

# Spiritual Gift Inventory

Name \_\_\_\_\_

How well do each of these statements describe you?  
Rate each one according to this scale:

5 — Almost Always  
4 — Often  
3 — Sometimes (use sparingly)  
2 — Seldom  
1 — Never

1. \_\_\_ I tend to motivate others to get involved.
2. \_\_\_ I am attracted to ministries that start new churches.
3. \_\_\_ I am able to sense the motives of people.
4. \_\_\_ I rejoice to see people come to know Christ.
5. \_\_\_ I inspire others to right actions.
6. \_\_\_ I have strong assurances that God will answer prayer.
7. \_\_\_ I experience joy in meeting needs through sharing possessions.
8. \_\_\_ I like having people visit my home.
9. \_\_\_ I often feel compelled to study and learn biblical truths.
10. \_\_\_ I often volunteer to take charge of difficult projects.
11. \_\_\_ I attract and am drawn to people who are hurting or rejoicing.
12. \_\_\_ It is not difficult to confront someone with sin in their life.
13. \_\_\_ I have the ability to nurture others.
14. \_\_\_ I tend to take on a lot of opportunities to serve people.
15. \_\_\_ I am able to plan effective learning opportunities.
16. \_\_\_ I like to solve problems using Scripture.
17. \_\_\_ I enjoy making plans to meet goals.
18. \_\_\_ I feel I should take the gospel to people with different beliefs.
19. \_\_\_ I can tell when people are genuine/honest.
20. \_\_\_ I have a strong desire to share my faith with the lost.
21. \_\_\_ I really enjoy encouraging others.
22. \_\_\_ I trust God in difficult situations.
23. \_\_\_ I am always ready and willing to give if a valid need exists.
24. \_\_\_ I try to make others feel warm, wanted, welcomed, and accepted.
25. \_\_\_ I enjoy studying the Bible.
26. \_\_\_ I feel frustrated when it looks like no one is in charge.
27. \_\_\_ I want to comfort Christians who are sick or having difficulties.
28. \_\_\_ I have a burden to memorize Scripture.
29. \_\_\_ I have a burden to see others learn and grow.
30. \_\_\_ I like to work behind the scenes without need of public recognition.
31. \_\_\_ I explain Scripture in a way that others understand.
32. \_\_\_ I can usually see spiritual solutions to problems.
33. \_\_\_ I like to organize people to accomplish great task.
34. \_\_\_ I like starting new churches from scratch.
35. \_\_\_ I like to differentiate between true and false needs.
36. \_\_\_ I can share the Gospel with total strangers.
37. \_\_\_ I like assisting others with difficulties in their life.
38. \_\_\_ I seek to be continually in God's will.
39. \_\_\_ I watch my finances closely so I can give freely to God's work.
40. \_\_\_ I have the ability to make strangers feel at ease.
41. \_\_\_ I spend time digging into facts.
42. \_\_\_ People often listen, agree, and follow my input & guidance.
43. \_\_\_ I recognize the signs of stress and distress in others.
44. \_\_\_ I am able to speak clearly about doctrinal truths.
45. \_\_\_ Leading groups to spiritual maturity is most appealing.
46. \_\_\_ I prefer to follow rather than lead.
47. \_\_\_ Studying the Scripture is my passion.
48. \_\_\_ I tend to make wise decisions and choices.
49. \_\_\_ When there is no leadership in a group, I assume it.
50. \_\_\_ I would like to move somewhere and start a new ministry.
51. \_\_\_ People say that I often have just the right advice.
52. \_\_\_ I have been instrumental in leading others to Christ.
53. \_\_\_ I like lessons to have practical application when teaching.
54. \_\_\_ Trusting God for the impossible comes easy for me.
55. \_\_\_ I tend to discern true financial needs.
56. \_\_\_ I enjoy using my home to minister to others.
57. \_\_\_ I learn and remember biblical truths easily.
58. \_\_\_ I can delegate and assign meaningful work.
59. \_\_\_ I am greatly concerned about comforting others.
60. \_\_\_ I tend to be irritated when people sin.
61. \_\_\_ I like to help others get involved in ministry.
62. \_\_\_ I like being asked to do jobs at the church.
63. \_\_\_ I enjoy preparing to teach.
64. \_\_\_ I am able to relate the truths of God to specific situations.
65. \_\_\_ Once a project is organized, I like to delegate tasks.
66. \_\_\_ I enjoy presenting the gospel to people of other cultures.
67. \_\_\_ I am a good judge of what is good and evil.
68. \_\_\_ I feel witnessing is the most important task of a Christian.
69. \_\_\_ I give practical, step-by-step advice to others.
70. \_\_\_ I want people to pray more and increase their faith.
71. \_\_\_ I am a cheerful giver.
72. \_\_\_ I look for opportunities to use my home to help others.
73. \_\_\_ I can organize facts into meaningful relationships.
74. \_\_\_ I can plan strategy and "bring others aboard."
75. \_\_\_ I am very concerned about how a person feels.
76. \_\_\_ I can be stubborn and difficult to convince.
77. \_\_\_ I desire to give direction to those under my care.
78. \_\_\_ I enjoy working with my hands.
79. \_\_\_ I like to explain why something is true.
80. \_\_\_ I easily see the difference between truth and error.

