Spiritual Gifts Inventory

From "For the Common Good (Discovering and Using your Spiritual Gifts)" by Christine Harman

Use the scoring system below. Then, total each group of statements, and record your score. (Your score for each group of five questions should range between 0 and 15.)

3 = Almost always true of me **2** = Sometimes true of me, about half the time **1** = Rarely true of me; rarely happens **0** = Not ever true of me

The corresponding answer key is found on page 127 in the back of this book. *(See the final page of this assessment for the gift corresponding to each group.)*

GROUP A Healing My score: _____

_____ I believe God has used me as an instrument of healing.
_____ Most of my prayer time is spent on behalf of people who need healing.
_____ There have been times when God has sent God's healing power through me to help other people.
_____ I believe God still heals people, just like the stories in the Bible tell us God did.
_____ People have told me they felt a healing presence when I prayed for them.

GROUP B Discernment My score: _____

_____ It is easy for me to determine whether or not someone is authentic in their spirituality.
_____ I am able to detect false teaching.
_____ I can tell when someone's ministry is driven more by a desire for recognition and attention than a desire to serve God humbly.
_____ I am able to tell when someone is speaking out of an inspiration of God.
_____ I can tell the difference between someone who is moved by the Holy Spirit and someone who is acting out of their own motivations.

GROUP C Serving My score: _____

_____ I place a high priority on getting tasks done quickly and correctly.
_____ I am comfortable working behind the scenes to support the community of faith.
_____ I feel close to God when I am doing routine or ordinary work in the church.
_____ There is no task too trivial for me if it helps build up the body of Christ.
_____ I enjoy getting a job done for the sake of getting it done, and it doesn't matter whether I get recognition or not.

GROUP D Tongues My score: _____

_____ In my deepest prayer experiences, I speak to God in words I don't understand.
_____ I often speak in tongues when I feel the power of the Holy Spirit most intensely.
_____ The first time I prayed in tongues, it came very naturally to me.
_____ When offering praise and thanksgiving to God, I often feel that common language is inadequate.
_____ Praying in another language, perhaps an unknown language, has had a great impact upon my prayer life.

GROUP E Teaching My score: _____

_____ I never tire of doing in-depth study of scripture to make it easier for others to understand its lessons.
_____ I am thrilled to see another person grow in knowledge and understanding of scripture.
_____ I am more comfortable creating my own teaching material than using mass-prepared material.
_____ I am able to explain scripture in a variety of ways so people can understand it.
_____ I am able to use various delivery methods in class to adapt to the diversity of learning styles.

GROUP F Apostleship My score: _____

_____ I would be willing to go wherever Christ calls me to start a church.
_____ I would jump at the chance to relocate to serve the church and bring new believers to Christ.
_____ I have a strong desire to take the gospel to an unchurched area.
_____ I am comfortable with people of diverse cultures and backgrounds.
_____ I would be comfortable sharing the gospel with persons whose beliefs and culture are different from mine.

GROUP G Giving My score: _____

_____ I am blessed to be able to give money for the mission and ministry of the church.
_____ I know God will meet all my needs and that I can therefore share my income above and beyond my tithe.
_____ I practice giving as a spiritual act of gratitude offered to God.
_____ I make sure my offering goes to my church each week, even though I may not be physically present.
_____ I believe giving 10 percent of my income to the church is just the starting point of my stewardship.

GROUP H Faith My score: _____

_____ I believe God is as active today as in biblical times.
_____ I know that I can trust God's promises no matter what else may happen around me.
_____ I firmly believe trusting in God will make all the difference in a person's life.
_____ I see God's presence in all aspects of life today.
_____ It is especially meaningful to me to be able to spend a lot of time praying on behalf of other people and their situations.

GROUP I Interpretation of Tongues My score: _____

_____ I have interpreted tongues to help other people worship God.
_____ I am able to detect whether or not someone is authentic when that person is speaking in tongues.
_____ When I hear someone praying aloud in tongues, I know exactly what that person is praying.
_____ If someone is speaking in an unknown language while in a state of spiritual ecstasy, I'm able to interpret to others what is being expressed.
_____ I believe unbelievers can be helped when I interpret speaking in tongues in a worship service.

