

# Spiritual Gifts Inventory<sup>1</sup>

## Overview:

This tool is designed to be used to identify possible spiritual gifts. There are three parts, which include the questionnaire, the answer sheet, and the descriptions of the various spiritual gifts. It may be easier for you to remove the answer sheet as you fill it in. Please read the instructions below carefully.

## Instructions

1. Use the answer sheet to record your answers.
2. Do not over think a question.
3. Be as honest as you can about the question, not trying to project how you would like to be, but how you actually are. If not you will stilt the results, which would diminish the usefulness of this tool.
4. Follow the tallying instructions on the answer sheet
5. After you are finished, share the results with your mentor, teacher, or some other spiritual guide in your life
6. Remember that this is only a tool and it not an indicator of what where you must serve, but only in what areas you may be particularly gifted in

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<sup>1</sup> The questions in this inventory were developed by James Nored. This print version is a modification of the electronic version he had developed.

**Spiritual Gifts Inventory Questions**

1	By word or deed, I help others to overcome their fears and realize their full potential.
2	I interact easily with unbelievers and they feel comfortable around me, giving me opportunities to talk about my faith.
3	When others are harsh towards people who have made mistakes, I seek to protect them.
4	I take the initiative in beginning a new ministry or charting a course for a new direction, helping to bring about positive change.
5	I take pleasure in doing "behind the scenes" work that often goes unnoticed by others.
6	I like bringing order to a setting.
7	I enjoy being challenged to give more, and I readily respond to these challenges.
8	When someone seems to have too much to do, I want to come alongside that person and help lighten his or her load.
9	I have an unshakable trust that God will guard, protect, and provide for his people.
10	I am able to analyze different cultural settings and am adept at understanding and interacting with those in different cultures.
11	I like being a mentor to people and guiding them in their spiritual walk, meeting with them, talking with them, and showing them how to grow in their faith.
12	I seem to have an ability to instinctively know when someone is speaking/acting for God or for Satan.
13	People ask for my advice when they face difficult life choices.
14	I am able to take a biblical story or passage of Scripture and explain its meaning in such a way that children or adults readily understand.
15	I naturally seek to make established ministries or projects more efficient, often by streamlining processes.
16	I enjoy doing things that make people feel welcome.
17	Meaningful prayer is a regular, consistent habit for me.
18	I continually study the word of God, seeking to grow in biblical knowledge.
19	I seek out the poor, marginalized and oppressed of society.
20	When I communicate biblical or spiritual truths to groups of people, others are convicted or inspired.
21	People come to me for comfort and encouragement.
22	I am easily able to share with others my belief in Jesus Christ.
23	I desire to comfort those who have experienced hardship, even if they have brought much of this hardship upon themselves.
24	Others seem to naturally look to me for direction and guidance, particularly when the way ahead is uncertain or change is needed.
25	I enjoy doing manual jobs that are beneficial to the church or kingdom (e.g. Building things, helping someone move).
26	People note my organizational skills.

27	My financial state does not interfere with my desire to give generously to the Lord.
28	It does not bother me to let someone else have primary responsibility for a ministry or task and to help that person in whatever way is needed.
29	When others are discouraged about spiritual matters, I hold unshakably to my belief that God's will will be done.
30	When I see an area that does not have a church, I feel a call to help bring a church to that area so that the lost can be better reached.
31	I am drawn towards hurting people and want to listen to their stories and minister to them.
32	I am alert to times when people or churches may be under spiritual attack.
33	When multiple paths are possible, I am able to provide wisdom in choosing the right path.
34	Children or adults seem to be engaged and responsive when I teach them a biblical story or passage of Scripture.
35	I enjoy delegating tasks to the right people for a ministry or project.
36	I enjoy meeting new people and making them feel welcome.
37	I make prayer lists or use some other systematic approach to ensure that I regularly pray for people or ministries.
38	I have a large storehouse of knowledge, with information that is helpful for spiritual matters.
39	I speak out against empty ritualism, calling others to live a life that is consistently devoted to God and others.
40	When I talk to large groups of people about biblical or spiritual truths, they seem to respond quite favorably and are "drawn in" to the message.
41	I positively affirm people's abilities and accomplishments, seeing and communicating the good that I see in them.
42	I have the courage to invite others to hear about Jesus.
43	I have compassion for those who struggle in their faith or Christian walk.
44	I have the ability to influence many people to go in a certain direction.
45	I volunteer to help in whatever tasks needs to be done.
46	I enjoy working on a task steadily from start to completion without interruption.
47	When I see or hear about needy people, I sacrifice so that I can give to help them.
48	When I see someone working on something, I ask, "How can I help?" and hope that he or she gives me some way to help.
49	I do not let any obstacle discourage my belief that good and God will always triumph.
50	I find the thought of leading the planting of a new church in an unchurched area or among an unchurched group very exciting.
51	I find myself ministering to those who are young, weak or struggling in their faith or personal lives.
52	I am alert to people who may be seeking positions or courses of actions for their own desires, rather than trying to serve God.

