

Spiritual Gift Assessment

Directions:

- On the preceding pages you answered a series of questions followed by a numerical scale. Place the numerical value for each of your answers in the corresponding box in this summary chart.
- Remember to answer for *who you are now*, not *who you want to be*.
- Don't over-think; go with your first reaction.
- It's OK for your "score" to be a zero or a three.

										Totals	Spiritual Gifts
1		21		41		61		81			Prophecy
2		22		42		62		82			Service
3		23		43		63		83			Teaching
4		24		44		64		84			Encouragement
5		25		45		65		85			Giving
6		26		46		66		86			Leadership
7		27		47		67		87			Mercy
8		28		48		68		88			Wisdom
9		29		49		69		89			Knowledge
10		30		50		70		90			Faith
11		31		51		71		91			Discernment
12		32		52		72		92			Apostleship
13		33		53		73		93			Administration
14		34		54		74		94			Evangelism
15		35		55		75		95			Shepherding
16		36		56		76		96			Celibacy
17		37		57		77		97			Intercession
18		38		58		78		98			Hospitality
19		39		59		79		99			Craftsmanship
20		40		60		80		100			Creative Worship

Spiritual Gifts Assessment

		3-Definitely True	2-Usually True	1-Sometimes True	0-Not True
1	I see issues in black and white more than many other people do.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2	I enjoy being available to do a variety of jobs in the church.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3	I get eager to tell others about what I'm reading or learning.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4	People see me as a cheerleader, someone who always has something positive to say.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5	I often limit my spending so I can have more money to give.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6	I'm good at fostering teamwork so we all achieve our goals.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7	Suffering and pain in others can easily move me to tears.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8	People seek me out for advice on all kinds of issues.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9	People often look to me for insight on what the Bible says.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10	I regularly pray for miracles with great confidence that God will act.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11	When others teach, I am often struck by little, even inconsequential things that might not be exactly true.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12	I have a strong entrepreneurial spirit, especially when it comes to getting involved in new service ventures.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13	I work well with details such as budgets and the logistics of pulling off an event.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14	In new situations, I usually find a way to identify myself as a Christian.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15	Believers who drift away from God evoke my compassion more than my anger.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16	I'm glad I'm not tied down by family so I have more time for ministry.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
17	I feel burdened to pray for people and really sense that I minister to them when I do.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
18	In groups, it is important to me that each person feel welcome and valued.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
19	I am good at using tools and working with my hands.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
20	I continue to develop my musical or artistic gifts.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Spiritual Gifts Assessment

