

Spiritual Gifts Inventory

Imagine a church whose leadership roles are matched by an individual's God given gifts! Imagine a church full of leaders who find fulfillment in service because they are empowered through the matching of their gifts and the needs of the church! This happens when individuals and churches take the time to explore a gift-based approach to leadership development.

In the follow pages you will find a means to discover your own spiritual gifts. The methodology is simple yet amazingly accurate. Simply answer the questions as presented and place your numeric answers on the accompanying score sheet. At the end of the questions you will total the columns on the score sheet and discover your primary and lesser gifts. Add the numbers across each row and place the total in the bolded box on the right. The highest total row is your primary gift number and the row number indicates which gift it represents. A description of each of the possible gifts follow as well enabling you to better understand the gifts God has placed within you to help you live out the calling God has for you!

The inventory questions are to be answered with what comes to mind without laboring over them.

There are no right or wrong answers, and the questions are intentionally not the easiest to choose your response. Below is the-range of possible answers to each question based on the scope of 1-7 as indicated below:

- | | |
|-------------------|------------------|
| 7 - Always | 3 - Rarely |
| 6 - Almost Always | 2 - Almost Never |
| 5 - Often | 1 - Never |
| 4 - Sometimes | |

You will need about 45 minutes to an hour to take this gift inventory. You should do it sitting comfortably and undisturbed for best results. Also, begin with prayer, asking God to be with you and help guide you in your gift discovery.

A special word of thanks to Dan and Barbara Dick for permission to use this inventory. They are deeply committed to gift-based leadership development in the local church and to helping disciples grow along their life-long journey of faith. See their book "Equipped for Every Good Work" for a more complete study of Spiritual Gift based leadership and how to develop a system for such in the local church.

Spiritual Gifts Inventory Statements *Equipped for Every Good Work*

Read each statement through twice. Have participants answer what first comes to mind in reaction to each statement (don't "over think" responses). Not every statement fits comfortably with the 7-1 scoring; this is by design to generate greater differentiation. All statements reflect specific reference to the New Testament and the understanding of spiritual gifts in the early church of the first three centuries following the resurrection of Jesus Christ, translated to our modern-day context.

1. I am able to help people make choices and clarify decisions.
2. I am aware of things without having to be told by anyone.
3. I easily delegate authority and responsibility to others.
4. I enjoy sharing my faith with the homeless and impoverished to offer hope.
5. I enjoy teaching the Bible to a small group.
6. I believe that God will help anyone in need.
7. Through prayer, I see God's miraculous work in my life.
8. I do not mind being made fun of for what I believe.
9. I am able to organize human and material resources to serve the needs of others.
10. I enjoy giving money to support the work of God.
11. I like to work, with people who are considered by others to be outcasts in their communities.
12. Praying for the sick is a critical part of their healing.
13. I can tell when Christian speakers or groups are being honest and faithful.
14. I listen to others as carefully as I want them to listen to me.
15. I would rather be a secretary in a group than the leader or chairperson.
16. Whenever I share my faith, I ask others to share theirs as well.
17. I help anyone in need, regardless of whether they deserve or appreciate the help.
18. I am ready to counsel people who have spiritual, emotional, or physical problems.
19. I can speak a foreign language fluently.
20. I can follow the conversation of a foreign language I never studied.
21. I am good at seeing many different sides to an issue and helping others see them as well.
22. Things I understand by faith are confirmed by facts, experiences, or information.
23. When I make a decision, I stand firmly behind it.
24. I enjoy being part of ministries that didn't exist before.
25. I am an effective mentor to other Christians.
26. I see God at work in both good times and bad.
27. I am aware of God's miracles every day.
28. Others tell me I am a good public speaker.
29. Working with others to minister to the physical needs of people is more enjoyable than doing the same thing by myself.
30. I have enough money to give generously to important causes.
31. I like to visit people wherever they are - at home, in the hospital, in prison, or in nursing homes.
32. I believe that the healing power of God manifests itself in many different ways, not just in physical healing.
33. I am able to identify the flaw in an argument, idea, or presentation.
34. I learn best when I can discuss what I read in Scripture and share insights and ideas with others.
35. I am good at attending to the 'busy work' that others tend not to enjoy.