## Scoring the Spiritual Gift Inventory

*Scoring Example*

**Step 1**

Transfer your choice (5, 4, 3, 2, 1) for each question into the corresponding box. Then total each column.

1	2	3	4
<b>4</b>	<b>5</b>	<b>1</b>	<b>2</b>

**Total**

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

**Step 2**

Circle the total from each column above in the corresponding column in the chart below.

Administration/ Ruling	Apostleship/ Pioneering	Discernment	Evangelism	Encouraging/ Exhortation	Faith	Giving	Hospitality	Knowledge	Leadership	Mercy	Prophecy/ Perceiving	Pastor/ Shepherding	Serving/Ministry/ Helps	Teaching	Wisdom
<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>I</b>	<b>J</b>	<b>K</b>	<b>L</b>	<b>M</b>	<b>N</b>	<b>O</b>	<b>P</b>
25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25
24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24
23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23
22	22	22	22	22	22	22	22	22	22	22	22	22	22	22	22
21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21
20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20
19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19
18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18
17	17	17	17	17	17	17	17	17	17	17	17	17	17	17	17
16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16
15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15
14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14
13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13
12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12
11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11
10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10
9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9
8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8
7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7
6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6
5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2
1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1

**List your top three gifts here:**

1. \_\_\_\_\_ 2. \_\_\_\_\_ 3. \_\_\_\_\_

## Administration/Ruling (Initiator)

**Definition:** Persons with the gift of administration lead the body by guiding others to remain on task. Administration enables the body to organize according to God-given purposes and long-term goals.

**Goal:** Lead by example, not manipulation

### Biblical References:

I Cor 12:28; Acts 6:1-8; 27:11-20, 27-29, 38-44; Acts 15: 1-31; Jas 3:4 Titus 1:5

### Characteristics:

- Like to organize and delegate
- Focuses on team participation
- Not always personally organized but prefer delegating tasks
- Gifted to forge forward as a group
- Put details into a plan of action
- Guide a church with wise counsel in conducting the ministry God has given
- See the big picture and seek to keep everyone on track
- Like to find things for people to do
- Implementers rather than vision-sharers
- Like to evaluate what needs to be done then design systems to get the job done
- Careful planners
- Plot the course, like a ship navigator of a ship
- See the "big picture" but focus on the details of the vision
- Provide clear guidance to the actual process of ministry
- Carry vision into reality by putting the details into a plan of action

### Cautions:

- May view others as "task completers" rather than people
- May be unresponsive to suggestions and changes in plan
- May be too careful and block the overall vision
- May show favoritism to those who seem more loyal
- May rely on well-organized plans rather than the Spirit and prayer
- May not communicate detailed plans, praise, or the process to team members

## Apostleship/Pioneering (Pioneer/Visionary)

**Definition:** The church sends apostles from the body to plant churches or be missionaries. Apostles motivate the body to look beyond its walls in order to carry out the Great Commission.

**Goal:** Build deeper and stronger

### Biblical References:

Eph 4:7,11; I Cor 9: 1-2; Gal 2: 8-10; I Cor 12:28-29; Acts 9:1-22

### Characteristics:

- Clear vision to start new ministries where others may not
- Self-spirited appointed calling to reach out where others may never dare
- Contagious enthusiasm to cross cultural, geographical, and economic boundaries for Christ
- Often anointed authorities in their region

### Cautions:

- May push too hard
- May attempt to gain too much authority

## Discernment (Listeners/Perceivers)

**Definition:** Discernment aids the body by recognizing the true intentions of those within or related to the body. Discernment tests the message and actions of others for the protection and well-being of the body.

