

Which gifts do you have?

Instructions: Self-Assessment Inventory

For each of the 75 questions which follow, circle the number that corresponds with the response that most closely matches how you perceive yourself. Circle 4 if the statement is very true; 3, frequently true; 2, sometimes true; 1, infrequently true and 0 if rarely true. You might also ask a friend 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 amply blessed. After responding to each question, turn to the scoring grid on page 8 to discover your results. If you would like to take this Inventory on-line, go to **www.elca.org/gathering/gifts.html**.

	Very true of me	Frequently true of me	Sometimes true of me	Infrequently true of me	Rarely true of me
1. When presented a goal, I quickly think of what to do to achieve the desired result.	4	3	2	1	0
2. I express myself through artistic means.	4	3	2	1	0
3. I can easily determine if a statement is true to scripture or not	4	3	2	1	0
4. I am able to talk with those who do not go to church about God in ways they are able to easily understand.	4	3	2	1	0
5. I am moved by those who, through conflict or sorrow, are doubting God's presence in their lives.	4	3	2	1	0
6. I often see the Holy Spirit's presence in my life and the lives of others.	4	3	2	1	0
7. God blesses me each day. I tend to gladly respond to these blessings by giving generously of my time and money.	4	3	2	1	0
8. When I see a new youth visit our congregation, I introduce myself and help that person feel welcome.	4	3	2	1	0
9. I know that God hears and answers my daily prayers.	4	3	2	1	0
10. I want to learn as much as I can about the Bible and faith.	4	3	2	1	0
11. I am a take-charge person. With others help, I know the goal or task will be completed.	4	3	2	1	0
12. When I see a person in need, I want to assist them.	4	3	2	1	0
13. At home I like to cook, but I really find joy cooking for groups.	4	3	2	1	0
14. I find joy in expressing myself by playing a musical instrument or by singing.	4	3	2	1	0
15. I enjoy visiting people who are going through difficult times.	4	3	2	1	0
16. I like working behind the scenes to make sure projects are successful.	4	3	2	1	0

Circle 4 if the statement is very true; 3, frequently true; 2, sometimes true; 1, infrequently true and 0 if rarely true.

	<i>Very true of me</i>	<i>Frequently true of me</i>	<i>Sometimes true of me</i>	<i>Infrequently true of me</i>	<i>Rarely true of me</i>
17. I enjoy working with my hands in a skill that requires considerable experience to perfect.	4	3	2	1	0
18. I love to tell others about biblical truth in a way that it becomes real to them.	4	3	2	1	0
19. When a challenge is presented, I am usually able to identify a workable 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 am very comfortable using computers to organize information.	4	3	2	1	0
22. I feel compelled to speak up for people who cannot defend themselves.	4	3	2	1	0
23. I enjoy friendships with people much older or much younger than myself.	4	3	2	1	0
24. People have told me they appreciate my listening when they have a personal challenge.	4	3	2	1	0
25. I love to act out stories from the Bible.	4	3	2	1	0
26. I enjoy organizing thoughts, ideas, hopes, and dreams into a specific plan of action.	4	3	2	1	0
27. I can translate into an artistic form what I first see in my imagination.	4	3	2	1	0
28. People often ask me my perspective or interpretation of specific passages of Scripture	4	3	2	1	0
29. I enjoy being with others not involved in church, and like having the opportunity to encourage them to faith and commitment in God.	4	3	2	1	0
30. When someone faces a crisis, I am compelled to show my care and support.	4	3	2	1	0
31. I have told others of the Spirit's presence in times of my own personal crises, to be a source of strength for them.	4	3	2	1	0
32. I manage my time and money so that I can give much of it to the work of the church or other organizations.	4	3	2	1	0
33. I love when others come to my house to hang out, even if there are some I don't know very well.	4	3	2	1	0
34. I can become so involved in prayer that outside distractions don't bother me.	4	3	2	1	0
35. I often study something in the Bible and think about how it influences my daily life.	4	3	2	1	0
36. In a group, others often look to me for direction.	4	3	2	1	0
37. I feel compelled to do what I can to provide housing for the homeless, food for the starving, comfort for those in distress.	4	3	2	1	0

