

# Spiritual Gifts Test

1. Respond to each statement on the Spiritual Gifts Assessment using this scale:

- 3 = consistently, definitely true
- 2 = most of the time, usually true
- 1 = some of the time, once in a while
- 0 = not at all, never

2. Using the chart below, write your response to each statement in the block whose number corresponds to that number statement in the Spiritual Gift Assessment.

3. **Important: Answer according to who you are, not who you would like to be or think you ought to be.**

How true are these statements to you?

What has been your experience?

To what degree do these statements reflect your usual tendencies?

1	2	3	4	5	6	7	8	9	10	11	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	111	112	113	114
115	116	117	118	119	120	121	122	123	124	125	126	127	128	129	130	131	132	133
total																		
<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>	<b>L</b>	<b>M</b>	<b>N</b>	<b>O</b>	<b>P</b>	<b>Q</b>	<b>R</b>	<b>S</b>

# *Spiritual Gift Assessment*

First, second, and third  
highest letter totals

Spiritual Gift

_____	:	_____
_____	:	_____
_____	:	_____

## **SPIRITUAL GIFT ASSESSMENT KEY**

A = Administration

K = Hospitality

B = Apostleship

L = Intercession

C = Craftsmanship

M = Knowledge

D = Creative Communication

N = Leadership

E = Discernment

O = Mercy

F = Encouragement

P = Prophecy

G = Evangelism

Q = Shepherding

H = Faith

R = Teaching

I = Giving

S = Wisdom

J = Helps

Healing, Interpretation, Miracles and Tongues are not included in the *Spiritual Gift Assessment* or *Observation Assessment* because their presence in the life of a believer tends to be self-evident.

# *Spiritual Gift Assessment*

1. I like to organize people, tasks and events.
2. I would like to start churches in places where they do not presently exist.
3. I enjoy working creatively with wood, cloth, paints, metal, glass or other materials.
4. I enjoy challenging people's perspective of God by using various forms of art.
5. I can readily distinguish between spiritual truth and error, good and evil.
6. I tend to see the potential in people.
7. I communicate the gospel to others with clarity and effectiveness.
8. I find it natural and easy to trust God to answer my prayers.
9. I give liberally and joyfully to people in financial need or to projects requiring support.
10. I enjoy working behind the scenes to support the work of others.
11. I view my home as a place to minister to people in need.
12. I take prayer requests from others and consistently pray for them.
13. I am approached by people who want to know my perspective on a particular passage or biblical truth.
14. I am able to motivate others to accomplish a goal.
15. I empathize with hurting people and desire to help in their healing process.
16. I can speak in a way that results in conviction and change in the lives of others.
17. I enjoy spending time nurturing and caring for others.
18. I am able to communicate God's word effectively.
19. I am often sought out by others for advice about spiritual or personal matters.
20. I am careful, thorough and skilled at managing details.
21. I am attracted to the idea of serving in another country or ethnic community.
22. I am skilled in working with different kinds of tools.
23. I enjoy developing and using my artistic skills (art, drama, music, photography, etc.)
24. I frequently am able to judge a person's character based upon first impressions.
25. I enjoy reassuring and strengthening those who are discouraged.
26. I consistently look for opportunities to build relationships with non-Christians.

27. I have confidence in God's continuing provision and help, even in difficult times.
28. I give more than a tithe so that kingdom work can be accomplished.
29. I enjoy doing routine tasks that support the ministry.
30. I enjoy meeting new people and helping them to feel welcomed.
31. I enjoy praying for long periods of time and receive leadings as to what God wants me to pray for.
32. I receive information from the Spirit that I did not acquire through natural means.
33. I am able to influence others to achieve a vision.
34. I can patiently support those going through painful experiences as they try to stabilize their lives.
35. I feel responsible to confront others with the truth.
36. I have compassion for wandering believers and want to protect them.
37. I can spend time in study knowing that presenting truth will make a difference in the lives of people.
38. I can often find simple, practical solutions in the midst of conflict or confusion.
39. I can clarify goals and develop strategies or plans to accomplish them.
40. I am willing to take an active part in starting a new church.
41. I enjoy making things for use in ministry.
42. I help people understand themselves, their relationships, and God better through artistic expression.
43. I can see through phoniness or deceit before it is evident to others.
44. I give hope to others by directing them to the promises of God.
45. I am effective at adapting the gospel message so that it connects with an individual's felt need.
46. I believe that God will help me to accomplish great things.
47. I manage my money well in order to free more of it for giving.
48. I willingly take on a variety of odd jobs around the church to meet the needs of others.
49. I genuinely believe the Lord directs strangers to me who need to get connected to others.
50. I am conscious of ministering to others, as I pray.
51. I am committed, and schedule blocks of time for reading and studying scripture, to understand biblical truth fully and accurately.
52. I can adjust my leadership style to bring out the best in others.
53. I enjoy helping people sometimes regarded as undeserving or beyond help.

