



“Now about spiritual gifts, brothers, I do not want you to be ignorant.” 1 Corinthians 12:1

### **What a Spiritual Gift is NOT:**

Your spiritual gifts are NOT talents

Your spiritual gifts are NOT something you earn

Your spiritual gifts are NOT something you are born with



### **What is a Spiritual Gift?**

“Drives, opportunities, and results given by the Holy Spirit to achieve God’s supernatural goals.” - Basic Youth Conflicts Material, pg 32.

It is ...“a Spirit-given ability for Christian service.” Leslie B. Flynn, 19 Gifts of the Spirit, pg. 21.

“A spiritual gift is a divine, supernatural ability given by God to enable a Christian to serve and to minister. More simply put, a spiritual gift is a special tool for ministry.” Kenneth Kinghorn, Discovering your Spiritual Gifts. Pg. 8,

“Spiritual gifts are divine abilities distributed by the Holy Spirit to every believer according to God’s design and grace for the common good of the body of Christ.” Bruce Bugbee, What you do best in the body of Christ, Pg. 31

“Spiritual gifts .. “ a God-given special ability, given to every believer at conversion by the Holy Spirit to share His love and strengthen the body of Christ.” Erik Rees. SHAPE: Finding & fulfilling your unique Purpose for Life, Pg. 34.

### **Discussion Questions:**

- Why do you think it is important for us to learn to recognize our spiritual gifts? What is the difference between a spiritual gift and personality traits, talents or characteristics?
- Do you think your gift should or should not match your personality?
- Why has it been so hard for so many of us to learn about spiritual gifts?

# Unwrapping Spiritual Gifts:

1. Everyone has at least one (I Pet 4:10-11, I Cor. 12-14)

2. Holy Spirit chooses which ones to give to them (I Cor. 12)d



3. We need to develop them (II Tim 1:6; 1 Tim. 4:14)

## Discussion Questions:

- Which gifts do you wish you had, and why?
- What did you think of the Chronicles of Narnia film clip?

**“As each one has received a *special* gift, employ it in serving one another, as good stewards of the manifold grace of God. Whoever speaks, *let him speak*, as it were, the utterances of God; whoever serves, *let him do so* as by the strength which God supplies; so that in all things God may be glorified through Jesus Christ, to whom belongs the glory and dominion forever and ever. Amen.”**

- 1 Peter 4:10-11 (NAS)

***The primary focus of this passage is that in all that God gives us, we are to glorify Him.***

- This is done when we are ‘good stewards’ (administrators) and use the gifts God has graciously gives us gifts serving to each other (literally “to yourselves” )
- Manifold grace of God – His grace displays itself in many different ways through the gifts He gives us.
- This service to each other reflects God’s gracious salvation in Christ Jesus (1:10-13; 3:7), which is showing itself in small ways through each one of us as we faithfully administer the gift, fervently loving each other (4:8).
- As Ephesians 2:10 instructs us, there are good works which God has created in advance for us. We need to be good stewards in using our gifts for this work, which results in glorifying God.

**“And for this reason I remind you to kindle afresh the gift of God which is in you through the laying on of my hands.” 2 Timothy 1:6 (NAS)**

- Kindle afresh – metaphor for rekindling a dying fire. Gifts can be neglected. It is something that God graciously gives us, but we have to be active in exercising it, active in developing it.
- “gift” = charisma, which is the result of grace (charis). Same word as in Rom. 12:6-8. It is also most likely a reference to I Tim 4:14, where Paul encourages Timothy not to neglect the gift (charisma) that is in him which “was bestowed upon [him] through prophetic utterance with the laying on of hands by the presbytery (elders/ local congregation).
- It is interesting that in I Tim 4:14, the reference to the laying on of hands is a reminder of the validation of Timothy’s call to ministry (the gift most likely being preaching / teaching).
- The body of Christ plays a key role in helping us develop our ministry within the body of Christ.

# SPIRITUAL GIFTS EXPERIENCE ASSESSMENT

**Directions:** Read each statement and write the number that represents you for that statement on the score card. **If it's easier remove the score card and have it next to this sheet as you answer.** Answer according to who you are, not who you would like to be or think you should be. How true of you are these statements? What has been your experience? To what degree do these statements reflect your tendencies?

