



PERSONAL INVENTORY AND INDICATOR TESTS

Spiritual Gifts

Temperment

Leadership Style

Natural Gifts and Talents



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All of the personal inventory and indicator tests in this booklet were taken from the book, Maximizing Your Effectiveness, by Aubrey Malphurs, and are used with permission.

SPIRITUAL GIFTS INVENTORY

Instructions for Responding

1. Work through each of the following 110 statements on spiritual gifts. After each, check the appropriate box that best describes to what extent the statement accurately describes you.
2. Do not answer on the basis of what you wish were true or what another says might be true, but on the basis of what, to the best of your knowledge, is true of you.

Questions

		Never	Rarely	Sometimes	Often	Always
		1	2	3	4	5
1.	I enjoy working with others in determining ministry goals and objectives.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2.	I have a strong desire to start or be involved in a new ministry.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.	I delight in telling lost people about what Christ has done for them.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4.	It bothers me that some people are hurting and discouraged.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5.	I have a strong ability to see what needs to be done and believe that God will do it.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6.	I love to give a significant proportion of my resources to God's work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7.	I have a strong capacity to recognize practical needs and to do something about them.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8.	I have a clear vision for the direction of a ministry.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9.	I always feel strong compassion for those in difficult situations.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10.	I have a strong desire to nurture God's people.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11.	I spend a significant portion of my time each week studying the Bible.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12.	I am motivated to design plans to accomplish ministry goals.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13.	I prefer to create my own ministry problems than to inherit others.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14.	I have a strong attraction to lost people.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	Never	Rarely	Sometimes	Often	Always
	1	2	3	4	5
15. I am very concerned that more people are not serving the Lord.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16. I have a strong capacity to trust God for the difficult things in life.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
17. I am eager to financially support ministries that are accomplishing significant things for God.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
18. I enjoy helping people meet their practical needs.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
19. I find that I have a strong capacity to attract followers in my ministry.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
20. I am always motivated to sympathize with those in the midst of a crisis.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
21. I am at my best when leading and shepherding a small group of believers.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
22. I have strong insight into the Bible and how it applies to people's lives.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
23. I feel significant when developing budgets to accomplish a good plan.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
24. I am motivated to minister in places where no one else has ministered.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
25. I find that unsaved people enjoy spending time with me.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
26. I have a strong desire to encourage Christians to mature in Christ.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
27. I delight in the truth that God accomplishes things that seem impossible to most people.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
28. God has greatly blessed me with life's provisions in order to help others.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
29. I enjoy making personal sacrifices to help others.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
30. I prefer to lead people more than to follow them.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
31. I delight in extending a hand to those in difficulty.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
32. I enjoy showing attention to those who are in need of care and concern.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
33. I am motivated to present God's truth to people so that they better understand the Bible.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
34. I am at my best when creating an organizational structure for a plan.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	Never	Rarely	Sometimes	Often	Always
	1	2	3	4	5
35. I am definitely a self-starter with a pioneer spirit.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
36. I derive extreme satisfaction when lost people accept Christ.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
37. I have been effective at inspiring believers to a stronger faith.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
38. I am convinced that God is going to accomplish something special through me or my ministry.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
39. I am convinced that all I have belongs to God, and I am willing to use it for his purposes.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
40. I work best when I serve others behind the scenes.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
41. If I am not careful, I have a tendency to dominate people and situations.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
42. I am a born burden-bearer.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
43. I have a deep desire to protect Christians from people and beliefs that may harm them.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
44. I am deeply committed to biblical truth and people's need to know and understand it.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
45. I delight in staffing a particular ministry structure.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
46. I am challenged by a big vision to accomplish what some believe is impossible.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
47. I feel a deep compassion for people who are without Christ.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
48. I have the ability to say the right things to people who are experiencing discouragement.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
49. I am rarely surprised when God turns seeming obstacles into opportunities for ministry.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
50. I feel good when I have opportunity to give from my abundance to people with genuine needs.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
51. I have a strong capacity to serve people.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	Never	Rarely	Sometimes	Often	Always
	1	2	3	4	5
52. I am motivated to be proactive, not passive, in my ministry for Christ.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
53. I have the ability to feel the pain of others who are suffering.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
54. I get excited about helping new Christians grow to maturity in Christ.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
55. Whenever I teach a Bible class, the size of the group increases in number.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
56. I am good at using a ministry's resources in solving its problems.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
57. I gain deep satisfaction from creating something out of nothing.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
58. Training and helping others to share their faith is high on my list of priorities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
59. People who are struggling emotionally or spiritually say I am an excellent listener.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
60. I delight in trusting God in the most difficult of circumstances.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
61. I have the capacity to give of myself as well as my possessions to help others.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
62. I am good at doing seemingly insignificant tasks to free people up for vital ministries.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
63. Most people place a lot of trust in me and my leadership.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
64. I have a desire to make a significant difference in the lives of troubled people.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
65. I enjoy being around believers and encouraging them to trust Christ for their circumstances.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
66. I have a desire to search the Bible for truths that apply to my life and the lives of others.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
67. I like monitoring plans that accomplish ministry goals.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
68. I am a risk-taker when it comes to developing new ministries.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	Never	Rarely	Sometimes	Often	Always
	1	2	3	4	5
69. Over the years I have prayed much for my non-Christian friends.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
70. I spend a significant amount of time exhorting believers to make Christ Lord of their lives.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
71. I am able to trust God in situations when most others have lost all hope.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
72. Friends worry that some people take advantage of my generosity with my possessions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
73. I am motivated to accomplish tasks that most people consider insignificant.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
74. People are confident in my abilities to help them accomplish their ministry goals.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
75. Suffering people are attracted to me and find me comforting to be around.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
76. I have the ability and courage to confront Christians about sin in their lives.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
77. God has given me unusual ability to explain deep biblical truths to his people.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
78. I prefer that a ministry's affairs be conducted in an orderly and efficient manner.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
79. I want to accomplish great things for God but in my own way.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
80. I am deeply motivated to address the doubts and questions of lost people.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
81. I have the ability to confront disobedient Christians and see them change.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
82. I am motivated by people who dream big dreams for God.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
83. People regularly come to me with requests for help in meeting their financial needs.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
84. I look for opportunities to serve the practical needs of God's ministries.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	Never	Rarely	Sometimes	Often	Always
	1	2	3	4	5
85. I am happiest in a ministry when I am able to exert a strong influence in the group.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
86. People close to me believe that I allow “down and outers” to take advantage of me.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
87. Christians often seek me out for counsel regarding important decisions in their lives.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
88. I have a strong desire to study and explain the truths of the Bible in depth.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
89. I am convinced that paying attention to details is very important.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
90. I believe we must create new ministry structures for the new ministries we start.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
91. I feel a strong attraction toward evangelistic ministries.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
92. I could easily spend much of my time encouraging people in their walk with Christ.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
93. I am frustrated by people who never take risks.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
94. I find it difficult to understand why Christians do not give more help to those with real needs.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
95. I prefer to remain behind the scenes helping people with practical matters.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
96. I have a strong desire to take charge in most situations.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
97. I delight in visiting people in hospitals or nursing homes.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
98. I pray constantly for people who look to me for care.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
99. I have observed that people who sit under my teaching experience changed lives.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
100. I have a strong desire to see people work together to accomplish their goals.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
101. I am convinced that the future of any country lies in starting fresh ministries.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
102. I get extremely frustrated when I cannot share my faith.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	Never	Rarely	Sometimes	Often	Always
	1	2	3	4	5
103. I find great satisfaction in reassuring Christians of their need to walk with Christ.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
104. People are amazed at my ability to trust God to provide in the most difficult situations.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
105. When I give significantly to help others, I do not expect anything in return.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
106. I am convinced that no job is too menial if it truly helps people.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
107. In meetings, people look to me for the final opinion regarding a matter.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
108. I believe strongly in giving those who fail a second and even a third chance.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
109. I enjoy visiting people in their homes and when they are in the hospital.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
110. I am greatly challenged by people's questions about the Bible.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Instructions for Scoring