54. I boldly expose cultural trends, teachings, or events which contradict biblical principles.
55. I like to provide guidance for the whole person – relationally, emotionally, spiritually, etc.
56. I pay close attention to the works, phrases, and meaning of those who teach.
57. I can easily select the most effective course of action from among several alternatives.
58. I can identify and effectively use the resources needed to accomplish tasks.
59. I can adapt well to different cultures and surroundings.
60. I can visualize how something should be constructed before I build it.
61. I like finding new and fresh ways of communicating God's truth.
62. I tend to see rightness or wrongness in situations.
63. I reassure those who need to take courageous action in their faith, family or life.
64. I invite unbelievers to accept Christ as their Savior.
65. I trust God in circumstances where success cannot be guaranteed by human effort alone.
66. I am challenged to limit my life lifestyle in order to give away a higher percentage of my income.
67. I see spiritual significance in doing practical tasks.
68. I like to create a place where people do not feel that they are alone.
69. I pray with confidence because I know that God works in response to prayer.
70. I have insight or just know something to be true.
71. I set goals and manage people and resources effectively to accomplish them.
72. I have great compassion for hurting people.
73. I see most actions as right or wrong, and feel the need to correct the wrong.
74. I can faithfully provide long-term support and concern for others.
75. I like to take a systematic approach to my study of the Bible.
76. I can anticipate the likely consequences of an individual's or a group's action.
77. I like to help organizations or groups become more efficient.
78. I can relate to others in culturally sensitive ways.
79. I honor God with my handcrafted gifts.
80. I apply various artistic expressions to communicate God's truth.

81. I receive affirmation from others concerning the reliability of my insights or perceptions.
82. I strengthen those who are wavering in their faith.
83. I openly tell people that I am a Christian and want them to ask me about my faith.
84. I am convinced of God's daily presence and action in my life.
85. I like knowing that my financial support makes a real difference in the lives and ministries of God's people.
86. I like to find small things that need to be done and often do them without being asked.
87. I enjoy entertaining people and opening my home to others.
88. When I hear about needy situations, I feel burdened to pray.
89. I have suddenly known some things about others, but did not know how I knew them.
90. I influence others to perform to the best of their capability.
91. I can look beyond a person's handicaps or problems to see a life that matters to God.
92. I like people who are honest and will speak the truth.
93. I enjoy giving guidance and practical support to a small group of people.
94. I can communicate scripture in ways that motivate others to study and want to learn more.
95. I give practical advice to help others through complicated situations.
96. I enjoy learning about how organizations function.
97. I enjoy pioneering new undertakings.
98. I am good at and enjoy working with my hands.
99. I am creative and imaginative.
100. I can identify preaching, teaching, or communication which is not true to the Bible.
101. I like motivating others to take steps for spiritual growth.
102. I openly and confidently tell others what Christ has done for me.
103. I am regularly challenging others to trust God.
104. I give generously due to my commitment to stewardship.
105. I feel comfortable being a helper, assisting others to do their job more effectively.
106. I do whatever I can to make people feel that they belong.
107. I am honored when someone asks me to pray for them.

