

Discernment of Gifts: Spiritual Gifts Inventory

This inventory complements Catholic teaching and is adapted for MCCW/CWOC from: www.elca.org/evangelism/assessments/spiritgifts.html.

A personal Spiritual Gifts inventory can assist us in identifying our gifts, but then what? Every person is needed in order to best equip chapel groups and parish ministries. Identifying the needs of the organization and matching them up with your personal gifts can not only be rewarding but sometimes surprising and even exciting!

Finding Your Spiritual Gifts

God has given each Christian two vitally important Gifts. The first is the Gift of faith in Jesus Christ, his work of redemption, and thus forgiveness of sin. The second is the Gift of one or more special abilities, which are to be used for the purpose of unifying the body of Christ and for the growth of God's Kingdom. These abilities are called Spiritual Gifts and they are received through our Baptism, nourished by the Eucharist and reinforced and deepened at Confirmation. Like other presents, it is impossible to fully appreciate and make use of our Spiritual Gifts until they have been opened. This tool will help you discover and begin to open and employ your Spiritual Gifts by guiding you through the following three activities:

Part I. Scripture References support the existence of Spiritual Gifts and identify those which are commonly found in service today gives a solid foundation for your discernment process.

Part II. The Self-Assessment is a list of 60 questions which will help you identify which Gifts you have received in greatest measure.

Part III. Exploration of Use suggests the various types of ministry you might be most effective in because of your Spiritual Gifts.

May the special abilities God has given you be deployed in areas of ministry where they will be most effective for the good of the entire Church. May these Gifts be welcomed, affirmed and utilized by the one who is Gifted. We ask the Holy Spirit to be with us and guide us. Amen.

Part I. Scripture References:

The Apostle Paul addresses the presence of Spiritual Gifts in three main sections of scripture: Romans 12, I Corinthians 12, and Ephesians 4. **Peter also verifies their existence** in I Peter 4:10. Through these sections of scripture, we learn that all Christians have been given at least one Spiritual Gift. The purpose of Spiritual Gifts is twofold: (1) to unify Christians in their faith and (2) to produce growth within the church, both numerical and spiritual. These Gifts are to be used out of love for one another, and in service to one another.

We do not choose which Gifts we will receive. God bestows them upon us through the work of the Holy Spirit. Not all of the Gifts identified in scripture are used in this inventory. The spectacular Gifts (speaking in tongues, healing and miracles, prophecy, bold proclamation of God) and some of the non-spectacular Gifts (martyrdom, celibacy) have not been included. Although these Gifts exist, they are not commonly utilized in the mainstream of parish life. Since the objectives of Spiritual Gift deployment are to unify and produce growth through service, in today's church climate, only the service-related Gifts have been included.

Administration: the Gift that enables a believer to formulate, direct, and carry out plans necessary to fulfill a purpose. Biblical References: I Corinthians 12:28, Acts 14:23.

Artistry: the Gift that gives the believer the skill of creating artistic expressions that produce a spiritual response of strength and inspiration. Biblical References: Ex 31:1-11, Ps 149:3a.

Discernment: the Gift that motivates a believer to seek God's will and purpose and apply that understanding to individual and congregational situations. Biblical References: John 16:6-15, Romans 9:1, I Corinthians 2:9-16.

Evangelism: the Gift that moves believers to reach nonbelievers in such a way that they are baptized and become active members of the Christian community. Biblical References: Matthew 28:16-20, Ephesians 4:11-16, Acts 2:36-40.

Exhortation: the Gift that moves the believer to reach out with Christian love and presence to people in personal conflict facing a spiritual void. Biblical References: Jn 14:1, II Tim1:16-18, III Jn 5-8.

Faith: the Gift that gives a believer the eyes to see the Spirit at work and the ability to trust the Spirit's leading without indication of where it all might lead. Biblical References: Genesis 12:1-4a, Mark 5:25-34, I Thessalonians 1:8-10.

Giving: the Gift that enables a believer to recognize God's blessings and to respond to those blessings by generously and sacrificially giving of one's resources (time, talent, and treasure). Biblical References: II Corinthians 9:6-15, Luke 21:1-4.

Hospitality: the Gift that causes a believer to joyfully welcome and receive guests and those in need of food and lodging. Biblical References: Romans 12:13, Romans 16:23a, Luke 10:38.

