

Dear Friends,

Jesus is calling you! If you are a Christian, already the Holy Spirit has empowered you to transform the world with the Gospel in all of life: family, work, family, community, world and the gathering of believers! Identifying your spiritual gifts is a very helpful for understanding what Jesus is calling you to be and to do as a “member” of His body. Your spiritual gifts will help you understand how the Holy Spirit is already active in you. Completing an inventory can be a significant step in identifying your unique combination of spiritual gifts and therefore how you can best serve Jesus and others in all of life.

If taking an inventory is new to you, you may feel one or more of the following:

- **Discomfort:** You may wonder what the results will indicate.
- **Guilt:** You might think that your scores should be higher, or that you have too many low scores.
- **Inferiority:** You may think your scores will not compare favorably with others.

In spite of these feelings, rest assured! These feelings are normal, and the inventory will indicate potential spiritual gifts for everyone who takes it. So, first remember the questionnaire is designed so that some of your scores will be higher, and some or even many of your scores will be lower. Second, everyone has a few scriptural spiritual gifts. No one has all or many of the gifts. Third, because your mix of gifts is unique, your results will be completely different than every other person’s results. This is also by design. Fourth, no gift is more important than any other gift. All gifts are needed!

Discovering your spiritual gifts can be a process, taking some time, even a few years. Inventories are one helpful tool for beginning and facilitating this process. The best way to identify your gifts is to experiment with service opportunities where you will USE your gifts. Relax and have FUN! Discovering your gifts is energizing and exciting!

A few additional notes:

1. **Understand your spiritual gifts and how you are called to use them!** We recommend these resources available at www.callinc.org:
 - Custom Designed Reflection Guide: *Ordinary People Hearing God’s Call*
 - Custom Designed: *A Life Worthy of the Call*
2. **Individuals** may download a **FREE** sample of this inventory at www.callinc.org.
3. **Congregations, organizations or individuals** may purchase a **photocopying license** for making **unlimited copies** of this inventory at www.callinc.org for a small fee.

SPIRITUAL GIFTS INVENTORY

Instructions for Use:

Welcome! We hope this inventory will be helpful to you!

Remove the **ANSWER SHEET** found on the last page of this inventory.

NOW COMPLETE the instructions for **Steps 1-6!** Enjoy!

Step 1:

- Complete **Part I** (Questions 1-78). For each statement, mark on the **ANSWER SHEET** to what extent it is true for you in your life.
 - 4= True consistently**
 - 3= True a lot of the time**
 - 2= True occasionally**
 - 1= True infrequently**
 - 0= True rarely**
- **BE HONEST.** Do not do a lot of self-analysis. Do not feel guilty about lower numbers. Do not record what you feel your response **SHOULD** be. Whether the numbers are low or high is not the most important consideration. Be honest and put your first reaction to the statement.

PART I: FUNCTIONAL GIFTS

1. I have a lot of compassion. Often through practical acts of kindness and care, I have reached out to those who are troubled, neglected, and/or unlovable.
2. Repeatedly, God has spoken through me a message directed toward a specific person, group or situation.
3. I have provided spiritual care, nurture, or guidance to others, (young and/or old)—either an individual or a group.
4. By speaking an appropriate word at the right time, I have encouraged, consoled or counseled those who are discouraged and burdened.
5. I give generously of my wealth and money to the Lord's work with joyfulness, and not out of a sense of compulsion.
6. I enjoy befriending and spending time with persons who may not believe, especially hoping that perhaps an opportunity might come to share with them the gospel message of Jesus Christ.

