

## **GIFTS FOCUSED TOWARD THE GROUP**

### **Administration**

- I love organizing people and things.
- I can often see exactly how to organize a group to get something done.
- I love managing a group task.
- I am good at delegating tasks to others to get things done.
- I intuitively know who would be good at performing certain tasks/roles the group needs.
- I sometimes have mental images/maps/plans for how to organize a project/program/task.
- I enjoy organizational detail work and know what needs to happen to get a job done.
- I can arrange logistics so that the intent gets accomplished.
- I can be frustrated by leaders' disorganization and know I could do better given a chance.
- I can be bossy when I know how to do a task better than those doing it.
- I can be very critical when people don't do things my way.
- I wear myself out when I don't delegate or try to do it all because I see what needs doing.
- I get in trouble when I think I have to do everything so it will be done right.
- I gravitate to place I might be able to use my ability to manage or organize group tasks.
- I know how to start something and keep it going—and sometimes don't know when to quit.

### **Assisting**

- I gravitate toward those in leadership.
- I instinctively know what help a leader needs to be more effective and can give/arrange it.
- I don't want to be the one in charge, I want to assist the one who is.
- I love being the number two person.
- I enjoy making arrangements for leaders and helping them in whatever way possible.
- I have tried to assist leaders I don't even know.
- I would prefer to stay out of the limelight, but love to stand behind those who thrive there.
- I am very competent at handling behind-the-scenes arrangements.
- People have accused me of brown-nosing when all I wanted to do was help.
- When I take the role of leader, as competent as I am, I somehow mess it up.

### **Coaching**

- I love being with people when they are learning and growing.
- People seem to seek me out when they have certain kinds of problems/questions.
- I love to share my "growing experiences" with others and to hear theirs.
- People often trust me to share their difficulties.
- Strangers have told me personal information and my listening seemed to help.
- People say I'm a good listener.
- I often have helpful things to say to people.
- I can get in trouble for *trying* to be helpful when my help is not requested.
- I love relationships where I'm in a mentor-type role, where I watch another grow and learn.
- People trust me to tell them the truth, even when it's hard to hear.
- In wanting to help others, I can sometimes say too much about my own experience.
- I want to help others become better human beings, whatever the context of our relationship.
- I love hearing stories of people overcoming hardship.

### **Enthusiasm**

- If I'm excited about something, I want to tell everybody about it.
- When I get excited about something, I want to get others to join me in it.

- I have an ability to persuade people to come along with me.
- I feel impelled to share what I know to be good.
- People sometimes feel my enthusiasm is overwhelming.
- I have a hard time taking no for an answer and will keep trying to persuade people about what I see as good or about what excites me.
- When I get excited about something I can be like a puppy dog with boundless energy.
- I enjoy being with people and can talk to just about anybody.
- I am always “selling” somebody something, whether ideas, goods, programs or hobbies.
- I can get people to commit to things.
- I always want others to share what excites me.
- I always ask others to do things with me.

### **Giving**

- When I see someone in need, I wonder what I can give them to help.
- I love to give people money or things and don't expect anything in return.
- I love to give people money, but it seems to sour when I try to control how they spend it.
- I will loan anybody anything.
- People know they can get me to give to their causes or count on me to support projects.
- I often wish I had more money to give others.
- I seem to make money easily and love to give it away.
- When I get stingy with my money, I feel emotionally or spiritually constipated.
- If I get judgmental and withhold money, I don't like myself very well.
- If it try to be logical about my desire to give, I can get confused and feel lost.
- I sometimes act as if a little money can fix anything.

### **Healing**

- I feel drawn to people who need healing in some physical, emotional or spiritual way.
- I have always imagined myself in a healing profession.
- I seem to be able to ease pain by touching people.
- I have healed someone of a physical ailment.
- I want to learn more about a specific type of healing mind/body/spirit.
- When I use my expertise in healing, it seems to have more benefit than my colleagues.

### **Leadership**

- People seem to be willing to follow me in certain situations.
- I seem to be able to energize a group and help it move in a clear direction.
- I can see where a group needs to go, even if I don't have the skills to organize getting there.
- I am a visionary person and can excite people about what I see for us going forward.
- I want to lead groups because I want what is best for us and know I can take us there.
- People seem to follow me more readily than others.
- I have to be careful to use my gifts for the good of others, because I can get folks in trouble.

### **Service**

- I can see what needs to be done and do it.
- I believe it's a moral failing in others when they won't see or do what needs to be done.
- I'm always willing to pitch in and help.
- I love to care for the practical needs of others.
- People call on me often to do things for them.
- My family has complained that I spend more time helping others than I spend with them.

