



GIFTS I - Preparation

Using
my Spiritual Gifts
to make a big deal about GOD
in my every-day life!

The following information is adapted from
What You Do Best in the Body of Christ
By Bruce Bugbee

What's So Spiritual About Your Gifts?

--adapted from Henry Blackaby

That the World May be Astounded!

Looking back to the first century, it's easy to be amazed at the impact and accomplishments of the early believers in launching and multiplying the church. For such a monumental task, they seemed to possess such inadequate resources—no seminaries, no beautiful church facilities or sound systems or multimedia tools, no such thing as a Bible in every member's hand. They had no celebrities to endorse their cause, and very little freedom to promote their belief in Jesus Christ.

They were plain men and women for the most part, insignificant and unknown, fighting against fierce opposition and hatred. But Scripture testifies that they *"turned the world upside down!"* (Acts 17:6, Amp.) Wave after wave of persecution broke over them, yet they emerged victorious.

The message of the early church, as told in the book of Acts, is that the bare simplicity of the Christian faith is what counts. *The testimony of these early Christians was that of God's people proclaiming the gospel in the power of the Holy Spirit...and confirming it with holy lives.*

So what's their secret?

A Gift Released, a World Amazed

There is no secret. The Bible openly tells us of a gift from God that unleashes the power and wisdom of His kingdom, providing everything we need for life and godliness (2 Peter 1:3)... *You shall receive power when the Holy Spirit has come upon you; and you shall be witnesses to Me...*" (Acts 1:4-5, 8)

The result of the Holy Spirit coming upon the disciples was something earthshaking. No, it extended much further than that—these Spirit-filled believers literally shook the gates of hell. So dramatic was the Spirit's coming upon them that onlookers could not help but be in awe...

*they were all completely amazed
they were amazed and perplexed
they were absolutely astounded
they were amazed...and recognized that these were men
that had been with Jesus.*

(Acts 2:7, 12; 3:10; 4:13 NLT)

What will it take for the world to be astounded at the Church of Jesus Christ today?

2. THE FRUIT OF THE SPIRIT

But the fruit of the Spirit is love, joy, peace, patience, kindness, goodness, faithfulness, gentleness and self control. Galatians 5:22-23

Fruit of the Spirit	Spiritual Gifts
"BEING" qualities—inward characteristics of the believer's heart	"DOING" qualities—task-oriented functions that God has called and equipped each believer to perform.
Attitudes	Aptitudes
By-product of healthy walk with God	Supernatural abilities given by the Holy Spirit
Necessary for effective ministry	Necessary for effective ministry

The fruit of the Spirit is a natural by-product of an abiding and obedient relationship with Jesus Christ. Obedience and submission to Christ will, over time, transform our selfish and sinful hearts to produce yielded hearts that evidence authentic fruit... God is not as much concerned with what we do as He is with the spirit in which we serve... to maximize our ministry and life potential, we need to express both the fruit and the gifts. What are the gifts without love? What is love without the expression of gifts? Which wing of the airplane is most important? Both are essential for a successful flight.
--Bruce Bugbee

3. CHURCH ROLES

Ministry position/title/role	Spiritual Gifts
Pastor	Teaching, Apostleship, Leadership, Shepherding
Sunday School Teacher	Encouragement, Hospitality, Shepherding, Teaching
Church Leader	Apostleship, Evangelist, Shepherding, Leadership
Church Leader	Administration, Leadership, Wisdom, craftsmanship
Church Leader	Administration, Faith, Hospitality
Indicates general role	Indicate specific functions

Ministry titles indicate organizational positions; spiritual gifts indicate ministry contributions. When we confuse gifts with titles, we can create inappropriate expectations of those serving in various positions. Knowing your spiritual gift will indicate how you will most effectively function within whatever organizational position you are [serving].

--Bruce Bugbee

4. CHRISTIAN DISCIPLINES

Solitude, silence, reading and meditating on Scripture, praying, fasting, sacrificial giving, simplicity of lifestyle, etc.

Christian Disciplines	Spiritual Gifts
All should be practiced in a believer's life	A few will be practiced in a believer's life
Builds up, strengthens, enables growth in the individual believer	Builds up, strengthens, enables growth in the body of Christ... the Church
Some of the many ways we receive grace	The specific, God-given ways we are to extend grace
Everyone should exercise the disciplines	Everyone should express their Spiritual Gifts

The disciplines are significant habits that enable believers to become fully devoted followers of Jesus Christ. Each of us should be developing habits that keep us spiritually and relationally healthy. These disciplines are activities evidenced in some measure in the life of every fully devoted follower of Jesus Christ. Spiritual disciplines strengthen the individual; spiritual gifts strengthen others...Disciplines essentially put believers in positions of submission to worship the majesty of God, hear the voice of God, discern the will of God, receive the power of God, and be nurtured in the love of God in order to extend the grace of God.

