

# GIFTS AND ABILITIES CARD SORT

## Instructions

### Step 1: Prepare the card sort materials.

- **Print** the pages containing the headings and the cards to sort.
- **Cut** out the individual cards.
- **Separate** the Emotion and Skill Level cards from the Gifts and Abilities cards.
- **Prepare** a clean, flat work surface.



### Step 2: Sort the *Gifts and Abilities* cards according to how you feel when doing the activity described on each card.

**Arrange** the Emotion cards in a vertical column on the left side of the work surface in the following order from top to bottom:

- Delight
- Enjoy
- Like
- Don't Prefer
- Dislike









**Place** each of the Gifts and Abilities cards in a pile immediately next to (on the right hand side) the emotion card that best represents how you feel (or would feel) while doing that activity .

**Optional:** If you have gifts or abilities not represented in the 79 cards, write the name and a brief description of that ability on the card marked "Other."

**Note:** You must place at least five cards in "Delight" and five in "Dislike."

Emotion cards	Gifts and Abilities cards
 DELIGHT	<b>INFORMAL CONVERSATION</b> To participate in the interactive sharing of thoughts and feelings, opinions and current events in a way that creates mutual understanding and ...
 ENJOY	<b>BEING INFORMATIVE</b> To know and communicate facts and information.
 LIKE	<b>BEING PERSUASIVE</b> To influence what others believe, do, or feel.
 DON'T PREFER	<b>TAKING RISKS</b> To eagerly commit my time, finances, or well being in the hope of gain or excitement even when there is as good a chance of failure as of success.
 DISLIKE	<b>LISTENING</b> To accurately hear and understand what others communicate.

**SKILL LEVEL CARDS**

	 <b>VERY SKILLED</b>	 <b>CAPABLE</b>	 <b>LACK SKILL OR EXPERIENCE</b>
 <b>DISLIKE</b>	<b>LISTENING</b> To accurately hear and understand what others communicate.	<b>BEING DECISIVE</b> To spontaneously and skillfully respond to a crisis, an accident, or emergency situation.	<b>IMAGINING</b> To spend time thinking up new stories, theories, ideas, philosophical concepts, etcetera.
 <b>DON'T PREFER</b>	<b>TAKING RISKS</b> To eagerly commit my time, finances, or well-being in the hope of gain or excitement even when there is as good a chance of failure as of success.	<b>BEING FUNNY</b> To see and convey the humorous side of myself and the world.	<b>ASKING GOOD QUESTIONS</b> To formulate and use questions that lead others to insight and discovery.
 <b>LIKE</b>	<b>BEING PERSUASIVE</b> To influence what others believe, do, or feel.	<b>BEING INSPIRATIONAL</b> To encourage and motivate others through what I say, what I do, and who I am.	<b>INITIATING</b> To design, launch, and manage something new like a product, program, business, or organization.
 <b>ENJOY</b>	<b>BEING INFORMATIVE</b> To know and communicate facts and information.	<b>PUBLIC SPEAKING BEFORE A LIVE AUDIENCE</b> To get and hold the attention of a live audience and to communicate clearly with them.	<b>BROADCASTING</b> To use social media, videos, podcasts, radio, or television to entertain or influence others.
 <b>DELIGHT</b>	<b>INFORMAL CONVERSATION</b> To participate in the interactive sharing of thoughts and feelings, opinions and current events in a way that creates mutual understanding and satisfaction.	<b>ENGINEERING</b> To apply science and math to solve problems by designing, building, and maintaining engines, machines, structures, or systems.	<b>DISCUSSION WITH A SMALL GROUP OR TEAM</b> To participate in work or a conversation about a topic with a small group of people, comfortably yet without dominating the conversation or process.

**EMOTION CARDS** (left)      **GIFTS AND ABILITIES CARDS** (right)

**Step 3: Flip over the Emotion cards so you cannot read them.**

**Step 4: Sort the Gifts and Abilities cards according to how skilled you are at each activity.**

Place the three Skill Level cards in a horizontal line above the other cards in the following order from left to right:

**Very Skilled**

**Capable**

**Lack Skill or Experience**

Move each Gift and Ability card to the right and make a pile directly under the Skill Level card that best describes how skilled you are at that activity.

**Note:** You must place at least one card in each category. Be careful to keep the Gifts and Abilities cards in their original rows. Compare your skill level only with the other Gifts and Abilities in that same row.

