

The Gifts of the Spirit

Romans 12:6-8

Gift	Definition
Prophesying	The ability to receive and communicate an immediate message of God to His people through a divinely anointed utterance.
Serving	The ability to identify the unmet needs involved in a task related to God's work, and to make use of available resources to meet those needs and help accomplish the desired goals.
Teaching	The special ability that God gives to communicate information, relevant to the health and ministry of the Body of Christ and its members in such a way that others will learn and be edified.
Exhortation	A gift that enables someone to minister words of comfort, consolation, encouragement, counsel, and reproof to other people in such a way that they are helped, healed, or convicted to turn from sin.
Giving	The ability of someone to be willing to cheerfully contribute their material resources to the work of God with liberality and without any desire for self-benefit.
Leadership	The ability to set goals in accordance with God's purpose for the future and to communicate those goals to others in such a way that they voluntarily and harmoniously work together to accomplish those goals.
Mercy	The ability to feel genuine empathy and compassion for individuals, both Christian and non-Christian, who suffer distressing physical, mental or emotional problems. And then to apply that compassion into deeds that will alleviate and comfort their suffering.

1 Corinthians 12

Word of wisdom	The ability to apply Biblical knowledge in such a way as to make spiritual truths quite relevant and practical in proper decision making and daily life situations.
Word of knowledge	The ability to discover, accumulate, analyze, and clarify information and ideas that are pertinent to the growth and well-being of the Body of Christ.
Faith	The ability of being firmly persuaded of God's power and promises to accomplish His will and purpose and to display such a confidence in God and His word that circumstances and obstacles do not shake that conviction. This person has a deeper insight into God's will and plans.
Healing	The ability to heal people of their sicknesses and deformities and to restore health apart from natural means.
Effecting of miracles	The ability to demonstrate supernatural powers, acts, and deeds that are unexplainable except by the divine intervention of God. These acts are observable, immediate, and beyond the realm of human experimentation or explanation.
Distinguishing of spirits	The ability that enables one to accurately assess and judge inner motives, hidden errors, or corrupting doctrines. This person can distinguish between teaching and behavior that is from God, from the flesh or from the devil.
Tongues	The Greek word means "to speak in a tongue." It is the ability to speak in a language not previously learned so 1) unbelievers can hear God's message in their own language, 2) believers can be edified and encouraged and 3) God can be praised beyond our understanding.
Interpretation of tongues	The ability to make known in the vernacular (common language) the message of one who speaks in tongues. Realize that it is an interpretation and not a translation.
Apostles	The special ability that God gives to certain members of the body of Christ that enables them to assume and exercise helpful leadership over a number of churches in spiritual matters.
Helps	The Greek word for helps means, "to take a burden upon oneself." It is to invest the talents that a person has into the life and ministry of other members of the Body of Christ, thus enabling that person helped to increase the effectiveness of his own ministry.
Administration	The Greek word for administration means, "piloting or steering." It was the helmsman whose chief task was to keep his ship on course. He steered the ship from dangerous rocks, mapped out the course that the ship would take, and knew the limits and capabilities of the crew. It is the ability to clearly understand the immediate and long-range goals of a particular project and to plan, organize, and supervise others to reach that goal.

Ephesians 4:11

Evangelism	This enables someone to present the Gospel with simplicity, clarity, and effectiveness. This person has a deep concern about those who are lost and is comfortable and able to share the Gospel in any situation and at any time.
Pastor	In the Bible the words pastor, shepherd, elder, overseer, and bishop are often used interchangeably. It is the ability to spiritually care for, protect, guide, and feed a group of believers entrusted to one's care.

1 Peter 3:9-11

Hospitality	The Greek word means "love of strangers." It is a great desire to warmly welcome people, even strangers, into one's home or church as a means of serving those in need of food or lodging.
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Prophesying

Characterized by:

- A desire to speak direct messages from God that edify, exhort, or comfort others
- Have a strong sense of what God wants to say to people in response to a particular situation
- Sometimes feel that you know exactly what God wants to do in ministry at a specific point in time
- Not afraid to announce God's judgment on sin
- Can speak clearly, boldly, and with conviction what you believe God wants people to know

Serving

Characterized by:

- Enjoy being called upon to do special jobs around the church
- Content to do the work rather than to direct others
- Oftentimes are right there offering to help out
- Willing to work at a task no matter how simple or trivial it may seem
- Have a sense of satisfaction in seeing a task through to completion
- Very dependable and responsible

