



How to Determine Your Spiritual Gifts:

1. Study the Scriptures on Spiritual Gifts
 - Ephesians 4:11; 1 Corinthians 12:8-10; 1 Corinthians 12:28-30; Romans 12:6-8; 1 Peter 4:11
2. Pray and ask God what your spiritual gift(s) are
 - Matthew 7:7; James 1:5
3. Take a Spiritual Gift Inventory or Assessment
 - See the attached tests. Or see http://elmertowns.com/spiritual_gifts_test/
4. Ask other Christians for their opinion on your gifts
 - Proverbs 11:14; Proverbs 15:22

There are 2 Spiritual Gift assessment tests included with this document. One is based more on experience and one on interest. It is helpful to take them together to create a composite perspective on your potential gifts. Please note that no assessment test is infallible. The tests are helpful because they may provide fodder for your prayers and searching of the Scriptures. Remember that it is Christ who gives spiritual gifts through the Holy Spirit and thus *He* is the definitive guide for you.

Lastly, please share your results with Pastor Josh. His ministry is to equip the saints for ministry. (Ephesians 4:11-12) Pastor Josh has a document that describes each of the spiritual gifts, their strengths, their weaknesses, suggestions on how to use the gift and guidance on how to develop and strengthen that particular spiritual gift. Please contact Pastor Josh and he will send you this helpful document. (josh@oakgrovechurch.com or 608-882-4488)

TRAIT ASSESSMENT

There are certain traits that often correspond to the manifestation of specific gifts in one's life. Place a check by those statements which are true and best describe you or your tendencies most of the time. Total each section.

- _____ Studious, spends much time in God's Word
- _____ More objective than subjective
- _____ Well-organized person
- _____ Analytical, makes decisions based on facts
- _____ Enjoys researching an idea, does it effectively
- _____ Usually a verbal person, articulate
- _____ Logical, systematic

A. (_____) Total

- _____ More tolerant/sympathetic than indifferent
- _____ Tends to be positive and full of faith
- _____ Good listener
- _____ Practical minded, able to apply truth
- _____ Able to lovingly admonish when necessary
- _____ Able to urge one to pursue some course of action
- _____ "People person", relational, approachable, non-judgmental

B. (_____) Total

- _____ Likes people and relates well
- _____ Has ability to persuade and influence people
- _____ Discerning of spiritual needs in others
- _____ More sympathetic/subjective than indifferent/objective
- _____ Communicates gospel with clarity, joy, and effectiveness
- _____ Freedom and joy in talking naturally about spiritual things
- _____ Has burden for eternal destiny of souls

C. (_____) Total

- _____ Friends look to you when decisions need to be made
- _____ Confident, practical, with large measure of "common sense"
- _____ Able to accept disagreement and criticism without wavering
- _____ Able to make good decisions, even under pressure
- _____ "Goal-oriented", decisive and clear
- _____ Not afraid of responsibility, diligent
- _____ Has a strong sense of vision, knows where to take others

D. (_____) Total

- Possesses practical skills and enjoy working with your hands.
- Cheerful, relational person
- Others easily confide in you
- Very empathetic, patient, tolerant
- Tend to be ruled by heart rather than head
- Crusader for causes that bring relief to others
- Responds strongly when people are hurt, displaced, or rejected

E (____) Total

- Develops intimate spiritual relationships
- Peacemaker, strives for harmony among others
- Willing to renounce personal interests for the sake of others
- Person-oriented, not a loner
- Sensitive to people, good listener
- Patient, responsible
- Strong burden to see others become mature in their faith

F. (____) Total

- Thorough and careful, skilled in details
- More objective than subjective
- Organized, frustrated with disorganization
- Concerned with productivity, efficiency
- Practical minded, concrete ideas to achieve goals
- Delegator enables and encourages others to accomplish their tasks
- Responsible, dependable person

G. (____) Total

- Frugal; heart not encumbered by material things
- Wise in handling financial matters
- Generous, sacrifices personal needs and resources for God's work
- Joy and freedom-in giving
- Desires to give quietly, without public notice
- Grieved by waste, poor management practices
- Tender hearted toward the material lack of others

H. (____) Total

- Usually easy-going, loyal, likable
- Energetic, hard-working
- Works more behind the scenes than in the spotlight
- Tendency to feel inadequate and unqualified for leadership
- Has difficulty in saying "no", which can result in over-involvement
- Prefers doing the job themselves, rather than delegating it:
- Able to see concrete, physical needs and follows through to see they are met.

I. (____) Total

- _____ Studious; eager learner
- _____ Analytical thinker
- _____ Idea-oriented more than people-oriented
- _____ Able to concisely organize and summarize
- _____ Can take in and recall large amounts of information
- _____ Patient in research
- _____ Desires to share what is learned

J. (_____) Total

- _____ Able to sift through what is conflicting and confusing
- _____ Able to solve problems by quickly sizing up all the elements of a situation
- _____ Able to take what is abstract and make it practical and applicable
- _____ Able to look at problems objectively
- _____ Enjoys decision making
- _____ Insightful when sorting out conflicting information
- _____ Sought out by people for counsel

K. (_____) Total

- _____ Can sense when demonic forces are at work in a person situation. or teaching
- _____ Unique sensitivity to spiritual things
- _____ Not gullible; seldom "taken-in" by anyone
- _____ Able to spot insincerity and "phoniness"
- _____ Keen sense for recognizing inconsistencies
- _____ Sensitive to underlying spiritual factors of good or evil which are responsible for motives and behavior
- _____ Good judge of character

