



Spiritual Gifts Assessment

RESPONSE SHEET

Directions:

A) Pray for God to bless this journey.

B) Please respond to the questions on pages 2 – 6. Use the boxes below to record your responses. Answer the questions according to this scale:

3 = Consistently, definitely true

2 = Most of the time, usually true

1 = Some of the time, once in awhile

0 = Not at all, never

C) Please answer according to who you are, not who you would like to be or think you ought to be. How true are these statements for 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
A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S

Totals

SPIRITUAL GIFTS ASSESSMENT QUESTIONS

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, paint, 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 promise 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 with 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 scriptures 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 words, 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 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 tell 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, to use for the 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 or 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.

Scoring:

Tally the vertical columns for each lettered section for the response sheet on page 1. Add the numbers from top to bottom that you recorded for question number 1, 20, 39 and so on until you have a score for column A. Then continue to do so for each lettered column. Record your answers on the following page (page 7) then use the key to find out the Spiritual Gifts which correspond to your highest totals.

SPIRITUAL GIFTS ASSESSMENT

List below in the left column the number that corresponds with your first, second and third highest letter totals from page 1. There may be several totals that are tied; please indicate all of them. On the right column list the name of the Spiritual Gift(s) listed below that corresponds to the “letter” shown below that matches your highest number.

	:	
	:	
	:	
	:	
	:	
	:	

SPIRITUAL GIFTS 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 Gifts Assessment because their presence in the life of a believer tends to be self-evident.

The following pages describe each SPIRITUAL GIFT.

The Gift of 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

Cautions: 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 a goal

References: 1 Corinthians 12:28; Acts 6:1-7; Exodus 18:13-26

Suggested Serving Opportunities: Events, Small Group Ministry, First Impressions Teams, Compassion Ministries, Office Volunteer, and support teams and projects as needed for any other ministry, and more.

The Gift of 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.

Notes: 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

Cautions:

- 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: 1 Corinthians 12:28-29; Ephesians 4:11-12; Romans 1:5; Acts 13:2-3

Suggested Serving Opportunities: Assist in any area that is starting a new aspect of ministry. Serve on mission teams, serve the homeless, visit those in hospitals or nursing homes, and serve on any support team for other ministries and more.

The Gift of 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 that increase the effectiveness of 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:

- 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: Exodus 31:3, 35:31-35; Acts 9:36-39; 2 Kings 22:5-6

Suggested Serving Opportunities: Nearly all ministries (at times) have a need for items to be designed and constructed. Select the area for which you are most passionate. Special sets need to be created for stage and worship use. The Christmas and Easter sets are often large projects. An on-call team helps with various ministry construction projects, to include helping those in need. The set-up team on Sunday mornings sets the stage for the worship service. The Drama Team has needs for props to use occasionally in the dramas.

The Gift of 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: Psalms 150:3-5; 2 Samuel 6:14-15; Mark 4:2, 33

Suggested Serving Opportunities: Worship Team (auditions necessary) for choir, band, drama, dance, artwork and more. Other areas include the Children's Ministry, the Video Team and the Graphic Design Team.

The Gift of 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
- 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

Suggested Serving Opportunities: This gift will help you wherever you serve. It's an amazing blessing. Choose where to serve based on another high-ranking gift or the area where you are most passionate. This gift can be very helpful to your Small Group, as long as it is lovingly used.

The Gift of 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 along 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 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

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

Suggested Serving Opportunities: Hospital visitation, events and any other area. This gift could serve on the First Impressions (traffic, greeter, usher, information table, hospitality). It would be a wonderful asset in Small Groups, Women's Ministry, Men's Ministry, Student Ministries, Children's Ministry, on mission trips and more. Every ministry needs to welcome people, greet them and make them glad to be there through kind words.

The Gift of 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
- Confident
- Commitment-oriented

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: Eph. 4:11; Acts 8:20-40; Luke 19:1-10

Suggested Serving Opportunities: Missions (adult or teen), and through any ministry where you are able to share your heart for the Lord. Use this gift through making phone calls, meeting with people or working directly with any ministry. Consider serving as a Small Group Leader for adults, students or children.