—Bruce Bugbee

Your purpose in the Body is determined by your spiritual gift or combination of gifts. When true gifts are in operation, whatever is supposed to happen through them will happen.

Gifts without fruit are like automobile tires without air—the ingredients are all there, but they are worthless.

—C. Peter Wagner
in *Your Spiritual Gifts can Help Your Church Grow*

Ordinary People in an Extraordinary Relationship

Taking a spiritual gift inventory test can help you understand where you're strong and where you're weak. It can even help identify how God has used you since you've become a Christian. But it shouldn't be used as a guide for how God desires to use you in the future, for God's purposes are based upon His strengths, not yours alone. He may choose to take you into areas of service in which you're naturally weak, to reveal His strength and bring glory to Himself.

One of the dangers of relying on a spiritual gift inventory is that you'll be tempted to trust the test Results and not turn to God. You may lock in your "gifts" and identify your field of service, and therefore not be free to follow Christ in a new assignment. Our service to God should not be a result of a written test, but should flow from a dynamic relationship with our living Lord whereby He guides our life day by day.

So what about our natural talents and past experience? Will God use them, or will He always use our lives in areas we're naturally weak?

God created you with your unique abilities, and He does want to use them. But He's far more interested in you knowing Him than He is you knowing your abilities...Your identity and self-worth aren't found in your abilities, but in your relationship to Christ.

The reason we're often sidetracked on this point is that it's so much easier to simply do what you're good at than it is to walk with God and obey Him when He asks us to do what we're unable to do in our own strength. That kind of obedience requires a relationship where we know His will, a faith that trusts His will, and a humble spirit that submits to His will.

Whenever we do obey, however, God can accomplish more in six days than we could do in sixty years with our best efforts alone. In fact, without the Spirit working through our lives, everything we do is dead works. Jesus wasn't exaggerating when He said,

**Yes, I am the vine; you are the branches.
Those who remain in me, and I in them, will produce much fruit.
For apart from me you can do nothing.**

John 15:5 (NLT)

Only through His Spirit are we equipped for service.

--Henry Blackaby
in *What's So Spiritual About Your Gifts?*



GIFTS 2 - Inventory

*Discovering
My God-Given
Spiritual Gifts*

BEFORE YOU START...

Step 1

Spend time in prayer asking God's Spirit to guide you.

Step 2

Notice the alphabetically listed Gifts on the page **My Gifts Discovery Chart**.

Step 3

Thoughtfully read through each **Gift Description** that follows, answering each of five questions and placing a numerical value of your level of identification by each as follows:

MUCH = 3, SOME = 2, LITTLE = 1, or NOT AT ALL = 0

Do not respond based on what you think should be true or what you hope might be true in the future. For best results, be honest and answer on the basis of past experience.

Then add up the **total number** for that Gift at the bottom of that page.

Step 4

Transfer your total number for each Gift into the appropriate category on **My Gifts Discovery Chart**:

Highest totals under I'm SURE I have this Gift,

Mid-range totals under I MAY have this Gift

Low totals under Don't think I have this Gift

Step 5

Complete your **summary** on last page.

Step 6

Transfer what you feel may be your top 6 gifts to **your SERVANT Profile**.

My Gifts Discovery Chart

Transfer your personal conclusions, using a star or a number system rating your value of your top gifts.

Gifts	I'm SURE I have these gifts	I MAY have these gifts	Don't think I have these
Administration			
Apostle			
Cellbacy			
Craftsmanship			
Creative Communication			
Discernment			
Encouragement			
Evangelism			
Faith			
Giving			
Healing			
Helps			
Hospitality			
Intercession			
Interpretation			
Knowledge			
Leadership			
Mercy			
Miracles			
Missionary			
Music			
Prophecy			
Service			
Shepherding			
Teaching			
Tongues			
Voluntary Poverty			
Wisdom			

ADMINISTRATION

Literal Meaning: to pilot or steer a ship.

Description

Divine enablement to organize and manage people, resources, and time for effective ministry. The ability to coordinate many details and execute the plans of leadership.

Do any of these describe you?

