

LASTING EFFECT
LIVING A LIFE THAT OUT LIVES YOU

S.H.A.P.E. Inventory

Spiritual Gifts Inventory Written by **Timothy W. Brock**
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Balance of Inventory- Original Concept by
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SPIRITUAL GIFTS

Discovering Our Spiritual Gifts

Welcome to this study of Spiritual Gifts! The material included in this study contains practical information and a variety of exercises designed to help you and the members of your congregation to discover and to explore your spiritual gifts, both individually and as a church family. In this portion of the material, you will find **A Spiritual Gifts Inventory and Definitions of the 20 Spiritual Gifts** identified in the Spiritual Gifts Inventory.

On the day of Pentecost, the Holy Spirit was given to all believers (Acts 2:3-4), and the Spirit continues to be given to every person who believes in Jesus (Acts 2:38; Romans 8:9). At the same time, that is, at conversion to personal faith in Christ, God gives at least one spiritual gift to every believer (1 Corinthians 12:7,11; Ephesians 4:4-7). These gifts can be, and often are, strongly related to our pre-conversion talents and abilities, but they don't have to be. Three good tests for the presence of a spiritual gift are: 1) you will enjoy using this ability; 2) you will be effective in using this ability; and 3) other people will confirm that God is using you in this way.

No believer has every spiritual gift, and no single gift is given to everyone (1 Corinthians 12:27-31). Our different sets of spiritual gifts complement each other to accomplish God purposes through the church (Romans 12:4-6; 1 Corinthians 3:6-9, 12:4-7).

While knowing your spiritual gifts is helpful, this is not as important as making sure your life is a blessing to others by using your god-given giftedness in love.

The two main words for "spiritual gifts" in the New Testament are *charismatos* (literally "grace gifts" and *pneumatekon* (literally "things pertaining to the spirit"). Our operational definition of a spiritual gift for the purposes of this study is:

A Spiritual Gifts is an ability, skill, or talent given through the activity of the Holy Spirit working in the life of each individual Christian for the common good of the Body of Christ and the Kingdom of God. Collectively, the spiritual gifts possessed by the members of a local congregation enable that congregation as the body of Christ to perform the mission and ministry to which it has been called by God.

The main New Testament passages that deal with spiritual gifts are found in Romans 12:1-13; 1 Corinthians 12:1-31; Ephesians 4:1-15; 1 Peter 4:7-14

A Spiritual Gifts Inventory

A **Spiritual Gifts Inventory** is a personal assessment tool developed to assist you in the process of identifying which spiritual gifts you may possess. This inventory consists of one hundred (100) statements. Some of these statements communicate concrete actions; some are descriptive terms; others are statements of personal values and beliefs.

Directions

As you read each statement, decide to what extent that statement is characteristic of or descriptive of you (as you are now, not as you might like to be). Use the following scale to make your assessment:

- 5Highly Characteristic of Me (90% or more of the time)
- 4.....Very Characteristic of Me (75%)
- 3.....Mildly Characteristic of Me (50%)
- 2.....Only Somewhat Characteristic of Me (25%)
- 1.....Not At All Characteristic of Me (Less than 10% of the time)

Select the appropriate numerical response for each item and record that number in the space provided. Read each statement once and record your initial reactions; do not spend too much time on any one item. In general, your immediate response is the best one. Please response to each item.

1.		I love to praise God through singing or playing a musical instrument.
2.		I always tell the whole truth, as I see it, even when it difficult or unpopular to do so.
3.		Looking back on my faith pilgrimage, I can identify specific situations in which my personal experience and God's Truth have interacted in powerful ways.
4.		I am a biblical scholar.
5.		In a classroom context, I am able to explain God's Truth in such a way that others are able to understand it and apply it to daily Christian living.
6.		I take initiative to help others grow in their faith.
7.		I actively seek opportunities to share the Gospel message with persons who have not yet professed faith in Jesus Christ.
8.		I have a strong desire to take the Gospel to places where it has never been heard.
9.		When I see a person struggling with a problem, I am compelled to offer words of support and encouragement.
10.		Shortly after I meet a person for the first time, I have a good sense of that person's character and abilities.

