

## **SPIRITUAL GIFTS ASSESSMENT**

Fire & Formation in the Episcopal Church in Delaware

Here is a series of 64 statements. As you read them through carefully and prayerfully, please write a number in the space next to each statement.

*Write a '5' if the statement describes you extremely well;  
a '4' = if it describes you fairly well;  
a '3' = if it describes you sometimes, but not consistently;  
a '2' = if it describes you only rarely; and  
a '1' = if it doesn't describe you at all.*

Please resist the temptation to answer the way you think you should, or how you would like to be. Instead answer the way you feel right now. You're not trying to get a specific score. Your goal is to understand how God has wired you and how you can become the person God made you.

- \_\_\_1. I am a very organized person.
- \_\_\_2. I like working behind the scenes to help others.
- \_\_\_3. I like to work with my hands or with tools.
- \_\_\_4. I find singing to be a great way to communicate my feelings.
- \_\_\_5. I welcome people into my home for social gatherings.
- \_\_\_6. I have lots of friends who are not yet Christians and I am glad to talk with them about my faith.
- \_\_\_7. I enjoy helping other people understand the teachings of the Bible.
- \_\_\_8. I can motivate others to help or serve in new ways.
- \_\_\_9. I enjoy visiting the sick and those who are shut-in.
- \_\_\_10. I take pleasure in giving generously of my money and other resources.
- \_\_\_11. I enjoy nurturing the faith of other Christians.
- \_\_\_12. I can often find a way to reconcile people who are in the middle of conflict.
- \_\_\_13. I want to work hard to correct the wrongs in the world.
- \_\_\_14. I feel good when a friend or a co-worker asks me to pray for them.
- \_\_\_15. I pray for the sick because I know God can heal them.
- \_\_\_16. People often follow my lead or take my suggestions for how to accomplish a task.

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- \_\_\_17. I like to understand the details of a task before starting it.
- \_\_\_18. I would rather do routine tasks to help others than be asked to come up with new ideas for serving.
- \_\_\_19. I feel a sense of accomplishment when I finish a project.
- \_\_\_20. I love to give God glory through singing.
- \_\_\_21. I like to entertain people in my home.
- \_\_\_22. It's a great joy for me to see one of my friends or co-workers find God in their lives.
- \_\_\_23. I enjoy helping others learn about the meaning of our faith.
- \_\_\_24. I want to be able to bring comfort to those in need or who are grieving.
- \_\_\_25. I feel a lot of compassion for the forgotten people of the world.
- \_\_\_26. I feel glad to be able to offer financial support to worthy causes.
- \_\_\_27. I am confident in offering helpful spiritual advice and guidance.
- \_\_\_28. I can often find just the right words to help someone else see how God is at work in their lives.
- \_\_\_29. I have a strong sense of right and wrong.
- \_\_\_30. It is important to me to have a daily time of prayer.
- \_\_\_31. I have physically felt God's power at work when I have prayed for the sick.
- \_\_\_32. I like to help people accomplish big things in life.
- \_\_\_33. When things are run inefficiently, it drives me crazy and I want to find ways to help make them run more smoothly.
- \_\_\_34. I look for ways to be faithful in doing small things and often do them without being asked.
- \_\_\_35. I prefer being busy with my hands making things, more than sitting around, reading, or listening to others talk.
- \_\_\_36. I experience a freedom to worship God through music.

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- \_\_\_37. I really enjoy church social events, like suppers.
- \_\_\_38. I can talk comfortably about religious topics with others who don't share my faith.
- \_\_\_39. I love to see the light bulb come on for someone else as I help them discover things.
- \_\_\_40. When people are upset, I can make them feel better through my words.
- \_\_\_41. When people are in pain, I try to care for them even if it means just sitting quietly or holding their hand.
- \_\_\_42. When people are in need, I look for ways to help them financially or with any other resources I may have available.
- \_\_\_43. It brings me joy to see others grow in their faith.
- \_\_\_44. I like to share my perspectives on spiritual things when it can help someone.
- \_\_\_45. Sometimes I feel compelled to speak out about what's wrong with the world.
- \_\_\_46. I have felt many times that God has answered my prayers in wonderful and sometimes unforeseen ways.
- \_\_\_47. I believe that God has often answered my prayers for people who are sick.
- \_\_\_48. I can energize others by sharing my vision for how things could be better.
- \_\_\_49. I like making all the pieces of a plan fit together so people's time and talents are put to good use.
- \_\_\_50. I like working on tasks that help free others so they can share their gifts in other ways.
- \_\_\_51. I love to tend my garden.
- \_\_\_52. People have said I have a nice singing voice.
- \_\_\_53. I love coffee hour, and like to be on the roster - it gives me the chance to show I care for other people in the church.
- \_\_\_54. I look for chances to bring up church or God with friends and new people.
- \_\_\_55. I like to share my faith in a way that helps people learn about God and themselves.
- \_\_\_56. I look for ways to bring out the best in myself and others.

