

Spiritual Gifts Inventory Score Sheet

7-Always 6-Almost Always 5-Often 4-Sometimes 3-Rarely 2-Almost Never 1-Never

1	21	41	61	81	101	121	141	161	181	1
2	22	42	62	82	102	122	142	162	182	2
3	23	43	63	83	103	123	143	163	183	3
4	24	44	64	84	104	124	144	164	184	4
5	25	45	65	85	105	125	145	165	185	5
6	26	46	66	86	106	126	146	166	186	6
7	27	47	67	87	107	127	147	167	187	7
8	28	48	68	88	108	128	148	168	188	8
9	29	49	69	89	109	129	149	169	189	9
10	30	50	70	90	110	130	150	170	190	10
11	31	51	71	91	111	131	151	171	191	11
12	32	52	72	92	112	132	152	172	192	12
13	33	53	73	93	113	133	153	173	193	13
14	34	54	74	94	114	134	154	174	194	14
15	35	55	75	95	115	135	155	175	195	15
16	36	56	76	96	116	136	156	176	196	16
17	37	57	77	97	117	137	157	177	197	17
18	38	58	78	98	118	138	158	178	198	18
19	39	59	79	99	119	139	159	179	199	19
20	40	60	80	100	120	140	160	180	200	20

NAME: _____

Spiritual Gifts Inventory Key and Definitions

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|-------------------|-------------------------------|
| 1. Wisdom | 11. Compassion |
| 2. Knowledge | 12. Healing |
| 3. Administration | 13. Discernment |
| 4. Apostleship | 14. Teaching |
| 5. Shepherding | 15. Helping/Assistance |
| 6. Faith | 16. Evangelism |
| 7. Miracles | 17. Servanthood |
| 8. Prophecy | 18. Exhortation |
| 9. Leadership | 19. Tongues |
| 10. Giving | 20. Interpretation of Tongues |

Administration—the gift of organizing human and material resources for the work of Christ, including the ability to plan and work with people to delegate responsibilities, track progress, and evaluate the effectiveness of procedures. Administrators attend to details, communicate effectively, and take as much pleasure in working behind the scenes as they do in standing in the spotlight.

Apostleship—the gift of spreading the gospel of Jesus Christ to other cultures and to foreign lands. Apostleship is the missionary zeal that moves us from the familiar into uncharted territory to share the good news. Apostles embrace opportunities to learn foreign languages, visit other cultures, and go to places where people have not had the opportunity to hear the Christian message. The United States of America is fast becoming a mission field of many languages and cultures. It is no longer necessary to cross an ocean to enter the mission field. Even across generations, we may find that we need to "speak other languages" just to communicate.

Compassion—the gift of exceptional empathy with those in need that moves us to action. More than just concern, compassion demands that we share the suffering of others in order to connect the gospel truth with other realities of life. Compassion moves us beyond our comfort zones to offer practical, tangible aid to all God's children, regardless of the worthiness of the recipients or the response we receive for our service.

Discernment—the ability to separate truth from erroneous teachings and to rely on spiritual intuition to know what God is calling us to do. Discernment allows us to focus on what is truly important and to ignore that which deflects us from faithful obedience to God. Discernment aids us in knowing whom to listen to and whom to avoid.

Evangelism—the ability to share the gospel of Jesus Christ with those who have not heard it before or with those who have not yet made a decision for Christ. This gift is manifested in both one-on-one situations and in group settings, both large and small. Evangelism is an intimate relationship with another person or persons that requires the sharing of personal faith experience and a call for a response of faith to God.

Exhortation—the gift of exceptional encouragement. Exhorters see the silver lining in every cloud, offer deep and inspiring hope to the fellowship, and look for and commend the best in

everyone. Exhorters empower others to feel good about themselves and to feel hopeful for the future. Exhorters are not concerned by appearances; they hold fast to what they know to be true and right and good.

Faith—the exceptional ability to hold fast to the truth of God in Jesus Christ in spite of pressures, problems, and obstacles to faithfulness. More than just belief, faith is a gift that empowers an individual or a group to hold fast to its identity in Christ in the face of any challenge. The gift of faith enables believers to rise above pressures and problems that might otherwise cripple them. Faith is characterized by an unshakable trust in God to deliver on God’s promises, no matter what. The gift of faith inspires those who might be tempted to give up to hold on.

