



**What are your gifts and talents?**

**How has God equipped you for your role in His Kingdom?**

## **The Spiritual Gifts & Talents Inventory**

The Spiritual Gifts and Talents Inventory is designed to help you identify which spiritual gifts you have blessed with and are challenged to use in your daily life to response to your baptismal call to build up the Kingdom of God. The Inventory takes 15 to 25 minutes to complete. The questions assess your gifts in 23 separate areas. Once you've totaled your scores for each of the gifts, determine your top three gifts. From there, you can use the List of Spiritual Gifts to deepen your understanding of these gifts and how you can put them to use in God's plan.

### **Instructions:**

**Please begin with the Prayer for Discernment on page 2.**

The Inventory is on pages 3 to 8. Indicate with an "X" whether you Agree Strongly, Agree Somewhat, are Undecided, Disagree Somewhat, or Disagree Strongly. The number above each answer is the point value you use when scoring your Inventory.

Don't be modest! Answer spontaneously and honestly...

But, don't confuse "having fun" doing something with feeling joy, purpose or a deep call in that area. Often, friendly, fun-loving and dedicated people so much enjoy being with and serving others that they may identify areas as spiritual gifts that are activities they enjoy. A hint: when you are able to be more effective than your own skills would lead you to expect...then the Holy Spirit is working through you!

**Credits:** This is adapted from the Spiritual Gifts Inventory developed by Michael Anne Haywood and further adapted for use by St. Austin Catholic Parish, Austin, TX. This Inventory has been customized to meet the needs of St. Jerome Catholic Church, Largo, FL.



**God our Father,  
You have a plan for each one of us,  
You hold out to us a future full of hope.**

**Give us the wisdom of your Spirit  
so that we can see the shape  
of your plan in the gifts  
you have given us,  
and in the circumstances  
of our daily lives.**

**Give us the freedom of your Spirit,  
to seek you with all our hearts,  
and to choose Your Will above all else.  
We make this prayer through Christ our Lord.**

## The Spiritual Gifts Inventory

Select only one answer per question.

Responses:

SA: Strongly Agree (4 points)

AS: Agree Somewhat (3 points)

U: Undecided (2 points)

DS: Disagree Somewhat (1 point)

SD: Strongly Disagree (0 points)

QUESTIONS	SA	AS	U	DS	SD
1. I find great joy in leading people to accomplish goals					
2. I feel called to be a leader in the church					
3. I look for opportunities to help people who have trouble doing for themselves					
4. I find that the repair and maintenance of things in my environment come easily to me.					
5. It seems easy to perceive what a person is doing is honest or dishonest.					
6. I enjoy sharing about God with people who are not church-goers.					
7. I enjoy motivating people to a higher spiritual commitment.					
8. I try to do God's will, even when it is not the popular thing to do.					
9. It is very satisfying to me to give generously of my money for God's work.					
10. I enjoy the opportunity to pray with and for a person who is physically ill.					
11. I like having people in my home.					
12. I seem to recognize prayer needs instinctively.					
13. I enjoy learning new things of all kinds.					
14. I feel great compassion for the problems of others.					
15. I adapt easily in a culture different from mine.					
16. I like to sing hymns and songs either alone or with other people.					

Spiritual Gifts Inventory, Continued

QUESTIONS	SA	AS	U	DS	SD
17. I enjoy having the responsibility of leading other people in their spiritual life.					
18. I am ready to try the impossible, because I have great trust in God.					
19. I like to talk about spirituality with other Christians.					
20. I enjoy doing "chores" around the church.					
21. I'm excited in helping people discover important insights in the scriptures.					
22. I communicate easily with people of a different culture or language background.					
23. People with spiritual problems have come to me for advice or counsel.					
24. People seem to enjoy following my leadership in undertaking an important task.					
25. I feel that God gives me wisdom in leading people in spiritual matters.					
26. I enjoy helping with the emergency tasks around the church.					
27. I have enjoyed creating various kinds of arts and/or crafts.					
28. I seem to have a sense of the direction in which God is leading.					
29. I seem to be able to sense when the Spirit is leading a person to realize the Holy in their life.					
30. I have a knack for bringing out the best in others.					
31. I'm willing to keep trying, even when a task is tedious and seems unending.					
32. I share my possessions with others willingly.					
33. I have prayed with a person in distress, and the person was comforted.					
34. I do not feel uncomfortable when people drop in unexpectedly.					
35. I pray for others often and for significant periods of time.					
36. Through study, I have learned many helpful insights.					
37. Visiting people in retirement homes or the hospital gives me great satisfaction.					
38. It is easy for me to move into a new community and make friends.					
39. God has given me the ability to play a musical instrument, and I enjoy it.					

