

St. Anne's Spiritual Gifts Inventory SCORING INSTRUCTIONS

After completing each section of the inventory:

1. Beginning with the "0" column, count the number of "0's" you selected. Multiply the number by "0" (0 x any number is "0") and record it in the space provided at the bottom of the positive items. In this example, never was not selected. Then continue to seldom. In this example, seldom was selected three times; multiply 3 x 1 (the value of seldom) and record 3 at the bottom of the seldom column. Continue to do the same for sometimes, usually, mostly and always.
2. When you have added each column, vertically, then add the numbers together at the bottom of each column (i.e. horizontally). In this example - $3+14+9+16+10= 52$. This is the perceiver score. Do the same for the negative items.
3. After completing the perceiver score, continue to complete the other gifts.
4. When you have finished, write down your score for each gift and arrange them in order from highest to lowest. Then you have identified your highest and lowest gifts.
5. **REMEMBER!!!** No gift is better than any other gift. They are just different. We need them all to be a successful congregation, workplace and family.

EXAMPLE

Perceiver

Perceiver (Prophet)	Positive					
	Never 0	Seldom 1	Sometimes 2	Usually 3	Mostly 4	Always 5
1. Easily recognizes the difference between good and evil				X		
2. Tends to see black and white without shades of grey					X	
3. Quickly grasps the true nature of people and groups			X			
4. Helps others change behaviors that limit spiritual growth				X		
5. Thinks difficult situations are usually positive and produce growth					X	
6. Often has few close friendships - sometimes none		X				
7. Sees the Bible as the ultimate authority for truth and action		X				
8. Is openly guided by spiritual beliefs			X			
9. Is often outspoken and can be abrasive		X				
10. Can be persuasive when promoting a belief					X	
11. Experiences pain over the short comings of others			X			
12. Wants to see own blind spots and identifies those of others					X	
13. Wants to see God's plan realized				X		
14. Actively encourages spiritual growth in others						X
15. Motivated to pray for others						X
16. Needs to share what is "seen" with others; sometimes in dramatic ways			X			
17. Works at understanding self and strives for perfection					X	
18. Has strong opinions often discovered through prayer			X			
19. Has high standards for private and public conduct						X
20. Needs to obey God above all else			X			
Perceiver Positive Score						10

Negative

1. Judges others and can be hurtful		X				
2. Values the end goal and doesn't always recognize partial progress					X	
3. Is sometimes too forceful in persuading others to mature spiritually		X				
4. Is often unable to accept opinions that conflict with his own			X			
5. Frequently experiences issues of inadequacy						X
Perceiver Negative Score						5

Perceiver

Perceiver (Prophet)

	Positive					
	0	1	2	3	4	5
1. Easily recognizes the difference between good and evil						
2. Tends to see black and white without shades of grey						
3. Quickly grasps the true nature of people and groups						
4. Helps others change behaviors that limit spiritual growth						
5. Thinks difficult situations are usually positive and produce growth						
6. Often has few close friendships - sometimes none						
7. Sees the Bible as the ultimate authority for truth and action						
8. Is openly guided by spiritual beliefs						
9. Is often outspoken and can be abrasive						
10. Can be persuasive when promoting a belief						
11. Experiences pain over the shortcomings of others						
12. Wants to see own blind spots and identifies those of others						
13. Wants to see God's plan realized						
14. Actively encourages spiritual growth in others						
15. Motivated to pray for others						
16. Needs to share what is "seen" with others; sometimes in dramatic ways						
17. Works at understanding self and strives for perfection						
18. Has strong opinions often discovered through prayer						
19. Has high standards for private and public conduct						
20. Needs to obey God above all else						
Perceiver Positive Score						

Negative

1. Judges others and can be hurtful						
2. Values the end goal and doesn't always recognize partial progress						
3. Is sometimes too forceful in persuading others to mature spiritually						
4. Is often unable to accept opinions that conflict with his own						
5. Frequently experiences issues of inadequacy						
Perceiver Negative Score						