1. Place the number from each of your answers on the line corresponding to the question number.
2. Add the numbers horizontally and place the total for each row in the space before each gift.

1. ___	12. ___	23. ___	34. ___	45. ___	56. ___	67. ___	78. ___	89. ___	100. ___	___ Administration
2. ___	13. ___	24. ___	35. ___	46. ___	57. ___	68. ___	79. ___	90. ___	101. ___	___ Apostleship
3. ___	14. ___	25. ___	36. ___	47. ___	58. ___	69. ___	80. ___	91. ___	102. ___	___ Evangelism
4. ___	15. ___	26. ___	37. ___	48. ___	59. ___	70. ___	81. ___	92. ___	103. ___	___ Encouragement
5. ___	16. ___	27. ___	38. ___	49. ___	60. ___	71. ___	82. ___	93. ___	104. ___	___ Faith
6. ___	17. ___	28. ___	39. ___	50. ___	61. ___	72. ___	83. ___	94. ___	105. ___	___ Giving
7. ___	18. ___	29. ___	40. ___	51. ___	62. ___	73. ___	84. ___	95. ___	106. ___	___ Helps
8. ___	19. ___	30. ___	41. ___	52. ___	63. ___	74. ___	85. ___	96. ___	107. ___	___ Leadership
9. ___	20. ___	31. ___	42. ___	53. ___	64. ___	75. ___	86. ___	97. ___	108. ___	___ Mercy
10. ___	21. ___	32. ___	43. ___	54. ___	65. ___	76. ___	87. ___	98. ___	109. ___	___ Pastor
11. ___	22. ___	33. ___	44. ___	55. ___	66. ___	77. ___	88. ___	99. ___	110. ___	___ Teacher

