

# Ministry Gifts Inventory

## Overview:

This Ministry Gifts Inventory is designed to assist you in defining your strengths that relate to ministry and service in your local church. The inventory is not designed to be an exhaustive analysis of spiritual gifts. Its purpose is to highlight areas of strength based on what you feel motivates you spiritually and to enable you to pinpoint areas of ministry for which you are gifted.

We want you to see more clearly, through the results of this evaluation, what your strengths and gifts are and to have a clearer vision of what ministries God wants you to perform in the body of Christ.

As a member of the body of Christ, you are crucial to the health and strength of the body. The church will only function as God intends if each member does his or her part. That is why we have a strong conviction that each member has a place of ministry within the church. This booklet will give you information that will help you find the place of service God intends for you within the church family.

## Explanation of Inventory Score Sheet

When you score yourself, keep in mind that all the traits listed are desirable for Christians to have. Giving yourself a 0 or 1 on a particular trait does not mean that you are unspiritual in that area. It simply means that trait is not a primary motivating area in which you are gifted.

Remember, the church will not see your individual scores. The church leadership team will use this information to develop a composite total of all members' scores so that they can use the information to highlight areas for which the members are gifted and motivated. Once the church identifies these primary areas of ministry strength, that information can be used to identify specific service opportunities that may interest you. The inventory will guide the leadership team in finding the best place of service for you in the church.

## Scoring Instructions:

To complete this score sheet, read the Ministry Evaluation Questionnaire and place a numeral based on the following four criteria in the box below each question number.

Score	How This Statement Describes Me
0	I am seldom or never this way
1	I usually am not this way
2	I am this way some of the time
3	I am this way most or all of the time

1	2	3	4	5	6	7	8	9	10	11	12
13	14	15	16	17	18	19	20	21	22	23	24
25	26	27	28	29	30	31	32	33	34	35	36
37	38	39	40	41	42	43	44	45	46	47	48
49	50	51	52	53	54	55	56	57	58	59	60
61	62	63	64	65	66	67	68	69	70	71	72

## Ministry Gifts Inventory Analysis

To compute totals for this Inventory Analysis, add the vertical columns on the Ministry Gifts Inventory Score and write the totals in boxes A – L. For example, write the total of the scores in boxes 1, 13, 25, 37, 49, and 61 in the box labeled A below, and so on until you have completed the grid.

A	B	C	D	E	F	G	H	I	J	K	L

The church has attached a ministry survey to this gifts inventory, please fill in the same numerical grid at the bottom of that page and return it to the church.

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## Ministry Gifts Inventory Questionnaire

1. I like to organize and plan.
2. I want to spend time with unbelievers so I can share my faith.
3. I enjoy being asked to share my counsel or being an encourager to others.
4. It is important to me that money I give to the church be used as effectively as possible.
5. I am motivated more by meeting a need than performing a task.
6. I enjoy using my home to minister to others.
7. I can easily get others to complete a ministry project.
8. Those who are distressed or elated seem drawn to me.
9. I seem to be able to notice sin before others are aware of it.
10. I enjoy routine work for church that others find tedious.
11. I have a burden to disciple others so they can help one another.
12. I am able to instruct others in the exact meaning of words and passages in Scripture.
13. I finish projects and make decisions with great speed.
14. I feel that witnessing is the most important task given to Christians.
15. I give practical, step-by-step advice to those in need.
16. I watch my finances closely so that I can give freely to God's work.
17. I prefer to be led by others.
18. Guests say they feel comfortable in my home.
19. Often groups in which I am involved look to me for leadership.
20. I enjoy doing kind deeds for people who cannot or will not return them.
21. I am compelled to unmask other people's sins.
22. I enjoy doing repetitive tasks for the glory of God.
23. I feel the need to protect from enemies of Christ those whom I disciple.
24. I have the ability to make difficult Scripture passages understandable.
25. I enjoy setting goals and then making plans to meet those goals.
26. I urgently feel that a decision for Christ be made when I witness to someone.
27. I am more interested in studying passages of Scripture for practical applications than for deep theological truth.
28. It is fun to me to give freely because I love God.
29. I rapidly meet others' need for help.
30. I have the ability to make strangers feel at ease.
31. I have the ability to make decisions rapidly and stand by them.
32. I like to encourage those in hospitals and homes for the aged by visiting them.
33. I boldly tell others about evils in our government and in other worldly systems.
34. I like being asked to do jobs at the church.
35. I deny myself in order to help weak or new Christians.
36. Others have told me that I have assisted them in learning Biblical truth in a meaningful way.
37. I volunteer to organize others when I sense a lack of organization.
38. I am drawn to unbelievers because I want to win them to Christ.
39. Teaching that can't be applied bothers me
40. I am willing to do without in order to give money for God's kingdom.
41. I enjoy helping those in leadership by completing some of their smaller tasks so they can minister.
42. I enjoy giving food and lodging to those in need.
43. I easily adapt my guidance to fit the maturity level of those working with me.
44. I want to comfort Christians who are sick or in distress.
45. I enjoy being used by God to teach and caution large groups of believers.
46. I like projects that require a hands-on approach.
47. I care more about relationships than tasks.
48. I enjoy spending a lot of time studying the Bible so I can share its truths with others.
49. I thrive on organizing people, ideas, and resources to improve the efficiency of a ministry.