Teaching

Characterized by:

- A strong desire to study the Bible and learn its doctrines and examples
- The ability to communicate truth so that people understand it better
- Sharing things that change people's knowledge, attitudes, values, or conduct
- The ability to make difficult teachings and passages clear and relevant

Exhortation

Characterized by:

- People often come to you with their personal problems for counsel
- You are often challenged to help others reach their potential in Christ
- Generally available to talk to others
- Find yourself encouraging the downtrodden and also convicting those on the path of sin

Giving

Characterized by:

- Seeking to manage your money in order to give liberally to the Lord's work
- When you are moved by an appeal to give to God's work, you usually find the money or resources needed to respond
- You can say, "I am so confident that God will meet my needs that I give to Him sacrificially and consistently."
- You are willing to maintain a lower standard of living in order to benefit God's work
- You consider all that you own as resources for God's use and you freely and joyfully give of these resources because you love God
- When you give you have no desire to draw attention to yourself and will oftentimes give anonymously

Leadership

Characterized by:

- Able to motivate people with such care and diligence that they are willing to help accomplish set goals
- People respect and follow your direction
- In a group where there is no leader you generally assume leadership
- You are good at discerning people's skills, talents, gifts and abilities and how to effectively utilize them
- Enjoy working with people

Mercy

Characterized by:

- Have a tender heart toward the needy and will often do what you can to help those who are in distress
- Enjoy visiting the sick and shut-in and in going to hospitals and nursing homes
- Look out for those who are neglected and alienated
- Empathize with those who are embarrassed and humiliated and seek to comfort them
- Like to spend time with those who are lonely and hurting to cheer them up
- Work joyfully with those people who are ignored by the majority of those around them

Word of wisdom

Characterized by:

- Able to see how the Bible relates to daily life and how to apply Biblical principles to different situations
- Have insight and ability to solve problems
- Able to offer practical solutions to difficult problems
- Often sought out for your opinions
- Oftentimes sense God's presence and direction when important decisions need to be made

Word of knowledge

Characterized by:

- Known as a scholar of the Bible
- Enjoy searching for answers to difficult questions in the Bible
- Able to take information from several sources and come up with an answer or a thesis about a subject
- Frequently discover new insights into Scripture through personal study
- Enjoy doing word studies, examining the historical background of a text and getting at the facts of a passage in order to benefit yourself and others

Faith

Characterized by:

- Able to trust God for great things
- Have a confident expectation that God will accomplish what He says
- Willing to step out in faith where others are more calculating and fearful
- Have a great number of your prayers answered
- Have unusual confidence in God's plans in a specific situation where others are uncertain
- Able to depend on God's resources and guidance much more so than others

Healing

Characterized by:

- In the name of the Lord, you have been able to cure illnesses instantly
- Physical healing has occurred as a result of your praying for others
- God impressing on your heart to pray for those who are ill
- Able to heal even people who lack faith

Effecting of miracles

Characterized by:

- Having performed supernatural signs and wonders
- Able to transform circumstances through the name of the Lord
- Have brought people to Christ through these supernatural acts
- Glory is directed only to God and not to yourself
- You have accomplished things beyond human means

Distinguishing of sprits

Characterized by:

- Able to detect a spiritual phony
- Known for good spiritual judgement
- Seek to prevent false teaching and confusion from overtaking the church
- Very quick to pick up on error
- Can readily tell if something is from God or from other sources

Tongues

Characterized by:

- Through the prompting of the Holy Spirit, able to speak in a language unknown to you whether that be the tongues of men or of angels as mentioned in 1 Corinthians 13:1
- Tongues enables our spirits to communicate directly with God above and beyond the power of our minds to understand
- Tongues liberates the Spirit of God within us
- Tongues enables the spirit to take its place of ascendancy over soul and body

Interpretation of tongues

Characterized by:

- Oftentimes hearing someone speaking in a tongue and, though the Holy Spirit, able to interpret what was said.
- Can interpret a language that you have never studied or know

Apostles

Characterized by:

- Eagerness to start new churches in places where there are none
- Respected as an authority in spiritual matters
- Able to oversee and administrate a large group of churches

Helps

Characterized by:

- Desire to assist pastors, staff and ministry leaders so as to free them up for their main duties
- Help others become more effective in their own ministries
- You can say, “When I do things behind the scenes and others are helped, I am joyful.” And, “I really do not care who gets the credit.”
- Enjoy doing the menial and non-glamorous but necessary tasks
- Others know that they can call upon you to assist them