Intercession: the Gift that enables a believer to pray with the certainty that prayer is heard and when requests are made, answers will come. Biblical References: Matthew 6:6-15, Luke 11:1-10, Ephesians 6:18.

Knowledge: the Gift that drives a person to learn, analyze and uncover new insights with regard to the Bible and faith. Biblical References: I Corinthians 12:8; I Corinthians 14:6, Romans 12:2.

Leadership: the Gift that gives a believer the confidence to step forward, give direction and provide motivation to fulfill a dream or complete a task. Biblical References: Romans 12:8, John 21:15-17, II Timothy 4:1-5.

Mercy: the Gift that motivates a believer to feel deeply for those in physical, spiritual, or emotional need and then act to meet that need. Biblical References: Luke 7:12-15, Luke 10:30-37, Matthew 25:34-36.

Music--Vocal: the Gift that gives a believer the capability and opportunity to present personal witness and inspiration to others through singing. Biblical References: Psalm 96:1-9, Psalm 100:1-2, Psalm 149:1-2.

Music--Instrumental: the Gift that inspires a believer to express personal faith and provide inspiration and comfort through the playing of a musical instrument. Biblical References: Psalm 33:1-5, Psalm 150, I Samuel 16:14-23.

Pastoring (Shepherding): the Gift that gives a believer the confidence, capability and compassion to provide spiritual leadership and direction for individuals or groups of believers. Biblical References: I Timothy 4:12-16, I Timothy 3:1-13, II Timothy 4:1-2.

Service (Helps): the Gift that enables a believer to work gladly behind the scenes in order that God's work is fulfilled. Biblical References: Luke 23:50-54, Romans 16:1-16, Philippians 2:19-23.

Skilled Craft: the Gift that enables a believer to create, build, maintain or repair items used within the church. Biblical References: Exodus 30:1-6, Exodus 31:3-5, Ezekiel 27:4-11.

Teaching: the Gift that enables a believer to communicate a personal understanding of the Bible and faith in such a way that it becomes clear and understood by others. Biblical References: I Corinthians 12:28, Matthew 5:1-12, Acts 18:24-48.

Wisdom: the Gift that allows the believer to sort through opinions, facts and thoughts in order to determine what solution would be best for the individual believer or the community of believers. Biblical References: I Corinthians 2:6-13, James 3:13-18, II Chronicles 1:7-11.

Writing: the Gift that gives a believer the ability to express truth in a written form; a form that can edify, instruct and strengthen the community of believers. Biblical References: I John 2:1-6, 12-14, I Timothy 3:14-15, Jude 3.

Part II. Self-Assessment Inventory:

Instructions: First pray, by asking the Holy Spirit for guidance. Then for each of the following 60 questions, circle the number that corresponds with the response that most closely matches how you perceive yourself. The first answer that comes to mind may be best.

- 4**, consistently true
- 3**, frequently true
- 2**, occasionally true
- 1**, infrequently true
- 0**, rarely true

(You might also ask a person who is close to you to score the inventory with, and for, you. Their perception of your strengths may be useful in identifying the Gifts with which you have been truly blessed.) After responding to the questions, go to the scoring grid to analyze your results.