108. I discover important biblical truths when reading or studying scripture which benefit others in the body of Christ.
109. I am able to cast a vision that others want to be a part of.
110. I enjoy bringing hope and joy to people living in difficult circumstances.
111. I will speak God's truth, even in places where it is unpopular or difficult for others to accept.
112. I can gently restore wandering believers to faith and fellowship.
113. I can present information and skills to others at a level that makes it easy for them to grasp and apply to their lives.
114. I can apply scriptural truth that others regard as practical and helpful.
115. I can visualize a coming event, anticipate potential problems, and develop backup plans.
116. I am able to orchestrate or oversee several church ministries.
117. I am able to design and construct things that help the church.
118. I regularly need to get alone to reflect and develop my imagination.
119. I can sense when demonic forces are at work in a person or situation.
120. I am able to challenge or rebuke others in order to foster spiritual growth.
121. I seek opportunities to talk about spiritual matters with unbelievers.
122. I can move forward in spite of opposition or lack of support when I sense God's blessing on an undertaking.
123. I believe I have been given an abundance of resources so that I may give more to the Lord's work.
124. I readily and happily use my natural and learned skills to help wherever needed.
125. I can make people feel at ease even in unfamiliar surroundings.
126. I often see specific results in direct response to my prayers.
127. I confidently share my knowledge and insights with others.
128. I figure out where we need to go and help others to get there.
129. I enjoy doing practical things for others who are in need.
130. I feel compelled to expose sin wherever I see it and to challenge people to repentance.
131. I enjoy patiently, but firmly, nurturing others in their development as believers.
132. I enjoy explaining things to people so that they can grow spiritually and personally.
133. I have insights into how to solve problems that others do not see.

# ADMINISTRATION

**Literal Meaning:** To pilot or steer a ship

**Description:** The gift of Administration is the divine enablement to understand what makes an organization function, and the special ability to plan and execute procedures that accomplish the goals of the ministry.

**Distinctives:** People with this gift...

- **develop** strategies or plans to reach identified goals.
- **assist** ministries to become more effective and efficient.
- **create** order out of organizational chaos.
- **manage** or coordinate a variety of responsibilities to accomplish a task.
- **organize** people, tasks, or events.

**Traits:**

- Thorough
- Objective
- Responsible
- Organized
- Goal-Oriented
- Efficient
- Conscientious

**Caution:** People with this gift...

- need to be open to adjusting their plans, so that they don't stifle a leader's vision.
- could use people simply to accomplish goals without being concerned for their growth in the process.
- could fail to see God's purposes being fulfilled in the process of meeting goal.

**References:** I Cor 12:28, Acts 6:1-7, Ex 18:13-26

# APOSTLESHIP

**Literal Meaning:** To be sent with a message

**Description:** The gift of Apostleship is the divine ability to start and oversee the development of new Churches or ministry structures. NOTE: While the "office" of apostle that the original disciples of Christ held is unique and no longer exists, the "role" of apostle continues today and functions through the Spiritual Gift of Apostleship.

**Distinctives:** People with this gift...

- **pioneer** and establish new ministries or churches.
- **adapt** to different surroundings by being culturally sensitive and aware.
- **desire** to minister to unreached people in other communities or countries.
- **have** responsibilities to oversee ministries or groups of churches.
- **demonstrate** authority and vision for the mission of the church.

**Traits:**

- Adventurous
- Entrepreneurial
- Persevering
- Adaptable
- Culturally sensitive
- Risk-taking
- Cause-driven

**Caution:** People with this gift...

- should be aware that misusing their authority can quench the Spirit in others.
- need to be affirmed and sent by the church.
- can be demanding and pessimistic.

**References:** I Cor 12:28-29, Eph 4:11-12, Rom 1:5, Acts 13:2-3

# CRAFTSMANSHIP

**Literal Meaning:** To craft, design, build

**Description:** The gift of Craftsmanship is the divine enablement to creatively design and/or construct items to be used for ministry.

**Distinctives:** People with this gift...

- **work** with wood, cloth, paints, metal, glass, and other raw materials.
- **make** things which increase the effectiveness of others' ministries.
- **enjoy** serving with their hands to meet tangible needs.
- **design** and build tangible items and resources for ministry use.
- **work** with different kinds of tools and are skilled with their hands.

**Traits:**

- Creative
- Designer
- Handy
- Resourceful
- Practical
- Behind-the-scenes
- Helpful

**Cautions:** People with this gift...

- could fail to see that their gift is significant and one that makes a spiritual contribution to the body.
- could use people to get things done instead of helping them grow in the process.
- should remember that the things they produce are just a means to the end and not the end itself.