L. (_____) Total

- _____ "Big-thinker"; willing to tackle tasks others avoid
- _____ Not detail oriented" irritated with "red-tape".
- _____ Very strong prayer life, especially in area of intercession
- _____ Confident and bold in Christian ministry
- _____ Unwavering confidence that God will do something regardless of insurmountable obstacles,
- _____ Has vision; able to see something God wants done
- _____ Enthusiastic about what God can and will do in people's lives

M. (_____) Total

Scoring Trait Assessment

KEY

- A. Teaching
- B. Exhortation
- B. Exhortation
- D. Leadership
- E. Mercy
- F. Pastor/teacher
- G. Administration
- H. Giving
- I. Helps/Service
- J. Word of Knowledge
- K. Word of Wisdom
- L. Discernment
- M. Faith

List in order your top 4 scores:

Top gift —	4	GIFT
2nd gift—	3	GIFT
3 rd gift —	2	GIFT
4 th gift—	1	GIFT

Experience Assessment

Respond to each statement accordingly:

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

Answer according to who you are, not what you would like to be, or think you ought to be!

How true are these statements of you?

What has been your experience?

To what degree do these statements reflect your usual tendencies?

- _____ 1. I gravitate toward broken people with the desire to see them grow in their faith. I strengthen those who are wavering by directing them to God's promises.
- _____ 2. People seem to consistently understand truth as a result of what I say.
- _____ 3. I have the ability to converse easily with strangers or people of short acquaintance.
- _____ 4. I seem to be gifted in bringing out the best in people I recognize their strengths, where they thrive, what nourishes and delights them.
- _____ 5. In a group setting, Christians look to me when decisions need to be made.
- _____ 6. I enjoy learning about management issues and how organizations function
- _____ 7. In my prayer life, I find myself devoting the bulk of my prayer time to intercessory prayer for those who are suffering.
- _____ 8. I basically like to do tasks menial or otherwise, as long as they help others.
- _____ 9. I am quick to recognize the material needs of others and to assume some burden to meet those needs financially.
- _____ 10. I easily get the "big picture" when studying an area of knowledge. I can summarize and outline a book or lecture so that it is clearer than when it was first delivered.
- _____ 11. I am not indecisive or timid about Christian ministry. I am bold and confident in my endeavors.
- _____ 12. I find I have insight into what others consider conflicting and confusing.
- _____ 13. I can sense when demonic forces are at work in a person, situation, or teaching.
- _____ 14. I inspire others to take more seriously the Lordship of Christ in their lives.

- _____ 15. I have a tremendous drive within to understand truth, and I constantly look for ways to explain it to others.
- _____ 16. I have the ability to include spiritual truth in normal conversations with the unsaved by sensing occasions to do so.
- _____ 17. I am inclined towards the kind of discipling that watches over others' long term growth.
- _____ 18. I usually know the direction I am to go and can influence others to follow.
- _____ 19. I am an organizer, and I tend to be organized in my personal life as well.
- _____ 20. I enjoy doing thoughtful things (remember birthdays, send cards, phone calls, etc), especially to those who are often overlooked.
- _____ 21. I am quick to respond to the temporal needs of others.
- _____ 22. I am careful in the handling of my financial matters, purchasing only those things I need.
- _____ 23. I am an eager learner, I love to discuss and think about ideas.
- _____ 24. I have an enthusiasm about what God can and will do in and through me.
- _____ 25. I am able to see to the heart of the matter in a complex situation.
- _____ 26. I am a good judge of character. I have been told that my insights about certain people have been true.
- _____ 27. People frequently confide their deepest problems to me.
- _____ 28. I have a thirst for God's Word, and I discipline myself to carefully study it.
- _____ 29. I have a freedom and joy in talking about Christian things naturally and unforced in the presence of unbelievers.
- _____ 30. I have a great sense of responsibility for the spiritual growth and welfare of others.
- _____ 31. I am able to clarify a vision decisively, and to excite others to pursue it.
- _____ 32. I am bothered by the inefficient use of time, energy and money.
- _____ 33. I am able to empathize with suffering people and involve myself in their healing process.
- _____ 34. I am able to see concrete, physical needs and follow through to see they are met.
- _____ 35. I have no desire to bring attention to my generosity.

- _____ 36. I am more idea-oriented than people-oriented.
- _____ 37. I am able-to spot excuses which keep others from trusting God.
- _____ 38. I have a sense of confidence and enjoy the challenge of making decisions.
- _____ 39. I am not gullible and am seldom "taken-in" by anyone.
- _____ 40. I love to practically apply the Bible, and I am able to share Scripture which speaks to problems people are encountering.
- _____ 41. I am not satisfied with poorly organized explanations of Scripture.
- _____ 42. My burden for the unsaved is reflected in the amount of time I spend praying for them by name.
- _____ 43. I am not afraid to become "involved" with people. I don't shrink from the time and emotional involvement which follows.
- _____ 44. People look to me when something needs to be done.
- _____ 45. I enjoy planning and executing a good course of action. I don't mind the scheduling, phone calling, letter writing, etc. I just like getting things done.
- _____ 46. I am able to look beyond a person's problems, weaknesses and sin to see a life that matters to God. I help those whom others think are undeserving
- _____ 47. I am willing to do little jobs without any credit just for the joy of doing them and knowing they are a help to someone.
- _____ 48. It gives me great joy to give, and I am able to give large proportions of my wealth without great effort of will.
- _____ 49. I regularly research topics and read books to gain a better understanding of biblical truth.
- _____ 50. I have recurring experiences where in the midst of situations I sense God is going to do something unusual even though most around me do not have this kind of assurance.
- _____ 51. When a group discussion becomes confused and entangled, I am usually able to clarify, offer a suggestion which is insightful, and help to establish harmony and unity.
- _____ 52. I am apt to spot insincerity and "phoniness" before others do. I am able to understand motives and behavior in persons.
- _____ 53. I am a "people person". I enjoy being with people and seem to have the ability to put them at ease.