Administration

Characterized by:

- Very good at organizing and coordinating activities
- Able to delegate responsibilities to other people so as to best accomplish set goals
- Good at planning strategies that most effectively pursue a vision
- Oftentimes find yourself in a place of leadership
- Willing to bear the responsibility for the success or failure of a particular task within the church
- Able to lead a committee or group in making correct decisions

Evangelism

Characterized by:

- A strong desire to share your faith with unbelievers
- Able to give a clear presentation of the Gospel
- Can keep people interested in hearing the Gospel
- Frequently instrumental in leading others to a saving knowledge of Jesus Christ

Pastor

Characterized by:

- Concerned for the spiritual welfare of others
- Willing to take responsibility for the spiritual growth and well being of those under your sphere of ministry
- Willing to give your own time to be available for the needs of others
- Willing to relate to a group of people over a long period of time, sharing personal responsibility in their successes and failures
- Desire to restore people back to the church
- Concerned about guarding, like a shepherd, a group of Christians from those who are enemies of Christianity

Hospitality

Characterized by:

- Seeking out strangers and making them feel welcome in the church
- Often opening your home to newcomers and visitors in the church
- Enjoy meeting new people
- Able to make strangers feel immediately comfortable in your presence
- Enjoy letting out-of-state visitors stay at your home

So how might some of these gifts fit together to further God's will in the world?

Someone in the congregation who has the gift of faith sees clearly God's plan to establish a sister church in another, perhaps distant, place.

One with the gift of administration puts together a plan involving finances, people, building materials, schedule, and so forth to accomplish this vision.

One with the gift of exhortation is able to encourage people to pray about and then volunteer to help with this project.

One with the gift of leadership is able gather these volunteers and assign them so that they are the most efficient.

Those with the gift of serving will gather the necessary materials before leaving and doing a lot of the menial and necessary tasks once everyone is there.

Once there, someone with the gift of pastoring will take over shepherding the new church.

Someone with the gift of distinguishing of spirits will be able to keep away those who want to come in and do harm to the new church.

Someone with the gift of miracles or healing can demonstrate great signs to prove to the locals that this is indeed a work of the true God.

One with the gift of teaching may lead Bible studies to grow those newcomers in the church.

And so on. Every gift would ultimately have a very important and critical function in starting and growing this church.

As you can see, it takes a lot of different talents to build a church. Imagine if everyone who was involved had only the gift of pastoring or the gift of administration or the gift of faith. The work would never get done. Also, imagine if the person who had the gift of teaching decided to bag it. Someone else who would be less skilled would have to take over. The church needs EVERYONE. And EVERYONE has something very crucial to add.

Questionnaire for Discovering Your Spiritual Gifts

- 1) For each row circle or mark only one choice for each question.
 O = Often
 S = Sometimes
 R = Rarely
 N = Never
- 2) Do not dwell too long on any one question but choose whatever answer comes to mind first.
- 3) Do not answer the questions with the answer that you think you SHOULD give. Just be honest.

