

Called & Gifted

Personal Interview

During the *Called and Gifted Workshop* you begin to discern the presence of the charisms in your life. The personal interview is a means to assist you to further discern the charisms which you have been given. Interviews are usually one hour in length with someone who has been trained especially for gifts-discernment interviews. Details of sign-up, cost, and location will be made during the *Workshop*.

What should you expect of the interview? How can you best prepare for the interview? What should you bring with you to the interview?

What to expect of the personal interview

Charisms have to be discerned over time. No one, apart from God himself, can infallibly tell you what charisms you have presently, let alone what charisms you may be given in the future. Your interviewer, therefore, cannot tell you what charisms you have. *You* are the primary discerner. Your interviewer has been trained to *assist you* as you discern.

Your interviewer can answer many of your initial questions about charisms and discernment. Your interviewer's primary job is to help you *recognize patterns* in your life experience that may indicate the presence of a charism. For this reason, he or she will ask you to talk about those areas for which you received a high score on the *Catholic Spiritual Gifts Inventory*.

At first, many of the charisms may appear to be similar. Your interviewer can help you distinguish among charisms. As you talk about your life experience, it will sometimes become clear that your high score for a particular charism reflects natural talents or skills you have learned *rather than* the presence of a charism. While your interviewer will never tell you that you do or do not have a particular charism, he or she may point out patterns in your experience that could indicate the presence or absence of a charism.

Because it is necessary to test for the presence of the charisms by experimentation, one of the objectives of the interview is to determine which of the charisms you might wish to experiment with. We suggest that you experiment by spending two hours per week for at least six weeks participating in an activity that would require the charism. Thus, if you suspect that **teaching** might be your charism, you would test for the charism by teaching two hours per week (either with individuals or in a classroom). If you think that **mercy** might be your charism, you might arrange to volunteer at St. Vincent de Paul or in a similar program. The interviewer will assist you in deciding which charism you might wish to experiment with and in determining what you might do to test for the presence of this particular gift.

After you complete your interview, you should expect to:

- have answers for *some* of your own questions arising from the *Workshop*.
- better understand the significance of your Inventory scores.
- recognize patterns in your life that may indicate the presence of charisms.
- have chosen the charism you would like to experiment with.
- know some of the signs to look for while you experiment with this particular charism.
- be fairly clear about how you will experiment with the charism.

How to best prepare for the personal interview

Take a second look at your Inventory results and reflect upon which charisms might have emerged in your life to date. You should begin with the highest scores, but consider the other charisms as well, particularly in the light of what you have learned in the *Workshop*. Review the descriptions of the charisms that you will talk about during the interview (typically your six highest scores). Try to think of specific times when God may have been at work through with each of these charisms. As you consider those times, think about the signs associated with a charism:

1. How did you feel when you were doing it?
2. What actually happened in the life of another person or group?
3. What kind of feedback did you get from them?

You might then consider the following questions:

- Do you have any questions concerning the charisms, in general or in particular?
- Did your Inventory results surprise you in any way? If so, what was surprising and why?
- Were there any charisms for which you might have expected a higher score?
- Which of the charisms might you like to experiment with?
- What are the opportunities you have (at work, at home, in volunteer organizations, etc.) for experimenting with a charism?

What to bring to the interview

Bring your answer sheet for the Inventory with you to the interview, as you will review your results with the interviewer. Write down questions that you would like to have clarified. If possible, go to the interview with a realistic idea of how much time you can give to experimenting with a charism.