

Spiritual Giftedness Inventory

Your giftedness comes from a combination of your passions, your talents, your personality and your spiritual gifts. All of these things come from God who has designed you with His purposes in mind. You are uniquely equipped for service to the Kingdom of God. Everyone is different and no one is unimportant to the Body of Christ. We all have our part to play in the function of the church as it accomplishes its God-given mission.

Passion

Before we look at your gifts, let's take a moment to think about your passions. What do you enjoy? Think about the entire scope of your life. You might like reading, sewing, fishing or riding motorcycles. You might include athletics or mechanics or crafts, anything. What are you passionate about?

Talents

Now let's look at the particular talents that you have developed over the years. Do you play a particular instrument? Are you a good teacher or speaker or actor? Is there a craft or skill that you have learned? List any talents that you have below.

Personality*

Rate the following questions from 0 (not at all) to 4 (always) and place your response in the appropriate blank on the score sheet.

1. In a group, I am known as “the life of the party.”
2. I like to take charge especially when things bog down.
3. I’d rather work on one thing at a time, finish it and move on to the next thing.
4. I am happiest when I am helping someone.
5. Whether I’m happy or sad, however I feel, everyone knows it.
6. Incompetent people drive me crazy.
7. I find it hard to really trust people, especially if they have failed me before.
8. People find me easy to talk to and often tell me things no one else knows about them.
9. I live in disarray, but don’t really mind it.
10. I can multi-task without losing focus.
11. It is important to me that everything be maintained in an orderly way.
12. If I have too many things to do, it is difficult to know where to start.
13. I love people and don’t like to work alone.
14. If I want it done right, I do it myself.
15. I’m not satisfied with something until it is perfect.
16. Work can wait when there is someone to care for.
17. People see me as disorganized.
18. People see me as intolerant.

* This personality inventory is based on the insights from Florence Littauer’s Personality Plus (Fleming H. Revell Co., 1983). As presented here, it is not intended to be diagnostic, but only indicative. The author makes no claims for its scientific validity, but suggests these categories as a means to evaluate one’s own strengths and weaknesses and his or her approach to Christian service. For the person who is interested in an accurate assessment of his or her personality type, there are number of useful tools available.

19. People see me as too picky.

20. People see me as unmotivated.

Rank the following four questions from highest (4) to lowest (1)

21. What I want most is to be happy.

22. What I want most is to be respected.

23. What I want most is to be admired.

24. What I want most is to be appreciated.

						Totals
1]	5]	9]	13]	17]	21]	[A]
2]	6]	10]	14]	18]	22]	[B]
3]	7]	11]	15]	19]	23]	[C]
4]	8]	12]	16]	20]	24]	[D]

Evaluation Instructions

After scoring each question, add up the total scores on each line. Look at your totals. It is not uncommon to have values for each of the four lines. Is there one category that is clearly the majority so that the gap between your highest point total and all of the others is significant? If that is the case, your personality type can be linked to the following personalities:

- A. Peter/ Miriam
- B. Paul/ Lydia
- C. Thomas/ Naomi
- D. John/ Mary (Sister of Martha)

It is not uncommon at all that you will find two letters to be high together and a gap between the others. If that is the case, your personality type can be linked to the following personalities:

- A/B. Apollos/ Deborah
- B/C. Isaiah/ Martha
- C/D. Jeremiah/ Ruth
- D/A. Barnabas/ Mary Magdalene

PERSONALITY TYPES

Peter/ Miriam

Peter types are people who tend to act before they think. They have magnetic personalities and are easy to like. They become well known for their amazing accomplishments and their amazing blunders. They tend to take on more than they can do and live their lives in a constant state of motion. They love people, love attention and love action. They tend to promise more than they can deliver but are often insightful and very creative. They are highly energetic and energizing.

Apollos/ Deborah

Apollos types are natural leaders. They are good communicators who see the big picture and can help others to see it and buy into it. They don't get bogged down in details and tend to leave the picky stuff to others. They are constantly in motion, always looking for the next challenge. They are easily bored and distracted. Sticking to the routine holds no interest for them. They are always looking for the next challenge. The word "impossible" motivates them.

Paul/ Lydia

Paul personalities are doers. They have a need to succeed and are highly driven. They are sure of themselves, their ideals and their goals. It is difficult for them to relax while there are still things to be done. They can be impatient, intolerant and inflexible. They can manage multiple tasks simultaneously. They excel in crisis situations and are not afraid of conflict. Pauls are comfortable taking responsibility and leadership and can become frustrated with others who are less competent or productive.

Isaiah/ Martha

Isaiah personalities operate from a strong sense of right and wrong. They need to see progress but can be demanding of others. They have great dreams but can lack the confidence to see their dreams succeed. They tend to be critical of themselves and suspicious of others. They are frustrated by those who do not accomplish what they have promised. They are interested in depth and are frustrated by shallow people or shallow programs. Like the prophet, they are anxious to hear from God, live lives of radical commitment and have the ability to envision what others have difficulty seeing.