**5 = Consistently true    3 = Majority time true    1 = Once in awhile    0 = Not at all**

1. I am careful, thorough, and skilled at managing details.
2. I enjoy reassuring and strengthening those who are discouraged.
3. I have confidence that God not only can, but he will.
4. I give liberally and joyfully to people in financial need or to projects requiring support.
5. I enjoy working behind the scenes to support the work of others.
6. For me, one of the greatest times of joy in the church are times of social interaction and fellowship.
7. I am motivated to set goals and influence others to achieve a vision in order to advance God's work on earth.
8. I empathize with hurting people and desire to help in their healing process.
9. I have spoken the Word of God effectively and publicly so the hearers felt challenged and convicted.
10. I am eager to communicate the Gospel with clarity and conviction so people can be saved.
11. I can faithfully provide emotional and spiritual support for others.
12. I simply and practically explain and clarify the Word for those who are confused or just do not know.
13. I can readily distinguish between spiritual truth and error, good and evil.
14. I research and am persistent in my pursuit of knowing biblical truth.
15. I can often simple, practical biblical solutions in the midst of conflict or confusion.
16. I am attracted to the idea of serving others to meet a need.
17. I can clarify goals and understand plans and am able to accomplish them.
18. I find joy in affirming the value and worth of others.
19. I have confidence in God's continuing provision and help, even in difficult times.
20. I manage my money well in order to free more of it for giving.
21. I enjoy doing routine tasks that support the needs of ministry.
22. I view my home as a safe and caring place to minister to people and am open to use my house for ministry.
23. I set goals and direct and inspire people to effectively accomplish them.
24. I am drawn to help people who are sometimes regarded as undeserving or beyond help.

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25. I speak biblical truth to God's people in a timely and culturally sensitive way in order to strengthen, encourage, and comfort.
26. I speak about salvation through Jesus Christ and see a positive response in those who are listening.
27. I enjoy giving practical support, nurture, and spiritual guidance to a group of people.
28. When I teach, people respond to my teaching with not only understanding but with practical insight.
29. I can see through phoniness or deceit before it is evident to others.
30. When reading or studying Scripture, I see important biblical truths and themes that benefit others in the body of Christ.
31. I give practical biblical advice to help others through complicated situations.
32. I am good at working with my hands and enjoy doing so.
33. I like to help groups become more efficient and organized.
34. I like motivating others to take steps for spiritual growth.
35. I am strong in my belief that God will work in circumstances in which success cannot be guaranteed by human effort alone.
36. For special projects and capital campaigns, I like to give in a way that encourages and inspires others to give generously.
37. I like to find things that need to be done and often do them without being asked.
38. I enjoy meeting new people and helping them feel welcomed. I enjoy providing meals for those in need.
39. I am able to cast a vision for ministry that others want to follow and be a part of.
40. I have great compassion for hurting people.
41. I feel a compulsion to speak the words God gives me to a group of people to strengthen, encourage, and comfort others.
42. I openly tell people that I am a Christian and want them to ask me about my faith.
43. There are a number of people in my life that I am personally guiding with truth, encouragement, caring, and wisdom.
44. I communicate Scripture in ways that cause others to learn and become motivated toward greater growth.
45. I receive affirmation from others concerning the reliability of my insights about them and of perceptions I have others.
46. I love learning and understanding God's word and share with those who want to learn.
47. When faced with how to apply biblical truths practically in a difficult or complex situation, God reveals to me a solution.
48. I am willing to take an active part in helping with a project or practical need.

# SPIRITUAL GIFTS ASSESSMENT SCORE CARD

5 = Consistently true    3 = Majority time true    1 = Once in awhile    0 = Not at all

Read each question then write your answer (5, 3, 1, or 0) in the chart below. Making sure your answer to that question corresponds to that question's number. Move left to right THEN move down to the next row. Once you have completed the test add your totals for each column (A, B, C, etc) below to find out your spiritual gifts.

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
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

Letter	Spiritual Gift	YOUR TOTAL
A	Administration	
B	Encouragement	
C	Faith	
D	Giving	
E	Helps	
F	Hospitality	
G	Leadership	
H	Mercy	
I	Preaching	
J	Evangelism	
K	Shepherding	
L	Teaching	
M	Discernment	
N	Knowledge	
O	Wisdom	
P	Service	

**What Is Your Top 3-5 Spiritual Gifts?**

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_
5. \_\_\_\_\_

**We Do Not Choose Which Gifts We Will Receive:**

God bestows them upon us through the work of the Holy Spirit. Not all of the gifts identified in scripture are used in this assessment. The spectacular gifts (Speaking in tongues, healing and miracles, prophecy, bold proclamation of God) and some of the non-spectacular, what some people call gifts (martyrdom, celibacy) have not been included. Although many people believe these gifts exist, they are not commonly utilized in the mainstream of church life. Since the objectives of spiritual gift deployment are to unify and produce growth through service, in today's church climate, only the service related gifts have been included.

