



GIFTS, TALENTS AND SKILLS INVENTORY™

A CBLI Leadership Strengths Discovery Workbook

Identify what comes naturally, what you have intentionally developed, what you have learned to do,
and the strengths hidden inside your experience.

DISCOVER	EVALUATE	COMBINE	ACTIVATE
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Leadership Is a Calling®
www.callingbasedleadership.com

Know What You Bring to Leadership

Leaders often undervalue their strongest assets because those abilities feel ordinary to them. This inventory helps you separate four kinds of leadership assets and evaluate them through evidence rather than self-promotion or self-doubt.

NATURAL GIFTS	Innate patterns of perception, connection, motivation, or contribution that appear consistently and often feel instinctive.
DEVELOPED TALENTS	Natural potential strengthened through practice, discipline, coaching, repetition, and real responsibility.
LEARNED SKILLS	Specific abilities acquired through education, training, employment, service, or deliberate experience.
OVERLOOKED STRENGTHS	Transferable capabilities formed through life challenges, relationships, culture, caregiving, military service, faith, community, or adversity.

Use three evidence questions throughout this workbook:

- ☐ When and where have I demonstrated this?
- ☐ What results has this ability helped produce?
- ☐ Who has consistently recognized this strength in me?

What I most want to understand about my leadership strengths:

1. Identify Your Natural Gifts

Check words that describe how you naturally contribute when you are healthy, engaged, and serving well. Choose what is consistently evident - not simply what sounds desirable.

☐ Discernment	☐ Encouragement	☐ Empathy
☐ Vision	☐ Organization	☐ Teaching
☐ Listening	☐ Connecting	☐ Creativity
☐ Problem sensing	☐ Strategic thinking	☐ Hospitality
☐ Advocacy	☐ Initiative	☐ Calm under pressure
☐ Motivating others	☐ Building trust	☐ Seeing potential
☐ Decision-making	☐ Service	☐ Wisdom
☐ Communication	☐ Peacemaking	☐ Mobilizing people

My strongest natural gifts

GIFT	EVIDENCE FROM MY LIFE	WHO BENEFITS?

The gift I most often minimize or take for granted:

2. Recognize Your Developed Talents

Talents are capacities that have become reliable through use. They may have begun naturally, but practice and responsibility made them stronger, more consistent, and more valuable to others.

☐ Public speaking	☐ Writing	☐ Facilitation
☐ Negotiation	☐ Coaching	☐ Selling
☐ Planning	☐ Analysis	☐ Storytelling
☐ Mentoring	☐ Team building	☐ Conflict resolution
☐ Networking	☐ Design	☐ Research
☐ Executing plans	☐ Influencing	☐ Teaching groups
☐ Leading change	☐ Managing details	

What can I now do well because I have practiced it repeatedly?

Where have others trusted me with increasing responsibility?

What ability produces strong results even when the situation is difficult?

What talent would weaken if I stopped using and developing it?

My top five developed talents:

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

3. Inventory Your Learned Skills

Skills are learnable and transferable. Include formal credentials and practical abilities gained through work, military service, ministry, entrepreneurship, volunteering, family responsibility, or community leadership.

COMMUNICATION

Presenting, writing, interviewing, listening, persuasion, media, languages

**PEOPLE
LEADERSHIP**

Delegating, coaching, supervising, hiring, feedback, conflict resolution

STRATEGY

Visioning, analysis, planning, decision-making, innovation, risk assessment

EXECUTION

Project management, operations, budgeting, scheduling, systems, quality

RELATIONSHIPS

Networking, partnership development, customer service, fundraising, negotiation

**DIGITAL /
TECHNICAL**

Software, data, design, production, platforms, tools, technical expertise

Credentials, specialized knowledge, or cultural fluency I should include:

4. Recover Your Overlooked Strengths

Some of your most valuable leadership strengths may not appear on a resume. They were developed while navigating real life. Do not confuse familiarity with insignificance.

CHALLENGES

What did hardship teach you to notice, endure, solve, or protect?

CARE & FAMILY

What did supporting others teach you about patience, advocacy, coordination, or responsibility?

CULTURE & COMMUNITY

What perspective, trust, language, or relational intelligence can you bring?

FAITH & SERVICE

What convictions, disciplines, compassion, or stewardship have been formed?

TRANSITIONS

What have change, relocation, reinvention, loss, or new beginnings taught you?

UNOFFICIAL LEADERSHIP

Where have people followed your influence before you held the title?

Three strengths I have been using without naming:

5. Let Evidence and Feedback Speak

A strength becomes more credible when it is supported by patterns of behavior, results, and trusted feedback. Use this page before selecting your final strengths profile.

Complete these sentences:

People consistently come to me when they need...

The compliment I tend to dismiss is...

A difficult situation I handle better than many people is...

When a team is stuck, I naturally...

The result I have produced more than once is...

If I were absent, people would most notice the loss of...

Ask three trusted people:

FEEDBACK PROMPT	When have you seen me at my best? What strength was I using, and what difference did it make?
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PERSON	STRENGTH OBSERVED	EXAMPLE / IMPACT

6. Build Your Leadership Strengths Profile

Select ten of your strongest assets from Sections 1-4. In ASSET, write the specific strength (for example, Public speaking). In TYPE, write where it came from: Natural Gift, Developed Talent, Learned Skill, or Overlooked Strength. Example: ASSET: Public speaking | TYPE: Developed Talent. Rate each asset from 1 to 5 in four areas: Energy, Evidence, Impact, and Relevance.

ENERGY	I feel engaged using it	EVIDENCE	I have used it successfully	IMPACT	It benefits others	RELEVANCE	My calling needs it
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ASSET	TYPE	ENERGY	EVIDENCE	IMPACT	RELEVANCE	TOTAL

My five signature leadership strengths:

1.
2.
3.
4.
5.

7. Combine and Activate Your Strengths

A leadership strengths stack is the combination of strengths, experience, and perspective you use together to create a result. It shows how your abilities work together.

STRENGTHS
STACK

Complete: I combine [strength 1] and [strength 2] with [experience or perspective] to help [people] achieve [result].
Example: Strategic thinking + communication + military leadership help teams turn complex challenges into clear action.

My leadership strengths stack:

Where this combination is most valuable:

The leadership problem I am equipped to help solve:

One strength I need to develop further:

NEXT 30 DAYS	ACTION	EVIDENCE OF GROWTH
Use		
Develop		
Share		
Measure		

What You Carry Is Part of Your Calling

Your gifts reveal how you naturally contribute. Your talents show what practice has strengthened. Your skills expand what you can execute. Your lived experience gives you insight that cannot be learned from theory alone.

Do not lead from comparison. Lead from stewardship.

Your responsibility is not to possess every strength. It is to recognize, develop, align, and faithfully use what has been entrusted to you in service of your leadership assignment.

CONTINUE YOUR CBLI JOURNEY

Connect your strengths to your purpose, clarify your leadership assignment, and activate them through the Calling-Based Leadership® Textbook, Workbook, training, and certification.

www.callingbasedleadership.com

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