11.		When visitors come to my place of business or my church, I make sure that I meet them and talk to them.
12.		It is important for me to know the names of as many members of my church as possible.
13.		I empathize with people who suffer physical, mental, emotional, or spiritual distress.
14.		I have an acute awareness of such emotions as loneliness, pain, fear, and anger in others.
15.		When I see a person in need, I immediately take action to provide assistance.
16.		The first and most important goal for the church is to serve humanity in the name of Christ.
17.		God owns all of my "possessions." I serve as God's steward of those resources.
18.		I sense when others need prayer support.
19.		I seem to be "out front" in faith ventures, and others often follow my lead.
20.		I have the ability to organize ideas, resources, time, and people effectively.
21.		In congregational worship, music is a spiritual aide to worship, not a performance.
22.		When I discover a new insight in the Bible, I am eager to tell other people what I have learned.
23.		It is quite natural for me to embody biblical truth in my daily life.
24.		I find it easy to identify complex spiritual insights—in the Bible, in literature, in art—wherever these insights might be found.
25.		I believe that Sunday School should be a "laboratory for Christian living," not a lecture hall.
26.		I am often asked to give spiritual guidance to others.
27.		I believe that the first and most important goal of the church is to win persons to Jesus Christ.
28.		Other cultures, races, and languages pose no obstacle to my desire to share the Gospel.
29.		People who need comfort, reassurance, and encouragement often seek my help.
30.		Often, I am able to affirm skills and gifts in other people that they may not see in themselves.
31.		I make strangers and newcomers feel comfortable when I meet them.
32.		I enjoy introducing members of my church family who do not know one another.
33.		I take the initiative to help people who are hurting.
34.		I have immediate compassion for persons who have spiritual, emotional, or physical pain.
35.		While my own needs and the needs of my family are important to me, I still feel a driving desire to address the needs of strangers and the underprivileged.

36.	I think of cleaning, typing, caring for buildings, ushering, caring for children, mowing, setting up chairs and other acts of service as significant ways to worship God.
37.	I carefully manage my own income in order to share my financial resources with those in need.
38.	When I hear a request for prayer, I immediately begin to offer prayers of intercession.
39.	I have clear dreams and visions about new ministries that our congregation might offer.
40.	I am energized by organizing a project, working out the details, getting the right people in the right places, and accomplishing the objectives.
41.	After I have sung or played music in worship, members of the congregation have told me that they felt a special sense of God's presence.
42.	I am sensitive to issues of right and wrong, of justice and injustice. I am compelled to express my opinions on these issues.
43.	When faced with difficult choices, I find it best to make decisions based on biblical principles, not on immediate consequences, no matter how appealing those consequences may be.
44.	I enjoy the challenge of exploring passages of scripture that are controversial or difficult to interpret.
45.	I am aware of the ways in which the gathered life of the congregation educates the preschoolers, children, youth, and adults of the church family.
46.	When I see others grappling with issues of faith, I am willing to listen to their stories and to support them in their struggles.
47.	I have led many people to make an initial commitment to Jesus Christ.
48.	When I travel, I seek out persons with different cultural backgrounds and actively engage them in conversations about their faith lives.
49.	By living out my faith daily, I encourage and motivate others to do the same.
50.	I have a good sense of "the right person for the right job."
51.	New people are not strangers—they are just friends in the making.
52.	At church, I intentionally try to create a warm and caring environment for fellowship and spiritual growth.
53.	I often feel compelled to pray for the physical, mental, emotional, or spiritual well-being of others.
54.	Care giving (in nursing homes, hospitals, hospice situations, etc.) is a part of my personal ministry.
55.	I enjoy helping other people as a direct expression of my Christian faith.
56.	Because of the special closeness to God that I feel when I do any kind of ministry, I am quick to volunteer.