**For Further Thought:** Your Spiritual Gifts do not appear and disappear as you pass through the doors of the church! The special gifts God has given you are with you always. They are meant to also be used in your daily life to bring glory to God and serve the needs of others.

# DESCRIPTION OF EACH GIFT AND MINISTRY EXAMPLES

## **How To Put Your Spiritual Gifts Into Action:**

**Prayer:** Seek the Holy Spirit's guidance while evaluating your gifts.

**Study:** Become familiar with the scripture references, definitions, and how each gift functions within the Body of Christ. This will provide you with a solid foundation from which to further evaluate your gifts.

**Self-Examination:** Explore your feelings about each of the spiritual gifts in your cluster. Examples of how each gift may be utilized in the church are provided. As you read these examples, ask yourself how you feel about the types of ministry activity identified for the gifts in your cluster. You may expect to feel fulfilled through the use of your gifts.

**Track Your Results:** As you use your spiritual gifts, pay close attention to the results produced through your efforts. You can expect to experience positive results from the use of your gifts.

**Listen For Affirmation:** As you use your spiritual gifts, listen for affirmation from other Christians. They will recognize and confirm your spiritual gifts, through genuine expressions of approval and thankfulness for a job well done!

**Putting Your Gifts to Use:** All Christians are to work together, supporting one another. However, our gifts make use better prepared and equipped to perform in some areas of ministry over others. A person who is working within a ministry area they are gifted for, will be more effective in that ministry than one they are not gifted for.

**Administration:** *The gift that enables a believer to formulate, direct, and carry out plans necessary to fulfill a purpose. (Read 1 Corinthians 12:28; Acts 14:23; Acts 6:1-7 Luke 14:28-30;)*

- ◆ Are effective organizers of people and projects toward reaching ministry goals.
- ◆ Are known for having specific plans to achieve clearly defined goals.
- ◆ Naturally delegate tasks, making it possible to accomplish more for God's kingdom.
- ◆ Seek decision-making opportunities.
- ◆ Understand what needs to be done for dreams to become reality.

**Possible Ministry Areas:** Finance staff, Sunday school superintendent, vacation Bible school coordinator, business manager, Awana secretary, bulletin coordinator, Christian education commission, and stewardship commission.

**Discernment:** *The gift to know with assurance whether certain behavior purported to be of God is in reality divine, human, or satanic. The purpose of this gift is to prevent confusion and false teaching from infiltrating the church. (Read John 16:6-15; Romans 9:1; 1 Corinthians 2:9-16)*

- ◆ Find it easy to "read" others, and are most often right.
- ◆ Recognize the spiritual source of a message—whether it is from God, Satan, or man.
- ◆ Recognize inconsistencies in others.
- ◆ Easily identify people's true motives and agendas.
- ◆ Perceive when the truth is twisted or communicated with error.

**Possible Ministry Areas:** Long range planning team, men's and women's committee, support group facilitator, small group coordinator, stewardship commission and elder's commission.

**Encouragement (Exhortation):** *The gift that moves the believer to minister words of encouragement, consolation, and comfort and motivation from God's word to help others complete their tasks and be all that God wants them to be. (Read John 14:1; 2 Timothy 1:16-18; 3 John 5-8; Acts 4:32-37; Romans 12:8; Ephesians 4:11-14)*

- ◆ Are driven to inspire others and impact their lives positively for Christ.
- ◆ Rejoice with those whose reliance on Christ has helped them overcome difficult life situations.
- ◆ Seek out opportunities to help others reach their full potential in Christ.
- ◆ Are natural encouragers, whether in words or through actions.
- ◆ Rejoice at others' success.

**Possible Ministry Areas:** Hospital home or institution visitation, peer counseling, small group leader, discipleship leader, and elder's commission.

**Evangelism:** *The gift that moves believers to reach nonbelievers in such a way that they are baptized and become active members of the Christian community. (Read Matthew 28:16-20; Ephesians 4:11-16; Acts 2:36-40; 2 Timothy 2:5; Acts 8:26-40)*

- ◆ Look for ways to build relational bridges with nonbelievers.
- ◆ Sense when a person is open to Christ's message.
- ◆ Have likely seen many people come to faith in Jesus.
- ◆ Win others to Christ through the use of love over logic.
- ◆ Are deeply burdened for those who don't know Jesus.

