

\$2.50



# Spiritual Gifts Inventory

*Discover your spiritual gifts  
in only 20 minutes!*

**LARRY GILBERT**

**QUESTIONNAIRE**

WITH COMPANION 2-PART  
SELF-GRADING ANSWER SHEET

**INSTRUCTIONS:** This questionnaire is designed to be combined with an answer sheet. **Do not mark in this questionnaire.** Lay the answer sheet beside the questionnaire. Read each statement on the questionnaire and decide how it pertains to you. Then on the answer sheet, if the statement fits you 70% to 100% of the time, darken-in circle ① **Almost Always**. If the statement fits you 40% to 70% of the time, darken-in circle ② **Occasionally**. If the statement fits you less than 40% of the time, darken-in circle ③ **Not**

**Very Often.** Most of the statements deal with your feelings or desires, so be sure to give YOUR OWN opinion of yourself. Let your responses reflect how you feel at the present time. Remember, there are no right or wrong answers. Do not leave any spaces blank. When you have responded to all the statements, separate the 2-part answer sheet and follow instructions on page 2 to total your score and examine the results.

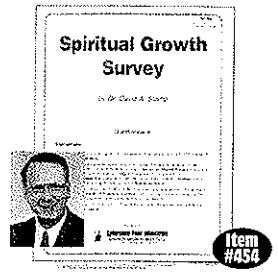
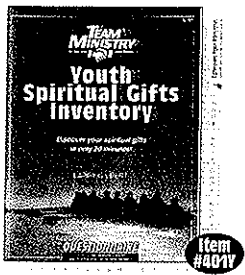
**DO NOT MARK IN BOOKLET—USE ANSWER SHEET**

1. I have a consuming passion (*strong* desire, *great* concern) to reach lost souls.
2. I put *great* importance (high priority) on repentance (sorrow, regret, resulting in turning from sin).
3. I believe I am very discerning (perceptive) of other people's motives.
4. When I speak, I desire to stir other people's consciences (make them think, convict them to act).
5. I have an *unusually strong* desire to study God's Word.
6. I place *great* importance (value) on education.
7. When I do something, I like to see "tangible" results for my efforts, such as a finished project or measurable results.
8. If I were to teach a group, I would prefer to deal with topics rather than verse-by-verse studies.
9. I am willing to assume a long-term personal responsibility for the spiritual welfare of a *group* of believers.
10. I am people centered; I need many relationships.
11. I am *usually* soft-spoken.
12. I am patient, not one to jump into things, but am willing to respond to others' needs *quickly*.
13. I am fulfilled by performing routine tasks in the church for God's glory.
14. I am usually involved in or drawn to a variety of activities that help other people.
15. I keep my personal and business affairs well organized.
16. I have a burden (heartfelt desire, passion, great concern) to support missions.
17. I make decisions based strictly on facts and data.
18. I can clearly communicate goals in a way that others may fulfill them.
19. I believe salvation is the greatest gift of all, and am driven to tell others about this gift.
20. Some people think my witnessing methods are pushy.
21. I can spot (discern, point out, recognize) sin when other people cannot.
22. I feel a great need to expose the sin I see in others.
23. I like to use visuals and books to support me when I teach or speak to a group of people.
24. I *constantly* analyze for better ways to do and say things.
25. I believe I am a very practical, pragmatic person.
26. I am able to provide helpful solutions and advice to others when they have personal problems.
27. I spend a *great* amount of time praying for other people.
28. I enjoy looking after the spiritual welfare of others; I am protective.
29. I find it easy to express my feelings to others.
30. I have a real burden (heartfelt desire, passion) to comfort others.
31. I am more fulfilled when I work behind the scenes, out of the public eye.
32. I am burdened (greatly concerned) with the physical and tangible needs of others.
33. I consider my giving to be a private matter between God and me.
34. I am sensitive to other people's financial and material needs.
35. I am goal oriented, as opposed to being people or content oriented.
36. I work best in a fast-paced environment, under "pressure."
37. I have a desire to meet lost people, even when they are total strangers, so I can share the Gospel with them.
38. I would rather witness (verbally share the Gospel, give my testimony) than do anything else.
39. I am grieved (bothered, troubled, disturbed, upset) with the wrong actions of others.
40. I am disorganized and must depend on others to keep me on schedule.
41. I have an organized system to store facts and figures.
42. I put more emphasis on the content of material than with people or the task.
43. When studying Scripture, I am more interested in the practical areas that I can immediately apply to my life.
44. I put *great* importance on God's will.
45. I have a burden (compelling desire) to see others learn and grow.
46. I am more relationship oriented than task oriented.
47. I am very sympathetic and sensitive with others. I can "put myself in their shoes."
48. Other people think I am weak, a pushover, because of my lack of firmness.
49. I enjoy working with my hands.
50. I *often* let people talk me into doing things I do not want to do.