57.		I experience a deep sense of joy when I share my resources with others.
58.		Of all spiritual disciplines, prayer is my favorite.
59.		At a time when there was tension and discord in my church family, I provided a stabilizing presence and a clear head.
60.		All ministries should be amply planned, sufficiently staffed, and carried out to the fullest detail.
61.		When I sing or play music, I feel a special sense of God's presence flowing through me.
62.		I see clear connections between biblical truths and contemporary life. I am compelled to express these connections publicly.
63.		The biblical themes of love, righteousness, grace, and peace, though very complex and rich in meaning, are easy for me to translate into practical acts in my daily life and in the life of the congregation.
64.		While the names, dates, and places identified in the Bible are important, the meanings and overtones of biblical themes and principles are more important.
65.		I find it stimulating to explore how biblical truth impacts my own life and I am moved to share my discoveries with others.
66.		I have led other Christians to explore and develop their own personal ministries and their role in the overall ministry of the church.
67.		I actively cultivate friendships with persons who do not profess faith in Jesus Christ.
68.		My understanding of the Christian faith transcends racial, economic, and language barriers.
69.		When I see potential in another person, I do everything I can to name and to encourage that person to reach his or her potential.
70.		I can tell when a person is genuine and honest.
71.		I am happy to open my home to and share my possessions with persons who are new to the neighborhood, community, or church.
72.		I like to participate in activities in which all members of the church family are invited to be together and to work together toward a common purpose.
73.		God uses my concerns and my efforts as a means to heal the distress of others.
74.		I am drawn to people with troubles and special needs, and I get special joy by helping them.
75.		I do not need to get recognition for my service to others.
76.		I serve others as a way to glorify God.
77.		Giving my time, talents, energy, and money is an everyday expression of my Christian commitment.

78.		Through my prayers, I believe that I serve as a channel for God's energy and concern.
79.		I am able to effectively communicate my own Christian principles to others in such a way that they are also able to articulate their own principles, even if they are different from mine.
80.		I enjoy showing others how they can work for God in the church and in the community.
81.		I know which musical pieces seem right for specific events in the life of the congregation.
82.		As a result of my relationship with God, I have felt compelled to share words of advice, caution, instruction, and encouragement with others.
83.		In my faith pilgrimage, I have learned how to discern God's will, both in my personal life and in the life of the congregation.
84.		It is obvious to me how biblical stories and teachings relate to universal human needs.
85.		Teaching is more than transmitting biblical truth; teaching is embodying biblical truth in such a way that students are motivated to do the same.
86.		I encourage other Christians to think theologically about their life experience.
87.		I have a strong desire to tell others about the impact that Jesus Christ has in my life.
88.		I feel compelled to share the Gospel message with the unchurched, the underprivileged, and others that the established church does not touch.
89.		I am able to help others who are troubled, depressed, or confused.
90.		I often affirm the gifts of persons who are trying new avenues of ministry and service.
91.		My home tends to be a gathering place for friends, neighbors, and other guests.
92.		The first and most important goal of the church is to create a sense of Christian community.
93.		Through my advice, touch, or prayer, people experience physical, mental, emotional, or spiritual healing.
94.		I empathize with the feelings of those in distress.
95.		I am drawn to people with troubles and special needs.
96.		I enjoy working behind the scenes to meet the physical needs of others.
97.		My stewardship of resources is motivated by joy and gratitude, not a sense of duty.
98.		I am often moved to pray for others, even though I do not know them.
99.		Through my initiative, my congregation has developed a new and exciting ministry.
100.		When I take on projects, my planning, detail work, and supervision lead to a good end result and a cooperative spirit among participants.

101.		God has given me the ability to speak in a language I have never learned, whether it be in my personal prayer time or for edification of the Church (Tongues).
102.		God has given me the ability to understand a language I have never learned so I can make it clear to the church (Interpretation).

