

SPIRITUAL GIFTS ASSESSMENT



NEW BIRTH CHRISTIAN MINISTRIES
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New Birth Christian Ministries



Mission Statement

To transform our families, schools, community and city, by introducing everyone that we come in contact with to Jesus Christ.

Our prayer is that Christ will give everyone that we come in contact with a changed heart and baptize them into His family by the Holy Spirit, which is called the New Birth.

Once a person is converted he or she is commanded to strengthen buildup, encourage the brethren and maintain unity, which is our Christian Ministry.

This can only be accomplished through our Lord and Savior, Jesus Christ.

The scripture basis for the "New Birth" are John 3:3, "Jesus answered and said unto him, Verily, verily, I say unto thee, except a man be born again, he cannot see the kingdom of God," and Luke 22:32, "but I have prayed for thee, that thy faith fail not: and when thou are converted, strengthen thy brethren."



WALKING IN YOUR GIFTEDNESS

OVERVIEW

Walking in your giftedness is the key to fulfillment in the body of Christ. God created us to worship Him and one of the ways we worship is through using our spiritual gifts according to the divine guidance of the Holy Spirit.

WHAT ARE SPIRITUAL GIFTS?

The Greek word for spiritual is *pneumatika*. It means things given by the Spirit of God. The Greek word for gifts is *charismata*. It is derived from the Greek word for grace (*charis*), meaning something that we did not deserve or own. Spiritual gifts are given to believers (I Peter 4:10) by the Holy Spirit (I Corinthians 12:8, 11 & 28). Each Christian has one or more spiritual gift(s) to use for the purpose of building the body of Christ (I Corinthians 12:4-7 & 14:12 and I Peter 4:10-11).



KNOWLEDGE CHECK

1. Who is the source of spiritual gifts?
2. Why are spiritual gifts given to believers?

UNITY, LOVE & SPIRITUAL GIFTS

I Corinthians 12:25 tell us that the body of Christ is given different gifts and should use them harmoniously. By doing so, each part of the body will grow (Ephesians 4:11-16). It is also important to note that these gifts must be exercised in love (I Corinthians 12:4-7) describes the type of love we should have. In essence, a unified and loving body will cause the body of Christ to grow beyond belief.

To explain this concept of unified, the apostle Paul used the human body to describe the spiritual gifts. Just like each part of our body has a function, so does each person in the body of Christ. Consider what would happen if our heart stopped beating? How about if we stubbed our toe? Better yet, what happens if our eyes stop working? The answer to all three questions is that the entire body would be affected. If we truly loved our bodies, we would exercise, bathe and eat all the right things consistently. Similarly, if we truly loved, we would care about the welfare of others, not wanting to hurt them in any way.

Let's return to the body analogy. If our heart stopped beating, all of the other bodily functions would stop, as well and we would be dead. If we stubbed our toe, the pain would run through our entire body. If our eyes stopped working, we would utilize our other senses more in order to compensate for the loss. Similarly, if one person in the body is not walking in their giftedness, the entire body suffers. If the pastor does not shepherd, others have to try to do his job. Since they are not equipped with his function, they will not be as beneficial to the body. If the teachers do not teach, the quality of our learning will deteriorate. If the helpers stop helping, then nothing would ever get accomplished in the body. Just as all of our body parts have a function, each spiritual gift has a place in the body of Christ (I Corinthians 12:12-22).



The Word of God commands us to use our spiritual gifts (Romans 12:6-8). We should not be unprofitable servants like that man from the Parable of the Talents in Matthew 25:14-30. We are also commanded not to abuse our gifts (I Corinthians 13:1-3). Even though we are given specific spiritual gifts for the ministry, there are a few that we are all required to walk in. These six gifts are faith (II Corinthians 5:7), wisdom (James 1:5), knowledge (II Timothy 2:15), exhortation (Hebrews 10:25), giving (II Corinthians 9:7) and helps (I Corinthians 12:25).