**References:** Ex 31:3, 35:31-35, Acts 9:36-39, 2 Kings, 22:5-6

# CREATIVE COMMUNICATION

**Literal Meaning:** To communicate artistically

**Description:** The gift of Creative Communication is the divine enablement to communicate God's truth through a variety of art forms.

**Distinctives:** People with this gift...

- **use** the arts to communicate God's truth.
- **develop** and use artistic skills such as drama, writing, art, music, etc.
- **use** variety and creativity to captivate people and cause them to consider Christ's message.
- **challenge** people's perspective of God through various forms of the arts.
- **demonstrate** fresh ways to express the Lord's ministry and message.

**Traits:**

- Expressive
- Imaginative
- Idea-Oriented
- Artistic
- Creative
- Unconventional
- Sensitive

**Cautions:** People with this gift...

- need to remember that art is not for art's sake, but it is to glorify God and edify others.
- could find evaluation and constructive criticism difficult to accept.
- might be uncooperative (because of ego, pride, or individualism) and need to work at being a team player

**References:** Ps 150:3-5, 2 Sam 6:14-15, Mark 4:2, 33

# DISCERNMENT

**Literal Meaning:** To separate or make a distinction, differentiate

**Description:** The gift of Discernment is the divine enablement to distinguish between truth and error. It is able to discern the spirits, differentiating between good and evil, right and wrong.

**Distinctives:** People with this gift...

- **distinguish** truth from error, right from wrong, pure motives from impure.
- **identify** deception in others with accuracy and appropriateness.
- **determine** whether a word attributed to God is authentic.
- **recognize** inconsistencies in a teaching, prophetic message or interpretation.
- **are** able to sense the presence of evil.

**Traits:**

- Perceptive
- Insightful
- Sensitive
- Intuitive
- Decisive
- Challenging
- Truthful

**Cautions:** People with this gift ...

- may struggle with how to express their perceptions, feelings or insights
- could be harsh when confronting others, instead of speaking the truth in love
- need to confirm their perceptions before speaking

**References:** 1 Corinthians 12:10, Acts 5:1-4, Matthew 16:21-23

# ENCOURAGEMENT

**Literal Meaning:** To come along side of

**Description:** The gift of Encouragement is the divine enablement to present truth so as to strengthen, comfort, or urge to action those who are discouraged or wavering in their faith.

**Distinctives:** People with this gift...

- **come** to the side of those who are discouraged to strengthen and reassure them.
- **challenge**, comfort or confront others to trust and hope in the promises of God.
- **urge** others to action by applying biblical truth.
- **motivate** others to grow.
- **emphasize** God's promises and to have confidence in His will.

**Traits:**

- Positive
- Motivating
- Challenging
- Affirming
- Reassuring
- Supportive
- Trustworthy

**Cautions:** People with this gift...

- can sometimes be overly optimistic, too simplistic or flattering
- should first take time to understand where others are and what they really need
- may want to just say "positive" things to others and avoid being confrontational when it's needed

**References:** Romans 12:8, Acts 11:22-24, Acts 15:30-32

# EVANGELISM

**Literal Meaning:** To bring good news

**Description:** The gift of Evangelism is the divine enablement to effectively communicate the gospel to unbelievers so they respond in faith and move toward discipleship.

**Distinctives:** People with this gift...

- **communicate** the message of Christ with clarity and conviction.
- **seek** out opportunities to talk to unbelievers about spiritual matters.
- **challenge** unbelievers to faith and to become fully devoted followers of Christ.
- **adapt** their presentation of the gospel to connect with the individual's needs.
- **seek** opportunities to build relationships with unbelievers.

**Traits:**

- Sincere
- Candid
- Respected
- Influential
- Spiritual

**Cautions:** People with this gift...

- need to remember the Holy Spirit, not guilt, is the motivator in a person's decision for Christ
- should avoid becoming critical of others by remembering that we are all "witnesses", but we are not all "evangelists"
- need to listen carefully, because the same approach is not appropriate for everyone

**References:** Ephesians 4:11, Acts 8:26-40, Luke 19:1-10

# FAITH

**Literal Meaning:** To trust, have confidence, believe

**Description:** The gift of Faith is the divine enablement to act on God's promises with confidence and unwavering belief in God's ability to fulfill his purposes.