36. An invitation to Christian discipleship should be extended to people whenever they gather to worship or study.
37. I give practical, material assistance to those who are in need.
38. I will work hard to support any group that is fully committed to a good cause.
39. Foreign languages are easy for me to learn.
40. I intuitively understand the meanings of most foreign words and phrases.
41. Others are surprised by the depth of my understanding and the integrity of my advice.
42. I am good at sensing other people's moods and concerns just by being with them.
43. I am effective at organizing projects for ministry.
44. I desire the opportunity to be a missionary.
45. I feel a strong responsibility to point out dangerous or erroneous teachings to others.
46. I pray for people who have lost their faith.
47. I believe that God works miracles through the faith of Christian believers.
48. I find practical applications to real world situations when I read the Bible.
49. I find it easy to ask for help from others for worthy projects.
50. I feel a strong desire to give money to Christian ministries.
51. I want to help as many people as I can, regardless of the reason for their need.
52. I pray for healing for the sick and afflicted.
53. I know when a preacher or speaker is accurately presenting the gospel or spiritual teaching.
54. It troubles me when people are misled or persuaded by inaccurate, biased, or false messages about the Christian faith.
55. I give whatever time and energy is needed to finish a project or meet a deadline.
56. I feel comfortable sharing the importance of Christian belief with non-Christians.
57. I prefer working in the background rather than in the spotlight.
58. I am patient and tolerant of others who are less mature in their spiritual development.
59. I communicate easily with members of other races, cultures, or generations.
60. I understand and easily accept the values, behaviors, and interests of generations other than my own.
61. When others seek out my counsel or advice, I am confident that what I say will be helpful and valuable.
62. People are surprised by how well I understand them.
63. I offer good leadership to a project or group.
64. It is easy for me to share my faith with people from other cultures and foreign lands.
65. I strive to create harmony and unity whenever I am part of a group.
66. I trust in the promises of God, even when they are improbable or unlikely.
67. I feel the power and presence of God's Holy Spirit when I pray.
68. My faith gives me the courage to speak but, even to those in positions of authority.
69. I design and plan strategies for ministry both in and beyond the church.
70. I know whether or not an appeal for money is legitimate.
71. My compassion for others often takes precedence over my own personal needs.
72. I participate in the healing of others through prayer.
73. I intuitively sense elements of truth or error in other people's teachings.
74. I enjoy creating lessons, classes, and projects that illuminate and illustrate biblical truths.
75. Pastors and other key church leaders seek my opinions and advice on important issues.
76. I feel comfortable talking about my faith in non-Christian settings.
77. I make sure that everything runs as smoothly as possible.
78. People are willing to listen to what I say because they understand that I have their best interests in mind.
79. I communicate well with everyone, no matter how different from me they might be.