Thomas/ Naomi

Thomases have to see it to believe it. They are perfectionists who tend to see what is wrong before they see what is right. They can be critical of themselves and others. They will work at one thing until they get it right. They like to have time alone to contemplate and can feel awkward in crowds. They tend to be deep, quiet, thoughtful and serious. They are often artistic, but are very detail oriented. Spiritually they are interested in the deep things of God and the Bible. They are impatient with what they perceive to be mere emotionalism and tend to be outwardly unemotional while having deep inward sensibilities. They tend to hold grudges and be unforgiving of those who have hurt or failed them.

Jeremiah/ Ruth

Jeremiahs have a strong sense of justice and injustice. They can feel deep emotions for those who have been wounded or treated unfairly. They are people of high integrity and expect people to be who they claim to be. Phoniness infuriates them. They are plagued with self-doubt but will do all they can to meet the expectations of others. They are hopeful, sympathetic, helpful and compassionate. They can be hard on those who fail to live up to their profession while being willing to do everything in their power to help people who want to change.

John/ Mary (Sister of Martha)

John's nickname in scripture is "the beloved." He is the author of the words, "beloved, let us love one another." People with his personality are interested in doing everything possible to facilitate love and peace among people. They are helpful, kind, caring and sharing, to the point at which they hurt themselves. They are tuned into people's emotions, anxious to listen to people's problems and have the ability to bring perspective to difficult situations. They are not highly motivated and have little need to accomplish much for themselves, but will spend all of their energies helping others if asked. They are not comfortable handling multiple tasks and are most successful dealing with one circumstance at a time.

Barnabas/ Mary Magdalene

"Barnabas" means "son of encouragement." In scripture we find him as the traveling companion of Paul and Mark. A Barnabas has great love for and confidence in other people. He/she is optimistic and a supporter of the underdog. A Barnabas wants to be wherever people are working together. He/she evaluates his/her life by the number of meaningful relationships that he/she has. This person gains the greatest joy in caring for others, encouraging others or celebrating with others. He/she tends to be upbeat and joyful, but can feel deep emotions for the suffering of others and is highly motivated to make the world better for others less fortunate.

Spiritual Gifts Test

Instructions

Using the separate score sheet, record your answers to the following questions in the appropriate blanks. Rate your responses as follows: 0 (not at all), 1 (rarely), 2 (sometimes), 3 (generally) and 4 (always). After filling in all the blanks, add up each row and place the total in the space provided. You have further instructions after completing the scoring.

1. I am deeply interested in missions and happily give to support them.
2. I have a special concern for people's spiritual lives and enjoy helping them draw closer to God.
3. I enjoy being the "go to" person and am not intimidated by responsibility.
4. I have the ability to say the right thing at the right time.
5. I enjoy learning and like to share what I have learned.
6. I am generally able to tell whether someone is authentic or phony.
7. I am never irritated when a special offering is being received and am always anxious to be a part.
8. I am compassionate and am generally aware when someone is hurting, even when they say everything is fine.
9. I am often confident that God is working to resolve a situation when everyone else seems hopeless.
10. When people are hurt or ill, I usually know how to help them.
11. I have often had unexplainable things happen in my life that only God could do.
12. I am most content behind the scenes doing "the dirty work" without recognition.
13. I seem to have unusual insight into the purposes of God and am anxious to share what He is doing.
14. I have the ability to take difficult concepts and make them understandable to most people.
15. I love to talk about God to others.
16. When I talk about the Word of God publicly, people are interested and engaged.
17. I have a knack for learning other languages.

18. I have the ability to understand what others are saying in a foreign language and to communicate it clearly to people who only speak my language.
19. I believe strongly that we need to start new churches and am interested in being a part of that process.
20. I have a deep passion for worship and enjoy creating worship experiences for others.
21. When there is a job to be done, I am the one who generally sees it and sees to it that it is done.
22. In difficult circumstances, I generally am one of the first to understand all the issues and to chart a way forward.
23. I often seem to have insights and understanding about scripture that others have difficulty grasping.
24. I seem to know before anyone else when a situation or person is raising “red flags.”
25. I am never concerned that I might give too much, only that I might give too little.
26. I always give people the benefit of the doubt, even when they seem to be in the wrong.
27. When I pray, I expect answers.
28. I have often prayed specifically for a person who was ill and have seen them recover in an unusual way.
29. It is not unusual for me to pray about an impossible situation and to see God work in unexpected ways.
30. If something needs to be done, I am one of the first to offer to do it.
31. It is not unusual for me to be able to tell someone what God is saying to them or doing in their lives when they seem confused.
32. I enjoy leading groups of people to new knowledge and insights.
33. I understand how to lead someone to faith in Jesus and enjoy doing so.
34. I am not afraid to tell a group of people what they need to hear from God, even if it means correcting their errors.
35. I am comfortable thinking and speaking in more than one language.
36. I have the ability to make the gospel clear to people who do not speak the same language as me.

