  | Acts 22:21        |
|  | Romans 10:15      |
| L. Evangelist. The gift of evangelist is the special ability                 | Eph. 4:11 – 14    |
| that God gives to certain members of the body of Christ to                   | II Timothy 4:5    |
| share the gospel with unbelievers in such a way that men                     | Acts 8:5 – 6      |
| and women become Jesus' disciples and responsible                            | Acts 8:26 – 40    |
| members of the body of Christ.   | Acts 14:21        |
|  | Acts 21:8         |
| M. Hospitality. The gift of hospitality is the special ability               | I Peter 4:9       |
| that God gives to certain members of the body of Christ to                   | Romans 12:9 – 13  |
| provide an open house and a warm welcome to those in                         | Romans 16:23      |
| need of food and lodging.  | Acts 16:14 – 15   |
|  | Hebrews 13:1 - 2  |
| N. Faith. The gift of faith is the special ability that God gives            | I Cor. 12:9       |
| to certain members of the body of Christ to discern with                     | Acts 11:22 – 24   |
| extraordinary confidence the will and purposes of God for                    | Acts 27:21 – 25   |
| His work.  | Hebrews 11        |
|  | Romans 4:18 – 21  |
| O. Leadership. The gift of leadership is the special ability                 | I Timothy 5:17    |
| that God gives to certain members of the body of Christ to                   | Acts 7:10         |
| set goals in accordance with God's purpose for the future                    | Acts 15:7 – 11    |
| and to communicate these goals to others in such a way                       | Romans 12:8       |
| that they voluntarily and harmoniously work together to                      | Hebrews 13:17     |
| accomplish these goals for the glory of God.                                 | Luke 9:51         |
| P. Administration. The gift of administration is the special                 | I Cor. 12:28      |
| ability that God gives to certain members of the body of                     | Acts 6:1 – 7      |
| Christ to understand clearly the immediate and long range                    | Acts 27:11        |
| goals of a particular unit of the body of Christ and to                      | Luke 14:28 – 30   |
| devise and execute effective plans for the accomplishment                    | Titus 1:5         |
| of those goals.  O Miragles The gift of miragles is the gracial skility that | I Com 12-10-20    |
| Q. Miracles. The gift of miracles is the special ability that                | I Cor. 12:10, 28  |
| God gives to certain members of the body of Christ to                        | Acts 9:36 – 42    |
| serve as human intermediaries through whom it pleases                        | Acts 19:11 – 20   |
| God to perform such powerful acts that are perceived by                      | Acts 20:7 – 12    |
| observers to have altered the ordinary course of nature.                     | Romans 15:18 – 19 |
| R. <b>Healing.</b> The gift of healing is the special ability that           | II Cor. 12:12     |
| God gives to certain members of the body of Christ to                        | I Cor. 12:9, 28   |
| God gives to certain members of the body of Christ to                        | Acts 3:1 – 10     |

| serve as human intermediaries through whom it pleases                | Acts 5:12 – 16    |
|--|-------------------|
| God to cure illness and restore health apart from the use of         | Acts 9:32 – 35    |
| natural means.   | Acts 28:7 - 10    |
| S. <b>Tongues.</b> The gift of tongues is the special ability that   | I Cor.12:10, 28   |
| God gives to certain members of the body of Christ (a) to            | I Cor. 14:13 – 19 |
| speak to God in a language they have never learned and/or            | Acts 2:1 – 13     |
| (b) to receive and communicate an immediate message of               | Acts 10:44 – 46   |
| God to His people through a divinely – anointed utterance            | Acts 19:1 – 7     |
| in a language they have never learned.                               | Mark 16:17        |
| T. <b>Interpretation</b> . The gift of interpretation is the special | I Cor. 12:10, 30  |
| ability that God gives to certain members of the body of             | I Cor. 14:13      |
| Christ to make known in a vernacular the message of one              | I Cor. 14:26 - 28 |
| who speaks in tongues.   | 1                 |
| U. Voluntary Poverty. The gift of voluntary poverty is the           | I Cor. 13:1 – 3   |
| special ability that God gives to certain members of the             | Acts 2:44 – 45    |
| body of Christ to renounce material comfort and luxury               | Acts 4:34 – 37    |
| and adopt a personal lifestyle equivalent to those living at         | II Cor. 6:10      |
| the poverty level in a given society in order to serve God           | II Cor. 8:9       |
| more effectively.  |                   |
|  |                   |
| V. Celibacy. The gift of celibacy is the special ability that        | I Cor. 7:7 – 8    |
| God gives to certain members of the body of Christ to                | Matt. 19:10 – 12  |
| remain single and enjoy it; to be unmarried and not suffer           |                   |
| undue sexual temptations.  |                   |
| W. Intercession. The gift of Intercession is the special ability     | James 5:14 – 16   |
| that God gives to certain members of the body of Christ to           | I Timothy 2:1 − 2 |
| pray for extended periods of time on a regular basis and             | Coloss.1:9 – 12   |
| see frequent and specific answers to their prayers, to a             | Coloss.4:12 – 13  |
| degree much greater than that which is expected of the               | Acts 12:12        |
| average Christian.   | Luke 22:41 – 44   |
| X. Exorcism. The gift of exorcism is the special ability that        | Matt.12:22 – 32   |
| God gives to certain members of the body of Christ to cast           | Luke 10:12 – 20   |
| out demons and evil spirits.   | Acts 8:5 – 8      |
|  | Acts 16:16 – 18   |
| Y. Service. The gift of service is the special ability that          | II Tim. 1:16 – 18 |
| God gives to certain members of the body of Christ to                | Romans 12:7       |
| identify the unmet needs involved in a task related to               | Acts 6:1 – 7      |
| God's work, and to make use of available resources to                | Titus 3:14        |
| meet those needs and to help accomplish the desired                  | Gal. 6:2, 10      |
| results.   | ,                 |
|  |                   |