GROUP J Prophecy My score: _____

_____ I do not shrink from sharing biblical truth, even though I know I might be criticized for doing so.
_____ I believe God gives me special insights into building up the body of Christ.
_____ I am able to point out to people how they should change their lives to grow closer to God.
_____ I often feel compelled to share spiritual insights that I believe God has given to me specifically.
_____ I am able to show others how God's word speaks to today's situations.

GROUP K Wisdom My score: _____

_____ I have often been moved by God to offer good advice when asked for my opinion about a particular situation.
_____ When I have offered counsel regarding spiritual matters, people have told me I demonstrate spiritual maturity.
_____ I am frequently able to see how God's truth applies to specific situations.
_____ At times, I have demonstrated a kind of wisdom that can only come directly from God and not from my own experience.
_____ When there are several positions on an issue, I have a strong sense of which direction God wants taken.

GROUP L Leadership My score: _____

_____ I am effective in getting a group of people to complete their assigned task and celebrate their achievement.
_____ People often look to me as an example or role model.
_____ I am good at figuring out who the best person is to get a job done and then delegating the work to that person.
_____ I am good at stating a large goal, then helping people figure out ways to organize themselves and get it done.
_____ If I am part of a group that is disorganized, I will step forward to help them get organized.

GROUP M Evangelism My score: _____

_____ I am thrilled to be able to lead others to Christ.
_____ I believe winning people to Christ is the most important thing I can do to serve God.
_____ My heart is burdened when I think of those who have not made a decision for Jesus Christ.
_____ I never tire of telling people what a difference Christ has made in my life.
_____ I am comfortable in sharing the gospel of Christ with unbelievers.

GROUP N Compassion/Mercy My score: _____

_____ I feel compelled to help people in need and find I am more blessed for doing so.
_____ I seem to be able to see where people are hurting and where they need comfort more quickly than others do.
_____ I have a strong desire to reach out to those who are in need (physically, spiritually, and emotionally).
_____ I seem to spend some part of each day responding to someone in need, even if it is just listening.
_____ I feel very close to Christ when I am able to reach out to people who are disadvantaged or neglected.

GROUP O Administration My score: _____

_____ I am personally well organized, and when I set a goal, I follow through to achieve it.
_____ People frequently turn to me to help get something organized.
_____ I am able to remain calm in chaotic situations and focus on the action necessary to achieve a goal.
_____ I can help people identify their gifts and abilities and then assist them in finding ways to use those gifts and abilities to serve God.
_____ I feel greatly rewarded when I can help get a project organized and see people functioning to accomplish the goals of the project.

GROUP P Working Miracles My score: _____

_____ I have been used by God to turn what seemed impossible into something that was possible.
_____ I have been a tool in God's hands to bring about supernatural changes in people's lives.
_____ I have felt prompted by God to do something for God and have seen unexplainable results occur.
_____ I have seen God work miracles through my prayers.
_____ God has used me to make something happen that was beyond human capability.

GROUP Q Knowledge My score: _____

_____ There have been occasions when I have received powerful insight into a situation by some means other than normal communications.
_____ At times, I have been speaking to someone and become greatly aware of something happening in that person's life, without their telling me about it.
_____ There have been times when I suddenly understood particular choices open to the church when no one else did.
_____ God has enabled me to know something before other people became aware of it.
_____ People have been surprised when I tell them something about themselves that they did not share with me.

GROUP R Shepherding My score: _____

_____ I enjoy guiding people on their spiritual journey.
_____ People know I have a genuine interest in seeing them grow as disciples.
_____ People often turn to me for spiritual guidance and direction.
_____ I am willing to take responsibility for helping a group of people develop Christian maturity.
_____ I take very seriously the call to nurture people in the development of their faith.

GROUP S Helps My score: _____

_____ I am always willing to do something for people to free them to serve in their own ministries.
_____ I know that my service behind the scenes is necessary to enable more visible things to happen.
_____ I enjoy working in the background in ways that help other people get the spotlight focused upon them.
_____ I receive great joy in serving the church in ministries that enable other ministries to happen.
_____ People know I can be counted on to think of the small tasks that need doing and that no one else usually thinks about.

