



YORK GRACE-GIFTS ANALYSIS

For

Name: _____

Date: _____

by
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Revised with permission



An Open Letter:

Dear brother or sister in Christ Jesus:

Greetings in the Lord and praise to His name.

You are about to become involved in an exciting spiritual exercise. Through His grace, God has given you one or more grace-gifts (1 Peter 4:10, Romans 12:6). Paul describes these grace-gifts as God's way of giving each of us the ability to do certain things well (Romans 12:3-8). In this way, the Holy Spirit displays God's power through each of us as a means of building the entire church. Discovering our gift or gifts is not only a thrilling experience, but also our Christian duty. It allows us to put these gifts into action for the benefit of the Kingdom.

Before taking this analysis, you should understand four fundamental prerequisites for grace-gift discovery. To definitely identify your grace-gift(s) you must:

1. **Be a Christian.** You must be a committed member of the Body of Christ.
2. **Believe in Grace-Gifts.** You must accept the fact that through God's grace He has blessed you with one or more gifts.
3. **Be willing to Work.** You must intend to do the job for which your grace-gift(S) has equipped you. God will not show you your gift(s) just to satisfy your curiosity.
4. **Pray.** You must pray before, during, and after this process. Since God wants you to discover your gift(s), He certainly will guide and direct you as you attempt to identify them.

Please, do not regard the results of this analysis as final. The gifts you score highest on may not be your real grace-gifts. However, this analysis will provide a starting point for prayer and experimentation. You will need other members of the Body of Christ to help you confirm your gifts.

Keep in mind that when you discover your grace-gifts you will then know how you are equipped to serve the Lord, helping to build up the church, the Body of Christ, to a position of strength and maturity...to the point of being filled with Christ. Be sure you are ready to put that knowledge to work.

May the grace of God be with you.

In Christ's service,

Dr. Larry A. Deal

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Outline

Contents

- Step 1 York Grace-Gifts Analysis
- Step 2 Review Gift Definitions & Scripture References
- Step 3 Tentatively Identify Your Gifts
- Step 4 Discover Your Grace-Gifts

Note: In order to gain the full value of this manual, you should use it in conjunction with more extensive teaching about grace-gifts.

Step 1 York Grace-Gifts Analysis

The York Grace-Gifts Analysis is an exercise to help give you a handle on what your grace-gift(s) might be. It is adapted from a questionnaire that was originally designed by Richard F. Houts (Eternity, May 1976, pp. 18-21), later revised by C. Peter Wagner of Fuller Evangelistic Association, and further revised at St. Paul Lutheran Church in Trenton, Michigan.

Instructions

1. Go through the list of 100 statements on the York Grace-Gifts Analysis (pp. 17-20). For each one, say to yourself:

“This statement has been experienced in my life...”

Then check the appropriate box: “Very Much”, “Much”, “Some”, “Little”, or “Not At All”

WARNING! Do not score according to what you think should be true or hope might be true in the future. Be honest and score on the basis of past experience.
2. When you are finished, follow the directions for scoring the questionnaire given on page 21.
3. Complete the exercises on page 24 to gain a tentative evaluation of where your gifts may lie and to explore the implications for your ministry in the body of Christ.