**Distinctives:** People with this gift...

- **believe** the promises of God and inspire others to do the same.
- **act** in complete confidence of God's ability to overcome obstacles.
- **demonstrate** an attitude of trust in God's will and his promises.
- **advance** the cause of Christ because they go forward when others will not.
- **ask** God for what is needed and trust him for his provision.

**Traits:**

- Prayerful
- Optimistic
- Trusting
- Assured
- Positive
- Inspiring
- Hopeful

**Cautions:** People with this gift...

- need to act on their faith.
- should remember that those who speak with reason and desire to plan do not necessarily lack faith.
- should listen to and consider the counsel of wise and spirit-filled believers.

**References:** 1 Corinthians 12:9, 13:2, Hebrews 11:1, Romans 4:18-21

# GIVING

**Literal Meaning:** To give part of, share

**Description:** The gift of Giving is the divine enablement to contribute money and resources to the work of the Lord with cheerfulness and liberality. People with this gift do not ask “How much money do I need to give to God?” but, “How much money do I need to live on?”

**Distinctives:** People with this gift...

- **manage** their finances and limit their lifestyle in order to give as much of their resources as possible.
- **support** the work of ministry with sacrificial gifts to advance the Kingdom.
- **meet** tangible needs that enable spiritual growth to occur.
- **provide** resources, generously and cheerfully, trusting God for his provision.
- **may** have a special ability to make money so that they may use it to further God’s work.

**Traits:**

- Stewardship-oriented
- Responsible
- Resourceful
- Charitable
- Trusts in God
- Disciplined

**Cautions:** People with this gift...

- need to esteem their gift remembering that giving money and resources is a spiritual contribution to the body of Christ.
- need to remember the church’s agenda is determined by leaders, not by the giver’s gift.
- need to guard against greed.

**References:** Romans 12:8, 2 Corinthians 6:8, Luke 21:1-4

# HEALING

**Literal Meaning:** To restore instantaneously

NOTE: The word is actually plural, “healings,” which indicate that different kinds of healings are possible with this gift (i.e., emotional, relational, spiritual, physical, etc.).

**Description:** The gift of Healing is the divine enablement to be God’s means for restoring people to wholeness.

**Distinctives:** People with this gift...

- **demonstrate** the power of God.
- **bring** restoration to the sick and diseased.
- **authenticate** a message from God through healing.
- **use** it as an opportunity to communicate a biblical truth and to see God glorified.
- **pray**, touch or speak words that miraculously bring healing to one’s body.

**Traits:**

- Compassionate
- Trusts in God
- Prayerful
- Full of Faith
- Humble
- Responsive
- Obedient

**Cautions:** People with this gift...

- need to remember that it is not always their faith or the faith of the sick that determines a healing, but God who determines it.
- need to realize that God does not promise to heal everyone who asks or is prayed for
- should remember that Jesus did not heal everyone who was sick or suffering while he was on the earth.

**References:** 1 Corinthians 12:9, 28, 30, Acts 3:1-16, Mark 2:1-12

# HELPS

**Literal Meaning:** To take the place of someone

**Description:** The gift of Helps is the divine enablement to accomplish practical and necessary tasks which free up, support, and meet the needs of others.

**Distinctives:** People with this gift

- **serve** behind the scenes wherever needed to support the gifts and ministries of others.
- **see** the tangible and practical things to be done and enjoy doing them.
- **sense** God's purpose and pleasure in meeting everyday responsibilities.
- **attach** spiritual value to practical service.
- **enjoy** knowing that they are freeing up others to do what God has called them to do.

**Traits:**

- Available
- Willing
- Helpful
- Reliable
- Loyal
- Dependable
- Whatever-it-takes attitude

**Caution:** People with this gift...

- need to esteem their gift, remembering that doing practical deeds is a *spiritual* contribution to the body of Christ.
- find it difficult to say "no".
- need to be responsive to the priorities of leadership instead of setting their own agendas.