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- \_\_\_57. One way I am at my best is in listening to other people.
- \_\_\_58. I don't count the cost of gifts I give, nor do I expect to be repaid for giving.
- \_\_\_59. I would like to be a Small Group leader and offer guidance and support.
- \_\_\_60. People consider my insights into the Bible to be helpful.
- \_\_\_61. I am willing to tell others the truth when asked, even if they won't like what I have to say.
- \_\_\_62. I have had many visible signs of God's power at work in my life and the lives of others through my prayers.
- \_\_\_63. I think God can use me to bring hope to those who are sick or dying.
- \_\_\_64. People often look to me for leadership or direction after other people have had their say.

**You have now finished.** Please transfer the individual scores for each statement onto the grid below and add up each column.

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
<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>I</b>	<b>J</b>	<b>K</b>	<b>L</b>	<b>M</b>	<b>N</b>	<b>O</b>	<b>P</b>
<b>Total</b>	<b>Total</b>	<b>Total</b>	<b>Total</b>	<b>Total</b>	<b>Total</b>	<b>Total</b>	<b>Total</b>	<b>Total</b>	<b>Total</b>	<b>Total</b>	<b>Total</b>	<b>Total</b>	<b>Total</b>	<b>Total</b>	<b>Total</b>

**There are many spiritual gifts. This questionnaire has only covered sixteen. These sixteen are listed below.**

**A. Administration**

**B. Service**

**C. Craftsmanship**

**D. Singing**

**E. Hospitality**

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**F. Evangelism** (gracefully and appropriately sharing your faith with people who are notmembers of Christ's Church)

**G. Teaching**

**H. Encouragement** (offering comfort and support to those in spiritual or emotional distress)

**I. Mercy** (supporting and sustaining people in need)

**J. Giving**

**K. Spiritual care** (nurturing the faith of other Christians)

**L. Wisdom**

**M. Prophecy** (speaking what is on God's heart in a given situation)

**N. Intercession** (praying for the needs of others)

**O. Healing** (being the channel through which God brings health and wholeness to people)

**P. Leadership**

*The Spiritual Gifts Inventory can help you determine which spiritual gifts you have. The questions assess your gifts in twenty-three areas. Each description below includes scripture references and has a listing of roles in church work.*

**A. ADMINISTRATION** -The Holy Spirit enables some of us to motivate, direct and inspire God's people in such a way that they voluntarily and harmoniously work together to do the Church's work effectively. To exercise the gift of administration is to assume oversight for the proper execution of an organization or program (being in charge of people or things). This gift involves being able to put things together, tie up all the "loose ends" and get things done, setting a pattern for others to follow -- by direction, instruction, guidance, encouragement of example. Adeptness at financing, planning, organizing, delegating responsibilities and problem-solving can be indications of the gift of administration.

*read: Hebrews 13:7, Judges 3:10, Exodus 18:13-16*

**Ministries using the gift of administration:** Committee chairperson, Sunday School Superintendent, Vestry member, Senior/Junior Warden, Building Committee member or chairperson, Treasurer, Sunday money counter, conduct annual audit, head up the stewardship campaign, Youth Leader, organizing parish outreach efforts, attend meetings & conferences, Council delegate or alternate, Diocesan involvement (committee/task force work), Organize receptions, Yard Sale organizer, Family Fun Night organizer, Coordinate Scheduling of Sunday Service Participants.

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**B. SERVICE** - The Holy Spirit enables some of us to willingly share the burdens of others and help them in such a way that they can do their tasks more effectively. To exercise the gift of serving is to identify closely with the needs and problems of others, not providing answers or solutions, but being willing to

work with them, no matter how small or how big the task may be. This gift involves a willingness to "pitch in" and do whatever is needed, no matter how detailed or tedious the task.