80. I am able to interpret what someone says to others who do not understand.
81. God grants me insights into the significant decisions that other people struggle with.
82. My knowledge of the Bible and spiritual teachings provide me with answers to many of life's questions.
83. I help others discover, develop, and use their spiritual gifts.
84. I am proud to let people know I am a Christian everywhere I go.
85. I like helping others apply Christian principles and practices to their daily lives.
86. When I pray, my prayer becomes a channel for God's grace to meet other people's needs.
87. God uses us as instruments of spiritual and supernatural power.
88. I see how biblical truths apply as much to today's world as they did in their original context.
89. Others refer to me as an effective leader.
90. I seek the counsel of family, friends, or my spiritual community when I make a donation to charity or church.
91. I listen to those who need someone to talk to.
92. When I pray, I specifically name those who are in physical, spiritual, or emotional need.
93. I know when a Christian leader is more 'self-interested' than focused on God.
94. I require evidence or proof before I accept something as valid or true.
95. I am a better assistant than leader.
96. The idea of sharing the gospel with others is very exciting to me.
97. It is of great importance to me that my actions make other people's lives easier or better.
98. People go out of their way to please me.
99. I can explain my spiritual practices to people of other cultures and backgrounds.
100. I understand the meaning and significance of foreign rituals and practices and can help interpret them for others.
101. I know some things without fully understanding how I know them.
102. I see potential problems that others are unaware of.
103. I focus on the 'big picture' instead of the details.
104. I am comfortable with non-Christian lifestyles and customs.
105. I look for ways to help others grow as Christian disciples.
106. I spend long periods of time in prayer.
107. I pray for things that other people feel are impossible.
108. I enjoy showing people how the Bible relates to everyday life.
109. I enjoy participating in ministries for the poor, needy, and marginalized.
110. I am a cheerful giver of money.
111. I am drawn to people suffering physical, emotional, or spiritual pain.
112. When I pray for someone's healing, I do not put limits or restrictions on how God might work in that person's life (I do not believe that a physical healing miracle is the only answer to prayer).
113. I know when people are speaking by the power of God's Holy Spirit.
114. I see and understand the connections between the Old and New Testaments.
115. Being thanked is not important to me; I serve regardless of recognition.
116. It is important to me to introduce others to God and Jesus Christ.
117. I am more interested in meeting people's physical needs than their spiritual needs.
118. People seek out my opinion and advice on personal matters.
119. I can speak (or sign) a language that I never formally studied.
120. I am accepting of thoughts, beliefs, and behaviors of other people even when they are contrary to my own.
121. I have a clear sense of the choices other people should make.

122. My intuitions are strong, clear, and correct.
123. I work best under pressure.
124. I would like to represent the church in a foreign country.
125. When Christians lose faith, it is my responsibility to try to help them recover it.
126. Others tell me that I have a strong faith.
127. When I pray, I petition God to change present circumstances.
128. I speak the truth, even when what I say is unpopular or divisive.
129. In groups, I emerge as a leader.
130. My money management skills are of value to a church or group.
131. I look for people who are suffering to offer my help to them.
132. Others have told me that I have a healing touch or presence.
133. I am deeply troubled by spiritual teachings that lack a solid theological or biblical basis.
134. I am energized and excited when I teach others.
135. I enjoy making work easier for other people.
136. It is easy for me to extend an invitation to others to make a commitment to Christ.
137. I prefer *doing* a job to *planning* a job.
138. Others tell me that I am a good listener and counselor.
139. I am able to communicate my faith and beliefs to people who speak other languages.
140. I feel a kinship and connection to people of other faiths and cultures.
141. When I am faced with hard life decisions, I turn to the Bible for guidance.
142. I can sense when people are upset or angry, no matter how well they try to hide their feelings.
143. I am a good judge of other people's gifts, skills, and passions for ministry and service.
144. I want to learn a new language to enable me to be in ministry in a foreign land.
145. I enjoy working with those who are new to the Christian faith.
146. I see the image of God in every person I meet.
147. I believe prayer yields tangible results, not just a good feeling or spiritual satisfaction.
148. I talk to people about their beliefs concerning salvation, the afterlife, and God's will.
149. I like directing and leading projects better than participating in them.
150. My financial giving is anonymous.
151. I reach out to people who are in trouble.
152. When I see people in pain, I immediately pray for them.
153. I know when a person is being dishonest.
154. I would rather read Scripture or theology than inspirational stories or Christian fiction.
155. I like having a task defined for me rather than having to figure out a task for myself.
156. I tell people what Christ has done in my life.
157. I will do what I believe is right, even if it means that I have to break the rules.
158. I challenge people with hard truths and discomfoting information, even when it makes me unpopular.
159. I am called to share my faith with other cultures, races, and faith traditions.
160. I have the ability to automatically translate or interpret foreign words and phrases.
161. God allows me to see the world from God's own perspective.
162. I am able to apply difficult biblical concepts to real-world situations.
163. I encourage others to use their gifts and talents to serve people beyond the church.
164. I seek the opportunity to share the gospel with those outside the Christian faith or those who have not heard it before.
165. I guide others in their discipleship journey and spiritual growth.
166. I find that God's promises in the Bible have widespread validity in today's world.