- _____ 54. I am able to present biblical truth in a logical, systematic way, so that it is a blessing to others.
- _____ 55. I have a strong desire to share the Good News with others, and I feel incomplete when I am not witnessing regularly.
- _____ 56. I consider it very important to "keep in touch" with my brothers and sisters in Christ, and I make great efforts to follow their lives and struggles.
- _____ 57. I am a "goal oriented" person, generally decisive and clear in visualizing where I need to go.
- _____ 58. I am constantly making lists and writing notes to myself and others. I try to be efficient.
- _____ 59. I am comfortable in the presence of persons or situations that others avoid due to unpleasantness.
- _____ 60. I like very much doing a variety. of practical things in the church to meet the needs of others.
- _____ 61. I am skillful in making and managing money, and it is important to me to give only to ministries where the money is handled wisely.
- _____ 62. I am comfortable with Bible study tools and enjoy using them.
- _____ 63. I find great satisfaction and joy in persisting through prayer for specific needs.
- _____ 64. I am one of the first ones to see and verbalize the consequences of a person's actions.
- _____ 65. I am able to go beneath the surface of statements to discern presuppositions of "where he's coming from".
- _____ 66. I am not one for speculation or abstraction. I am practically minded, helping others in the application of Scripture to their lives. I prefer to apply truth rather than research it.
- _____ 67. It troubles me when Scripture is used out of context.
- _____ 68. I become frustrated when I see other to who don't seem to care as much about the lost as I do.
- _____ 69. I have a strong desire to give myself to struggling or straying Christians so that they are encouraged and brought back into the group.
- _____ 70. I remain confident and undistracted when problems arise.
- _____ 71. I am able to identify concrete ways to achieve abstract goals.

- _____ 72. I am extremely patient; I seem to be able to sit at a bedside and not be put off by helpless or irksome behavior in people.
- _____ 73. I like to assist leaders in the church in order to allow them to more effectively use their gifts.
- _____ 74. I am willing to sacrifice personal wants to give to God's work.
- _____ 75. I would probably enjoy researching and writing a commentary on the Bible.
- _____ 76. I encourage other Christians to trust God and think big in terms of certain goals and actions.
- _____ 77. I have a good amount of "common sense".
- _____ 78. I seem to have a keen sense for recognizing inconsistencies.
- _____ 79. I am able to listen to problems without becoming extremely weighed down or depressed myself.
- _____ 80. I think that Bible study is foundational to the operation of all the gifts, and I am grieved when I see apathy among Christians to in-depth study of the Word.
- _____ 81. Even though I am sometimes afraid, I still feel compelled to share my life with unbelievers, and I am amazed at their response
- _____ 82. I prefer long-term, stable relationships in which I can be a leader for new or young believers.
- _____ 83. I am not afraid of responsibility, recognizing that my sufficiency is of the Lord.
- _____ 84. I do not enjoy specifically being told everything to do; rather, I like to be given a general direction and then the freedom to operate as I think best.
- _____ 85. I am very tender-hearted and deeply moved by a display of airy suffering and distress.
- _____ 86. I have no desire to be "up front". I prefer quiet, behind the scenes service for others.
- _____ 87. I want to see significant things happen for God's glory, so I give more than the tithe.
- _____ 88. I am able to recall a large amount of pertinent information from my studies in the Bible and related study material.
- _____ 89. Even when things seem impossible, I trust God for His provision.
- _____ 90. I am respected for my ability to provide concise and appropriate solutions to difficult problems.

- _____ 91. I quickly notice when a speaker gives a wrong interpretation or misapplication of Scripture.
- _____ 92. I am a sympathetic person who "gets inside" and understands people's feelings.
- _____ 93. I have strong convictions and opinions based on investigation of facts; I tend to be more objective than subjective.
- _____ 94. I seek out unbelievers with the desire to present the message of Christ. I am constantly looking for different ways to effectively share my faith.
- _____ 95. Over time, others have told me how much they appreciate my continuing support and concern for them.
- _____ 96. I take responsibility seriously, and I strive to accomplish my tasks "with diligence".
- _____ 97. Because I focus on details, I am able to anticipate potential problems before they happen.
- _____ 98. I am comfortable in institutions (prisons, nursing homes, hospitals), places that others would rather avoid.
- _____ 99. Sometimes - I undertake too much, having difficulty saying "no" and trying to do too many things by myself. I tend to do more than asked.
- _____ 100. I am fulfilled in sharing my money and possessions without expecting anything in return.
- _____ 101. I am able to distinguish key and important facts of Scripture.
- _____ 102. I expect great things for the cause of Christ, even without the visible means to accomplish them.
- _____ 103. God enables me to make practical application of biblical truth in a variety of situations.
- _____ 104. It troubles me deeply when I know people are being given half-truth, misapplied truth or false truth.
- _____ 105. I am sympathetic and encouraging to people, but I also am able to rebuke with love when necessary.
- _____ 106. I can communicate difficult biblical concepts so that people become motivated to learn and study them more.
- _____ 107. My awareness of the many lost people around me is a great burden.
- _____ 108. I enjoy the task of relating to the successes and failures of the same group of believers over a long period of time.