1	I have a desire to speak direct message from God that edify, exhort, or comfort others.	O	S	R	N
2	I enjoy being called upon to do special jobs around the church.	O	S	R	N
3	People have told me that I have helped them learned biblical truths in meaningful ways.	O	S	R	N
4	I have encouraged the doubting, the troubled, or the discouraged.	O	S	R	N
5	I find that I manage money well in order to give liberally to the Lords work.	O	S	R	N
6	When I speak, people seem to listen and agree.	O	S	R	N
7	I desire to work with those who have physical or mental problems and to alleviate their suffering.	O	S	R	N
8	I have applied spiritual truths effectively to situations in my own and other people's lives.	O	S	R	N
9	Others have told me I have helped them distinguish key and important facts of Scripture.	O	S	R	N
10	When in a group, I am the one others often look to for vision and direction.	O	S	R	N
11	In the name of Lord, I have been used in curing diseases instantaneously.	O	S	R	N
12	Others can point to specific instances where my prayers have resulted in visible miracles	O	S	R	N
13	I have been able to see through phoniness before it was to other people.	O	S	R	N
14	I have spoken in another language that I did not know previously.	O	S	R	N
15	Sometimes when a person speaks in tongues, I get an interpretation about what God is saying.	O	S	R	N
16	I have little fear in leading people to where God wants them to go.	O	S	R	N
17	I have assisted Christian leaders so as to free them up for their essential jobs.	O	S	R	N
18	When a group I am in is lacking organization I tend to step in the fill the gap.	O	S	R	N
19	I have led others to make a decision for salvation in Christ.	O	S	R	N
20	I am eager to take on the responsibility of leading other people in their spiritual life.	O	S	R	N
21	My home is always open to people passing through who need a place to stay.	O	S	R	N
22	It is important for me to speak God's Word of warning and judgment in the world today.	O	S	R	N
23	I do what needs to be done around the church.	O	S	R	N
24	I feel I can explain biblical teachings in a way that makes it relevant to other people	O	S	R	N
25	I can effectively motivate people to get involved in ministry when it is needed	O	S	R	N
26	I give considerably more than 10% of my income and/or resources to the Lord's work.	O	S	R	N
27	I love to lead people in accomplishing group goals.	O	S	R	N
28	I have cared for others when they have had material or physical needs.	O	S	R	N
29	I arrive at solutions to fairly complicated problems.	O	S	R	N
30	I have had deep insights into spiritual truths.	O	S	R	N
31	I have believed God for the impossible and have seen it happen in a tangible way.	O	S	R	N
32	I enjoy praying for sick people because I know that many of them will be healed as a result	O	S	R	N
33	God has used me personally to perform supernatural signs and wonders.	O	S	R	N
34	I seem to know very quickly when something is right or wrong.	O	S	R	N
35	When I am in deep prayer or worship I may find myself speaking in a language that I do not know.	O	S	R	N
36	I have interpreted tongues with results that the body of Christ was edified, exhorted or comforted	O	S	R	N
37	I enjoy training workers in the congregation.	O	S	R	N
38	I have helped other people become more effective in their ministries.	O	S	R	N
39	I enjoy handling the details of organizing ideas, people, and resources for more effective ministry.	O	S	R	N
40	I enjoy sharing with non-believers how Christ has changed my life.	O	S	R	N
41	I enjoy assuming the responsibility for the spiritual well being of a particular group of Christians.	O	S	R	N
42	I enjoy introducing myself and welcoming new people at the church.	O	S	R	N
43	I have communicated timely and urgent messages that have come directly from God.	O	S	R	N
44	I seem to enjoy routine tasks and do well and them.	O	S	R	N
45	I devote considerable time to learning new biblical truths in order to communicate them to others.	O	S	R	N
46	I love to motivate people to a higher spiritual commitment.	O	S	R	N
47	When I am moved by an appeal to give to God's work, I usually find the money I need to do it.	O	S	R	N
48	When I set goals, other seem to accept them readily.	O	S	R	N
49	People come to me in their afflictions and suffering and tell me they have been helped and healed.	O	S	R	N