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	<i>Very true of me</i>	<i>Frequently true of me</i>	<i>Sometimes true of me</i>	<i>Infrequently true of me</i>	<i>Rarely true of me</i>
38. People tell me I'm a good cook.	4	3	2	1	0
39. I am inspired and provide inspiration for others by my singing or playing a musical instrument.	4	3	2	1	0
40. I enjoy visiting people in the hospital.	4	3	2	1	0
41. People tell me that without my willingness to do the unnoticed jobs, their work would be more difficult.	4	3	2	1	0
42. I am good at building, repairing, or restoring things and find satisfaction in doing so.	4	3	2	1	0
43. I want to express my faith by helping others discover the truths in the Bible.	4	3	2	1	0
44. People come to me for help in applying Christian faith and values to personal situations.	4	3	2	1	0
45. I often feel moved to write about my thoughts and feelings so others may benefit from them.	4	3	2	1	0
46. I see the Internet as a great place to communicate and share my faith with others.	4	3	2	1	0
47. I try to find a way through the system for people who are unable to get through it on their own.	4	3	2	1	0
48. I am eager to learn from people older or younger than myself—and like to share what I know with them.	4	3	2	1	0
49. I could listen to people's stories for hours.	4	3	2	1	0
50. When I am acting on stage, I feel a real sense of God's presence.	4	3	2	1	0
51. I have been successful in organizing, directing, and motivating people to achieve a goal.	4	3	2	1	0
52. My artistic work helps others think about God.	4	3	2	1	0
53. I pay attention to what people say and how they say it, particularly those who teach.	4	3	2	1	0
54. I do not find it difficult to share what Jesus means to me with my friends.	4	3	2	1	0
55. Those seeking answers for life's questions have come to me for encouragement.	4	3	2	1	0
56. I can see great things happening in my congregation, even when others are doubtful.	4	3	2	1	0
57. When I receive money unexpectedly, I want to share this gift with the church.	4	3	2	1	0
58. I enjoy welcoming guests and helping them to feel at ease in new situations.	4	3	2	1	0
59. Others have asked me to pray for them in difficult times.	4	3	2	1	0

Circle 4 if the statement is very true; 3, frequently true; 2, sometimes true; 1, infrequently true and 0 if rarely true.

	<i>Very true of me</i>	<i>Frequently true of me</i>	<i>Sometimes true of me</i>	<i>Infrequently true of me</i>	<i>Rarely true of me</i>
60. I usually know of something in the Bible to help others on their faith journey.	4	3	2	1	0
61. People say they like to work with me because the task will be successfully completed.	4	3	2	1	0
62. People have been surprised by my comfort in working with those suffering in mind, body, or spirit.	4	3	2	1	0
63. I enjoy serving others by hosting and providing food for others.	4	3	2	1	0
64. Others have told me they were moved by my playing a musical instrument or by singing.	4	3	2	1	0
65. I enjoy sharing God's Word with people in nursing homes.	4	3	2	1	0
66. At church, when I help take down tables, work in the kitchen, put chairs away or fold bulletins, I feel that I have served the Lord.	4	3	2	1	0
67. My knowledge of building, maintenance or repair has been of special value to the church and others.	4	3	2	1	0
68. Others have told me that I can take the most difficult idea or concept and help them understand it.	4	3	2	1	0
69. When a group's direction is needed, I am frequently asked for my opinion.	4	3	2	1	0
70. My written work has helped others understand life's truths.	4	3	2	1	0
71. I have used technology (computers, communications) to help others deal with life and grow in their faith.	4	3	2	1	0
72. I do whatever I can to get those in power to address the needs of the homeless, the hungry, or the excluded.	4	3	2	1	0
73. I have friends who are at least 10 years older or younger than I.	4	3	2	1	0
74. I always have time to hear about my friends' joys and sorrows.	4	3	2	1	0
75. My abilities as an actress/actor has had special value to the church and others.	4	3	2	1	0



Scoring Grid

For each set of three questions, below left, fill in the number of rectangular blocks equal to your total score. For example, in the illustration to the right, in the category of Administration, the numbers 2 + 4 + 3 total 9. The strongest gifts 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.” In the illustration, the gifts of Administration, Encouragement, Faith, Knowledge, and Leadership are the gift cluster. Notice how each gift within the cluster has the potential to complement and support another. This inventory is not a scientific instrument, but it is designed to begin your journey toward spiritual gifts discovery.