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50. I have an overwhelming desire to share with unbelievers.
51. I like assisting others in resolving difficult problems in their lives.
52. I notice when others have a material or financial need.
53. I find contentment in helping someone who can use my abilities.
54. I like having people visit my house.
55. If a group doesn't have a leader, I will lead it.
56. I like doing special things for people who are sick or have difficulties.
57. I yearn for hearers to be convicted after I have proclaimed God's Word.
58. I consider myself a task-oriented person.
59. I like being given a job of discipling a group of believers.
60. I find contentment studying God's Word and communicating my understanding to others.
61. I have put effective plans into place to meet group goals.
62. I enjoy meeting non-Christians, even total strangers.
63. I enjoy assisting others experiencing problems by giving them practical advice.
64. I trust God to meet all my needs so that I can give sacrificially of my income.
65. I like helping others just because they need me, not because I expect something in return.
66. I enjoy welcoming guests and making them feel comfortable and involved.
67. I have the ability to help groups of all sizes make decisions.
68. I am greatly concerned about comforting others.
69. I want my instructions to cause others to see what God is saying and respond to His guidance.
70. I prefer to follow rather than lead.
71. I desire to care for the spiritual well-being of a group of Christians over an extended time.
72. I prefer to compile my own teaching material rather than to present another teacher's material.

## Ministry Gifts Inventory Definitions

Using the grid on the first page of the Inventory, fill in the total numerical score beside the three ministry areas for which you have the highest scores.

- |          |                |          |             |
|----------|----------------|----------|-------------|
| A. _____ | Administration | G. _____ | Leadership  |
| B. _____ | Evangelism     | H. _____ | Mercy       |
| C. _____ | Exhortation    | I. _____ | Prophecy    |
| D. _____ | Giving         | J. _____ | Service     |
| E. _____ | Helps          | K. _____ | Shepherding |
| F. _____ | Hospitality    | L. _____ | Teaching    |

## Descriptions of Ministry Giftedness Areas

The following are descriptions of the areas of giftedness identified by this evaluation. These descriptions will give insight into your motivation and will help direct you toward areas of service that will utilize the strengths God has given you.

### Administration

Persons gifted in the area of administration are goal –and –objective oriented. They often have strong organizational skills and are able to coordinate resources to accomplish tasks quickly. They are motivated by accomplishing desired tasks and often derive great satisfaction from viewing the results of what they have accomplished. If you scored high in this area, you should consider being involved in an area of ministry in which you can utilize your organizational strengths to carry out the church's measureable goals. (Measureable goals are objectives such as numerical growth, ministries advance, missions' expansion, etc.)

### Evangelism

Persons gifted in the area of evangelism have a strong desire to share the gospel with nonbelievers in every situation and by all means possible. Their greatest joy in ministry is seeing the unsaved won to Christ. They have a deep desire to fulfill the Great Commission's evangelistic emphasis and prefer to devote more time and effort to the ministry of evangelism than to other church ministries that are for the edification of believers.

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These persons look for areas where the need for the gospel is greatest and are willing to make personal sacrifices to share the gospel. If you scored high in this area, you should consider being involved in a ministry that places great emphasis on sharing the gospel with the unsaved and reaching out to the unchurched.

## **Exhortation**

Persons gifted in the area of exhortation have a special ability to encourage others in the body of Christ by giving them words of comfort, encouragement, and counsel in times of need. They are attracted to individuals seeking spiritual growth and often are willing to share their past personal failures to help motivate others toward greater spiritual maturity. Persons gifted in exhortation can make accurate assessments of people's spiritual needs and have the ability to explain truth logically; giving step-by-step instructions that are easy to follow. If you scored high in this area, you should consider being involved in an area where you can use your strengths to minister one-on-one to people in need.