- _____ 109. I am generally able to endure criticism.
- _____ 110. I am good at organizing ideas, people and events. I am a good delegator of responsibility. I don't do everything myself.
- _____ 111. I tend to be ruled by my heart rather than my head. I can become too personally and emotionally involved in helping needy people.
- _____ 112. I prefer working on immediate goals rather than long-range ones. I prefer doing a job to delegating it.
- _____ 113. I consistently and sacrificially give to the Lord, knowing He will meet my needs.
- _____ 114. I am constantly interested in acquiring and mastering new facts and principles of biblical truth.
- _____ 115. My strong belief in the effectiveness of prayer is not shared by many.
- _____ 116. In the midst of much conflict, I can offer an acceptable and simple plan for resolution.
- _____ 117. Others come to me often to clarify a teaching or a situation's rightness or wrongness.
- _____ 118. I am able to accept people as they are without judging them. I am a good listener.
- _____ 119. I love to learn and explain the Word in ways that cause people to listen and act accordingly. I am not threatened by questions.
- _____ 120. I like those I am around to know that I am as Christian, in the hope that they will ask me about my relationship with Christ.
- _____ 121. I am not content with surface relationships; I want to be known and to know others in an intimate way.
- _____ 122. I am a good motivator and can often help others see the broad picture.
- _____ 123. I like to work at making a ministry more efficient.
- _____ 124. I tend to be a crusader for good causes.
- _____ 125. I see the spiritual significance in the routine tasks I do in the church. I like to find things that need to be done and do them, even without being asked.
- _____ 126. I am willing to maintain a lower standard of living in order to benefit God's work.
- _____ 127. I am able to take in and retain and recall large amounts of information.

- _____ 128. When I sense God's direction, I will press on even with the objections or opposition of others.
- _____ 129. I often feel an unusual presence of God and personal confidence when important decisions need to be made.
- _____ 130. In spiritual matters, I am usually able to distinguish between truth and error.

Experience Assessment Response Sheet

Transfer each response on your Experience Assessment sheet in the corresponding box below. Then record the sum of the responses for each gift and record in the *Total* column. (For example, to evaluate the gift of exhortation you sum up your responses to questions 1, 14, 27, 40, 53, 66, 79, 92, 105 & 118.)

Gift	Total										
Exhortation		1	14	27	40	53	66	79	92	105	118
Teaching		2	15	28	41	54	67	80	93	106	119
Evangelism		3	16	29	42	55	68	81	94	107	120
Pastor/ Teacher		4	17	30	43	56	69	82	95	108	121
Leadership		5	18	31	44	57	70	83	96	109	122
Administration		6	19	32	45	58	71	84	97	110	123
Mercy		7	20	33	46	59	72	85	98	111	124
Helps/ Service		8	21	34	47	60	73	86	99	112	125
Giving		9	22	35	48	61	74	87	100	113	126
Knowledge		10	23	36	49	62	75	88	101	114	127
Faith		11	24	37	50	63	76	89	102	115	128
Wisdom		12	25	38	51	64	77	90	103	116	129
Discernment		13	26	39	52	65	78	91	104	117	130

Record your top four scores in the table below in the order of highest to lowest:

Top gift —	4	GIFT
2nd gift—	3	GIFT
3 rd gift —	2	GIFT
4 th gift—	1	GIFT

Evangelism

Word Study:

(from good messenger)

To announce glad tidings

means good news, the gospel

An evangelist is a preacher of good news.

Definition of Gift:

Though all Christians are to witness their faith in Christ, the gift of evangelism is a special ability to communicate the Gospel message in relevant terms to unbelievers in such a way that people respond and are converted.

Biblical References:

Acts 21:8; Acts 8:1-4; Acts 12:26-40; Romans 10:1-17

Symptoms of Gift:

_____ You have the ability to converse easily with strangers or people of short acquaintance.

_____ You have the ability to persuade or influence people.

_____ You have the ability to include spiritual truth in normal conversation with the unsaved by sensing occasions to do so.

_____ You have a freedom and joy in talking about Christian things naturally and unforced.

_____ You specifically pray much for unsaved people by name.

_____ You have a strong need to share the Good News with others and you feel incomplete when you are not witnessing regularly.

_____ You see fruit in your efforts

_____ You have the ability to make friends easily.

_____ You become frustrated when you see other Christians that don't seem to care as much the lost as you do.

_____ Even though you are sometimes afraid, you still feel compelled to share your faith with those you meet, and you are amazed at how often they respond.

How to Develop Gift:

Receive general training in how to witness.

Become a part of an "evangelism explosion" or similar team.

Become very clear on the essentials of salvation.

Study Romans.

Practice!

Ministry of Gift:

Extensive, virtually everywhere: in the workplace, one-on-one or in large groups, formal team type work or spontaneous, in the church through teaching how to witness. Many have this gift but do not develop or use it. The evangelist lays a foundation in the person's life. The teachers build upon it.

Shepherd-Teacher

Definition of Gift:

The special ability to assume the long term responsibility for the spiritual growth and welfare of a believer or group of believers. This is the discipling gift.

Biblical References:

John 10:1-16; 1 Peter 5:1-4; Tim 3:1-7(overseers); Jeremiah 17:16; Jeremiah 2:8; 3:15; Ezekiel 34; Acts 20:18 ff

Symptoms of Gift:

- _____ You are person-oriented. You are not a loner.
- _____ You are gifted in bringing out the best in people. You instinctively know where their strengths lie, in what situations they thrive, and what nourishes and delights them.
- _____ You are sensitive to people. You are a careful listener who can spot others' needs.
- _____ You have the gift of long-term discipling. (Differs from the gift of exhortation in that one with that gift can help in an immediate situation, whereas a pastor is more of a caretaker who watches over the long-term growth of the flock).
- _____ You have a great sense of responsibility for the welfare of others.
- _____ You are never afraid to get "involved" with people.
- _____ It is important for you to know, keep in touch, and be known by those Christians for whom you are responsible.
- _____ You have a strong desire to give yourself to struggling or straying Christians so that they are encouraged and brought back into the group.
- _____ People who have wandered from Christ or from the church body seem to respond well to your concern and are often brought back.