If a group you are in is lacking organization, do you desire to step in to help it run more smoothly?

Do you enjoy handling the details of organizing ideas, people, resources and time for more effective ministry?

Have you ever made effective and efficient plans for accomplishing the goals of a group?

Are you able to give directions to others without using persuasion to get them to accomplish a task?

Do you enjoy bearing the responsibility for the success of a particular task within the church?

Traits

Thorough
Objective
Responsive
Organized
Goal-oriented
Efficient

Cautions

Be open to adjusting your plans, so that you don't stifle a leader's vision.
Beware of using people simply to accomplish goals without being concerned for their growth in the process.
Don't miss seeing God's purposes being fulfilled in the process of meeting a goal.

Scripture References: I Corinthians 12:28; Acts 6:1-7; Titus 1:5; Exodus 18:13-26
Proverbs 23:3-4

APOSTLESHIP

Literal Meaning: to be sent with a message

Description:

The divine enablement to start new churches and oversee their development.

Do any of these describe you?

I have a desire to pioneer and establish new ministries or churches.

I have the ability to adapt to different surroundings by being culturally sensitive and aware.

I have a desire to minister to unreached people in other communities or countries.

I seem to have a unique ability to give helpful leadership to several churches.

I demonstrate authority and vision for the mission of the church.

Traits

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

Cautions

Be aware that misusing your authority can quench the Spirit in others.
You need to be affirmed and sent by the church.
You can be demanding and pessimistic.

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

CELIBACY

Literal Meaning: to remain unmarried and abstain from sexual activity; purposeful singleness

Description:

Divine enablement to remain single and enjoy it in order to use one's time and other spiritual gifts to serve God more effectively.

Do any of these describe you?

I am single and enjoy it.

Other people have noted that I feel more indifferent about not being married than most.

I am single and have little difficulty controlling my sexual desires.

I readily identify with Paul's desire for others to be single as he was.

I am able to use my other gifts more effectively because I have this gift of celibacy.

Traits

Devoted
Disciplined
Focused
Fulfilled

Cautions

Be aware that celibacy is a state totally opposed to all biological, social and emotional needs built into men and women by God.

Only God is able to overrule instincts and by grace control them so that a person can remain unmarried.

Being unmarried is not necessarily the same as having this gift.

You may experience ridicule.

Scripture References: Matthew 19:10-12; 1 Corinthians 7:7-8, 32-35

CRAFTSMANSHIP

Literal Meaning: to craft, design, build

Description:

Divine enablement to facilitate ministry through the creative design or construction of necessary tools for ministry

Do any of these describe you?

Do you feel fulfilled when you can fashion/create something that helps one of the church's ministries?

Can you visualize how something should be constructed before you build it?

Can you form, develop, or adapt material resources to meet needs?

The gift may be used in areas of maintenance, care, and upkeep for the benefit and beautification of God's kingdom here on earth.

Are you able to design and build things that help the church better care for people?

Traits

Creative
Designer
Handy
Resourceful
Practical
Behind the scenes
Helpful

Cautions

Could fail to see that your gift is significant and one that makes a spiritual contribution to the Body

Could use people to get things done instead of helping you grow in the process

Should remember that the things you produce are just a means to the end and not the end itself

Scripture References: Exodus 37:3; 35:31-35; Acts 9:36-39; 2 Kings 22:5-6

CREATIVE COMMUNICATION

Literal Meaning: to communicate artistically

Description:

Divine enablement to communicate God's truth through a variety of art forms

Do any of these describe you?

In conversation, do others often say to you, "I have never thought about it that way before"?

Do you like the challenge of communicating with variety and creativity?

Do you enjoy developing your skills in the arts: music, crafts, drama, photography, etc.?

Do you constructively critique the performances and work of others?

Through your artistic expressions, do people recognize deeper truths about themselves, their relationships, and God?

Traits

Expressive
Imaginative
Idea-oriented
Artistic
Creative
Unconventional
Sensitive

Cautions

Need to remember that art is not for art's sake, but it's 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.

Scripture References: Psalms 150:3-5; 2 Samuel 6:14-15; Mark 4:2,33

DISCERNMENT

Literal Meaning: to separate or make a distinction, differentiate

Description:

Divine enablement to distinguish right from wrong, truth from error, and to give an immediate evaluation based on God's Word. The ability to know with assurance whether certain behavior purported to be of God is in reality divine, human, or Satanic. purported to be of God is in reality divine, human, or Satanic.

Do any of these describe you?