Instructions for Determining Your Spiritual Gifts

1. Place the names of your five highest scoring gifts in the space below under Spiritual Gifts Inventory.
2. Place the names of any other gifts that are not identified in this inventory yet are present in your life under the title Other Spiritual Gifts.

Spiritual Gifts Inventory

1. _____
2. _____
3. _____
4. _____
5. _____

Other Spiritual Gifts

Instructions for Determining Your Gift-Mix and Gift-Cluster

1. To determine your gift-mix, place the names of your five highest gifts in descending order in the space below titled Gift-Mix.
2. To determine if you have a gift-cluster, decide if the first gift or another gift in your mix is dominant and supported by the other gifts. If this is the case, place it in the center space under the title Gift-Cluster and place the other gifts in the spaces surrounding it.

Gift-Mix

1. _____
2. _____
3. _____
4. _____
5. _____

Gift-Cluster

TEMPERAMENT INDICATOR 2

Instructions

1. As you take this indicator, please keep in mind that there are no correct or incorrect answers.
2. Read each statement and circle the item (a or b) that best represents your preference in a ministry or work-related environment.
3. Do not spend a lot of time thinking about your answers. Go with your first impulse.

Questions

1. When around other people, I am
 - a) expressive
 - b) quiet
2. I tend to
 - a) dislike new problems
 - b) like new problems
3. I make decisions based on my
 - a) logic
 - b) values
4. I prefer to work in a
 - a) structured environment
 - b) nonstructured environment
5. I feel more energetic after being
 - a) around people
 - b) away from people
6. I work best with
 - a) facts
 - b) ideas
7. People say I am
 - a) impersonal
 - b) a people-pleaser
8. My friends at work say I am very
 - a) organized
 - b) flexible
9. I get more work accomplished when I am
 - a) with people
 - b) by myself
10. I like to think about
 - a) what is
 - b) what could be
11. I admire
 - a) strength
 - b) compassion
12. I make decisions
 - a) quickly
 - b) slowly
13. I prefer
 - a) variety and action
 - b) focus and quiet
14. I like
 - a) established ways to do things
 - b) new ways to do things
15. I tend to be rather
 - a) unemotional
 - b) emotional
16. Most often I dislike
 - a) carelessness with details
 - b) complicated procedures
17. In my relationships I find that over time it is easy to
 - a) keep up with people
 - b) lose track of people
18. I enjoy skills that
 - a) I have already learned and used
 - b) are newly learned but unused
19. Sometimes I make decisions that
 - a) hurt other people's feelings
 - b) are too influenced by other people
20. When my circumstances change, I prefer to
 - a) follow a good plan
 - b) adapt to each new situation

21. In conversations I communicate
 - a) freely and openly
 - b) quietly and cautiously
22. In my work I tend to
 - a) take time to be precise
 - b) dislike taking time to be precise
23. I relate well to
 - a) people like me
 - b) most people
24. When working on a project, I do not
 - a) like interruptions
 - b) mind interruptions
25. Sometimes I find that I
 - a) act first and ask questions later
 - b) ask questions first and act later
26. I would describe my work style as
 - a) steady with realistic expectations
 - b) periodic with bursts of enthusiasm
27. At work I need
 - a) fair treatment
 - b) occasional praise
28. In a new job I prefer to know
 - a) only what it takes to get it done
 - b) all about it
29. In any job I am most interested in
 - a) getting it done and the results
 - b) the idea behind the job
30. I have found that I am
 - a) patient with routine details
 - b) impatient with routine details
31. When working with other people, I find it
 - a) easy to correct them
 - b) difficult to correct them
32. Once I have made a decision, I consider the case
 - a) closed
 - b) still open
33. I prefer
 - a) lots of acquaintances
 - b) a few good friends
34. I am more likely to trust my
 - a) experiences
 - b) inspirations
35. I consistently decide matters based on
 - a) the facts in my head
 - b) the feelings in my heart
36. I prefer to work
 - a) in an established business
 - b) as an entrepreneur

Instructions for Scoring

1. Place a check in the a or b space below to indicate how you answered each question.
2. Add the checks down each column and record the total for each column at the bottom.
3. The highest score for each pair indicates your temperament preference.
4. For each pair subtract the lower from the higher score to discover the difference in your preferences. A higher number indicates a clear choice or preference but does not indicate the measure of development. For example, a higher score for extraversion means that you prefer it over introversion. It does not mean that you are a strong extravert.

