

SPIRITUAL GIFT REFERENCE ASSESSMENT

The following reference material provides some additional information on each Spiritual Gift. Individuals with a particular Spiritual Gift typically evidence certain traits, some of which are listed. You may find these helpful in better understanding or confirming your Spiritual Gift(s).

DIRECTIONS

1. Locate in the *Spiritual Gift Reference Assessment* what you've identified as your primary Spiritual Gift.
2. As you read through the information about your Spiritual Gift, check any item you feel applies to you. If you begin to sense that the items are not particularly descriptive of you, take a look at what you've identified as your second Spiritual Gift. See if that may be a better match.

The *Spiritual Gift Reference Assessment* is provided to help you achieve a better understanding of your Spiritual Gift. Keep in mind that final affirmation of your Spiritual Gift comes from the body of Christ.

ADMINISTRATION

Literal Meaning: To pilot or steer a ship

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

Distinctives: People with this gift

- Develop strategies or plans to reach identified goals
- Assist ministries to become more effective and efficient
- Create order out of organizational chaos
- Manage or coordinate a variety of responsibilities to accomplish a task
- Organize people, tasks, or events

Traits:

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

Cautions: People with this gift

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

References: 1 Cor. 12:28, Acts 6:1–7, Ex. 18:13–26

APOSTLESHIP

Literal Meaning: To be sent with a message

Description: The gift of Apostleship is the divine ability to start and oversee the development of new churches or ministry structures.

NOTE: While the “office” of apostle that the original disciples of Christ held is unique and no longer exists, the “role” of apostle continues today and functions through the Spiritual Gift of Apostleship.

Distinctives: People with this gift

- Pioneer and establish new ministries or churches
- Adapt to different surroundings by being culturally sensitive and aware
- Desire to minister to unreached people in other communities or countries
- Have responsibilities to oversee ministries or groups of churches
- Demonstrate authority and vision for the mission of the church

Traits:

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

Cautions: People with this gift

- Should be aware that misusing their authority can quench the Spirit in others
- Need to be affirmed and sent by the church
- Can be demanding and pessimistic

References: 1 Cor. 12:28–29, Eph. 4:11–12, Rom. 1:5, Acts 13:2–3

CRAFTSMANSHIP

Literal Meaning: To craft, design, build

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

Distinctives: People with this gift

- Work with wood, cloth, paints, metal, glass and other raw materials
- Make things which increase the effectiveness of others' ministries
- Enjoy serving with their hands to meet tangible needs
- Design and build tangible items and resources for ministry use
- Work with different kinds of tools and are skilled with their hands

Traits:

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

Cautions: People with this gift

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

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

CREATIVE COMMUNICATION

Literal Meaning: To communicate artistically

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

Distinctives: People with this gift

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

Traits:

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

Cautions: People with this gift

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

References: Ps. 150:3–5, 2 Sam. 6:14–15, Mark 4:2, 33

DISCERNMENT

Literal Meaning: To separate or make a distinction, differentiate

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

Distinctives: People with this gift

- Distinguish truth from error, right from wrong, pure motives from impure
- Identify deception in others with accuracy and appropriateness
- Determine whether a word attributed to God is authentic
- Recognize inconsistencies in a teaching, prophetic message or interpretation
- Are able to sense the presence of evil

Traits:

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

Cautions: People with this gift

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

References: 1 Cor. 12:10, Acts 5:1–4, Matt. 16:21–23

ENCOURAGEMENT

Literal Meaning: To come along side of

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

Distinctives: People with this gift

- Come to the side of those who are discouraged to strengthen and reassure them
- Challenge, comfort, or confront others to trust and hope in the promises of God
- Urge others to action by applying biblical truth
- Motivate others to grow
- Emphasize God's promises and to have confidence in his will

Traits:

