



Training Tools: Spiritual Gifts Assessment

Spiritual Gifts Assessment

God has blessed each believer with Spiritual Gifts. Do you know what spiritual gifts God has given you? This assessment will help you determine what they are. The test evaluates twenty-eight gifts. We advise you: **NOT** look ahead to read the definitions, because they may influence your results.

Instructions:

This assessment consists of 140 statements (pages 3-7) that you will respond to by entering a number for each on the Analysis Sheet (page 8). Enter a number between 1 and 7, according to the ledger on the top of each page.

This test is designed for followers of Christ. If you have been following Christ for at least a few years, you should use your personal experiences as the basis for your responses. If you consider yourself to be a new believer, then your responses should be based on how well each statement describes the desire of your heart (even if you have not yet done what the statement talks about).

Please keep in mind that this test was written by people, not by God. It will not give you a final or perfect answer, but can be a starting place to begin to discover how God has gifted you. Think of it as a compass bearing. Another great way to discover your spiritual gifts is to get involved in the body of Christ, by joining a Home Group or serving alongside of others. This gives you a change to experiment and opens up the opportunity for the body of Christ to affirm your gifts. Discovering your spiritual gifts should be a life-long search for how God has blessed you so you can bless others.

Read and follow these instructions VERY CAREFULLY.

1. Before you start the test, find the Analysis Sheet (page 9) and fold it along the gray line that runs down the middle of the sheet. Fold it so that you can see the 140 numbered boxes, but cannot see the names of the spiritual gifts.
2. Place the five test pages (pages 3-7) on top of the folded Analysis Sheet so that you can see only the first response column.
3. As you take the assessment, enter a response (number from 1 to 7), indicating how well the statement describes you, in each of the pre-numbered boxes.
4. Respond to each statement quickly with your first feeling. Don't be too modest. Don't exaggerate.
5. After entering your responses in the boxes numbered 1-28, flip to the second test page and position it over the Analysis Sheet, so that it covers up the column of responses you just completed. Your goal is to keep your previous answers hidden until the end of the test.
6. Now enter your responses for this next page of the test.
7. Continue this process for all five test pages. The test will take about an hour to complete.
8. When you are done, read the Analysis Instructions on page 8.

Are you ready to start? Let's begin!

Assessment Scale

1. Never	2. Very Seldom	3. Seldom	4. Sometimes	5. Often	6. Very Often	7. Always
---------------------	---------------------------	----------------------	-------------------------	---------------------	--------------------------	----------------------

1. People come to me when they need help in desperate situations, and I am able to recommend a ministry that can help.
2. I feel empowered to stand-alone for Christ in a hostile, unbelieving environment.
3. I readily identify with Paul's desire for others to be single as he was.
4. I enjoy using my artistic talents to make things that bring glory to God.
5. It is easy to me to perceive whether a person is honest or dishonest.
6. I have spoken words of hope that God confirmed in others by the Holy Spirit.
7. I am attracted to non-believers because of my desire to win them to Christ.
8. I have urged others to seek Biblical solutions to their affliction or suffering.
9. I hold fast to my personal belief in the truth even in the presence of ridicule, apparent failure, or pain.
10. I can give sacrificially because I know that God will meet my needs.
11. I feel strongly that my prayers for a sick person effect wholeness for that person.
12. When I serve the Lord, I really don't care who gets the credit.
13. Our home is always open to whomever God brings to us.
14. I find myself praying when I possibly should be doing other things.
15. I have had insights of spiritual truth that others have said helped bring them closer to God.
16. Others are willing to follow my guidance to accomplish tasks for our church.
17. I feel great compassion for the problems of others.
18. I believe that God can miraculously alter circumstances.
19. I am able to relate well to people of different cultures.
20. Christian music always lifts my spirit and makes me want to praise and worship God.
21. I have a heart to help Christians who have lost their way.
22. I choose to live a simple lifestyle so I will have more time and money to devote to God's service.
23. I sometimes feel that I know exactly what God wants to do in a ministry at a specific point in time.
24. Studying the Bible and sharing my insights with others is very satisfying for me.
25. I have interpreted tongues so as to help others worship God without confusion.
26. Sometimes when I pray, it seems as if the Spirit steps in and prays in words I cannot understand.
27. I have felt an unusual presence of God and personal confidence when important decisions needed to be made.
28. Sometimes, I express my love for God by writing poems, songs, prayers, or devotionals.