Spiritual Gifts Inventory, Continued

QUESTIONS	SA	AS	U	DS	SD
40. It is exciting to provide spiritual leadership for a congregation.					
41. I am often ready to believe God will lead us through a situation which others feel is impossible.					
42. I like to share Scripture to comfort or to encourage others.					
43. I enjoy doing routine tasks for the glory of God.					
44. I have enjoyed teaching individuals and/or classes.					
45. I derive spiritual meaning from music, art or nature.					
46. I enjoy helping another to find solutions to difficult problems in life.					
47. I like to organize people for more effective ministry.					
48. I have little fear in leading people in spiritual matters.					
49. I don't mind helping people who are sick or disabled.					
50. I like to create things with my hands.					
51. I seem to have a knack for sensing the difference between truth and error.					
52. I am drawn to share my faith in God with others.					
53. I like to encourage inactive church members to become involved again.					
54. I am sure of God's living presence, even when things go wrong.					
55. I appreciate the opportunity to give of my skills and energy in a critical situation.					
56. I feel called to be a part of the healing ministry of the Church.					
57. People seem to be very comfortable in my home.					
58. God consistently answers my prayers in tangible ways.					
59. I have learned much about God from Scripture, books and observing life.					
60. I sense joy in comforting people in difficult situations.					
61. I am able to relate to and communicate with people of different locations and cultures.					
62. I have enjoyed being involved with Church, school and/or local musical productions.					
63. I like to assist people with their spiritual problems.					
64. I believe that when I am doing God's will, God can and does work through me.					
65. I enjoy relating God's Word to the issues of the day and sharing this with others.					
66. I'm glad to help, but I don't want to be in charge.					
67. It seems that people learn readily when I teach them.					

Spiritual Gifts Inventory, Continued

QUESTIONS	SA	AS	U	DS	SD
68. I can communicate well with people who are limited by a physical or mental handicap.					
69. I seem to be able to help people find the truths they seek.					
70. I like the challenge of making important decisions.					
71. I appreciate the opportunity to share God's word with others.					
72. One of my ministries is to help other people bear their burdens.					
73. I like to spend time and money improving and beautifying things in God's creation.					
74. I have helped people to discover God's will in their lives.					
75. I have sometimes shared spiritual experiences with a neighbor who doesn't attend church.					
76. People who are feeling perplexed often come to me for encouragement and comfort.					
77. When everyone is discouraged – even me – I still trust in God.					
78. If I cannot give much money to support God's work, I give generously of my time.					
79. I feel peace when I am with a person who is sick or injured.					
80. When missionaries or church leaders come to our church I like (or would like) to have them come to my home.					
81. I faithfully pray for others recognizing that their effectiveness and total well-being depends on God.					
82. Knowledge about the Bible and of church teachings help me to solve problems in daily life and in the life of the Church.					
83. People seem to think I am a kind, compassionate person.					
84. The thought of beginning a new parish in a new community is exciting to me.					
85. I feel secure that my musical ability will be of benefit to the people with whom I come in contact.					
86. People like to bring their troubles and concerns to me because they feel I care.					
87. People seem to think of me as one who believes that with God everything is possible.					
88. It is important for me to speak out against wrong when I see it in the world.					

