

A Spiritual Gifts Discernment Process

With a Spiritual Gifts Inventory developed by Michael Anne Haywood, with much help from Genie Carr, Steve Gambino, The Reverend Virginia Herring, Margaret Moore, Marjorie Northup, Mary at Stillpoint and Jean Woods, (c)June 1998.

About the Spiritual Gifts Inventory

The Spiritual Gifts Inventory is only one step in the process of the discernment of gifts. The first steps toward the discernment of spiritual gifts are a basic underlying faith and membership in the Body of Christ. The Spiritual Gifts Inventory is designed to be used by church members. It has a definite bent toward service in and through the church. The discernment of spiritual gifts is a helpful process for those who would like to be involved in the church but who may not know what they have to offer.

Paul writes in First Corinthians:

Now there are **varieties of gifts**, but the same Spirit; and there are varieties of services, but the same Lord; and there are varieties of activities, but it is the same God who activates all of them in everyone. To each is given the manifestation of the Spirit for the common good. To one is given through the Spirit the utterance of **wisdom**, and to another the utterance of **knowledge** according to the same Spirit, to another **faith** by the same Spirit, to another gifts of healing by the one Spirit, to another the **working of miracles**, to another **prophecy**, to another the **discernment of spirits**, to another various kinds of **tongues**, to another the **interpretation of tongues**. All these are activated by one and the same Spirit, who allots to each one individually just as the Spirit chooses. For just as the body is one and has many members, and all the members of the body, though many, are one body, so it is with Christ..... And God has appointed in the church first **apostles**, second **prophets**, third **teachers**; then **deeds of power**, then gifts of **healing**, forms of **assistance**, forms of **leadership**, various kinds of **tongues**.

We begin from the premise that everyone has gifts, useful, even necessary to the work of God in and through the church. The second premise is that the gifts we have are not the same gifts, that each of us has something different that we can offer. In no way can it be construed that any one gift is better than any other gift. All gifts are precious. All gifts are needed in the life and ministry of the church.

We must learn always to find and procure the advantage of God. For God does not give gifts, nor did he ever give one, so that we might keep it and take satisfaction in it; but all were given - all he ever gave on earth or in heaven - that he might give this one more: himself. Therefore I say that we must learn to look through every gift and every event to God and never be content with the thing itself. There is no stopping place in this life - no, nor was there ever one, no matter how far away a person had gone. This above all, then, be ready at all times for the gifts of God and always for new ones.

-- Johannes Eckhart

One means of testing one's ministry is to match it against the fruits of the spirit listed in Galatians:

"By contrast, the fruit of the Spirit is **love, joy, peace, patience, kindness, generosity, faithfulness, gentleness, and self-control.**"

Ministry should yield fruit. For instance, if one has the gift of hospitality then having people in one's home should bring forth feelings of love, joy, peace, etc., rather than making one feel anxious, impatient or imposed on.

To take the Spiritual Gifts Inventory, answer each question on its own merits. Use the numbers indicated for the answers, marking them on the Spiritual Gifts Profile sheet (p. 13). Then list your gifts in descending order, noting the score (p. 15), and interpret the results (List of Spiritual Gifts, p. 16-20). You may want to ask yourself:

Do I agree with the results? Why or why not?

Am I using my strongest gifts? How, or what do I need to do differently?

Are there gifts which I'd like to make stronger? How would I do that?

How does what I have learned from the inventory fit into my ministries?

What does this exercise lead me to do now?

The discernment of gifts is not a solo practice. One's gifts should be affirmed by the community. Discuss your gifts openly with your group. If you encountered surprises, share them. If you have some doubts, discuss them humbly. Ask for feedback, support, or clarification. Contribute to the affirmation process for the others in your group.

After one has identified one's spiritual gifts, the process of discernment turns to the discernment of one's ministry, the use of one's gifts -- living out one's baptismal vows -- in the church and community. A helpful tool in this process is the Discernment Wheel, developed by EFM mentors at the Fall 1997 Diocese of North Carolina Mentor Training. The Discernment Wheel is online at <<http://members.ols.net/~michael/Discernment%20Wheel.html>>

Spiritual Gifts Inventory

Instructions For Use (Time: 15 - 20 minutes to take the inventory, a lifetime to use the spiritual gifts.)