Assessment Scale

1. Never	2. Very Seldom	3. Seldom	4. Sometimes	5. Often	6. Very Often	7. Always
-------------	-------------------	--------------	-----------------	-------------	------------------	--------------

- 29. I have been responsible for guiding tasks in my church to success.
- 30. I feel God has called me to go forth to establish new churches where people have never heard the gospel.
- 31. I am single and enjoy it.
- 32. I like to make gifts for others that will remind them of God or Jesus.
- 33. I can sense whether a person is moved by the Holy Spirit, an evil spirit, or by their own flesh.
- 34. It is a joy to speak uplifting words to people who are discouraged.
- 35. I have led others to a decision for salvation through faith in Christ.
- 36. I can challenge others without making them feel condemned.
- 37. I am totally convinced God will fulfill his word even if He is not doing so yet.
- 38. God has used me to meet someone's financial or material need.
- 39. When I pray for the sick, either they or I feel sensations of tingling or warmth.
- 40. The Spirit sometimes leads me to do a simple thing for someone that touches him or her deeply.
- 41. I enjoy greeting and welcoming people to our church or our home.
- 42. I seem to recognize prayer needs before others.
- 43. I am able to understand difficult portions of God's word.
- 44. I am able to delegate tasks to others to accomplish God's work.
- 45. I have a desire to work with those who have physical or mental problems to alleviate their suffering.
- 46. Others can point to specific instances where my prayers have resulted in what seems impossible happening.
- 47. I would be willing to leave comfortable surroundings if it would enable me to share Christ with more people.
- 48. Singing, dancing to, or playing songs of praise to God for pure enjoyment is personally satisfying.
- 49. God has shown fruit in my life in the effective discipling of other believers.
- 50. My desire for spiritual riches always outweighs my desire for money or material possessions.
- 51. I sometimes have a strong sense of what God wants to say to people in response to particular situations.
- 52. People have told me that I have helped them learn Biblical truths.
- 53. Sometimes when a person speaks in tongues, I get an idea about what God is saying.
- 54. I can speak to God in a language I have never learned.
- 55. Sometimes God gives me an insight into the proper course of action others should take.
- 56. I am able to take complex spiritual matters and write them down in a way that others can understand more easily.

Assessment Scale

1. Never	2. Very Seldom	3. Seldom	4. Sometimes	5. Often	6. Very Often	7. Always
-------------	-------------------	--------------	-----------------	-------------	------------------	--------------

- 57. I can serve others by organizing and harnessing their gifts to solve a particular problem.
- 58. I have little fear in leading people where God wants them to go.
- 59. I am glad I have more time to serve the Lord because I am single.
- 60. I like to work with my hands to make things to serve God.
- 61. The difference between truth and error is easily perceived by me.
- 62. I can effectively motivate people to get involved in ministry
- 63. I seem able to determine when the Spirit has prepared a person to received Jesus Christ.
- 64. People will take correction from me because they know I am on their side.
- 65. My hope in God, against all odds, is inspiring to others.
- 66. I have been willing to maintain a lower standard of living in order to benefit God's work.
- 67. I enjoy praying for sick people because I know that many of them will be healed as a result.
- 68. I have enjoyed doing routine tasks that have led to more effective ministry by others.
- 69. I try to make everyone feel welcome and comfortable at church suppers or social events.
- 70. When I hear a prayer request, I pray for that need for several days at least.
- 71. Through study or experience I have discerned major strategies God seems to use in furthering His kingdom.
- 72. God has given me an ability to "rally the troops" in giving aid to others.
- 73. I enjoy spending time with a lonely shut-in person or someone in prison.
- 74. God has used me personally to perform supernatural signs and wonders.
- 75. The thought of beginning a new church in a new community is exciting to me.
- 76. People have said they see the love of Jesus on my face when I sing, dance, or play music.
- 77. I feel that I am responsible to help protect weak Christians from dangerous influences.
- 78. A big house, a fancy car, or a large bank account are NOT important to me.
- 79. Sometimes I have a burning desire to speak God's word even if I know it will not be well received.
- 80. Teaching a Bible Class is one of the most enjoyable things I do (or could do).
- 81. When others have prayed in tongues, I felt that I understood the meaning of their prayer.
- 82. Praying in tongues has been meaningful to me in my personal prayer life.
- 83. When a person has a problem I can frequently guide him or her to the best Biblical solution.
- 84. I love to study God's Word and write down what I have learned.

Assessment Scale

1. Never	2. Very Seldom	3. Seldom	4. Sometimes	5. Often	6. Very Often	7. Always
---------------------------	---------------------------------	----------------------------	-------------------------------	---------------------------	--------------------------------	----------------------------