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7. I enjoy bearing the responsibility for the success of some particular plan, event or project. I am energized when it comes to completion in an effective manner.
8. I have effectively communicated the teachings of the Christian faith as they are found in the Scriptures in a manner that helps others learn and understand.
9. I enjoy generating excitement among others about the goals or vision of a group and/or church gathering.
10. I am content to do the less noticed practical jobs because I know someone has to do them.
11. Others have told me that they quickly feel at ease with me, even when they didn't know me.
12. I pray a lot and I enjoy it.
13. I think about and would like to see the Gospel of Jesus Christ extended to all peoples and cultures in the world.
14. I have a deep sense of fulfillment when I can help and invest my time in someone that others are often unwilling to help.
15. Others have told me that oftentimes my words seem as if they are a timely and an important message from God.
16. Others (young and/or old) will seek me out for guidance, help or direction regarding their faith in God.
17. I feel fulfilled when I know that my support, care and words have helped to lift the feelings of another.
18. I realize the Lord's work needs financial resources, and I am deeply moved to meet those needs whenever I can.
19. I find it easy and enjoyable to talk about Jesus with those who may not believe and trust Him.
20. I have been able to coordinate the necessary people, ideas, activities and/or resources in order to complete a project, plan, event or program.
21. I spend time thinking about how I might present important lessons so that others (young and/or old), will learn, understand and apply them to their lives.
22. Others respect my opinion and look to me for direction when I am in a group, even when someone else may be in charge.
23. When I serve the Lord, I am dependable and don't need much praise or thanks.
24. I have a desire to meet and get to know new people.

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25. On a regular basis, I pray for concerns, needs, events and persons, often for extended periods of time.
26. I can easily adapt to differences in culture, language, lifestyle and locale.
27. I enjoy helping to meet the needs (often times, physical needs) of those who are less fortunate or often forgotten by others.
28. I am burdened by sin and when God's law is ignored. I have a deep concern for the truth and God's reputation.
29. I help others with their faith by doing one or more of the following: praying with them, sharing the Scriptures with them, giving guidance, getting to know them, sharing my faith experience, encouraging them to be involved with other Christians, and/or by inviting them to worship.
30. When I know someone is going through difficult times, I am motivated to build up this person and to speak words that will provide support, care and healing.
31. I know that I can give generously and even beyond the tithe (10% of my income) because I am confident that God will provide for all my needs.
32. I have shared, easily and joyfully, the basic gospel message in such a way that others have come to know Jesus Christ, and share in a saving relationship with Him as a result.
33. Others have told me that they thought a project or program that I was coordinating was well organized and smoothly run.
34. Others have told me that I have helped them to understand a difficult concept, idea or principle.
35. In a course of events, I am able to positively influence, persuade and motivate others to move forward with a course of action or towards a goal.
36. I see the many smaller tasks in the church (or other group) that need to happen, and I am willing to do them even if they are trivial or simple.
37. If I had the appropriate amount of space, I would be content to have Christian workers or other persons stay in my home for a period of time.
38. Others come to me requesting my prayers for their concerns because they know that I will follow through and consistently pray for them.
39. I have effectively shared the Gospel message of Jesus Christ with those of another culture, race or nation.
40. When I see someone in need, I feel an urgency to do whatever I can to reach out and help.
41. I have an earnest desire to speak messages that God gives me that will bring change.

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42. I am concerned that others (young and/or old) might grow in their relationship with God through Jesus Christ, and I want to do all I can to help and care for them.
43. I have a strong desire to strengthen and reassure people in their faith, family or life.
44. I am deeply motivated to give as much as I can to the Lord's work by doing one or more of the following: making as much money as I can; managing my resources well; living frugally; living simply with few possessions; investing my money wisely; voluntarily lowering my standard of living; or foregoing a good-paying job in order to give a significant amount of my time to the Lord's work;.
45. As the Lord gives opportunity, I have an earnest desire to share my faith in Jesus with as many as I am able.
46. I have a desire to see the church's mission and ministry, or the activities of another group run smoothly and efficiently.
47. I spend a lot of time studying and learning new insights about the Lord, Scripture, faith and/or life so that I can help others to understand them also.
48. I am concerned about the direction of the church or another organization, and am anxious to help it to move forward in its mission and service.
49. I enjoy knowing that my doing the many "behind the scenes" tasks helps in the overall effectiveness of the Lord's work.
50. In my home, church gathering, and/or in other settings, I enjoy making others, even strangers, feel comfortable and "at home".
51. Though a lot of people don't know that I am praying, I feel an excitement about my praying, knowing that people, the church and even the world can and have been changed.
52. I have felt an attraction and desire to be a missionary or church worker in another culture or country.
53. I have a strong desire to help and spend time with one or more of the following: cast-offs, strangers, the homeless, prisoners, the poor, the handicapped, the elderly, those who are suffering, widows, those with difficult family circumstances, the chemically dependent, those who are homebound, the lonely, those with emotional problems and/or those who have screwed up their lives.
54. God has used me to speak a message containing one or more of the following: rebuke, call for repentance, correction, comfort, encouragement, a call for change, a word about the future (which has later come true), and/or direction.
55. I particularly enjoy getting to know others (young and/or old) so that I might help them to grow spiritually, and know the Lord better.