	a	b		a	b		a	b		a	b
1.	_____	_____	2.	_____	_____	3.	_____	_____	4.	_____	_____
5.	_____	_____	6.	_____	_____	7.	_____	_____	8.	_____	_____
9.	_____	_____	10.	_____	_____	11.	_____	_____	12.	_____	_____
13.	_____	_____	14.	_____	_____	15.	_____	_____	16.	_____	_____
17.	_____	_____	18.	_____	_____	19.	_____	_____	20.	_____	_____
21.	_____	_____	22.	_____	_____	23.	_____	_____	24.	_____	_____
25.	_____	_____	26.	_____	_____	27.	_____	_____	28.	_____	_____
29.	_____	_____	30.	_____	_____	31.	_____	_____	32.	_____	_____
33.	_____	_____	34.	_____	_____	35.	_____	_____	36.	_____	_____
Total	_____	_____	Total	_____	_____	Total	_____	_____	Total	_____	_____
	E	I		S	N		T	F		J	P
	Extravert	Introvert		Sensing	Intuition		Thinking	Feeling		Judgment	Perception

LEADERSHIP STYLE INVENTORY

Instructions

Of the four statements on leadership style listed for each question (lettered A through D), check the one statement that is “most like me” and the one that is “least like me.” You should have only one check in each column per question.

Sample:

		Most like me	Least like me
Q1	A. Needs difficult assignments.	A. (+2)	A. (-2)
	B. Makes decisions emotionally.	B. (+2)	B. (-2)
	C. Seeks identity with a group.	C. ✓ (+2)	C. (-2)
	D. emphasizes quality control.	D. (+2)	D. ✓ (-2)

Answer on the basis of what you believe is true of you, not on the basis of what you desire or hope is true. As you answer the questions, it will be helpful to consider our past experience as well as how you see yourself leading in your current or future ministry context (church, parachurch or ministry). Go with your first impression. Resist the temptation to analyze each or any response in detail.

Suggestions for responding: You should not worry about how you score on this inventory. This is not a test that you pass or fail, and there is no best or preferred leadership style. Sometimes it’s helpful to have others who know you well (spouse, parent, team member, good friend) take the inventory about you. You may want to take this inventory to discover what leadership style is best for your church or parachurch ministry. Should this be the case, change “most like me” to “most like us” and “least like me” to “least like us.”

Check the reason you’re taking this inventory:

- To discover my leadership style
- To help another discover his or her leadership style
- To discover the best leadership style for my ministry’s context (church, parachurch, or ministry)

		Most like me	Least like me
Q1	A. Loves a challenge.	A. (+2)	A. (-2)
	B. Spends time with people.	B. (+2)	B. (-2)
	C. Behaves in a predictable manner.	C. (+2)	C. (-2)
	D. Sets high ministry standards.	D. (+2)	D. (-2)
		Most like me	Least like me
Q2	A. Focuses on the details.	A. (+2)	A. (-2)
	B. Likes to start things.	B. (+2)	B. (-2)
	C. Motivates people.	C. (+2)	C. (-2)
	D. Shows patience with people.	D. (+2)	D. (-2)
		Most like me	Least like me