**Goal:** Get more information before responding

### Biblical References:

1 Cor 12:10; 2 Cor 11:13-15; Eph 6:12; Heb 5:14; 1 John 4: 1-3; 5:1

### Characteristics:

- Able to discern the true spiritual motivation of people
- Quick to analyze people and situations for their “spiritual pulse”
- Has profound sense of right and wrong in self and others
- Able to assist others in identifying the root of their spiritual problems
- Can see through the fog of confusion and pinpoint problems and solutions
- Mostly concerned about right and wrong
- Distinguish between good and evil, truth and error
- Tend to listen well and hear the little seemingly insignificant things that shed light on a specific need
- Like to ask questions and give advice
- Often relate problems to the violation of biblical principles
- Feel strongly about obeying truth and living by the Word of God

### Cautions:

- May unnecessarily become an overzealous “heresy hunter”
- May be overly judgmental of others and their motives
- In rendering judgment on someone’s spiritual motivation, may be insensitive to the process needed for real change in the person’s life

## Evangelism (Dynamic)

**Definition:** God gifts his church with evangelists to lead others to Christ effectively and enthusiastically. This gift builds up the body by adding new members to its fellowship.

**Goal:** Build disciples, not statistics

### Biblical References:

Eph 4:7, 11-12; 2 Tim 4:5; Acts 21:8; Acts 8: 26-40; Luke 19:1-10

### Characteristics:

- Have an ongoing desire to share the Good News with everyone
- Able to clearly present the message of salvation to unbelievers
- Able to communicate the Gospel in such a way that people understand and respond by accepting Christ
- Want others to share their faith effectively and win the world for Jesus Christ
- Understand God’s desire for people to be saved
- Feel compelled to win souls
- Communicate the gospel effectively
- Concern for witnessing to a lost and dying world is evident
- Desire to be involved in ministries that reach people for Christ
- Believe missions and outreach are important
- Conversations seem often to turn toward eternal values
- Recognize the worth of souls and the need for evangelism
- Motivated to conclude every message with a gospel presentation and invitation to trust Christ

### Cautions:

- May become obnoxious if they rely on their own strength and insight to convert people
- May become prideful over the number of people that they lead to Christ
- May try to motivate by guilt
- May be very narrow in their evangelistic focus and discount the gifts of others
- May not listen well because they desire to communicate the message of salvation
- May see people as “targets” and not people with needs

## Encouraging/Exhorting (Encourager)

**Definition:** Exhorters encourage members to be involved in and enthusiastic about the work of the Lord. Members with this gift are good counselors and motivate others to service. Exhortation exhibits itself in teaching and ministry.

**Goal:** Apply truth, don't create expectations

### Biblical References:

Rom 12:6,8; Acts 11: 23-24; Heb 10: 24-25; Acts 4:31-37; 9:26-27

### Characteristics:

- Compelled to give advice
- As counselors, often have steps of action
- Exhorters like to tell people what to do with truth
- Often sought out as counselors
- Friendly, understanding and practical
- Use communication skills to share insights
- Encourage and motivate others to practical application of specific Biblical truths
- Motivate people to apply scripture, not just learn it
- Tell others the truth about themselves with great encouragement and understanding
- Encourage people to discover what they can become and set up opportunities for them to fulfill those possibilities
- Committed to offering specific, practical guidance for others' spiritual growth
- May take the form of rebuke, though people will still feel helped by such an approach
- Often more effective in short-term encouragement than long-term counseling or support

### Cautions:

- May struggle with follow-through with an individual or project because they want to move on and exhort someone else
- May offer "quick-fixes" and appear insensitive to longer term needs
- May jump to conclusions before listening to the whole story
- May become more vision-centered than person-centered because of desire for the person to take practical steps
- May talk too much
- May offer too-direct or harsh counsel at one extreme or be insensitive to the real need at the other extreme

## Faith (Optimist)

**Definition:** Faith trusts God to work beyond the human capabilities of the people. Believers with this gift encourage others to trust in God in the face of apparently insurmountable odds.

