

Spiritual Gifts Inventory

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Using the drop down menu, respond to each statement which follows using this numerical system:

5 = This is highly descriptive of me virtually all of the time.

4 = This is descriptive of me most of the time.

3 = This is descriptive of me some of the time.

2 = This is descriptive of me only rarely.

1 = This is not descriptive of me.

It is very important for you to respond to these statements in terms of how you actually are rather than in terms of how you feel you should be. Don't be shy about acknowledging strengths, and don't feel badly because some statements are not descriptive of you. There are no "right" or "wrong" answers—only honest responses. Don't spend too much time thinking about a particular item. Go with your first impression or leave the item blank and return to it later.

You may ask one or two others to take this assessment with you, asking themselves how these questions pertain to you. In other words, they would answer Question 1 as if it were worded: *The seeker is able to convey ideas and insights in a way that motivates people to want to learn more.*

1. I am able to convey ideas and insights in a way that motivates people to want to learn more.

2. I speak the truth about what I feel is right even when that is unpopular and hard for other people to accept.

3. I am willing to accept responsibility for organizations or groups that lack a clear sense of direction or leadership and seek to help them change.

4. In the midst of other activities, I find myself focusing on the needs of another person and praying for that individual.

5. I feel that an important purpose of my home is to be a place to care for others, including people who are not part of my family.

6. I find satisfaction in working behind the scenes to help others make the most of their gifts and abilities.

7. I find pleasure in sharing my material resources with persons in need.

8. I cultivate relationships with persons who do not know Christ so that I can lead them to Him.

9. I can empathize with people who are going through difficult times and find meaning in involving myself in their healing processes.

10. I enjoy developing my skills in communicating through music, drama, or other art forms.

11. I am fulfilled when I am able to build or create something that helps the church or other people.

12. I am able to recognize what people truly want to communicate both from what they say and from what they do not say.

13. I find pleasure in learning about how organizations function.

14. People say they learn a lot from my teaching, and they seem motivated to want to learn more on their own.

15. I am willing to accept personal suffering and criticism if it will result in myself and others growing closer to God or doing the right thing by God's standards.

16. I have given leadership to groups that have sensed God's presence or gained a sense of purpose even in the middle of difficult times.

17. A day does not seem complete to me unless I have spent time praying for the needs of other individuals, of the Church, and of the world.

18. I enjoy doing all that I can to help new people feel that they belong.

19. I like to encourage others by serving wherever and whenever there is a need.

20. I find significant meaning in knowing my financial support makes a difference in the ministries of the church or of another service organization.

21. After I lead people to a closer relationship with God, I guide them into deeper discipleship and service.

22. I find meaning in motivating others to have more concern about the health of their souls.

23. I can communicate my sense of God more through music or other artistic means than through conversation.

24. I can fashion raw materials into finished objects.

25. I can continue to maintain a positive relationship with people even when it is necessary to express substantial disagreement or to raise questions about what they are doing.

26. I can grasp the overall purpose or goals of an organization or group and work out plans for accomplishing them.

27. I can draw other people into considering how their relationships with God or a sense of meaning and purpose should affect their daily lives.

28. Even in the face of criticism or pressure, I challenge people to examine their lives and change their direction when needed.

29. I can manage people and resources decisively in positive ways to bring a vision or mission into reality.

30. The names of people who are especially in need of God's help are never far from my mind.

31. I enjoy providing food and lodging for people in need.

32. I like to use my natural and my learned skills to enable the work of others.

33. When I know that someone else is in need of resources that I have, I do not worry about replenishing what I give.

34. When I tell others what God has done in my life, they respond with renewed faith of their own.

35. I can motivate others to take their faith more seriously in their lives.

36. People accuse me of being temperamental like an artist.

37. I feel that I honor God with things I make by hand.

38. I can empathize with and help people who are resentful, angry, or confused.

39. I have skill in coordinating the gifts of people for greater effectiveness.

40. I love to help others gain greater skill in understanding and expressing themselves.

41. I can motivate others to use their faith in making decisions in both their private and their public lives.

42. I usually have a clear sense of what needs to be done in an organization and can motivate others in that direction.

43. People frequently express appreciation to me for my having continued to remember them in my prayers.

44. I readily reach out to persons needing physical or emotional encouragement.

45. When I see a wide range of needs, I want to help with as many as I can.

46. I have been successful at earning or discovering significant amounts of money for the Lord's work.

47. I want people around me to know I am a Christian and hope that may provide opportunities to help them draw closer to Christ.