167. I help others see the miraculous in ordinary, everyday experiences.
168. The Bible speaks directly to the political, economic, and justice issues of our day.
169. People say that I am well organized.
170. There is no limit to what I am willing to give to or do for others.
171. I am very sensitive to the feelings of others.
172. I encourage people to pray for the sick or afflicted.
173. I find inspirational and spiritual meaning in secular books, films, speeches, and programs.
174. I primarily read the Bible to learn and understand God's will.
175. I prefer following to leading.
176. I invite others to become active in a Christian faith community.
177. I enjoy doing jobs that other people consider less important.
178. I am first to offer an encouraging or supportive word to others.
179. I have spoken a language without knowing what it was.
180. I am able to share complex theological ideas with people of other races, cultures, and backgrounds.
181. People tell me they are impressed by my insights.
182. I look at issues from as many different points of view as possible.
183. I enjoy organizing and managing human and material resources to accomplish a goal.
184. I study other cultures and traditions to more effectively relate to people who are different from me.
185. I want to get to know the people I serve and care for.
186. Even when I grow discouraged, I never doubt or lack trust in God.
187. My first reaction to problems or difficulties is to pray.
188. I believe that God speaks through me.
189. I experience God more in day-to-day living than in prayer, Bible reading, or going to church.
190. I am prepared to give financial support to, or help raise funds for, any cause I believe in.
191. Physical touch or the laying on of hands is an important part of spiritual healing.
192. My faith is made strong by the miracles of God I witness in our world.
193. I am able to help people gain a clearer understanding of God and the Bible.
194. I enjoy creating lessons, resources, and tools for studying and discussing the Bible and the Christian faith.
195. I make sure preparations are made so that meetings, programs, services, and projects run as smoothly as possible.
196. I am more effective sharing my faith one-on-one than in front of a large group or crowd.
197. My ministry is in my actions and behaviors more than in my words.
198. I help people develop spiritual practices and disciplines that build their faith.
199. People who speak other languages have little trouble communicating with me.
200. I feel that God is leading me to involvement with other cultures, races, generations, and backgrounds.

Spiritual Gifts Inventory Key

- | | |
|-------------------|-------------------------------|
| 1. Wisdom | 11. Compassion |
| 2. Knowledge | 12. Healing |
| 3. Administration | 13. Discernment |
| 4. Apostleship | 14. Teaching |
| 5. Shepherding | 15. Helping/Assistance |
| 6. Faith | 16. Evangelism |
| 7. Miracles | 17. Servanthood |
| 8. Prophecy | 18. Exhortation |
| 9. Leadership | 19. Tongues |
| 10. Giving | 20. Interpretation of Tongues |

Our Spiritual Gifts (alphabetical)

Administration -- the gift of organizing human and material resources for the work of Christ, including the ability to plan and work with people to delegate responsibilities, track progress, and evaluate the effectiveness of procedures. Administrators attend to details, communicate effectively, and take as much pleasure in working behind the scenes as they do in standing in the spotlight.

Apostleship -- the gift of spreading the gospel of Jesus Christ to other cultures and to foreign lands.

Apostleship is the missionary zeal that moves us from the familiar into uncharted territory to share the good news. Apostles embrace opportunities to learn foreign languages, visit other cultures, and go to places where people have not had the opportunity to hear the Christian message. The United States of America is fast becoming a mission field of many languages and cultures. It is no longer necessary to cross an ocean to enter the mission field. Even across generations, we may find that we need to "speak other languages" just to communicate.