51. I am always ready and willing to give if a valid (real, proven) need exists.
52. I have the ability to *quickly* make wise decisions concerning finances.
53. I do things promptly; I make decisions quickly.
54. I dream big dreams and have great hopes, although I do not always share them with others.
55. I have a clear understanding of the Gospel and can relate it easily so others understand it.
56. I am socially active and always get along well with others.
57. I must verbalize (speak) my message; I would never be content to only write it.
58. I always express urgency and want others to make quick decisions.
59. Sometimes I would rather just write, but feel that I "must teach" because others would not present my message correctly.
60. The use of a verse out of context upsets me.
61. I develop several steps of actions to solve every problem.
62. I question the value of deep doctrinal and theological studies.
63. I am very protective of people under my care.
64. Teaching the same material over and over would be boring and unappealing to me.
65. I attempt to show love and concern in all I do.
66. I act on emotions rather than just logic.
67. I am impressed and motivated when exhorted (encouraged) to serve.
68. I like to meet needs immediately (quickly).
69. When giving, I always like my gift to be of high quality.
70. Other people think I am materialistic because of the importance I place on money.
71. I delegate whenever and wherever possible, but I know when and where I cannot.
72. I am willing to attempt impossible tasks for God.
73. I *greatly* rejoice in seeing people come to Christ.
74. I believe soulwinning (influencing people for Christ, leading people to Christ, presenting the Gospel to the non-Christian) is the greatest responsibility given to every Christian.
75. I enjoy speaking in public, and do it with boldness.
76. I am burdened (have a *strong* desire/conviction, am moved) to memorize Scripture.
77. I tend to question the knowledge of those who teach me.
78. Others accuse me of giving too many details.
79. I have the ability to motivate others.
80. Impractical teaching upsets me (leaves me frustrated).
81. I desire to give direction (guidance, instruction) to those under my care.
82. I am willing to study whatever is necessary in order to feed (nurture, guide) those for whom I care.
83. My heart goes out to the poor, the aged, the ill, the underprivileged, etc.
84. I seem to attract and be drawn to people who are hurting or rejoicing.
85. I am already helping people while others are just talking about what to do.
86. I am quick to recognize and respond when other people need help.
87. I want to know my financial gift is being used properly. I believe in accountability.
88. I tend to judge others' success by the amount of their material assets.
89. I want to be a winner; I cannot bear defeat.
90. I am capable of making quick decisions and sticking to them.
91. When I witness (share the Gospel, present my testimony) to a lost person I always press for a decision.
92. Others think I am more interested in the number of people led to the Lord than in people themselves.
93. You must "prove" me wrong before I will go along with you.
94. Studying is too time-consuming; I rely on others to do my background work for me.
95. I prefer to develop my own material for teaching; other teachers' material would be hard to present.
96. I place great emphasis on word pronunciation.
97. Other people think I am not evangelistic because of my emphasis (focus) on personal growth.
98. I am accused of not using enough Scripture when teaching.
99. I enjoy doing a wide variety of activities rather than being confined to only one.
100. I perceive myself as a shepherd (an overseer, guiding and ministering to those under my care).
101. I am an emotional person; I tend to show my feelings and cry easily.
102. I identify emotionally and mentally with others. I am able to empathize (feel *with* others rather than just *for* others).
103. Some people think I neglect spiritual needs because of my focus on physical and practical needs.
104. I enjoy mechanical jobs in the church.
105. I may measure (judge) other people's spirituality by the amount of their giving.
106. Others think I am trying to control (manipulate) them with my money.
107. When there is no leadership in a group, I will assume it.
108. I have the ability to organize and harmonize the people with whom I work.