- 85. I can recognize talents and gifts in others, and find ways of using these for God.
- 86. God has given me a position of authority over a number of groups of Christians.
- 87. I am single and have little difficulty controlling my sexual desires.
- 88. I am able to show the glory of God's creation through my art.
- 89. I can judge well between the truthfulness and error of a given theological statement.
- 90. I have verbally given confidence to the wavering, the troubled, or the discouraged.
- 91. I minister better to the spiritually unborn than to believers.
- 92. It is enjoyable to motivate people to a higher spiritual commitment.
- 93. I am ready to try the impossible because I have a great trust in God.
- 94. I have strongly sensed the Spirit leading me to give money to a specific person or cause.
- 95. Sometimes I have a strong sense that God wants to heal someone through my prayers or words.
- 96. I would rather work in secret than have my work recognized publicly.
- 97. I do NOT feel uncomfortable when people drop in unexpectedly.
- 98. Praying for others is one of my favorite ways of spending time.
- 99. I sometimes find I know things that I have never learned, which are confirmed by mature believers.
- 100. It is a thrill to inspire others to greater involvement in church work.
- 101. I enjoy visiting in hospitals and retirement homes, and feel I do well in such a ministry.
- 102. The Holy Spirit leads me to pray for impossible things that really come true.
- 103. More than most, I have had a strong desire to see peoples of other countries won to the Lord.
- 104. People have told me they were moved spiritually by my singing, dancing, or playing music.
- 105. I feel a call from God to be the spiritual leader of a group of Christians.
- 106. I am NOT jealous of those who have more material possessions than I do.
- 107. People have told me that I have communicated timely messages that must have come directly from the Lord.
- 108. I devote considerable time to learning new Biblical truths in order to communicate them to others.
- 109. When I hear others speak in tongues, I am compelled to explain the meaning.
- 110. When I give a public message in tongues, I expect it to be interpreted.
- 111. I feel that I have a special insight in selecting the best alternative in a difficult situation.
- 112. People say they have been touched spiritually by things I have written.

Assessment Scale

1. Never	2. Very Seldom	3. Seldom	4. Sometimes	5. Often	6. Very Often	7. Always
---------------------	---------------------------	----------------------	-------------------------	---------------------	--------------------------	----------------------

- 113. People sometimes look to me for guidance in coordination, organization, and ministry opportunities.
- 114. God has used me to bring the gospel to people who have never heard.
- 115. I am single and feel indifferent toward being married.
- 116. I feel compelled to use my hands to craft things that show the beauty of God's creation.
- 117. I can quickly recognize whether or not a person's teaching is consistent with God's word.
- 118. People who are feeling perplexed sometimes come to me for comfort.
- 119. I'm troubled when salvation is not emphasized.
- 120. I can identify with weakness and temptation so as to encourage people to repent and believe.
- 121. I have believed God for the impossible and seen it happen in a tangible way.
- 122. I strive to find ways to give to others without calling attention to myself.
- 123. I have prayed for others and physical healing has actually occurred.
- 124. If someone is facing a serious crisis, I enjoy the opportunity to help them.
- 125. When people come to our home, they often say they feel at home with us.
- 126. Others have told me that my prayers for them have been answered in tangible ways.
- 127. God has given me words to say in witnessing situations that surprised even me.
- 128. I can motivate others to obey Christ by the living testimony of my life.
- 129. Sometimes I am overcome with emotion for the person I am praying for.
- 130. People have told me that I was God's instrument to bring supernatural change in lives or circumstances.
- 131. People of a different race or culture have been attracted to me, and we have related well.
- 132. I enjoy using my musical talents to sing, dance to, or play Christian music much more so than secular music.
- 133. God has given me the ability to teach and preach spiritual truth.
- 134. I feel that I can best fulfill God's calling on my life by living simply.
- 135. Through God I have revealed specific things that will happen in the future.
- 136. I feel I can communicate Biblical truths to others and see resulting changes in knowledge, values, or conduct.
- 137. My interpretation of tongues has been confirmed by mature believers.
- 138. When I speak in tongues, I believe it is edifying to the group I am with.
- 139. People with spiritual problems seem to come to me for advice and counsel.
- 140. I sometimes prefer to write down my thoughts about God rather than speaking them out loud.

Spiritual Gifts Assessment - Analysis Sheet

Assessment Scale

1. Never		2. Very Seldom		3. Seldom		4. Sometimes		5. Often		6. Very Often		7. Always	
Response 113-140 Enter 1 - 7	Response 85-112 Enter 1 - 7	Response 57-84 Enter 1-7	Response 29-56 Enter 1 - 7	Response 1-28 Enter 1 - 7		SUM of first 5 columns	RANK in order highest to lowest	Name of Spiritual Git					
113	85	57	29	1				Administration / Guidance					
114	86	58	30	2				Apostle					
115	87	59	31	3				Celibacy					
116	88	60	32	4				Craftsmanship / Artisan					
117	89	61	33	5				Discernment / Distinguish Spirits					
118	90	62	34	6				Encouragement					
119	91	63	35	7				Evangelism					
120	92	64	36	8				Exhortation					
121	93	65	37	9				Faith					
122	94	66	38	10				Giving					
123	95	67	39	11				Healing					
124	96	68	40	12				Helps / Service					
125	97	69	41	13				Hospitality					
126	98	70	42	14				Intercession / Prayer					
127	99	71	43	15				Knowledge					
128	100	72	44	16				Leadership					
129	101	73	45	17				Mercy / Compassion					
130	102	74	46	18				Miracles					
131	103	75	47	19				Missionary					
132	104	76	48	20				Music					
133	105	77	49	21				Pastoring / Shepherding					
134	106	78	50	22				Poverty (voluntary)					
135	107	79	51	23				Prophecy					
136	108	80	52	24				Teaching					
137	109	81	53	25				Tongues (interpreting)					
138	110	82	54	26				Tongues (speaking)					
139	111	83	55	27				Wisdom					
140	112	84	56	28				Writing					