53	When dealing with difficult situations, I show patience, restraint, and self-discipline.
54	Learning Bible stories or other passages of Scripture is enjoyable for me, and I like sharing the things that I learn with children or adults.
55	I like to provide constant coordination between people or ministries.
56	If someone needs a place to stay, I want to open up my home to them.
57	I pray knowing that God will certainly answer my prayers.
58	I am able to learn and understand many biblical passages and biblical truths.
59	I speak out against social injustice.
60	People tell me that I am an effective oral communicator of biblical and spiritual truths.
61	When people are discouraged, I seek them out and try to “lift their spirits.”
62	Lost people are frequently on my heart.
63	When people sin or stumble, I am there to help them up.
64	When I start a new ministry or project, I am able to get many others to be a part of this ministry/project.
65	I like to “use my hands” in serving.
66	In a project or team environment, I make sure that no detail is overlooked.
67	I set goals for increasing the percentage of my income that I give to God and others, believing that “it is more blessed to give than receive.”
68	I seek to find ways that I can assist a person to make his or her job easier.
69	No matter what the challenge, I know that God will overcome.
70	I am able to go into a non-Christian setting and easily interact with non-Christians.
71	I find that people seek me out to talk about problems in their lives, and I look forward to helping them through these problems.
72	I am able to distinguish between those who have true or false motives.
73	My life experience enables me to provide guidance for those who are experiencing difficulty in their home or spiritual lives.
74	Children or adults express to me that when I explain or illustrate a biblical story or passage of Scripture, they really understand it much better.
75	I am good at maximizing the effectiveness of established ministries or projects.
76	When I see people who are disoriented or uncertain where to go, I naturally help them find their place or way.
77	When people ask me to pray for them, I follow through on these requests.
78	I have a deep understanding of who God is and what is most important to him.
79	I feel a need to call individuals or the church to repentance.
80	When I speak to groups of people about biblical or spiritual truths, they are convicted of these truths.
81	I write notes or speak words to people that help them through difficult times.

82	I enjoy the thought of telling others about Jesus and look forward to these opportunities.
83	I try to prevent others from beating people up when they are down.
84	My example inspires others to imitate my behavior or to become engaged in the same ministry in which I am participating.
85	I enjoy doing things that others often consider “menial” or “tedious” but which still are of great value to the church or kingdom.
86	I am good at doing detail work.
87	My giving shows that I strongly believe that if I give financially to God, he will give me more than I give away.
88	I like serving in supportive roles that help others.
89	In the midst of sickness, lack of money, or relationship problems I remain calm, knowing that the Lord has a plan and will help me or others through these times.
90	When I see different groups of people who have not been reached for Christ (ie. ethnic, sub-cultural, or demographic group), I feel a call to go to that group and seek to share Christ with them.
91	I find myself wanting to protect people from harmful influences
92	I pick up on clues about people or situations that others often miss, being alert to both opportunities and danger.
93	I show wisdom by avoiding foolish lifestyles and choices, providing an example for others to imitate.
94	I am able to help children or adults develop good spiritual skills, habits, or practices.
95	People look to me to keep a ministry or project well-organized and “running smoothly.”
96	I like to host events that help people make connections or find their place.
97	When people are experiencing difficulty or joy, my first instinct is to pray with them or for them.
98	I have a rather thorough knowledge of the Bible and biblical truths.
99	I feel compelled to call people or the church back to being the church that God intends for us to be.
100	Talking to groups of people about biblical or spiritual truths is something I look forward to and enjoy.
101	I help people get through trials by offering hope and encouragement.
102	I find myself drawn to ministries directed towards the lost.
103	I seek to be a friend to those who have been hurt or embarrassed, even if by their own conduct.
104	I am able to impart a vision of a particular ministry or project that inspires others to become a part of this vision.
105	I like work days or service projects.
106	I follow schedules and help others to do so where needed.
107	I actively seek out people or ministries that need financial assistance and love to give to these people and ministries above my normal giving.