York Grace-Gifts Analysis

This statement has been satisfactorily experienced in my life.	(4) Very Much	(3) Much	(2) Some	(1) Little	(0) Not At All
1. Easily delegating important responsibilities to other people.	()	()	()	()	()
2. Taking pleasure in drawing and/or designing various objects.	()	()	()	()	()
3. Finding it easy to repair and maintain things in my environment.	()	()	()	()	()
4. Leading other people to obedient faith in Christ.	()	()	()	()	()
5. Speaking words of encouragement to those are troubled, discouraged, or not sure of themselves.	()	()	()	()	()
6. Being the one others often look to for vision and direction.	()	()	()	()	()
7. Being conscientious about managing money well so that I can give liberally to the Lord's work.	()	()	()	()	()
8. Assisting key leaders to relieve them of detail work so they can get back to their main job.	()	()	()	()	()
9. Providing food and/or lodging graciously and willingly to people who are in need.	()	()	()	()	()
10. Praying for other people and losing track of time.	()	()	()	()	()
11. Having been told by others that I have helped them distinguish key and important facts of scripture.	()	()	()	()	()
12. Persuading other people to accomplish pre-set goals and objectives.	()	()	()	()	()
13. Spending both quality and quantity time with people who look up to you spiritually.	()	()	()	()	()
14. Working joyfully with and helping those people who are ignored by the majority of those around them.	()	()	()	()	()
15. Comfortably relating to ethnics and minorities, and having them accept me.	()	()	()	()	()
16. Joyfully singing praises to God either alone or with other people.	()	()	()	()	()
17. Enjoying the fact I am called on to do special jobs.	()	()	()	()	()
18. Joyously relating to a certain group of people over a long period of time, sharing personally in their successes and their failures.	()	()	()	()	()
19. Helping other people learn Biblical facts and principles that aid in the building up of their lives.	()	()	()	()	()
20. Formulating my thoughts and ideas into effective written forms.	()	()	()	()	()
21. Organizing ideas, things, time, and people for more effective results.	()	()	()	()	()
22. Finding joy in painting pictures or making handcrafted objects.	()	()	()	()	()
23. Manually working with various items and receiving enjoyment from it.	()	()	()	()	()
24. Sharing joyfully with unbelievers how Jesus has brought me to Himself in a way that is meaningful.	()	()	()	()	()
25. Enjoying helping others resolve complicated problems in their lives.	()	()	()	()	()
26. Believing God for the impossible and seeing it happen in a tangible way.	()	()	()	()	()
27. Giving more than 10% of my income to the Lord's work.	()	()	()	()	()
28. Joyfully helping others in ways that are often behind the scenes.	()	()	()	()	()



York Grace-Gifts Analysis

This statement has been satisfactorily experienced in my life.	(4) Very Much	(3) Much	(2) Some	(1) Little	(0) Not At All
29. Enjoying guests in my home and sharing with them what I have.	()	()	()	()	()
30. Finding myself praying when I could be doing other things.	()	()	()	()	()
31. Having confidence that the insights I possess will bring changes in the attitudes and the convictions of my fellow Christians.	()	()	()	()	()
32. Running things smoothly when I am in charge.	()	()	()	()	()
33. Having the ability to subdue the internal frustration that comes from dealing with younger Christians.	()	()	()	()	()
34. Talking cheerfully and compassionately with the elderly, shut-in, or those in jails or prisons.	()	()	()	()	()
35. Learning another language well so that I can communicate effectively the message of Christ.	()	()	()	()	()
36. Leading others in songs of praise or for pure enjoyment.	()	()	()	()	()
37. Enjoying work at church that would seemingly bore other people.	()	()	()	()	()
38. Assuming the responsibility for the spiritual well being of a particular group of Christians.	()	()	()	()	()
39. Having been told that I have helped others learn Biblical truth in a meaningful way.	()	()	()	()	()
40. Feeling secure in the fact that the words I write will be of benefit to those who read them.	()	()	()	()	()
41. Effectively giving directions to others without using persuasion to get them to accomplish a task.	()	()	()	()	()
42. Experiencing fulfillment through gardening, landscaping, and other similar projects.	()	()	()	()	()
43. Finding joy in lawn care and other outside maintenance.	()	()	()	()	()
44. Enjoying meeting unbelievers and sharing with them the joy and peace which Jesus has given me.	()	()	()	()	()
45. Applying truth to my life effectively, no matter what kind of crisis or conflict may arise.	()	()	()	()	()
46. Having been told by others that I had faith to accomplish what seemed impossible to them.	()	()	()	()	()
47. After being moved by an appeal to give to God's work, I usually can find the money I need to do it.	()	()	()	()	()
48. Performing such tasks as typing, filing, or recording information for the Lord's work.	()	()	()	()	()
49. Enjoy organizing church suppers or social events.	()	()	()	()	()
50. Feeling secure in the fact that my prayers continually work in my life and in the lives of other people.	()	()	()	()	()
51. Acquiring and mastering new facts and principles which when applied aid others in their growth and stability.	()	()	()	()	()
52. The members of a new group expect me to take a leadership role.	()	()	()	()	()
53. Helping people move towards spiritual maturity, primarily by time spent with them.	()	()	()	()	()
54. Visiting the sick, the retired or the disadvantaged and knowing that my presence has helped to comfort and cheer them.	()	()	()	()	()
55. Relating well to people of a different race or culture.	()	()	()	()	()