Directions for Scoring the Inventory

Transfer your numerical responses to each statement to the appropriate place in the table below. Write a number in each space. When all responses have been transferred to the table, total the number in each row. Record the totals in the last column of the table.

Spiritual Gifts	#	Resp.	#	Resp.	#	Resp.	#	Resp.	#	Resp.	Total
Music	1		21		41		61		81		
Prophecy	2		22		42		62		82		
Wisdom	3		23		43		63		83		
Knowledge	4		24		44		64		84		
Teaching	5		25		45		65		85		
Mentoring	6		26		46		66		86		
Evangelism	7		27		47		67		87		
Missionary	8		28		48		68		88		
Exhortation	9		29		49		69		89		
Discernment	10		30		50		70		90		
Hospitality	11		31		51		71		91		
Community Builder	12		32		52		72		92		
Healing	13		33		53		73		93		
Mercy	14		34		54		74		94		
Helps	15		35		55		75		95		
Service	16		36		56		76		96		
Giving	17		37		57		77		97		
Prayer	18		38		58		78		98		
Leadership	19		39		59		79		99		
Administration	20		40		60		80		100		

Each row in the table represents a spiritual gift described in the scriptures. Based on the information that you provided about yourself in the inventory, the total scores recorded in the last column of each row are an indicator of which spiritual gift(s) that you might possess. A high score (between 20 and 25) in one or more

of the twenty categories means that you have described yourself as having characteristics highly consistent with that gift. These scores, however, are only an initial indicator of your giftedness. As you continue to explore your giftedness using these materials, please feel free to challenge, to disagree with, or to affirm the results of the inventory as appropriate.

An Initial Listing of My Spiritual Gifts

In the space below, please record the three (3) spiritual gifts on which you received the highest scores:

-
-
-

Tips on Taking and Interpreting the Inventory

1. If you received a high score on several of the gifts (i.e. no one or two gifts stand out among the others), take the inventory a second time and be more discriminating about your responses (i.e. fewer 5's and 4's).
2. If you received low scores on all of the gifts (i.e. no one or two gifts stand out among the others), take the inventory a second time and be less discriminating about your responses (i.e. more 5's and 4's).

Questions for Interpreting the Results of Your Inventory

- Do you agree with the results of your inventory?
- Were you surprised by any of the results?
- Have other persons affirmed these same gifts in you?
- Are these gifts consistent with your understanding of your own personality?
- Can you identify ways in which these gifts may be integrated and used in ministry?

For More Information

For more information about the nature of the individual gifts listed in this inventory, please turn to the next section—**Definitions of the 20 Spiritual Gifts Identified in a Spiritual Gifts Inventory.**

Definitions of the Twenty Spiritual Gifts Identified in A Spiritual Gifts Inventory

This section of the study material lists a definition for each of the twenty spiritual gifts described in the inventory. Carefully read all of these definitions in order to develop a better understanding of the meaning of each gift. Focus your attention on those gifts on which you recorded the highest scores in the inventory.

The twenty gifts identified in the inventory and defined below are listed in the four biblical passages that describe giftedness. This material is not meant to be an inclusive list of all spiritual gifts. Many biblical scholars, theologians, pastors, and Christian educators believe that there are many gifts not listed in scripture. Examples of these other gifts might include craftsmanship, faith, humor, voluntary poverty, martyrdom, and singleness.

As you explore the twenty gifts defined below, you are encouraged to explore other gifts listed in other resources.

Music

The capacity to create or perform lyrics and melodies that lead others to praise God through worship.

Prophecy

The capacity to receive, to reveal, or to interpret God's Truth, publicly, no matter what the consequences.

Wisdom

The capacity to convincingly illustrate the mystery of God's Truth in very concrete, practical, and specific ways.

Knowledge

The capacity to cognitively comprehend the complexities of God's Truth and to explain these complexities to others.