Giving—the gift of the ability to manage money to the honor and glory of God. Beyond the regular response of gratitude to God that all believers make, those with the gift of giving can discern the best ways to put money to work, can understand the validity and practicality of appeals for funds, and can guide others in the most faithful methods for managing their financial concerns.

Healing—the gift of conducting God’s healing powers into the lives of God’s people. Physical, emotional, spiritual, and psychological healing are all ways that healers manifest this gift. Healers are prayerful, and they help people understand that healing is in the hands of God. Often their task is to bring about such understanding more than it is to simply erase negative symptoms. Some of the most powerful healers display some of the most heartbreaking afflictions themselves.

Helping—the gift of making sure that everything is ready for the work of Christ to occur. Helpers assist others to accomplish the work of God. These unsung heroes work behind the scenes and attend to details that others would rather not be bothered with. Helpers function faithfully, regardless of the credit or attention they receive. Helpers provide the framework upon which the ministry of the body of Christ is built.

Interpretation of Tongues (*see also Tongues*)—the gift of (1) the ability to interpret foreign languages without the necessity of formal study in order to communicate with those who have not heard the Christian message or who seek to understand, or (2) the ability to interpret the gift of tongues as a secret prayer language that communicates with God at a deep spiritual level. Both understandings of the gift of interpretation of tongues are communal in nature: the first extends the good news into the world; the second strengthens the faith within the fellowship.

Knowledge—the gift of knowing the truth through faithful study of Scripture and the human situation. Knowledge provides the information necessary for the transformation of the world and the formation of the body of Christ. Those possessing the gift of knowledge challenge the fellowship to improve itself through study, reading of Scripture, discussion, and prayer.

Leadership—the gift of orchestrating the gifts and resources of others to accomplish the work of God. Leaders move people toward a God-given vision of service, and they enable others to use their gifts to the best of their abilities. Leaders are capable of creating synergy, whereby a group achieves much more than its individual members could achieve on their own.

Miracles—the gift of an ability to operate at a spiritual level that recognizes the miraculous work of God in the world. Miracle workers invoke God’s power to accomplish that which appears

impossible or impractical by worldly standards. Miracle workers remind us of the extraordinary nature of the ordinary world, thereby increasing faithfulness and trust in God. Miracle workers pray for God to work in the lives of others, and they feel no sense of surprise when their prayers are answered.

Prophecy—the gift of speaking the word of God clearly and faithfully. Prophets allow God to speak through them to communicate the message that people most need to hear. While often unpopular, prophets are able to say what needs to be said because of the spiritual empowerment they receive. Prophets do not foretell the future, but they proclaim God's future by revealing God's perspective on our current reality.

Servanthood—the gift of serving the spiritual and material needs of other people. Servants understand their role in the body of Christ to be that of giving comfort and aid to all who are in need. Servants look to the needs of others rather than focusing on their own needs. To serve is to put faith into action; it is to treat others as if they were Jesus Christ. The gift of service extends our Christian love into the world.

Shepherding—the gift of guidance. Shepherds nurture others in the Christian faith and provide a mentoring relationship to those who are new to the faith. Displaying an unusual spiritual maturity, shepherds share from their experience and learning to facilitate the spiritual growth and development of others. Shepherds take individuals under their care and walk with them on their spiritual journeys. Many shepherds provide spiritual direction and guidance to a wide variety of believers.

Teaching—the gift of bringing scriptural and spiritual truths to others. More than just teaching Christian education classes, teachers witness to the truth of Jesus Christ in a variety of ways, and they help others to understand the complex realities of the Christian faith. Teachers are revealers. They shine the light of understanding into the darkness of doubt and ignorance. They open people to new truths, and they challenge people to be more in the future than they have been in the past.

Tongues (*see also Interpretation of Tongues*)—the gift of (1) the ability to communicate the gospel to other people in a foreign language without the benefit of having studied said language (see Acts 2:4) or (2) the ability to speak to God in a secret, unknown prayer language that can only be understood by a person possessing the gift of interpretation. The ability to speak in the language of another culture makes the gift of tongues valuable for spreading the gospel throughout the world, while the gift of speaking a secret prayer language offers the opportunity to build faithfulness within a community of faith.