**Step 5: Turn over** the Emotion cards so you can read them.

EMOTION CARDS

- DELIGHT
- ENJOY
- LIKE
- DON'T PREFER
- DISLIKE

SKILL LEVEL CARDS

- VERY SKILLED
- CAPABLE
- LACK SKILL OR EXPERIENCE

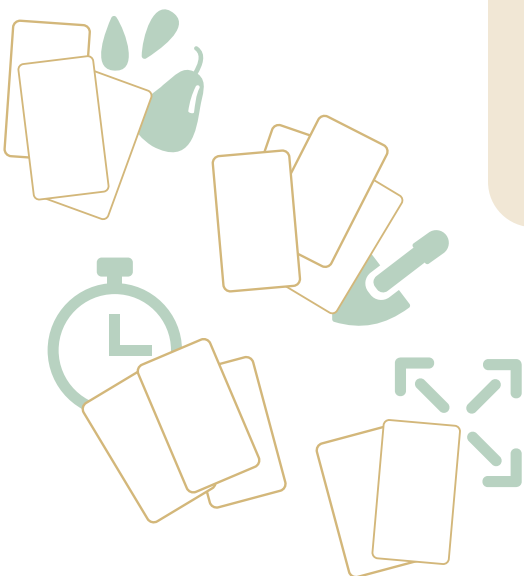
DISCARD PILE

**Step 6: Categorize** the Gifts and Abilities cards you have sorted into four new piles: **Fruitful, Cultivate, Limit, Outsource.**

**Step 7: Record** the gifts and abilities in the corresponding section on page 20.

**Note:** Be careful not to mix the piles of cards!

Some piles of cards will fall in two categories and you will choose which category you want to place them in. This decision is part of fine-tuning your understanding of what it looks like for you to flourish. Some piles of cards will not be included in any category. Place these in a discard pile.



## FRUITFUL

You will be most fruitful and make your best contribution when you offer the world what you enjoy and what you are good at. If your paid work does not allow you to use some of these abilities, look for opportunities at church, in your community, and as a hobby. These are also good activities for when you want to recharge.

- **Select** the cards in the four piles at the top left.
- **Label** each card with the word "Fruitful."



## CULTIVATE

You enjoy these activities but need to invest time and energy in developing them in order to improve the quality of your contribution.

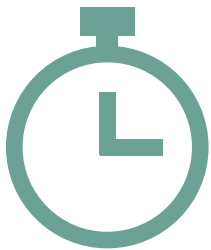
- **Select** the cards in the four piles at the top right:
- **Label** each card with the word "Cultivate."



## LIMIT

You may be asked to do these activities because of your proficiency in them. However, it is wise to limit them to about 20% of your time because doing them leaves you drained.

- **Select** the cards in the four piles at the lower left.
- **Label** each card with the word "Limit."



## OUTSOURCE

You lack interest and skill in these activities. If they are indispensable to your life or to a project you are involved with, it is wise to outsource them.

- **Select** the cards in the four piles at the lower right.
- **Label** each card with the word "Outsource."



## Congratulations!

You have successfully sorted a wide range of gifts and abilities into categories that can guide what you contribute to the world around you.



DELIGHT



VERY SKILLED



ENJOY



CAPABLE



LIKE



LACK SKILL OR  
EXPERIENCE



DON'T PREFER



DISLIKE

Categories, descriptions, and process adapted from:

- *Discovering your Natural Talents* by John Bradley, Jay Carty
- *Knowdell Motivated Skills Card Sort*
- *Occupational Outlook Handbook* by US Bureau of Labor Statistics
- *Spiritual Gifts, The Bible*
- *The Forgotten Ways* by Alan Hirsch



### INFORMAL CONVERSATION

To participate in the interactive sharing of thoughts and feelings, opinions and current events in a way that creates mutual understanding and satisfaction.

### DISCUSSION WITH A SMALL GROUP OR TEAM

To participate in work or a conversation about a topic with a small group of people, comfortably yet without dominating the conversation or process.

### PUBLIC SPEAKING BEFORE A LIVE AUDIENCE

To get and hold the attention of a live audience and to communicate clearly with them.

### BROADCASTING

To use social media, videos, podcasts, radio, or television to entertain or influence others.

### BEING PERSUASIVE

To influence what others believe, do, or feel.

### BEING INSPIRATIONAL

To encourage and motivate others through what I say, what I do, and who I am.

### BEING INFORMATIVE

To know and communicate facts and information.

### BEING FUNNY

To see and convey the humorous side of myself and the world.

### LISTENING

To accurately hear and understand what others communicate.

### ASKING GOOD QUESTIONS

To formulate and use questions that lead others to insight and discovery.



### PARENTING

To accompany the holistic development of a person from infancy to adult maturity (according to their capacity.)