For a more complete description of these gifts, you may want to read the book by C. Peter Wagner, *Your Spiritual Gifts Can Help Your Church Grow*. It is available through the Charles E. Fuller Institute of Evangelism and Church Growth.

**Note:** What this questionnaire calls exorcism should biblically, properly, be referred to as <u>deliverance ministry</u>. The ability to stand in God's name and in His place of authority and to declare that any and all demons or demonic forces affecting a person, situation, or possession be cast out into the deepest sea never to return. That as the person with this gift stands in Jesus place of authority the demonic force(s) <u>must</u> obey.

#### Step IV: Gifts and Ministries

1. Using the results of the *Wagner-Modified Houts Chart* on page 11, enter below in the "Dominant" section your three highest-rated gifts. Then enter in the "Subordinate" section the next three highest-scoring gifts. This will give you a <u>tentative</u> evaluation of

where your gifts may lie. As with all things these should confirmed by others that know you as well as by those who are your pastor and elders in the Lord. Dominant: Subordinate: 1. \_\_\_\_\_ 2. \_\_\_\_\_ 2. 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? God may be calling you to consider changes. 4. Is your vocational status lay or clergy? 5. In the light of your gift cluster and vocational status, what are some of the ministry models or roles suitable for you? What specific roles in the body of Christ has God possibly gifted you for?

#### Spiritual Gifts Materials

Available from the

Charles E. Fuller Institute of Evangelism and Church Growth P.O. Box 91990, Pasadena CA. 91109 1990 1(800) 999-9578 or FAX (818) 795-9602

- C016 **Spiritual Gifts Bible Study Guide** Provides in-depth bible study on 27 spiritual gifts as explained in Peter Wagner's book. (C021).
- C017 **Spiritual Gifts Discovery Workshop** Topical studies of the nature and uses of spiritual gifts, with emphasis on how they affect a church's growth; includes Wagner Modified Houts Questionnaire. (Group studies, not suitable for individual setting.)
- C018 Spiritual Gifts Mobilization Workbook Structured approach to helping your people find areas of volunteer service suited to their gifts.
- C020 Spiritual Gifts Discovery Workshop: Leader's Notebook (with C. Peter Wagner's tapes) Equips a person to teach spiritual gifts to others in the church. Includes suggested answers to C16 and C17; also includes C18 and C19, overhead artwork, and two cassette tapes.
- C021 Your Spiritual gifts Can Help Your Church Grow C. Peter Wagner. Highly readable treatment of spiritual gifts, with explanation of each of the 27 gifts and how they contribute to a church's growth.
- C028 Spiritual Gifts Implementation Video Robert and Janet Logan. At last a resource that goes beyond identifying spiritual gifts to placing gifted people in fulfilling and effective ministries. Building on the Spiritual Gifts Discovery Workshop (C20), this video and notebook is a step by step process for developing a gift based ministry, training spiritual gifts advisors, and putting spiritual gifts in action. (VHS color cassette, notebook)
- C030 **Spiritual Gifts** Bobby Clinton. A study manual that emphasizes the need for people to use their gifts and offers some practical ways to do so.
- C044 Release Your Gifts and Help Your Church Grow David R. Owens. A study of Wagner's book *Your Spiritual Gifts can Help Your Church Grow*. Includes 13 study sessions with leader's guide.
- C062 **Houts Inventory of Spiritual Gifts** Richard F. Houts. From a Baptist perspective, tests for 16 non-sign gifts.
- C066 **Trenton Spiritual Gifts Analysis** Designed for liturgical churches. No sign gifts are tested. Includes Craftsmanship and Music as gifts.
- C110 Wesley Spiritual Gifts Questionnaire From a Wesleyan point of view. Tests for 24 gifts, including Craftsmanship and Music.
- C190 Spiritual Gifts Discovery Workshop Video A three hour presentation with C. Peter Wagner himself leading the workshop. Excellent resource for Sunday School and mid-week classes, retreat type workshop, membership classes, etc.
- C345 Networking Assessment Booklet Bruce L. Bugbee. This tool uses a system of four different assessments to test for 23 spiritual gifts, including sign gifts, Craftsmanship, Counseling, and Creative Communication.