Wisdom—the gift of translating life experience into spiritual truth and of seeing the application of scriptural truth to daily living. The wise in our faith communities offer balance and understanding that transcend reason. Wisdom applies a God-given common sense to our understanding of God's will. Wisdom helps us remain focused on the important work of God, and it enables newer, less mature Christians to benefit from those who have been blessed by God to share deep truths.

Scripture Translations

These categories are derived from Paul's listings of spiritual gifts in Romans 12:6-8; 1 Corinthians 12:4-11, 27-31; and Ephesians 4:11. The following contemporary translations from the Greek are by Dan R. Dick.

Romans 12:6-8

Each of us is gifted in unique ways, to the measure of grace given us by God; the gift of prophecy (speaking God's word) in proportion to one's faithfulness; the gift of servanthood, in service; the teacher, in teaching; the one who encourages, in encouragement; the giver, in generous stewardship; the leader, in diligence; the compassionate, in sacrificial kindness.

Gifts listed:

1. Prophecy
2. Servanthood
3. Teaching
4. Exhortation (Encouragement)
5. Giving
6. Leadership
7. Compassion

1 Corinthians 12:4-11

There are many different gifts, but they all emerge from one Spirit; and there are many different ways to serve, but one Lord that we all serve; there are many things we can do, but it is God who directs us to do them. Everyone has been given a spiritual gift to use for the common good. To one person the Spirit gives wisdom, and to someone else knowledge by the exact same Spirit. Another receives the gift of faith, while the same Spirit grants gifts of healing to another. To others the Spirit grants the gift of miracle working, or prophecy, or the discernment of spirits, or speaking in other tongues, or interpreting other tongues. All of these gifts are activated by the same Spirit, who grants gifts to each person as the Spirit chooses.

Additional gifts listed:

8. Wisdom
9. Knowledge

10. Faith
11. Healing
12. Miracles
13. Discernment
14. Tongues
15. Interpretation of Tongues

1 Corinthians 12:27-31

Now you are the body of Christ, and each one of you is a member in it. God has appointed in the church first apostles, second prophets, then teachers, miracle workers, healers, helpers, administrators, and those who communicate in foreign tongues. Is everyone an apostle? Are all people prophets? teachers? miracle workers? Does everyone heal or speak in foreign tongues, or interpret those tongues? While it is right and good to pursue such gifts, I will show you an even more excellent goal.

Additional gifts listed:

16. Apostleship
17. Helping/Assistance
18. Administration

Ephesians 4:11-12

The gifts that the Lord gave are these: apostleship, prophecy, evangelism, shepherding, and teaching so that everyone might equip the saints for ministry, to build up the body of Christ.

Additional gifts listed:

19. Evangelism
20. Shepherding

Spiritual Gifts Clusters

Nurturing Gifts: Nurturing congregations tend to be very committed to building fellowship, visitation, small groups, Sunday school, and member care. The focus is primarily turned inward.

- Wisdom
- Shepherding
- Exhortation
- Helping
- Discernment
- Faith
- Compassion

Outreaching Gifts: Outreaching congregations tend to be very missional in nature, serving the community in a variety of ways and reaching out to people in the area. The focus is on the world.

- Apostleship
- Evangelism
- Working Miracles
- Compassion
- Healing
- Servanthood
- Prophecy

Witnessing Gifts: Witnessing congregations tend to emphasize worship, Christian education, and church growth. Faith sharing is central to the life of the fellowship. The focus is local.

- Knowledge
- Faith
- Prophecy
- Teaching
- Evangelism
- Exhortation
- Healing

Organizing Gifts: Organizing congregations tend to be highly structured, very organized, and program-rich. Committees and work teams involve large numbers of people. The focus is on the institution.

- Knowledge
- Administration
- Giving
- Leadership
- Helping
- Teaching
- Wisdom

In the work with congregations between 1986 and 2001, Tongues and Interpretation of Tongues did not appear frequently enough to emerge in a cluster pattern. Most likely, Tongues and Interpretation of Tongues would align with Outreaching and/or Witnessing clusters.