### FRIENDSHIP

To develop and maintain relationships that are close, supportive, and mutually satisfying.

### MENTORING/ COACHING

To foster the growth and development of another person by sharing your experience and wisdom (mentor) or by guiding them with questions to accomplish their goals (coach).

### TEAMWORK

To collaborate with others to accomplish a goal.

### NURTURING / SUPPORTING

To promote change and growth in those who are struggling or have something to overcome by walking alongside and empowering them.

### COUNSELING

To accompany and guide people as they manage or resolve personal, interpersonal, or emotional difficulties or crises.

### SERVING

To help others with their projects and programs to the neglect of my own activities and projects.

### TEACHING

To help others learn new knowledge, skills, or attitudes.

### COMFORTING

To provide reassurance and emotional support when another person is hurt, worried, frustrated, or anxious without necessarily trying to help them solve their problems.

### HEALING

To help others improve their physical or emotional condition when it has been damaged.



### INITIATING

To design, launch, and manage something new like a product, program, business, or organization.

### MANAGING

Directing and supervising people, resources, and work of an existing group or organization over a period of time so that it works well and accomplishes its goals.

### IMAGINING

To spend time thinking up new stories, theories, ideas, philosophical concepts, etcetera.

### INVENTING

To create new things like machines, mechanical or technical devices, software, recipes, hybrids or varieties of plants or animals, etcetera.

### ENGINEERING

To apply science and math to solve problems by designing, building, and maintaining engines, machines, structures, or systems.

### NEGOTIATING

To act as a mediator between two or more people to work out a deal or contract, pacify a conflict, settle disputes, etcetera.

### TAKING RISKS

To eagerly commit my time, finances, or well-being in the hope of gain or excitement even when there is as good a chance of failure as of success.

### SELLING

To successfully convince others to buy and pay for a product or service, or to get involved with an activity or project.

### BEING DECISIVE

To spontaneously and skillfully respond to a crisis, an accident, or emergency situation.

### ANALYZING

To study a subject, thing, or opinion to understand its strengths and weaknesses and so that decisions are based on concrete data instead of intuition or hearsay.





### ACTING / IMPROVISATION / COMEDY

To enrich and entertain an audience by expressing a story, joke, mood, feelings, or experiences through a corporal, visual, or auditory performance.

### MODERATING OR FACILITATING

To guide a group discussion, host a panel presentation or coordinate discussion between people or groups

### PERFORMING MUSIC: VOCAL or INSTRUMENTAL

To enrich and entertain an audience by singing or playing an instrument either alone or with a group.

### USING WORDS

To communicate well through words, whether poetry, online posts, letters, essays, stories, scripts, reports, advertisements, contracts, curricula, articles, etc.

### CREATING MUSIC

To compose, produce, arrange, or direct music.

### CREATING HANDICRAFTS

To make handcrafted items of wood, leather, cloth, plastic, edible materials and the like.

### DESIGNING

To use visual design elements like images, symbols, typography, motion graphics, etcetera to communicate an idea or message.

### APPRAISING / EVALUATING

To accurately estimate the monetary value of a car, house, antique, collectible, or of a business opportunity and its economic potential.

### USING COLORS AND PATTERNS

To communicate with color, texture, and patterns. This might be through interior design, textiles, clothing, makeup, drawing, jewelry, house painting, etcetera, or digital means.

### USING SHAPES AND FORMS

To communicate through creating or arranging designs or objects often in 3-D whether these be digital or tangible. This might be through sculpture, architecture, landscaping, flower arranging, etcetera.



### ORGANIZING TIME

To consistently and effectively organize my schedule to get the most important things done, like appointments, deadlines, errands, projects, and the like.

### PLANNING

To effectively schedule or map out activities, times, and long-range logistical details for an activity or project.

### ORGANIZING PERSONAL SPACE

To order and maintain your personal domain in a logical, functional way. To regularly put things where they belong.

### CLEANING

To ensure that a physical environment and its components remain hygienic, attractive, orderly, and safe.

### INTUITIVE KNOWLEDGE OF PEOPLE

To quickly and accurately discern and assess through intuition the integrity or sincerity of someone, or their situation, motivation, etcetera.

### INTUITIVE KNOWLEDGE OF THE FUTURE

To sense and forecast trends and the general public's response to future events, as in politics, clothing fads, business trends, or other future concerns.

### EMOTIONAL INTELLIGENCE

To recognize, process, and manage emotional information in ways that are positive for yourself and others.

### CROSS-CULTURAL COMPETENCE

To understand people from a variety of different cultures and engage with them effectively.