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

Cautions: People with this gift

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

References: Rom. 12:8, Acts 11:22–24, Acts 15:30-32

EVANGELISM

Literal Meaning: To bring good news

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

Distinctives: People with this gift

- Communicate the message of Christ with clarity and conviction
- Seek out opportunities to talk to unbelievers about spiritual matters
- Challenge unbelievers to faith and to become fully devoted followers of Christ
- Adapt their presentation of the gospel to connect with the individual's needs
- Seek opportunities to build relationships with unbelievers

Traits:

- Sincere
- Candid
- Respected
- Influential
- Spiritual
- Confident
- Commitment-oriented

Cautions: People with this gift

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

References: Eph. 4:11, Acts 8:26–40, Luke 19:1–10

FAITH

Literal Meaning: To trust, have confidence, believe

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

Distinctives: People with this gift

- Believe the promises of God and inspire others to do the same
- Act in complete confidence of God's ability to overcome obstacles
- Demonstrate an attitude of trust in God's will and his promises
- Advance the cause of Christ because they go forward when others will not
- Ask God for what is needed and trust him for his provision

Traits:

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

Cautions: People with this gift

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

References: 1 Cor. 12:9, 13:2, Heb. 11:1, Rom. 4:18–21

GIVING

Literal Meaning: To give part of, share

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

Distinctives: People with this gift

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

Traits:

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

Cautions: People with this gift

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

References: Rom. 12:8, 2 Cor. 6:8, Luke 21:1-4

HEALING

Literal Meaning: To restore instantaneously

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

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

Distinctives: People with this gift

- Demonstrate the power of God
- Bring restoration to the sick and diseased
- Authenticate a message from God through healing
- Use it as an opportunity to communicate a biblical truth and to see God glorified
- Pray, touch, or speak words that miraculously bring healing to one’s body

Traits:

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

Cautions: People with this gift

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

References: 1 Cor.12:9, 28, 30, Acts 3:1–16, Mark 2:1–12

HELPS

Literal Meaning: To take the place of someone

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

Distinctives: People with this gift

- Serve behind the scenes wherever needed to support the gifts and ministries of others
- See the tangible and practical things to be done and enjoy doing them
- Sense God's purpose and pleasure in meeting everyday responsibilities
- Attach spiritual value to practical service
- Enjoy knowing that they are freeing up others to do what God has called them to do

Traits:

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

Cautions: People with this gift

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

References: 1 Cor. 12:28, Rom.12:7, Acts 6:1-4, Rom. 16:1-2

HOSPITALITY

Literal Meaning: To love strangers

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

Distinctives: People with this gift

- Provide an environment where people feel valued and cared for
- Meet new people and help them to feel welcomed
- Create a safe and comfortable setting where relationships can develop
- Seek ways to connect people together into meaningful relationships
- Set people at ease in unfamiliar surroundings

Traits:

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

Cautions: People with this gift

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

References: 1 Peter 4:9–10, Rom.12:13, Heb. 13:1–2

INTERCESSION

Literal Meaning: To plead on behalf of someone, intercede

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

Distinctives: People with this gift

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

Traits:

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

Cautions: People with this gift

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

References: Rom. 8:26–27, John 17:9–26, 1 Tim. 2:1–2, Col. 1:9–12, 4:12–13

INTERPRETATION

Literal Meaning: To translate, interpret

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

Distinctives: People with this gift

- Respond to a message spoken in tongues by giving an interpretation
- Glorify God and demonstrate his power through this miraculous manifestation
- Edify the body by interpreting a timely message from God
- Understand an unlearned language and communicate that message to the body of Christ
- Are sometimes prophetic when exercising an interpretation of tongues for the church

Traits:

- Obedient
- Responsive
- Devoted
- Responsible
- Spiritually sensitive
- Discerning
- Wise

Cautions: People with this gift

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

References: 1 Cor. 12:10, 14:5, 14:26–28

KNOWLEDGE

Literal Meaning: To know

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

Distinctives: People with this gift

- Receive truth which enables them to better serve the body
- Search the scriptures for insight, understanding, and truth
- Have an unusual insight or understanding that serves the church
- Organize information for teaching and practical use
- Gain knowledge which was not attained by natural observation or means

