

Name \_\_\_\_\_

Date \_\_\_\_\_

## Spiritual Gifts Inventory

This inventory has been designed not to test your *knowledge* of spiritual gifts but rather your interest and experience in *using* your gift(s). Answer each of the following 90 questions according to the scale below. (Record your responses on scratch paper if you want to use this inventory again.) Do not answer what you **want** to be true for yourself, but what is **true** for you. (Be honest!) If a question asks if you enjoy doing something that you have never experienced, answer according to how much you *think* you would enjoy it. After you have finished, transfer your responses onto the Spiritual Gifts Inventory Worksheet to tabulate your scores. **Do not** record your responses directly onto the worksheet so that you will be able to take the inventory objectively.

0	1	2	3	4	5
Never (or only once)	Very Rarely (hardly ever)	Seldom (infrequently)	Sometimes (occasionally)	Usually (often)	Always (or almost always)

1. I feel motivated to study the Bible to give an orderly presentation of Scripture.
2. I enjoy giving a public testimony of how Christ changed my life.
3. I like to give of myself even if it causes inconvenience if it helps other believers grow spiritually.
4. I have a warm heart towards people and enjoy "coming alongside them" to encourage growth.
5. I desire to complete tasks and projects as quickly as possible.
6. I have joy in thanking God in advance while praying as if my request was already answered.
7. I delight in donating things to others in the body of Christ.
8. I enjoy helping with practical tasks that need to be done at church.
9. I enjoy going out of my way to help individuals in distress.
10. I am concerned about the accuracy of words in scriptural matters.
11. I feel I need to allow people to become Christians after sharing the gospel.
12. I like taking on the responsibility of nurturing new Christians in their spiritual growth.
13. I desire to help others design action steps to develop a deeper commitment to Christ.
14. I find fulfillment in organizing people with various abilities to achieve a common goal.
15. I enjoy trusting God for goals even when circumstances seem humanly impossible.
16. I am very concerned that my financial investments in God's work are high quality.
17. I like to volunteer for "behind the scenes" manual tasks such as cleaning, typing, ushering, etc.
18. I feel compelled to console a person who is embarrassed or needs comfort.
19. I am interested in researching what the Bible says to discern the truth concerning what has been presented to me (I carefully evaluate what I'm taught).
20. I like to go where non-Christians often pass or congregate so that I may win them to Christ.
21. I enjoy going out of my way for new people at church to make them feel welcome.
22. I enjoy spending time with people eager to follow strategies to enable them to change a personal behavior pattern or pursue a particular goal.
23. I delight in organizing people to accomplish projects (i.e., being used to "see all the pieces come together" and seeing others enjoy the finished product).
24. I love to dream and tackle significant tasks for God.
25. I enjoy contributing money or possessions to encourage others to contribute.
26. I can easily sense whether others appreciate my help with projects.
27. Not only do I feel sympathetic with people experiencing *physical* discomfort, but I also have sympathy with those undergoing *mental* stress.
28. I am willing to be criticized as stubborn or narrow-minded for sticking to God's Word when others' opinions differ from what I see the Bible saying.
29. I care about using the proper approach when giving the gospel to different kinds of people.
30. When a fellow Christian strays from the Lord, I feel compassionate to help him return to Christ.
31. I love conversations that give me insights into how I can better meet people's spiritual needs.
32. I can endure criticism from people under my leadership to accomplish the ultimate task.
33. I love to pray until God miraculously changes circumstances (or until something is not His will).
34. My giving will not prevent me from having enough money, so I trust God by giving sacrificially.
35. I like to avoid delegating those responsibilities that I may be able to do myself.
36. I prefer not to be a firm disciplinarian.

0	1	2	3	4	5
Never (or only once)	Very Rarely (hardly ever)	Seldom (infrequently)	Sometimes (occasionally)	Usually (often)	Always (or almost always)

