

## Question: "How do I know what my gifts are?"

There is no formula or spiritual gift test that can tell us exactly what our spiritual gifts are. The Holy Spirit distributes the gifts as He determines (1 Corinthians 12:7-11).

At the same time, God does not want us to be ignorant of how He wants us to serve Him. The problem is that it is very easy for us to get so caught up in spiritual gifts, that we end up only trying to serve God in the area we feel we have a specific spiritual gift. That is not how the spiritual gifts work. God calls us to obediently serve Him. He will equip us with whatever gift or gifts we need to accomplish the task or tasks He has called us to.

Identifying our spiritual giftedness can be accomplished in various ways:

1. Spiritual gift tests or inventories can definitely help us understand where our gifting might be.
2. Confirmation from others also gives light to our spiritual giftedness. Other people who see us serving the Lord can often identify a spiritual gift in use that we might take for granted or not recognize.
3. Prayer. The one person who knows exactly how we are spiritually gifted is the gift-giver Himself – the Holy Spirit. We can ask God to show us how we are gifted, that we might better use our spiritual gifts for His glory.
4. Assess our God-given desires / things that bring us joy.

Yes, God calls some to be teachers and gives them the gift of teaching. God calls some to be servants and blesses them with the gift of helps. However, specifically *knowing our spiritual gift does not excuse us from serving God in areas outside our gifting*. Is it beneficial to know what spiritual gift(s) God has given us? Yes. Is it wrong to focus so much on spiritual gifts that we miss other opportunities to serve God? Yes! If we are dedicated to being used by God, He will equip us with the spiritual gifts we need.

## Spiritual Gift Analysis – Instructions:

- ***This is not an exhaustive list*** and should only be understood as a starting point or general guide.
- There are a total of 110 statements below. Indicate whether you *Strongly Agree, Agree Somewhat, are Undecided, Disagree Somewhat* or *Completely Disagree* with each question.
- Transfer your answers to the profile sheet at the end of this document.
- Total your scores for each of the gifts. Each gift will have a score between ZERO and TWENTY.
- Order the gifts in descending order of score. Higher scores indicate your more dominant gifts.

1. *People seem to be willing to follow my leadership without much resistance.*

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree

2. *I like to share God's Word to fellow Christians.*

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree

3. *It is a joy for me to share God's plan of salvation to unchurched people.*

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree

4. *It is enjoyable to have the responsibility of leading other people in their spiritual life.*

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree

5. *I'm excited in helping people to discover important truths in the Bible.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
6. *I have special joy singing praises to God either alone or with other people.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
7. *It is enjoyable to motivate people to a higher spiritual commitment.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
8. *People with spiritual problems seem to come to me for advice and counsel.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
9. *I received excellent grades in school.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
10. *There is great joy in doing little jobs that no one sees.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
11. *I look for opportunities to assist people in their work.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
12. *There is great joy in leading people to accomplish group goals.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
13. *I like to organize people for more effective ministry.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
14. *There is great satisfaction in giving large amounts of money for the Lord's work.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
15. *I feel great compassion for the problems of others.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
16. *It seems easy to perceive whether a person is honest or dishonest.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
17. *I am ready to try the impossible because I have a great trust in God.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
18. *There is great joy in having people in my home.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
19. *I find that the repair and maintenance of things in my environment come easily to me.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
20. *I seem to recognize prayer needs before others.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
21. *I enjoy the opportunity to pray with and for a person who is physically ill that they may be made well.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree

22. *I adapt easily in a culture different from mine.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
23. *I feel a sense of authority in my relationship to the group.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
24. *I like to proclaim the Word of God to comfort others.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
25. *I seem able to determine when the Spirit has prepared a person to receive Jesus Christ.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
26. *It is exciting to provide spiritual leadership for a group.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
27. *Teaching a Bible Class is one of the most enjoyable things I do (or could do) in the Church.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
28. *God has given me the ability to play a musical instrument and I enjoy it.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
29. *It is a joy to give encouragement to people who are discouraged.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
30. *I enjoy providing solutions to difficult problems in life.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
31. *It seems easy to learn difficult truths.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
32. *I enjoy doing routine tasks for the glory of God.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
33. *I enjoy helping with emergency tasks when they come up.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
34. *People seem to enjoy following me in doing an important task.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
35. *There is joy in making important decisions.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
36. *I find real joy in giving a generous portion of my money to the Lord.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
37. *Visiting people in retirement homes gives me a great satisfaction.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
38. *I seem to know very quickly whether something is right or wrong.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree

39. *When things seem impossible, I'm ready to move forward.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
40. *I do not feel uncomfortable when people drop in unexpectedly.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
41. *I have enjoyed creating various kinds of arts and/or crafts.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
42. *Prayer is one of my favorite spiritual activities.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
43. *I have prayed for an emotionally ill person and seen the person get better.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
44. *It is easy for me to move into a new community and make friends.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
45. *I have little fear in leading people where God wants them to go.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
46. *I enjoy relating and sharing the Bible to the issues of the day.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
47. *I feel a burden to share about Christ with people.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
48. *I like to assist people with their spiritual problems.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
49. *It seems that people learn when I teach them.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
50. *I have enjoyed being involved with Church, school and/or local musical productions.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
51. *I like to encourage people sitting on the sidelines to become involved again.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
52. *It seems that people generally follow my advice.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
53. *I am able to understand difficult portions of God's word.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
54. *I receive great satisfaction in doing small or trivial tasks for others.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
55. *I desire to do the tasks which will free others for important ministry.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree

56. *It is more effective to delegate a task to someone else rather than to do it myself.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
57. *I enjoy the responsibility for the achievement of group goals.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
58. *I appreciate the opportunity to financially support a critical situation.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
59. *I sense joy in comforting people in difficult situations.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
60. *The difference between truth and error is easily perceived by me.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
61. *I am often ready to believe God will lead us through a situation when others feel it is impossible.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
62. *People seem to feel very comfortable in my home.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
63. *I like to create things with my hands.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
64. *God consistently answers my prayers in tangible ways.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
65. *I have visited a person who was sick, prayed that God would make them physically whole, and the person got better.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
66. *I am able to relate well to Christians of different locations or cultures.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
67. *I appreciate the opportunity to tell God's word to others.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
68. *It is important for me to speak God's Word of warning and judgment in the world today.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
69. *It is a joy to share what Jesus means to me with an un-churched neighbor.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
70. *People like to bring their troubles & concerns to me because they feel I care.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
71. *One of the joys of my ministry is training people to be more effective Christians.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree

72. *I feel secure in the fact that my musical ability will be of benefit to other people with whom I come in contact.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
73. *People who are feeling perplexed often come to me for encouragement and comfort.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
74. *I feel that I have a special insight in selecting the best alternative in a difficult situation.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
75. *I have a clear understanding of Biblical doctrines (teachings).*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
76. *I find more satisfaction in doing a job than finding someone else to do it.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
77. *I appreciate a ministry of helping other people to bear their burdens.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
78. *It is a thrill to inspire others to greater involvement in ministry work.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
79. *The development of effective plans for ministry gives me great satisfaction.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
80. *It is a joy to see how much money I can give to the Lord.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
81. *I enjoy ministering to a person who is sick in the hospital.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
82. *I can judge well between the truthfulness and error of a given theological statement.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
83. *People seem to view me as one who believes everything is possible.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
84. *When visitors come to our church I (would) like to have them come to my home.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
85. *I see that the results of my working with various objects in God's creation help to improve and beautify that which other people have not seen nor developed.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
86. *I faithfully pray for others recognizing that their effectiveness and total well-being depends on God's answer to prayers.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
87. *I like to participate in ministry to the physically or emotionally ill and pray for their recovery.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree

88. *The thought of beginning a new church in a new community is exciting to me.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
89. *I enjoy training workers in for ministry inside and outside the Church.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
90. *In a Bible class it seems essential to share God's word even if it irritates others.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
91. *I feel a deep concern for the un-reached people in my community.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
92. *I enjoy a close relationship with people in a one to one situation.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
93. *It is easy to organize materials for teaching a Bible study.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
94. *Leading others in singing songs of praise to God or for pure enjoyment is personally satisfying.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
95. *I would rather call on a struggling family in my Church than an un-churched family.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
96. *I have a strong sense of confidence in my solutions to problems.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
97. *It is an exciting challenge to read and study a difficult book of the Bible.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
98. *I like to do things without attracting much attention.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
99. *If a family is facing a serious crisis, I enjoy the opportunity to help them.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
100. *There is great satisfaction in having others follow me in performing a task.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
101. *I would rather make decisions for the group than persuade them to reach the same decision.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
102. *I can give sacrificially because I know that God will meet my needs.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
103. *It is a special satisfaction to visit people who are confined to their homes.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree
104. *I often seek the motives of a person and look beneath their words.*  
4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree



105. *When people are discouraged I enjoy giving them a positive vision.*

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree

106. *People seem to enjoy coming to my house.*

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree

107. *There is pleasure in drawing, designing and/or painting various objects.*

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree

108. *I find myself praying when I possibly could be doing other things.*

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree

109. *I feel strongly that my prayers for a sick person effect wholeness for that person.*

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree

110. *More than most, I have a strong desire to see all people of other communities and countries won to the Lord.*

4 - Strongly Agree 3 - Agree Somewhat 2 - Undecided 1 - Disagree Somewhat 0 - Completely Disagree

### Spiritual Gift Analysis Profile Sheet

Transfer your scores for each question into the following table, then add the sum of each row. This provides your score for each gift.