KNOWLEDGE CHECK

1. Why is it important that believers are unified?
2. What is the significance of love in a Christian's life?
3. Why are we all commanded to walk in six of the gifts?

LOVE DEFINED



The word "love" has many different meanings in the English language. Merriam Webster's Dictionary defines love as...

- an intense affection for another person based on personal or family ties.
- a strong affection for one or attachment to another person based on regard or shared experiences or interests.
- an intense attraction to another person based mainly on sexual desire.
- God's mercy or benevolence towards humans.
- human kind's devotion to or adoration of God.
- a feeling of kindness or brotherhood towards others.

KNOWLEDGE CHECK

As you can see, the English language only has one word for "love" even though it has many meanings, depending upon the context in which it is used.

- Why is this an issue?
- Can people be hurt if the term is used in the wrong context?

THE MANY FACES OF LOVE

The word "love" or charity is used throughout the Bible. In order to understand the message that each writer is trying to convey, we must examine the meaning of the word in the language it was written. The Greek language has four different words to describe different types of love – **storge**, **eros**, **philia** and **agape**.



THE LOVE TABLE

TYPE OF LOVE	DESCRIPTION
Storge	Love for blood family (i.e. children, mothers or fathers).
Eros	Physical or sexual love (that is only acceptable in the context of marriage), it is also selfish and self-seeking (which is not acceptable in any context).
Phlios	Brotherly love or the love between those in close friendships. Believers are united spiritually by our heavenly Father, just as siblings are united physically by an earthly father.
Agape	Unconditional love. It is the nature of God's love towards Jesus and the human race. According to the Word, unconditional love is part of God's nature because God is love (I John 4:8). Not only is God's love unconditional , it is sacrificial , evangelistic and uniting .

KNOWLEDGE CHECK

- John 3:16 tells us of a _____ love.
- What did God do for us, according to John 3:16, to demonstrate this type of love?
- John 13:35 tells us of an _____ love.
- What does Jesus say in John 13:35 will happen if we believe on Him?
- If Christians do not love one another, what message does this send to unbelievers? (I John 4:7)
- If Christians do not love unbelievers, what message will this send? (I John 4:8)

MORE ON AGAPE LOVE

Agape prompts action, never fails, and has no ulterior motives.

- According to I John 4:9-10, how did God's action display agape?
- Did His love fail?
- Was there an ulterior motive?

There is nothing wrong with the other types of love if it's in the right context. For instance, it is acceptable to have a physical or sexual love in the context of marriage as long as there is also an unconditional love. Similarly, it is acceptable for believers to love other believers. However, we must remember that the believers love should extend beyond close relationships with other believers. (Matthew 5:47). Believe it or not our love should be extended to our enemies, as well. (Matthew 5:44)



WHY SHOULD WE LOVE OTHERS

- We are all created in God's image.
- We, who are Christians, are brothers and sisters in Christ.
- We are created to do the mighty works of God.

I Corinthians 13:4-8 informs us of what love/charity is and what it isn't. Are the following statements acts of genuine love (which is love without an ulterior motive)?

- Complimenting employees to make them work harder.
- Dining with wealthy people to get them to contribute to your cause.
- Complimenting your boss to get a raise.
- Spending time with people in high positions to get something from them.

DO YOU LOVE ME?

How many times have we asked someone "Do you love me?" and they responded "yes", and later on did nothing to show it. Why did this happen? The reason is that our definition of love was not in line with theirs. What is the typical end result of a relationship not founded on a common definition of love?

CHARACTERISTICS OF REAL LOVE

I Corinthians 13 explains to us that despite the fact that believers are given spiritual gifts, they mean nothing without charity, which actually means unconditional love. The apostle Paul then goes on to tell us that unconditional love consists of the following components.