Have others in the church noted that you are able to see through phoniness before it is evident to other people?

Is your "sense" that a person's teaching is from God, Satan, or of human origin later confirmed to be true?

Are you given affirmation by other Christians that you are able to distinguish spiritual untruth from supernatural insights?

Are you able to differentiate between demonic influence and mental illness?

Can you judge between the inadequate and the acceptable, or between evil and good?

Traits

Perceptive
Insightful
Sensitive
Decisive
Challenging
Truthful

Cautions

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 your perceptions before speaking.

Scripture References: Acts 5:1-11; 8:9-25; I Cor. 12:10; Matthew 16:21-23

ENCOURAGEMENT

Literal Meaning: to come alongside of

Description:

Divine enablement to present truth so as to strengthen, comfort, or urge to action those who are discouraged or wavering in their faith.

Do any of these describe you?

Have you verbally encouraged the wavering, the troubled, or the discouraged?

Can you effectively motivate people to get involved in ministry when such motivation is needed?

Have people come to you in their afflictions or sufferings, and told you that they have been helped, relieved, and healed?

Do you have a desire to effectively counsel the perplexed, the guilty, or the addicted?

Have you urged others to seek a biblical solution to their affliction or suffering?

Traits

Positive
Designer
Handy
Resourceful
Practical
Behind-the-scenes

Cautions

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.

Scripture References: Rom. 12:8; 1 Tim. 4:13; Heb. 10:25; Acts 4:22; 11:22-24; 15:30-32

EVANGELISM

Literal Meaning: to bring good news

Description:

Divine enablement to communicate the gospel with unbelievers in such a way that people respond in faith as Christ followers and move toward discipleship.

Do any of these describe you?

Do you enjoy sharing the gospel?

Do you wish to relate to non-Christians so you can share your faith?

Are you at ease in sharing how Christ has changed your life?

Do unbelievers understand you when you explain who Christ is and how to become a Christian?

Have you led others to Christ?

Traits

Sincere/Serious
Candid
Respected
Influential
Spiritual
Confident
Commitment-oriented

Cautions

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 to people carefully, because the same approach is not appropriate for everyone.

Scripture References: Luke 19:1-10; Acts 21:8; Eph. 4:11; 2 Tim. 4:5; Acts 8:26-40.

FAITH

Literal Meaning: to trust, have confidence, believe

Description:

Divine enablement to trust God for what cannot be seen and to act on God's promise, regardless of what the circumstances indicate. The willingness to risk failure in pursuit of a God-given vision, expecting God to handle the obstacles.

Do any of these describe you?

When you are in a group, are you the person others often look to for vision?

Have you believed God for the impossible and seen it happen in a tangible way?

Have other people told you that you had faith to accomplish what seemed impossible to them?

Have there been times when you have felt sure you knew God's specific will for the future growth of His work, even when others have not been so sure?

Do you depend upon God's resources and guidance to an unusual degree?

Traits

Prayerful
Optimistic
Trusting
Assured
Positive
Inspiring
Hopeful

Cautions

Need to act on your 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.

Scripture References: Matthew 17:21; 7:21-22; Mark 11:24

GIVING

Literal Meaning: to give part of, to share

Description:

Divine enablement to contribute material resources to the work of the Lord with liberality and cheerfulness.

Do any of these describe you?

Do you seek to manage your money well in order to give liberally to the Lord's work?

Do your giving records show that you give more than 10% of your income to the Lord's work?

When you are moved by an appeal to give to God's work, do you usually find the money you need to respond?

Do you strongly agree with this statement: "I am so confident that God will meet my needs that I give to Him sacrificially and consistently?"

Are you willing to maintain a lower standard of living in order to benefit God's work?

Traits

Stewardship oriented
Responsible
Resourceful
Charitable
Trusts in God
Disciplined

Cautions

Esteem your gift, remembering that giving money and resources is a spiritual contribution to the body of Christ.

Remember that the church's agenda is determined by leaders, not by the givers' gifts

Guard against greed.

Scripture References: Romans 12:8; 2 Corinthians 6:8; 9:7; Luke 21:1-4; Matthew 6:2-4; 1 Corinthians 13:3

HEALING

Literal Meaning: to restore instantaneously

Description:

Divine enablement to pray in faith specifically for people who need physical, emotional, or spiritual healing to see God answer. The ability to sense when God is prompting this kind of prayer. To be God's means for restoring people to wholeness.