0	Never
1	Seldom
2	Sometimes
3	Usually
4	Mostly
5	Always

Server (Ministry)	Positive					
	0	1	2	3	4	5
1. Observes practical needs and acts quickly to meet them						
2. Derives satisfaction from hands-on projects and tasks						
3. Is meticulous about keeping things organized						
4. Thinks a lot about details and remembers them						
5. Is a generous host and opens home to others						
6. Is persistent in completing what is started						
7. Has difficulty saying no because of need to be helpful						
8. Usually puts others' needs before own						
9. Prefers quick projects to longer term ones						
10. Shows caring through actions rather than verbalizing						
11. Likes to be acknowledged for accomplishments						
12. Usually exceeds expectations						
13. Experiences joy from being helpful						
14. Prefers to follow rather than lead						
15. Has boundless energy and moves quickly						
16. Wants things to be in place and orderly						
17. Needs to make everything perfect						
18. Believes serving is the most important thing in life						
19. Has difficulty assigning tasks to others						
20. Is a loyal supporter of leaders						
Server Positive Score						

Server (Ministry)	Negative					
	0	1	2	3	4	5
1. Feels everyone should help with obvious needs						
2. May ignore family's needs in eagerness to help others						
3. Sometimes seems interfering rather than helpful						
4. Has difficulty accepting help from others						
5. Feels hurt when others aren't grateful for help						
Server Negative Score						

0	Never
1	Seldom
2	Sometimes
3	Usually
4	Mostly
5	Always

Teacher	Positive					
	0	1	2	3	4	5
1. Explains facts in a logical, easy to follow manner						
2. Insures accuracy by verifying facts						
3. Relishes validating facts and locating information						
4. Likes to study words and use them precisely						
5. Prefers to use Bible references rather than life examples						
6. Dislikes hearing the Bible referenced incorrectly						
7. Needs to establish truth in all situations						
8. Tends to favor rational over emotional arguments						
9. Possesses excellent, extensive vocabulary						
10. Prefers facts and careful use of words						
11. Often checks the accuracy of other teachers						
12. Would rather teach about God than evangelize						
13. Believes Bible study is required to understand/use gifts						
14. Views the Bible as the basis for solving problems						
15. Displays an amazing command of facts						
16. Sets goals and meets them using self control						
17. Controls emotions using objectivity						
18. Avoids superficial relationships and has few friends						
19. Has many interests and strong opinions based on research						
20. Thinks understanding "truth" leads to change						
Teacher Positive Score						

Negative

1. Often ignores the meaning of facts for daily living						
2. Needs convincing before accepting others' views						
3. Often feels superior to others intellectually						
4. Tends to be excessively precise and inflexible						
5. Has difficulty maintaining focus due to many interests						
Teacher Negative Score						

0	Never
1	Seldom
2	Sometimes
3	Usually
4	Mostly
5	Always

Exhorter		Positive					
		0	1	2	3	4	5
1.	Encourages others to reach their full potential						
2.	Needs to know message is received when communicating						
3.	Likes to apply ideas, not develop them						
4.	Prefers concrete application of ideas						
5.	Enjoys giving step by step instruction on how to reach goals						
6.	Emphasizes interacting with people not things or ideas						
7.	Supports the personal development of others						
8.	Finds support in scripture for personal experience						
9.	Enjoys working one-on-one with people						
10.	Becomes discouraged if people don't try to change						
11.	Is a good communicator						
12.	Sees adversity as opportunity for personal growth						
13.	Tends to be non-judgmental						
14.	Is well liked for being optimistic and positive						
15.	Leads by example rather than through verbalizing						
16.	Wants decisions made quickly and does so						
17.	Always finishes what is started						
18.	Quickly acts to resolve strained relationships						
19.	Has high standards for self and others						
20.	Likes to test out ideas with others; think on their feet						
Exhorter Positive Score							

Negative

1.	Is eager to share ideas and speaks over others						
2.	Is willing to misrepresent Scripture to make a point						
3.	Uses pat answers rather than carefully considered advice						
4.	Holds strong opinions and shares them						
5.	Sometimes too confident about the correct answer						
Exhorter Negative Score							