- Suffereth long
- Kind
- Envieth not
- Vaunteth not itself
- Not puffed up
- Doth not behave unseemingly
- Seeketh not her own
- Not easily provoked
- Thinketh no evil
- Rejoiceth not in iniquity
- Rejoiceth in truth
- Beareth all things
- Believeth all things
- Hopeth all things
- Endureth all things
- Never faileth





SPIRITUAL GIFTS ASSESSMENT

SPIRITUAL GIFT ASSESSMENT

Name _____

Date _____

Directions: Read each question and rate yourself according to the scale below. Try to avoid using 2 – Not Sure. Once each question has been answered, tally your results according to the grid on the last page. You may also enter your number directly on the chart located on page 61.

	4 – Strongly Agree	3 – Agree	2 – Not sure	1 – Disagree	0 – Strongly Disagree
1.					I like to organize people, tasks and events.
2.					I can readily distinguish between spiritual truth and error, good and evil.
3.					I tend to see the potential in people.
4.					I communicate the gospel to others with clarity and effectiveness.
5.					I find it natural and easy to trust God to answer my prayers.
6.					I give liberally and joyfully to people in financial need or to projects requiring support.
7.					I enjoy working behind the scenes to support the work of others.
8.					I view my home as a place to minister to people in need.
9.					I take prayer requests from others and consistently pray for them.
10.					I am approached by people who want to know my perspective on a particular passage of biblical truth.
11.					I am able to motivate others to accomplish a goal.
12.					I empathize with hurting people and desire to help in their healing process.
13.					I can speak in a way that results in conviction and change in the lives of others.
14.					I enjoy spending time mothering and caring for others.
15.					I am able to communicate God's word effectively.
16.					I am often sought out by others for advice about spiritual or personal matters.
17.					I am careful, thorough, and skilled at managing details.



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18.		I frequently am able to judge a person's character based upon first impressions.
19.		I enjoy reassuring and strengthening those who are discouraged.
20.		I consistently look for opportunities to build relationships with non-Christians.
21.		I have confidence in God's continuing provision and help, even in difficult times.
22.		I give more than a tithe so that kingdom work can be accomplished.
23.		I enjoy doing routine tasks that support the ministry.
24.		I enjoy meeting new people and helping them to feel welcomed.
25.		I enjoy praying for long periods of time and receive leadings as to what God wants me to pray for.
26.		I receive information from the Holy Spirit that I did not acquire through natural means.
27.		I am able to influence others to achieve a vision.
28.		I can patiently support those going through painful experiences as they try to stabilize their lives.
29.		I feel responsible to confront others with the truth.
30.		I have compassion for wandering believers and want to protect them.
31.		I can spend time in study knowing that presenting truth will make a difference in the lives of people.
32.		I can often find simple, practical solutions in the midst of conflict or confusion.
33.		I can clarify goals and develop strategies or plans to accomplish them.
34.		I can see through phoniness or deceit before it is evident to others.
35.		I give hope to others by directing them to the promises of God.
36.		I am effective at adapting the gospel message so that it connects with an individual's felt needs.
37.		I believe that God will help me to accomplish great things.
38.		I manage my money well in order to free more of it for giving.



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39.		I willingly take on a variety of odd jobs around the church to meet the needs of others.
40.		I genuinely believe the Lord directs strangers to me who need to get connected to others.
41.		I am conscious of ministering to others as I pray.
42.		I am committed and schedule blocks of time for reading and studying scripture to understand biblical truth fully and accurately.
43.		I can adjust my leadership style to bring out the best in others.
44.		I enjoy helping people sometimes regarded as undeserving or beyond help.
45.		I boldly expose cultural trends, teachings, or events which contradict biblical principles.
46.		I like to provide guidance for the whole person – relationally, emotionally, spiritually, etc.
47.		I pay close attention to the words, phrases, and meaning of those who teach.
48.		I can easily select the most effective course of action from among several alternatives.
49.		I can identify and effectively use the resources needed to accomplish tasks.
50.		I tend to see rightness or wrongness in a situation.
51.		I reassure those who need to take courageous action in their faith, family or life.
52.		I invite unbelievers to accept Christ as their savior.
53.		I trust God in circumstances where success cannot be guaranteed by human effort alone.
54.		I am challenged to limit my lifestyle in order to give away a higher percentage of my income.
55.		I see spiritual significance in doing practical tasks.
56.		I like to create a place where people do not feel that they are alone.
57.		I pray with confidence because I know that God works in response to prayer.
58.		I have insight or just know something to be true.