### SENSORY OBSERVATION OF THE PHYSICAL ENVIRONMENT

To accurately perceive in exceptional detail your surroundings.

### SENSORY OBSERVATION OF WRITTEN OR DRAWN DETAILS

To perceive with exceptional accuracy the details in written or drawn things like maps, blueprints, contracts, manuscripts, etcetera.



### PHYSICAL COORDINATION

To use well arms, legs, and the rest of the body for physical activities like sports, dancing, physical labor, construction work, etcetera.

### HAND-ARM COORDINATION

To skillfully and effectively use handheld tools for manual activities like repairing or maintaining (tech items, car, furniture, clothes, equipment), building or assembling (cabinets, machines), or using power tools.

### DRIVING/OPERATING

To skillfully operate large machinery or drive moving vehicles or equipment such as a car, truck, boat, aircraft or equipment for a farm or construction.

### HAND-FINGER COORDINATION

To skillfully use hands and fingers for handiwork, or with hand-manipulated instruments like video game controllers or precision instruments for dentistry, surgery, electronics repair, soldering, jewelry, or culinary decoration.

### SPATIAL PERCEPTION

To accurately perceive the distance and relationship between a person and what surrounds them or to understand the three-dimensional structure of an object from a two-dimensional design.

### CALCULATING

To quickly and accurately work with numbers and figures: adding, subtracting, multiplying, and dividing without much effort.

### TROUBLESHOOTING

To detect mechanical, electrical, or technical problems in engines, electrical circuits, computers, code, software, etcetera.

### RECORDING AND AUDITING

To take inventory or create a detailed list of items, goods, or merchandise or to compile and evaluate information related to finances, activities, or a situation.

### SOLVING PROBLEMS

To effectively solve problems that come up at work, home, or in a hobby, game, or other activity.

### RESEARCH

To collect information from a variety of sources in order to expand the understanding of a specific topic.



### REMEMBERING

To recall names, numbers, or other details quickly and accurately without much effort.

### CLASSIFYING

To routinely arrange and maintain information, reports, photographs, recipes, etcetera for easy and quick reference.

### FARMING, GARDENING, FISHING, FORESTRY

To cultivate and manage green spaces, parks, forests, and renewable resources.

### CULINARY

To prepare food or drinks for family, friends, or customers.

### ANIMAL CARE

To manage or foster the well-being of pets, livestock, or wildlife, in or out of captivity.

### COMPUTER OR INFORMATION TECHNOLOGY

To create or support computer applications, systems, and networks that store, process, and transmit digital information.

### MILITARY SERVICE / SECURITY

To serve and protect a nation, the general population, and property, through enforcing the law, responding to emergencies, and providing surveillance about illegal activity, in the real and digital world.

### CONSTRUCTION

To install, maintain, and repair elements, equipment, and systems of buildings, factories, or homes (electrical, sheet metal, roofing, solar, iron, carpentry, etcetera)

### REPAIR AND SERVICE

To repair and perform scheduled maintenance on vehicles, aircraft, equipment, electronics, electrical power systems, cables, telecommunications equipment, wind turbines, etcetera.

### OTHER:



**GOD-EMPOWERED  
CHANGE AGENT**

To regularly draw close to God in prayer for the transformation of realities in the spiritual and material world.

**GOD-EMPOWERED  
ADMINISTRATOR**

To regularly see God's kingdom strengthened as a result of your guidance of the organizational and logistical tasks of a group, project or an organization.

**GOD-EMPOWERED  
COMFORTER**

To regularly see God-empowered results and his kingdom built from your sensitivity to the feelings, emotional condition, and needs of others.

**KINGDOM-GROWING  
PIONEER**

To see God's kingdom extend in new ways, into new areas, and/or into the future as a result of your God-empowered vision and strategy.

**KINGDOM-FOCUSED  
QUALITY CONTROL**

To faithfully express God-directed questioning and analysis of the difference between the current reality of a situation or community and what God calls his people to be and do.

**KINGDOM-FOCUSED  
CAREGIVER**

To strengthen God's kingdom by fostering the holistic health of God's people, nurturing them towards maturity and guarding them against destructive influences.

**KINGDOM-GROWING  
EVANGELIST**

To regularly experience God-empowered results from your communication of the Good News of God's salvation in Jesus Christ.

**GOD-HONORING SERVICE**

To see God honored and his kingdom built as a result of your work to meet people's practical needs.

**KINGDOM-GROWING GIVER**

To regularly see God-empowered results and his kingdom built from your economic generosity.

**GOD-EMPOWERED FAITH**

To regularly experience and express confidence, security, and trust in God's goodness, love, and faithfulness.