Giver	Positive					
	0	1	2	3	4	5
1. Is generous with time, treasure, talent and affection						
2. Prefers to give anonymously						
3. Likes to be recognized as belonging to ministries						
4. Is quick to pray for the perceived needs of others						
5. Is joyful when a gift answers another's prayer						
6. Values giving high quality gifts						
7. Giving is in response to spiritual inspiration						
8. Gives to fulfill others' needs and to special interests						
9. Sees hosting events as opportunities to give						
10. Tends to budget wisely and efficiently						
11. Quickly recognizes needs and offers assistance						
12. Seeks advice about the correct amount to give						
13. Believes in giving beyond tithing						
14. Is naturally evangelistic						
15. Understands that God supplies all needs						
16. Works hard and is usually successful						
17. Is good at making money and successful in business						
18. Searches for the best values and frugal with themselves						
19. Is not easy to fool						
20. Possesses both innate and spiritual wisdom						
Giver Positive Score						
Negative						
1. Often likes to control how donations are spent						
2. Wants others to give as freely as they do						
3. Worries those close to them by giving erratically						
4. Enjoys over indulging family and friends						
5. May use monetary giving to avoid sharing time/talent						
Giver Negative Score						

0	Never
1	Seldom
2	Sometimes
3	Usually
4	Mostly
5	Always

Administrator		Positive					
		0	1	2	3	4	5
1.	Is compelled to organize responsibilities						
2.	Communicates thoughts and expectations clearly						
3.	Likes to be assigned authority rather than taking it						
4.	Doesn't assume authority unless it is clearly assigned						
5.	Is willing to assume leadership if no one else is designated						
6.	Is happiest working on long term, complex projects						
7.	Envisions long range plans with broad goals						
8.	Effortlessly organizes resources and people to reach goals						
9.	Likes to assign responsibility and supervise workers						
10.	Accepts criticism in order to reach goals						
11.	Is enthusiastic about projects she administers						
12.	Feels most fulfilled working toward goals						
13.	Willingly shares credit for successful outcomes						
14.	Looks for a new challenge after accomplishing goal						
15.	Keeps on track by writing reminders to self						
16.	Is an effective, natural leader						
17.	Introduces new methods when old ones don't work						
18.	Enjoys and requires interaction with others						
19.	Is eager for tasks to be completed efficiently						
20.	Avoids mundane tasks						
Administrator Positive Score							

Administrator		Negative					
		0	1	2	3	4	5
1.	Is disturbed when others disagree with his goals						
2.	Can become hardened to criticism and cynical						
3.	Sometimes misleads people about true motives						
4.	Is compulsive achiever to detriment of self and family						
5.	Ignores domestic duties due to preoccupation with job						
Administrator Negative Score							

0	Never
1	Seldom
2	Sometimes
3	Usually
4	Mostly
5	Always

Compassion	Positive					
	0	1	2	3	4	5
1. Often and easily shows love for others						
2. Looks for positive in others						
3. Is able to assess the feelings of groups and individuals						
4. Is drawn to people who are hurting emotionally						
5. Acts to reduce emotional hurts in others						
6. Tries to alleviate emotional hurts before physical ones						
7. Strives to help people have positive relationships with each other						
8. Usually puts others' needs before their own						
9. Speaks and acts thoughtfully to avoid offending others						
10. Quickly recognizes insincerity and conflicting motives in others						
11. Enjoys the company of those who share the gift of compassion						
12. Derives pleasure from doing thoughtful things for others						
13. Trusts others and is also trustworthy						
14. Is uncomfortable with conflict situations and tends to withdraw						
15. Dislikes being rushed; does it right the first time						
16. Is typically happy and full of joy						
17. Tends to give preference to heart rather than head						
18. Is happy to see others realize hopes and sad to see others hurt						
19. Actively supports causes important to them						
20. Intervenes to help those who experience problems						
Compassion Positive Score						

Negative

1. Sometimes has difficulty making decisions						
2. Is quick to defend others						
3. Is prone to being hurt						
4. Over identifies with others' problems						
5. Warm hearted personality can be misunderstood by opposite sex						
Compassion Negative Score						

Area	Positive	Negative
Perceiver		
Server		
Teacher		
Exhorter		
Giver		
Administrator		
Compassion		