How to Develop Gift:

- Be disciplined yourself by someone with this gift
- Train yourself to understand and spot spiritual gifts in others.
- Train yourself in counseling.
- Train yourself in biblical discussion leading
- Study the disciple-training books and materials of the Navigators.
- Be familiar with the biblical references on the preceding page.

Ministry of Gift:

Elder and ordained pastor, small group leader, counselor, letter-writer, youth sponsor, nursing home ministry, one-on-one, phone ministry

Teaching

Definition of Gift:

The supernatural ability to discover and analyze biblical truth and communicate that knowledge and truth in a way that people can see, learn, and be transformed.

Biblical References:

It would be very helpful for prospective teachers to review the teaching methods of the Great Teacher, Jesus (*John 3:2; Matt 4:23; Matt 13:54; Mark 6:34; Luke 4:31; Luke 5:3; John 8:2; Mark 1:22; Matt 5:17-20*)

Look at what Jesus, as the prototype of biblical teachers, taught. (*John 14:10; Luke 24:25-27; Matt 12:38-42; Matt 19:4-6; Luke 17:26-32*)

Look at what we learn about teaching from the "Great Commission" (*Matt 28.19-20*)

Instruction in teaching from the Epistles. (*1 Tim. 6:3-5; Col 1:28; Col 2:6-8; Titus 1:7-11; Rev 2:14,20; 2 Tim 2:24-26; 2 Tim 3:15-17; 2 Tim 4:2,3*)

Discussion:

Teaching is singled out as a high accountability gift. (*James 3:1 "Let not many of you become teachers, my brethren, knowing that as such we shall incur a stricter judgment."*)

Judgment will be great on false teachers (see: *2 Peter 2:1*)

Symptoms of Gift:

_____ People consistently understand truth as a result of what you say.

_____ You have a tremendous drive within to understand truth and to see ways to explain it to others.

_____ You have a thirst for study and will be able to discipline yourself to much study of God's Word.

_____ You will find yourself overly concerned about meaning and will not be satisfied with unclear explanations.

_____ You have a great desire for clarity and spend much time organizing material.

_____ You have the ability to put yourself in the shoes of the students in order to illustrate the truth clearly. Clarity is the key.

_____ You are patient and usually not threatened by questions.

_____ You are able to present truth in a logical, systematic way.

_____ You enjoy Biblical word studies, love to do research and to study.

_____ You become very upset when Scripture is used out of context.

_____ You prefer teaching believers rather than engaging in evangelism.

_____ You believe that Bible study is foundational to the operation of all the gifts, and you are grieved when you see apathy among Christians to in-depth study of the Word.

_____ You tend to have only a select circle of friends; you avoid superficial friendships.

_____ You have strong convictions and opinions based on investigation of facts.

_____ You are more objective than subjective.

_____ (possible problem) You may tend to neglect the practical application of truth and become overly involved in the theoretical

_____ (possible problem) You may develop pride in intellectual ability.

_____ (possible problem) You tend to be dogmatic and legalistic and slow to accept the viewpoints of others

How to Develop Gift:

Practice!

Study hermeneutics

Ongoing Bible Study (such as "Precept Upon Precept")

Study the teaching skills of the Master Teacher, Jesus

Ministry of Gift:

Everywhere! Need to realize wide span of use of this gift: small groups, large groups, various ages, discussion leader or platform teacher, writing.

Exhortation

Definition of Gift:

The ability and responsibility to come alongside and provide encouragement, strength, stability, and consolation through the application of biblical truth

This is the major counseling gift.

Biblical References:

Barnabas is the classic example. (*Acts 4:36-37; Acts 9:23-27; Acts 15:35-39; 2 Tim 4:11*)
Study Hebrews. The entire book is an exhortation.

Note these examples of how exhortation mixes with other gifts. (*Acts 2:40; 1 Cor 14:3; 1 Tim 6:2; 2 Tim 4:2; 2 Thes. 3:12*)

Look at the importance of exhortation. (*1 Thes 2:3-12; 1 Tim 4:13*)

If you don't have the gift of exhortation, what are you to do (*1 Thes 5:11; Heb 3:12-13; Heb 10:24-25*)

Symptoms of Gift:

____ People frequently confide in you their innermost problems because they sense in you an empathetic ear.

____ People like to be around you because you cheer them up simply by your attitude and demeanor.

____ You love to share with anyone a truth from a verse of Scripture which has meant much to you.

____ You are "person centered". You enjoy being with people and have the ability to put each person at ease.

____ You are not one for speculation or abstraction. You are practically minded.

____ You are able to listen to problems without becoming extremely weighed down or depressed yourself.

____ You are not detached but are a sympathetic person who "gets inside" and understands people's feelings

____ You are a good listener.

____ You are able to rebuke when necessary.

____ You become very frustrated with teaching that is not very practical in its application.

____ When you teach, you want visible response (interaction in the group).

____ You prefer to apply truth rather than research it. You tend to find truth in experience, then validate it with Scripture

____ You accept people as they are without judging them.

____ You are loved because of your positive attitude.

____ You want to clear up problems with others quickly, you dislike strained relationships.

____ You tend to make decisions easily.

____ (potential danger) You may be too eager to give your opinion or advice.

____ (potential danger) You may use Scripture out of context in order to make a point.

____ (potential danger) You may give pat answers.

____ (potential danger) You may be outspokenly opinionated.

How to Develop Gift:

Study regularly the passages of Scripture which are heavy on application. (*Psalms, Proverbs*)

Study *Job* to note how and how not to empathize with those who are suffering.

Study *Ecclesiastes* to see areas in which men seek satisfaction.