1. When presented a goal, I immediately think of steps that need to be taken in order to achieve the desired results. **4 3 2 1 0**
2. I express myself through artistic means. **4 3 2 1 0**
3. My faith requires me to seek out God's will and purpose in all circumstances that arise in my life. **4 3 2 1 0**
4. I am able to convey the Gospel message to non-believers in ways that they are able to easily understand. **4 3 2 1 0**
5. I am moved by those who through conflict or sorrow are wavering in faith. **4 3 2 1 0**
6. I am certain of the Spirit's presence in my life and the lives of others. **4 3 2 1 0**
7. I am blessed by God each day and gladly respond to these blessings by giving liberally of my time and money. **4 3 2 1 0**
8. I enjoy meeting new people and becoming acquainted with them. **4 3 2 1 0**
9. I know that God hears and responds to my daily prayers. **4 3 2 1 0**
10. I feel compelled to learn as much as I can about Sacred Scripture, Tradition and faith. **4 3 2 1 0**
11. I am a take charge person. When others follow my direction, the goal or task will be completed. **4 3 2 1 0**
12. When I see a person in need, I am moved to assist them. **4 3 2 1 0**
13. I love to sing and enjoy inspiring others through song. **4 3 2 1 0**
14. I find joy and express myself by playing a musical instrument. **4 3 2 1 0**
15. I am motivated to provide spiritual leadership to those who are on a faith journey. **4 3 2 1 0**
16. I like working behind the scenes to ensure projects are successful. **4 3 2 1 0**
17. I enjoy working with my hands in a trade or skill that requires considerable experience to perfect. **4 3 2 1 0**
18. My great joy is to communicate biblical truth in such a way that it becomes real and understood by others. **4 3 2 1 0**
19. When a challenge is presented, I am usually able to identify an appropriate solution. **4 3 2 1 0**
20. I am able to take a thought or idea and put it into a clear and inspiring written form. **4 3 2 1 0**
21. I enjoy organizing thoughts, ideas, hopes and dreams into a specific plan of action. **4 3 2 1 0**
22. I can translate into artistic form what I first see in my imagination. **4 3 2 1 0**
23. I have assisted others as they sought to discern whether or not their personal decisions were helpful and in accord with God's will for their lives. **4 3 2 1 0**
24. I enjoy being with non-believers and like having the opportunity to encourage them to faith and commitment. **4 3 2 1 0**
25. When I know someone is facing a crisis, I feel compelled to provide support and care. **4 3 2 1 0**
26. My trust in the Spirit's presence, when I encounter times of personal crisis, is a source of strength for others. **4 3 2 1 0**
27. I manage my time and money so that I am able to give much of it to the work of the church or other organizations. **4 3 2 1 0**

28. I am often asked to open my home for small group gatherings or social occasions. **4 3 2 1 0**
29. I often become so absorbed in my prayer life that the doorbell or phone can ring and I will not hear it. **4 3 2 1 0**
30. Not one day would be complete without biblical study and thought. **4 3 2 1 0**
31. When I am in a group, others will often look to me for direction. **4 3 2 1 0**
32. I feel an urgency to provide housing for the homeless, food for the starving, comfort for those in distress. **4 3 2 1 0**
33. I have sung before groups and felt a real sense of God's presence. **4 3 2 1 0**
34. By my playing a musical instrument, inspiration has been provided for both myself and others. **4 3 2 1 0**
35. I have responsibility for providing spiritual guidance to an individual believer or group of believers. **4 3 2 1 0**
36. People tell me that without my willingness to do the unnoticed jobs, their work would be more difficult. **4 3 2 1 0**
37. I am good at building, repairing, or restoring things and find satisfaction in doing so. **4 3 2 1 0**
38. I want to express my faith by assisting others to discover the truths contained in the Bible. **4 3 2 1 0**
39. People come to me for help in applying Christian faith and values to personal situations. **4 3 2 1 0**
40. I often feel moved to write about my thoughts and feelings so others may benefit from them. **4 3 2 1 0**
41. I have been successful in organizing, directing and motivating people to achieve a goal. **4 3 2 1 0**
42. My artistic work has given spiritual strength to both believer and non-believer. **4 3 2 1 0**
43. In my chapel group/parish, I am often asked if a direction being discussed is in accord with God's will and purpose. **4 3 2 1 0**
44. I do not find it difficult to share what Jesus means to me with non-believers. **4 3 2 1 0**
45. Those who are struggling with life questions have come to me for guidance and help. **4 3 2 1 0**
46. I can see great things happening in my chapel group/parish and am not derailed by the pessimism of others. **4 3 2 1 0**
47. When I receive money unexpectedly, one of my first thoughts is to share this Gift through the church. **4 3 2 1 0**
48. I enjoy welcoming guests and helping them to feel at ease. **4 3 2 1 0**
49. Believers have asked me to pray for healing in their lives, and have evidenced God's healing power. **4 3 2 1 0**
50. My study of the Bible has proven helpful to others in their faith journey. **4 3 2 1 0**
51. People have said they like to work with me because the task will be successfully completed. **4 3 2 1 0**
52. People have been surprised by how at ease I am while working with those who are suffering in mind, body or spirit. **4 3 2 1 0**
53. I am grateful and humbled that my singing has provided inspiration and hope for others on their faith journey. **4 3 2 1 0**
54. Others have told me they were moved by my playing a musical instrument. **4 3 2 1 0**
55. People have come to me for spiritual help and it has developed into a long-term relationship. **4 3 2 1 0**
56. When I turn out the lights, take tables down, work in the kitchen or put chairs away, I feel that I have served the Lord. **4 3 2 1 0**
57. My knowledge of building, maintenance or repair has been a special value to the church and others. **4 3 2 1 0**
58. Students have told me that I can take the most difficult idea or concept and make it understandable. **4 3 2 1 0**
59. When direction is needed at work or in the parish, I am generally asked for my opinion. **4 3 2 1 0**
60. My written work has been helpful to others in understanding life's truths. **4 3 2 1 0**