Apostle	1____	23____	45____	67____	89____	= ____
Prophet	2____	24____	46____	68____	90____	= ____
Evangelist	3____	25____	47____	69____	91____	= ____
Pastor	4____	26____	48____	70____	92____	= ____
Teacher	5____	27____	49____	71____	93____	= ____
Music	6____	28____	50____	72____	94____	= ____
Exhortation	7____	29____	51____	73____	95____	= ____
Wisdom	8____	30____	52____	74____	96____	= ____
Knowledge	9____	31____	53____	75____	97____	= ____
Serving	10____	32____	54____	76____	98____	= ____
Helps	11____	33____	55____	77____	99____	= ____





**Administration:** The gift of administration allows a person to organize people and resources for greater efficiency, effectiveness, and success. Administrators have the natural ability to apply resources where they will do the greatest good. Administrators are good with details and are deeply aware of how all the parts of a group or organization work together to achieve their goals.

**Apostle:** The gift of apostleship compels people to reach out to new and unfamiliar groups and individuals to invite them into relationship with God and community. Apostles share the story of faith in other lands, cultures, and traditions, as well as welcoming the stranger in their own land. Apostles extend the hand of friendship to those of other generations, nations, and languages. Many apostles desire to be missionaries.

**Craftsmanship / Artistry:** The special ability to forward God's kingdom through creative skills such as carpentry, drama, graphic arts, painting and sculpting, etc. This gift provides the believer with the skill of creating artistic expressions that produce a spiritual response of strength and inspiration.

**Discernment:** Discernment is a gift of deep intuition and insight. Discerning people can separate truth from fiction and know at a visceral level when people are being honest. Deeply sensitive and "tuned in," those with the gift of discernment are open to feelings, new ideas, and intuition as valid and credible information. Discernment is not irrational, but trans-rational – beyond empirical – knowledge.

**Evangelist:** The gift of evangelism is the gift of faith-sharing and proclaiming the gospel of Jesus Christ to those we meet. Evangelism is primarily a one-to-one or small group experience, grounded in building relationships with others and inviting them to make a decision for Christ. Gifted evangelists do not force their faith on others, but offer relationship with God as a gift, and are ready to tell the story of God and Christ in their own lives.

**Exhortation:** The gift of exhortation is manifest in people who offer encouragement, wise counsel, unflagging support, and empowerment. Those who exhort stay focused on helping people maximize their own potential and live from their own gifts and skills. Exhorters help people feel good about themselves, build confidence, and not grow discouraged. Often, those with the gift of exhortation make others feel good just by being present.

**Faith:** The gift of faith is more than belief in Jesus Christ, but an abiding foundation of confidence that God works all things together for good, and that the people of God can rise above any obstacle. Faith is the bedrock upon which we build lives, congregations, and communities. People with the gift of faith hold fast to the deep conviction that no matter what we see with our eyes, we can trust the promises and plan of God.

**Giving:** The gift of giving is the deep commitment to provide whatever resources are needed to support God's will and plan. In addition to radical generosity, those who possess the gift of giving have the uncanny ability to discover and channel new sources of money, time, and energy to needs. Money management skills, grant writing abilities, and the easy knack of asking for donations and cultivating donors are among common skills of gifted givers.

**Healing:** The gift of healing is not about transferring spiritual power to eliminate suffering and disease, but the ability to channel God's grace and healing love to those who suffer physical, emotional, or spiritual pain. Healers are moved to be present with those who suffer. Healers pray for those who suffer, visit those who are

ill, and are usually moved to extend a hand of comfort and touch to those who are afflicted. Healers give their time and energy to offering aid and comfort to others.

**Helps:** Helping is a gift of support and behind-the-scenes effort that make groups, families, and congregations more effective. Not everyone is gifted to lead, but many are gifted to follow and handle the tasks that are so essential, but less glamorous. Helpers love to serve others, support others, and assist others in the important work of ministry and mission. Tireless in their willingness to serve, helpers are less interested in receiving thanks and recognition than in doing good, valuable work.