York Grace-Gifts Analysis

This statement has been satisfactorily experienced in my life.	(4) Very Much	(3) Much	(2) Some	(1) Little	(0) Not At All
56. Joyfully singing familiar Gospel songs alone or with groups of fellow Christians.	()	()	()	()	()
57. Preferring to be active and doing something rather than just sitting around talking or reading or listening to a speaker.	()	()	()	()	()
58. Feeling unafraid of giving spiritual guidance and direction in a group of Christians.	()	()	()	()	()
59. Studying the Bible and sharing my insights with others is very satisfying for me.	()	()	()	()	()
60. Composing and/or arranging newspaper, newsletter or other articles in an efficient meaningful style.	()	()	()	()	()
61. Planning and administering programs that will be of benefit to my fellow Christians.	()	()	()	()	()
62. Enjoying the times that I am able to make beautiful items, especially when they benefit others.	()	()	()	()	()
63. Finding joy in maintaining and repairing things of which others may not have been good stewards.	()	()	()	()	()
64. Seeking out unbelievers in a continual manner in order to win them for Jesus.	()	()	()	()	()
65. Counseling effectively those people who are perplexed or confused, guilty or addicted.	()	()	()	()	()
66. Being sure I knew God's specific will for the future growth of His work, even when others have not been so sure.	()	()	()	()	()
67. Being so confident that God will meet my needs that I give to Him sacrificially and consistently.	()	()	()	()	()
68. Being told by others that I have helped them become more effective in their ministries.	()	()	()	()	()
69. Willingly opening my home to guests and/or strangers even when it is not convenient.	()	()	()	()	()
70. Remembering to pray for requests for at least several days.	()	()	()	()	()
71. Reading and studying a great deal in order to build myself up in the understanding of Biblical truths.	()	()	()	()	()
72. Leading small or large groups of people in decision-making processes.	()	()	()	()	()
73. Enjoying and seeing value in relationships with people who are less mature in the faith.	()	()	()	()	()
74. Joyfully helping disadvantaged people, even though, those whom I have helped will do little, if anything, in response to my help.	()	()	()	()	()
75. Willing to leave comfortable surroundings if it would enable me to share Christ with more people.	()	()	()	()	()
76. Finding much joy and pleasure in the seemingly routine practice of singing hymns and other Gospel selections.	()	()	()	()	()
77. Being content to take orders rather than give them.	()	()	()	()	()
78. Helping fellow believers by guiding them to relevant portions of the Bible and praying with them.	()	()	()	()	()
79. Communicating Biblical truths to others and seeing changes in knowledge, attitudes, values or conduct.	()	()	()	()	()
80. Finding much pleasure in composing and writing paragraphs and stories for the edification of others.	()	()	()	()	()



York Grace-Gifts Analysis

This statement has been satisfactorily experienced in my life.	(4) Very Much	(3) Much	(2) Some	(1) Little	(0) Not At All
81. Setting goals and objectives and making plans to reach and accomplish them.	()	()	()	()	()
82. Deriving much joy and satisfaction when I creatively work with my hands.	()	()	()	()	()
83. Realizing that my knowledge of building or repairing objects gives me satisfaction when it benefits others.	()	()	()	()	()
84. Having been told by non-Christians that they feel comfortable when they are around me, and I have a positive effect on them toward developing a faith in Christ.	()	()	()	()	()
85. Helping people choose, from Biblical alternatives, an option which usually aids in comforting or directing them.	()	()	()	()	()
86. Having been told that I am a person of unusual vision, and I agree.	()	()	()	()	()
87. Being content to maintain a lower standard of living in order to financially benefit God's work.	()	()	()	()	()
88. Finding joy in being an aide to someone whose ministry can utilize my practical help.	()	()	()	()	()
89. Having been told by people visiting in our home that they "feel at home" with us.	()	()	()	()	()
90. Regarding prayer as one of my favorite spiritual exercises.	()	()	()	()	()
91. Distinguishing key and important Biblical truths and facts that benefit others and myself as members of the Body of Christ.	()	()	()	()	()
92. Motivating others in a positive manner, to accomplish the goals of the group.	()	()	()	()	()
93. Able to look past questions that appear silly and pointless, understanding that they need to be asked and clarified.	()	()	()	()	()
94. Being called on by those who are less fortunate, asking for help.	()	()	()	()	()
95. Having a stronger desire than most to see peoples of other countries won to the Lord.	()	()	()	()	()
96. Knowing my singing has been a spiritual encouragement for others and myself.	()	()	()	()	()
97. Gladly responding when others express a need for my help.	()	()	()	()	()
98. Having been told by others that I have helped them be restored to the Christian community.	()	()	()	()	()
99. Sharing my knowledge of the love of Christ with children and/or adults in an effective and meaningful manner.	()	()	()	()	()
100. Knowing that my literary skill will aid other people and that they will be built up and informed because of it.	()	()	()	()	()



YORK GIFTS CHART

Instructions

In the grid below, enter the numerical value of each of your responses to the number of the corresponding statement on pages 17-20:

Very Much = 4 Much = 3 Some = 2 Little = 1 Not at all = 0

Most people find that the quickest way to discover these numerical values is to work down each column, starting with number one. Next, add up the five numbers that you have recorded in each row across, placing the sum in the "total" column.