37. I find joy in harmonizing and arranging biblical content.
38. I enjoy encouraging and teaching other Christians how to witness more effectively.
39. I want to know others well to guide them and effectively meet their spiritual needs.
40. When encouraging others, I care about how that person responds to my efforts to help.
41. I desire to move on to a new challenge after completing the previous project.
42. Seeing my vision *accomplished* is more important than seeing the *details* needed.
43. Christians' offerings should be at least a tithe, but probably more.
44. I delight in assisting others with everyday tasks to help them be more effective in their ministries.
45. I sympathize with others so much that I fail to confront them with the truth when they need it.
46. I can effectively communicate a spiritual truth that someone else shared.
47. I experience great joy when leading someone to Christ.
48. My experience has shown that others look to me for guidance in their spiritual growth.
49. Believers come to me for Christian counsel because I can apply the Scriptures to their lives.
50. I can see the overall picture and clarify long-range goals.
51. Others say I have an unusual ability to rely on God's promises despite "impossible" situations.
52. I am "unusually generous" when donating to the Lord's work (i.e., compared to my income).
53. I get asked to assist in practical projects because I like to help and will "go the extra mile."
54. I am very understanding and sympathetic with those experiencing grief and affliction.
55. I have had others comment on how clearly I expound the Scriptures.
56. Inviting others to commit themselves to Christ as Savior is natural and easy.
57. I can abhor a person's sin while at the same time lovingly accepting that person as an individual.
58. I experience grief when teaching lacks practical application (e.g., specific steps of action).
59. I will delegate responsibility if I can find someone else who can do it better.
60. I can discern projected plans as to whether they may be God's will.
61. I have been one of the first to contribute to people who need food, clothing, or money.
62. I recall the likes and dislikes of others that enable me to effectively meet their practical needs.
63. I can remove hurts, renew hope, and bring healing to others.
64. I continually test others' preaching or teaching with what the Bible says about that subject.
65. I explain the gospel clearly (because I know it well) and confidently (I am bold).
66. I am patient with believers progressing slowly in their Christian growth.
67. I can easily apply God's truth to a person's circumstances so that he/she is encouraged.
68. I assume leadership in managing if no structured leadership exists, but I'm not domineering.
69. I trust God even when others lack confidence in His workings.
70. I need to feel a part of the work to which I contribute financial support.
71. I can detect and meet small, unnoticed details that require attention.
72. I am sensitive to words and actions that may dishearten and hurt others.
73. I have a resistance to scriptural quotations used out of context.
74. I experience unusual success in bringing others to know Christ compared to most Christians.
75. I take responsibility to protect weak Christians from influences that may undermine their faith.
76. I can gently rebuke others without condemning or discouraging them.
77. I work well under pressure and quickly get to the heart of the matter to take decisive action.
78. Raising another's expectations that God will do the improbable is an ability that I exercise.
79. I experience great joy when my gift (money or possessions) answers a specific prayer.
80. I am easily overextended in helping with various projects because it is difficult to say "no."
81. I naturally sense when others are hurting inside.
82. I see how scriptural truths relate to one another.
83. I witness to strangers even though I know that I won't be able to follow them up.
84. I can easily express warmth to individuals even though I may not know them well.
85. I find it easy to call forth the best in others (their potential).
86. I easily discern and employ the abilities and gifts of others to meet practical needs.
87. I have an unusual prayer capacity to tap into God's resources on behalf of others.
88. I can sense when specific money appeals are not worthy.
89. I get frustrated when time limitations are placed on what I must do (like this inventory!).
90. I can cheerfully counsel those who need a listening ear.

Name \_\_\_\_\_

Date \_\_\_\_\_

### Spiritual Gifts Inventory Worksheet

**Directions**

1. Transfer your answers from the Spiritual Gifts Inventory onto the blanks below. **Do not** record your responses directly onto this sheet while answering the inventory questions because this will tend to make you more biased in your self-evaluation. The inventory had ten questions for each gift: five related to interest or preference (questions 1-45) and five related to experience or ability (questions 46-90).
2. Add up your scores in the vertical columns to determine a total score for each gift and put each sum on the blank in the **Total Score** line. The highest possible score for each gift is 50.
3. Rate each gift on the **Gift Rating** line by assigning the highest **Total Score** a rating of 1, the second highest a 2, etc. Give tied scores the same rating and go to the next highest score.