		3-Definitely True	2-Usually True	1-Sometimes True	0-Not True
21	I find it easy to speak my mind on difficult or unpopular issues.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
22	I enjoy doing behind-the-scenes work to the glory of God.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
23	I am successful in helping people master new skills or information.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
24	People often come to me for advice or reassurance.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
25	I am deeply moved by opportunities to financially support new ministry projects.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
26	If things go wrong, people often look to me for direction.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
27	I have a knack for bringing hope and good cheer to hurting people.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
28	When we discuss various options, people tend to go with the one I suggest.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
29	I like to study the Bible systematically and keep detailed notes.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
30	I am forward thinking and optimistic about the future.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
31	I am a good judge of character; I can spot phoniness almost immediately.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
32	I seem to have a natural authority with people; when I speak, they listen.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
33	I like it when things are organized and highly efficient.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
34	I regularly seek new opportunities to meet and get to know non-Christians.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
35	People see me as a kind and gentle leader.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
36	I enjoy my independence and freedom to be alone.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
37	I regularly find myself praying when I probably could be doing other things.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
38	Hosting parties and get-togethers is one of my strengths.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
39	Things I make tend to have a unique or creative flair.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
40	I would love to be involved in planning or leading a worship service.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
41	I tend to expose things that are wrong and challenge people to change them.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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42	I have a lot of patience with details and repetitive tasks.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
43	People have really enjoyed when I have taught or led Bible studies.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
44	I find it easy to pump people up who are down or discouraged.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
45	I love getting raises so I can increase the percentage of my giving.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
46	I am persuasive in motivating others to shoot for Biblical goals.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
47	People often open up to me about their problems.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
48	I'm good at helping people take practical steps to solve difficult problems.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
49	In conversation, I often get quick insight into a person's heart which usually proves to be accurate.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
50	I normally react to major crises with calm confidence in God's control and provision.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
51	What is good and evil, right and wrong, tends to be very clear in my mind.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
52	Getting involved in cross-cultural ministry sounds attractive and adventurous to me.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
53	I have strong managerial skills.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
54	I can turn conversations to spiritual matters and explain the Gospel simply and naturally to people..	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
55	I enjoy leading groups of people in Bible study and prayer.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
56	The thought of never getting married does not bother me.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
57	In the middle of my prayers, I often sense God leading me to pray in new directions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
58	I like to meet new people and make them feel welcome.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
59	I enjoy creating things rather than buying them.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
60	I seek fresh, imaginative ways to encounter God.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
61	I feel an urgent need to speak out against current cultural trends that go against Biblical morality.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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62	I am just as happy taking directions as giving orders.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
63	I am a good motivator.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
64	I tend to be an effective counselor; I help people take the steps they need to change their lives.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
65	Some of my greatest satisfaction comes in giving anonymous gifts.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
66	On the job, I work well with diverse personalities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
67	I feel at ease around people with handicaps or health problems.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
68	No matter what the problem, I can think of several Bible verses that speak to it.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
69	I have a good grasp of the entire Bible and how various doctrines interconnect.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
70	I move forward with what I believe God wants me to do, even if others don't affirm me.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
71	I can readily sense when evil, demonic forces are present.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
72	I would love to start a brand new church from scratch some day.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
73	I am a natural at recruiting help and delegating tasks in order to make something happen.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
74	My prayers frequently gravitate to those who do not yet know Christ.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
75	I like to get to know newer believers and help them grow.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
76	If I remain single, I could see myself doing great things for God.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
77	I tend to take prayer requests more seriously than other people do.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
78	My home has an open door; I frequently have people over.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
79	I am skilled at designing and making materials or props for ministry.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
80	I am skilled at using the arts to express and communicate truth.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
81	Frankly, I like taking unpopular stands for truth and righteousness.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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		3-Definitely True	2-Usually True	1-Sometimes True	0-Not True
82	I like being asked to help with special projects or just "whatever" in the church.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
83	I have a knack for taking complex ideas and making them simple so others can understand them.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
84	When I see the potential in people, I just can't help challenging them to reach new heights.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
85	In addition to my tithe, I give to a number of other causes.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
86	When I suggest what we ought to do, people tend to agree.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
87	I have a heart for people who are hospitalized or shut-in.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
88	I can predict the consequences of any given course of action with uncanny accuracy.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
89	I would have confidence in fielding almost any Bible question and giving a satisfactory answer.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
90	I believe God has his hand on me daily to do great things for him.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
91	In conversation or in the media, my radar is always attentive to lies or exaggerated claims.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
92	I like championing new causes, even if it means being a lone ranger for a while.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
93	I enjoy evaluating systems and finding more efficient ways to work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
94	I am bold in telling my non-Christian friends about what God is currently doing in my life.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
95	My leadership focuses more on the process than the results; interaction is just as important to me as the end product.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
96	My individual freedom and independence are very important to me.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
97	Prayer is one of my favorite spiritual exercises.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
98	I see my house primarily as a ministry tool.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
99	I strive for excellence in the things my hands produce.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
100	I think of creative ideas that would spice up church services.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Inspect the Gifts

From the preceding Spiritual Gifts Assessment, list your top three spiritual gifts:

- 1.
- 2.
- 3.

The following pages provide descriptions and contemporary examples of the gifts as well as scripture references.

Prophecy

Key action: Speaking for God

Description: Today the gift of prophecy does not manifest itself in predicting the future, but in applying God's Word to the present. Those with a prophetic gift feel keenly issues of right and wrong, especially with regards to trends and practices in our world. Prophets feel compelled to speak for God against sin and to call people to repentance, while holding out hope for those who respond. Boldness, conviction, and a passion for seeing people change their ways accompany the gift of prophecy.

References: Matthew 3:1-12; 1 Corinthians 14:3; 2 Timothy 3:16-17; 2 Peter 1:19-21

Service

Key action: Offering a helping hand

Description: Those with servant gifts recognize needs in the church and take the initiative to meet them. Servants understand the significance of daily tasks and the behind-the-scenes activities that keep the church alive and growing. They enjoy a variety of tasks, and are the kind of people you find doing a little bit of everything around the church. Many with serving and helping gifts are very people-oriented as well, always extending practical kindness or a helping hand to those in need.