**END**

# More CGI Discovery Tools

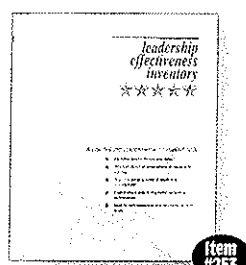
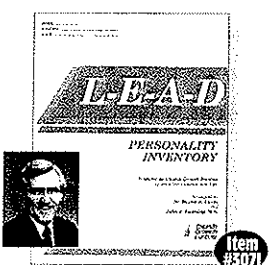
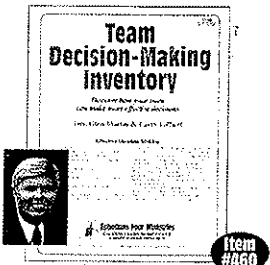
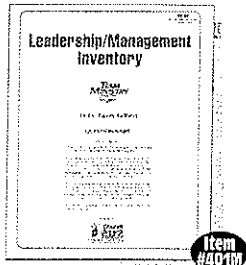


**Team Ministry Spiritual Gifts Inventory**, by Larry Gilbert. With over 3 million in use, *Team Ministry Spiritual Gifts Inventory* has helped Christians around the world identify their God-given spiritual gifts. Administered in 20 minutes, it is a fun and valuable tool for the Christian walk. Show your members how God has equipped them to minister in your local church! *Includes questionnaire and carbonless, self-scoring answer sheet with instructions and brief gift descriptions.*

Versions Available:  
 English Adult - 401S • English Youth - 401Y  
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 1-9 = \$2.50 ea • 10-49 = \$2.20 ea  
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**God's Special Gifts for Me**, by Larry Gilbert. A different approach to teaching spiritual gifts. This fun, lively, illustrated booklet uses Bible characters to teach children, ages 8-12, about spiritual gifts and helps them see how they can also serve God through using their special gifts! *Includes brief lessons, questionnaire, and scoring section in one 16-page booklet (5.25 x 8.5-inch).*  
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**Spiritual Growth Survey**, by David Siamp. Help Christians identify the progress they are making in their own spiritual journey. When an entire congregation takes this spiritual survey, the pastor can view the results as a planning tool to determine what he needs to teach to help his members strengthen those areas in which they are weak. *Includes questionnaire; carbonless, self-scoring answer sheet; and instructions.*  
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**Leadership/Management Inventory**, by Larry Gilbert. Every leader and manager has a unique style for leading and managing. This quick, easy-to-use, self-grading inventory will help you and your leaders discover your personal leadership/management styles. *Includes questionnaire with answer sheet and description of each style, giving the pros and cons of each.*  
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**Team Decision-Making Inventory**, by Glen Martin and Larry Gilbert. This inventory will help you identify how each of your members functions best — whether a Collector, Analyzer, Planner or Doer. Then you can determine if you need additional help due to a lack of input, skills, or gifts in your own team. *Includes questionnaire; carbonless, self-scoring answer sheet; and instructions.*  
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**L-E-A-D Personality Inventory**, by Walt Lacey. This inventory will provide you with an in-depth study of the unique characteristics of each type of personality. Your entire church will benefit from gaining a complete knowledge and understanding of their own personalities. Find out what motivates/demotivates them, and how they are most/least effective. *Includes questionnaire, answer sheet, and instructions.*  
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**Leadership Effectiveness Inventory**, by Walt Lacey. This on-the-job assessment tool identifies specific leadership skills, provides objective assessment of leadership abilities, pinpoints areas in need of development, and establishes a path to improve leadership performance. *Includes 7 inventories for self-assessment, to assess others' leadership skills, or for others to assess your leadership skills.* \$43.95

**Inventory Sample Pack**, contains 7 different inventories! If you're curious to know about our inventories and want to try them yourself before you order for your staff or congregation or if you just want inventories for personal use, then you'll want to order this sample pack. *Includes Spiritual Gifts Inventory, Youth Spiritual Gifts Inventory, God's Special Gifts For Me, Leadership/Management Inventory, Team Decision-Making Inventory, L-E-A-D Personality Inventory, and Spiritual Growth Survey.* Each includes instructions, questionnaire, and answer sheet. \$9.95

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1. ① ② ③	19. ① ② ③	37. ① ② ③	55. ① ② ③	73. ① ② ③	91. ① ② ③
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# Spiritual Gifts Inventory

## Answer Sheet

by Dr. Larry Gilbert

Date \_\_\_\_\_

Name \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

1. Gender:  Male  Female

2. Age:  16-20  21-20  31-40  41-50  51-60  60+

3. I have been a Christian for \_\_\_\_\_ years.

4. Occupation \_\_\_\_\_

5. Position in Church \_\_\_\_\_

### Instructions

This answer sheet is designed to be combined with an INVENTORY QUESTIONNAIRE.