The Gift of 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

Suggested Serving Opportunities: Choose where to serve based on another high-ranking gift or the area where you are most passionate. This gift has tremendous benefits for your Small Group, and for the following areas: Men's Ministry, Women's Ministry, Student Ministries, Children's Ministries, First Impressions, Prayer Ministry and so much more.

The Gift of 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

Suggested Serving Opportunities: Support the work of the church through faithful stewardship and giving of time, talent and resources. This gift will help in all areas of ministry, choose the one you are most passionate about and get started.

The Gift of 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 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

Cautions: 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

Suggested Serving Opportunities: You could be a valuable team member of the First Impressions Team (traffic team, information table, greeter, usher, or hospitality). Other areas include serving in Student Ministries, Children's Ministries, or as an office volunteer, on a mission team or on the set-up team Sunday mornings. Choose where to serve based on another high-ranking gift or the area where you are most passionate.

The Gift of 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 cared 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 to their home

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

Suggested Serving Opportunities: Small Group Ministries (host a group or help with a group), First Impressions, Compassion Ministries, Men’s Ministry, Women’s Ministry or Student Ministries. Serve by providing accommodations for the ministry events or for guest speakers and musicians.

The Gift of 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:

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

Cautions: People with this gift

- Should avoid feeling that 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; 1 Timothy 2:1-2; Colossians 1:9-12, 4:12-13

Suggested Serving Opportunities: Prayer Team, Communion Team, or choose where to serve based on another high-ranking gift or the area where you are most passionate. Contact a ministry to let them know that you will consistently be praying for them, gather the names of their team members and lift them up.

The Gift of 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
- 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 is God’s message, not theirs, when they give a word of knowledge to the church
- Need to remember with the increasing of knowledge comes the increasing of pain

References: 1 Corinthians 12:8; Mark 2:6-8; John 1:45-50

Suggested Serving Opportunities: Do research as needed for staff projects, or choose where to serve based on another high-ranking gift or the area where you are most passionate. There may be opportunities for you to also help with research and curriculum development using your gift. This gift can help you in every area of ministry.

The Gift of 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 for 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

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

Suggested Serving Opportunities: Choose where to serve based on another high-ranking gift or the area where you are most passionate. It can be very helpful to every aspect of any ministry where you serve. This gift can be very edifying to your Small Group or as the leader of a Small Group (adult, student or children's), as you lead them or assist the leader. Leading a First Impressions team may also be a rewarding experience.

The Gift of 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; it is 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
- Should guard against becoming defensive and angry about the sources of others' pain

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

Suggested Serving Opportunities: Serve in any ministry where you are working with people, or choose where to serve based on another high-ranking gift or an area where you are most passionate. Compassion Ministry, mission trips or any aspect of ministry would benefit from your serving with this gift.

The Gift of PROPHECY

Literal Meaning: To speak before

Description: The gift of Prophecy is the divine enablement to reveal truth and proclaim it in a timely and relevant 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

Suggested Serving Opportunities: This gift will enhance your service in whatever area you choose. Choose where to serve based on another high-ranking gift or the area where you are passionate.

The Gift of 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
- Disciplined
- Protective
- Supportive
- Relational

Cautions: 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

Suggested Serving Opportunities: Small Groups, Student Ministries, Children's Ministries and all other areas. You will be a valuable asset to any area where you serve throughout the church and community.

The Gift of 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

Cautions: 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; 1 Corinthians 12:28-29; Acts 18:24-28; 2 Timothy 2:2

Suggested Serving Opportunities: Small Groups, Student Ministries, Children’s Ministries and all other areas. You will be a valuable asset to any area where you serve. There may be opportunities to also help with research and curriculum development, and then, possibly teaching.

The Gift of WISDOM

Literal Meaning: To instruct

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 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
- Commonsensical

Cautions: People with this gift

- Could fail to share the wisdom that God has given to 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: 1 Corinthians 12:8; James 3:13-18; 1 Corinthians 2:3-14; Jeremiah 9:23-24

Suggested Serving Opportunities: Small Groups, Student Ministries, Children's Ministries and all other areas. This gift is a valuable asset to any ministry. There may be opportunities to help with research and curriculum development.