- \_\_\_ Because I readily see what needs to be done, I often get stuck doing all the practical tasks.
- \_\_\_ I get bent out of shape by expectations that I'll do all the little things needing to be done.
- \_\_\_ I can feel taken for granted.
- \_\_\_ I sometimes feel what I do isn't worth much because it isn't splashy.

### **Shepherding**

- \_\_\_ I enjoy keeping up with people over time.
- \_\_\_ I get a charge out of caring for/nurturing a group of people on a regular basis.
- \_\_\_ I love caring for others.
- \_\_\_ I can get bent out of shape when people don't want the care I offer.
- \_\_\_ I enjoy contacting people to see how they're doing.
- \_\_\_ I sometimes think I'm the glue holding a group together.
- \_\_\_ It really bothers me to lose track of people.
- \_\_\_ I really want to know how another is doing.
- \_\_\_ People have said my desire to care for them is suffocating.
- \_\_\_ I have bugged people by my insistence on caring for them.
- \_\_\_ I have gotten upset when people won't receive my care for them.
- \_\_\_ I can get upset when people don't appreciate my care in the ways I want to be appreciated.
- \_\_\_ I always seem to have a flock of people I tend to.

### **Teaching**

- \_\_\_ I love to learn new things.
- \_\_\_ I could study/research for hours.
- \_\_\_ When someone asks me a question I don't know, I will go find the answer for them.
- \_\_\_ I love to give people books to read.
- \_\_\_ I seem to read more than most people.
- \_\_\_ I am good at digesting information and giving it to others in ways they can use and understand.
- \_\_\_ I love teaching people new information/techniques/skills/applications.
- \_\_\_ I can be rather judgmental and opinionated.
- \_\_\_ I can see the "lesson" others need to be learning.
- \_\_\_ If I'm not careful, I can drive people too hard, just like I do myself.
- \_\_\_ I expect a lot of others and want to see them become more competent.
- \_\_\_ Whether teaching or learning, I like to stay focused on the content of our mutual enterprise.
- \_\_\_ Because I work hard, I have been accused of brown-nosing or being the teacher's pet.
- \_\_\_ I love to break down concepts or skills so another can learn it clearly.
- \_\_\_ I can get in trouble by needing to point out the obvious lesson in a given situation.

### **Upholding**

- \_\_\_ I often think of people throughout the day and love to hold them warmly in my mind.
- \_\_\_ People often come to mind strongly and I worry about them, but don't know what else to do.
- \_\_\_ When people come strongly to mind, I feel better when I lift them into Light.
- \_\_\_ I often have no words, but love to "hold" others in Love or Light or Goodness.
- \_\_\_ When I pray for people it seems to make a difference somehow.
- \_\_\_ I can pray for specific concerns over long periods of time.
- \_\_\_ I am faithful when people ask me to pray for them.
- \_\_\_ I love to stand between those in need and the One I believe can meet their need.
- \_\_\_ I have learned afterwards that people I felt compelled to lift up were in difficulty or danger.

## **GIFTS FOCUSED OUTWARD**

### **Hospitality**

- I love creating welcoming spaces for others—whether in my home or at work.
- I love to nurture people by feeding them.
- I am able to create a welcoming atmosphere in a group so people can feel safe and open.
- I can feel shut down in spaces/situations that are uninviting or cold.
- I seem to be more sensitive to the “feel” of a place than others.
- People have told me my home/office/warmth feels safe/welcoming/inviting.
- I can get miffed when people don’t appreciate my efforts to create a certain atmosphere.
- I can feel rejected when people don’t eat food I’ve prepared.

### **Inter-Culturalism**

- I love crossing cultural boundaries.
- I love moving back and forth between cultures or “isms” and seem to do so with ease.
- I am always concerned that everyone be brought to the table and treated with respect.
- I seek opportunities to learn about people who are different from me.
- I would love a job that regularly brings me into contact with people from different backgrounds, nationalities or beliefs.

### **Mercy**

- I’m drawn to people who are marginalized or suffering in some way.
- When I walk into a room, I gravitate toward those who are in distress of some kind.
- I can be overwhelmed by the pain and suffering of others.
- Often I feel as if my heart is breaking.
- If I’m not careful I can be taken for granted because I have such a soft heart.
- I’ve been accused of always picking up “wounded birds.”
- I am moved easily by others’ pain/suffering/distress.
- I have opened my home and heart to people in need.
- I have given away things my family needed because someone needed it more.

### **Miracles**

- I have known at times that if I walk into a certain situation, it will be better.
- I have been empowered to participate in situations where I knew if I was obedient, something would transpire to touch and change the situation.
- I have been a conduit for the power of God to do things no human could do alone.
- I have witnessed miraculous healing/transformation after praying for someone.