**References:** 1 Corinthians 12:28, Romans 12:7, Acts 6:1-4, Romans 16:1-2

# HOSPITALITY

**Literal Meaning:** To love strangers

**Description:** The gift of Hospitality is the divine enablement to care for people by providing fellowship, food and shelter.

**Distinctives:** People with this gift...

- **provide** an environment where people feel valued and care for.
- **meet** new people and help them to feel welcomed.
- **create** a safe and comfortable setting where relationships can develop.
- **seek** ways to connect people together into meaningful relationships.
- **set** people at ease in unfamiliar surroundings.

**Traits:**

- Friendly
- Gracious
- Inviting
- Trusting
- Caring
- Responsive
- Warm

**Cautions:** People with this gift...

- should avoid viewing their gift as just "entertaining".
- need to remember to ask *God* who he wants them to befriend and serve.
- should be careful not to cause stress in their own family when inviting others into their home.

**References:** 1 Peter 4:9-10, Romans 12:13, Hebrews 13:1-2

# INTERCESSION

**Literal Meaning:** To plead on behalf of someone, intercede

**Description:** The gift of Intercession is the divine enablement to consistently pray on behalf of and for others, seeing frequent and specific results.

**Distinctives:** People with this gift...

- **feel** compelled to earnestly pray on behalf of someone or some cause.
- **have** a daily awareness of the spiritual battles being waged and pray.
- **are** convinced God moves in direct response to prayer.
- **pray** in response to the leading of the spirit, whether they understand it or not.
- **exercise** authority and power for the protection of others and the equipping of them to serve.

**Traits:**

- Advocate
- Caring
- Sincere
- Peacemaker
- Trustworthy
- Burden-bearer
- Spiritually sensitive

**Cautions:** People with this gift...

- should avoid feeling their gift is not valued, by remembering that interceding for others is their ministry and spiritual contribution to the body of Christ.
- should avoid using prayer as an escape from fulfilling responsibilities.
- need to avoid a “holier than thou” attitude sometimes caused by extended times of prayer and spiritual intimacy with God.

**References:** Romans 8:26-27, John 17:9-26, I Timothy 2:1-2, Colossians 1:9-12, 4:12-13

# INTERPRETATION

**Literal Meaning:** To translate, interpret

**Description:** The gift of Interpretation is the divine enablement to make known to the body of Christ the message of one who is speaking in tongues.

**Distinctives:** People with this gift...

- **respond** to a message spoken in tongues by giving an interpretation.
- **glorify** God and demonstrate his power through this miraculous manifestation.
- **edify** the body by interpreting a timely message from God
- **understand** an unlearned language and communicate that message to the body of Christ.
- **are** sometimes prophetic when exercising an interpretation of tongues for the church.

**Traits:**

- Obedient
- Responsive
- Spiritually sensitive
- Discerning
- Wise

**Cautions:** People with this gift...

- need to remember that the message being interpreted should reflect the will of God and not man.
- should remember that this gift is to provide edification, it's to build up the church.
- use it in conjunction with tongues and it should be used in an orderly manner.

**References:** I Corinthians 12:10, 14:5, 14:26-28

# KNOWLEDGE

**Literal Meaning:** To know

**Description:** The gift of Knowledge is the divine enablement to bring truth to the body through a revelation or biblical insight.

**Distinctives:** People with this gift...

- **receive** truth which enables them to better serve the body
- **search** the scriptures for insight, understanding, and truth
- **have** an unusual insight or understanding that serves the church
- **organize** information for teaching and practical use
- **gain** knowledge which was not attained by natural observation or means

**Traits:**

- Inquisitive
- Responsive
- Observant
- Insightful
- Reflective
- Studious
- Truthful

**Cautions:** People with this gift...

- need to be careful of this gift leading to pride (“knowledge puffs up”)
- should remember that it’s God’s message, not theirs, when they give a word of knowledge to the church
- need to remember with the increasing knowledge comes the increasing of pain

**References:** I Corinthians 12:8, Mark 2:6-8, John 1:45-50

# LEADERSHIP

**Literal Meaning:** To stand before

**Description:** The gift of Leadership is the divine enablement to cast vision, motivate, and direct people to harmoniously accomplish the purposes of God.