References: Acts 6:1-4; Romans 16:1-2; 2 Corinthians 9:12-15; Galatians 5:13

Teaching

Key action: Communicating the truth of the Bible

Description: Teachers have insight into Scripture and an ability to explain it in motivating, compelling ways. Typically those with teaching gifts enjoy studying and preparing as much as delivering a message or leading a discussion. They read with an eye toward sharing their findings with others and live with the conviction that nothing is more important than getting the Bible into people's lives. Strong teachers find that their material stimulates others to change, grow and act...and to come back for more.

References: Matthew 7:28-29; Acts 18:24-28; 1 Timothy 1:5-7; 2 Timothy 2:2

Encouragement

Key action: Bringing out the best in people

Description: Encouragers enjoy coming alongside people to lift their spirits. They are those who are the first to offer praise, comfort, or a kind word that perfectly fits the situation. The gift of encouragement expresses itself in diverse ways, sometimes challenging and exhorting to action, other times listening or reminding someone of the truths of Scripture. Encouragers use both verbal and non-verbal means to communicate a word from God and lend their support to those around them.

References: John 14:26-27; Acts 11:22-24; Hebrews 10:23-25

Giving

Key action: Sharing generously and joyfully

Description: Givers gain great joy from generously offering material and financial support. They move beyond tithing to give ever-increasing percentages of their income. In fact, the question they often ask is not, "How much should I give?" but "How much do I really need to keep?" Those with the gift of giving feel strongly about issues of stewardship, wastefulness, and extravagance. They limit their lifestyles because they know the fleeting nature of life on earth and the eternal impact their resources can have on others.

References: Acts 4:32, 36-37; 2 Corinthians 8:1-7, 9:6-8

Leadership

Key action: Charting a course and rallying a team

Description: Spiritual leaders have vision: wisdom and insight into what needs to be done and how to make it happen. Wielding influence in a group comes naturally to leaders, and they find that others naturally grant them permission to do so. Spiritual leaders operate from a base of character and servanthood rather than power, and their accomplishments tend to be more team-oriented than individualistic. Energized and fulfilled by establishing objectives, recruiting help, and moving a team toward a goal, leaders live to further the cause.

References: Mark 10:42-45; 1 Timothy 3:4-5, 12; Hebrews 13:7, 17; 1 Peter 5:2

Mercy

Key action: Showing compassion and care

Description: People with mercy gifts feel things deeply. Pain and suffering grip their hearts and often elicit tears. So moved, those with mercy gifts reach out to help others in practical ways. Helping shut-ins, making hospital calls, preparing meals, or listening as people share their problems all come naturally to those with strengths in this area. The ability to work cheerfully in unsightly or distasteful circumstances is a hallmark of the gift of mercy.

References: Matthew 5:7; 25:34-40; Mark 10:46-53; Luke 5:12-13, 10:25-37; Romans 12:15-16

Wisdom

Key action: Having insight

Description: Those with the gift of wisdom have insight and intuition beyond common sense. They see problems and issues in light of God's Word, which helps them to offer solutions and recommend actions. Practicality and applicability characterize their wisdom, not esoteric sayings or mystic thoughts. Wise people are often sought out for advice because they can help others anticipate the likely results of their actions. These people are often the voice of reason in the midst of chaos or conflict.

References: Jeremiah 9:23-24; Acts 6:8-10; 1 Corinthians 2:3-14; James 3:13-18

Knowledge

Key action: Understanding and using information

Description: The gift of knowledge enables a person to comprehend and make use of large bodies of information, especially Scripture. The knowledgeable have intellectual command of most of the Bible, so they can speak with clarity and authority to a wide range of topics and issues. The Spirit's work in this gift can also be seen in those who demonstrate a learning beyond their years or who have understanding in areas in which they were not formally trained. Sometimes they even know things only God could have told them. Often those with this gift are inquisitive, voracious readers.

References: Mark 2:6-8; John 1:45-50; Colossians 1:9, 2:2-3; 2 Timothy 2:15

Faith

Key Action: Believing God for great things

Description: Those with a faith gift see the unseen and expect the unexpected. They have the ability to pray boldly, trust completely, and act decisively despite great obstacles. They have an immovable reliance on the promises of God even when others are doubting. Convinced that God wants to do something remarkable, faith filled people continue to prayerfully attempt great things for God even when the conditions seems less than ideal. And while they may not work miracles themselves, miracles often seem to accompany their faith.

References: Mark 11:22-24; Acts 11:23-24, 27:21-25; Romans 4:18-21; Hebrews 11:1, 6

Healing

Key action: Restoring wholeness

Description: In Bible times, healings were miraculous signs indicating the power and presence of God. Not only did they immediately relieve suffering, but they validated the message of the healer. Thus healers were God's channels for promoting both physical and spiritual wholeness. Today we continue to seek God's healing power through the laying on of hands and prayer for the sick.