"Gifts (plural) of healings (plural)": suggests varieties of the gift for different kinds of illness. The gift does not give a person power over disease (Phil. 2:25-27; 2 Tim. 4:20). The gift does not make medical doctors and nurses obsolete.

Do any of these describe you?

In the name of the Lord, have you been used to cure diseases instantly?

Do you enjoy praying for sick people because you know that some of them will be healed as a result?

Have others told you that God healed them of an emotional problem when you ministered to them?

Has physical healing occurred as a result of your praying for people?

When I pray for the sick, either I or they feel sensations of tingling or warmth.

Traits

Compassionate
Trusts in God
Prayerful
Full of faith
Humble
Responsive
Obedient

Cautions

Remember that it is not always your faith or the faith of the sick that determines a healing, but **God who determines it.**
Realize that God does not promise to heal everyone who asks or is prayed for.
Remember that Jesus did not heal everyone who was sick or suffering while he was on the earth.

Scripture References: 1 Corinthians 12:9,28,30; Acts 3:1-16; Phil. 2:25-27; 2 Tim. 4:20

HELPS

Literal Meaning: to take the place of someone

Description:

Divine enablement to invest talents (practical and necessary tasks) in the lives of others, freeing up, supporting, and meeting the needs of others, increasing the effectiveness of their spiritual gifts.

Do any of these describe you?

Have you assisted Christian leaders to relieve them for their essential job?

Have other Christians told you that you have helped them become more effective in their ministries?

Do you enjoy doing routine tasks that lead to more effective ministry by others?

Is this true in your life: "When I do things behind the scenes and others are helped, I am joyful." and "I really do not care who gets the credit!"?

Would you rather be a supportive background person than an up-front leader or speaker?

Traits

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

Cautions

Esteem your gift, remembering that doing practical deeds is a spiritual contribution to the **body of Christ.**
Find it difficult to say "no".
Be responsive to the priorities of leadership **instead of setting your own agendas.**

Scripture References: 1 Corinthians 12:28; 16:15; Romans 12:7; 16:2; Acts 6:1-4; Acts 9:36; Acts 19:22; Romans 16:1-2; 1 Cor. 12:28;; Mark 15:40-41.

HOSPITALITY

Literal Meaning: to love strangers

Description:

Divine enablement to provide an open home and a warm welcome to those in need of food, lodging, and fellowship. The ability to help people feel accepted and comfortable in the church family.

Do any of these describe you?

Is your home usually open to people passing through, who need a place to stay?

Do you enjoy participating in church suppers or other events directed by the Hospitality Committee?

Are you personally uplifted from hosting persons in your home?

Are you comfortable with opening your home to others regardless of how neat or clean it is?

Are you happy to temporarily add someone to your family in order to provide a helping or healing ministry?

Traits

Friendly
Gracious
Inviting
Trusting
Caring
Responsive
Warm

Cautions

Avoid viewing your gift as just “entertaining”.
Remember to ask God who he wants you to befriend and serve.
Be careful not to cause stress in your own family when inviting others into your home.

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

INTERCESSION

Literal Meaning: to plead, intercede on behalf of someone

Description:

Divine enablement to pray for extended periods of time on a consistent and regular basis and see frequent and specific answers to prayers, to a degree much greater than that which is expected of the average Christian.

Do any of these describe you?

Do you spend at least an hour a day in prayer?

When you hear a prayer request, do you pray at least several times for the need to be met?

Is intercessory prayer one of your favorite ways of spending time?

Have others told you that your prayers for them have been answered in tangible ways?

Are you confident that when you pray for others your prayers will have tangible results?

Traits

Advocate
Caring
Sincere
Peacemaker
Trustworthy
Burden bearer
Spiritually sensitive

Cautions

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

Scripture References: Romans 8:26-27; John 17:9-26; 1 Tim. 2:1-2; Colossians 1:9-12; 4:12-13

INTERPRETATION

Literal Meaning: to explain un understandable terms

Description:

Divine enablement to make known in the vernacular the message of one who speaks in tongues (an interpretation, not a translation).

Do any of these describe you?

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

Worshipful
Responsive
Devoted
Responsible
Spiritually intimate
Sensitive
Faithful

Cautions

Remember that the message being interpreted should reflect the will of God and not humans.
Remember that this gift is to provide edification; it is to build up the church.
Use it in an orderly manner in conjunction with tongues.

Scripture References: 1 Cor. 12:10; 14: 5, 13, 26-28

Word of KNOWLEDGE

Literal Meaning: to know

Description:

Divine enablement to bring truth to the Body through a revelation or biblical insight

Do any of these describe you?