**Distinctives:** People with this gift...

- **provide** direction of God’s people or ministry
- **motivate** others to perform to the best of their abilities
- **present** the “big picture” for others to see
- **model** the values of the ministry
- **take** responsibility and establish goals

**Traits:**

- Influential
- Diligent
- Visionary
- Trustworthy
- Persuasive
- Motivating
- Goal-setter

**Cautions:** People with this gift...

- should realize their relational credibility takes time and is critical for leadership effectiveness
- should remember that servant leadership is the biblical model, the greatest being the servant of all
- do not need to be in a leadership “position” to use this gift

**References:** Romans 12:8, Hebrews 13:17, Luke 22:25-26

# MERCY

**Literal Meaning:** To have compassion

**Description:** The gift of Mercy is the divine enablement to cheerfully and practically help those who are suffering or are in need, compassion moved to action.

**Distinctives:** People with this gift...

- **focus** upon alleviating the sources of pain or discomfort in suffering people
- **address** the needs of the lonely and forgotten
- **express** love, grace, and dignity to those facing hardships and crisis
- **serve** in difficult or unsightly circumstances and do so cheerfully
- **concern** themselves with individual or social issues that oppress people

**Traits:**

- Empathetic
- Caring
- Responsive
- Kind
- Compassionate
- Sensitive
- Burden-bearing

**Cautions:** People with this gift...

- need to be aware that rescuing people from their pain may be hindering God's work in them
- need to guard against feeling "unappreciated", since some of the people helped will not show or express any appreciation

**References:** Romans 12:8, Matthew 5:7, Mark 10:46-52, Luke 10:25-37

# MIRACLES

**Literal Meaning:** To do powerful deeds

**Description:** The gift of Miracles is the divine enablement to authenticate the ministry and message of God through super-natural interventions which glorify him.

**Distinctives:** People with this gift...

- **speak** God's truth and have it authenticated by an accompanying miracle
- **express** confidence in God's faithfulness and ability to manifest his presence
- **bring** the ministry and message of Jesus Christ with power
- **claim** God to be the source of the miracle and Glorify him
- **represent** Christ and through the gift point people to a relationship with Christ

**Traits:**

- Bold
- Venturesome
- Authoritative
- God-fearing
- Convincing
- Prayerful
- Responsive

**Cautions:** People with this gift...

- need to remember that miracles are not necessarily caused by faith
- should avoid viewing this gift as a personal responsibility, remembering that God determines the location and timing of His deeds.
- need to guard against the temptation to call on the Lord's presence and power for selfish purposes

**References:** 1 Corinthians 12:10, 28-29, John 2:1-11, Luke 5:1-11

# PROPHECY

**Literal Meaning:** To speak before

**Description:** The gift of Prophecy is the divine enablement to reveal truth and proclaim it in a timely manner for understanding, correction, repentance, or edification. There may be immediate or future implications.

**Distinctives:** People with this gift...

- **expose** sin or deception in others for the purpose of reconciliation
- **speak** a timely word from God causing conviction, repentance, and edification
- **see** truth that others often fail to see and challenge them to respond
- **warn** of God's immediate or future judgment if there is no repentance
- **understand** God's heart and mind through experiences he takes them through

**Traits:**

- Discerning
- Compelling
- Uncompromising
- Outspoken
- Authoritative
- Convicting
- Confronting

**Cautions:** People with this gift...

- need to be aware that listeners may reject the message if not spoken with love and compassion
- need to avoid pride which can create a demanding or discouraging Spirit that hinders the gift
- should remember that discernment and scripture must support and agree with each prophecy

**References:** Romans 12:6, 1 Corinthians 12:10, 28, 13:2, 2 Peter 1:19-21

# SHEPHERDING

**Literal Meaning:** To shepherd a flock

**Description:** The gift of Shepherding is the divine enablement to nurture, care for, and guide people toward on-going spiritual maturity and becoming like Christ.