Analysis Instructions

Analysis:

1. First, look over the Analysis Sheet to make sure you have entered a number from 1 to 7 in each of the 140 pre-numbered response boxes. If you left any of the boxes empty, go back to the corresponding question(s) and enter your response.
2. Now, unfold the Analysis Sheet. Calculate the sum of the five responses in each horizontal row and enter it in the SUM column. You need to do this for each of the twenty-eight rows of responses. Each sum should be a number between 5 and 35.
3. Next, look over the 28 SUM numbers you have just entered. Find the highest number and place an "A" in the RANK column for the row with the highest Sum. If there is more than one row with this same high number, place an "A" in the Rank column for each.
4. Next, look for the second highest number. Place a "B" in the RANK column for each row with this number. (If you placed an "A" in 3 or more RANK boxes, then skip this step.)
5. Look for the third highest number and place a "C" in the RANK column for each row with this number. (If you placed an "A" or "B" in 3 or more RANK boxes, then skip this step.)
6. Now look at the names of the spiritual gifts beside the Rank boxes where you entered "A", "B", or "C". These are indicators of your spiritual gifts.
7. You next need to discover more about these gifts. Read through the Spiritual Gifts Reference Material on the following pages. It would also be helpful for you to take the time to look up the corresponding Scripture references to better understand these gifts.
8. Your next step is to share your gifts with somebody else – preferably a fellow Jesus follower who knows you well. Ask them for honest feedback of your responses.
9. Finally, you need to discover a way to use your gifts to bless others in the body of Christ!

Crosspoint Church is indebted to Ken Ellis, who gave us permission to use and modify this Spiritual Gifts Test that he designed. Please send any comments to spirit-gift@kodachrome.org .

Spiritual Gifts Reference Material

Definitions and Biblical References

Introduction

The main places in the Bible where we learn about Spiritual Gifts are:

- 1 Corinthians 12-14
- Romans 12
- Ephesians 4

From Scripture, we learn the following key information about Spiritual Gifts:

Biblical Summary about Spiritual Gifts

1. Every Christian has at least one Spiritual Gift (1 Peter 4:10)
2. No Christian has all the gifts (1 Corinthians 12:28-30)
3. We cannot choose our gifts; God does that job (1 Corinthians 12:7-11)
4. There is no gift that every Christian possesses (1 Corinthians 12:29-30)
5. Believers will account to the Lord for how they use their gifts (1 Peter 4:10)
6. Spiritual Gifts indicate God's call and purpose for a Christian's life (Romans 12:2-8)
7. Gifts used without love do not accomplish God's intended purposes (1 Corinthians 13:1-3)
8. Spiritual Gifts are for the common good to build up the Body (1 Corinthians 12:27)

Biblical Guidelines for using Spiritual Gifts

1. Usage of the gift(s) conforms to Biblical teaching (2 Timothy 3:16 ; Romans 12 ; 1 Corinthians 12-14 ; Ephesians 4 ; 1 Peter 4)
2. There is affirmation and positive feedback within the Body of Christ for the expression of the gift (1 Corinthians 12:7 ; Ephesians 4:16)
3. There is agreement within the Body of Christ that the Holy Spirit is at work (1 John 4:1 ; 1 Thessalonians 5:21)
4. The Holy Spirit provides peace in our spirits as we offer our gift(s) to the Body of Christ (John 15:26 ; Romans 8:16)
5. There is evidence of godly fruit in the life of the Body (John 15:8 ; Matthew 7:16-20)
6. Believers offer their gifts for the common good as others have need (Acts 2:44-45 ; 1 Corinthians 12:7)
7. Unless gifts are offered in love, they have no worth (1 Corinthians 13:1-3)
8. We should strive to live a life worthy of our calling (Ephesians 4:1)

How Many Different Spiritual Gifts Are There?

There is little agreement among Christians as to exactly how many different Spiritual Gifts there are.