Spiritual Gifts Inventory, Continued

QUESTIONS	SA	AS	U	DS	SD
89. I find more satisfaction in doing a job myself than in finding someone else to do it.					
90. One of the joys of my ministry is training people to be more effective in living out their faith.					
91. I can make sense of specialized information (like computers, blueprints, accounting, or others)					
92. I feel that I have insight in selecting workable alternatives in difficult situations.					
93. When I am in a disorganized group, I tend to be the first one to step forward to get us organized.					
94. I enjoy training workers in the congregation.					
95. If a family is facing a serious crisis, I enjoy the opportunity to help them.					
96. I find pleasure in designing, creating or decorating things.					
97. I often look beneath the surface and discover richer meanings.					
98. I feel a deep concern for the people in my community who have not been attracted by the church.					
99. I am sort of like a cheerleader, cheering others on when they are doing something well.					
100. I keep praying.					
101. I give sacrificially of my time, talents and resources because I know God will meet my needs.					
102. I feel strongly that my prayers for a sick person are important.					
103. I have opened my home to someone in need.					
104. I find myself praying even when I am doing other things.					
105. I find it an enjoyable challenge to read and study a difficult book of the Bible.					
106. I find great satisfaction in visiting people who are confined to their homes.					
107. I have a strong desire to meet people of other communities and countries and to talk about our respective understandings of God.					
108. I have a knack for selecting appropriate and inspiring music for worship services or fore parish events.					
109. I enjoy a close relationship with people in a one to one situation.					
110. I will take on a difficult task for the Church, because God will give me the ability to see it through.					

Spiritual Gifts Inventory, Continued

QUESTIONS	SA	AS	U	DS	SD
111. I feel called to stand up for what is right, even if it irritates others.					
112. I like to do things without attracting too much attention.					
113. It is easy to organize materials for teaching a Bible class.					
114. I have a knack for foreign languages – ASL or Braille.					
115. I have confidence in dealing with problems.					

Thank you for taking the Spiritual Gifts Inventory!

The next page has the scoring sheet – discover your gifts.



## SCORING YOUR SPIRITUAL GIFTS

Put your score for each response in the table below. Remember to use:

- 4 for Strongly Agree (SA)
  - 3 for Agree Somewhat (AS)
  - 2 for Undecided (U)
  - 1 for Disagree Somewhat (DS)
  - 0 for Strongly Disagree (SD)
- Sample:

Alex is entering his response scores.

He Agreed Somewhat (3 points) with Question 1; was Undecided about #24 (2 points); Agreed Somewhat with #47 (3 points); Agreed Strongly with #70 (4 points) and was Undecided for #93 (2 points).

					TOTAL	Spiritual Gift					
1.	3	24.	2	47.	3	70.	4	93.	2	14	Administration

Alex would proceed in like manner for all the spiritual gifts.

SCORING:

					TOTAL	Spiritual Gift
1.		24.		47.		Administration
2.		25.		48.		Apostle
3.		26.		49.		Caregiver
4.		27.		50.		Craftsmanship
5.		28.		51.		Discernment
6.		29.		52.		Evangelist
7.		30.		53.		Encouragement
8.		31.		54.		Faith
9.		32.		55.		Generosity
10.		33.		56.		Healing
11.		34.		57.		Hospitality
12.		35.		58.		Intercession
13.		36.		59.		Knowledge
14.		37.		60.		Mercy
15.		38.		61.		Missionary
16.		39.		62.		Musician
17.		40.		63.		Servant Leadership
18.		41.		64.		Trust
19.		42.		65.		Prophet
20.		43.		66.		Serving
21.		44.		67.		Teaching
22.		45.		68.		Communication
23.		46.		69.		Wisdom

## Understanding Your Scores

What Your Scores Mean:

Score:	Interpretation:
20-16	You are either doing this or you should be
15-11	You could easily do this if you want to
10-6	You would have to work hard to do this gracefully
5-0	You would probably not enjoy doing this.

Your gifts:

Using the results of the survey, enter your three highest-scoring gifts as Dominant. Then enter your next three highest-scoring gifts (4<sup>th</sup>, 5<sup>th</sup> and 6<sup>th</sup> place) as Subordinate:

Dominant Gifts:

- 1.
- 2.
- 3.

Subordinate Gifts:

- 4.
- 5.
- 6.

What ministries are you now performing – formally or informally?

How do the ministries in which you are currently involved match your gifts?

How might God be calling you to affirm, or change, the ministries in which you serve, based upon your gifts and talents?

What ministry models or roles seem suitable for you?