**Goal:** Combine faith with works/ Learn to be patient with others

### Biblical References:

1 Cor 12:7,9; Acts 5:1-11; Heb 11:1, 33-34; Acts 6:5-7; 11:22-24; 1 Cor 13:2; Matt 8:5-16;

### Characteristics:

- Obvious ability to trust God in the most adverse circumstances
- An extraordinary dependence on God and his Word
- Motto is "Faith comes by hearing and hearing by the Word of God"
- Believe strongly in the presence and power of God
- Tend to stretch the faith and commitments of others
- Encourage others to act upon their faith and challenge everyone to increase their faith
- Confident that situations will change for the glory of God, even when the situation seems impossible
- Willing to carry out God's will in the midst of enormous difficulties and hindrances
- Willing to yield to God's will rather than question or waver
- Move out in faith when others are unwilling
- Trust God to intervene in supernatural ways

### Cautions:

- May be overly trusting or proud of their faith
- May exercise faith without love
- May be impatient with others who are more timid
- Because of blind faith, may set up others for failure
- May be stubborn and unyielding instead of listening to counsel
- May see ridicule of their vision as a criticism of God and a hinderance of His work rather than fair questioning

## Giving (Steward)

**Definition:** Members with the gift of giving give freely and joyfully to the work and mission of the body. Cheerfulness and liberality are characteristics of individuals with this gift.

**Goal:** Sincere stewardship, not financial harassment

### Biblical References:

Rom 12:6,8; 2 Cor 8: 1-4; Acts 4: 32-35, 36-37; 2 Cor 9: 7-8

### Characteristics:

- Tend to be seriously concerned about financial matters
- Gift of giving also involves the “gift of getting”
- Sensitive as to how money is spent and saved
- Tend to give to the wheel that truly needs the grease, not the one that squeaks the loudest
- Have unique financial insights
- Serve especially well on teams responsible for maintaining budgets
- Tend to be conscientious and conservative
- Gift may not be evident to public, but a genuine interest in wise stewardship will be
- Give freely out of whatever resources are available to give
- See money and possessions as tools to serve God and set them aside for special uses
- Giving is often quiet and confidential (no fanfare desired)
- Give liberally to the church and other causes which advance the kingdom of God

### Cautions:

- May tend to use money as power to influence others
- May give without holding the recipient accountable
- Family may suffer – great sensitivity needed here
- May often be critical of how others spend their money
- May pressure others to give like they do
- May be easily misled to give to causes which do not further the cause of Christ

## Hospitality (Sociable)

**Definition:** Those with this gift have the ability to make visitors, guests, and strangers feel at ease. They often use their home to entertain guests. Persons with this gift integrate new members into the body.

**Goal:** Provide fellowship without sacrificing family time.

### Biblical References:

1 Cor 12:28; Acts 6:1-8; 27:11-20, 27-29, 38-44; Acts 15: 1-31; Jas 3:4 Titus 1:5

### Characteristics:

- Ready and willing to invite guests over or offer their home for a place to meet for any occasion
- Seldom show irritation over last minute requests to have someone over or to host a group
- Love to serve, often without receiving public affirmation. Doing the task is enough
- They love to provide refreshments or prepare meals for individuals or groups
- Tirelessly serve to make people comfortable and encouraged
- Typically unselfish because of a strong desire to help

### Cautions:

- May take on too much
- May get worn out
- May neglect responsibilities at home to serve others
- May wear out physically because of their difficulty with saying “no”
- May over-commit and then feel abused
- May use the gift inappropriately to gain acceptance and appreciation of others
- May seek to serve to satisfy self-esteem needs rather than for the need of others

## Knowledge (Walking Bible)

**Definition:** The gift of knowledge manifests itself in teaching and training in discipleship. It is the God-given ability to learn, know and explain the precious truths of God's Word. A word of knowledge is a Spirit-revealed truth.

**Goal:** Change lives, rather than impress others

### Biblical References:

1 Cor 12: 7-8; 8:1-2; 2 Cor 11:6; Acts 17:11; Acts 5:1-11; 2 Cor 2:2-3; Acts 10: 17-23

### Characteristics:

- Have a clear sense of receiving clear messages from God
- May manifest itself by a sense of power or supernatural insight coming through prayer
- Able to research and synthesize large amounts of biblical knowledge in a short period of time with phenomenal understanding
- Words or phrases may appear in the mind
- Knows or understands knowledge that he s/he does not naturally know or understand

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### Cautions:

- Can make others feel inferior or ignorant
- Must be careful not to respond to false or self-initiated impulses
- It is wrong to publicly communicate a word of knowledge which should be held in confidence because of the message's content
- Pride may grow because of "great biblical insights" discerned and/or messages revealed
- May mistakenly give a personal message to a large group of people, thus creating confusion for many people

## Leadership (Dreamer)

**Definition:** Leadership aids the body by leading and directing members to accomplish the goals and purposes of the church. Leadership motivates people to work together in unity toward common goals.