References: Mark 2:1-12, 6:13; Acts 3:1-16, 4:30

Miracles

Key action: Working powerful deeds

Description: Like healings, miracles displayed God's power and presence, and authenticated the message of his followers. Those who worked miracles were granted power to suspend the laws of nature and perform wondrous signs to the glory of God. A distinctive feature of godly miracle workers was their insistence on ascribing power to God rather than claiming it for themselves.

References: Luke 5:1-11; John 2:1-11

Discernment

Key action: Distinguishing truth and error

Description: Those with gifts of discernment can "sniff out" evil and error more keenly than other believers. Whether evaluating a situation, a sermon, a person, or a course of action, discerners have an immediate sense of the right or wrong, good or evil, truth or deception that is present. Rarely having the wool pulled over their eyes, those with discernment gifts judge character accurately and make effective counselors and consultants.

References: Matthew 16:21-23; Acts 5:1-11; 20:29-31; 2 Corinthians 11:12-15; 1 Timothy 4:1-7

Tongues

Key action: Speaking in unlearned languages

Description: The gift of tongues, also called glossolalia, first appeared in Jerusalem on the Day of Pentecost. At that time, the Holy Spirit enabled the first Christians to declare the Gospel in languages they had not formerly learned for the benefit of their multinational listeners. Many later practiced the gift as a prayer language, giving utterance to their hearts with words they did not understand. Additionally, the Lord sometimes sent a message to the early church via glossolalia, but also moved another in the congregation to interpret it.

References: Acts 2:1-11; 1 Corinthians 14:1-33

Interpretation

Key action: Translating unlearned languages

Description: Whenever the gift of tongues was practiced in the congregation, the Bible commanded that an interpretation be given. This measure ensured an orderliness in worship services while building up the body by making God's words intelligible to everyone. So while the Spirit would move one person to speak, he would also give another insight into the meaning of the message.

References: Acts 2:1-41; 1 Corinthians 14:1-33

Apostleship

Key action: Starting new churches and ministries

Description: The first apostles not only oversaw the growth of the church, but spoke and wrote authoritatively as the voice of God. With the closing of the New Testament canon and the passing of the first generation of believers, the office of apostle closed. But the gift of apostleship continues today in those who plant new churches and begin new ministries from scratch. Those with this endowment have a strong entrepreneurial spirit and great courage in carrying the Gospel into new areas. They adapt well to various circumstances and cultures, and joyfully tolerate personal discomfort for the sake of the cause.

References: Act 13:2-5; Romans 1:5; Ephesians 4:11-13; 1 Timothy 2:7

Administration

Key action: Managing and organizing ministries

Description: No enterprise can succeed without those who oversee logistics, deploy resources, delegate tasks, manage workers, and evaluate systems. Administrators in the church contribute this both formally and informally, coordinating efforts to achieve goals. Having an eye for detail and efficiency, they see to it that organizational objectives are met so that people can be ministered to.

References: Exodus 18:13-26; Acts 6:1-7

Evangelism

Key action: Sharing the Gospel with unbelievers

Description: All Christians are called to be evangelists, but some have a special giftedness in this area. They are comfortable and natural in sharing the truth about Christ with unbelievers, and have a command of the Gospel message that enables them to speak simply and effectively. They also find they can tailor their message to almost anyone, always seeming to find the right inroad for spiritual conversation. Evangelists burn with a passion for lost people and enjoy building relationships with non-Christians in a variety of settings.

References: Luke 19:1-10; John 3:1-21; Acts 8:26-40; 1 Corinthians 9:15-27

Shepherding

Key action: Nurturing spiritual growth

Description: Synonymous with pastoring, this gift is employed by those who yearn to give long-term, hands on care to a group of people. Ongoing, highly relational ministry is what sets shepherds apart. They teach, encourage, lead, and nurture people with great patience, struggling with them through the highs and lows of life. Shepherds take an interest in the whole person, desiring nothing more than to see them become Christ-like in every area. Over time, their efforts to model love and godliness leave an indelible print on those in their care.

References: John 10; 1 Thessalonians 2:7-12; 1 Timothy 4:12; 1 Peter 5:1-4

Celibacy

Key action: Remaining single for the sake of ministry

Description: Many people are unmarried, but not by choice. However, those with the gift of celibacy are content to remain single and see it as a great opportunity to serve the Lord. Akin to those in the Bible who counted themselves bond-servants of Christ (life-long slaves) "singles for Christ" today use their freedom and independence to give long hours in ministry. Strong convictions and tenacious obedience characterize these people who can remain fully focused on the Lord and not be overcome by sexual temptation.