Discuss your findings and questions with other believers. Record their comments in the space below:

**\*\* If possible, ask someone who knows you very well to complete the Inventory as if you; this will help you identify if personal modesty or another barrier is keeping you from honestly assessing your gifts and talents. \*\***

## DESCRIPTIONS OF THE SPIRITUAL GIFTS AND SOME PARISH AND EXTERNAL MINISTRIES

**ADMINISTRATION:** The Holy Spirit enables some individuals to motivate, direct and inspire God's people in such a way that they voluntarily and harmoniously work together to do the Church's work effectively. This gift involves being able to put things together, tie up all the "loose ends" and get things done, setting a pattern for others to follow. Adeptness at financing, planning, organizing, delegating responsibilities and problem-solving can be indications of the gift of administration. **Hebrews 13:7; Judges 3:10; Exodus 18:13-16.**

**Examples of ministries:** Funeral ministry, Embrace, Knights of Columbus, Fellowship Committee, Agape, Church office help, Religious Education, Pastoral Council, Adult Faith Formation, Finance Council, Hospitality/Ushers/Greeters.

**Apostleship:** To exercise the gift of apostleship is to perceive and accept God's call to lead others in their spirituality, and to be instrumental in acknowledging God's grace and authority in the life of the Church. This gift involves being able to lead others wisely and compassionately and training others in spiritual matters. Apostleship includes a combination of wisdom, discernment, leadership and teaching. **Matthew 4:18-22; Acts 14:21-23.**

**Examples of ministries:** Bible Study, Religious Education, Adult Faith Formation, Pastoral Council, Social Justice Ministry, FAST, Small Christian Communities/Connect Groups, Young Adult Ministry, RCIA Sponsor, Finance Council, Pastoral Care

**Caregiving:** The Holy Spirit empowers some persons to willingly bear the burdens of others and help them in such a way that they can do their tasks more effectively. To exercise the gift of caregiving or helping is to give assistance or relief from distress where it is needed. This gift involves a willingness to help others even when the jobs may be messy or involve getting into close proximity with persons who are sick or distressed. **Matthew 25:34-40; Acts 6:2-4.**

**Examples of ministries:** Funeral ministry, Food for the Poor, Pastoral Care, Pinellas Hope, Outreach to Homebound/Elderly, Nursery/Childcare volunteer, Youth Ministry

**Craftsmanship:** To exercise the gift of craftsmanship one must have or develop a skill, be it a hobby or a vocation, and must be willing to share this ability with others either in finished products or in teaching others the skill. This gift involves any art, craft or skill, from painting to pottery, woodwork to weaving, computer skills or technology – any art or craft that can be used to the glory of God. **Exodus 28:3-4; Jeremiah 18:1-6; Exodus 35:35**

**Examples of ministries:** Church office help, Altar-Rosary Society, Sacristan, Technology Committee, Parish grounds volunteer

**Discernment:** The Holy Spirit enables some of us to discover the will of God. To exercise the gift of discernment is to distinguish between truth and error, to identify whether something is of God. This gift involves wisdom and prayerfulness. **Proverbs 17:24; Hosea 14:8-9; Acts 5:3-6.**

**Examples of ministries:** Extraordinary Minister of Holy Eucharist; pastoral care; Bible Study; Embrace; Pastoral Council; Finance Council

**Evangelization:** The Holy Spirit enables individuals to share the Gospel with others in such a way that they come to know God. To exercise the gift of evangelization is to share one's faith within and beyond the parish. This gift involves an unabashed willingness to share the Good News and one's personal faith journey. **Acts 8:26-40; II Timothy 4:5**

**Examples of ministries:** Catechesis of the Good Shepherd, Adult Faith Formation, Youth Ministry, Embrace, Alpha, Small Christian Communities, Young Adult Ministry, RCIA Sponsor, Lectors, Bible Study

**Encouragement:** Empowered by the Holy Spirit, some persons are called to stand beside other people who are in need and bring comfort, counsel and encouragement so they feel helped. To exercise the gift of encouragement is to call forth the best from others. This gift involves helping others to be more dedicated in living out their faith, bolstering them up when they are discouraged or downhearted, and challenging them to see the goals to which God calls them. **Acts 11:23-24, Acts 13:21-22**

**Examples of ministries:** Young Adult Ministry, Youth Ministry, Small Christian Communities, Pastoral Care, Social Justice/FAST, Prison Ministry, Lifeline Ministries, Childcare/Nursery Volunteer, Pastoral Council, Spiritual Direction