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56. Others come to me when they are discouraged and/or to share their problems.
57. I am excited and enjoy knowing that my financial resources make a real difference in making the Lord's work happen.
58. Others have told me that they have felt comfortable talking with me about the faith prior to their becoming believers.
59. I am able to formulate, direct, organize and carry out the necessary elements and steps in order to accomplish and fulfill goals.
60. I enjoy seeing others (young and/or old) come to a real understanding of Jesus and Jesus' ways through my communication and teaching.
61. Oftentimes, when I speak my opinion in a group, others seem to listen and affirm what I have to say to the group.
62. I desire to relieve others in the church or other groups of the routine and practical matters so that they can get other projects done.
63. I enjoy hosting guests (food, lodging, other needs) in such a way that they feel warmly welcomed.
64. When I see needs and burdens, I am drawn to pray. Often God shows me how to pray and even speaks to me in my prayers.
65. I enjoy learning about the Lord's work in other parts of the world.
66. Others recognize my desire and motivation to get to know and to help those who are troubled.
67. I have a strong desire and urgency to speak God's truth even when it is unpopular and others may not like what I have to say.
68. I want to encourage and care for others so that they might know the love of Jesus Christ more deeply, and they might be motivated to follow Jesus in all of life.
69. When I speak genuine and positive words to another person who may need to hear them, I feel uplifted and encouraged myself.
70. When I give of my financial resources, I don't expect recognition or anything in return, and often times I will give anonymously.
71. I get excited knowing that others have come to know Jesus Christ through my sharing of the Gospel message.
72. I am organized and manage well all of the details so that plans can become reality.

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73. I have a strong desire to help others know and understand the Scriptures, and the truths that are contained in them.
74. I like to be in charge. Rather than following someone else's lead, it is easier for me to be the leader of a meeting or in a group.
75. I would rather have someone tell me what needs to be done than to be in charge.
76. I like creating an atmosphere in a gathering of people, or in my home, where others feel like they belong.
77. Because I know that God is listening and responding to my prayers, I have a strong desire to pray as much as I am able.
78. I have several friends who are from a different race, language or culture.

Step 2:

- Complete Part II (Questions 79-108).
- As with Part I, for each statement (except Questions 103-108), mark on the answer sheet to what extent it is true for you in your life.
 - 4= True consistently**
 - 3= True a lot of the time**
 - 2= True occasionally**
 - 1= True infrequently**
 - 0= True rarely**
- Follow the specific instructions for Questions 103-108.

PART II: MANIFESTATIONAL GIFTS

79. I believe that I have received practical insight, direction and/or guidance from God for situations that are complicated or even problem-some.
80. The Holy Spirit has revealed to me information and insights that I did not learn through natural or human means.
81. I can tell when teaching, preaching or religious communication is not true to the Scriptures.
82. I am able to trust God in circumstances where others cannot, and where success cannot be guaranteed by human effort and means.
83. Many people view health and healing only from a natural and/or scientific point of view, focusing mostly upon the physical, but I believe that God is powerfully at work through prayer, medicine and other means ministering to the whole person.

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84. God has worked through me to bring about supernatural signs and wonders that are largely unexplainable.
85. In groups, I believe that I often have a strong God-given sense of the appropriate action and/or direction where others don't have a sense of this at all.
86. I have suddenly known something about someone else that was accurate, but I did not know how I knew this.
87. I have accurately perceived phoniness or deceit in a person's character, sometimes based upon first impressions.
88. I get excited and can see God's vision for a group. Opposition or the lack of support from other people does not derail me.
89. When I lay hands on the sick and pray for them, I sometimes feel tingling, warmth or other sensations, and that healing actually occurred.
90. Working through my prayers, God has made the impossible, possible.
91. Others have indicated that my practical advice was just what was needed for a particular situation in their life and faith.
92. I have insight or just know something to be true and later find out that it is true.
93. Others affirm the reliability of my perceptions or evaluations regarding spiritual circumstances or communication.
94. I believe that God can do incredible and even impossible things, and I have seen God do these things in a tangible way.
95. I earnestly desire and enjoy praying for the sick and suffering, hoping that God may heal through me.
96. I have experienced God's power or intervention to do things that cannot be explained by natural explanations.
97. I believe that God enables and helps me to make appropriate application of Christian teaching to specific situations and problems.
98. Through my own reflection and study, I get excited when I believe that God has given me a sudden revelation and understanding of Christian teaching and principles.
99. God sometimes allows me to readily distinguish between spiritual truth and error, good and evil, right and wrong, or Satanic and godly.
100. When I sense that God is active and present in an undertaking or circumstance, I can move forward in spite of other people's pessimism.