### **Oversight**

- I often find myself wondering how other organizations like mine do things.
- I desire to work with an umbrella organization that will give the opportunity to nurture similar but different groups.
- I love to travel and work with diverse groups of people.
- I often find myself involved in state, regional or national level activities.
- I tend to be innovative.
- I don’t care what others think of me—I just want what is best for the larger cause.
- I get bent out of shape by people claiming, “we’ve always done it this way.”
- Even when I was young I wanted to tend to the connections between groups more than stay in one group.

\_\_\_ I have a strong concern for the strong foundations of the larger cause.

### **Speaking**

\_\_\_ People are always telling me how something I said or wrote touched them.

\_\_\_ I've spoken publicly in many settings, but when I speak from the heart, someone always reports being touched.

\_\_\_ I seem to be able to move people when speaking publicly or through the written word.

### **GIFTS OF PERCEPTION**

#### **Alignment**

\_\_\_ I am often clear about what is good and what is not in a given situation.

\_\_\_ I am always trying to get people to readjust to the deeper good I see possible for them.

\_\_\_ At times I feel a deep need to name what is "wrong" with a group.

\_\_\_ I have felt strongly at times that I have a word a group needs to hear and heed.

\_\_\_ I love it (or feel relieved) when I share words or understandings that come to me for a particular situation.

\_\_\_ People have accused me of being tactless and judgmental.

\_\_\_ I have made people mad by suggesting a group needs to change or do something differently.

\_\_\_ I have gotten in trouble for stating what I understand ("see") at the wrong time or place.

\_\_\_ I often complain about not being heard.

\_\_\_ I have been "beaten up" for sharing what I see/hear/know.

\_\_\_ In groups, I often want to hold up an alternative vision of what *might* be and call them to it.

\_\_\_ I have had words or ideas come to me that I know I have to speak in a given situation.

\_\_\_ When I know something a group needs to hear and take seriously, I have trouble just saying it and letting it go.

\_\_\_ I get into trouble when I confuse speaking what I know/see/hear with making it happen.

\_\_\_ I have been called a troublemaker or a crank.

\_\_\_ I bear a deep concern for my people to be well rooted and grounded.

\_\_\_ I am deeply pained when my people aren't grounded where I know they should be.

#### **Discernment**

\_\_\_ I can "see" another person's emotional or spiritual state.

\_\_\_ I sense the energy emanating from people or interactions.

\_\_\_ I get "vibes" about people or places.

\_\_\_ I can feel the energy—positive or negative—of places and groups.

\_\_\_ I have made people angry by telling them things about themselves they didn't want to hear.

\_\_\_ I know what people to avoid for self-protection.

\_\_\_ I know when people are deeply disturbed.

\_\_\_ I can be judgmental about people because of what I "see" about them.

\_\_\_ I seem to be more sensitive to the "feel" of a place than others.

#### **Knowings**

\_\_\_ I sometimes know things about others that I have no "logical" way of knowing.

\_\_\_ I sometimes know information I haven't learned.

\_\_\_ I sometimes know what will happen next.

\_\_\_ People wonder sometimes how I know things they haven't told me about themselves.

\_\_\_ I have knowings that are almost always proved true later.

\_\_\_ I have scared myself or others by knowing things I shouldn't know.

## **Translation**

- I can understand another's heart/spirit without understanding the words they're using.
- I can sometimes understand what people are saying when their words don't make sense.
- I often translate between groups who use different "languages."
- I have had the experience of understanding a language I never learned.
- I am often able to communicate across language barriers.
- I can communicate with people from many different backgrounds.
- I intuitively know how to speak to another so I'm most likely to be heard.
- I love to play with words and language.
- I learn languages easily.
- I'm fascinated with ways to communicate and seem to be good in many situations.

## **Trust**

- I am at times able to trust in my well-being.
- I trust people and situations when it isn't quite logical.
- I can go with the flow at times because I trust everything will turn out OK.
- Sometimes I know in my bones good things will come out of hard or painful circumstances.
- When I do step into trust, I can let go of control and fear.
- People sometimes think I'm crazy because I believe everything will work out for the good.
- When I can stand in trust, I feel much better than when I doubt or question the situation.

## **Wisdom**

- I have moments when everything seems to fall into place in my understanding.
- I often have an understanding that can move a group forward.
- I love it when things I've learned from different disciplines suddenly come together.
- I often have helpful intuitive insights.
- People have told me I'm wise beyond my years.
- I can often contribute the piece that makes things fall into place for others.
- I love interdisciplinary exploration.
- I love making connections between disparate things.
- I love seeing how things interface.
- Often I don't know what I know until someone asks the right question and I say it out loud.
- I love to integrate or expound on ideas or concepts or images.