Q3	A. Develops deep friendships.	A. (+2)	A. (-2)
	B. Desires that people do quality work.	B. (+2)	B. (-2)
	C. Makes decisions quickly.	C. (+2)	C. (-2)
	D. Has lots of friends.	D. (+2)	D. (-2)
		Most like me	Least like me
Q4	A. Communicates with enthusiasm.	A. (+2)	A. (-2)
	B. Enjoys helping people.	B. (+2)	B. (-2)
	C. Thinks analytically.	C. (+2)	C. (-2)
	D. Challenges the status quo.	D. (+2)	D. (-2)
		Most like me	Least like me
Q5	A. Leads with authority	A. (+2)	A. (-2)
	B. Displays optimism in ministry.	B. (+2)	B. (-2)
	C. Helps others feel comfortable in a group.	C. (+2)	C. (-2)
	D. Insists on accuracy of facts.	D. (+2)	D. (-2)
		Most like me	Least like me
Q6	A. Thinks systematically.	A. (+2)	A. (-2)
	B. Sets lofty goals.	B. (+2)	B. (-2)
	C. Treats others fairly.	C. (+2)	C. (-2)
	D. Prefers to minister with a team.	D. (+2)	D. (-2)
		Most like me	Least like me
Q7	A. Prefers a predictable routine.	A. (+2)	A. (-2)
	B. Evaluates programs well.	B. (+2)	B. (-2)
	C. Likes direct answers to questions.	C. (+2)	C. (-2)
	D. Loves to entertain people.	D. (+2)	D. (-2)
		Most like me	Least like me
Q8	A. Expresses self freely.	A. (+2)	A. (-2)
	B. Delights in sincere appreciation.	B. (+2)	B. (-2)
	C. Values quality and accuracy.	C. (+2)	C. (-2)
	D. Looks for new and varied activities	D. (+2)	D. (-2)
		Most like me	Least like me
Q9	A. Solves problems well.	A. (+2)	A. (-2)
	B. Likes to "think out loud."	B. (+2)	B. (-2)
	C. Places a premium on keeping promises.	C. (+2)	C. (-2)
	D. Enjoys opportunities to display expertise.	D. (+2)	D. (-2)
		Most like me	Least like me
Q10	A. Needs to know what's expected.	A. (+2)	A. (-2)
	B. Pursues variety in ministry.	B. (+2)	B. (-2)
	C. Enjoys inspiring people to do great things.	C. (+2)	C. (-2)
	D. Listens well to others.	D. (+2)	D. (-2)
		Most like me	Least like me
Q11	A. Demonstrates great patience with people.	A. (+2)	A. (-2)
	B. Shows displeasure over poor performance.	B. (+2)	B. (-2)
	C. Makes his/her perspective clear to others.	C. (+2)	C. (-2)
	D. Expects good things from people.	D. (+2)	D. (-2)
		Most like me	Least like me
Q12	A. Presents ideas in compelling ways.	A. (+2)	A. (-2)
	B. Shows loyalty to those over him/her.	B. (+2)	B. (-2)
	C. Displays strong self-discipline in work.	C. (+2)	C. (-2)
	D. Believes in individual accomplishment.	D. (+2)	D. (-2)

		Most like me	Least like me
Q13	A. Is direct with people.	A. (+2)	A. (-2)
	B. Enjoys being with people.	B. (+2)	B. (-2)
	C. Has a calming influence on others.	C. (+2)	C. (-2)
	D. Relates to people intellectually.	D. (+2)	D. (-2)
		Most like me	Least like me
Q14	A. Asks “why” questions.	A. (+2)	A. (-2)
	B. Likes to get results.	B. (+2)	B. (-2)
	C. Is a persuasive communicator.	C. (+2)	C. (-2)
	D. Exhibits a strong empathy for others.	D. (+2)	D. (-2)
		Most like me	Least like me
Q15	A. Helps group members get along.	A. (+2)	A. (-2)
	B. Encourages others to think deeply.	B. (+2)	B. (-2)
	C. Shows persistence in pursuing goals.	C. (+2)	C. (-2)
	D. Relates well to people emotionally.	D. (+2)	D. (-2)
		Most like me	Least like me
Q16	A. Enjoys expressing himself/herself.	A. (+2)	A. (-2)
	B. Cooperates well to accomplish tasks.	B. (+2)	B. (-2)
	C. Utilizes strong problem-solving skills.	C. (+2)	C. (-2)
	D. Takes the initiative with people.	D. (+2)	D. (-2)
		Most like me	Least like me
Q17	A. Leads with strength.	A. (+2)	A. (-2)
	B. Enjoys interacting with people.	B. (+2)	B. (-2)
	C. Helps others feel comfortable.	C. (+2)	C. (-2)
	D. Follows directions carefully.	D. (+2)	D. (-2)
		Most like me	Least like me
Q18	A. Wants explanations and answers.	A. (+2)	A. (-2)
	B. Prefers practical experience.	B. (+2)	B. (-2)
	C. Relates well to other people.	C. (+2)	C. (-2)
	D. Enjoys serving other people.	D. (+2)	D. (-2)
		Most like me	Least like me
Q19	A. Supports group decisions.	A. (+2)	A. (-2)
	B. Strives to improve situations.	B. (+2)	B. (-2)
	C. Gravitates naturally to leadership positions.	C. (+2)	C. (-2)
	D. Exhibits an ability to speak spontaneously.	D. (+2)	D. (-2)
		Most like me	Least like me
Q20	A. Encourages people’s ideas.	A. (+2)	A. (-2)
	B. Cares about how change affects people.	B. (+2)	B. (-2)
	C. Provides lots of facts and data.	C. (+2)	C. (-2)
	D. States convictions firmly.	D. (+2)	D. (-2)
		Most like me	Least like me
Q21	A. Confronts dissenters directly.	A. (+2)	A. (-2)
	B. Cultivates commitment in others.	B. (+2)	B. (-2)
	C. Strives diligently to get along with others.	C. (+2)	C. (-2)
	D. Emphasizes working conscientiously.	D. (+2)	D. (-2)
		Most like me	Least like me
Q22	A. Focuses attention on the finer points.	A. (+2)	A. (-2)
	B. Pursues high personal performance.	B. (+2)	B. (-2)
	C. Stimulates people around him/her.	C. (+2)	C. (-2)
	D. Is easy to work with.	D. (+2)	D. (-2)