*read: Galatians 6:1-2, Philippians 2:3-8*

**Ministries using the gift of serving:** Committee member, Acolyte/Server, Altar Guild member, Office volunteer, Landscape volunteer, Habitat for Humanity, Red Cross Blood drive, Lector, Chalice Bearer, Flower Guild, Work day participant, Repairs around the church, cleaning the church, Painting.

**C. CRAFTSMANSHIP** - The Holy Spirit enables some of us to use our hands and minds to build up the Kingdom of God through artistic, creative means. To exercise the gift of craftsmanship one must have or develop a skill, be it a hobby or a vocation, and must be willing to share this ability with others either in finished products or in teaching others to do the skill. This gift involves any art or craft or skill, from painting to pottery, to woodwork or weaving, computer skills or photography -- any art or craft that can be used to the glory of God.

*read: Exodus 28:3-4, Jeremiah 18:1-6, Exodus 35:35*

**Ministries using the gift of craftsmanship:** Craft workshop leader or participant, Care for or make altar linens, vestment, banners, Make articles for the church, Sunday School & clergy, Interior decoration of church, Photographs for parish history, Pictorial Directory committee, design t-shirts/sweatshirts for parish, Flower arranging, parish newsletter.

**D. SINGING** - The Holy Spirit enables some of us to praise God through various forms of music and enhance the worship experience of the local congregation or the church at large. To exercise the gift of music may involve some skill in singing or in playing an instrument, but may also include the ability to select appropriate music for a worship service or parish event.

*read: 1 Corinthians 14:26, Psalm 98:1, 4-6, Psalm 150:3-6*

**Ministries using the gift of music:** Choir member, church musician (instrument), Congregation singer, music planning.

**E. HOSPITALITY** - The Holy Spirit enables some of us to open our homes willingly and offer lodging, food, and fellowship cheerfully to other people. A concern for the comfort of others may be a manifestation of the gift of hospitality. This gift involves having a knack for making people at ease, enjoying being in the presence of strangers, being willing to offer one's home as ministry.

*read: Hebrews 13:1-2, Genesis 18:1-8*

**Ministries using the gift of hospitality:** Small group host, Help with parish suppers, Sunday Coffee host, Greeter, Usher, Membership/Newcomers Committee, entertaining guests of the parish.

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**F. EVANGELISM** - The Holy Spirit enables some of us to share the Gospel with others in such a way that they come to know God. To exercise the gift of evangelism is to share one's faith within and beyond the parish. This gift involves an unabashed willingness to "be religious."

*read: Acts 8:26-40, II Timothy 4:5*

*Ministries using the gift of evangelism:* Newcomers committee, Inquirers' Class teacher, greeter, usher, prison ministry, school ministry, participation in renewal events such as Cursillo or Happening.

**G. TEACHING** - The Holy Spirit enables some of us to communicate so that others can learn. To exercise the gift of teaching one effectively imparts information or proclaims precepts of truth, either vocally, visually or by example.

*read: Hebrews 5:12-14, Isaiah 28:9-10*

*Ministries using the gift of teaching:* Sunday School teacher, Youth leader, Tutor, Trainer for acolytes/lectors/layreaders, Day Care volunteer, worker with young people, social ministries involving teaching or training others.

**H. ENCOURAGEMENT (or Exhortation)** - The Holy Spirit empowers some of us to stand beside other people who are in need and bring comfort, counsel and encouragement so they feel helped. To exercise the gift of exhortation is to call forth the best from others. This gift involves helping others to be more dedicated in living out their faith, bolstering them up when they are discouraged or downhearted, challenging them to see the goals to which God calls them.

*read: Acts 11:23-24, Acts 14:21-22*

*Ministries using the gift of exhortation or encouragement:* Committee chairperson, Pastoral Caregiver, working with young people, ministering to clergy, preaching, lay reading, work with older people or the handicapped, writing letters to those who need encouragement, prison ministry.

**I. MERCY** - The Holy Spirit enables some of us to feel exceptional empathy and compassion for those who are weak or suffering so that they devote large amounts of time and energy to alleviate these conditions. To exercise the gift of mercy is to relate to others in kindness and compassion. This gift involves continual readiness to forgive those who have erred, comfort the bereaved, help those who face a crisis, minister to the sick, become a peacemaker or offer assistance to those in need.

*read: Luke 10:30-37, Micah 6:8*

*Ministries using the gift of mercy:* Pastoral Caregiver, Hospice volunteer, Prison ministry, AIDS ministry, Deaf ministry, Poverty ministry, Nursery care, visit the sick or shut-ins, calling on lapsed members, caring for the disadvantage, comforting the bereaved.