Complete the answer sheet by darkening the appropriate circle after evaluating each statement or question from the corresponding number of the questionnaire. (Press firmly.)

On the questionnaire read each statement and decide how it relates to you.

If the statement is true of you 70% to 100% of the time, darken circle ① Almost always.

If the statement is true of you 40% to 70% of the time, darken circle ② Occasionally.

If the statement is true of you less than 40% of the time, darken circle ③ Not very often.

If you wish to change an answer, mark an X through the answer. Do not erase.

This is a self-evaluation inventory — not an actual test. Most of the statements deal with your feelings and desires. There are NO RIGHT OR WRONG ANSWERS, therefore be sure to let your responses reflect YOUR OWN opinions of yourself.

To score, separate answer sheets and follow instructions on page 2. DO NOT SEPARATE THE SHEETS UNTIL YOU HAVE ANSWERED ALL QUESTIONS.



**Ephesians Four Ministries**  
 CHURCH GROWTH INSTITUTE  
 P.O. Box 7, Elkton, MD 21922-0007

# Spiritual Gift Descriptions

## The Evangelist:

The Spirit-given capacity and desire to serve God by leading people who are beyond their own natural sphere of influence to the saving knowledge of Jesus Christ.

*The aggressive soulwinner who seeks the lost.*

## The Prophet:

The Spirit-given capacity and desire to serve God by proclaiming God's truth.

*The hell-fire-brimstone preacher who points out sin.*

## The Teacher:

The Spirit-given capacity and desire to serve God by making clear the truth of God's Word with accuracy and simplicity.

*The scholar making clear the doctrines and teachings of the Bible.*

## The Exhorter:

The Spirit-given capacity and desire to serve God by motivating others to action by urging them to pursue a course of conduct.

*The "how-to" teacher, giving the application of God's Word.*

## The Pastor/Shepherd:

The Spirit-given capacity and desire to serve God by overseeing, training and caring for the needs of a group of Christians.

*The shepherd who leads and feeds; the coach of the "TEAM."*

## The Mercy-Shower:

The Spirit-given capacity and desire to serve God by identifying with and comforting those who are in distress.

*The person who understands and comforts fellow Christians.*

## The Server:

The Spirit-given capacity and desire to serve God by rendering practical help in both physical and spiritual matters.

*The person who meets the practical needs of fellow Christians and the church.*

## The Giver:

The Spirit-given capacity and desire to serve God by giving of his/her material resources, far beyond the tithe, to further the work of God.

*The person who meets the financial need of fellow Christians and church ministries.*

## The Administrator:

The Spirit-given capacity and desire to serve God by organizing, administering, promoting and leading the various affairs of the church.

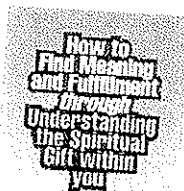
*The person who leads the church and its ministries.*

## Put YOUR Spiritual Gift into Action!

Discovering spiritual gifts is at the heart of *Team Ministry* (using people where they are usable.)

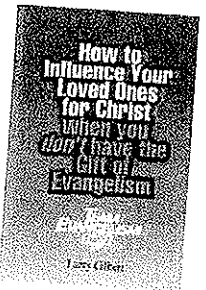
*Church Growth Institute* has published two books that implement *Team Ministry* by helping you develop and use your spiritual gifts. Resources are also available for teaching *Team Ministry*.

*How to Find Meaning and Fulfillment through Understanding the Spiritual Gift within You: TEAM Ministry* is a thorough study of spiritual gifts. Topics include spiritual gifts and their relationship to the believer; spiritual gifts and their relationship to the will of God; the enabling gifts including evangelist, prophet, teacher, exhorter, pastor/shepherd, mercy-shower, server, giver, administrator, finding your place on the team; and more.



Larry Gibert  
Author

*How to Influence Your Loved Ones for Christ, When You Don't Have the Gift of Evangelism: TEAM Evangelism* is a no-guilt, no-pressing-for-decision strategy that fits the majority of Christians — the 90 percent who don't have the gift of evangelism. Topics include: gaining freedom from pesky presuppositions, understanding the task, understanding the principles, the principles of stair-stepping, and more. Reach those you care about most without having to become someone else to do it.



Spirit. Gifts Inv.  
Answer Sheet  
Item #401A

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