- Some people look at the key Bible passages on Spiritual Gifts and limit the Gifts to the ones listed there:
 - Romans 12 - Prophecy, Service, Teaching, Encouragement, Giving, Leadership, and Mercy
 - 1 Corinthians 12 - Message of Wisdom, Message of Knowledge, Faith, Healing, Miraculous Powers, Prophecy, Distinguishing between spirits, Speaking in Tongues, and Interpreting Tongues
 - Ephesians 4 - Apostle, Prophet, Evangelist, Pastor, and Teacher
- Some say that the Gifts of Administration and Leadership are the same Gift.
- Some say the Gifts of Service and Helps are the same Gift.
- Some add the Gifts of Craftsmanship and Music because of the skills that God gave to people to help with the Old Testament Tabernacle.
- Some see Craftsmanship as a vehicle to exercise the Gift of Service.
- Some stick to the gifts listed in the New Testament.
- Some believe that certain Spiritual Gifts were only given to people by the direct laying on of hands of the original Apostles and that these Gifts ceased to exist after the first century.
- Some add the possibility of other gifts:
 - 1 Corinthians 7:1-9 - Celibacy
 - 1 Peter 4:9-10 - Hospitality
 - 1 Corinthians 13:1-3 - Martyrdom (not included in this test!)
 - Ephesians 3:6-8 - Missionary
 - 1 Corinthians. 13:1-3 - Voluntary Poverty
 - Ephesians 6:18 - Intercession / Prayer
 - Luke 1:1-3 - Writing
- Some see Prayer and Intercession as a vehicle through which the Gifts of Faith, Healing, and Miracles operate.

Some of these "gifts" are obviously Spiritual Gifts. Others are debatable. However, it is not particularly important whether a certain ability is a Spiritual Gift, a blessing from God, a God given talent, an inherited trait, a natural human ability, or something learned. The thing that is important is that we discover what Gifts are more pronounced in us and to learn how to use them to serve God. God is just as pleased when we use a learned ability to serve Him as He is when we use a Spiritual Gift to serve Him. The key is to discover our abilities (Spiritual Gifts and Talents) and learn to use them to Love, Worship, and Serve God.

Spiritual Gifts Definitions:

Administration

Administration (Serving Gift) - The special ability God gives to some to steer the body toward the accomplishment of God-given goals and directives by planning, organizing, and supervising others.

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.

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.

(See also Leadership)

1 Corinthians 12:28-31; Luke 14:28-30

Apostle

Apostle (Leadership Gift) - The special ability God gives to some to exercise general leadership or oversight over a number of churches with an authority in spiritual matters, which is readily recognized. In the strict sense this gift was confined to the twelve apostles. The New Testament does, however, give this title to a number of others, e.g. Romans 16:7 and Acts 14:14 . It is the gift whereby the Spirit appoints certain Christians to lead, inspire, and develop the churches of God by the proclamation and the teaching of true doctrine.

The divine ability to start and oversee the development of new churches or ministry structures.

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.

1 Corinthians 12:28-31; Ephesians 4:11-16; 2 Corinthians 12:12; Matthew 10:1-8; Acts 2:42-44

Celibacy

Celibacy - The special ability God gives to some to voluntarily remain single without regret and with the ability to maintain control over sexual impulses so as to serve the Lord without distraction.

Celibacy is a state totally opposed to all of the biological, social, and emotional needs built into man

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

Being unmarried is not necessarily the same as having this gift. Those who have this gift remain single because they feel they can serve the Lord better that way.

People with this gift:

- remain single so as to be able to devote themselves completely to ministry
- have other gifts that they are able to use more effectively because they are celibate.

1 Corinthians 7:1-9; 1 Corinthians 7:32-35; Matthew 19:10-12

Craftsmanship / Artist

Craftsmanship / Artist - The gift that gives the believer the skill to create artistic expressions that produce a spiritual response of strength and inspiration. Skilled Craft - the gift that enables a believer to create, build, maintain, or repair items used within the church.

The divine enablement to creatively design and/or construct items to be used for ministry or the divine enablement to communicate God's truth through a variety of art forms.

People with this gift:

- work with wood, cloth, paint, metal, glass, and other raw materials
- make things which increase the effectiveness of other's ministries
- design and build tangible items and resources for ministry use
- work with different kinds of tools and are skilled with their hands
- use the arts to communicate God's truth
- develop and use artistic skills such as drama, writing, art, music, dance, 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.

Exodus 28:3-4; Exodus 31:1-11; Exodus 35:30-35

Discernment / Distinguishing Spirits

Discernment / Distinguishing of Spirits - The special ability God gives to some to know with assurance whether certain behavior or teaching is from God, Satan, human error, or human power.

The divine enablement to distinguish between truth and error, to discern the spirits, differentiating between good and evil, right and wrong.

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.

1 Corinthians 12:7-11; 1 John 4:1-6; 1 Corinthians 2:9-16; 2 Chronicles 2:12; Psalms 119:125; Proverbs 3:21; 1 Kings 3:9; Hebrews 5:14

Encouragement

Encouragement (Speaking Gift) - The special ability God gives some to offer comfort, words of encouragement, hope, and reassurance to discouraged, weak, or troubled Christians in such a way that they are consoled.

People with this gift:

- come to the side of those who are discouraged to reassure them and give them hope
- emphasize God's promises and confidence in his will.