Have others told you that you have helped them understand key and important facts of Scripture?

Do you enjoy studying and reading quite a bit in order to learn biblical truth?

Have you frequently discovered new insights into Scripture through personal study?

Do you enjoy doing word studies, examining the historical background of a text, and getting at the facts of a passage in order to benefit yourself and other believers?

Do you long to share with others the biblical insights that you discover?

Traits

Inquisitive
Responsive
Observant
Insightful
Reflective
Truthful
Spiritually sensitive

Cautions

Be careful of this gift leading to pride ("knowledge puffs up").
Remember it is God's message, not yours, when you give a word of knowledge to the church.
Remember with an increase of knowing comes an increase of pain (Eccl 1:18).

Scripture References: 1 Cor. 12:8; Mark 2:6-8; John 1:45-50

LEADERSHIP

Literal Meaning: to stand before

Description:

Divine enablement to cast vision, motivate, and direct people to harmoniously accomplish the purposes of God.

Do any of these describe you?

When I speak, people seem to listen and agree.

When I set goals, others seem to accept them readily.

When I join a group, others expect me to take the leadership.

When I am in charge, things seem to run smoothly.

I find it easy to motivate others to follow through on a ministry project.

Traits

Influential
Diligent
Visionary
Trustworthy
Persuasive
Motivating
Goal setter

Cautions

Realize your relational credibility takes time and is critical for leadership effectiveness.

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.

Scripture References: Romans 12:8; Hebrews 13:17; Luke 22:25-26

MERCY

Literal Meaning: to have compassion

Description:

Divine enablement to cheerfully and practically help those who are suffering or in need, having empathy and compassion that is moved to action.

Do any of these describe you?

Have you cared for others when they have had material or physical needs?

Do you enjoy visiting in hospitals and/or nursing homes, and feel you do well in such a ministry?

Would you enjoy spending time with a lonely, shut-in person or someone in prison?

Do you work joyfully with and help those people who are ignored by the majority of those around them?

Do you hurt for others who are in distress, and desire to do acts of love for those who cannot or will not return them?

Traits

Empathy
Caring
Responsive
Kind
Compassionate
Sensitive
Burden-bearing

Cautions

Be aware that rescuing people from their pain may be hindering God's work in them.

Guard against feeling "unappreciated," since some of the people helped will not show or express any appreciation.

Guard against becoming defensive and angry about the sources of others' pain.

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

MIRACLES

Literal Meaning: to do powerful deeds

Description:

Divine enablement to serve as human agents through whom it pleases God to perform powerful acts that are perceived by observers to have altered the ordinary course of nature.
Divine enablement to be God's means for restoring people to wholeness.

Do any of these describe you?

Can others point to specific instances when your prayers have resulted in visible miracles?

Has God asked you to perform supernatural signs and wonders?

Does God seem to regularly do impossible things through your life?

Have people told you that the Lord used you to bring supernatural change in lives or circumstances?

Are you able to change circumstances through the name of the Lord?

Traits

Bold
Venturesome
Authoritative
God-fearing
Convincing
Prayerful
Responsive

Cautions

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

Scripture References: 1 Cor.12:10, 28-29; John 2:1-11; Luke 5:1-11; Acts 3:1-10; 14: 8-10; James 5:14-16

MISSIONARY

Literal Meaning: one who undertakes a mission; sent one

Description:

Divine enablement to minister whatever other spiritual gifts they have in a second culture.

Do any of these describe you?

More than most, do you have a strong desire to see people of other countries won to Christ?

Do you cooperate with, and participate in our church's foreign mission emphasis?

Do you adapt well in a different culture?

Are you comfortable relating to people of other countries and minorities, and do they seem to accept you?

Do you feel you could learn another language well in order to minister to those in another culture?

Traits

Adaptable
Cross-culturally sensitive
Cross-culturally relational
Leadership
Venturesome
Intense unease re: the globally unsaved

Cautions

Realize your relational credibility takes time and is critical for leadership effectiveness.
Remember that servant leadership is the Biblical model, the greatest being the servant of all.

Scripture References: Mark 16:15; Acts 1:8; 9:15; 13:2-5; 22:21; Romans 10:14-15; 1 Cor. 9:19-23; Eph. 3:2-13

MUSIC

Literal Meaning: an agreeable sound

Description:

Divine enablement to use one's voice in the singing of praises and joy to the Lord for the benefit of others, or to play a musical instrument to the praise of the Lord and for the benefit of others.

