

# 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](http://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. My faith makes me seek out God's will and purpose in the circumstances of my daily life.	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. I love to dance, and enjoy encouraging others through movement.	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 am able to encourage others to develop in their faith.	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. I have helped others figure out which personal decisions help them live God's will for their lives.	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

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>
38. When I dance before groups, I feel a real sense of God's presence.	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 have taken responsibility to provide spiritual guidance to an individual believer or group of believers.	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. In my congregation, I often get a gut feeling if a direction being taken is in line with God's will and purpose.	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 am often amazed that my dancing provides inspiration and hope for others on their faith journey.	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. Friends have come to me for spiritual help and it has deepened our relationship.	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	
	2		4	3										ADMINISTRATION
														DISCERNMENT
														EVANGELISM
														ENCOURAGEMENT
														FAITH
														GIVING
														HOSPITALITY
														INTERCESSION
														KNOWLEDGE
														LEADERSHIP
														MERCY
														PASTORING
														SERVICE
														TEACHING
														WISDOM

## Spiritual Gifts

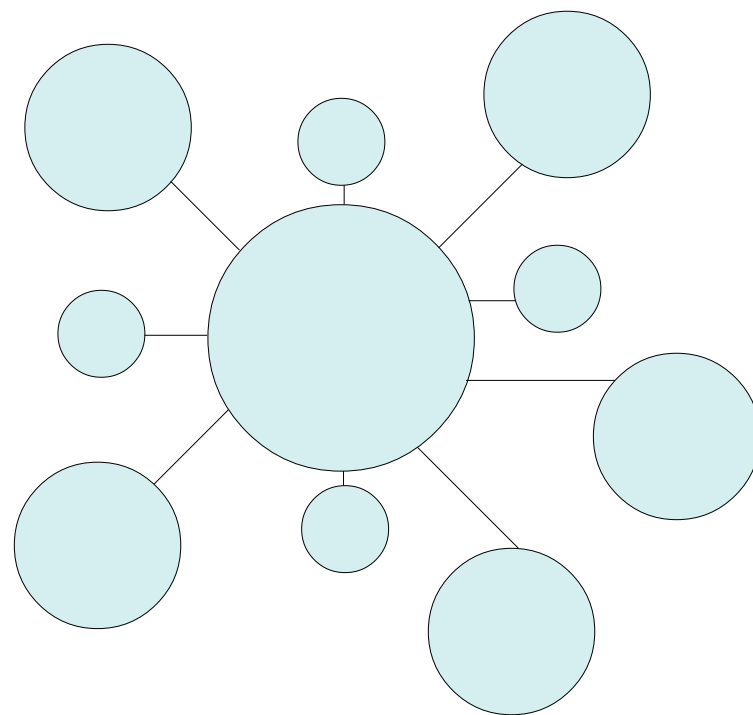
	0	1	2	3	4	5	6	7	8	9	10	11	12	
QUESTIONS 1, 26, 51														ADMINISTRATION
QUESTIONS 3, 28, 53														DISCERNMENT
QUESTIONS 4, 29, 54														EVANGELISM
QUESTIONS 5, 30, 55														ENCOURAGEMENT
QUESTIONS 6, 31, 56														FAITH
QUESTIONS 7, 32, 57														GIVING
QUESTIONS 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														PASTORING
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														DANCE
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**.





## *Now What?*

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.
- **Self-Examination:** Examples of how each gift may be put to use 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.
- **Track the Spirit's Work:** As you exercise your spiritual gifts, pay close attention to what happens.
- **Listen for Affirmation:** As you use your spiritual gifts, listen for affirmation from friends and other Christians. They will recognize and confirm your spiritual gifts through genuine expressions of approval and thankfulness.

---

## *Putting Your Gifts to Use*

### **Spiritual Gifts**

#### **Administration**

- Congregation council
- Youth ministry committee
- Synodical/churchwide youth leadership

#### **Evangelism**

#### **Discernment**

- Peer ministry
- Youth group leadership
- Social advocacy--church or community

#### **Encouragement**

- Invite friends to youth group
- Community visitation
- Advertising or marketing
- Peer ministry
- Small group leader
- Hospital/home/institution visitation

## Faith

- Bible study leader
- Sermons (not only on youth Sunday)
- Confirmation mentor
- Morning "faith discussion" group at school

## Giving

- Youth volunteer coordinator
- Giving personal testimony
- Youth rep on stewardship committee

## Hospitality

- "Buddy" to youth group visitors
- Visitation in homes of youth
- Fellowship hour "youth" host

## Intercession

- Youth group prayer partners
- On-line prayer chain for college students
- Lead prayer for confirmation classes

## Knowledge

- Youth retreat planner
- Small group Bible study
- Congregation council

## Leadership

- VBS coordinator
- Youth group activity planner
- Speaker for special events

## Mercy

- Home/hospital/institution visitor
- Youth support group leader
- Peer ministry

## Pastoring

- Small group leader
- "Buddy" to a new member youth
- Confirmation mentor

## Service

- Operate audio-visual equipment
- Decorate for special events
- Child care
- Help with snacks/crafts or games for VBS

## Teaching

- Confirmation small group leader
- VBS/Sunday school teacher
- Computer class for adults

## Wisdom

- Peer ministry
  - Youth rep on mutual ministry committee
  - Youth ministry leadership
-



# Relational Gifts

## Advocacy

- Letter writer
- Social ministry activity planner
- Youth ministry programs on social issues

## Dance

- Liturgical dance
- Christmas/Easter programs
- Mission festivals or other special events
- Midweek activities at church
- Interpretive storytelling

## Intergenerational Openness

- Cross-generation event planner
- Help with children's activities
- Attend an adult interest group
- Teach an adult class on something you are interested in
- Community or social ministry activities

## Music

- Church choir
- Praise band or instrumental ensemble
- Play/lead songs for VBS or Sunday school
- Youth group song leader
- Programs or special events

## Technological Skill

- Youth group Web page
- Congregation chat room
- Data entry
- Technical support for on-line Bible study/devotions

## Artistry

- Posters/bulletin boards
- Worship bulletin covers
- Youth group logo for T-shirts
- VBS crafts

## Drama

- Christmas/Easter/Lent programs
- Interactive sermons
- Confirmation classes
- Youth group discussion starters
- Storyteller

## Listening

- Peer ministry
- Confirmation mentor
- Youth ministry discussion group facilitator

## Skilled Craft

- Special events construction or costume making
- Banner making
- Set design
- Yard work
- Habitat volunteer

## Writing

- Youth newsletter
  - Youth column in congregation newsletter
  - Public relations/publicity
  - Movie/music reviews
  - Poetry writing for Christian magazines
-