References: 1 Corinthians 7:7-9, 32-35; Ephesians 5:3-17

Intercession

Key action: Praying for the needs of others

Description: Intercessors are convinced that the most important thing they can do for others is pray for them. Intercessors pray diligently on a regular basis, persisting in prayer even when results seem to come slowly. Those with a gift for intercession take requests for prayer seriously, and are very sincere when they say, "I'll pray for you." Intercessors know how to plead a case before God and use Scriptural promises and truths to build their arguments. Typically, they keep lists or prayer journals, and can cite numerous examples of how their prayers have been effective.

References: John 17:9-26; 1 Timothy 2:1-2; Colossians 1:9-12, 4:12-13

Hospitality

Key action: Welcoming and hosting others

Description: Hospitality is a dying art in our world, but a vitally important gift in the church. Those who have it enjoy making others feel important and welcome, both in the church and in their home. More than just entertaining, the hospitality gift manifests itself in those who give special attention to newcomers, strangers, or those in need. Hospitable people care most about other people - although they will spend great energy to make arrangements and create a special atmosphere for those they host.

References: Romans 12:13; Hebrews 13:1-3; 1 Peter 4:9-10

Craftsmanship

Key action: Using your hands to design and construct

Description: The ability to make tangible articles for use in ministry is a God-given gift. Anyone can swing a hammer, but those with the craftsmanship gift have special expertise in seeing a task through from concept to design to finished product. From major construction to the decorative arts, craftsmen employ skillful hands to the glory of God, producing work with excellence and creativity.

References: Exodus 31:1-6; Acts 9:36-39

Creative Worship

Key action: Enhancing worship via the arts

Description: Musicians and artists who use their media to glorify God are true gifts to any church. They have an ability to perform with skill, yet draw our attention to the Lord rather than themselves. Their artistic gifts create variety in worship, teach biblical truth in fresh new ways, and open our hearts to God. Creative worship leaders balance the premeditated and the spontaneous, planning movements of worship while remaining open to the Spirit's leading.

References: 2 Samuel 6:14-15; Psalm 150:3-5; Mark 4:33

Unwrapping My Spiritual Gifts

What do I need to know about spiritual gifts?

- **Only believers have spiritual gifts:**

In Christ we who are many form one body, and each member belongs to all the others. We have different gifts, according to the grace given us.

Romans 12:5-6

- **The Holy Spirit decides which gifts I get.**

God has arranged the parts in the body, every one of them, just as he wanted them to be.

1 Corinthians 12:18

- **A person cannot manufacture a spiritual gift.**

What do you have that you did not receive? And if you did receive it, why do you boast as though you did not?

1 Corinthians 4:7

- **Every Christ follower has at least one gift.**

Now to each one the manifestation of the Spirit is given for the common good.

1 Corinthians 12:7

- **No one has every gift; no single gift is given to everyone.**

We have different gifts, according to the grace given us.

Romans 12:6

Are all apostles? Are all prophets? Are all teachers? Do all work miracles? Do all have gifts of healing? Do all speak in tongues? Do all interpret?

1 Corinthians 12:29-30

- **It is a sin to neglect my spiritual gifts.**

Do not neglect your gift, which was given you through a prophetic message when the body of elders laid their hands on you.

1 Timothy 4:14

- **I must steward and develop my spiritual gifts.**

I remind you to fan into flame the gift of God, which is in you through the laying on of my hands. For God did not give us a spirit of timidity, but a spirit of power, of love and of self-discipline.

2 Timothy 1:6-7

Now it is required that those who have been given a trust must prove faithful.

1 Corinthians 4:2

- **Spiritual gifts are for the benefit of the body.**

The whole body grows and builds itself up in love, as each part does its work.

Ephesians 4:16

- **Diversity is by design and to be valued.**

There are different kinds of gifts, but the same Spirit. There are different kinds of service, but the same Lord. There are different kinds of working, but the same God works all of them in all men.
1 Corinthians 12:4-6

- **We need each other's gifts.**

The eye cannot say to the hand, "I don't need you!" And the head cannot say to the feet, "I don't need you!" On the contrary, those parts of the body that seem to be weaker are indispensable, and the parts that we think are less honorable we treat with special honor.
1 Corinthians 12:21-23