Do any of these describe you?

Are you able to effectively play a musical instrument or sing?

Have you satisfactorily experienced being involved in a church, school, or local instrumental or vocal presentation?

Do you utilize your musical talents for the edification of your friends and the glory of God?

Do others confirm that your ability to perform music has helped them grow as Christians?

Do you sing or play music as a helpful spiritual exercise for yourself?

Traits

Sing, dance, or play instrument well
Personal enjoyment
Want to inspire and encourage others
Love to worship

Cautions

Be aware of the subtle shift to performance and personal glory.
Avoid pride, which can create a demanding or discouraging spirit that hinders the gift.
Remember it is God's message, not yours,

Scripture References: : 1 Chron.16:41-42; 2 Chron.5:12-13; 34:12;
1 Sam.16:14-23; Deut. 31:22; Psalms 33:1-3; 96:1-2; 11:1-2; 149:3; 150:1-6; Col. 3:16

PROPHECY

Literal Meaning: to speak before

Description:

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.

Do any of these describe you?

Do you desire to speak direct messages from God that edify, exhort, or comfort others?

Has God enabled you to reveal specific things that will happen in the future?

Have people told you that you have communicated timely and urgent messages which must have come directly from the Lord?

Do you sometimes have a strong sense of what God wants to say to people in response to a particular situation?

Do you strongly desire to speak out boldly and directly against evil in society or in the church?

Traits

Discerning
Compelling
Uncompromising
Outspoken
Authoritative
Convicting
Confronting

Cautions

Be aware that listeners may reject the message if it's not spoken in love and for their edification.
Avoid pride, which can create a demanding or discouraging spirit that hinders the gift.
Remember that discernment and Scripture must support and agree with each prophecy.

Scripture References: Romans 12:6; 1 Cor. 12:10, 28; 13:2; 2 Peter 1:19-21

SERVICE

Literal Meaning: work performed in contribution of welfare to others

Description:

Divine enablement to identify the unmet needs involved in a task related to God's work, and to make use of available resources to meet those needs and help accomplish the desired goals.

Do any of these describe you?

Do you respond cheerfully when asked to do a job, even if it seems menial?

Do you sense God's purpose and pleasure in meeting every day responsibilities?

Do you attach spiritual value to practical service?

Do you enjoy knowing that they are freeing up others to do what God has called them to do?

Would you rather do a job than find someone else to do it?

Traits

Practical
Humble
Supportive
Adaptable
Responsive
Diligent
Observant

Cautions

Remember that servant leadership is the biblical model, the greatest being the servant of all
Guard against feeling "unappreciated," since some of the people helped will not show or express any appreciation.
Esteem your gift, remembering that doing practical deeds is a spiritual contribution to the body of Christ
Be responsive to the priorities of leadership instead of setting your own agendas.

Scripture References: Romans 12:6-7; John 12:26; Phil. 1:1

SHEPHERDING

Literal Meaning: to care for and guide a flock

Description:

Divine enablement to care for and nurture a group of believers toward ongoing spiritual maturity in becoming like Jesus and equip them for ministry.

Do any of these describe you?

Do you enjoy relating to a certain group of people in long-term relationships, sharing personally in their successes and failures? Assuming responsibility for their spiritual well being?

Have you helped individual believers, over a period of time, by guiding them to relevant portions of the Bible and praying with them?

Is it your desire to commit yourself sacrificially to care for the spiritual welfare of a group of young Christians? Shut-ins? People in pain?

Would you be concerned about guarding, like a shepherd, a group of Christian sheep from those who are "wolves," i.e., enemies of Christians?

Are you able to feed followers in Christ by guiding them through selected Bible passages?

Traits

Influencing
Nurturing
Guiding
Discipling
Protective
Supportive
Relational

Cautions

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

Scripture References: Ephesians 4:11-12; I Peter 5:1-4; John 10:1-18

TEACHING

Literal Meaning: to instruct

Description:

Divine enablement to understand, clearly explain, and apply the Word of God, causing greater Christlikeness in the lives of listeners. To communicate information relevant to the health and ministry of God's people (children and/or adults) in such a way that others will learn and be edified. The ability to equip and train other believers for ministry.

Do any of these describe you?

Have people told you that you have helped them learn biblical truth in a meaningful way?

Do you enjoy giving considerable time to learning biblical truth in order to minister to children and/or adults?

When you communicate biblical truth to others, do you see changes in knowledge, attitudes, values or conduct?