**Faith:** The Holy Spirit provides individuals with extraordinary confidence in God's promises, power and presence so that they can take heroic stands for the future of God's work in the church and faith community. This gift involves a healthy prayer life, sensitivity to the will of God and a firm trust that God will come through, even when there is no concrete evidence. **Hebrews 11**

**Examples of ministries:** Lector, Spiritual Direction, Small Christian Communities, Pro-Life Ministry, Social Justice/FAST, Lifeline Ministry, Evangelization/Embrace, Alpha, Bible Study, Faith formation, Prayer Ministry

**Generosity:** The Holy Spirit enables people to offer energies, abilities and materials resources for the work of the church with exceptional willingness, cheerfulness and generosity. To exercise the gift of giving one operates out of a spirit of selflessness, requiring no recognition or reward for their giving. This gift involves offering one's time, talent and treasure. **2 Corinthians 8:1-5, Matthew 6:1-4**

**Examples of ministries:** Lifeline Ministry, Pinellas Hope, Pastoral Care, Health Ministry, Knights of Columbus, RCIA Sponsor, Funeral ministry, Fellowship committee, Bethlehem Center, Childcare/Nursery Volunteer, Youth Ministry

**Healing:** The Holy Spirit leads some individuals to aid in restoring people who are sick. To exercise the gift of healing is to pray not necessarily for a cure but for God's help for the sufferer that something of good may come out of the distress. This gift involves a healthy prayer life, confidence in God's power to provide courage in suffering, and wellness of spirit regardless of the condition of the body or mind.

**James 5:13-16, Luke 9:1-2, II Kings 5:1-3, 9-14**

**Examples of ministries:** Funeral ministry, prayer ministry, pastoral care, health ministry, grief ministry, spiritual direction, Lifeline ministries

**Hospitality:** a concern for the comfort of others may be a manifestation for the gift of hospitality. This gift involves having a gift for making people at ease, enjoying being in the presence of strangers and a welcoming spirit. **Hebrews 13:1-2, Genesis 18:1-8**

**Examples of ministries:** Lifeline ministries, RCIA Sponsor, Ushers, Greeters, Welcome Desk, Childcare/Nursery Volunteer, Fellowship committee, Religious education

**Intercession:** evidences of the gift of intercession would be having the mindset for being instantly in prayer for a person or situation, having confidence that God acts in response to our prayers, being

patient and persistent in prayer even when change is not evident and having a continuing sense of responsibility to pray for people and situations. **1 Thessalonians 3:10-13, 1 Timothy 2:1-2.**

**Examples of ministries:** Alpha, Embrace, Small Christian Communities, Pastoral care, Prayer Ministry

**Knowledge:** To exercise the gift of knowledge, one enjoys learning, probably from childhood and on into adulthood. This gift may include knowledge of facts and relationships, of scripture and of the traditions of the church and knowledge of the ways to share this learning gracefully. **Ephesians 3:14-19; Hosea 6:6**

**Examples of ministries:** RCIA sponsor, Social Justice/FAST, Catechesis of the Good Shepherd, Youth Ministry, Adult Faith Formation, Bible Study, Finance Council, Technology Committee, Pastoral council, building committee

**Mercy:** The Holy Spirit provides individuals with exceptional empathy and compassion for those who are weak or suffering so that they can devote large amounts of time and energy to alleviate those conditions. To exercise the gift of mercy is to relate to others in kindness and compassion. This gift involves continual readiness to forgive those who have erred, comfort the bereaved, help those who face a crisis, minister to the sick, become a peacemaker or offer assistance to those in need. **Luke 10:30-37; Micah 6:8**

**Examples of ministries:** Social Justice/FAST, Prayer ministry, Lifeline ministries, Food for Homeless, Pinellas Hope, Pastoral Care, Health Ministry, Funeral Ministry, Hospitality (usher, greeter, welcome desk), Spiritual Direction

**Mission:** To exercise the gift of Mission is to faithfully and mutually share what one has learned about God. This gift involves a willingness to be with and share with people of a different heritage, customs, economic background, experience or manner of speaking, as much a willingness to listen as to speak and an awareness that God loves all people. **1 Corinthians 9:19-23; Mark 16:15-20**

**Examples of ministries:** Alpha, Embrace, Martha-Mary, Lifeline Ministries, Pinellas Hope, Pastoral Care, Faith Formation, Technology, Young Adult Ministry