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101. Others have sought me out, and they have told me that God healed them of a physical problem when I prayed for them.
102. Others can confirm that God has used me to bring about visible miracles.
103. Have you ever spoken in tongues? Yes or No? If yes, skip to 105.
104. If No, do you have a desire to speak in tongues? Yes or No? Skip to 106.
105. If Yes, how frequently?
4=frequently 3=fairly often 2=regularly 1=occasionally 0=seldom
106. Have you ever interpreted the public gift of tongues? Yes or No? If Yes, skip to 108.
107. If No, do you have the desire to interpret the public gift of tongues? Yes or No? Skip to Step 3.
108. If yes, how frequently?
4=frequently 3=fairly often 2=regularly 1=occasionally 0=seldom

Step 3:

- Complete **Part III** (Questions 109-132).
- For each statement, mark on the answer sheet to what extent it is true for you in your life.

4= True consistently
3= True a lot of the time
2= True occasionally
1= True infrequently
0= True rarely

PART III: GIFTS OF EXPRESSION

109. I have expressed my Christian faith in music—vocal and/or instrumental.
110. I have a desire to express my Christian faith in music—vocal and/or instrumental.
111. Others comment that the Lord has used my message of faith expressed in music in their lives.
112. I get excited and energized when I know that the Lord's work has been furthered through my music—vocal and/or instrumental.
113. I have expressed my Christian faith through arts and crafts.
114. I have a desire to express my Christian faith through arts and crafts.

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115. Others have commented that the Lord has used my faith message expressed through arts and crafts.
116. I get excited and energized when I know that the Lord's work has been furthered through something that I have designed or made.
117. I have expressed my Christian faith through one or more of the following expressions of speech: public speaking or preaching, monologue/dialogue, spontaneity or comedy.
118. I have a desire to express my Christian faith through one or more forms of speech.
119. Others comment that the Lord has used my spoken message of the faith in their lives.
120. I get excited and energized when I know that the Lord's work has been furthered through my speaking.
121. I have expressed my Christian faith through drama and/or dance.
122. I have a desire to express my Christian faith through acting, performing or dancing.
123. Others comment that they enjoy my acting or dancing, and that the Lord spoke to them through my acting or performing.
124. I get excited and energized when I know that the Lord's work has been furthered through my acting or dancing.
125. I have expressed my Christian faith in writing.
126. I have a desire to express my Christian faith in writing.
127. Others comment that the Lord has spoken to them through my writing.
128. I get excited and energized when I know that the Lord's work has been furthered through my writing.
129. I have a creative ability to use my hands to design, create, build and/or fix things that are useful in serving God.
130. I have a desire to express my faith in tangible, practical ways through the use of my hands.
131. Others appreciate my ability to serve the Lord and the church through my use of tools, machines and my hands.
132. I enjoy honoring God by using my hands to build, make or fix things that will be used in the Lord's work.

Step 4: Across each line on the **ANSWER SHEET**, total all the numerical entries and record in the total column. After totaling, move on to **Step 5** on the next page.

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Step 5: Match the appropriate total from each line of the answer sheet with the gift bearing the same letter below. Transfer the totals from your answer sheet to this page.