GROUP T Exhortation My score: _____

_____ People often turn to me when they are feeling down and need encouragement.
_____ I seem to be able to offer trusted counseling without sounding like a know-it-all to people who turn to me.
_____ I enjoy coaching others in their spiritual growth, especially when they are encountering problems.
_____ I never tire of offering encouragement to other believers.
_____ I believe it is important for me to help others see how God works in their lives, even in the tough times.

Spiritual Gifts Inventory — Scoring Summary

After completing the inventory, transfer each group score here.

Group	Spiritual Gift	Score
A	Healing	_____
B	Discernment	_____
C	Serving	_____
D	Tongues	_____
E	Teaching	_____
F	Apostleship	_____
G	Giving	_____
H	Faith	_____
I	Interpretation of Tongues	_____
J	Prophecy	_____
K	Wisdom	_____
L	Leadership	_____
M	Evangelism	_____
N	Compassion/Mercy	_____
O	Administration	_____
P	Working Miracles	_____
Q	Knowledge	_____
R	Shepherding	_____
S	Helps	_____
T	Exhortation	_____

Spiritual Gifts Descriptions

A. Healing

A gift reflected in praying for people who need healing, trusting that God heals, and serving as an instrument through whom others experience God's healing presence.

B. Discernment

A gift of recognizing spiritual authenticity, detecting false teaching, distinguishing God-inspired activity from personal motivation, and discerning what is truly of the Holy Spirit.

C. Serving

The ability to provide service or labor to support the mission and ministries of the church. These acts can be ordinary or routine and performed in a way that is often unnoticed. Those with the gift of serving put the needs of others ahead of themselves. We take our example from Christ, who took the role of a servant and served others. (See Acts 6; Galatians 5:13; 6:10; and 1 Peter 4:10-11. Hymn #421, “Make Me a Captive, Lord, Whose Feet Through Humble Service”)

D. Tongues

The ability to pray, praise, or speak in an unknown or foreign language. Refer to “Interpretation of tongues” for instructions regarding when to share this gift publicly. (See Acts 2:1-13; and 1 Corinthians 14:1-14, Hymn #539, “O Spirit of the Living God”)

E. Teaching

The ability to analyze, communicate, and apply biblical truths and other Christian teachings in ways that help people grow in faith. The gift of teaching is not limited to Sunday school activities. There are many other opportunities to apply this gift, both inside and outside the local church. The gift of teaching requires a lot of work by the one who has the gift, as the teacher must also be a continual learner. Effective teachers not only know the facts but also know how to convey them in ways that learners can understand and translate into the behaviors of a disciple. (See Acts 18:24-28; Colossians 3:16; and James 3:1. Hymn #277, “Tell Me the Stories of Jesus”)

F. Apostleship

A gift reflected in willingness to go where Christ calls, relocate for ministry, reach unchurched areas, work across cultures, and share the gospel with people of different beliefs and backgrounds.

G. Giving

A gift reflected in generous financial support of the mission and ministry of the church, giving as an act of gratitude, and trusting God enough to share beyond one's tithe.

H. Faith

A gift reflected in deep trust in God's promises, confidence in God's presence and activity, and prayerful trust that God can make a difference in people's lives.

I. Interpretation of Tongues

The ability to translate and reveal to the body of believers the message shared by someone speaking in tongues. Paul had very specific instructions for this gift, in relation to those who speak in tongues. So important is this gift of interpretation that without the presence of an interpreter, those with the gift of tongues should remain quiet. (See Acts 2:1-13; and 1 Corinthians 14:1-14, 27-28. Hymn #539, “O Spirit of the Living God”)

J. Prophecy

The ability to relate biblical truth in timely and relevant ways that offer interpretation of historic or modern messages from God. In some scripture passages, this may be translated as “preach” or “preaching.” The gift of prophecy is applied to present situations; it does not serve as a kind of fortune-teller, seeing into the future. It is common for modern-day prophets to be dismissed or ignored if their statements call us to recognize we have strayed from God's will. (See Acts 11:27-30; 15:32-38; and 1 Corinthians 14:3-5. Hymn #159, “Lift High the Cross”)