Compassion -- the gift of exceptional empathy with those in need that moves us to action. More than just concern, compassion demands that we share the suffering of others in order to connect the gospel truth with other realities of life. Compassion moves us beyond our comfort zones to offer practical, tangible aid to all God's children, regardless of the worthiness of the recipients or the response we receive for our service.

Discernment -- the ability to separate truth from erroneous teachings and to rely on spiritual intuition to know what God is calling us to do. Discernment allows us to focus on what is truly important and to ignore that which deflects us from faithful obedience to God. Discernment aids us in knowing whom to listen to and whom to avoid.

Evangelism -- the ability to share the gospel of Jesus Christ with those who have not heard it before or with those who have not yet made a decision for Christ. This gift is manifested in both one-on-one situations and in group settings, both large and small. Evangelism is an intimate relationship with another person or persons that requires the sharing of personal faith experience and a call for a response of faith to God.

Exhortation -- the gift of exceptional encouragement. Exhorters see the silver lining in every cloud, offer deep and inspiring hope to the fellowship, and look for and commend the best in everyone. Exhorters empower others to feel good about themselves and to feel hopeful for the future. Exhorters are not concerned by appearances; they hold fast to what they know to be true and right and good.

Faith -- the exceptional ability to hold fast to the truth of God in Jesus Christ in spite of pressures, problems, and obstacles to faithfulness. More than just belief, faith is a gift that empowers an individual or a group to hold fast to its identity in Christ in the face of any challenge. The gift of faith enables believers to rise above pressures and problems that might otherwise cripple them. Faith is characterized by an

unshakable trust in God to deliver on God's promises, no matter what. The gift of faith inspires those who might be tempted to give up to hold on.

Giving -- the gift of the ability to manage money to the honor and glory of God. Beyond the regular response of gratitude to God that all believers make, those with the gift of giving can discern the best ways to put money to work, can understand the validity and practicality of appeals for funds, and can guide others in the most faithful methods for managing their financial concerns.

Healing -- the gift of conducting God's healing powers into the lives of God's people. Physical, emotional, spiritual, and psychological healing are all ways that healers manifest this gift. Healers are prayerful, and they help people understand that healing is in the hands of God. Often their task is to bring about such understanding more than it is to simply erase negative symptoms. Some of the most powerful healers display some of the most heartbreaking afflictions themselves.

Helping -- the gift of making sure that everything is ready for the work of Christ to occur. Helpers assist others to accomplish the work of God. These unsung heroes work behind the scenes and attend to details that others would rather not be bothered with. Helpers function faithfully, regardless of the credit or attention they receive. Helpers provide the framework upon which the ministry of the body of Christ is built.

Interpretation of Tongues (*see also Tongues*) -- the gift of (1) the ability to interpret foreign languages without the necessity of formal study in order to communicate with those who have not heard the Christian message or who seek to understand, or (2) the ability to interpret the gift of tongues as a secret prayer language that communicates with God at a deep spiritual level. Both understandings of the gift of interpretation of tongues are communal in nature: the first extends the good news into the world; the second strengthens the faith within the fellowship.

Knowledge -- the gift of knowing the truth through faithful study of Scripture and the human situation.

Knowledge provides the information necessary for the transformation of the world and the formation of the body of Christ. Those possessing the gift of knowledge challenge the fellowship to improve itself through study, reading of Scripture, discussion, and prayer.

Leadership -- the gift of orchestrating the gifts and resources of others to accomplish the work of God. Leaders move people toward a God-given vision of service, and they enable others to use their gifts to the best of their abilities. Leaders are capable of creating synergy, whereby a group achieves much more than its individual members could achieve on their own.