Memorize verses which will prove helpful to you as you use your gift.

Take a course in Christian counseling. Read books by Jay Adams and Larry Crabb.

Ministry of Gift:

Very extensive...every ministry needs exhorters! Specifically, lay counseling, leading covenant groups or small discussion groups, one-on-one disciplining of new Christians. Often mixed with teaching and prophecy for a very effective speaking mix. Wonderful when mixed with mercy in jail ministry, nursing home ministry, shut-ins, hospital ministry.

Leadership (Ruling)

Definition of Gift:

The special ability to set goals for people and to be able to motivate people to work harmoniously and consistently towards the achievement of those goals

Biblical References:

Exodus and *Deuteronomy* (Moses' leadership skills); *Nehemiah*; *1 Timothy 3*; *Titus 3*.

Discussion:

There is some disagreement as to whether the gift of LEADING (Ruling) as listed in *Romans 12* is the same gift as ADMINISTRATIONS (Governments) listed in *1 Corinthians 12:28*. Since the Greek words are different, and since there seem to be some clear distinctions between leading and administrating, this study will consider them two separate gifts.

Symptoms of Gift:

_____ People look to you when something needs to be done.

_____ You may not be an accomplished public speaker, but you are generally at ease before a group of people.

_____ You are a "goal oriented" person, decisive and clear in visualizing where you want to go

_____ You do not do everything yourself. Delegation is instinctive for you, and you are effective in seeing that people do their jobs.

_____ You are able to foresee problems and begin ahead of time to provide ways to circumvent them.

_____ You have a concern for the good of the whole group.

_____ You are not afraid of responsibility, yet you are not hungry for power, either.

_____ You will wait to have authority given to you.

_____ You take your responsibility seriously, and you accomplish your tasks "with diligence". You recognize that leadership is a high accountability gift.

_____ You are able to endure criticism.

How to Develop Gift:

Study *Moses* and the book of *Nehemiah*

Study leadership passages in the Pastoral epistles.
Practice. Do not hesitate to accept leadership responsibilities.
Take courses on management.
Develop a clear understanding of the nature of the church, its purposes, functions, growth process.

Ministry of Gift:

Leaders are needed at all levels in the Body of Christ. All classes, teaching fellowships, committees, boards, and ministries need leaders who can put people at ease and move them toward goals.

Administration (Governments)

Definition of Gift:

The special ability to devise, organize and execute plans to reach goals using the available resources in the most efficient way.

Biblical References:

Acts 27:11; Exodus 18:13:26

Discussion:

Distinguishing between the gift of leadership and the gift of administration
The leader is the captain of the ship; the administrator is the pilot.
The leader sees the broader picture; the administrator sees the details.
The leader has the vision; the administrator sets up goals to achieve vision.
The leader aspires; the administrator carries out.
The leader is the motivator, the administrator is the implementer.
The leader says "Follow me!" the administrator says "I'll show you how to get there."

Symptoms of Gift:

- _____ You prefer to be "second in command". You will do the organizing, though you may not wish to persuade and motivate people to goals.
- _____ You are an organizer, and you tend to be organized personally.
- _____ You hate inefficient use of time, energy and money.
- _____ You not only enjoy planning a good course of action, you don't mind the scheduling, phone calling, letter writing, etc. You like to get things done.
- _____ You are constantly making lists and writing notes to yourself and others.
- _____ You are able to identify concrete ways to achieve abstract goals.
- _____ You do not enjoy specifically being told everything to do (that is the gift of helps); rather you need to be given a general direction and then the freedom to operate as you think best.
- _____ You think of details.
- _____ This gift is often grouped with leadership.

How to Develop Gift:

Read and be trained in management skills
Volunteer for administrative positions. Deacons are administrators, as are church school superintendents.

Ministry of Gift:

Widespread; virtually every ministry within the church needs those who have administrative skills to plan and get the job done; deacons, coordinators of events (i.e., Missions conference, Spring Fling). A behind-the-scenes gift that is absolutely vital.

Mercy

Definition of Gift:

The special ability to feel love and sympathy for people who are suffering, and to alleviate the suffering through kind deeds. The practical use of this gift expresses the love of God to those in need and thus prepares their hearts for acceptance of the Gospel message.

Whereas exhortation helps sufferers mainly through words, mercy helps mainly through deeds.

Biblical References:

Micah 7:18; Heb 2:17-18; Matt 9:36; 1 John 3:17; Luke 10:30-37; James 2:15-16; Colossians 3:12-15

Symptoms of Gift:

_____ You can tolerate being in the presence of persons or situations that others avoid due to unpleasantness. You are not repulsed.

_____ You are extremely patient, so as to be able to sit at a bedside or put up with helpless or irksome behavior in people.

_____ You are very tender-hearted and are deeply moved by a display of any suffering and distress.

_____ You are comfortable in institutions (prisons, nursing homes, hospitals), places that others would rather avoid.

_____ People in need like to have you around because you cheer them up.

_____ You respond to the need without considering whether or not the person deserves, or has earned, any help.

_____ You take care with words and actions to avoid hurting others.

_____ You tend to be ruled by your heart rather than your head.

_____ You have a bent toward enjoying practical service more than theoretical service of a conceptual nature.

_____ You have a willingness to do little jobs without any credit just for the joy of doing them and knowing they are a help to someone.

_____ You possess a lot of energy and physical stamina

_____ You possess a lot of practical skills and enjoy working with your hands.

_____ You have no desire to be "up front". Yours is a quiet, behind the scenes gift

_____ You may have difficulty saying "no" and find yourself overwhelmed with many errands and demands on your time and energy.