**Musicianship:** The Holy Spirit enables some to praise God through various forms of music and enhance the worship experience of the parish community. To exercise the gift of music may involve some skill in singing or playing an instrument but may also include the ability to select appropriate music for a worship service, parish event or program. **1 Corinthians 14:26, Psalm 98:1, 4-6; Psalm 150:3-6**

**Examples of ministries:** Liturgy committee; Cantors, Choirs, Instrumentalist

**Servant Leadership:** The gift of servant leadership allows individuals to assume responsibility for the leadership and guidance of a group within the church. It includes leading, facilitating, counseling and providing a pastoral presence for various parish programs. **1 Peter 5:1-11.**

**Examples of ministries:** Pastoral council, finance council, Embrace, Alpha, Small Christian Communities, Knights of Columbus, Youth Ministry, Young Adult Ministry, Social Justice/FAST

**Trust:** The Holy Spirit empowers some individuals to accomplish much toward achieving God's will in our church and community. In some versions of Scripture this gift is called the working of miracles. This gift involves a firm and faithful relationship with God, courage in the face of adversity and a willingness to trust in the power of God. **John 14:11-14; Micah 3:8; Acts 1:8, 2 Timothy 1:5-7**

**Examples of ministries:** Lifeline Ministries, Pinellas Hope, Social Justice/FAST, Pastoral care, Pro-Life Ministry, Spiritual Direction

**Prophet:** The Holy Spirit empowers some individuals to interpret and apply God's revelation in a given situation. This gift involves a keen sense of the dignity of all people, a sense of call, a sense of timing and some knowledge of Scripture and Church teachings. **1 Corinthians 14:1-5, 1 Corinthians 14:30-33a; 1 Corinthians 14:37-40**

**Examples of ministries:** Small Christian Communities, RCIA Sponsor, Faith Formation, Alpha, Embrace, Youth Ministry, Young Adult Ministry, Social Justice/FAST, Extraordinary Minister of Holy Eucharist, Lector

**Service:** To exercise the gift of service is to identify closely with the needs and problems of others, not providing answers or solutions, but being willing to work with them, no matter how small or how big the task may be. This gift involves a willingness to "pitch in" and do whatever is needed, no matter how detailed or tedious the task. **Galatians 6:1-2; Philippians 2:3-8;**

**Examples of ministries:** Knights of Columbus, Bethlehem Center, Childcare/Nursery Volunteer, Hospitality (Usher, Greeter, Welcome Desk), Fellowship Committee, Funeral Committee, Altar-Rosary Society, Martha-Mary Guild, Parish office volunteer, parish events, Youth Ministry, Faith Formation, Pastoral Council, Finance Council, Lifeline Ministries, Pinellas Hope, Sacristy volunteer

**Teacher:** the Holy Spirit enables some individuals to communicate so that others can learn. To exercise the gift of teaching one effectively imparts information or proclaims precepts or our Catholic faith either orally, visually or by example. **Hebrews 5:12-14; Isaiah 28:9-10**

**Examples of ministries:** Faith Formation, RCIA Sponsor, Social Justice/FAST, Lectors, Pastoral care, Bible Study, Youth Ministry

**Communication:** The Holy Spirit enables some of us to communicate or understand in forms or communication beyond the ordinary. To exercise the gift of communication, be family with or understand a foreign language or anything (such as ASL, Braille, art, music and more) other than our own native language. **Acts 2:5-11; Psalm 104:2b-35**

**Examples of ministries:** Parish choirs, instrumentalists, Youth Ministry, Faith Formation, Communication Committee, Technology Committee, Pastoral Council, Mission teams, Lectors, Pastoral care, Funeral Ministry, Bible Study

**Wisdom:** Some individuals have an understanding of God's will and work as it relates to the living of life. To exercise the gift of wisdom is to help others discover the wisdom they have within them. This gift involves knowledge of God and of Scripture, discernments of God's will, and skill in analyzing the problems and dilemmas of life. **Sirach 1:14-19; James 3:13-17; Ecclesiastes 9:13-18**

**Examples of ministries:** RCIA Sponsor, Pastoral care, Small Christian Communities, Bible Study, Pastoral Council, Faith Formation, Youth Ministry, Young Adult Ministry, parish office volunteers

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