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59.		I set goals and manage people and resources effectively to accomplish them.
60.		I have great compassion for hurting people.
61.		I see most actions as right or wrong, and feel the need to correct the wrong.
62.		I can faithfully provide long-term support and concern for others.
63.		I like to take a systematic approach to my study of the Bible.
64.		I can anticipate the likely consequences of an individual's or a group's action.
65.		I like to help organizations or groups become more efficient.
66.		I receive affirmation from others concerning the reliability of my insights or perceptions.
67.		I strengthen those who are wavering in their faith.
68.		I openly tell people that I am a Christian and want them to ask me about my faith.
69.		I am convinced of God's daily presence and action in my life.
70.		I like knowing that my financial support makes a real difference in the lives and ministries of God's people.
71.		I like to find small things that need to be done and often do them without being asked.
72.		I enjoy entertaining people and opening my home to others.
73.		When I hear about needy situations, I feel burdened to pray.
74.		I have suddenly known some things about others, but did not know how I knew them.
75.		I influence others to perform to the best of their capability.
76.		I can look beyond a person's handicaps or problems to see a life that matters to God.
77.		I like people who are honest and will speak the truth.
78.		I enjoy giving guidance and practical support to a small group of people.



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79.		I can communicate scripture in ways to motivate others to study and want to learn more.
80.		I give practical advice to help others through complicated situations.
81.		I enjoy learning about how organizations function.
82.		I can identify preaching, teaching, or communication which is not true to the Bible.
83.		I like motivating others to take steps for spiritual growth.
84.		I openly and confidently tell others what Christ has done for me.
85.		I am regularly challenging others to trust God.
86.		I give generously due to my commitment to stewardship.
87.		I feel comfortable being a helper, assisting others to do their job more effectively.
88.		I do whatever I can to make people feel that they belong.
89.		I am honored when someone asks me to pray for them.
90.		I discover important biblical truths when reading or studying scripture that benefits others in the body of Christ.
91.		I am able to cast a vision that others want to be a part of.
92.		I enjoy bringing hope and joy to people living in difficult circumstances.
93.		I will speak God's truth, even in places where it is unpopular or difficult for others to accept.
94.		I can gently restore wandering believers to faith and fellowship.
95.		I can present information and skills to others at a level that makes it easy for them to grasp and apply to their lives.
96.		I can apply scriptural truth that others regard as practical and helpful.
97.		I can visualize a coming event, anticipate potential problems and develop a backup plan.
98.		I can sense when demonic forces are at work in a person or situation.
99.		I am able to challenge or rebuke others in order to foster spiritual growth.



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100.		I seek opportunities to talk about spiritual matters with unbelievers.
101.		I can move forward in spite of opposition or lack of support when I sense God's blessing on an undertaking.
102.		I believe I have been given an abundance of resources so that I may give more to the Lord's work.
103.		I readily and happily use my natural or learned skills to help wherever needed.
104.		I can make people feel at ease even in unfamiliar surroundings.
105.		I often see specific results in direct response to my prayers.
106.		I confidently share my knowledge and insights with others.
107.		I figure out where we need to go and help others to get there.
108.		I enjoy doing practical things for others who are in need.
109.		I feel compelled to expose sin wherever I see it and to challenge people to repentance.
110.		I enjoy patiently but firmly nurturing others in their development as believers.
111.		I enjoy explaining things to people so that they can grow spiritually and personally.
112.		I have insights into how to solve problems that others do not see.



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SPIRITUAL GIFT ASSESSMENT SCORING GRID

Directions – Transfer the scores of each question to the corresponding number on the grid. Total each column to determine your spiritual gift(s).