_____ You prefer working on immediate goals rather than long-range ones.

_____ You tend to do more than asked to do.

_____ You prefer doing a job to delegating it.

_____ (possible danger) - You may become critical of others who do not help out with obvious needs (Martha syndrome)

_____ (possible danger) You may neglect own family's needs in helping out with others.

_____ (possible danger) You may become pushy or interfering in your eagerness to help.

_____ (possible danger) You may find it hard to accept being served by others.

How to Develop Gift:

Serve!

Become a teacher's aide, a deacon's aide

Ministry of Gift:

Everywhere! Without this gift, the body of Christ could not function. Deacons, secretaries,

administrative assistants, teacher's aides

Helps/Service

Definition of Gift:

The ability to see needs and to assist whenever a need occurs, to do so as to strengthen, help or encourage others. Such service may be menial or domestic in nature. It is a special ability to invest time and talents into the lives of other Christians, thus freeing them to be more effective in their ministries.

Biblical References:

Philippians 2:25 (Epaphroditus); *Romans 16:1* (Phoebe) *Philemon 10* (Onesimus); *Mark 10:40-45*; *1 Tim 3*; *Matt 20:20-28*; *Acts 6:1-6*; *2 Tim 1:16-18* (Onesiphorus)

Discussion:

Because there are two different Greek words involved here, it is probable that two different gifts are being described. However, they are very similar in nature and are difficult to distinguish.

"Helps" would most likely refer to the one who sees many needs in a situation and is able to "jump in" wherever there is a need. "Helps" would be analogous to the hand in the body. The hand can do anything: brush hair, pass out papers, set up chairs, cook, stuff envelopes, make phone calls, change light bulbs, drive a tractor, etc.

"Service" more often refers to one with a specific ministry. The liver would be analogous to service in the body of Christ. This person may not be able to see and meet needs on the wide scale, but rather he performs a consistent, faithful service in one area. One with the gift of service faithfully serves coffee and cleans up the church kitchen week after week.

Symptoms of Gift:

_____ You have an unselfish nature which likes to do tasks, menial or otherwise, as long as they help others.

_____ You have the ability to see temporal needs of others.

_____ You tend to be a crusader for good causes.

_____ Your intercessory prayer life is very strong.

_____ You love to do thoughtful things (remember birthdays, etc.)

_____ (possible problem) You are very vulnerable and easily hurt by others.

_____ (possible problem) You are sometimes prone to take up another person's offense.

How to Develop and Minister Gift:

Volunteer for hospital service jobs, institutions, nursing homes.

Serve on committees who work with the elderly, prisoners, widows, orphans, the handicapped.

One on one ministry to any you meet

Crisis pregnancy centers

Single parent families

Helps and Needs committee

Meals on Wheels

Inside and outside the church, the list is endless.

Giving

Definition of Gift:

The capacity to give liberally to meet the needs of others and yet to do so with a purity of motive which senses that the giving is a simple sharing of that which God has provided.

Involves not only money, but all the person possesses.

Biblical References:

Acts 4:34-37; 1 Tim 6:17-18; 2 Cor 8:1-5; 2 Cor 9:1-15; Phil 4:17-19

Discussion:

In the light of every believer's responsibility to the work of ministry, how is this gift distinguished? Every believer is responsible for obedient giving which in the Old Testament involved tithing and in the New Testament seems to imply giving as God has prospered. Obedient giving is a maintenance kind of giving, the consistent giving of resources as God prospers and provides. On the other hand, gifted giving seems to include and go beyond obedient giving, and involves forward and crisis giving. For these people, money is constantly coming in and going out, and giving is done with a singleness of mind, a natural joy and delight, with simplicity and no pretense or agendas. When emergency needs arise, it is usually the people with the gift of giving that respond.

Symptoms of Gift:

_____ You are quick to recognize material needs of others and to assume some burden to meet those needs.

_____ You are careful in the handling of your financial matters and you have a bent toward obtaining only those things which you need. -

_____ You have a conviction that all of what you have belongs to God and you as a steward want to be a channel for God to use what He has given you.

_____ You have no desire for acclaim and expression of gratitude, and you prefer to give anonymously.

_____ It gives you great joy to give. You are able to give great proportions of your wealth without great effort of will. It is not painful. 10% of income is a very small amount for you.

_____ Someone has said "A person with this gift does not ask 'How much must I give' but 'How much must I keep'"

_____ You are able to meet needs in ways that bring spiritual benefit to the recipients.

_____ You are skillful in making and managing money (not necessarily, but often true).

_____ You are often willing to sacrifice personal desires to give to God's work.

_____ When presented with a physical or spiritual need, you tend to respond on your own initiative to try to meet it, especially through material or monetary generosity.

How to Develop Gift:

Learn good financial management.
Study Biblical passages dealing with giving
Practice!

Ministry of Gift:

Deacons, as they are charged to develop liberality in their congregations, mercy ministry, everywhere!

Knowledge

Definition of Gift:

The special ability to discover, organize, relate and clarify information and ideas

Biblical References:

2 Peter Colossians 2:3; 1 Cor 8:1; Proverbs 15; Hosea 4:6; Hosea 6:6

Symptoms of Gift:

_____ You easily get "the big picture" when studying an area of knowledge. You can summarize and outline a book or lecture so that it is clearer than when it was first delivered.

_____ You can take in, retain and recall large amounts of information.

_____ You are an eager learner, you love to discuss and think about ideas. You enjoy the academic world. You are patient in research.

_____ You are often more idea-oriented than people-oriented. You are bored with small talk and gossip.

_____ This gift is often coupled with teaching gift (but not always).

How to Develop and Minister Gift:

Sharpen your study habits.

Read a lot and write. Outline and organize on paper.