50	When a person has a problem I can frequently guide him or her to the best Biblical solution.	O	S	R	N
51	I have been able to understand the deeper things of the Bible.	O	S	R	N
52	I have the faith to accomplish what seems to be impossible to other people.	O	S	R	N
53	I feel confident when I pray for someone who is sick that they will get better because of my prayers.	O	S	R	N
54	As I read about the miracles in the Bible I am reminded of how God has used me in similar ways.	O	S	R	N
55	I seem to be able to faithfully judge between the truthfulness and error of a given doctrinal statement.	O	S	R	N
56	When I speak in a language unknown to me other Christians have been edified and encouraged.	O	S	R	N
57	I find myself praying that I may interpret if someone begins speaking in tongues.	O	S	R	N
58	I desire to help coordinate the efforts of a number of churches so as to make them more effective.	O	S	R	N
59	I enjoy doing routine tasks that lead to more effective ministry by others.	O	S	R	N
60	I am able to make effective and efficient plans for accomplishing the goals of a group.	O	S	R	N
61	I find it easy to give people tracts and to start up a conversation about Christ with a stranger.	O	S	R	N
62	I feel confident giving spiritual guidance and directions to a group of Christians.	O	S	R	N
63	When people come to my home they tell me that they "feel at home" with me.	O	S	R	N
64	I have a strong sense of what God wants to say to people in response to particular situations.	O	S	R	N
65	I take great joy in doing little jobs around the church.	O	S	R	N
66	I can communicate Biblical truths to others and see changes in knowledge, attitudes, or conduct.	O	S	R	N
67	When I see another Christian in sin I have been able to persuade them to repent.	O	S	R	N
68	I am so confident that God will meet my needs that I give to Him sacrificially and consistently.	O	S	R	N
69	People seem to rally around me when it comes time to do an important task.	O	S	R	N
70	I have a deep empathy for the suffering and problems of others.	O	S	R	N
71	People with spiritual problems seem to come to me for advice and counsel.	O	S	R	N
72	I study and read quite a bit in order to learn new Biblical truths.	O	S	R	N
73	I know God's specific will for the future growth of His work, even when others are not so sure.	O	S	R	N
74	I have prayed for others and physical healing has actually occurred.	O	S	R	N
75	God has used me to perform great deeds that are beyond natural explanation.	O	S	R	N
76	I can recognize whether a person's teaching is from God, from Satan, or of human origin.	O	S	R	N
77	When I speak in a language unknown to me I feel myself drawn closer to God.	O	S	R	N
78	I have interpreted tongues in a way that seemed to bless others.	O	S	R	N
79	I am eager to start new churches where there are none.	O	S	R	N
80	When I do things behind the scenes and others are made more effective, I am joyful.	O	S	R	N
81	I accept the challenge of taking the responsibility of accomplishing group tasks.	O	S	R	N
82	Sharing the Gospel in a very understandable manner comes easily to me.	O	S	R	N
83	I have helped Christians by guiding them to relevant portions of the Bible and praying with them.	O	S	R	N
84	I love having people over to my home and making them feel special.	O	S	R	N
85	I feel that I know exactly what God wants to do in ministry at a specific point in time.	O	S	R	N
86	I respond cheerfully when asked to do a job, even if it seems menial.	O	S	R	N
87	Studying the Bible and sharing my insights with others is very satisfying for me.	O	S	R	N
88	I love to encourage people by pointing out their good qualities and praising them for work well done.	O	S	R	N
89	I have been willing to maintain a lower standard of living in order to benefit God's work.	O	S	R	N
90	I am good at discerning people's abilities and assigning them corresponding tasks.	O	S	R	N
91	I desire to spend time with a lonely, shut-in person, with prisoners, and with the sick.	O	S	R	N
92	I feel a presence of God and personal confidence when important decisions need to be made.	O	S	R	N
93	I have the ability to discover new truths through reading or observing situations firsthand.	O	S	R	N
94	I believe that I am a person of unusual vision.	O	S	R	N
95	I like to participate in ministry to the physically or emotionally ill.	O	S	R	N
96	God has used me to accomplish things and change circumstances beyond human means.	O	S	R	N
97	I can discern when someone who claims to be a prophet or a teacher is real or is a phony.	O	S	R	N
98	When I speak in a language unknown to me I forget about everything and focus only on God.	O	S	R	N
99	I have been able to interpret a language that I have never heard before.	O	S	R	N
100	I would like to oversee and administrate a large group of churches.	O	S	R	N
101	When I serve the Lord, I don't really care who gets the credit.	O	S	R	N
102	When I am in charge things seem to go smoothly.	O	S	R	N
103	I am draw to non-Christians because of my strong desire to win them to Christ.	O	S	R	N
104	I love providing leadership and guidance to a group of people.	O	S	R	N
105	I desire to make my home available to those in the Lord's service whenever needed.	O	S	R	N

Scoring your Spiritual Gifts

- 1) Find the column in the box.
- 2) Write in the number corresponding to the frequency that you choose:
 O = 3
 S = 2
 R = 1
 N = 0
- 3) When finished with all of the boxes add up the total of each row.
- 4) The totals that are the highest probably indicate your spiritual gift.

Number	Number	Number	Number	Number	Total	Gift
1	22	43	64	85		Prophesying
2	23	44	65	86		Serving
3	24	45	66	87		Teaching
4	25	46	67	88		Exhortation
5	26	47	68	89		Giving
6	27	48	69	90		Leadership
7	28	49	70	91		Mercy
8	29	50	71	92		Word of Wisdom
9	30	51	72	93		Word of Knowledge
10	31	52	73	94		Faith
11	32	53	74	95		Healing
12	33	54	75	96		Effecting of Miracles
13	34	55	76	97		Distinguishing of spirits
14	35	56	77	98		Tongues
15	36	57	78	99		Interpretation of tongues
16	37	58	79	100		Apostles
17	38	59	80	101		Helps
18	39	60	81	102		Administration
19	40	61	82	103		Evangelism
20	41	62	83	104		Pastor
21	42	63	84	105		Hospitality

Each of the following numbers is a possible total from the scoring above. You can put a mark (dash, circle, check) under each number for each total above. So if you had three totals of 5 then you would have three marks under the number 5. This may help you to make your break for determining which gifts are the highest.

0 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15