0	1	2	3	4	5	6	7	8	9	10	11	12	
													ADMINISTRATION
													DISCERNMENT
													EVANGELISM
													ENCOURAGEMENT
													FAITH
													GIVING
													HOSPITALITY
													INTERCESSION
													KNOWLEDGE
													LEADERSHIP
													MERCY
													CARING
													SERVICE
													TEACHING
													WISDOM

Spiritual Gifts

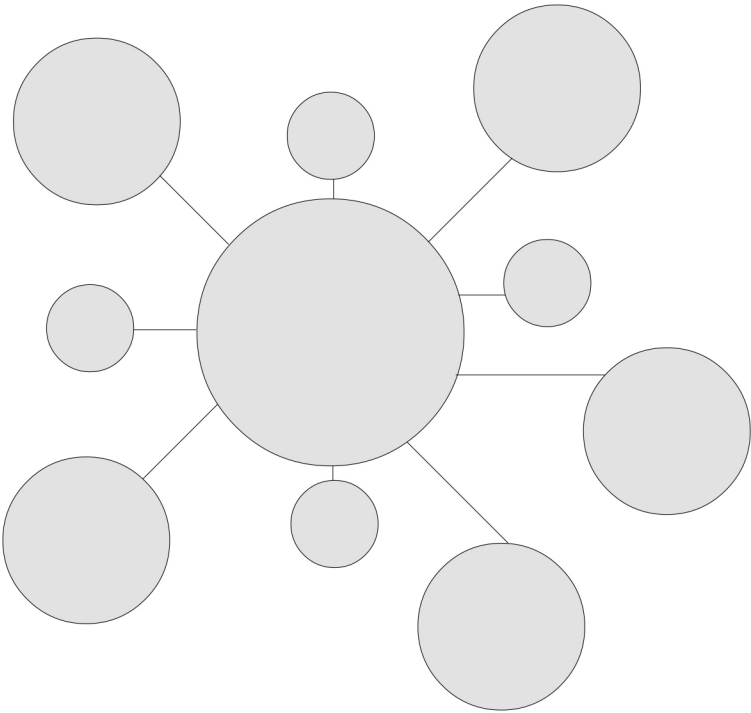
	0	1	2	3	4	5	6	7	8	9	10	11	12	
QUESTIONS 1, 26, 51														Administration
QUESTIONS 3, 28, 53														Discernment
QUESTIONS 4, 29, 54														Evangelism
QUESTIONS 5, 30, 55														Encouragement
QUESTIONS 6, 31, 56														Faith
QUESTIONS 7, 32, 57														Giving
QUESTIONS 8, 33, 58														Hospitality
QUESTIONS 9, 34, 59														Intercession
QUESTIONS 10, 35, 60														Knowledge
QUESTIONS 11, 36, 61														Leadership
QUESTIONS 12, 37, 62														Mercy
QUESTIONS 15, 40, 65														Caring
QUESTIONS 16, 41, 66														Service
QUESTIONS 18, 43, 68														Teaching
QUESTIONS 19, 44, 69														Wisdom

Relational Gifts

	0	1	2	3	4	5	6	7	8	9	10	11	12	
QUESTIONS 22, 47, 72														ADVOCACY
QUESTIONS 2, 27, 52														ARTISTRY
QUESTIONS 13, 38, 63														COOKING
QUESTIONS 25, 50, 75														DRAMA
QUESTIONS 23, 48, 73														INTERGENERATIONAL OPENNESS
QUESTIONS 24, 49, 74														LISTENING
QUESTIONS 14, 39, 64														MUSIC
QUESTIONS 17, 42, 67														SKILLED CRAFT
QUESTIONS 21, 46, 71														TECHNOLOGICAL SKILL
QUESTIONS 20, 45, 70														WRITING

Gift Cluster

In each of the **large** circles to the right, write one of the spiritual gifts that had a total score of seven or more. Begin with the center circle, identifying the gift with the highest score. In the event of a tie, select the gift with which you feel more comfortable. Then fill the other large circles with up to five of the remaining gifts. Use the **small** circles to record your relational gifts. This group of gifts is your gift cluster.



ADMINISTRATION: The spiritual gift that enables the receiver to formulate, direct and carry out plans necessary to fulfill a purpose.

People with this gift are usually: organized, goal oriented, thorough, objective, efficient, responsible, conscientious.

