

# **MINISTRY SPECIALTIES TEST**

*Corinne Ware, D. Min.*

We thank the Alban Institute for permitting the Anglican Diocese of Calgary to reproduce and distribute this resource for the Licensed Lay Ministry Program.



*Resources for vital congregations*

Copyright © 1995, 2001 by The Alban Institute, Inc. All rights reserved.

This material may not be photocopied or reproduced in any way, including electronically, without the written permission of the publisher. Contact: Permissions, The Alban Institute, 7315 Wisconsin Ave., Suite 1250W, Bethesda, MD 20814-3211.

ISBN 1-56699-170-6

### **About the Alban Institute**

The Alban Institute initiates discovery and learning to strengthen congregations in creative, faithful, and effective ministry in the world. The Alban Institute is an ecumenical and interfaith not-for-profit that strengthens congregations by conducting research on the most pressing and critical issues facing congregations; publishing resources; offering educational and training events; providing consulting services; and advocating for the role of congregations in their local communities. The Alban Institute is financed by revenues from fees for products, services, and memberships, by grants, and by contributions.

**Corrine Ware** is Associate Director of the Master of Arts in Pastoral Ministry degree at the Episcopal Seminary of the Southwest in Austin, Texas. She previously practiced as a clinical therapist and pastoral counselor on the staff of The Samaritan Counseling Center of St. Joseph, Missouri. Her speaking and writing have been in the area of spirituality with particular focus on making spiritual formation accessible by adapting its rich history and practice to contemporary use. Dr. Ware holds the Doctor of Ministry in Pastoral Counseling degree from The Southern Baptist Theological Seminary in Louisville, Kentucky, and she is a licensed therapist in the American Association of Pastoral Counselors. Her other Alban Institute publications include *Discover Your Spiritual Type: A Guide to Congregational and Individual Growth* (1995) and *Connecting to God: Nurturing Spirituality through Small Groups* (1997).

## **Ministry Specialties Test**

Corinne Ware, D. Min.

This is a self-scoring test designed for those now engaged in ministry, and for those considering ministry as a vocation. It is intended to help in the discernment of aptitudes and strengths, so that attention can be focused on those areas where persons are best able to serve within their vocational calling.

Those most likely to benefit from the test are:

- seminaries and divinity schools wishing to effectively screen applicants
- pastors and church staff who want to help those in their care to discern their vocation
- clergy and lay ministers seeking to better allocate their time to those areas where they are most effective

This test makes no claim to be a scientific reading of aptitudes. It is merely one tool to assist in discovering possible gifts for ministry.

# Ministry Specialties Test

Name: \_\_\_\_\_

Date Taken: \_\_\_\_\_

This is a self-scoring test designed for those now engaged in ministry, and for those considering ministry as a vocation. It is intended to help in the discernment of aptitudes and strengths, so that attention can be focused on those areas where persons are best able to serve within their vocational calling. Areas tested are listed below. Continue on to the next page.

- A. Theology/Biblical Studies
- B. Pastoral Care/Social Services
- C. Pastoral Counseling
- D. Administration
- E. Education/Teaching
- F. Spiritual Direction
- G. Preaching (Homiletics)
- H. Church Planting/Missions
- I. Youth Ministry
- J. Liturgics
- K. Music

My highest score: \_\_\_\_\_

Next highest score: \_\_\_\_\_

Third highest score: \_\_\_\_\_

Lowest score: \_\_\_\_\_

## Ministry Specialties Test

Glance at the question pages that follow this grid. Each box below has space for your response to the matching question. Put your response into each box as you go along. Add up the totals in the **vertical** columns. When you have finished, return to the first test page to see what area your score indicates is a strength for you. Your highest scores reveal your greatest strengths in ministry. A low number indicates areas in which you may wish to delegate tasks to others. Score each box with one of the following four ratings:

- 3 = Very true of me
- 2 = Somewhat true of me
- 1 = Occasionally true of me
- 0 = Never true of me

In order to get a valid test, which will really help you in your choice of vocational specialization, answer as candidly as you can. The results are self-scoring and there are no right or wrong answers. The test is only a tool to help you discern your strengths in ministry.

	1	2	3	4	5	6	7	8	9	10	11
start	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	37	38	39	40	41	42	43	44
	45	46	47	48	49	50	51	52	53	54	55
	56	57	58	59	60	61	62	63	64	65	66
	67	68	69	70	71	72	73	74	75	76	77
	78	79	80	81	82	83	84	85	86	87	88
	89	90	91	92	93	94	95	96	97	98	99
	100	101	102	103	104	105	106	107	108	109	110
total											
area	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>I</b>	<b>J</b>	<b>K</b>

## **Ministry Specialties Test**

### STATEMENTS

*Please read the following statements in order, placing your rating of 3, 2, 1, or 0 in the matching boxes shown on page five.*

---

---

1. I can spend hours in the library researching scripture passages that interest me.
2. I have a strong desire to help people who are in need.
3. People tell me that I am a good listener.
4. I am not a fanatic, but I do like a place for everything and everything in its place.
5. I like to share what I know with others.
6. I welcome and seek new experiences.
7. Confronting people with the truth is an important value in my life.
8. When I was young, my favorite stories were about adventures in other lands.
9. I am more spontaneous than I am structured.
10. I believe that doing things in an orderly way can be a glory to God.
11. I feel that what we sing is what we come to believe.
12. I enjoy discussing with my pastor/priest the meaning of what was said in the sermon.
13. My heart goes out to people who are hungry or without a home.
14. I can tell if someone is upset without them telling me.
15. I enjoy working with people and getting them to pull together for a common cause.
16. I am able to communicate with others at their level of understanding.
17. The inner world of the spirit is just as real to me as the outer world of things.