**Possible Ministry Areas:** Awana helper, visitation ministry, evangelism team, advertising and marketing, new member sponsor, community visitation, worship/music commission, mission's committee, and Christian education commission.

**Faith:** *The gift that gives the believer the eyes to see the Spirit at work and the ability to trust the Spirit's leading without indication of where it all might lead. (Read Genesis 12:1-4a; Mark 5:25-34; 1 Thessalonians 1:8-10; Hebrews 11)*

- ◆ Welcome risk for God.
- ◆ Are energized by variables.
- ◆ Are challenged by ideas most see as impossible.
- ◆ Are often characterized by a passionate prayer life.
- ◆ Have great God-confidence in their ventures.

**Possible Ministry Areas:** Long range planning team, Sunday school teacher, small group leader, worship leader, worship/music commission, Christian education commission, stewardship commission, mission committee and elder's commission.

**Giving:** *The gift that enables a believer to recognize God's blessings and to respond to those blessing by generously and sacrificially giving of one's resources (time, talent, and treasure). (Read 2 Corinthians 9:6-15; Luke 21:1-4; Romans 12:8; Mark 12:41-44)*

- ◆ Plan and purposely give over and above the 10 percent tithe, in order to see God's kingdom advanced.
- ◆ Generally prefer that their donations remain anonymous or low-profile.
- ◆ See their resources as tools for God's use.
- ◆ Strategically seek out ways to increase their resources, in order to contribute more for God's use.

**Possible Ministry Areas:** Building fund coordinator, volunteer coordinator, giving personal testimony, setup/clean up staff, kitchen staff, missions committee and stewardship commission.

**Helps:** *The God-given special ability to serve and strengthen the body of Christ by offering other assistance in reaching goals that glorify God and strengthen the body of Christ. (Read Mark 15:40-41; Acts 9:36; Romans 16:1-2; 1 Corinthians 12:28)*

- ◆ Enjoy and seek out ways to serve behind the scenes
- ◆ Rejoice in the success of others
- ◆ Are often detail-oriented
- ◆ Look for ways to be assistance to others
- ◆ Do not seek recognition for their efforts

**Possible Ministry Areas:** Awana, kitchen staff, youth ministry, janitorial staff, stewardship commission, set-up committee.

**Hospitality:** *The gift that enables a believer to joyfully welcome and receive guests and those in need of food and lodging. (Read Romans 12:13; Romans 16:23a; Luke 10:38; Hebrews 13:1-2; 1 Peter 4:9)*

- ◆ Are known for making those around them feel valued and cared for.
- ◆ Look for those individuals who may go unnoticed in a crowd.
- ◆ Desire that people feel loved and welcomed.
- ◆ See their home as God's property, given to them expressly to make others feel welcome.
- ◆ Promote fellowship among others wherever they are.

**Possible Ministry Areas:** Greeter, usher, new member sponsor, small group leader, welcome/information center, banquet server, men's and women's committee.

**Knowledge:** *The gift that enables a believer to discover, accumulate, analyze, and clarify information which is pertinent to the growth and well being of the body. (Read Romans 12:2; 1 Corinthians 12:8; 1 Corinthians 14:6; Acts 5:1-11; Colossians 2:2-3)*

- ◆ Devote much of their time to reading Scripture.
- ◆ Love to share biblical insight.
- ◆ Enjoy helping others increase their understanding of God's Word.
- ◆ Benefit from time spent in studying and researching Scripture.
- ◆ Take delight in answering difficult questions about God's Word.

**Possible Ministry Areas:** Church resource library coordinator, nominating team, long range planning team, Sunday school teacher, small group leader, and Christian education commission.

**Leadership:** *The gift that gives a believer the confidence to step forward, give direction, and provide motivation to fulfill a dream or complete a task. (Read Romans 12:8; John 21:15-17; 2 Timothy 4:1-5; 1 Timothy 5:17; Hebrews 13:17)*

- ◆ Exhibit a tendency toward huge visions for God and the ability to inspire others to work toward accomplishing those visions for his glory, and to bless others.
- ◆ Are naturally drawn into leadership roles.
- ◆ Find it easy to motivate people—both individually and in teams—to work together in achieving goals for God's kingdom.
- ◆ Naturally grasp the “big picture”
- ◆ Are able to let go of responsibility and delegate it to others who are qualified.

**Possible Ministry Areas:** Sunday school superintendent, fellowship activity coordinator, vacation bible school coordinator, Awana commander, pastoral staff, chairmen on all types of commissions, and elder's commission.