1. There are a total of 115 statements below. **Indicate whether you Strongly Agree, Agree Somewhat, are Undecided, Disagree Somewhat or Strongly Disagree with each question. Don't be modest; answer spontaneously and honestly.**

1) I find great joy in leading people to accomplish group goals.

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree

2) I feel called to be a leader in the church.

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree

3) I look for opportunities to assist people who have trouble doing for themselves.

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree

4) I find that the repair and maintenance of things in my environment come easily to me.

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree

5) It seems easy to perceive whether what a person is doing is honest or dishonest.

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree

6) I enjoy sharing about God with people who are not church-goers.

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree

7) I enjoy motivating people to a higher spiritual commitment.

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree

8) I try to do God's will, even when it's not the popular thing to do.

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree

9) It is very satisfying to me to give generously of my money for God's work.

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree

10) I enjoy the opportunity to pray with and for a person who is physically ill.

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree

11) I like having people in my home.

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree

12) I seem to recognize prayer needs instinctively.

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree

13) I enjoy learning new things of all kinds.

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree

14) I feel great compassion for the problems of others.

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree

15) I adapt easily in a culture different from mine.

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree

16) I like to sing hymns and songs either alone or with other people.

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree

17) I enjoy having the responsibility of leading other people in their spiritual life.

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree

18) I am ready to try the impossible, because I have great trust in God.

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree

19) I like to talk about spirituality with other Christians.

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree

20) I enjoy doing "chores" around the church.

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree

21) I'm excited in helping people to discover important insights in the scriptures.

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree

22) I am communicate easily with people of a different culture or language background.

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree

23) People with spiritual problems have come to me for advice and counsel.

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree

24) People seem to enjoy following my leadership in undertaking an important task.

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree

25) I feel that God gives me wisdom in leading people in spiritual matters.

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree

26) I enjoy helping with the emergency tasks around the Church.

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree

27) I have enjoyed creating various kinds of arts and/or crafts.

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree

28) I seem to have a sense of the direction in which God is leading.

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree

29) I seem able to sense when the Spirit is leading a person to realize the Holy in their lives.

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree

30) I have a knack for bringing out the best in others.

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree

31) I'm willing to keep trying, even when a task is tedious and seems unending.

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree

32) I share my possessions with others willingly.

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree

- 33) I have prayed with a person who was in distress, and the person was comforted.
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree
- 34) I do not feel uncomfortable when people drop in unexpectedly.
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree
- 35) I pray for others often and for significant periods of time.
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree
- 36) Through study I have learned many helpful insights.
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree
- 37) Visiting people in retirement homes or the hospital gives me a great satisfaction.
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree
- 38) It is easy for me to move into a new community and make friends.
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree
- 39) God has given me the ability to play a musical instrument and I enjoy it.
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree
- 40) It is exciting to provide spiritual leadership for a congregation.
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree
- 41) I am often ready to believe God will lead us through a situation which others feel is impossible.
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree
- 42) I like to share Scripture to comfort or to encourage others.
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree
- 43) I enjoy doing routine tasks for the glory of God.
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree
- 44) I have enjoyed teaching individuals and/or classes.
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree

- 45) I derive spiritual meaning from music, art or nature.
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree
- 46) I enjoy helping another to find solutions to difficult problems in life.
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree
- 47) I like to organize people for more effective ministry.
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree
- 48) I have little fear in leading people in spiritual matters.
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree
- 49) I don't mind helping people who are sick or disabled.
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree
- 50) I like to create things with my hands.
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree
- 51) I seem to have a knack for sensing the difference between truth and error.
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree
- 52) I am drawn to share my faith in God with others.
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree
- 53) I like to encourage inactive church members to become involved again.
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree
- 54) I am sure of God's loving presence, even when things go wrong.
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree
- 55) I appreciate the opportunity to give of my skills and energy in a critical situation.
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree
- 56) I feel called to be a part of the healing ministry of the church.
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree
- 57) People seem to feel very comfortable in my home.
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree

58) God consistently answers my prayers in tangible ways.