37. I would happily give my time and resources to go to another city or another country to help start churches or to help build churches.
38. When someone is absent from church, I feel it is my responsibility to find out the problem and to help them to return.
39. I am good at helping people to see what needs to be done and working on it together.
40. People often come to me for advice about their problems and follow my advice.
41. When I read or study something, I generally retain it.
42. I am able to help people see what God is doing in their situation when they cannot understand what is happening.
43. I am always excited to be able to give an offering or to be able to give to a cause.
44. Often I am moved to help someone personally with food or clothes or household help.
45. When God's answers seem to be delayed for a long time, I never lose the sense of anticipation that He is at work in a spectacular way.
46. I get a great deal of enjoyment out of visiting people in the hospital or nursing home or just sitting with someone who is sick or in need.
47. I have no difficulty asking God for the impossible and expecting Him to deliver.
48. I am often one of the last ones left after parties or events, cleaning up and locking up.
49. It is not unusual for God to tell me to share a scripture or a thought with someone in regard to a specific situation and I am usually correct.
50. I get a great deal of satisfaction from helping people who are too sick to help themselves even when it includes distasteful chores.
51. It is not unusual for my conversations to turn to discussions about my faith, even with complete strangers.
52. When I read the Bible, I get excited about sharing new insights with others.
53. When I meet someone who speaks a different language than me, it doesn't take me long to figure out a way to communicate.
54. When translating from another language, I am able to understand how to make both the words and the meaning clear.
55. I have a deep burden for reaching the unreached with the gospel and spend a great deal of time praying for missions.

56. I enjoy taking responsibility for a group of people and helping them to draw closer to God.
57. I have good organizational skills and can generally help people to accomplish more than they thought they could do.
58. It is not unusual for me to sense what God might say to a person or group struggling through a difficult situation and to communicate that word in a meaningful way.
59. I am the person people turn to when they need specific answers requiring content and facts.
60. When they are confused or at a stand still, people generally turn to me to help them take the next step.
61. I find that God often funnels extra money through me so that I can give it to someone who has a need.
62. People often come to me and ask me to pray because they know that my prayers get through.
63. I have unusual insight as to the cause of people's illness and generally know exactly how to help them recover.
64. I have seen the raw power of God at work many times when others had no hope.
65. People often come to me when they need an extra hand with a project.
66. I have a special relationship with God in which I often hear Him speak to me in His Word about things that have not yet happened.
67. I get a great deal of satisfaction out of learning new ideas and sharing those ideas with others.
68. When I am leading a group, people are usually interested and engaged in the subject matter.
69. I am not afraid of what people will think of me if I tell them that I am a Christian.
70. I enjoy the process of carefully crafting a public address to produce interest, insight and change.
71. I enjoy worshipping with people who speak languages different from my own, even when I don't understand all the words.
72. It is not confusing to me to communicate in more than one language simultaneously.

Scoring Sheet

				Totals
1	19	37	55	A
2	20	38	56	B
3	21	39	57	C
4	22	40	58	D
5	23	41	59	E
6	24	42	60	F
7	25	43	61	G
8	26	44	62	H
9	27	45	63	I
10	28	46	64	J
11	29	47	65	K
12	30	48	66	L
13	31	49	67	M
14	32	50	68	N
15	33	51	69	O
16	34	52	70	P
17	35	53	71	Q
18	36	54	72	R

Further Instructions

Now that you have totaled your score on each line, identify those with the highest total and circle them. You may have from one to three items that stand out as the highest total. (Note: It does not matter whether your high score is 15 or 16 or whether your high score is 7 or 8, just choose those with the highest scores). Those items with the highest score can be considered your primary gift cluster. Check the key below and write the corresponding word in the margin next to the circled scores. Next, repeat the procedure with the next group of high scores. This time draw a square box around the one or ones that stand out as the next highest group. This can be considered as your secondary gift cluster.

GIFTS KEY

Leadership Gifts

- A. Apostle (missionary)
- B. Pastor
- C. Leadership
- D. Wisdom
- E. Knowledge
- F. Discernment

Service Gifts

- G. Giving
- H. Mercy
- I. Faith
- J. Healing
- K. Miracles
- L. Helping

Communication Gifts

- M. Prophecy
- N. Teaching
- O. Evangelism
- P. Exhortation
- Q. Tongues (languages)
- R. Interpretation of tongues (translation)

Another important note:

This test is based on the list of spiritual gifts found in Romans 12:6-8, 1 Corinthians 12:8-11 and Ephesians 4:11. Many Spiritual Gifts tests include gifts that are not specifically named in scripture such as Craftsmanship, Administration, Creative Ability, etc. While I do not dispute that these gifts and talents are also useful and necessary to the function of the Church, inclusion of such items can make it difficult to “draw the line” and distinguish between Spiritual Gifts that God gives through the Holy Spirit and talents and abilities that God uses to build His Church. Thus, I think that it is important to bring together all of our gifts, talents, passion and personality traits in the service of God and His Church. While I cannot argue that these lists in the New Testament constitute a complete list of the gifts that God gives to His people for the Church, I am convinced that these are Spirit-given gifts through which our various talents and abilities work to serve the Body.