

Interview Outline

Introductions, Overview of the Interview

After brief introductions and both settled, provide an overview of what will happen during the gifts interview:

Opening Prayer (5 min)

Let's begin with a prayer, inviting God to join and guide our conversation. Would you like to lead the prayer, or shall I?

Question #1: Record the top six charisms—recording ties as necessary (5 min)

How does this list look for you? Do they fit? Are there any surprises? Note his/her responses. It is not necessary to record the scores.

Are there ones you would have expected to find in this list that are not here? Do you think you have a charism that is not on the inventory? What would that be? Make note of these on the extra lines. If you need more space, you can use the back of this form.

Question #2: Threshold conversation (5 min)

Here are some possible questions to guide your conversation:

- i. **In 2-3 sentences, could you tell me a bit about yourself: where do you live, what parish, what do you do: work, hobbies, ministries?**
- ii. **Were you raised a Catholic? Baptized?**
- iii. **If he/she has not already volunteered: What would help me hear evidence of possible charisms is if you could tell me about your relationship with God to this point in your life?**

I, What you are looking for:

→, At what point did his/her faith become personal?

↘, Is his/her faith personal, or is he/she at one of the passive thresholds?

a, *Active at Church? Remember activity is not always evidence of discipleship. But, it could provide a context for clarifying questions.*

b, *Sense of God's presence in daily life?*

- iv. *Make note of any places of passion in his/her life (May help with #7a&b.)*

Question #3:

Begin to look at charisms, one by one (50 min)

1. *Review the definition*
2. *Ask for stories!—more than one, three is very helpful. Listen carefully for the signs of a charism:*
 - a. *His/her experience*
 - b. *Effectiveness*
 - c. *Feedback*
 - d. *If any of the signs are absent or unclear: ask clarifying questions to further draw out his/her experience from the story he/she is sharing.*

Question #4: Probable? Possible? Unsure? Unlikely?

Note: At the 60 min mark, you should be moving toward Question #5.

There are two directions the conversation can head from here:

Option A: If the person appears to be manifesting charisms—

- **How comfortable are you with this set of charisms?**
- **Do you have a sense of how your charisms might work together?**

It isn't necessary to write down his/her answers. You can record this under "Additional notes" or use the back side of the form.

Question #5: Further Discernment: Where to Start:

1. **What charism do you want to start with?**
2. **What opportunities do you have (or, can you find) to experiment with this charism?**
3. **What is the evidence you will be looking for?** *The purpose of this question is to get him/her to reiterate:*
 - i. *Characteristics of this particular charism*
 - ii. *Definition, concrete effects of this charism (you may need to offer concrete examples to help him/her refine his/her experiment)*
 - iii. *Feedback they should look for from others: direct and indirect.*

Give him/her an opportunity to complete "My Discernment Plan" before you continue.

Question #6: **Do you have any questions about the charism you are planning to explore?**

Questions #7a&b: **Do you have a sense of personal call or vocation (another way to put it: do you have a sense of where God is calling you to use these possible charisms *in your work, with your friends and family, or in your community?*)? Can you describe it? *Some questions that might help open the conversation:***

1. **Looking at your possible charisms, do you see how they might fit?**
2. **How do you think God is calling you to serve him by using this possible gift mix?**

Don't forget to close with prayer!

Option B: *If they cannot identify any charisms as at least "possible" or there is little evidence that charisms are manifesting in his/her life:*

What do you think God is asking you to do next? *Offer to pray with him/her right then, declaring himself/herself open to God.*

What do you think might be your next step after this interview?

*Make note of his/her next steps under "Other Next Steps"
Offer prayers for him/her as he/she takes his/her next step.*

What if he/she still wants to experiment with a charism?

- *Remain positive: remind him/her—*
 - *Saying "yes" to following Jesus is the first step to be a channel of his love and provision in the world.*
 - *Prayer is a critical part of discernment: growing closer to God helps us to be open to where he is asking us to use our gifts. He/she may want to pray with you now.*
 - *If he/she wants to move forward, simply ask, "Where do you think God is asking you to start?"*
 - *Help him/her then to complete a discernment plan as best he/she can.*