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree

59) I have learned much about God from Scripture, books and observing life.

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree

60) I sense joy in comforting people in difficult situations.

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree

61) I am able to relate to and communicate with people of different locations or cultures.

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree

62) I have enjoyed being involved with Church, school and/or local musical productions.

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree

63) I like to assist people with their spiritual problems.

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree

64) I believe that when I am doing God's will, God can and does work through me.

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree

65) I enjoy relating God's Word to the issues of the day and sharing this with others.

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree

66) When there is something to be done for the church, I'm glad to help, but I don't want to be in charge.

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree

67) It seems that people learn readily when I teach them.

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree

68) I can communicate well with people who are limited by a physical or mental handicap.

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree

69) I seem to be able to help people find the truths they seek.

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree

70) I like the challenge of making important decisions.

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree

71) I appreciate the opportunity to share God's word with others.

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree

72) One of my ministries is helping other people to bear their burdens.

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree

73) I like to spend time and money improving and beautifying things in God's creation.

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree

74) I have helped people to discover God's will in their lives.

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree

75) I have sometimes shared spiritual experiences with a neighbor who doesn't attend church.

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree

76) People who are feeling perplexed often come to me for encouragement and comfort.

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree

77) When everyone is discouraged -- even me -- I still trust God.

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree

78) If I cannot give much money to support God's work, I give generously of my time.

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree

79) I feel peace when I am with a person who is sick or injured.

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree

80) When missionaries or church leaders come to our church I like (or would like) to have them come to my home.

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree

81) I faithfully pray for others recognizing that their effectiveness and total well-being depends on God.

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree

82) Knowledge of the Bible and of church teachings helps me to solve problems in daily life and in the life of the church.

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree

83) People seem to think I am a kind, compassionate person.

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree

84) The thought of beginning a new church in a new community is exciting to me.

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree

85) I feel secure that my musical ability will be of benefit to other people with whom I come in contact.

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree

86) People like to bring their troubles & concerns to me because they feel I care.

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree

87) People seem to think of me as one who believes that with God everything is possible.

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree

88) It is important for me to speak out against wrong when I see it in the world.

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree

89) I find more satisfaction in doing a job myself than in finding someone else to do it.

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree

90) One of the joys of my ministry is training people to be more effective in living out their faith.

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree

91) I can make sense of specialized information (like computers, blueprints, accounting, or others).

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree

92) I feel that I have insight in selecting workable alternatives in difficult situations.

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree

93) When I am in a disorganized group, I tend to be the first one to step forward to get us organized.

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree

- 94) I enjoy training workers in the congregation.
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree
- 95) If a family is facing a serious crisis, I enjoy the opportunity to help them.
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree
- 96) I find pleasure in designing, creating or decorating things.
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree
- 97) I often look beneath the surface and discover richer meanings.
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree
- 98) I feel a deep concern for the people in my community who have not been attracted by the church.
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree
- 99) I am sort of like a cheerleader, cheering others on when they are doing something well.
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree
- 100) Even when it seems that my prayer isn't answered, I keep praying.
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree
- 101) I give sacrificially of my time, talents and resources because I know that God will meet my needs.
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree
- 102) I feel strongly that my prayers for a sick person are important.
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree
- 103) I have opened my home to someone in need.
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree
- 104) I find myself praying even while I am doing other things.
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree
- 105) I find it an enjoyable challenge to read and study a difficult book of the Bible.
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree

106) I find great satisfaction in visiting people who are confined to their homes.

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree

107) I have a strong desire to meet people of other communities and countries and to talk about our respective understandings of God.

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree

108) I have a knack for selecting appropriate and inspiring music for worship services or for parish events.

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree

109) I enjoy a close relationship with people in a one to one situation.

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree

110) I will take on a difficult task for the church, because God will give me the ability to see it through.

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree

111) I feel called to stand up for what is right even if it irritates others.

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree

112) I like to do things without attracting much attention.

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree

113) It is easy to organize materials for teaching a Bible class.

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree

114) I have a knack for foreign languages -- or ASL or Braille.

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree

115) I have confidence in dealing with problems.

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Strongly Disagree