48. I am able to strengthen people who are wavering in their sense of purpose in life.

49. Through my artistic expressions, people have gained deeper insights into themselves or into the spiritual life.

50. I can design and build things to help the Church or other organizations better serve people.

51. I show my concern by helping people find practical solutions to spiritual, relational, or personal struggles.

52. I like to improve the efficiency of organizations with which I work.

53. I enjoy finding practical guidance in the Bible and sharing that help with others.

54. I feel compelled to confront people when they display behaviors or attitudes which are destructive.

55. I can organize people enthusiastically to achieve goals which I feel are important.

56. I have had times when I was so absorbed in my prayers for the needs of others that I lost all track of time.

57. I like to help new people get acquainted with others in the church and in other settings.

58. I believe there is spiritual significance in the routine tasks I do for others.

59. Because I want to see significant things happen in ministry, I give more than a tithe (over 10%).

60. I continually seek to find different or better ways to share my faith with others.

61. I enjoy reaching out to people in settings like hospitals, nursing homes, or prisons.
62. I like the challenge of communicating with variety and creativity.
63. I can visualize how something should be constructed before I build it.
64. People tell me that my patient and understanding listening helps them clarify their thoughts.
65. Once I know what the goal is, I have skill at developing the strategy to meet it.
66. I always find myself learning as I have opportunity to teach others.
67. I have had times when a concern was so heavy on my heart that I had to speak out no matter what the price.
68. Others seek me out to give leadership to various causes or organizations.
69. When I am deep into prayer for others, I often find myself communicating in images or feelings more than in words.
70. I feel that entertaining others in my home, at the church, or in other settings is one of the best ways that I am personally able to nurture genuine community.
71. I enjoy doing a variety of odd jobs around the church or other organizations to help meet the needs of people.

72. I am able to motivate others to support worthy causes financially.

73. I have the patience to work with another person over a long period of time in order eventually to bring that individual to faith in Christ.

74. I find great meaning in reaching out to persons at their times of greatest need no matter what the problem.

75. I enjoy developing my skills in the arts through music, crafts, drama, or other media.

76. I am gifted at putting things together and making them work.

77. I can generally help people see their problems from a new perspective and work toward a solution that is right for them.

78. I am good at and find pleasure in organizing many kinds of projects.

79. On the whole, I would rather teach a class or group than simply be a spectator.

80. I can confront people with problems in their own lives, in the Church or in society in a way that causes them to rethink their positions rather than simply be angry.

81. I can lead others through the development of a vision for their work together.

82. Praying for others several times a day feels almost as natural to me as breathing.

83. I feel a true calling to help new people become fully integrated into the life of the Church or other organizations.

84. While I am often not the one giving direct leadership, a great many things in the organizations to which I belong would not get done without my willingness to do what is needed.

85. I give generously to God's work and genuinely do not seek or want any recognition or reward for what I do.

86. I feel that God often brings me into contact with people who need to discover or to rediscover Christ.

87. When people are going through difficult times, I am able to encourage them to maintain their faith and to do all they can to respond positively to the problems they face.

88. I feel that I have been especially gifted in terms of music, drama, painting, or other art form.

89. I have the ability to build or make things which will facilitate the work of the Church or of other service organizations.

90. I am able to help people face the truth about themselves and their relationships with others when necessary to help them work through their problems.

91. I am generally an efficient person who keeps track of things and follows through well.

Score Totals

Below you will find the scores for each spiritual gift based upon your answers to the preceding questions.