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**J. GIVING** - The Holy Spirit enables some of us to offer their energies, abilities and material resources for the work of the church with exceptional willingness, cheerfulness and generosity. To exercise the gift of giving one operates out of a spirit of selflessness, requiring no recognition or reward for their giving. This gift involves offering one's time, energy, talent, skills, material possessions and money.

*read: 2 Corinthians 8:1-5, Matthew 6:1-4*

*Ministries using the gift of giving:* Tithing, Stewardship Committee, flowers for services, working with the Seaman's Institute, giving to parish outreach programs and projects.

**K. SPIRITUAL CARE** - The Holy Spirit enables some of us to assume responsibility for the spiritual welfare of a group within the church. The gift of pastoring is not necessarily the ordained ministry. This gift includes leading worship, pastoral counseling, and leadership in parish programs.

*read: 1 Peter 5:1-11*

*Ministries using the gift of spiritual care:* Vestry member, Senior/Junior Warden, Pastoral Caregiver, Spiritual Director, Worship Committee member, Layreader, participation in Community of Hope or Stephens' Ministries.

**L. WISDOM** - The Holy Spirit endows some of us with an understanding of God's will and work as it relates to the living of life. To exercise the gift of wisdom is to help others to discover the wisdom they have within them. This gift involves knowledge of God and of Scripture, discernment of God's will, and skill in analyzing the problems and dilemmas of life.

*read Sirach 1:14-19, James 3:13-17, Ecclesiastes 9:13-18*

*Ministries using the gift of wisdom:* Counselor, Spiritual Director, Council delegate or alternate, EFM Mentor, Youth leader, Pastoral Caregiver, Hospice volunteer, Contact volunteer, Vestry member.

**M. PROPHECY** - The Holy Spirit empowers some of us to interpret and apply God's revelation in a given situation. This gift involves a keen sense of the dignity of all people, a sense of call, a sense of timing, knowledge of Scripture and the workings of the church.

*read: 1 Corinthians 14:1-5, 1 Corinthians 14:30-33a, 1 Corinthians 14:37-40*

*Ministries using the gift of prophesy:* Preacher, Counselor, Bible Study leader or participant, Council delegate or alternate.



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**N. INTERCESSION** - The Holy Spirit enables some of us to pray intensely and for extended periods of time with great positive effect for the building of the Kingdom. The gift of intercession is praying for others, a vital and important ministry often overlooked as "a ministry." Evidences of the gift of intercession would be having the mindset for being instantly in prayer for a person or situation, having confidence that God acts in response to our prayers, being patient and persistent in prayer even when change is not evident, having a continuing sense of responsibility to pray for people and situations.

*read: 1 Thessalonians 3:10-13, 1 Timothy 2:1-2*

**Ministries using the gift of intercession:** Prayer Chain member, private prayer, prayer groups, prayer vigils, praying with others, leading Daily Evening Prayer.

**O. HEALING** - The Holy Spirit leads some of us to share in restoring the sick. To exercise the gift of healing is to pray not necessarily for cure but for God's help for the sufferer, that something of good may come out of the distress. This gift involves a healthy prayer life, confidence in God's power to provide courage in suffering, and wellness of spirit regardless of the condition of the body or mind.

*read: James 5:13-16, Luke 9:1-2, II Kings 5:1-3, 9-14*

**Ministries using the gift of healing:** Pastoral Caregiver, participate in the healing ministry of the church, member of the Order of Saint Luke, member of the Community of Hope or Stephens' Ministries, visit the sick, visit in hospitals, intercessory prayer with or for the sick

**P. LEADERSHIP (or Apostleship)** - The Holy Spirit enables some of us to lead, inspire and develop the church of God by proclamation and the teaching of truth. To exercise the gift of apostleship is to perceive and accept God's call to lead others in their spirituality, to be instrumental in acknowledging God's grace and authority in the life of the church. This gift involves being able to lead others wisely and compassionately, and training others in spiritual matters. Apostleship includes a combination of wisdom, discernment, leadership and teaching.

*read: Matthew 4:18-22. Acts 14:21-23*

**Ministries using the gift of apostleship:** Vestry member, Senior/Junior Warden, Sunday School teacher, stewardship canvasser, committee chair.

**MY TOP 3 SPIRITUAL GIFTS**

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**MINISTRIES NEEDING MY GIFTS**

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**Permission to use this Inventory was given by St. Thomas Episcopal Church  
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