108	I am content to provide assistance to those who have responsibility for a ministry or task.
109	Even when the situation or numbers do not “add up,” I trust that God will give success to a godly course of action.
110	When I see groups or areas that have not been reached for Christ, I am able to mobilize others to reach out to this group.
111	I enjoy helping people grow in their Christian walk, seeking to bring them to greater maturity.
112	I help people not be taken advantage of, often being aware of things that others miss.
113	I am able to make good decisions when faced with difficult choices.
114	I have a good grasp of some of the truths of the Christian faith, and I am able to help children or adults better understand these truths in some way.
115	I find that constantly checking in with those involved in a ministry or project to provide coordination or assistance is rewarding for me.
116	I am not afraid to welcome strangers or new people into my home.
117	I spend a lot of time praying for people and ministries.
118	I enjoy studying and researching issues that are helpful in spiritual matters.
119	I am not afraid to be alone on a biblical issue, finding comfort in knowing that I am following God even when others are not.
120	I find that when talking in front of people about biblical or spiritual truths, words come easily to me.
121	I seek to give people the courage to use their abilities and accomplish even more.
122	I am able to speak about the good news of Jesus Christ and his kingdom in such a way that others want to follow Christ too.
123	I enjoy doing small acts of kindness for others.
124	People seem to naturally trust my ability, skill level, and judgment, following the direction in which I am calling them to go.
125	Whether breaking down tables, cleaning up, folding or cutting paper, etc., I am ready to do any job that needs to be done.
126	People rely on my natural ability to categorize, file, look things up, keep appointments and other organizational tasks.
127	If there is a person or ministry that needs assistance, I hope that others will let me know so that I can give financially to these people or ministries.
128	When I see a person struggling in a particular job, I try to find ways to help that person accomplish his or her tasks.
129	I encourage people and churches to go forward in godly action, even when obstacles seem insurmountable, knowing that the Lord will provide.
130	I desire to help start new outreaches or new churches to reach the lost.
131	People seem to follow my direction on spiritual issues because they know that I know them and care for them.
132	I am able to distinguish between those who are genuinely seeking God and those who may be disingenuous

133	I seek to be humble, recognizing that God is the source of all blessing.
134	I am good at leading biblical discussions, asking questions that cause children or adults to think and become engaged in the discussion.
135	I would enjoy and excel at providing organization from start to completion for most any project.
136	I go out of my way to make sure that people do not feel "left out."
137	I find myself able to pray for the same people or ministries over a long period of time.
138	People look to me to provide insight into spiritual truths.
139	I stand up for biblical truth when others do not.
140	My speaking on biblical or spiritual truths causes others to take action or begin significant life change.



## SPIRITUAL GIFT DESCRIPTIONS

<i>Row</i>	<i>Name of Spiritual Gift</i>	<i>Spiritual Gift Description:</i>
<b>a</b>	<b>Encouragement</b>	Encouragement. This gift equips one to “lift the spirits” of those who are undergoing difficult times, helping them persevere during trying situations. An example of someone leading through encouragement would be positively affirming a person’s abilities and accomplishments, helping them to realize their potential (Acts 11:23).
<b>b</b>	<b>Evangelism</b>	Evangelism. Those gifted in evangelism are effective in sharing the good news of Jesus Christ with the lost and helping them come to faith in some way. An example of leading through evangelism would be a person telling someone what Christ has done in his or her own life (Acts 18:24-26).
<b>c</b>	<b>Mercy</b>	Mercy. This gift equips one to respond lovingly and compassionately to those who have struggled with sin or the conditions of life. An example of leading through mercy would be helping someone who is handicapped (Mt. 20:31).
<b>d</b>	<b>Leadership</b>	Leadership. Just as there are evangelists but all are called to make disciples, so there is a gift of leadership, though all are called to some form of leadership. This gift equips one to especially influence others for good, often by painting a vision of the project (Rev. 21-22). An example of leading through the gift of leadership would be initiating a Spring Break mission trip and recruiting others to participate in this ministry.
<b>e</b>	<b>Service</b>	Service. This gift equips one to do jobs that others often deem to be tedious. This gift is to be distinguished from helping by its focus on tasks, not people. An example of leading through service is cleaning the church building, sharpening pencils for the pews, or folding bulletins (Jn. 13:3-5).
<b>f</b>	<b>Administration – Tasks</b>	Administration. This is an organizational gift that helps the church fulfill its purpose. Those with the gift of administration can organize either tasks or people/projects or both. An example of someone leading through administration would be a person delegating tasks to those who can well do the job (Acts 6:1-4).
<b>g</b>	<b>Giving</b>	Giving. This gift equips one to regularly give in generous fashion of one’s financial resources. An example of leading through giving would be helping support a missionary family out of one’s own means (Mt. 8:3).
<b>h</b>	<b>Helping</b>	Helping. This gift prepares one to build up and support a person in what they are trying to accomplish. Unlike service, which is primarily task oriented, helping is primarily about helping a person. An example of leading through helping would be lightening the loads of those who are getting behind in their work by working alongside them (Phil. 4:3).
<b>i</b>	<b>Faith</b>	Faith. This gift equips one to have a strong belief that God can overcome any problem and that things happen for a reason. An example of leading through visionary faith is believing that God can change lives, acting on that belief, and inspiring others with it (Rom. 4:18-25; 1 Cor. 13:2).
<b>j</b>	<b>"Apostolic" / Missional Leadership</b>	"Apostolic"/Missional Leadership. The Twelve and Paul played a unique authoritative role as apostles that has since passed; however, in a more limited but still hugely significant way, apostolic/pioneering ministry continues today. The word “apostle” simply means “one who has been sent,” and the New Testament lists many of these types of “apostles,” including Barnabas (Acts 14:14), Silas (1 Thes. 2:6), and Andronicus and Junias, who were “outstanding among the apostles” (Rom. 16:6). Those gifted in “apostolic” or missional ministry are pioneers, seeking to open new frontiers of mission and expand the church’s outreach to new people groups (i.e. Unreached ethnic, religious, or generational groups). These missional leaders often serve as foreign missionaries or domestic church planters (Acts 14:1f).