1	2	3	4	5	6	7	8	9		
10	11	12	13	14	15	16	17	18		
19	20	21	22	23	24	25	26	27		
28	29	30	31	32	33	34	35	36		
37	38	39	40	41	42	43	44	45		
46	47	48	49	50	51	52	53	54		
55	56	57	58	59	60	61	62	63		
64	65	66	67	68	69	70	71	72		
73	74	75	76	77	78	79	80	81		
82	83	84	85	86	87	88	89	90		
_____	_____	_____	_____	_____	_____	_____	_____	_____	<b>Total Score</b>	
_____	_____	_____	_____	_____	_____	_____	_____	_____	<b>Gift Rating</b>	
Teaching	Evang.	Pastor-Teacher	Exhort.	Admin.	Faith	Giving	Service	Mercy		
_____ Speaking Gifts _____				_____ Serving Gifts _____						

### Small Group Discussion Questions

1. What did the inventory show as your gift(s)? Did you score higher in speaking or serving gifts?
2. Do you agree with the inventory results? Do the others in your group agree?
3. What commitment will you make to the Lord to develop your gift(s)? Be specific concerning where and how you think it can be used. Be sure to share this with your small group.

Class \_\_\_\_\_

Date \_\_\_\_\_

## Spiritual Gifts Inventory Group Record

**Directions:** After completing the Spiritual Gifts Inventory and the Spiritual Gifts Inventory Worksheet, please print your name and record your gift ratings for each gift below. Then, circle those ratings of the gifts you think may be your spiritual gifts.

	Teaching	Evang.	Pastor-Teacher	Exhort.	Admin.	Faith	Giving	Service	Mercy
Example: Rick Griffith	1	6	2	3	2	8	4	5	7
1									
2									
3									
4									
5									
6									
7									
8									
9									
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21									
22									
23									
24									
25									
<b>Total "1s" per column</b>									

*Discussion Questions:*

1. What do these inventory results indicate as our church's strengths? weaknesses? Do you agree? Why or why not?
2. How is our church doing at seeing people's gifts and plugging them into ministries they enjoy? (Or are we just desperate for any unqualified volunteer?) How can we improve here?
3. Do *you* feel cared for and useful in our church body? How? If not, what can we do?

## Spiritual Gifts Inventory Explanatory Supplement

### The Purpose of the Spiritual Gifts Inventory

The Spiritual Gifts Inventory is a self-diagnostic test that, if taken honestly, will accurately measure strengths and weaknesses concerning one's spiritual gifts. It helps evaluate interests and preferences (questions 1-45) and experience and ability (questions 46-90). Each of the nine gifts receives a final score, which has helped hundreds of believers discern areas of strength, either (1) confirming what they already knew about themselves or (2) pointing out "hidden" areas of interest and potential that should be developed. However, there are some limitations and cautions about the use of this inventory, which are explained below.

### The Limitations of the Spiritual Gifts Inventory

- 1) **Single Indicator:** This inventory serves as only *one* possible indicator of what may be your spiritual gifts. Considering the opinions of others who know you well also has great value. You might want to have your spouse or close friend take the inventory evaluating *you* by simply replacing occurrences of the word "I" with *your* name, then compare your evaluation of yourself with the other person's evaluation of you. It might surprise you!
- 2) **Easily Misinterpreted:** Scripture teaches that the Holy Spirit distributes the spiritual gifts (1 Cor. 12:7, 11, 18), so this inventory does not decide which gifts apply to you. Do not automatically assume that the column with the highest total score indicates your gift. However, compared to the other gifts, your most substantial areas of ability and interest seem to be associated with that gift.
- 3) **Pastor-Teacher Scoring:** This gift is the only "dual gift" (half of which is tested under the questions for the teaching gift), but only the "pastor" aspect of this gift is covered in the questions associated with it. One should look at scores for both teaching and pastor-teacher to obtain an accurate self-appraisal of the gift of pastor-teacher.
- 4) **Subjective:** One characteristic of all self-diagnostic tests is subjectivity, so this Inventory is influenced by certain variables that may distort the "actual picture." Some people are more critical of themselves than others (holding higher standards, especially regarding their gift!). Others tend to read too much into each question. Also, if you recently experienced success in a particular area, you will rate yourself higher in that area. (The opposite applies to areas of recent failure where you may score lower than the "real you.") Taking the inventory at "non-emotional" or "non-transitional" periods will produce the most accurate results. Also, retaking the inventory after a time lapse may provide further confirmation of your score.
- 5) **Trait Orientation:** The Inventory measures only traits that are true of all of us to varying degrees. This has led some to erroneously think that they must have a "portion" of all these gifts! However, mature Christians generally score higher on most gifts than new believers because they have had more experience in spiritual matters and a longer time to develop godly characteristics in several areas. This is why, for comparison purposes, only the "Gift Rating Row" (not the "Total Score Row") should be used when comparing scores with others. The Spiritual Gift Inventory certainly is not the perfect diagnostic tool; however, applying common sense and a prayerful heart will enable the inventory to help you be most effective for our Lord.