		Most like me	Least like me
Q23	A. Avoids conflict.	A. (+2)	A. (-2)
	B. Values good regulations.	B. (+2)	B. (-2)
	C. Overcomes opposition.	C. (+2)	C. (-2)
	D. Influences people naturally.	D. (+2)	D. (-2)
		Most like me	Least like me
Q24	A. Generates much enthusiasm.	A. (+2)	A. (-2)
	B. Shows sensitivity toward people.	B. (+2)	B. (-2)
	C. Prefers to probe a matter deeply.	C. (+2)	C. (-2)
	D. finds difficult tasks challenging.	D. (+2)	D. (-2)
		Most like me	Least like me
Q25	A. Takes charge instinctively.	A. (+2)	A. (-2)
	B. Works best through other people.	B. (+2)	B. (-2)
	C. Displays care for others.	C. (+2)	C. (-2)
	D. provides expertise in a particular area.	D. (+2)	D. (-2)

Leadership Style Inventory Scoring

Instructions for Scoring the Inventory

1. Transfer the appropriate score for each checked statement on the Leadership Style Inventory to the scoring sheet below. *For example:* If on **Q1** you checked that statement **A** was “least like me,” transfer the point value to **-2** to the appropriate blank on the scoring sheet, marked **A** beside question **Q1**. Likewise, transfer the point value of +2 for the statement that was “most like me” to the appropriate blank on the scoring sheet.
2. Once all scoring information has been transferred from the Inventory to the scoring sheet, add up each column and place the total at the bottom of the sheet in the row marked Column Totals.
3. Note that adding the four column totals together should result in a sum of zero. If this is not the case, then either data has been inaccurately transferred from the Inventory to the scoring sheet or an error in addition has occurred. Please check your work.

Sample Inventory Questions

		Most like me	Least like me
Q1	A. Loves a challenge.	A. (+2)	A. ✓ (-2)
	B. Spends time with people.	B. (+2)	B. (-2)
	C. Behaves in a predictable manner.	C. ✓ (+2)	C. (-2)
	D. Sets high ministry standards.	D. (+2)	D. (-2)
		Most like me	Least like me
Q2	A. Focuses on the details.	A. (+2)	A. (-2)
	B. Likes to start things.	B. (+2)	B. ✓ (-2)
	C. Motivates people.	C. (+2)	C. (-2)
	D. Shows patience with people.	D. ✓ (+2)	D. (-2)

Sample Scoring Sheet

Q1	A.	-2	B.		C.	+2	D.		
Q2	A.		B.	-2	C.		D.	+2	
Column Totals		-2		-2		+2		+2	= 0
	Director		Inspirational		Diplomat		Analytical		

Q1	A.		B.		C.		D.		
Q2	A.		B.		C.		D.		
Q3	A.		B.		C.		D.		
Q4	A.		B.		C.		D.		
Q5	A.		B.		C.		D.		
Q6	A.		B.		C.		D.		
Q7	A.		B.		C.		D.		
Q8	A.		B.		C.		D.		
Q9	A.		B.		C.		D.		
Q10	A.		B.		C.		D.		
Q11	A.		B.		C.		D.		
Q12	A.		B.		C.		D.		
Q13	A.		B.		C.		D.		
Q14	A.		B.		C.		D.		
Q15	A.		B.		C.		D.		
Q16	A.		B.		C.		D.		
Q17	A.		B.		C.		D.		
Q18	A.		B.		C.		D.		
Q19	A.		B.		C.		D.		
Q20	A.		B.		C.		D.		
Q21	A.		B.		C.		D.		
Q22	A.		B.		C.		D.		
Q23	A.		B.		C.		D.		
Q24	A.		B.		C.		D.		
Q25	A.		B.		C.		D.		
Column Totals									= 0
	Director		Inspirational		Diplomat		Analytical		

Identification of Leadership style

Answer the following questions to identify your leadership style.

1. What is your primary or dominant style (the one with the highest score)? _____
2. What is your secondary style? _____
3. Does one of the two remaining styles also exert a noticeable impact on you? If so, which one?

4. According to this information, circle your leadership style in the following list (it will be the combination of your primary and secondary styles).