SCORING GRID

For each set of three questions, fill in the number on the lines below, either 1, 2, 3, 4 or 0 that you answered for each and then add them together and fill in that number on the last line. **For example**, in the category of Administration, if you circled 2, 4, and 3 for questions 1, 21 and 41, write those numbers on the lines and add 2+4+3 which totals 9; write 9 on the last line. Your strongest Gift(s) will generally have a total score of "7" or more. If you have more than one Gift with a total of seven or more, then all of these Gifts can be referred to as your "Gift cluster." Notice how each Gift within the cluster has the potential to complement and support another. The Gifts within the cluster will need to be further explored to determine with which ones you have been truly blessed. This inventory is designed to begin your journey toward Spiritual Gifts discovery. Keep in mind that it is not a scientific instrument. Your perceptions will be validated by others and confirmed through prayer and by their use over time.

Administration

Questions 1, 21, 41 _____ = _____

Artistry

Questions 2, 22, 42 _____ = _____

Discernment

Questions 3, 23, 43 _____ = _____

Evangelism

Questions 4, 24, 44 _____ = _____

Exhortation

Questions 5, 25, 45 _____ = _____

Faith

Questions 6, 26, 46 _____ = _____

Giving

Questions 7, 27, 47 _____ = _____

Hospitality

Questions 8, 28, 48 _____ = _____

Intercession

Questions 9, 29, 49 _____ = _____

Knowledge

Questions 10, 30, 50 _____ = _____

Leadership

Questions 11, 31, 51 _____ = _____

Mercy

Questions 12, 32, 52 _____ = _____

Music-vocal

Questions 13, 33, 53 _____ = _____

Music-instrumental

Questions 14, 34, 54 _____ = _____

Pastoring

Questions 15, 35, 55 _____ = _____

Service

Questions 16, 36, 56 _____ = _____

Skilled Craft

Questions 17, 37, 57 _____ = _____

Teaching

Questions 18, 38, 58 _____ = _____

Wisdom

Questions 19, 39, 59 _____ = _____

Writing

Questions 20, 40, 60 _____ = _____

Now circle the top five totals above (those with a total score of 7 or more). List the Spiritual Gifts on the lines below, listing the Gifts with higher totals first. In the event of a tie, select the Gift you feel you have used effectively in the past, or the one you think you might be most effective.

This group of Gifts is your Gift cluster.

With which Gifts have you been truly blessed? Discovering the answer to that question requires the following:

Prayer: Seek the Holy Spirit's guidance while evaluating your Gifts.

Study: Become familiar with the scripture references, definitions, and how each Gift functions within the Body of Christ. This will provide you with a solid foundation from which to further evaluate your Gifts.

Self-Examination: Explore your feelings about each of the Spiritual Gifts in your cluster. Examples of how each Gift may be utilized in the church are provided below. As you read these examples, ask yourself how you feel about the types of ministry activity identified for the Gifts in your cluster. You may expect to feel fulfilled through the use of your Gifts.

Track Your Results:

As you use your Spiritual Gifts, pay close attention to the results produced through your efforts. You can expect to experience positive results from the use of your Gifts.

Listen For Affirmation:

As you use your Spiritual Gifts, listen for affirmation from other Christians. They will recognize and confirm your Spiritual Gifts, through genuine expressions of approval and thankfulness for a job well done!

Putting Your Gifts To Use:

All Christians are to work together, supporting one another. However, our Gifts make us better prepared and equipped to perform in some areas of ministry over others. A person who is working within a ministry area in which he or she is Gifted for, will be more effective in that ministry than one for which he or she is not Gifted.