Miracles -- the gift of an ability to operate at a spiritual level that recognizes the miraculous work of God in the world. Miracle workers invoke God's power to accomplish that which appears impossible or impractical by worldly standards. Miracle workers remind us of the extraordinary nature of the ordinary world, thereby increasing faithfulness and trust in God. Miracle workers pray for God to work in the lives of others, and they feel no sense of surprise when their prayers are answered.

Prophecy -- the gift of speaking the word of God clearly and faithfully. Prophets allow God to speak through them to communicate the message that people most need to hear. While often unpopular, prophets are able to say what needs to be said because of the spiritual empowerment they receive. Prophets do not foretell the future, but they proclaim God's future by revealing God's perspective on our current reality.

Servanthood -- the gift of serving the spiritual and material needs of other people. Servants understand their role in the body of Christ to be that of giving comfort and aid to all who are in need. Servants look to the needs of others rather than focusing on their own needs. To serve is to put faith into action; it is to treat others as if they were Jesus Christ. The gift of service extends our Christian love into the world.

Shepherding -- the gift of guidance. Shepherds nurture others in the Christian faith and provide a mentoring relationship to those who are new to the faith. Displaying an unusual spiritual maturity, shepherds share from their experience and learning to facilitate the spiritual growth and development of others.

Shepherds take individuals under their care and walk with them on their spiritual journeys. Many shepherds provide spiritual direction and guidance to a wide variety of believers.

Teaching -- the gift of bringing scriptural and spiritual truths to others. More than just teaching Christian education classes, teachers witness to the truth of Jesus Christ in a variety of ways, and they help others to understand the complex realities of the Christian faith. Teachers are revealers. They shine the light of understanding into the darkness of doubt and ignorance. They open people to new truths, and they challenge people to be more in the future than they have been in the past.

Tongues (*see also Interpretation of Tongues*) -- the gift of (1) the ability to communicate the gospel to other people in a foreign language without the benefit of having studied said language (see Acts 2:4) or (2) the ability to speak to God in a secret, unknown prayer language that can only be understood by a person possessing the gift of interpretation. The ability to speak in the language of another culture makes the gift of tongues valuable for spreading the gospel throughout the world, while the gift of speaking a secret prayer language offers the opportunity to build faithfulness within a community of faith.

Wisdom -- the gift of translating life experience into spiritual truth and of seeing the application of scriptural truth to daily living. The wise in our faith communities offer balance and understanding that transcends reason. Wisdom applies a God-given common sense to our understanding of God's will. Wisdom helps us remain focused on the important work of God, and it enables newer, less mature Christians to benefit from those who have been blessed by God to share deep Truths.

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Spiritual Gifts Inventory Score Sheet

7-Always 6-Almost Always 5-often 4-Sometimes 3-Rarely 2-Almost Never 1-Never

1	21	41	61	81	101	121	141	161	181	1
2	22	42	62	82	102	122	142	162	182	2
3	23	43	63	83	103	123	143	163	183	3
4	24	44	64	84	104	124	144	164	184	4
5	25	45	65	85	105	125	145	165	185	5
6	26	46	66	86	106	126	146	166	186	6
7	27	47	67	87	107	127	147	167	187	7
8	28	48	68	88	108	128	148	168	188	8
9	29	49	69	89	109	129	149	169	189	9
10	30	50	70	90	110	130	150	170	190	10
11	31	51	71	91	111	131	151	171	191	11
12	32	52	72	92	112	132	152	172	192	12
13	33	53	73	93	113	133	153	173	193	13
14	34	54	74	94	114	134	154	174	194	14
15	35	55	75	95	115	135	155	175	195	15
16	36	56	76	96	116	136	156	176	196	16
17	37	57	77	97	117	137	157	177	197	17
18	38	58	78	98	118	138	158	178	198	18
19	39	59	79	99	119	139	159	179	199	19
20	40	60	80	100	120	140	160	180	200	20

Name: _____