**Goal:** Lead by example and willingness to be a servant

### Biblical References:

Rom 12:6,8; John 13:13-17; Heb 13:17; 1 Thess 5:12

### Characteristics:

- Possess an unusual ability to influence others
- Independent determination to challenge and direct others toward a specific goal
- Stand out and take stands
- Tend to be multi-tasking and excel with task-oriented people
- Tend to be great motivators
- The leader of the orchestra; see the orchestral score
- Deal with the vision and the people who will carry out the vision
- Share vision effectively with others and able to involve many people in the process of completing the task
- Appear in charge, even if not identified as the official leader
- Recognized by primary trait: people follow
- Provide vision and direction for the overall process, the "big picture"

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### Cautions:

- May be too demanding and impatient
- Often results-oriented and driven, may need to guard their strengths
- May need to be more sensitive and patient with those who don't respond as well or as positive as they
- Value of the organization may get lost if too involved with the details of the vision
- May become insensitive to individuals carrying out details of the vision because of the focus on the big picture
- May become overly dominant and demanding if not sensitive to the Spirit
- May forget that they do not have all the details of the vision or may forget how much they need others to know and carry out the specifics of the vision

## Mercy (Caring)

**Definition:** : Cheerful acts of compassion characterize those with the gift of mercy. Persons with this gift aid the body by empathizing with hurting members. They keep the body healthy by keeping others aware of the needs within the church.

**Goal:** Wise insight, not foolish responses

### Biblical References:

Rom 12:6,8; Matt 5:7

### Characteristics:

- Demonstrate genuine sensitivity to suffering
- Compelled to help people reduce pain
- Concerned more with the person than the reason for the suffering
- Focus on the feelings of those who hurt
- Express mercy by “being there” when people really need them
- Sympathizing and/or empathizing are specialties
- Interested in “who” needs tender loving care, not “what, why, how, when”
- Show sincere kindness and compassion in the lifestyle
- Reveal significant “love in action”
- Often drawn to those who may be outcast or considered to be outsiders
- Able to patiently stay alongside someone who is ill
- Attempt to relieve the source of people’s suffering
- Effective in ministering to those who are terminally ill
- Cheerfully aid the unloved, often without recognition

### Cautions:

- May be too sensitive
- May be too protective of the person(s) for whom they care
- May identify too strongly with someone hurting or ill, without realizing it
- May base decision on emotion rather than reason
- May condemn or withdraw from people who appear insensitive to others
- May have great difficulty saying “no” to a need even when they should

## Pastor/Shepherding (Discipler/Leader)

**Definition:** The gift of pastor/shepherding is manifested in persons who look out for the spiritual welfare of others. Although pastors do care for members of the church, this gift is not limited to a pastor or staff member.

**Goal:** Strong leadership, not manipulating the flock

### Biblical References:

Eph 4:11; 1 Peter 5: 2-4

### Characteristics:

- Enjoy leading others in serving the Lord
- Motivated to lead
- Compelled to encourage others to work together for the sake of the Body of Christ
- Believe that influencing others to work together is important
- Stress a need for team participation and emphasize harmony
- Untrained laypeople can also have this gift
- See their service as on of maturing others
- Feel strongly about spiritual health
- Motivated to unite the ministry
- Greatly enjoy being with and ministering to people
- Provide care, spiritual nourishment, and protection for people over an extended period of time
- More people-centered than task centered
- Derive great strength from encouraging and verbally supporting others

### Cautions:

- May take advantage of the trust of others
- May have difficulty saying “no” to others, often at the expense of their families/close friends and their own physical, emotional, and spiritual well-being
- May be indecisive because of the strong desire to be sensitive to others
- May try to control the decisions of others out of the desire to “protect” them
- May struggle with releasing people to grow beyond pastoral control
- May be too protective of people and create a situation where people become too dependent on them

## Prophecy/Perceiving (Bold)

**Definition:** The gift of prophecy/perceiving is proclaiming the Word of God boldly. This builds up the body and leads to conviction of sin. Prophecy manifests itself in preaching and teaching.