(See also Exhortation)

Romans 12:6-8; Titus 1:9; Acts 11:23-24; Acts 14:21-22; 1 Thessalonians 2:11-12; 1 Thessalonians 5:9-11

Evangelism / Evangelist

Evangelism / Evangelist - The special ability God gives to some to proclaim the Gospel of salvation effectively so that people respond to the promises of Christ through conversion to Christianity.

The divine enablement to effectively communicate the gospel to unbelievers so they respond in faith and move toward discipleship.

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.

Ephesians 4:11-16; Matthew 28:16-20; Acts 2:36-40; Acts 8:5-6; Acts 14:21; Acts 8:26-40; 2 Timothy 4:5

Exhortation

Exhortation (Speaking Gift) - The special ability God gives some to help strengthen weak, faltering, and fainthearted Christians in such a way that they are motivated to be all God wants them to be.

The ability to help others reach their full potential by means of encouraging, challenging, comforting, and guiding.

The divine enablement to present truth so as to strengthen or urge to action those who are discouraged or wavering in their faith.

People with this gift:

- come to the side of those who are weak in spirit to strengthen them
- challenge or confront others to trust and hope in the promises of God
- urge others to action by applying Biblical truth
- offers advise, an outline for a solution, or a program for progress
- motivates others to grow.

(see also Encouragement)

1 Timothy 5:1-2; Hebrews 3:13 (King James Version); Hebrews 13:22; 1 Thessalonians 5:14 (King James version)

Faith

Faith - The special conviction God gives to some to be firmly persuaded of God's power and promises to accomplish His will and purpose and to display such a confidence in Him and His Word that circumstances and obstacles do not shake that conviction.

The divine enablement to act on God's promises with confidence and unwavering belief in God's ability to fulfill his purposes.

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.

1 Corinthians 12:7-11; Mark 5:25-34; Acts 27:21-25; Hebrews 11; Romans 4:18-21

Giving

Giving (Serving Gift) - The gift that enables a believer to recognize God's blessings and to respond to those blessings by generously, sacrificially, and cheerfully giving of one's resources (time, talent, and treasure) without thought of return.

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?"

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.

Romans 12:6-8; 2 Corinthians 9:6-15; 2 Corinthians 8:2-5; Mark 12:41-44; Matthew 6:3-4

Healing

Healing (Sign Gift) - The special ability God gives to some to serve as a human instrument through whom it pleases Him to cure illness and restore health (physically, emotionally, mentally, or spiritually) apart from the use of natural means.

The divine enablement to be God's means for restoring people to wholeness.

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.

1 Corinthians 12:7-11; 1 Corinthians 12:28-31; Acts 3:1-10; Acts 14:8-10; James 5:14-16; Luke 9:1-2

Helps / Serving

Helps / Serving (Serving Gift) - The gift that enables a believer to work gladly behind the scenes in order that God's work is fulfilled. The special ability God gives to some to serve the church in a supporting roll or to invest their talents in the life and ministry of other members of the body enabling them to increase their effectiveness.

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

People with this gift:

- serve behind the scenes whenever needed to support the gifts and ministries of others (without having to be asked)
- see the tangible and practical things to be done and enjoy doing them
- sense God's purpose and pleasure in meeting every day responsibilities
- attach spiritual value to practical service
- enjoy knowing that they are freeing up others to do what God has called them to do.
- would rather do a job than find someone else to do it.

1 Corinthians 12:28-31; Luke 22:24-27; John 13:14; Romans 16:1-2; Acts 9:36; Mark 15:40-41; Galatians 6:2; Romans 12:6-8; 1 Peter 4:11; Philippians 2:19-23

Hospitality

Hospitality (Serving Gift) - The special ability God gives to some to provide an open home and warm welcome to those in need of food, lodging, and fellowship. It involves a readiness to invite strangers

to your home (or church) for the sake of the Gospel.

The divine enablement to care for people by providing fellowship, food, and shelter.

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.

1 Peter 4:9-10; Romans 12:9-13; Acts 16:14-15; Luke 10:38; Hebrews 13:1-2

Intercession / Prayer

Intercession / Prayer (Serving Gift) - The special ability God gives to some to pray for extended periods of time on a regular basis and see frequent and specific answers to their prayers to a degree much greater than that which is expected of the average Christian.

The divine enablement to consistently pray on behalf of and for others, seeing frequent and specific results.

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.

Ephesians 6:18; 1 Timothy 2:1-2; 1 Kings 13:6; Luke 11:1-10; Matthew 6:6-15; Mark 11:22-25; James 5:14-16; Colossians 4:12-13; 1 Thessalonians 3:10

Knowledge

Knowledge (Speaking Gift) - The special gift whereby the Spirit enables certain Christians to understand in an exceptional way the great truths of God's Word and to make them relevant to specific situations in the church. Also, the desire to seek out and learn as much about the Bible as possible through gathering much information and the analysis of that data.

The divine enablement to bring truth to the body through a revelation or Biblical insight.