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32
33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48
49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64
65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80
81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96
97	98	99	100	101	102	103	104	105	106	107	108	109	110	111	112
TOTAL															
A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P

Circle your three highest scores. These three scores represent your primary spiritual gifts. On the next page, you will find a chart to help you interpret your spiritual gifts.

A = Administration	E = Faith	I = Intercession	M = Prophecy
B = Discernment	F = Giving	J = Knowledge	N = Shepherding
C = Exhortation	G = Helps	K = Leadership	O = Teaching
D = Evangelism	H = Hospitality	L = Mercy	P = Wisdom



SPIRITUAL GIFT REFERENCE CHART

Spiritual Gift Description

Administration - *To pilot or steer a ship* - I Cor.12:28, Acts 6:1-7 & Ex. 18:13-26

Operating in the Spirit

- Understands how an organization functions efficiently and effectively.
- Plans and executes procedures to reach identified goals.
- Brings order to chaos.
- Manages/coordinates responsibilities to accomplish a given tasks.
- Organizes people, tasks or events.

Character Traits

Thorough, objective, responsible, organized, goal-oriented, efficient, and conscientious.

Operating in the Flesh

- Be open to adjusting plans to avoid stifling a leader's vision.
- Avoid employing people to accomplish goals without being concerned for their growth.
- Avoid failing to see God's purpose fulfilled in the process of meeting a goal.

Discernment - *Separate, make distinction or differentiate* – I Cor. 12:10, Acts 5:1-4 & Matthew 16:21-23

Operating in the Spirit

- Distinguishes between truth and error.
- Differentiating between good or evil spirits and right or wrong.
- Distinguishes truth from error and pure motives from impure.
- Identifies deception in others with accuracy and appropriateness.
- Determines whether a word attributed to God is authentic.
- Recognizes inconsistencies in a teaching, prophetic message or interpretation.
- Senses the presence of evil.

Character Traits

Perceptive, insightful, sensitive intuitive, decisive, challenging, and truthful.

Operating in the Flesh

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

Exhortation - *To come alongside of* - Romans 12:8, Acts 11:22-24 & Acts 15:30-32

Operating in the Spirit

- Presents truth to strengthen, comfort, or urge to action the discouraged or wavering in faith.
- Comes alongside the discouraged to strengthen and reassure them.
- Challenges, comforts, or confronts others to trust and hope in the promises of God.
- Urges others to action by applying biblical truth.
- Emphasize God's promises and to have confidence in his will.

Character Traits

Positive, motivating, challenging, affirming, reassuring, supportive and trustworthy.

Operating in the Flesh

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



Spiritual Gift Description

Evangelism - *To bring good news* – Ephesians 4:11, Acts 8:26-40 & Luke 19:10

Operating in the Spirit

- Effectively communicates the gospel to unbelievers so they respond in faith and move toward discipleship.
- Communicates the message of Christ with clarity and conviction.
- Seeks opportunities to talk to unbelievers about spiritual matters.
- Challenge unbelievers to faith and to become fully devoted followers of Christ.
- Adapts their presentation of the gospel to connect with the individual's needs.
- Seeks opportunities to build relationships with unbelievers.

Character Traits

Sincere, candid, respected, influential, spiritual, confident, and commitment-oriented.

Operating in the Flesh

- Understand that the Holy Spirit, not guilt, is the motivator in a person's decision for Christ.
- Avoid becoming critical of others by remembering that we are all "witnesses" but we are not all "evangelists".
- Listen carefully because the same approach is not for everyone.

Faith - *To trust, have confidence, believe* – I Cor. 12:9, I Cor. 13:2, Hebrews 11:1 & Romans 4:18-21

Operating in the Spirit

- Acts on God's promises with confidence and unwavering belief in God's ability to fulfill His purposes.
- Believes the promises of God and inspire others to do the same.
- Acts in complete confidence of God's ability to overcome obstacles.
- Demonstrates an attitude of trust in God's will and His promises.
- Advances the cause of Christ because they go forward when others will not.
- Asks God for what is needed and trust Him for His provision.