Try to teach to see if you have knowledge mixed with teaching. Write magazine articles, books, commentaries, teaching materials, work in church library, Seminary and Bible college professors.

Word of Wisdom

Definition of Gift:

The special ability to apply truth to concrete situations, to communicate wisdom; to properly evaluate a situation in the light of spiritual truth

Biblical References:

Job 28 26; Proverbs 1:7; 15:33; Colossians 2:3, Colossians 1:9-12; James 3:13-18; Jeremiah 9:23-24; 1 Cor 1:18-25

Symptoms of Gift:

_____ "Insight" is the key word here. You possess this quality as you sift through what is often conflicting and confusing. You are able to communicate this insight to others.

_____ You are able to take what is technical and make it practical and applicable.

- _____ You are a problem solver. You can quickly size up all the elements of a situation.
- _____ Wisdom differs from discernment in that it is not person-centered but problem-centered.
- _____ Wisdom may be communicated either verbally or in written form.
- _____ When a group discussion becomes confused and entangled, you are able to clarify, offer a suggestion which is insightful, and harmony results.
- _____ This gift is useful blended with any other of the gift mixes in the body of Christ. Usually but not always mixed with speaking gifts.

How to Develop and Minister Gift:

- Get in decision-making bodies, areas where you are a "trouble-shooter".
- Study the Scriptures, look very closely at Proverbs, and James.
- Realize gift grows stronger with experience and deeper prayer life.
- Useful in counseling situations.

Discernment

Definition of Gift:

The ability to separate that which is from God and what is not; the ability to know whether motives and behavior are divine, human or demonic in origin.

Biblical References:

Acts 5:9-11; Acts 13:8-12; Acts 16:16-18; Acts 20:29-30; 2 Tim 4:1-3; 2 Cor 11:4, 13-15; Acts 17:11; 1 John 4:1; 2 Peter 2:1

Symptoms of Gift:

- _____ You are not gullible and seldom "taken in" by anyone. (note: don't mistake discernment for a critical spirit)
- _____ You are apt to spot insincerity and "phoniness" before others do.
- _____ You are sensitive to doctrinal issues, able to go beneath the surface of statements to discern presuppositions and "where he's coming from".
- _____ This gift is similar to wisdom, but is more "person centered", having to do with motives and behavior, rather than alternative courses of action in decision making.
- _____ You have a keen sense for recognizing inconsistencies.
- _____ You often and quickly notice when public speakers give wrong interpretation or misapply Scripture.
- _____ You have a deep underlying spirit of conviction which will not allow you to rest when you know people are being given half-truth, misapplied truth or the false.

How to Develop and Minister Gift:

Read the Bible And solid Biblical theology. The more saturated in Scripture you are, the more potent this gift will be.

Gift is dependent upon your spiritual growth and maturity. Many immature believers claim this gift, but it takes growth and practice! (*Hebrews 5:14 Solid food is for the mature, who because of practice have their senses trained to discern good and evil.*)

Useful in decision-making groups as well as in personal guidance and counseling.

Good supplement to any kind of "people work". One should determine your ministry based on other gifts, and then use discernment with it.

Faith

Definition of Gift:

The special ability to understand and work for God's will and purposes with extraordinary confidence.

Biblical References:

Hebrews 11; Romans 10:17; Matt 9:22

Discussion:

The gift of faith is more than the faith we all possess as believers. We are not talking about saving faith or believing the Word, or the fruit of the Spirit. The key to this gift is found in two verses:

1 Cor 12:9 "to another faith by the same Spirit, and to another gifts of healing. . ."

(indicates these are gifts not given to everyone, something beyond the faith we receive to believe God).

1 Cor 13:2 "And if I have the gift of prophet, and know all mysteries and all knowledge; and if I have all faith, so as to remove mountains. . ." Paul is talking about spiritual gifts here, and the spiritual gift of faith seems to be associated with "mountain moving faith". Mountains refer to the obstacles of life. This gift enables the believer to believe God for great things.

Symptoms of Gift:

_____ You are not indecisive or timid about Christian ministry; you are bold and confident in your endeavors.

_____ You "think big"; you tackle tasks others shy away from.

_____ You have an infectious enthusiasm which can inspire and motivate others to work for God's goals.

_____ You tend to become very irritated with "red tape", negative thinking, fault finding and indecision.

_____ You have recurring experiences where in the midst of situations you sense God is going to do something unusual even though most around you do not have this kind of assurance

_____ Your prayer life is very strong. You feel great satisfaction and joy in persisting through prayer for specific needs.

_____ When you believe that God has led, you seem to have unusual assurance that it will be accomplished, no matter what.

_____ You tend to encourage other Christians to trust God and think big in terms of certain goals and actions

_____ Often this gift is clustered with leadership (powerful combination).

How to Develop and Minister Gift:

This gift is a kind of "magnifier" of any other gifts a person may have. It increases boldness and perseverance in any ministry.

The gift of faith is developed and strengthened as the Bible says: obedience to promises and hearing the Word of God.

Develop a strong prayer life. Keep a prayer notebook.

This gift should be present in any planning or goal-setting body in a church. Every committee (mercy, missions, etc) needs someone with this gift.

Read biographies of Christians with this gift (George Mueller, Francis Schaeffer, Hudson Taylor)

COMMENTARY ON HOW THE GIFTS WORK TOGETHER

The Body of Christ looks upon a troubled situation.

MERCY would see the need, go to the bedside and get involved.

HELPS would cook the meal.

GIVING would pay for it.

EVANGELISM would come and preach the Gospel to them

EXHORTATION would counsel them on how to get their lives together.

ADMINISTRATION would coordinate all the efforts.

SHEPHERD-TEACHER would watch over the long process.

LEADER would have vision to see better ministry in the future.