## 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.

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EXAMPLE						
	Never	Seldom	Sometimes	Usually	Mostly	Always
Perceiver	0	ъ	2	ω	4	5
Perceiver (Prophet)			Positive	- 1		
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 short comings 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		з	14	9	16	10
			Negative	ive		
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

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Perceiver Perceiver Perceiver (Prophet)  1. Easily recognizes the difference between good and evil  2. Trends 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 short comings 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. Notivated to pray for others  15. Notivated 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  Negative  1. Ludges others and can be hurtful  2. Values the end goal and doesn't always recognize partial progress  3. Is often unable to accept opinions that conflict with his own  5. Frequently experiences issues of inadequacy		Perceiver Negative Score
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	Seldom Sometimes Usually Mostly	

Server (Ministry)  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 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. Warnts 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 21. Shows ceems interfering rather than helpful 4. Has difficulty assigning tasks to others 22. Is a loyal supporter of leaders 23. Sometimes seems interfering rather than helpful 4. Has difficulty accepting help from others 5. Leels everyone should help with obvious needs 5. Leels everyone should help with obvious needs 6. Leels hurt when others aren't grateful for help 6. Leels hurt when others aren't grateful for help 7. Leels everyone others aren't grateful for help 7. Leels hurt when others aren't grateful for help					Щ	Server Negative Score
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Teacher  1. Explains facts in a logical, easy to follow manner 2. Insures accuracy by verifying 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 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 pointons 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 olifficulty maintaining focus due to many interests 5. Has objected and inflexible 6. Has olifficulty maintaining focus due to many interests				_	Teacher Negative Score
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Exhorter  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. Finds support in scripture for personal experience  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  Negative  Negative  1. Is eager to share ideas and speaks over others  2. Is willing to misrepresent Scripture to make a point  5. Sometimes to confident about the correct answer		Exhorter Negative Score
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L_		_	Ė		_	Giver Negative Score
			}			5. May use monetary giving to avoid sharing time/talent
						4. Enjoys over indulging family and friends
						3. Worries those close to them by giving erratically
		_				2. Wants others to give as freely as they do
		<u> </u>				1. Often likes to control how donations are spent
		e 	Negative	z		
		_			<u> </u>	Giver Positive Score
				_	$\vdash$	20. Possesses both innate and spiritual wisdom
		_				19. Is not easy to fool
						18. Searches for the best values and frugal with themselves
						17. Is good at making money and successful in business
						16. Works hard and is usually successful
		_				15. Understands that God supplies all needs
						14. Is naturally evangelistic
			_			13. Believes in giving beyond tithing
						12. Seeks advice about the correct amount to give
		_				11. Quickly recognizes needs and offers assistance
			_			10. Tends to budget wisely and efficiently
						9. Sees hosting events as opportunities to give
						8. Gives to fulfill others' needs and to special interests
		_				7. Giving is in response to spiritual inspiration
						6. Values giving high quality gifts
						5. Is joyful when a gift answers another's prayer
	_	_				4. Is quick to pray for the perceived needs of others
						3. Likes to be recognized as belonging to ministries
<u> </u>		_				2. Prefers to give anonymously
						1. Is generous with time, treasure, talent and affection
		Ю	Positive			Giver
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Always	Mostly	Usually	Sometime	Seldom	Never	
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Administrator  I. Is compelled to organize responsibilities  C. Communicates thoughts and expectations clearly  J. Likes to be assigned authority unless it is clearly assigned  I. Is willing to assume leadership if no one else is designated  I. Is willing to assume leadership if no one else is designated  I. Is willing to assume leadership if no one else is designated  I. Is willing to assume leadership if no one else is designated  I. Is willing to assume leadership if no one else is designated  I. Is willing to assume leadership if no one else is designated  I. Is willing to assume leadership if no one else is designated  I. Is willing to assume leadership if no one so on track by writing reminders to reach goals  II. Is enthusiastic about projects she administers  II. Is most fulfilled working toward goals  II. Is enthusiastic about projects she administers  II. Is disturbed when others disagree with his goals  II. Is disturbed when others disagree with his goals  II. Is enthusiastic about true motives  II. Is disturbed when others disagree with his goals  II. Is enthusiastic about true motives  II. Is enthus administer and projects and proj		Administrator Negative Score	
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A compelled to organize responsibilities   Communicates thoughts and expectations clearly   Likes to be assigned authority rather than taking it   Doesn't assume authority unless it is clearly   sasigned   shappiest working on long term, complex projects   Sh		ganizes resources and people to reach goals	
Is compelled to organize responsibilities  Communicates thoughts and expectations clearly  Likes to be assigned authority rather than taking it  Doesn't assume authority unless it is clearly assigned  Is willing to assume leadership if no one else is designated  Is happiest working on long term, complex projects		range plans with broad goals	7. Envisions long
Second pelled to organize responsibilities   Communicates thoughts and expectations clearly   Likes to be assigned authority rather than taking it   Doesn't assume authority unless it is clearly assigned   Second pelled to organize responsibilities   Second pelled to organize responsibilities   Outlier than taking it		rking on long term, complex projects	
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Compassion  1. Orfien and easily shows love for others 1. Orfien 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 giff of compassion 12. Derives pleasure from doing thoughtful things for others 13. Trusts others and is also trustworthy 14. Is unconflortable with conflict situations and tends to withdraw 15. Dislikes being ushed; 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 so to see others hurt 19. Actively supports causes important to them 20. Intervenes to help those who experience problems 21. Is quick to defend others 22. Is quick to defend others 33. Is prone to being hurt 44. Over identifies with others problems 25. Warm hearted personality can be misunderstood by opposite sex		Compassion Negative Score
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Area	Positive	Negative
Perceiver		
Server		
Teacher		
Exhorter		
Giver		
Administrator		
Compassion		