

# 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

# 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

# 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:

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

**Scripture References:** I 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

# 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:** I 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

# 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



# 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

# 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