18. People say that I explain abstract concepts well.
19. I am at my best when responding to crisis.
20. People tease me by saying that I have never really grown up.
21. I am deeply moved by symbols that carry religious meaning.
22. When I see a film or attend a church service, it is the music that moves me most.
23. I like a quiet and orderly life.
24. I like to be busy and helpful.
25. I have strong feelings of sympathy when I see a person who suffers.
26. If I have most of the facts, it doesn't take me long to make a decision.
27. I can organize my thoughts well, presenting them with clarity.
28. I am able to sit quietly before God, not thinking of anything in particular.
29. I seem to come alive when I stand up to speak to a group.
30. Having material comforts has never been very important to me.
31. I am a Pied Piper for young people, and can always get a group together.
32. I think that we learn by the repetition of ceremony and word.
33. God speaks to me through music and art.
34. What I think about scripture is of great importance to me.
35. I like to be with people more than I like to be alone.
36. I realize that I cannot control the people I care about.
37. People say that I am more objective than I am emotional.
38. I am known for telling about events in a way that makes them come alive.
39. I enjoy personal conversations that touch on deep and important subjects.
40. I seem to relate very well to people when I talk to them.

41. I have an ability to get people to participate in projects.
42. I am very approachable and people find me easy to be with.
43. I maintain that we can only preserve our heritage if we remember it in ritual.
44. I believe that music is able to communicate the deepest feelings of faith.
45. I love what is sometimes called “the life of the mind.”
46. I believe that we serve God best when we serve other people.
47. People’s relationships with others is a subject that interests me.
48. I like to figure out ways to make things work smoothly.
49. I enjoy looking at curriculum materials to see if they are suitable for my needs.
50. I feel God is in all things and within all people.
51. I am able to speak authoritatively when I stand before a group.
52. I respond to challenge more than I do to maintaining things as they are.
53. I believe that helping young people to grow up well is vitally important to our future.
54. Church services that are dignified and flawless can inspire in me an awe toward God.
55. I feel that it is the mood of the entire church service, not just the sermon, that inspires worship.
56. I want the things I believe to be consistent and to make sense.
57. When I see a need, I move quickly to organize help.
58. I am often able to see underneath what is being said, to what is really meant.
59. I am good with details, and I don’t quit until everything is just right.
60. I can tell if a person is sad or happy by watching them interact with others.



61. I am good at making the connection between scripture and present life events.
62. Studying to prepare to speak is exciting for me.
63. I have a burning desire to see that everyone hears the gospel message.
64. My work may look effortless, but lots of planning goes into what I do.
65. The beauty of a formal church service makes me feel the continuity of faith.
66. I have always been able to plan ahead so that my projects go smoothly.
67. I believe it is important for every generation to progress and work out new ideas.
68. The statement “my work is my prayer,” appeals to me.
69. Nothing pleases me more than to see someone put his or her life back together.
70. I can easily manage the unexpected.
71. I love to see a person’s face when they suddenly understand something important.
72. There is nothing as important as making connection with others and with God.
73. I am conscious of damaging cultural influences and share those thoughts with others.
74. I am good with my hands and will pitch in when work needs to be done.
75. I am interested in passing along the values I believe are important.
76. I am a person who always keeps the rules.
77. I enjoy working with people in a joint effort.
78. I believe that religion that does not examine its positions can tend to be sentimental.
79. Working in the church is an important way for me to express my faith.
80. I am an encourager of others.

81. I like to look ahead and plan for the future.
82. I believe that we are never too old or too young to learn.
83. People tell me that what I have said to them has helped them to grow spiritually.
84. I am good at convincing others that what I say is true.
85. I am a “people person” and can make friends with almost anyone.
86. I am energized by being in a crowd of people.
87. I do not always try something just because it is “new.”
88. I have patience with people who do not do things as well as I do.
89. I have written several pieces that have been, or could have been, published.
90. I am told that I have a lot of compassion for others.
91. I am able to confront people without upsetting them.
92. I like to figure out what people do best, and encourage them to do it.
93. I am very concerned that adults know so little about their faith.
94. I enjoy telling people about a special book to read that will meet their needs.
95. I believe there is nothing more important than sharing my faith.
96. I am good at figuring out what a community needs.
97. I think that having fun is as important as being serious.
98. I am known to like having things done perfectly.
99. I am known to be a team player.
100. I like it when I can see connections between several ideas and when things just come together for me.
101. I would enjoy working in a food program for the hungry.

102. Nothing you can say will cause me not to accept you as a person.
103. I have a reputation for answering my telephone calls and taking care of my mail.
104. I believe that we are never finished with learning about the Bible.
105. Listening attentively with the heart is a gift I seem to have been given.
106. When looking at someone, I can tell if they are responding to me or not.
107. I am good at contacting people and developing a network of acquaintances.
108. I like to bond closely with people through things that we do together.
109. I am able to make decisions easily.
110. I enjoy planning a church service that fits together well and carries out a particular theme.