Cautions for people with this gift: being open to adjusting their plans so that they don't stifle a leader's vision; not using people simply to accomplish goals without concern for their growth in the process.

CARING: The spiritual gift that gives the receiver the confidence, capability and compassion to provide spiritual leadership and direction for individuals or groups of believers.

People with this gift are usually: discipling, supportive, protective, relational, influencing, guiding, and nurturing.

Cautions for people with this gift: passing judgment when they feel others are neglecting or abusing their responsibilities; finding it difficult to say "no" because of the desire to support others.

DISCERNMENT: The spiritual gift that enables the receiver to tell the difference between God's truth and deceivers. Able to keep teachers and speakers accountable to being faithful to God's word.

People with this gift are usually: perceptive, insightful, sensitive, intuitive, decisive, challenging, truthful.

Cautions for people with this gift: being harsh when confronting others instead of speaking truth in love; confirming perceptions before speaking.

EVANGELISM: The spiritual gift that moves the receiver to reach nonbelievers in such a way that they are baptized and become active disciples in the Christian community.

People with this gift are usually: sincere, candid, respected, influential, spiritual, confident, commitment-oriented.

Cautions for people with this gift: remembering that the Holy Spirit, not guilt, is the motivator in a person's decision for Christ; needing to listen carefully, because the same approach is not appropriate for everyone.

ENCOURAGEMENT: The spiritual gift that enables the receiver to encourage others so as to strengthen, comfort or urge to action those who are discouraged or wavering in their faith.

People with this gift are usually: positive, motivating, challenging, affirming, reassuring, supportive, trustworthy.

Cautions for people with this gift: being overly optimistic, too simplistic or flattering; being aware where others are in their faith journey and what they really need.

FAITH: The spiritual gift that enables the receiver to see the Spirit at work and to trust the Spirit's leading without indication of where it might lead.

People with this gift are usually: prayerful, optimistic, trusting, assured, positive, inspiring, hopeful.

Cautions for people with this gift: remembering that those who speak with reason and desire to plan do not necessarily lack faith; jumping to action.

GIVING: The spiritual gift that enables the receiver to recognize God's blessings and to respond to those blessings by generously and sacrificially giving of his or her resources (time, talent, and treasure).

People with this gift are usually: responsible, resourceful, trusting in God, charitable, disciplined, sensitive, stewardship-oriented.

Cautions for people with this gift: remembering that the church's mission is guided by its leaders and not determined by the giver's gift; greed.

HOSPITALITY: The spiritual gift that causes the receiver to joyfully welcome and receive guests and those in need of fellowship, food, lodging or care.

People with this gift are usually: friendly, gracious, inviting, trusting, caring, responsive, warm.

Cautions for people with this gift: viewing their gift of hospitality as just "entertaining"; remembering to ask God whom to befriend and serve.

INTERCESSION: The spiritual gift that enables the receiver to pray consistently on behalf of others with the certainty that prayer is heard and that, when requests are made, answers will come.

People with this gift are usually: caring, sincere, trustworthy, advocating, burden-bearing, spiritually sensitive.

Cautions for people with this gift: feeling that their gift is not valued; diminishing the spiritual contribution to the body of Christ that comes from this ministry; using prayer as an escape from fulfilling responsibilities.

KNOWLEDGE: The spiritual gift that drives the receiver to learn, analyze and uncover new insights with regard to the Bible and faith.

People with this gift are usually: inquisitive, responsive, observant, insightful, reflective, studious, truthful.

Cautions for people with this gift: being cautious of this gift leading to pride, remembering that it is God's message, not theirs, when they speak.

LEADERSHIP: The spiritual gift that gives the receiver the confidence to step forward, give direction and provide motivation to fulfill a vision or complete a task in advancing ministry.

People with this gift are usually: influential, visionary, diligent, trustworthy, persuasive, sensitive, goal-setting.

Cautions for people with this gift: remembering that servant leadership is the biblical model – the greatest leader being the servant of all; waiting for a "leadership position" to use this gift.

MERCY: The spiritual gift that moves the receiver to feel deeply for those in physical, spiritual or emotional need and then to act to meet that need.

People with this gift are usually: empathetic, caring, responsive, kind, compassionate, sensitive, burden-bearing.

Cautions for people with this gift: feeling "unappreciated" when the people they have helped don't show appreciation in expected ways; becoming defensive and angry about the sources of others' pain.