K. Wisdom

The ability to make exact and practical applications of knowledge imparted directly by God. The gift of wisdom works well with the gift of knowledge. Knowledge provides the “what to do,” and wisdom offers the “how.” Those with the gift of wisdom are the ones

we seek to create responses to various situations, as well as test solutions we may already have determined. The counsel of those with the gift of wisdom is sought by leaders and shepherds, seeking to be their most effective as they relate to people within their span of care. (See Acts 6:3-10; 1 Corinthians 1:18-27; 2:6-13; Colossians 1:28; 3:16; and James 3:13, Hymn #598, “O Word of God Incarnate”)

L. Leadership

The ability to share God's vision and will for the church and its people, then to inspire and direct them to accomplish God's will. The gift of leadership can be expressed in a variety of places and does not always have to be at the top of the organizational chart. A poorly led support committee can have detrimental effects, but a well-led one contributes to the church's mission. This is another enhancing gift that applies across all ministries in the church and, when done effectively, enables achievement of desired results. The gift of leadership focuses on the places God desires people to go and functions in ways that inspire people to follow toward that destination or vision. Without leadership, ministries may fail in their execution, and people may become frustrated and withdraw their participation. (See Acts 7:9-10; and 1 Timothy 3:1-13, Hymn #128, “He Leadeth Me: O Blessed Thought”)

M. Evangelism

A gift reflected in a strong desire to lead others to Christ, share the difference Christ has made, and communicate the gospel with people who do not yet believe.

N. Compassion/Mercy

A gift reflected in noticing where people are hurting, responding to people in need, and reaching out to those who are disadvantaged or neglected.

O. Administration

A gift reflected in organizing people and projects, following through on goals, remaining calm in chaos, and helping people identify and use their gifts in service to God.

P. Working Miracles

The ability to perform supernatural acts that transcend our understanding of nature’s laws. The gift of miracles is not only about being used by God in ways we cannot predict or understand but also about living in ways that demonstrate our belief that God does, indeed, work miracles and that we expect God to work miracles. Any actions in which the gifted individual is engaged are done in ways that point to God and not to the individual. (See Acts 4:29-30; 9:36-41; 20:7-12; and Romans 15:18-19. Hymn #57, “O For a Thousand Tongues to Sing”)

Q. Knowledge

The ability to understand or comprehend the truth of a situation or belief from God's point of view. When shared with others, it is observed as wisdom, Modern viewpoints consider this to be related to knowledge in general and an ability to gather information and synthesize it into concepts. This approach is closely related with personal learning styles. (See Colossians 1:9-12; 2:2-3; and 2 Peter 1:2-11, Hymn #420, “Breathe on Me, Breath of God”)

R. Shepherding

The ability to nurture, tend, and lead people in the ongoing development of their discipleship. The gift of shepherding applies to both pastors and laypersons who care for the congregational flock. Shepherds care for the advancement of the group in their care while seeing to the individuals within that group. This ministry is vital to those who guide covenant discipleship groups or other small groups for ongoing discipleship formation. (See Matthew 18:12-14; John 10:11-18; Acts 20:28; and 1 Peter 5:1-4, Hymn #381, “Savior, Like a Shepherd Lead Us”)

S. Helps

The ability to provide assistance to others for a release from effects, but a well-led one contributes to the church's mission. The gift of helps is more than pitching in to lend aid; the acts are directed at alleviating encumbrances. People with the gift of helps are those tireless workers whose presence makes things go better. They are always at the ready to respond and do so with a cheerful heart. This is another enhancing gift whose offerings cross all lines of ministry and help round out the effectiveness of other gifts. (See Acts 9:36; 20:35; and Hebrews 1:14; 6:10. Hymn #634, “Now Let Us From This Table Rise”)

T. Exhortation

A gift reflected in encouraging people, offering trusted counsel, coaching others in spiritual growth, and helping people see how God is at work even in difficult times.