Character Traits

Prayerful, optimistic, trusting, assured, positive, inspiring, and hopeful.

Operating in the Flesh

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



Spiritual Gift Description

Giving - *To give part of, share* – Romans 12:8, II Cor. 6:8 & Luke 21:1-4

Operating in the Spirit

- Contributes money and resources to the work of the Lord with cheerfulness and liberality.
- Does not ask, "How much money do I need to live on?"
- Manages finances and limits lifestyle in order to give as much of their resources as possible.
- Support the work of ministry with sacrificial gifts to advance the Kingdom.
- Meets tangible needs that enable spiritual growth to occur.
- Provide resources, generously and cheerfully, trusting God for his/her own provision.
- May have a special ability to make money so that they may use it to further God's work.

Character Traits

Stewardship-oriented, responsible, resourceful, charitable, trusts in God, disciplined.

Operating in the Flesh

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

Healing - *To restore instantaneously* - *Plural word that indicates there are different types of healing (emotional, relational, spiritual, physical, etc.)* Cor. 12:9 & 28-30, Acts 3:1-16 & Mark 2:12

Operating in the Spirit

- Serves as God's means for restoring people to wholeness.
- Demonstrates the power of God.
- Brings restoration to the sick and diseased.
- Authenticates a message from God through healing.
- Uses it as an opportunity to communicate a biblical truth and to see God glorified.
- Prays, touches, or speaks words that miraculously bring healing to one's body.

Character Traits

Compassionate, trusts in God, prayerful, full of faith, humble, responsive, and obedient.

Operating in the Flesh

- Need to remember that it is not always their faith or the faith of the sick that determines a healing.
- Remember that only God can make that determination.
- Need to know that God does not promise to heal everyone who asks or is prayed for.
- Should remember that Jesus did not heal everyone who was sick or suffering while he was on earth.



Spiritual Gift Description

Helps - *To take the place of someone* – I Cor. 12:28, Romans 12:7, Acts 6:1-4 & Romans 16:1-2

Operating in the Spirit

- Accomplishes practical and necessary tasks that free-up, support, and meet the needs of others.
- Serves behind the scenes wherever needed to support the gifts and ministries of others.
- Sees the tangible and practical things to be done and enjoys doing them.
- Senses God's purpose and pleasure in meeting everyday responsibilities.
- Attach spiritual value to practical service.
- Enjoy knowing that they are freeing up others to do what God has called them to do.

Character Traits

Available, willing, helpful, reliable, loyal, dependable, and whatever-it-takes attitude.

Operating in the Flesh

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

Hospitality - *To love strangers* – I Peter 4:9-10, Romans 12:13 & Hebrews 13:1-2

Operating in the Spirit

- Cares for people by providing fellowship, food and shelter.
- Provides an environment where people feel valued and cared for
- Meets new people and help them to feel welcome,
- Creates a safe and comfortable setting where relationships can develop,
- Seeks ways to connect people together into meaningful relationships
- Sets people at ease in unfamiliar surroundings.

Character Traits

Friendly, gracious, inviting, trusting, caring, responsive and warm.

Operating in the Flesh

- Need to remember to ask God whom He wants them to befriend and serve.
- Should be careful not to cause stress in their own family when inviting others to their home.
- Should avoid viewing their gift as just "entertaining".

Intercession - *To plead on behalf of someone, intercede* – Romans 8:26-27, John 17:9-26, I Timothy 2:1-2, Colossians 1:9-12 & Colossians 4:12-13

Operating in the Spirit

- Is compelled to consistently pray on behalf of, for others or a cause.
- Sees frequent and specific results.
- Has a daily awareness of the spiritual battle being waged and pray.
- Convinced that God moves in direct response to prayer.
- Prays in response to the leading of the Holy Spirit; whether they understand it or not.
- Exercises authority and power for the protection of others and equipping them to serve.