Director
Director-Inspirational
Director-Diplomat
Director-Analytical

Inspirational
Inspirational-Director
Inspirational-Diplomat
Inspirational-Analytical

Diplomat
Diplomat-Director
Diplomat-Inspirational
Diplomat-Analytical

Analytical
Analytical-Director
Analytical-Inspirational
Analytical-Diplomat

Complete the following:

My leadership style is _____.

Note: if a third style has a noticeable impact, you may want to place it in parentheses after your style. For example: Director-Inspirational (Analytical).

You will find it helpful to write a short composite what summarizes what you have discovered about your leadership style. Using the information in chapter 4, describe in several sentences your best leadership context. Summarize your strengths based on your primary and secondary styles. Do the same for you your weaknesses. What will you do with this information? The section on *What Difference Does All This Make?* in chapter 4 will help you answer this question.

LEADERSHIP ROLE INDICATOR

Instructions

1. There are no correct or incorrect answers to the questions.
2. Read each statement carefully and circle the item (a or b) that *best* represents your leadership role.
3. Do not spend too much time with each question; instead go with your initial impulse.

Questions

1. In my approach to change, I
 - a) cope with change
 - b) cope with complexity
2. In leading an organization or ministry I
 - a) do the right things
 - b) do things right
3. When viewing my work or ministry I see
 - a) the whole
 - b) the parts
4. My general outlook on life and ministry is
 - a) optimistic
 - b) realistic
5. In my work or ministry, I operate on the basis of
 - a) faith
 - b) facts
6. In my role as a leader, I might be described as
 - a) an influencer
 - b) a coordinator
7. When I view my work or ministry, I think in terms of
 - a) opportunity
 - b) accomplishment
8. In my work or ministry, I seek
 - a) effectiveness
 - b) efficiency
9. In my leadership, I would describe myself as a
 - a) visionary
 - b) realist
10. In my work or ministry, my focus is on
 - a) Ideas
 - b) Functions
11. In my work or ministry, I can be counted on to provide
 - a) direction
 - b) control
12. In my leadership role, I see myself as
 - a) a persuader
 - b) an implementer
13. In my work or ministry I would describe myself as a
 - a) risk-taker
 - b) stabilizer
14. When communicating to a group, people say that I speak
 - a) persuasively
 - b) informatively
15. One of my desires for my job or ministry is to see
 - a) growth
 - b) harmony
16. In my ministry at church, I
 - a) take risks
 - b) don't take risks
17. I have the spiritual gift(s) of
 - a) leadership
 - b) administration
18. In my work or ministry, I am
 - a) proactive
 - b) reactive
19. One of my strengths is
 - a) motivating people
 - b) organizing people
20. I'm best at
 - a) setting direction
 - b) solving problems

Instructions for Scoring

1. Place a check in the a or b spaces below to indicate how you answered each question.
2. Add the checks down each column and record the totals at the end.
3. The highest column score indicates your leadership role, whether leader or manager
4. Most likely you will check both a and b items, meaning that you are a combination of both.
However, note the column below which you mark more than the other.

	a	b		a	b		a	b
1.	_____	_____	9.	_____	_____	17.	_____	_____
2.	_____	_____	10.	_____	_____	18.	_____	_____
3.	_____	_____	11.	_____	_____	19.	_____	_____
4.	_____	_____	12.	_____	_____	20.	_____	_____
5.	_____	_____	13.	_____	_____			
6.	_____	_____	14.	_____	_____	Total	_____	_____
7.	_____	_____	15.	_____	_____	Leader	Manager	
8.	_____	_____	16.	_____	_____			

NATURAL GIFTS AND TALENTS INVENTORY

Instructions

1. Look over the following list of potential church and parachurch ministries. Circle any you have enjoyed doing in the past or think you might enjoy doing in the future.
2. For each circled item, indicate the degree of your interest by placing a letter in front of it from the following scale:
 - A. Passionate interest
 - B. Strong interest
 - C. Slight interest