**Hospitality:** The Greek word for “hospitality” is philoxenia, meaning, “love of strangers.” The hospitable person is comfortable entertaining others - family, relatives, friends to be sure, but most especially when welcoming strangers. People with this gift have a special sensitivity with others, and they know how to make people feel at ease and valued in Jesus’ name.

**Intercession:** The special gift whereby the Spirit enables followers of Jesus to pray for extended periods of time with great positive effect for the building of the Kingdom.

**Knowledge:** The gift of knowledge allows people to automatically convert facts, data, and information into useful and important knowledge. People possessing this gift can learn in a variety of ways, retain what they learn, and understand how learning can be applied in meaningful and productive ways. Those gifted with knowledge have a voracious and insatiable desire to learn more, and they seek multiple avenues for deepening their understanding of God’s world, God’s will, and God’s people.

**Leadership:** The gift of leadership is a visionary, and forward looking gift that enables people to stay focused on where God might be leading us as individuals, congregations, and communities at any given time. Leaders look more to where we are going rather than where we currently are, or where we have been. Leaders motivate others to work together in ways that help them achieve more together than any could on their own. Leaders provide examples of how we should order our lives to honor and glorify God.

**Mercy/Compassion:** The gift of compassion moves people to action on behalf of those in need. Compassion is not a simple caring about others, but such a radical caring that we have no choice but to make sacrifices for others. Those with the gift of compassion rarely ask “Should I help,” but instead focus on how to help. Compassion makes us fundamentally aware of the Christ in others and springs from our desire to care for all of God’s creatures and creation.

**Missionary:** The special ability God gives to someone to use their spiritual gifts that they have in a second culture or second community. Certainly Paul is the primary example of someone who exercised the gift of missionary regularly.

**Music:** A gift whereby the Spirit enables a person to praise God through song in such a way as to enhance the worship experience of other believers. It is an ability that gives the believer the opportunity to present personal witness and inspiration to others through singing. The key to understanding this gift is not exclusively the beautiful sounds or the skill with which the notes are delivered, but also the inspiration behind the delivery.

**Prophet:** The gift of prophecy is the ability to speak God’s word to others, or more appropriately to be open for God to speak God’s word through us. Prophets do not predict the future, but offer insight and perspective on current conditions and how things might turn out if changes aren’t made. Prophets are incisive, clear, and often controversial communicators. Prophets see things that others often don’t, and they have the courage to “tell it like it ought to be.”

**Serving:** Servanthood is the gift of doing for others, sometimes to the exclusion of meeting personal needs. Servants look for ways to do for others both within and beyond the congregation and community. Servants do not choose to serve, but serve from a sense of identity and call. Gifted servants never feel put-upon or taken advantage of, but see each opportunity to do for others as a way to be true to self.

**Pastor / Shepherding:** The gift of shepherding is the gift of mentoring and providing spiritual guidance to others to help them develop in the discipleship and faith formation. Shepherds take an active and individualized interest in the life and faith of others. Shepherds share from their own faith journey to make the way easier for others. Shepherds are good at asking provocative questions, recommending appropriate resources and experiences, and helping people find their own way to the next level of their development.

**Teacher:** The gift of teaching allows people to transform data and information into life changing knowledge. Teachers do not have to stand in front of a class to teach. Often gifted teachers communicate best in informal, one-on-one settings. Teachers have the uncanny knack of helping people learn effortlessly. People internalize and retain the knowledge and learning they receive from gifted teachers. Good teachers transform more than they inform.

**Wisdom:** The gift of wisdom allows people to understand deeper meaning and apply knowledge, beliefs, and experience to every day situations. Wise, gifted individuals make connections and help other make them as well – to understand the implications of our beliefs and actions. Those gifted with wisdom often understand root causes of disagreements, conflict, and barriers to growth and development. People with wisdom help others understand and clarify options to make good decisions.

#### **Other Gifts not included in the Inventory but very clearly identified in Scripture:**

**Interpret Tongues:** Those who are gifted to interpret tongues help build bridges across cultural, generational, and language divides. People who possess this gift have an innate ability to understand and learn new languages and cultural practices, and can help others understand them as well. Foreign speaking people are attracted to those with this gift, and feel intuitively that they will be better understood and received by interpreters. Interpretation breaks down barriers.

**Tongues:** The gift of tongues is a communication gift that allows people to speak previously unknown languages and convey concepts they never formally studied. People with this gift “pick up” the ability to communicate across barriers of language, culture, age, or physical limitation (ie: some people with the gift of tongues might work with the deaf or blind). The gift of tongues is not necessarily a “secret” prayer language, but a way to communicate the faith to people in a known language, and give glory to God through use of it.