<b>k</b>	<b>Pastoral Care / Shepherding</b>	Pastoral Care/Shepherding. Those gifted in pastoral care and shepherding naturally seek to guide, guard, and nurture believers. It should be noted that one can have the gift of shepherding without being an officially recognized shepherd, just as one can be an evangelist without being a paid pulpit preacher. An example of leading through shepherding is consistently seeking out those who need Spiritual guidance and helping them follow God (Acts 20:28-31).
<b>l</b>	<b>Discernment</b>	Discernment. This gift equips one to know instinctively what is going on beyond the surface, whether of a situation or an individual. Those with the gift of discernment have the ability to determine genuineness or phoniness. An example of leading through discernment would be a person judging that someone wants to be in a position of leadership out of a wrong motive (1 Jn. 4:1-3).
<b>m</b>	<b>Wisdom</b>	Wisdom. This gift equips one to know how to apply knowledge or learning to a particular situation. An example of leading through wisdom is correctly choosing the right course of action (1 Kings 3:16-29).
<b>n</b>	<b>Teaching</b>	Teaching. Those gifted in teaching are able to provide depth to believers through instruction of God's word, causing the church to learn and grow. Teaching is interactive communication, whereas speaking is one way. An example of leading through teaching is helping a group of Christians to better understand a passage of Scripture (Acts 20:7-11).
<b>o</b>	<b>Administration – Coordination of People &amp; Projects</b>	Administration. This is an organizational gift that helps the church fulfill its purpose. Those with the gift of administration can organize either tasks or coordination of people/projects or both. An example of someone leading through administration would be a person delegating tasks to those who can well do the job (Acts 6:1-4).
<b>p</b>	<b>Hospitality</b>	Hospitality. This gift equips one to enjoy making guests, strangers, and members feel welcome. An example of leading through hospitality would be greeting visitors, directing them to a class, or inviting them into one's home (Mt. 25:35).
<b>q</b>	<b>Intercessory Prayer</b>	Intercessory Prayer. This gift equips one to pray for an extended period or on a regular basis for individuals and specific ministries. An example of leading through intercessory prayer would be having set times for prayer or praying throughout the day for someone (Eph. 6:18).
<b>r</b>	<b>Knowledge</b>	Knowledge. This gift equips one to discover and understand information and concepts that are useful in the work of the church. An example of leading through knowledge would be having insight into some biblical truth (2 Tim. 2:7).
<b>s</b>	<b>Prophetic Ministry</b>	Prophetic Ministry (non-miraculous type). Those gifted in prophecy feel compelled to call God's people back to God, providing correction and upholding right and wrong, often in regards to social justice. It is not foretelling the future, but speaking the words of God. Historically, these lonely voices have been marginalized by God's people and need to be affirmed in their role. An example of leading through prophecy would be calling the church out because of its neglect of the poor (Amos 5:11-13).
<b>t</b>	<b>Speaking</b>	Speaking. This gift equips one to be able to publicly communicate in an inspiring, productive, or convincing manner. Speaking is one way communication, whereas teaching is interactive. An example of leading through speaking is convincing an audience that Jesus is the Son of God (Acts 18:24-28).