Rows	Value of Answers					Total	Gift
Row A	1	21	41	61	81		Administration
Row B	2	22	42	62	82		Craftsmanship (artistic)
Row C	3	23	43	63	83		Craftsmanship (manual)
Row D	4	24	44	64	84		Evangelism
Row E	5	25	45	65	85		Exhortation-Wisdom
Row F	6	26	46	66	86		Faith
Row G	7	27	47	67	87		Giving
Row H	8	28	48	68	88		Helps
Row I	9	29	49	69	89		Hospitality
Row J	10	30	50	70	90		Intercession
Row K	11	31	51	71	91		Knowledge
Row L	12	32	52	72	92		Leadership
Row M	13	33	53	73	93		Mentoring
Row N	14	34	54	74	94		Mercy
Row O	15	35	55	75	95		Missionary
Row P	16	36	56	76	96		Music
Row Q	17	37	57	77	97		Serving
Row R	18	38	58	78	98		Shepherd
Row S	19	39	59	79	99		Teaching
Row T	20	40	60	80	100		Writing



Step 2 Review Gift Definitions and Scripture References

The following three pages contain suggested definitions of the Grace-Gifts covered by this analysis booklet. While not meant to be dogmatic, these definitions and their supporting Scriptures do correspond to characteristics of the gifts as expressed in the York Grace-Gifts Analysis.

A. Administration. The gift of administration is the special ability to understand clearly the immediate and long-range goals of a particular unit of the Body of Christ, and to devise and execute effective plans for the accomplishment of those goals.

Scripture 1 Corinthians 12:5 I Timothy 5:17 Acts 15:7-12
References: 1 Corinthians 12:28 Proverbs 24:3-4 Acts 6:1-7 Romans 12:8

B,C. Craftsmanship. The gift of craftsmanship is the special ability to use your hands, thoughts, and mind to further the kingdom of God through artistic, creative means. People with this gift may also serve as leaders for others in forming their abilities in this area. The gift may also be used in the areas of maintenance, care, and upkeep for the benefit and beautification of God's Kingdom here on earth.

Scripture Acts 16:14 Exodus 30:22-25 2 Chronicles 34:9-13
References Exodus 31:3-11 Acts 18:3 Acts 9:36-39

D. Evangelism. The gift of evangelism is the special ability to share the Gospel with unbelievers in such a way that men and women become disciples of Jesus and responsible members of the Body of Christ.

Scripture 2 Timothy 4:5 Acts 5:42 Acts 11:20 Acts 10:36 Acts 21:8
References Ephesians 4:11 Acts 8:5-6 Acts 13:32 Rom. 10:15 Acts 20:24

E. Exhortation – Wisdom. The fit of exhortation-wisdom is the special ability to minister words of comfort, consolation, encouragement, and counsel to other members of the Body in such a way that they feel helped and uplifted. A person with this gift has insight and understanding of life situations that arise, perceiving what to do and how to do it.

Scripture 1 Corinthians 2:1-13 Acts 6:3-10 1 Peter 3:1 Romans 12:8
References 2 Corinthians 1:3-4; 12:8 Acts 14:22 1 Tim. 4:13 Hebrews 10:25

F. Faith. The gift of faith is the special ability that God gives to discern with extraordinary confidence the will and purposes of God for his work.

Scripture References: Acts 6:5 Acts 11:22-24; 27:21-25 Rom. 4:18-21 Hebrews 11

G. Giving. The gift of giving is the special ability to contribute material resources to the work of the Lord with great joy, eagerness, and liberality.

Scripture Mark 12:41-44 Malachi 3:10
References Romans 12:8 2 Cor. 8:1-7; 9:2

H. Helps. The gift of helps is the special ability to invest one's talents in the life and ministry of other members of the Body, thus enabling the persons helped to increase their effectiveness in the use of their gifts.