People with this gift:

- receive truth which enables them to better serve the body
- search the scriptures for insight, understanding, and truth
- gain knowledge which at times was not attained by natural means
- have an unusual insight or understanding that serves the church
- organize information for teaching and practical use.

(See also Wisdom)

1 Corinthians 12:7-11; 2 Chronicles 1:7-12; Colossians 2:2-3; 2 Corinthians 11:6; Daniel 2:20-21; Proverbs 2:6; Proverbs 9:10; Psalms 119:66; Jeremiah 3:15

Leadership

Leadership (Serving Gift) - The special ability God gives to some to set goals in accordance with God's purpose and to communicate these goals to others in such a way that they voluntarily and harmoniously work together to accomplish these goals for the glory of God.

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

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.

(See also Administration)

Romans 12:6-8; Hebrews 13:7; Hebrews 13:17

Mercy / Compassion

Mercy / Compassion (Serving Gift) - The special gift whereby the Spirit enables certain Christians to feel exceptional empathy and compassion for those who are suffering (physically, mentally, or emotionally) so as to feel genuine sympathy for their misery, speaking words of compassion, but more so caring for them with acts of love that help alleviate their distress.

The divine enablement to cheerfully and practically help those who are suffering or are in need by putting compassion into action.

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.

Romans 12:6-8; Luke 7:12-15; Luke 10:30-37; Matthew 20:29-34; Matthew 25:34-40; Mark 9:41; Matthew 5:7

Miracles

Miracles (Sign Gift) - The special ability God gives to some to serve as a human intermediary through whom He pleases to perform acts of supernatural power that are recognized by others to have altered the ordinary course of nature and authenticated the divine commission.

People with this gift:

- speak God's truth and may have it authenticated by an accompanying miracle
- express confidence in God's faithfulness and ability to manifest Christ's presence
- bring the ministry and message of Jesus Christ with power
- claim God to be the source of miracles and glorify the Lord
- represent Christ and through this gift, point people to a relationship with Christ.

1 Corinthians 12:7-11; 1 Corinthians 12:28-31; Mark 16:17-18; Acts 9:36-42; Acts 20:9-12; Hebrews 2:4; Romans 15:17-19; Acts 8:13; Acts 19:11-12

Missionary

Missionary (Leadership Gift) - The special ability God gives to some to minister whatever other spiritual gifts they have in another culture.

Those with this gift find it easy or exciting to adjust to a different culture or community. Missionaries find great joy working with minorities, people of other countries, or those with other distinct cultural differences. Those with this gift have a stronger-than-average desire to be a part of the fulfillment of the Great Commission around the world.

People with this gift:

- have an intense spirit of unease at the thought of all the unsaved people in the world
- adapt themselves and core Biblical principles to different surroundings by being culturally sensitive and aware
- have the ability to reach out people groups of a different ethnicity, language, or cultural background
- can establish meaningful relationships with people of other nationalities or cultures
- desire to minister to unreached people in other communities or countries.

Ephesians 3:6-8; Mark 16:15; Acts 1:8; Acts 13:2-5; Acts 22:21; Romans 10:14-15; 1 Corinthians 9:19-23

Music

Music - The gift that gives a believer the capability to present personal witness and inspiration to others through instrumental music, singing, or dancing.

The special gift whereby the Spirit enables certain Christians to praise God through music in such a way as to enhance the worship experience of other believers. It gives the believer the desire and capability to express personal faith and provide inspiration and comfort through the playing of a musical instrument, singing, or dancing. The spiritual aspect of the gift is revealed as the gift bearer gives witness to love and praise for the Lord, and thus glorifies God. Those listening or watching become inspired to feel the presence and majesty of God when music, song, or dance uplifts their

soul in a manner that brings them closer to their Lord.

People with this gift:

- sing or play a musical instrument quite well, and enjoy it
- have special joy singing praises to God, either alone or with other people
- feel secure in the fact that their musical ability will be of benefit to other people with whom they come in contact
- can use their musical ability to help and inspire others to worship God
- see that their singing or instrument playing is a spiritual encouragement for others.

1 Samuel 16:14-23; 1 Corinthians 14:26; Psalm 33:1-3; Psalm 96:1-2; Psalm 100:1-2; Psalm 149:3; Psalm 150:1-6; Colossians 3:16; 2 Chronicles 5:12-13; 2 Samuel 6:14-15

Pastor / Shepherd

Pastor / Shepherd - The special ability God gives to some to assume a long-term personal responsibility for leadership and the spiritual care, protection, guidance, and feeding (teaching) of a group of believers.

The divine enablement to nurture, care for, and guide people toward on-going spiritual maturity and becoming like Christ.

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.

John 10:1-16; Acts 20:28; Ephesians 4:11-15; 1 Timothy 3:1-7; 2 Timothy 4:1-2; 1 Timothy 4:11-16
1 Peter 5:1-4

Poverty (voluntary)

Poverty (voluntary) - The special ability God gives to some to purposely live an impoverished lifestyle to serve and aid others with their material resources.