Character Traits

- Prayerful, faithful, burden-bearer, confident and edifying.

Operating in the Flesh

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



Spiritual Gift Description

Interpretation - *To translate, interpret* – I Cor. 14:27-28 (this gift is not on the assessment)

Operating in the Spirit

- Makes known to the body of Christ the message of one who is speaking in tongues.
- Responds to a message spoken in tongues by giving an interpretation.
- Glorifies God and demonstrates His power through this miraculous manifestation.
- Edifies the body by interpreting a timely message from God.
- Understands an unlearned language and communicates that message to the body of Christ.
- Are sometimes prophetic when exercising an interpretation of tongues for the church.

Character Traits

Obedient, responsive, devoted, responsible, spiritually sensitive, discerning and wise

Operating in the Flesh

- Remember that the message being interpreted should reflect the will of God and not man.
- Remember that this gift is to provide edification (building up the church).
- Should be used in conjunction with the gift of tongues.
- Should be used in an orderly manner.

Knowledge - *To know* – I Corinthians 12:8, Mark 2:6-8 & John 1:45-50

Operating in the Spirit

- Brings truth to the body through enlightenment or biblical insight.
- Receives truth that enables them to better serve the body.
- Searches the scriptures for insight, understanding and truth.
- Has an unusual insight or understanding that serves the church.
- Organizes information for teaching and practical use.
- Gains knowledge, which was not attained by natural observation or means.

Character Traits

Knowledgeable and insightful.

Operating in the Flesh

- Need to be careful of this gift leading to pride (knowledge puffs up).
- Should remember that they are giving God's message when giving a word of knowledge to the church.
- Need to remember with the increasing of knowledge come the increasing of pain.

Leadership - *To stand before* – Romans 12:8, Hebrews 13:17 & Luke 22:25-26

Operating in the Spirit

- Casts vision, motivates, and directs people to harmoniously accomplish the purpose of God.
- Provides direction for God's people or ministry.
- Motivates others to perform to the best of their abilities.
- Presents the "big picture" for others to see.
- Models the values of the ministry.
- Takes responsibility and establishes goals.

Character Traits

Influential, diligent, visionary, trustworthy, persuasive, motivating, and goal-setter

Operating in the Flesh

- Realize their relational credibility takes time and is critical for leadership effectiveness.
- Remember that servant leadership is the biblical model, the greatest being the servant of all.
- Do not need to be in a leadership position to use or employ the gift.



Spiritual Gift Description

Mercy - *To have compassion* – Romans 12:8, Matthew 5:7, Mark 10:46-52 & Luke 10:25-37

Operating in the Spirit

- Cheerfully and practically helps those who are suffering or are in need.
- Has compassion that is moved to action.
- Focuses upon alleviating the sources of pain or discomfort in suffering people.
- Addresses the needs of the lonely and forgotten.
- Expresses love, grace and dignity to those facing hardships and crises.
- Serves in difficult or unsightly circumstances in a cheerful manner.
- Concerns themselves with individual or social issues that oppress people.

Character Traits

Empathetic, caring, responsive, kind, compassionate, sensitive, and burden bearing

Operating in the Flesh

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

Miracles - *To do powerful deeds* - II Cor. 12:12 (*this gift is not on the assessment*)

Operating in the Spirit

- Authenticates the ministry and message of God through supernatural interventions that glorify Him.
- Speaks God's truth and have it authenticated by an accompanying miracle.
- Expresses confidence in God's faithfulness and ability to manifest His presence.
- Brings the ministry and message of Jesus Christ with power.
- Claims God to be the source of the miracle and glorify Him.
- Represents Christ and through the gift point people to a relationship with Him.

Character Traits

Bold, venturesome, authoritative, God-fearing, convincing, prayerful, and responsive

Operating in the Flesh

- Remember that miracles are not necessarily caused by faith.
- Avoid viewing this gift as a personal responsibility, remembering that God determines the location and timing of His deeds.
- Guard against the temptation to call on the Lord's presence and power for selfish purposes.