Teaching

The capacity to communicate biblical truth in a manner that enables others to learn and contributes to the spiritual health of the Church.

Mentoring

The ability to affirm, to equip, and to support other Christians in spiritual formation and Christian ministry.

Evangelism

The capacity to discern when and how the Gospel message should be communicated to persons outside the Christian community.

Missionary

The ability to move beyond race, culture, faith tradition, nationality, or lifestyle to meet the physical and spiritual needs of neglected peoples.

Exhortation

The capacity to inspire, to motivate, and to encourage others in their spiritual formation and personal ministry.

Discernment

The ability to recognize and to affirm whether certain behaviors, skills/talents, and spiritual gifts originate from a divine, human or satanic source.

Hospitality

The ability to meet the basic social needs of and to extend care to strangers, persons beyond one's immediate circle of friends.

Community Builder

The ability to help create *koinonia*, that unique type of inclusive fellowship that characterized the early Christian church.

Healing

A sensitivity to the pains and hurts of other persons and the capacity to participate in addressing these pains and hurts.

Mercy

The ability to identify with and to feel the pains and hurts of another person and the capacity to help that person move beyond those pains and hurts.

Helps

The ability and overwhelming desire to aid persons in need.

Service

The ability to recognize where one's participation is needed and to make sure that the most urgent tasks get performed.

Giving

The capacity to manage one's own resources (income, time, energy, skills, and gifts) in such a way that one is able to cheerfully and generously give materials things to the cause of Christ.

Prayer

The ability to sense whom and for what to pray and to sustain that prayer over a long period of time.

Leadership

The ability to understand one's own principles and vision, to communicate those principles and visions to others, and to challenge others to move into the future, all in a non-reactive way.

Administration

The ability to organize resources and persons for effective ministry.

Tongues

The God-given ability to speak in a language I have never learned, whether in my personal prayer time or for edification of the Body.

Interpretation

The god-given ability to understand a language I have never learned so that I can make it clear for the Church.

HEART

When we speak of someone's passion, of what he or she is really motivated to do, we sometimes say that "she/he has a *heart* for that ministry/age group." Even as we have differing gifts, so we have differing interests and passions as well. Some of us "have a heart" for athletics, some for aesthetics, some for outreach, some for youth, etc. How would you complete the following sentence?

- I love to _____
- I love to _____
- I love to _____

With what age group or type of people do you love to work most?

What church ministries, issues, or possible needs excite or concern you the most?

Is there a ministry or mission that keeps coming to your mind again and again?

A number of possible ministries are listed on the next page. If you have a heart for any of these ministries, please put an "X" in the box beside that ministry.

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Abuse/Family Violence	Homeless	Repair
Addiction Recovery	Hospitality	Sanctity of Life
At-Risk Children	Hospitalized	Senior Adults
Benevolence/ Mercy Ministries	Infants	Serving/Helping
Bereavement	Library/Media Center	Shut-Ins
Children	Memorials	Special Olympics
College - Young Adult	Middle School	Teaching
Community Issues	Missions: International	Tellers
Crisis Counseling	Missions: Local	Toddlers
Designing/Developing	Missions: Stateside	Ushers
Disaster Relief	Mobilizing for Ministry	Visitation
Discipleship	Music: Choral	Wedding Coordinator
Education	Music: Instrumental	Women's Ministry
Elementary	Organization	Worship
Environment	Outreach	Young Couples
Financial Management	Picnics/Social Events	Youth
Greeting/Welcoming	Political Issues	
Health/Fitness	Preschool	
High School	Prison Ministry	
History	Publicity	

Do you have a heart for a ministry that you don't see listed? If so, please list that here:

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ABILITIES

My current vocation is:

Other jobs or skills in which I have experience:

I have taught classes or seminars in:

I believe my most valuable personal assets are:

A number of skills are listed on the next page. If you have skill in any of those areas, please put an "X" in the box beside that area.