- | | |
|--|---|
| <input type="checkbox"/> accounting | <input type="checkbox"/> hospitality |
| <input type="checkbox"/> administration | <input type="checkbox"/> leadership |
| <input type="checkbox"/> adolescents | <input type="checkbox"/> library |
| <input type="checkbox"/> adults | <input type="checkbox"/> lighting |
| <input type="checkbox"/> advertising and publicity | <input type="checkbox"/> marketing |
| <input type="checkbox"/> art | <input type="checkbox"/> ministry assessment |
| <input type="checkbox"/> audiovisual | <input type="checkbox"/> parking |
| <input type="checkbox"/> bookkeeping | <input type="checkbox"/> playing a musical instrument |
| <input type="checkbox"/> building and grounds | <input type="checkbox"/> preaching |
| <input type="checkbox"/> children | <input type="checkbox"/> shepherding |
| <input type="checkbox"/> coaching | <input type="checkbox"/> singing |
| <input type="checkbox"/> cooking | <input type="checkbox"/> small groups |
| <input type="checkbox"/> custodial | <input type="checkbox"/> sound control |
| <input type="checkbox"/> directing traffic | <input type="checkbox"/> stage production |
| <input type="checkbox"/> drama | <input type="checkbox"/> teaching |
| <input type="checkbox"/> evangelism | <input type="checkbox"/> telephoning |
| <input type="checkbox"/> facilities maintenance | <input type="checkbox"/> typing |
| <input type="checkbox"/> finances | <input type="checkbox"/> visitation |
| <input type="checkbox"/> graphic design | <input type="checkbox"/> word processing |
| <input type="checkbox"/> greeting | <input type="checkbox"/> worship |
| <input type="checkbox"/> helps | <input type="checkbox"/> writing |

NATURAL GIFTS AND ABILITIES INDICATOR

Instructions

1. Look over the following list of occupations and vocational topics. Circle any you have enjoyed doing in the past or think you would enjoy pursuing in the future.
2. For each circled item, indicate the degree of your interest by placing a letter in front of it from the following scale:
 - A. Passionate interest
 - B. Strong interest
 - C. Slight interest

Vocational Topics

- | | |
|--|--------------------------------------|
| <input type="checkbox"/> accounting | <input type="checkbox"/> management |
| <input type="checkbox"/> advertising | <input type="checkbox"/> marketing |
| <input type="checkbox"/> agriculture | <input type="checkbox"/> mathematics |
| <input type="checkbox"/> architecture | <input type="checkbox"/> medicine |
| <input type="checkbox"/> armed services | <input type="checkbox"/> ministry |
| <input type="checkbox"/> art | <input type="checkbox"/> music |
| <input type="checkbox"/> automotive services | <input type="checkbox"/> politics |
| <input type="checkbox"/> business | <input type="checkbox"/> psychiatry |
| <input type="checkbox"/> computer science | <input type="checkbox"/> psychology |
| <input type="checkbox"/> cooking | <input type="checkbox"/> real estate |
| <input type="checkbox"/> electronics | <input type="checkbox"/> sales |
| <input type="checkbox"/> engineering | <input type="checkbox"/> science |
| <input type="checkbox"/> industrial arts | <input type="checkbox"/> social work |
| <input type="checkbox"/> insurance | <input type="checkbox"/> teaching |
| <input type="checkbox"/> law enforcement | <input type="checkbox"/> theater |

Occupations

- | | |
|--|---|
| <input type="checkbox"/> actor/actress | <input type="checkbox"/> mechanic |
| <input type="checkbox"/> appraiser | <input type="checkbox"/> minister |
| <input type="checkbox"/> architect | <input type="checkbox"/> musician |
| <input type="checkbox"/> artist | <input type="checkbox"/> nurse |
| <input type="checkbox"/> athlete | <input type="checkbox"/> nutritionist |
| <input type="checkbox"/> carpenter | <input type="checkbox"/> physical therapist |
| <input type="checkbox"/> chef | <input type="checkbox"/> physician |
| <input type="checkbox"/> coach | <input type="checkbox"/> pilot |
| <input type="checkbox"/> comedian | <input type="checkbox"/> policeman |
| <input type="checkbox"/> computer specialist | <input type="checkbox"/> politician |
| <input type="checkbox"/> construction worker | <input type="checkbox"/> professor |
| <input type="checkbox"/> contractor | <input type="checkbox"/> psychiatrist |
| <input type="checkbox"/> counselor | <input type="checkbox"/> psychologist |
| <input type="checkbox"/> dancer | <input type="checkbox"/> real estate agent |
| <input type="checkbox"/> designer | <input type="checkbox"/> reporter |
| <input type="checkbox"/> detective | <input type="checkbox"/> sailor |
| <input type="checkbox"/> driver | <input type="checkbox"/> salesperson |
| <input type="checkbox"/> economist | <input type="checkbox"/> schoolteacher |
| <input type="checkbox"/> electrician | <input type="checkbox"/> scientist |
| <input type="checkbox"/> engineer | <input type="checkbox"/> secretary |
| <input type="checkbox"/> entertainer | <input type="checkbox"/> singer |
| <input type="checkbox"/> farmer | <input type="checkbox"/> social worker |
| <input type="checkbox"/> hair specialist | <input type="checkbox"/> soldier |
| <input type="checkbox"/> homemaker | <input type="checkbox"/> stockbroker |
| <input type="checkbox"/> inventor | <input type="checkbox"/> welder |
| <input type="checkbox"/> investor | <input type="checkbox"/> writer marketer |

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