Teaching Gifts Total	_____	Drawn from questions 1, 14, 27, 40, 53, 66 and 79.
Witness Gifts Total	_____	Drawn from questions 2, 15, 28, 41, 54, 67 and 80.
Leadership Gifts Total	_____	Drawn from questions 3, 16, 29, 42, 55, 68 and 81.
Intercession Gifts Total	_____	Drawn from questions 4, 17, 30, 43, 56, 69 and 82.
Hospitality Gifts Total	_____	Drawn from questions 5, 18, 31, 44, 57, 70 and 83.
Helps/Service Gifts Total	_____	Drawn from questions 6, 19, 32, 45, 58, 71 and 84.
Generosity Gifts Total	_____	Drawn from questions 7, 20, 33, 46, 59, 72 and 85.
Evangelism Gifts Total	_____	Drawn from questions 8, 21, 34, 47, 60, 73 and 86.
Encouragement Gifts Total	_____	Drawn from questions 9, 22, 35, 48, 61, 74 and 87.
Artistic Expression Gifts Total	_____	Drawn from questions 10, 23, 36, 49, 62, 75 and 88.
Craftsmanship Gifts Total	_____	Drawn from questions 11, 24, 37, 50, 63, 76 and 89.
Counseling Gifts Total	_____	Drawn from questions 12, 25, 38, 51, 64, 77 and 90.
Administration Gifts Total	_____	Drawn from questions 13, 26, 39, 52, 65, 78 and 91.

If you invited one or more others to complete the assessment with you, compare their scores with your own. If there are significant discrepancies, talk about those with the person or persons who completed the assessment with you. Be open to what they have to say, but ultimately have confidence in your own perceptions.

Now transfer your four highest scores to the following chart. Add your own comments about each spiritual gift that is listed. Consider these questions:

- Are there any surprises? If so, what are they?
- To what extent are the results what you expected? Are you pleased with the results? Disappointed with the results?
- Do you have additional scores that are almost as high as the fourth one you listed on the chart? If so, it is possible that those might also represent spiritual gifts.

The Four Gifts with the Highest Scores

1) Gift: _____ Score: _____

Comment:

2) Gift: _____ Score: _____

Comment:

3) Gift: _____ Score: _____

Comment:

4) Gift: _____ Score: _____

Comment:

Some Common Observations about the Spiritual Gifts Inventory

I only have one or two clear spiritual gifts by this system. My other scores are all much lower.

Please do not be concerned. Some persons only have one or two spiritual gifts as measured by this kind of system. It is important to think about the gifts that you have and developing them as effectively as possible. (Occasionally a person will be uncomfortable responding to items in positive ways and will end up with scores that are artificially low. You may want to try completing the assessment again, this time thinking more positively about yourself.)

I really have seven or eight spiritual gifts that all have very high scores.

Then you are probably blessed with an above average number of spiritual gifts. This is not a matter for pride since gifts come to us from God rather than from our own effort, but it does mean that you may have many opportunities to be of help to others.

I know that I have skills and abilities in an area in which I had a very low score on the assessment.

Remember that spiritual gifts are not the same as skills and abilities. You may be doing excellent work in an area that is not really one of spiritual giftedness for you. On the other hand, it is also possible that the problem is with the assessment instrument itself. This is not a perfect system. Think about it, pray about it, and be in conversation with others about it.

I am almost shocked by how high my score was on one or two of the items. I really did not think of myself as being gifted in those areas.

It is always possible that the assessment process is at fault; but generally you should take very seriously any new areas of giftedness which emerge from this process. You may find that you will have wonderful opportunities to develop the gift or gifts and that new direction will open for you.

I feel as though I am very gifted in work with computers and the internet, but that does not seem to surface on this spiritual gift's assessment.

Computers and the internet provide wonderful opportunities for ministry and are, for the most part, significant blessings to our lives. They are, however, tools rather than gifts, just as a curriculum is a tool for a teacher and paint and brushes are tools for an artist or for a craftsperson. Thus various spiritual gifts may find expression through your use of computers and the internet.