

The Outside Confirmation Form¹

Introduction What do other Christians think your spiritual gift(s) are? The leaders and people who know you well and have observed you operating in ministry situations can really help you identify your spiritual gift(s). The key to using this tool is involvement in ministry situations. A *sit and soak* Sunday Christian will probably never know his/her spiritual gifts. If you have been involved in a church where there is freedom to exercise gifts (and it is encouraged), then others in the group that you are involved with can help you identify your gift(s).

Comments about using this form:

1. If you have not had much church or ministry related experience, or no one really knows that much about you...don't give out this form. It won't really help you. We would encourage you to get involved in a ministry.
3. We would encourage you to give the form to someone who knows you and is considered one of the leaders of the ministry. Then give out at least two other forms to friends that know you and have observed you in ministry situations.
4. If it is possible, after the forms have been filled out, talk with those who filled them out and discuss their answers. Seek their advice about using your gifts and how you might go about developing them.

¹ Adapted from The Outside Confirmation Form by Dr. J. Robert "Bobby" Clinton of Fuller Theological Seminary

The Outside Confirmation Form

Outside Confirmation Form for: _____

Filled out by: _____ Circle one: leader in ministry
friend
other (explain)

The following list of spiritual gifts will be referred to in the questions below. Please see the definitions on the following pages for the sense in which these words are used.

<input type="checkbox"/> Leadership	<input type="checkbox"/> Prophecy	<input type="checkbox"/> Evangelism
<input type="checkbox"/> Administration	<input type="checkbox"/> Discernment	<input type="checkbox"/> Pioneering
<input type="checkbox"/> Teaching	<input type="checkbox"/> Exhortation	<input type="checkbox"/> Service/Helps
<input type="checkbox"/> Knowledge	<input type="checkbox"/> Shepherding	<input type="checkbox"/> Mercy
<input type="checkbox"/> Wisdom	<input type="checkbox"/> Faith	<input type="checkbox"/> Giving
<input type="checkbox"/> Hospitality		

Use your background knowledge and experience with the person named above to answer the following.

1. Mark with a C any gift listed above which you are definitely Certain the person operates in.
2. Mark with a P any gift listed above which you think might be a Potential gift for that person.
3. Mark with an F any gift above which you have actually observed the person using fruitfully.
4. For each gift you marked with a C, tell why you feel it to be a gift.
5. For each gift you marked as P, tell why you feel it is a potential gift.
6. For each gift you marked F, illustrate what you meant.
7. Which gift that you have marked above do you feel should be the priority gift used by this person? Why?
8. Would you advise how this person could train or better us this gift in the ministry?
9. Would you mark with an O your own gifts?

SUMMARY LISTING OF GIFT DEFINITIONS

Instructions Give out this form with your Outside Confirmation Form so that people will know what is meant by the list of gifts on the questionnaire.

Gift

Definition

Leadership Leadership aids the body by leading and directing members to accomplish the goals and purposes of the church. Leadership motivates people to work together in unity toward common goals (Rom. 12:8)

Administration Persons with the gift of administration lead the body by steering others to remain on task. Administration enables the body to organize according to God-given purposes and long-term goals (1 Cor. 12:28).

Teaching Teaching is instructing members in the truths and doctrines of God's Word for the purposes of building up, unifying, and maturing the body (1 Cor. 12:28; Rom. 12:7; Eph. 4:11).

Knowledge The gift of knowledge manifests itself in teaching and training in discipleship. It is the God-given ability to learn, know, and explain the precious truths of God's Word. A word of knowledge is a Spirit-revealed truth (1 Cor. 12:28).

Wisdom Wisdom is the gift that discerns the work of the Holy Spirit in the body and applies His teachings and actions to the needs of the body (1 Cor. 12:28).

Prophecy The gift of prophecy is proclaiming the Word of God boldly. This builds up the body and leads to conviction of sin. Prophecy manifests itself in preaching and teaching (1 Cor. 12:10; Rom. 12:6).

Discernment Discernment aids the body by recognizing the true intentions of those within or related to the body. Discernment tests the message and actions of others for the protection and well-being of the body (1 Cor. 12:10).

Exhortation Possessors of this gift encourage members to be involved in and enthusiastic about the work of the Lord. Members with this gift are good counselors and motivate others to service. Exhortation exhibits itself in preaching, teaching, and ministry (Rom. 12:8).

Shepherding	The gift of shepherding is manifested in persons who look out for the spiritual welfare of others. Although pastors, like shepherds, do care for members of the church, this gift is not limited to a pastor or staff member (Eph. 4:11).
Faith	Faith trusts God to work beyond the human capabilities of the people. Believers with this gift encourage others to trust in God in the face of apparently insurmountable odds (1 Cor. 12:9).
Evangelism	God gifts his church with evangelists to lead others to Christ effectively and enthusiastically. This gift builds up the body by adding new members to its fellowship (Eph. 4:11).
Pioneering	The church sends pioneers from the body to plant churches or be missionaries. Pioneers motivate the body to look beyond its walls in order to carry out the Great Commission (1 Cor. 12:28; Eph. 4:11).
Service/Helps	Those with the gift of service/helps recognize practical needs in the body and joyfully give assistance to meeting those needs. Christians with this gift do not mind working behind the scenes (1 Cor. 12:28; Rom. 12:7).
Mercy	Cheerful acts of compassion characterize those with the gift of mercy. Persons with this gift aid the body by empathizing with hurting members. They keep the body healthy and unified by keeping others aware of the needs within the church (Rom. 12:8).
Giving	Members with the gift of giving give freely and joyfully to the work and mission of the body. Cheerfulness and liberality are characteristics of individuals with this gift (Rom. 12:8).
Hospitality	Those with this gift have the ability to make visitors, guests, and strangers feel at ease. They often use their home to entertain guests. Persons with this gift integrate new members into the body (1 Pet. 4:9).