Do you strongly agree with this statement: "Studying the Bible and sharing my insights with others for their growth in Christ are very satisfying for me?"

Can you make difficult biblical truths understandable to others?

Traits

Disciplined
Perceptive
Teachable
Authoritative
Practical
Analytical
Articulate

Cautions

Avoid pride that may result from your "superior" biblical knowledge and understanding.
Could become too detailed when teaching and fail to make life application.
Remember that your spirituality is not measured by how much you know.

Scripture References: Acts 18:24-28; 20:20-21, Romans 12:7, 1 Cor. 12:28, Eph. 4:11-13

TONGUES

Literal Meaning: tongue, language

Description:

Divine enablement to receive a spontaneous message from God in public worship and to speak it in an unknown language that is then made known to the church through the gift of interpretation

Do any of these describe you?

Express with an interpretation a word by the Spirit which edifies the church.

Communicate a message given by God for the church.

Speak in a language you have never learned or do not understand.

Worship the Lord with unknown words too deep for the mind to comprehend.

Experience an intimacy with God which inspires you to serve and edify others.

Traits

Worshipful
Prayerful
Trusting
Devoted
Spontaneous
Receptive

Cautions

Remain silent in the church if there is no gift of interpretation
Avoid expecting others to manifest this gift which may cause inauthenticity of the Spirit
Remember that all the gifts, including this one, are to edify others.

Scripture References: 1 Cor. 12:10, 28-30; 13:1; 14: 1-33, 39; Acts 2:1-11

VOLUNTARY POVERTY

Literal Meaning: to purposely live an impoverished lifestyle

Description:

Divine enablement to renounce material comfort and luxury and adopt a personal lifestyle equivalent to those living at the poverty level in a given society, in order to serve God more effectively

Do any of these describe you?

I could live more comfortably, but I choose not to in order to live with the poor.

Living a simple lifestyle is an exciting challenge for me.

I am not poor, but I can identify with poor people.

Others tell me I sacrifice much materially in order to minister.

Poor people accept me because I choose to live in their level.

Traits

Simplicity
Contentment
Focused
Adaptable
Generosity
Trusting
Practical
Sensible
Identify with the poor

Scripture References: Acts 2:45; 4:34-35; 1 Cor 13:1-3

Cautions

Be aware of judging others for not choosing the same ideals and lifestyle as yours.
Be patient with others who do not have this gift.
Be aware that the desire to feed and support others can make it difficult to say "no."

Word of WISDOM

Literal Meaning: to apply truth practically

Description:

Divine enablement to understand God's perspective on life situations and share true insights in a simple, understandable way. The ability to explain what to do and how to do it.

Do any of these describe you?

Have you applied spiritual truth effectively to situations in your own life?

Can you intuitively arrive at solutions to fairly complicated problems?

Have people indicated that you have perceived and applied Biblical truth to their specific needs?

Have you sensed God's presence and direction when important decisions needed to be made?

Do others ask you for workable ideas or alternatives?

Traits

Sensible
Insightful
Practical
Wise
Fair
Experienced
Common sense

Cautions

Could fail to share the wisdom God has given you.
Avoid having others develop a dependence upon you, which may weaken their faith in God.
Be patient with others who do not have this gift.

Scripture References: 1 Cor. 12:8; 2:3-14; James 3:13-18; Jeremiah 9:23-24

Summary

Using the results from **My Gift Discoveries Chart**, enter below in the Dominant section your three highest-rated Gifts.

Then enter in the Sub-dominant section your three next highest-rated Gifts.

This will give you a tentative evaluation of where your Gifts may lie. This is not meant to be a scientifically accurate survey in order to clearly determine your Gifts once and for all. Remember that the best way to discover your spiritual Gifts is by your participation in ministry. As you experiment in various areas of service, examine your feelings, evaluate your effectiveness, expect confirmation from others, and enjoy fruitfulness!

My Dominant Gifts:

1. _____
2. _____
3. _____

My Sub-dominant Gifts:

1. _____
2. _____
3. _____

Be sure to transfer this summary to your **DESIGN Profile**

In light of what you believe to be your spiritual Gifts, begin to experiment in areas of ministry interest. There are a number of ministry opportunities from which to choose. What interests you? Try something! As you explore, one will feel like your Niche. Remember that the primary way for you to discover your Gift is to get involved! Consider the possibilities of working with a Coach to help you understand and move forward in your DESIGN!

(Some of these resources were adapted from NETWORK, Network Ministry Resources, Bruce Bugbee)