Scripture 1 Cor. 12:28 Mark 2:3-4 1 Pet. 4:9-10 Titus 3:13-14
References 1 Timothy 6:2 Acts 9:36 Rom. 16:1-2 2 Tim. 1:16-18



I. Hospitality. The gift of hospitality is the special ability to provide an open house and warm welcome for those in need of food and lodging, and to care for those not in the immediate family with joy and effectiveness.

Scripture Acts 16:15 Romans 12:9-13 Hebrews 13:1-2
References: Acts 21:16-17 Romans 16:23 3 John 5-8

J. Intercession. The gift of intercession is the special ability to pray for extended periods of time on a regular basis, and also to see frequent and specific answers to one's prayers to a degree much greater than a fellow Christian who does not have an intercessory gift.

Scripture Colossians 4:12 Acts 12:1-17 James 5:14-16
References: Acts 16:25-31 2 Timothy 1:1-5

K. Knowledge. The gift of knowledge is the special ability to discover, accumulate, analyze, and clarify information and ideas that are pertinent to the growth and well being of the Body.

Scripture References: 1 Cor. 12:8 Romans 15:14

L. Leadership. The gift of leadership is the special ability to set goals in accordance with God's purpose for the future, and to communicate these goals to others in such a way that they voluntarily and harmoniously work together to accomplish these goals for the glory of God.

Scripture Acts 6:2-4 Romans 12:8 Acts 15:7-12
References: Acts 7:10 Hebrews 13:17

M. Mentoring. The gift of mentorship is having the ability and passion to shape the faith of younger Christians towards maturity in the Lord through their example, encouragement, and teaching. The mentoring relationship is often a deep one, consisting of love and accountability.

Scripture Proverbs 27:17 1 Corinthians 11:1 Luke 6:40 Titus 2:1-8
References: Ecclesiastes 4:9-10 Philippians 4:9 2 Thess. 3:9

N. Mercy. The gift of mercy is the special ability to feel genuine concern and compassion for individuals, both Christian and non-Christian, who suffer distressing physical, mental, or emotional problems, and to translate that compassion into cheerfully done deeds that reflect Christ's love and alleviate their suffering.

Scripture Acts 9:36 Luke 10:33-35 Acts 16:33-34
References: Rom. 12:8 I Thess. 5:14

O. Missionary. The gift of being a missionary is the special ability to minister whatever other Grace-Gifts a person may have in a second culture.

Scripture References: 1 Cor. 9:19-23 Acts 8:4; 11:22 Acts 13:2-3; 22:21 Romans 10:15

P. Music. The gift of music is the special ability to use one's voice in the singing of praises and joy to the Lord for the benefit of others.

Scripture References: Ephesians 5:18-20 Colossians 3:16



Q. Serving. The gift of serving is the special ability to identify the unmet needs involved in a task related to God’s work, and to make use of available resources to meet those needs and help accomplish the desired goals.

Scripture	2 Corinthians 8:19-20	Romans 12:7	2 Timothy 1:16-18
References:	Luke 22:24-27	1 Peter 4:10	

R. Shepherding. The gift of shepherding is the special ability to assume long-term personal responsibility for the spiritual welfare of a group of believers.

Scripture	John 10:1-18	Ephesians 4:11-14
References:	1 Timothy 3:1-7	1 Peter 5:1-3

S. Teaching. The gift of teaching is the special ability to communicate information relevant to the health and ministry of the Body and its members (children and/or adults) in such a way that they will learn and be edified.

Scripture	1 Corinthians 12:28	Romans 12:7	Ephesians 4:11
References:	1 Timothy 3:2	Acts 18:24-28	Acts 20:20-21

T. Writing. The gift of writing is the special ability to formulate thoughts and ideas into meaningful written forms so that the reader will find courage, guidance, knowledge, or edification through the words shared with them.

Scripture	Acts 15:19-20	Psalms 45:1	1 Timothy 3:14-15
References:	Philippians 3:1	Jude 3	II Peter 1:12-15; 3:1

Step 3 Tentatively Identify Your Gifts

- Using the totals from page 21, enter below in the “dominant” section the three gifts in which you received the highest scores. Then enter in the “subordinate” section the next three highest scoring gifts. 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?
- Are any of these ministries ones that you are not especially gifted for?
- In light of this tentative gifts list, what are some ministries suitable for you? What specific role in the body has God possibly gifted you for?