**Distinctives:** People with this gift...

- **take** responsibility to nurture the whole person in their walk with God
- **provide** guidance and oversight to a group of God's people
- **model** with their life what it means to be a fully-devoted follower of Jesus
- **establish** trust and confidence through long-term relationships
- **lead** and protect those within their span of care

**Traits:**

- Influencing
- Nurturing
- Guiding
- Discipling
- Protective
- Supportive
- Relational

**Caution:** People with this gift...

- should remember that God judges those who neglect or abuse their oversight responsibilities
- need to be aware that the desire to feed and support others can make it difficult to say "no"
- should realize that some of those being nurtured will grow beyond the shepherd's own ability and need to be freed to do so

**References:** Ephesians 4:11-12, 1 Peter 5:1-4, John 10:1-18

# TEACHING

**Literal Meaning:** To instruct

**Description:** The gift of Teaching is the divine enablement to understand, clearly explain, and apply the Word of God, causing greater Christ-likeness in the lives of listeners.

**Distinctives:** People with this gift...

- **communicate** biblical truth that inspires greater obedience to the word
- **challenge** listeners simply and practically with the truths of scripture
- **present** the whole counsel of God for maximum life change
- **give** attention to detail and accuracy
- **prepare** through extended times of study and reflection

**Traits:**

- Disciplined
- Perceptive
- Teachable
- Authoritative
- Practical
- Analytical
- Articulate

**Caution:** People with this gift...

- should avoid pride that may result from their “superior” biblical knowledge and understanding
- could become too detailed when teaching and fail to make life application
- should remember that their spirituality is not measured by how much they know

**References:** Romans 12:7, 1Corinthians 12:28-29, Acts 18:24-28, 2Timoth 2:2

# TONGUES

**Literal Meaning:** Tongue, language

**Description:** The gift of Tongues is the divine enablement to speak, worship or pray in a language unknown to the speaker. People with the gift may receive a spontaneous message from God which is made known to his body through the gift of Interpretation.

**Distinctives:** People with this gift...

- **express** with an interpretation a word by the Spirit which edifies the body
- **communicate** a message give by God for the church
- **speak** in a language they have never learned and do not understand
- **worship** the Lord with unknown words too deep for the mind to comprehend
- **experience** an intimacy with God which inspires them to serve and edify others

**Traits:**

- Sensitive
- Prayerful
- Responsive
- Trusting
- Devoted
- Spontaneous
- Receptive

**Caution:** People with this gift...

- should remain silent in the church if there is no interpreter
- should avoid expecting others to manifest this gift which may cause in authenticity of the Spirit
- should remember that all the gifts, including this one, are to edify others

**References:** 1 Corinthians 12:10, 28-30, 13:1, 14:1-33, Acts 2:1-11

# WISDOM

**Literal Meaning:** To apply truth practically

**Description:** The gift of Wisdom is the divine enablement to apply spiritual truth effectively to meet a need in a specific situation

**Distinctives:** People with this gift...

- **focus** on the unseen consequences in determining the next steps to take
- **receive** an understanding of what is necessary to meet the needs of the body
- **provide** divinely given solutions in the midst of conflict and confusion
- **hear** the Spirit provide direction for God's best in a given situation
- **apply** spiritual truth in specific and practical ways

**Traits:**

- Sensible
- Insightful
- Practical
- Wise
- Fair
- Experienced
- Common Sense

**Caution:** People with this gift...

- could fail to share the wisdom that God has given them
- need to avoid having others develop a dependence upon them, which may weaken their faith in God
- need to be patient with others who do not have this gift

**References:** I Corinthians 12:8, James 3:13-18, I Corinthians 2:3-14, Jeremiah 9:23-24

## Addendum - Sign Gifts

The gifts of Tongues, interpretation of Tongues, Healings, and Miracles have a unique function. They are sign gifts. Their primary purpose was to validate the kingdom message to the Jewish nation (I Corinthians 14:21 and I Corinthians 1:22). God gave the sign gifts to confirm and validate the gospel message and the messenger (Hebrews 2:4). They were always used in a supportive role for verifying God's message. They were not utilized as the main event, but rather in a supportive role for the gospel (Mark 16:20).

The sign gifts are distinguished from the rest of the gifts because of their function. The spiritual gifts are given to the Body of Christ to build up the body so that Christ would be glorified and honored as the Lord of the body. The sign gifts were given not to primarily build the body, but evangelistically to verify the gospel message (I Corinthians 14:20-22).

Mark 16:17-20

I Corinthians 14:20-22

Hebrews 2:4