Part I: FUNCTIONAL MOTIVATIONAL GIFTS

- A. Mercy _____
- B. Prophecy _____
- C. Shepherding _____
- D. Encouragement - Exhortation _____
- E. Giving _____
- F. Evangelist _____
- G. Administration _____
- H. Teaching _____
- I. Leadership _____
- J. Service - Helps _____
- K. Hospitality _____

Spirit Empowered Calls

- L. Intercession _____
- M. Missionary _____

Part II: MANIFESTATIONAL GIFTS

- A. Wisdom _____
- B. Knowledge _____
- C. Discernment _____
- D. Faith _____
- E. Healing _____
- F. Miracles _____

- G. Tongues 103. (Have done it) yes ___ no ___
 104. (Desire) yes ___ no ___
 105. (Frequency) _____
- H. Interpretation 106. (Have done it) yes ___ no ___
 107. (Desire) yes ___ no ___
 108. (Frequency) _____

Part III: GIFTS OF EXPRESSION

- A. Music _____
- B. Arts and Crafts _____
- C. Speech _____
- D. Drama/Dance _____
- E. Writing _____
- F. Manual Craftsmanship _____

Step 6: You are called by Jesus and empowered with the Holy Spirit's power and gifts in order to transform the world. Here is a resource that will help you to understand how Jesus is calling you to use your spiritual gifts. It's available at www.callinc.org:

- **Custom Designed Reflection Guide:** *Ordinary People Hearing God's Call*
- **Custom Designed:** *A Life Worthy of the Call*

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ANSWER SHEET

4= True consistently 3= True a lot of the time 2= True occasionally 1= True infrequently 0= True rarely

Line	<u>PART I: FUNCTIONAL GIFTS</u>	TOTAL	Line
A.	1. ___ 14. ___ 27. ___ 40. ___ 53. ___ 66. ___	_____	A.
B.	2. ___ 15. ___ 28. ___ 41. ___ 54. ___ 67. ___	_____	B.
C.	3. ___ 16. ___ 29. ___ 42. ___ 55. ___ 68. ___	_____	C.
D.	4. ___ 17. ___ 30. ___ 43. ___ 56. ___ 69. ___	_____	D.
E.	5. ___ 18. ___ 31. ___ 44. ___ 57. ___ 70. ___	_____	E.
F.	6. ___ 19. ___ 32. ___ 45. ___ 58. ___ 71. ___	_____	F.
G.	7. ___ 20. ___ 33. ___ 46. ___ 59. ___ 72. ___	_____	G.
H.	8. ___ 21. ___ 34. ___ 47. ___ 60. ___ 73. ___	_____	H.
I.	9. ___ 22. ___ 35. ___ 48. ___ 61. ___ 74. ___	_____	I.
J.	10. ___ 23. ___ 36. ___ 49. ___ 62. ___ 75. ___	_____	J.
K.	11. ___ 24. ___ 37. ___ 50. ___ 63. ___ 76. ___	_____	K.
L.	12. ___ 25. ___ 38. ___ 51. ___ 64. ___ 77. ___	_____	L.
M.	13. ___ 26. ___ 39. ___ 52. ___ 65. ___ 78. ___	_____	M.

PART II: MANIFESTATIONAL GIFTS

A.	79. ___ 85. ___ 91. ___ 97. ___	_____	A.
B.	80. ___ 86. ___ 92. ___ 98. ___	_____	B.
C.	81. ___ 87. ___ 93. ___ 99. ___	_____	C.
D.	82. ___ 88. ___ 94. ___ 100. ___	_____	D.
E.	83. ___ 89. ___ 95. ___ 101. ___	_____	E.
F.	84. ___ 90. ___ 96. ___ 102. ___	_____	F.
<hr/>			
G.	103. yes ___ no ___ 104. yes ___ no ___ 105. ___	_____	G.
H.	106. yes ___ no ___ 107. yes ___ no ___ 108. ___	_____	H.

PART III: GIFTS OF EXPRESSION

Note: The numbers corresponding to the various questions now go *across rather than down*.

A.	109. ___	110. ___	111. ___	112. ___	_____	A.
B.	113. ___	114. ___	115. ___	116. ___	_____	B.
C.	117. ___	118. ___	119. ___	120. ___	_____	C.
D.	121. ___	122. ___	123. ___	124. ___	_____	D.
E.	125. ___	126. ___	127. ___	128. ___	_____	E.
F.	129. ___	130. ___	131. ___	132. ___	_____	F.

AFTER TOTALING: NOW complete Step 5 on the final page of the inventory.

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