## **Giving**

Persons gifted in the area of giving have the ability to give material goods and financial resources with joy so that the needs of the Lord's work are met. They often can discern wise investments and usually are effective money managers. They want to give quietly without recognition and are encouraged when they know needs are being met and prayers are being answered. These persons are more likely to give at the Lord's promptings than at human appeals. They have the ability to see financial needs others may overlook. If you scored high in this area, you should consider prayerfully what ministries of the church to support with your finances (above the tithe) and how your example can motivate others to follow the Lord's leadership in their giving.

## **Helps**

Persons gifted in the area of helps are motivated by a desire to further the church's ministry by meeting the needs of others, especially those in leadership positions.

They enjoy giving immediate help to key individuals in order to relieve them of their financial burdens and responsibilities. While these persons are willing to do whatever is needed, they are motivated more by a desire to provide assistance than by a desire to accomplish a task. If you scored high in the area of helps, you should consider being involved in a ministry in which you can provide assistance to someone in a leadership role to enable them to be more effective than they would be without you.

## **Hospitality**

Persons gifted in the area of hospitality have the ability to make guests feel comfortable and at home. They have a desire to provide a warm welcome to guests, whether in ministry or social settings. They often delight in opening their homes to individuals or groups and often look for opportunities to use their gifts to minister to others. If you scored high in this area, you should consider being involved in a ministry where you can use your strengths to help make others in the church feel at home.

## **Leadership**

Persons gifted in the area of leadership have the ability to lead others toward spiritual growth. They often are considered visionary and have the ability to set goals and motivate others toward accomplishing the goals. They usually have the ability to communicate effectively to large groups of people. These persons often are chosen for leadership positions because of their ability to accomplish objectives. While giftedness in leadership is similar to giftedness in administration, persons gifted in leadership often are more concerned with the "big picture" than with the details of accomplishing tasks. If you scored high in this area, you should consider being involved in an area of ministry where you can use your strengths to lead others in accomplishing the church's measurable and non-measurable goals. (Non-measurable goals are objectives such as spiritual growth, atmosphere, and attitudes).

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## Mercy

Persons gifted in the area of mercy have immediate compassion for those who are suffering physically, spiritually or emotionally. They derive great joy from meeting the needs of others and often attract people who are in distress. These persons usually need friendships in which there is deep communication and mutual commitment. They have the ability to draw out the feelings of others and are willing to be vulnerable to hurts, both directly and from feeling the hurts of others. They prefer to remove the causes of hurts rather than to look for spiritual benefits from them. Persons gifted in mercy have a tendency to avoid confrontation and firmness. They often close their spirit to those whom they feel are harsh or critical. If you scored high in this area, you should consider being involved in an area of ministry to those who are hurting and who need the sensitivity you have to offer.

## Prophecy

Persons gifted in the area of prophecy have the ability to proclaim God's truth without compromise. They have strong convictions and expect others to have similar convictions. They need to express themselves verbally, especially about right and wrong. These persons may be quick to make judgments of others and quick to speak their opinions. They possess an unusual ability to discern other's sincerity and may be painfully direct when correcting others. They are persuasive in defining right and wrong and are persistent in expressing their feelings about the need for change. If you scored high in this area, you should look for a ministry area in which you can challenge others to live by God's standard as set forth in His Word.

## Service

Persons gifted in the area of service have the ability to perform any task with joy that benefits others and meets practical needs. They may have a tendency to disregard personal health and comfort to serve others. They often have difficulty saying no when asked to serve. These persons often have an affinity for details and

appreciate having clear instructions. They enjoy the process of serving as much as the end result and derive satisfaction from being with others who are serving. If you scored high in this area, you should consider being in a ministry in which your strengths of faithfulness and attention to detail can be utilized.

## Shepherding

Persons gifted in the area of shepherding have the unique ability to take responsibility for the long-term spiritual growth of a group of believers. They see guiding, feeding, and protecting a flock of Christ's followers as their responsibility. They are motivated by a desire to see those under them enjoying spiritual health and growth. If you scored high in this area, you should look for an area of ministry where discipleship is emphasized and in which you can guide others to greater spiritual maturity.

## Teaching

Persons gifted in the area of teaching have the ability to explain God's truth so that others can understand and apply it to their lives. They have the desire and ability to research and present truth in an organized, systematic fashion. They are alert to details and place great emphasis on accuracy. These persons are motivated by the desire to learn and share knowledge with others. They believe strongly in the importance of teaching as a basic foundation on which the church grows and remains faithful. If you scored high in this area, you should consider being involved in a ministry in which you can challenge others with Bible truths that you have discovered in your personal studies.