**Mercy:** *The gift to feel genuine empathy and compassion for individuals who suffer distressing physical, mental, or emotional problems and to translate that compassion into cheerfully-done deeds which reflect Christ's love and alleviate the sufferings. (Read Luke 7:12-15; Luke 10:30-37; Matthew 25:34-36; Romans 12:6-8)*

- ◆ Are drawn toward opportunities to practically meet the needs of others.
- ◆ Devote significant time in prayer for the needs of others.
- ◆ Tend to place the needs of others ahead of their own.
- ◆ Grieve with those who grieve.
- ◆ Are most fulfilled when visiting people in need—in hospitals, nursing homes, prisons, orphanages, or whoever God directs them.

**Possible Ministry Areas:** Home/hospital/institution visitation, transportation provider, social ministry team, support group leader, and men's and women's committee.



**Preaching:** *The supernatural ability to effectively proclaim and communicate the Word of God providing insight, warning, correction and encouragement. (Read 1 Timothy 4:12-16; 1 Corinthians 12:28; Matthew 5:1-12; Acts 18:24-48; Romans 12:7; Ephesians 4:11-14)*

- ◆ Are known for publicly communicating God's Word, using a variety of means.
- ◆ Love to share your strong biblical convictions with others.
- ◆ Find it easy to confront others' motives when they are not up to God's standards.
- ◆ Be able to translate words and messages of God in a way that motivates, edifies, and comforts believers.

**Possible Ministry Areas:** Pastor, Sunday school teacher, guest & conference speaker, small group leader, author.

**Service:** *The gift to invest the talents one has in the life and ministry of other members of the body, thus enabling those others to increase the effectiveness of their own spiritual gifts. To work behind the scenes in order that God's work is fulfilled. (Read Luke 23:50-54; Romans 16:1-16; Philippians 2:19-23; Mark 15:40-10; Acts 9:36)*

- ◆ Enjoy and seek out ways to serve behind the scenes.
- ◆ Ability to meet the needs of others in practical ways.
- ◆ Have a servant's heart and a passion to help people in any way.

**Possible Ministry Areas:** Website designer, data entry, newsletter collation, church gardener, building/grounds upkeep, kitchen staff, set up/clean up staff, child care, transportation provider, men's and women's committee, and missions committee.

**Shepherding (Pastoring):** *The gift that gives a believer the confidence, capability, and compassion to provide spiritual leadership and direction for individuals or groups of believers. To assume long-term responsibility for the spiritual welfare of a group of believers. (Read 1 Timothy 4:12-16; 1 Timothy 3:1-13; 2 Timothy 4:1-2; Ephesians 4:11-14; 1 Peter 5:1-3; John 10:1-18)*

- ◆ Are driven to help others reach their full potential for Christ.
- ◆ Enjoy serving others and look for opportunities to do this.
- ◆ Are good at developing personal, trust-based relationships with a small number of people.
- ◆ Have a propensity toward meeting the needs of others, willingly giving your time to help them with spiritual issues.

**Possible Ministry Areas:** Pastoral staff, small group leader, Sunday school teacher, discipleship leader, new member sponsor, mission's committee and elder's commission.

**Teaching:** *The gift that enables a believer to communicate a personal understanding of the Bible and faith in such a way that it becomes clear and understood by others. (Read 1 Corinthians 12:28; Matthew 5:1-12; Acts 18:24-48; Romans 12:7; Ephesians 4:11-14)*

- ◆ Are given to hours in the study of Scripture in order to best apply its principles and truth.
- ◆ Seek out opportunities to speak biblical insight into daily situations.
- ◆ Are good at helping others learn to study the Bible.
- ◆ Recognize a variety of ways to effectively communicate the Word of God, including speaking.

**Possible Ministry Areas:** Small group leader, Sunday school teacher, Awana director, vacation Bible school teacher, conference/seminar leader, discipleship leader, Christian education commission, and elder's commission.

**Wisdom:** *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. (Read 1 Corinthians 2:6-13; James 3:13-18; 2 Chronicles 1:7-11)*

- ◆ Enjoy speaking biblical insights into life situations.
- ◆ Take pleasure in counseling others.
- ◆ Are known for making correct decisions and judgments.
- ◆ Recognize God as the primary source of wisdom and direction.

**Possible Ministry Areas:** Long range planning team, peer counselor, discipleship leader, support group leader, stewardship commission, and elder's commission.