Spiritual Gift Description

Prophecy - *Literally meaning a preacher. To speak before.* Romans 12:6, I Cor. 12:10 & 28, I Cor 13:2 & II Peter 1:19-21

Operating in the Spirit

- Reveals truth and proclaims it in a timely and relevant manner for understanding, correction, repentance, or edification with immediate or future implications.
- Exposes sin or deception in others for the purpose of reconciliation.
- Speaks a timely word from God causing conviction, repentance, and edification.
- Sees truth that others often fail to see and challenges them to respond.
- Warns of God's immediate or future judgment if there is no repentance.
- Understands God's heart and mind through experiences he takes them through.

Character Traits

Discerning, compelling, uncompromising, outspoken, authoritative, convicting, and confronting

Operating in the Flesh

- Be aware that listeners may reject the message if not spoken with love and compassion.
- Avoid pride that can create a demanding or discouraging spirit that hinders the gift.
- Remember that discernment and scripture must support and agree with each prophecy.

Shepherding - *To shepherd a flock* – Acts 20:28 & Eph. 4:11

Operating in the Spirit

- Nurtures, cares for, and guides people toward on-going spiritual maturity and becoming like Christ.
- Takes responsibility to nurture the whole person in their walk with God.
- Provides guidance and oversight to a group of believers.
- Models with their life what it means to be a fully devoted follower of Jesus.
- Establishes trust and confidence through long-term relationships.
- Leads and protects those within their span of care.

Character Traits

Influencing, nurturing, guiding, making disciples, protective, supportive, and relational

Operating in the Flesh

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

Teaching - *To instruct* – I Cor. 12:28, 14:26 & Eph. 4:11

Operating in the Spirit

- Understands, clearly explains, and applies the word of God resulting in Christ-like lives.
- Communicates biblical truth that inspires greater obedience to the word.
- Challenges listeners simply and practically with the truths of scripture.
- Presents the whole counsel of God for maximum life change.
- Gives attention to detail and accuracy.
- Prepares through extended times of study and reflection.

Character Traits

Disciplined, perceptive, teachable, authoritative, practical, analytical, and articulate

Operating in the Flesh

- Avoid pride that may result from their "superior" biblical knowledge and understanding.
- Avoid becoming too detailed when teaching and fail to make life application.
- Remember that spirituality is not measured by how much you know.



Spiritual Gift Description

Tongues - *Tongue, language* – Acts 2:1-11 (*this gift is not on the assessment*)

Operating in the Spirit

- Speaks, worships, or prays in a language unknown to the speaker.
- May receive a spontaneous message from God that is made known to His body through the gift or interpretation.
- May express with an interpretation a word by the Spirit, which edifies the body.
- Communicates a message given by God for the church.
- Speaks in a language they have never learned and do not understand.
- Worships the Lord with unknown words too deep for the mind to comprehend.
- Experiences an intimacy with God, which inspires them to serve and edify.

Character Traits

Sensitive, prayerful, responsive, trusting, devoted, spontaneous, and receptive

Operating in the Flesh

- Remain silent in the church if there is no interpreter.
- Avoid expecting others to manifest this gift that may cause inauthenticity of the Spirit.
- Remember that all gifts, including this one are to edify others.

Wisdom - *To apply truth practically* – James 1:5

Operating in the Spirit

- Applies spiritual truth effectively to meet a need in a specific situation.
- Focuses on the unseen consequences in determining the next steps to take.
- Receives an understanding of what is necessary to meet the needs of the body.
- Provides divinely given solutions in the midst of conflict and confusion.
- Hears the Holy Spirit provide direction for God's best in a given situation.
- Applies spiritual truth in specific and practical ways.

Character Traits

Sensible, insightful, practical, wise, fair, experienced, and common sense

Operating in the Flesh

- Avoid failing to share the wisdom that God has given you.
- Avoid having others develop a dependence upon you that may weaken your faith in God.
- Be patient with others who do not have this gift.

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