SERVICE: The spiritual gift that enables the receiver to work gladly behind the scenes in order that God's work is fulfilled.

People with this gift are usually: available, willing, helpful, loyal, reliable, dependable, having a whatever-it-takes attitude.

Cautions for people with this gift: remembering that doing practical deeds is a spiritual contribution to the body of Christ; finding it difficult to say "no" because of the desire to support others.

TEACHING: The spiritual gift that enables the receiver to communicate a personal understanding of the Bible and faith in such a way that it becomes clear and understood by others.

People with this gift are usually: analytical, disciplined, perceptive, teachable, authoritative, practical, articulate.

Cautions for people with this gift: becoming too detailed when teaching and losing sight of the reason for teaching; remembering that their spirituality is not measured by how much they know.

WISDOM: The spiritual gift that allows the receiver 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.

People with this gift are usually: sensible, insightful, practical, wise, fair, experienced, possessing common sense.

Cautions for people with this gift: failing to share the wisdom that God has given them; being patient with others who do not have this gift.

RELATIONAL GIFTS

ARTISTRY: The spiritual gift that gives the receiver the skill to create artistic expressions which produce a spiritual response of strength and inspiration.

People with this gift are usually: expressive, imaginative, artistic, creative, unconventional, sensitive, idea-oriented.

Cautions for people with this gift: remembering that art is not for art's sake, but to glorify God and edify others; finding constructive criticism difficult to accept; being uncooperative and needing to work at being a team player.

COOKING: The spiritual gift that enables the receiver to provide food and organization to group events.

People with this gift are usually: creative, social, task-oriented, organized

Cautions for people with this gift: being open to include others in this tight group. Not everyone has this skill, but be open to invite new comers.

DRAMA: The spiritual gift that enables the receiver to proclaim God's truths through acting and skits.

People with this gift are usually: creative, vocal, outgoing, intelligent

Cautions for people with this gift: understanding that the dramas serve to glorify God and not your acting ability

INTERGENERATIONAL OPENNESS: The spiritual gift that enables the receiver to care for be involved with people not their own age.

People with this gift are usually: compassionate, caring, not shy, diverse

Cautions for people with this gift: There are many challenges when it comes to age gaps, so be aware that you may not (at first) have a lot in common with someone not in your generation, but hang in there!

LISTENING: The spiritual gift that enables the receiver to care for and protect those that normally defend themselves.

People with this gift are usually: quiet, caring, understanding

Cautions for people with this gift: put the attention on the person you are caring for and keep directing the conversation back to them and their needs

MUSIC (VOCAL): The spiritual gift that gives the receiver the capability and opportunity to present personal witness and inspiration to others through singing.

People with this gift are usually: expressive, imaginative, insightful, inspiring, reflective, sensitive, creative.

Cautions for people with this gift: remembering that music is not for music's sake but to glorify God and edify others; finding evaluation and constructive criticism difficult to accept.

MUSIC (INSTRUMENTAL): The spiritual gift that enables the receiver to express personal faith and to provide inspiration and comfort through the playing of a musical instrument.

People with this gift are usually: expressive, imaginative, insightful, inspiring, reflective, sensitive, creative.

Cautions for people with this gift: failing to see that their gift is significant and one that makes a spiritual contribution to the body of Christ; remembering that music is not for music's sake but to glorify God and edify others.

SKILLED CRAFT: The spiritual gift that enables the receiver to create, build, maintain or repair items used within the church.

People with this gift are usually: creative, resourceful, helpful, design-oriented, practical, handy, and used to functioning behind the scenes.

Cautions for people with this gift: failing to see that their gift is significant and one that makes a spiritual contribution to the body of Christ; using people to get things done instead of helping them grow in the process.

TECHNOLOGICAL SKILLS: The spiritual gift that enables the receiver enhance the liturgy with technology and media

People with this gift are usually: creative, problem-solving, intelligent, information-seeking

Cautions for people with this gift: Technology can easily become a distraction in worship, so make this enhance the worship and not take away

WRITING: The spiritual gift that enables the receiver to express truth in a written form, a form that can edify, instruct and strengthen the community of believers.

People with this gift are usually: expressive, studious, insightful, inspiring, reflective, truthful, and observant.

Cautions for people with this gift: remembering that it is God's message, not theirs; being proud.