In what types of ministry will you be most effective? A brief list of ministry examples follows. These examples have been provided merely as thought starters and should not be considered an exhaustive list. Use them as a starting point in exploring the possibilities for putting your Gifts to use within your parish and in your community.

Administration:

Parish Council, Finance Council, Board Member, Catechetical Leader, Vacation Bible School Coordinator, Business Manager

Artistry:

Banner Making, Drama Club/Clown Ministry/Puppetry, Film/Photography/Historian, Crafts/Handicrafts, Decorating/Staging the Worship Space Team, Set/Props Design Team

Discernment:

Parish Council, Leadership Identification, Long Range Planning Team, Social Ministry Team, Peer Counseling, Support Group Facilitator

Evangelism:

New Member/Parishioner Visitation, Evangelization Commission, Marketing, Community Presence

Exhortation:

Mutual Ministry Team, Hospital/Home/Institution Visitation, Telecare Ministry, Peer Counseling, Small Group Leader/Facilitator

Faith:

Chapel Group/Parish Council President, Stewardship Committee, Long Range Planning Team, Catechist/Bible-study Facilitator

Giving:

Designated Offerings, Stewardship Team, Volunteer Coordination, Sharing Personal Faith Story/Testimony

Hospitality:

Greeter/Usher, New Member/Parishioner Sponsor, In-Home Bible Study Host, Visitor Welcome/Information Center, Fellowship Host/Server

Intercession:

Prayer Chain, Prayer Partner, Prayer Families/Prayer Circles, Adoration,

Knowledge:

Nominating/Discernment Team, Source Book/Historian Team, Board Member/Parish Council, Chapel Group/Parish Resource Coordinator,

Leadership:

Board Positions/Parish Council, Religious Education Coordinator, Committee Chairperson (all types), Conference/Retreat Director, Vacation Bible School Coordinator, Speaker-Special Events

Mercy:

Home/Hospital/Institution Visitation, Transportation to Worship/Bible Study, Social Ministry Team, Support Group Leader, Telecare Minister

Music-Instrumental:

Program and Special Event Music, Substitute Organist, Vacation Bible, Band Leader/Member, Choir Pianist, Church School-Music Program

Music-Vocal:

Church Choir, Cantor, Vocal Ensemble, Sunday School Song Leader, VBS Song Leader

Pastoring (Shepherding):

Chapel Group Bible Study Leader, New Member/Parishioner Sponsor, Young-Adult Counselor, Small Group Leader, Telecare Minister

Service (Helps):

Computer Programmer/Data Entry, Newsletter Collation, P.A./Sound System Technician, Tape Recording Worship Services, Child Care, Building/Grounds Upkeep, Kitchen Cleaning Team, Providing Transportation

Skilled Crafts:

Audio/Visual, Computer Maintenance/IT, Web-Page Developer, Building Maintenance, Electrical/Masonry/Plumbing/Roofing, Mechanical, Repair/Maintenance.

Teaching:

Faith Study Facilitator, RCIA, Catechist, Youth Bible Study, Vacation Bible School Teacher, Conference/Seminar Leader, Journey of Faith Trainer

Wisdom:

Long Range Planning Team, Board Member/Parish Council, Peer Counselor, Support Group Leader

Writing:

Newsletter Article Writer/Editor, Public Relations/Publicity, Letter Writing, Blog, Spiritual Autobiography

Part III. Exploration of Use

Your Spiritual Gifts do not appear and disappear as you pass through the doors of your church! The special Gifts God has given you are with you always. They are meant to also be used in your daily life to bring glory to God and serve the needs of others. In the spaces on the next page, identify some of the ways your Gifts may be used for these purposes. Specific contexts have been provided as thought starters.

At home, with family.

- (1) _____
- (2) _____
- (3) _____
- (4) _____
- (5) _____

At work, with colleagues.

- (1) _____
- (2) _____
- (3) _____
- (4) _____
- (5) _____

Within your community.

- (1) _____
- (2) _____
- (3) _____
- (4) _____
- (5) _____

Use this space to write how you would like to proceed with the results above. Are you “in the zone” utilizing your gifts? Do you need to cut back and spend more time in prayer or with loved ones whom God has entrusted to your care? Do you need to focus your gifts in some other area? Did you learn something new about yourself?