Traits:

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

Cautions: People with this gift

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

References: 1 Cor. 12:8, Mark 2:6–8, John 1:45–50

LEADERSHIP

Literal Meaning: To stand before

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

Distinctives: People with this gift

- Provide direction for God's people or ministry
- Motivate others to perform to the best of their abilities
- Present the "big picture" for others to see
- Model the values of the ministry
- Take responsibility and establish goals

Traits:

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

Cautions: People with this gift

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

References: Rom. 12:8, Heb. 13:17, Luke 22:25–26

MERCY

Literal Meaning: To have compassion

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

Distinctives: People with this gift

- Focus upon alleviating the sources of pain or discomfort in suffering people
- Address the needs of the lonely and forgotten
- Express love, grace, and dignity to those facing hardships and crisis
- Serve in difficult or unsightly circumstances and do so cheerfully
- Concern themselves with individual or social issues that oppress people

Traits:

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

Cautions: People with this gift

- Need to be aware that rescuing people from their pain may be hindering God's work in them
- Need to guard against feeling "unappreciated," since some of the people helped will not show or express any appreciation
- Should guard against becoming defensive and angry about the sources of others' pain

References: Rom. 12:8, Matt. 5:7, Mark 10:46–52, Luke 10:25–37

MIRACLES

Literal Meaning: To do powerful deeds

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

Distinctives: People with this gift

- Speak God's truth and have it authenticated by an accompanying miracle
- Express confidence in God's faithfulness and ability to manifest his presence
- Bring the ministry and message of Jesus Christ with power
- Claim God to be the source of the miracle and Glorify him
- Represent Christ and through the gift point people to a relationship with Christ

Traits:

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

Cautions: People with this gift

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

References: 1 Cor. 12:10, 28–29, John 2:1–11, Luke 5:1–11

PROPHECY

Literal Meaning: To speak before

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

Distinctives: People with this gift

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

Traits:

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

Cautions: People with this gift

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

References: Rom.12:6, 1 Cor. 12:10, 28, 13:2, 2 Peter 1:19–21

SHEPHERDING

Literal Meaning: To shepherd a flock

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

Distinctives: People with this gift

- Take responsibility to nurture the whole person in their walk with God
- Provide guidance and oversight to a group of God's people
- Model with their life what it means to be a fully devoted follower of Jesus
- Establish trust and confidence through long-term relationships
- Lead and protect those within their span of care

Traits:

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

Cautions: People with this gift

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

References: Eph. 4:11–12, 1 Peter 5:1–4, John 10:1–18

TEACHING

Literal Meaning: To instruct

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

Distinctives: People with this gift

- Communicate biblical truth that inspires greater obedience to the word
- Challenge listeners simply and practically with the truths of scripture
- Present the whole counsel of God for maximum life change
- Give attention to detail and accuracy
- Prepare through extended times of study and reflection

Traits:

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

Cautions: People with this gift

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

References: Rom.12:7, 1 Cor. 12:28–29, Acts 18:24–28, 2 Tim. 2:2

TONGUES

Literal Meaning: Tongue, language

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

Distinctives: People with this gift

- Express with an interpretation a word by the Spirit which edifies the body
- Communicate a message given by God for the church
- Speak in a language they have never learned and do not understand
- Worship the Lord with unknown words too deep for the mind to comprehend
- Experience an intimacy with God which inspires them to serve and edify others

Traits:

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

Cautions: People with this gift

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

References: 1 Cor. 12:10, 28–30, 13:1, 14:1–33, Acts 2:1–11

WISDOM

Literal Meaning: To apply truth practically

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

Distinctives: People with this gift

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

Traits:

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

Cautions: People with this gift

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

References: 1 Cor. 12:8, James 3:13–18, 1 Cor. 2:3–14, Jer. 9:23–24