## Questions to Help Discern Your Gifts

The following questions contrast various gifts to enable you to determine more accurately what your gift(s) may be. This should be especially helpful if you have narrowed them down to a few. However, contrasting two gifts doesn't necessarily imply that you can't have both or neither! For example, if you have no strong leaning towards one answer to the question below, you may possess both gifts! Hopefully, by seeing various gifts contrasted, you'll better understand each gift's nature.

### Teaching or Evangelism

Which brings you a greater joy: instructing Christians in the Word of God (teaching) or imparting spiritual truth to non-believers to lead them to salvation in Christ (evangelism)?

### Teaching or Exhortation\*

Do you enjoy teaching to participate in research (teaching) or as an opportunity to counsel others (exhortation)?

On finding solutions to human problems, do you usually begin with Scripture and relate it to human experiences (teaching), or do you typically start with human experiences and relate them to Scripture (exhortation)?

### Evangelism or Exhortation

Which concerns you more when counseling: to counsel *the lost* to bring them to Christ (evangelism) or counsel *believers* to obedience (exhortation)?

### Pastor-Teacher or Teaching

Which is a stronger motivation for you in teaching the Scriptures: the privilege of being involved in accurately presenting truth (teaching) or the privilege of being used in "nourishing other's needs" through God's Word (pastor-teacher)?

### Pastor-Teacher or Exhortation

Do you find it easy to encourage those who seem to be making slow progress in their spiritual growth (pastor-teacher), or do you find this difficult and discouraging (exhortation)?

### Exhortation or Administration\*

When conflicts arise between two Christians for whom you are responsible, are you more inclined to change one of their responsibilities to solve the problem (administration) or would you focus on changing the believer's attitude (exhortation)?

### Administration or Showing Mercy\*

Do you desire harmony in a group so that it may run smoothly (administration) or because of the joy and fellowship that results in unity (showing mercy)?

Do you receive greater joy in openly and freely discussing a problem (showing mercy) or in designing steps to solve the problem (administration)?

### Administration or Service

When faced with tasks, are you more inclined to do the whole job yourself (service) or to enlist others to help you (administration)? Is delegation difficult (service) or easy (administration) for you?

### Faith or Administration

In being involved in a great project for God, which would you enjoy more: providing the initial and sustained vision to see it completed (faith) or providing the leadership to coordinate the resources necessary to complete the task (administration)?

**Giving or Service**

What type of involvement appeals to you more in being used to see a project completed for the Lord: contributing your material means for the project (giving) or contributing your time and abilities to see the project accomplished (service)?

**Service or Exhortation\***

Do you enjoy counseling individuals to give them steps of action (exhortation) or to discern their practical needs so that you can meet them (service)?

**Service or Showing Mercy\***

Are you more comfortable in helping to meet the practical needs of others (service) or in meeting their mental and emotional needs (showing mercy)?

**Showing Mercy or Teaching\***

Are you motivated to research to establish correct doctrine (teaching) or to understand doctrinal differences among Christians and how to bring harmony and oneness (showing mercy)?

Are you more concerned with the Scriptural pattern of a worship service (teaching) or with the atmosphere of a worship service (showing mercy)?

**Showing Mercy or Exhortation\***

Which emphasis is more important to you: spiritual healing or spiritual growth?

If the answer is spiritual healing: Are you interested in healing to prevent unnecessary suffering (showing mercy) or to challenge one to spiritual maturity through healing (exhortation)?

If the answer is spiritual growth: Are you interested in spiritual growth to help someone grow spiritually to eliminate suffering and disharmony caused by wrong responses (showing mercy) or primarily for the sake of that person's spiritual maturity (exhortation)?

Which is more critical in a person helping you: sensing a genuine concern and interest (showing mercy) or giving you steps of action in solving a problem (exhortation)?

When ministering to another's needs, do you generally encourage him/her regarding hurts from something that already occurred in the past (showing mercy), or do you encourage him/her in areas of growth, looking primarily to the future (exhortation)?

\* Adapted from the Institute in Basic Youth Conflicts by Bill Gothard, "Understanding Your Spiritual Gifts," 6-8.