The special ability that God gives to some members of the body of Christ to renounce material comfort and luxury and adopt a personal lifestyle equivalent to those living at the poverty level in a given society in order to serve God more effectively.

People with this gift:

- will often choose to live among people who are considered poverty-stricken
- live at a poverty level although they have the means to live at a higher standard
- choose this lifestyle in order to minister more effectively to people through identification.

1 Corinthians 13:1-3; 2 Corinthians 8:9; Acts 2:44-45; Acts 4:32-35

Prophet / Prophecy

Prophet / Prophecy (Special Gift) - The special ability God gives to some to proclaim the Word of God with clarity and to apply it fearlessly with a view to the strengthening, encouragement, and comfort of believers and the convincing of unbelievers. The special gift whereby the Spirit empowers certain Christians to interpret and apply God's revelation in a given situation.

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.

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.

1 Corinthians 12:7-11; Romans 12:6-8; Ephesians 4:11-13; 1 Corinthians 12:28-31; Deuteronomy 18:18-22; 1 Corinthians 14:1-5; 1 Corinthians 14:24-25; 1 Corinthians 14:30-33; 1 Corinthians 14:37-40

Teaching / Teacher

Teaching / Teacher - The special ability God gives to some to explain the truths of the Word of God clearly and to apply them effectively so that those taught understand and learn. To instruct others in the Bible in a logical and systematic way so as to communicate pertinent information for true understanding and growth.

The divine enablement to understand, clearly explain, and apply the word of God causing greater Christ-likeness in the lives of listeners.

People with this gift:

- communicate Biblical truth that inspires greater obedience to the word
- challenge listeners simply and practically with the truths of scripture
- focus on changing lives by helping others understand the Bible better
- give attention to detail and accuracy
- prepare through extended times of study and reflection.

Ephesians 4:11-16; Romans 12:6-8; 1 Corinthians 12:28-31; Hebrews 5:12-14; Acts 18:24-28

Tongues (interpreting)

Tongues (interpreting) - The special ability God gives to some translate the message of one who speaks in tongues.

If a tongue is spoken without an interpretation, the speaker is edified. If the tongue is interpreted, it is for the edification of the body.

People with this gift:

- express with an interpretation a word by the Spirit which edifies the Body
- enable the gift of tongues to build up the church by interpreting God's message for the people.

(see also Tongues (speaking))

1 Corinthians 12:7-11; 1 Corinthians 12:28-31; 1 Corinthians 14:1-40

Tongues (speaking)

Tongues (speaking) - The special ability God gives to some to speak prayer or praise in a language they have never learned or to communicate a message from God to His people. The special ability God gives to some to speak in a language not previously learned so unbelievers can hear God's message in their own language.

If a tongue is spoken without an interpretation, the speaker is edified. If the tongue is interpreted, it is for the edification of the body.

People with this gift:

- may receive a spontaneous message from God which is made known to His body through the gift of interpretation
- communicate a message given by God for the church (if there is someone to interpret)
- 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
- speak in tongues as a private prayer language
- when used in a group setting, an interpretation must take place, or else the one speaking the tongue should remain silent.

(see also Tongues (interpreting))

1 Corinthians 12:7-11; 1 Corinthians 12:28-31; 1 Corinthians 14:1-40; Acts 2:1-12; Acts 10:44-46; Acts 19:1-7; Mark 16:17; Romans 8:26-27; 1 Corinthians 13:1

Wisdom

Wisdom (Speaking Gift) - The gift that allows the believer to sort through opinions, facts, and thoughts in order to determine what solution would be best for the individual believer or the community of believers. The ability to apply knowledge to life in such a way as to make spiritual truths quite relevant and practical in proper decision making and daily life situations.

The special ability that God gives to certain members of the body of Christ to know the mind of the Holy Spirit in such a way as to receive insight into how knowledge may best be applied to specific needs arising in the body of Christ.

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.

(See also Knowledge)

1 Corinthians 12:7-11; James 3:13-18; 2 Chronicles 1:7-11; Acts 6:3-10; 1 Corinthians 2:6-13; James 1:5-8; 1 Kings 3:16-28

Writing

Writing - the gift that gives a believer the ability to express truth in a written form; a form that can edify, instruct and strengthen the community of believers.

The special God-given ability to formulate thoughts and ideas into meaningful written forms so that the reader will find courage, guidance, knowledge, or edification through the words shared with them.

The Bible was written by people with this gift.

People with this gift:

- may write stories, sermons, devotions, histories, prayers, songs, or poetry to be used to build up the body of Christ
- may be led by the Holy Spirit in what they write
- may teach God's word to others through what they write
- may use writing to express other gifts
- may be better at expressing their thoughts in written form than in verbal form.

Luke 1:1-3; 1 John 2:1; 1 John 2:12-14; 1 Timothy 3:14-15; Jude 1:3