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	Administration		Floral Arranging		Programming
	Arts/Crafts		Food Preparation		Public Speaking
	Athletics/Sports		Graphic Design		Puppets
	Audio/Visual		Insurance		Scenery Production
	Cake Decorating		Landscaping		Secretary/Office Support
	Catering		Library Science		Set-up/Tear-down
	Computers		Maintenance/Repairs		Sewing
	Computers/Technology		Microsoft Access		Sound System
	Cooking		Musical: Vocal		Strategic Planning
	Data Entry		Musician: Instrumental		Van/Bus Driver
	Decorating		Painting		Vehicle Maintenance
	Desktop Publishing		Performing Arts/Drama		Videography
	Drawing		Personnel Management		Volunteers
	Electrical Work		Photography		Web Design
	Electronics		Planning Trips or Events		Word Processing
	Facilities Management		Plumbing		Writing
	Finance		PowerPoint		

Do you have a skill or skills that you don't see listed? If so, please list those here:

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PERSONALITY

One common way of describing personality is to plot ourselves on four scales.

Please read the short descriptions that follow and then mark where you see yourself on these scales:

Introverted	1	2	3	4	5	6	7	Extraverted
Controlled	1	2	3	4	5	6	7	Spontaneous
Intuitive	1	2	3	4	5	6	7	Sensing
Thinking	1	2	3	4	5	6	7	Feeling

How we relate to others:

Introverted: Persons who are introverted enjoy being with other people, but they find that being with others drains emotional energy from them, and they have to have a certain amount of solitude to "recharge."

Extraverted: Persons who are extraverted receive emotional energy from being with other people, and they find that solitude drains energy from them. Extraverts can enjoy solitude, but they have to have time with other people to "recharge."

How we structure our lives:

Controlled: "Controlled" persons tend to prefer outcomes to processes. They're interested in structure, in meeting deadlines, in closure, in moving on to the next thing. Controlled persons tend to like checklists and plans.

Spontaneous: "Spontaneous" persons tend to prefer processes to outcomes. They're more interested in "going with the flow" and "seeing what happens" than in making schedules and meeting deadlines. Spontaneous persons tend to lose their checklists and plans, but this doesn't bother them!

How we take in information:

Intuitive: Persons whose preference is for intuition often describe themselves as "innovative." Intuitive persons like metaphor and imagery, and often understand complex ideas rather suddenly, "as a whole," without knowing exactly how they know. Intuitive persons tend to be more interested in what "might be" than in what "is."

Sensing: Persons whose preference is for sensing often describe themselves as "practical." Sensing persons gather information bit by bit, and they focus on facts, data, and experience. Sensing persons tend to be more interested in what "is" than in what "might be."

How we make decisions:

Thinking: Persons who make decisions based on "thinking" focus more on facts, data, rules, and procedures than on how decisions will affect people.

Feeling: Persons who make decisions based on "feeling" focus more on how a decision will affect other people than on facts, data, rules, and procedures.

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EXPERIENCES

This is how and when I became a Christian and something of what my relationship with Jesus means and has meant to me over the years:

Some of my most meaningful spiritual experiences have included:

Because of some of my own experiences, I believe I could relate to and encourage someone who is going through

My formal education has been as follows:

My favorite subjects in school have been:

Some of the seminars and special training I've had include:

In the past, I've served in churches in these ways:

Church/location	Position(s) of Service	Years Involved

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SPECIAL QUALIFICATIONS

If you have any of the following special qualifications, please mark the appropriate boxes:

	Certified Teacher (please specify)
	Commercial Driver's License (please specify)
	Construction Professional (please specify)
	Law Enforcement Professional (please specify)
	Legal Professional (please specify)
	Medical Professional (please specify)
	Ministry Professional (please specify)
	Passed Background Check for Working with Children
	Passed Van Driver Course
	Other (please specify)

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