

Name:

**W**

\*

**P**

## **Personal Profile**

### **My SHAPE for Ministry**

\*

**A**

\*

**H**

**Spiritual Gifts**

**Heart**

**Abilities**

**Personality**

**Experience**

\*

**S**



Name:

Email:

Best contact phone:

Address:

## **SPIRITUAL GIFTS**

Spiritual gifts I believe I have (from list):

- 1.
- 2.
- 3.

I believe I may have these gifts because:

- 1.
- 2.
- 3.

## **HEART**

1. What I have a heart for, or what motivates me most (from list):

I love to  
I love to  
I love to

2. Who I love to work with most, and the age and type of people:

3. Church issues, ministries, or possible needs that excite or concern me most:

4. If I knew I couldn't fail, this is what I would attempt to do for God in my life:

## **ABILITIES**

1. My current vocation/job is:

2. Other jobs or skills I have experience in:

3. I believe I have these specialized abilities (from list):

4. I have taught a class or seminar on:

5. I think my most valuable skill is:

### **PERSONALITY**

|                 |   |   |   |   |   |                 |
|-----------------|---|---|---|---|---|-----------------|
| Extroverted     | 1 | 2 | 3 | 4 | 5 | Introverted     |
| Self-Controlled | 1 | 2 | 3 | 4 | 5 | Self-Expressive |
| Routine         | 1 | 2 | 3 | 4 | 5 | Variety         |
| Cooperative     | 1 | 2 | 3 | 4 | 5 | Competitive     |
| Thinker         | 1 | 2 | 3 | 4 | 5 | Feeler          |

### **EXPERIENCES**

#### **MY SPIRITUAL JOURNEY**

This is how and when I became a Christian, and what it has meant to me since then:

Times I have felt closest to God, and meaningful spiritual experiences that stand out in my mind:

## **MY PAINFUL EXPERIENCES**

These are the kinds of trials or problems I could relate to and encourage a fellow Christian that who going through:

## **MY EDUCATIONAL EXPERIENCES**

Where I attended school, and my favorite subjects:

Seminars or training that has been meaningful to me:

## **MY MINISTRY EXPERIENCE**

Where I have served in the past (if applicable):

(Name of church, Where, Position of service, Years involved)

1.

2.

3.

After reviewing the Ministry Descriptions of Greater Shiloh, I feel I am best "shaped" for:

1.

2.

3.

## Discovering Our Spiritual Gifts

### A Seminar in Spiritual Formation

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.

#### **The Basics about Spiritual Gifts**

##### **Greek Words Used to Denote Spiritual Gifts**

*charismatos*

(literally "grace gifts")

and

*pneumatekon*

(literally "air gifts")

##### **New Testament Passages That Describe Spiritual Gifts**

Romans 12:1-13

I Corinthians 12:1-31

Ephesians 4:1-15

I Peter 4:7-14

##### **One Definition of A Spiritual Gift**

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. 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.

**Let's begin!**

## 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:

- |         |   |
|---------|---|
| 5 ..... | Highly 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 respond 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.  |

**For scoring directions, please turn to the next page.**

### 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. | Totals |
|-------------------|----|-------|----|-------|----|-------|----|-------|-----|-------|--------|
| 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:

1.

2.

3.

### **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 create an environment in which obedience to God's Truth can be practiced.

### **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 the skills, talents, and spiritual gifts of other people, especially other Christians.

**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 perform the most basic acts of kindness as a means to glorify God and to embody the Gospel.

**Giving**

The capacity to manage one's own resources (income, time, energy, skills, and gifts) in such a way that there is more than enough to share with other people.

**Prayer**

The ability to sense whom and for what to pray.

**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.