**Goal:** Declare truth, don't divide Christians

### Biblical References:

Eph 4: 7,11; 1 Cor 14:1,3; 2 Peter 1: 19-21

### Characteristics:

- Straightforward attitude about truth
- Like to share truth, regardless of what anyone thinks
- Reprove, rebuke, and exhort others, when guided by the Holy Spirit
- Point the way, declaring specific truth or standing for something significant
- Challenge people by speaking about a future event or speaks forthrightly about present situations
- Proclaim timely and urgent messages from God
- Proclaim the Scripture with authority
- Response to the gift may include repentance, strengthening, comfort or encouragement
- Tend to forcefully challenge for decision to follow God's way
- Confront anyone with what they think is right

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### Cautions:

- May possess a fighter's spirit
- May preach gloom, doom, and despair that is not from God
- May experience pride and self-centeredness growing out of the authoritative nature of the gift
- May offer prophecy that disagrees with God's Word
- May communicate inaccurate forth-telling
- Can be too blunt

## Serving/Ministry/Helps (Selfless)

**Definition:** Those with the gift of serving/ministry recognize practical needs in the body and joyfully give assistance to meeting those needs. Christians with this gift do not mind working behind the scenes.

**Goal:** Be a servant, not a martyr

### Biblical References:

1 Cor 12:28; Acts 6: 1-3; Rom 16: 1-2

### Characteristics:

- Faithfully serve behind the scenes
- Interested in blessing others to serve the Lord
- Love to help others
- Motivated by a strong sense of need, feeling like "someone has to do it"
- Find themselves doing what no one else like to do
- Tend to do whatever is called for
- Simply enjoy helping others and meeting needs
- Like to be involved in truly selfless ways
- See what needs to be done in assisting others and desire to do it
- Assist others in specific ministries
- Rejoice in the fruitfulness of others
- Flexible and adapt to many challenges

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### Cautions:

- May take on too much
- May have difficulty saying "no" when asked to help, even when they need to say "no"
- May easily become overextended physically and/or emotionally
- May neglect their own needs and their family/close friends and their needs
- May take too much ownership in helping others and may not let others help
- May seek to be too helpful and end up getting in the way unintentionally
- May feel taken for granted if not affirmed in their support role

## Teaching (In-depth)

**Definition:** : Teaching is instructing members in the truths and doctrines of God's Word for the purposes of building up, unifying, and maturing the body.

**Goal:** Reveal truth, don't exhaust it

### Biblical References:

Ro 12:6,7; Col 3:16; James 3:1,2; 2 Tim 2;2

### Characteristics:

- Explain why things are true and the reason it is true
- Interested in research and dig into seemingly insignificant details
- Enjoy presenting what they discover
- Press toward a deeper understanding, regardless of the needs of others
- Love to study
- Search patiently and persistently, but may miss the obvious
- Give clear Biblical insights in dealing with life situations
- Stretch the limits of learning, setting high standards of education
- Possess a strong desire and ability to communicate Biblical truth
- Able to effectively instruct, reprove, correct and train using the Bible
- Able to pull scriptural insights together in a clear, insightful way
- Communicate truth in such a way that people understand what is conveyed from God's Word

### Cautions:

- May dig too deep
- May appear to have all the answers, leaving little room for discussion
- May communicate too much information too quickly for the average learner
- May become prideful of their own learning
- May be too content-focused with little or no people-focus
- If functioning on their own strength, may promote their own insight as Biblical and authoritative

## Wisdom (Perceiver)

**Definition:** : Wisdom is the gift that discerns the work of the Holy Spirit in the body and applies His teachings and actions to the needs of the body.

**Goal:** Consistently trust and ask God for wisdom

### Biblical References:

1 Cor 12: 7-8; James 3:13-18

### Characteristics:

- Combine knowledge with a serious reverence of God in order to influence others
- Often given some kind of adversity to stay in tune with God and His Word
- Make great counselors and give tremendous advice
- Have a supernatural understanding of situations in which they have no previous knowledge
- Offer practical, helpful solutions to problems – wise counsel
- People listen to them because of the consistently accurate and wise spiritual counsel that is offered
- Need to stay in constant prayer, asking God for His wisdom
- Able to apply spiritual knowledge in practical ways

### Cautions:

- May speak down to people
- Must be consistently humble and exhibit a sense of quietness and slowness before responding
- May offer only human wisdom when functioning in the own strength, causing their counsel to be ineffective in the situation
- May tend to be puffed up
- May force a personal view on others: a clear violation of the gift
- May become prideful when they realize people really listen when they speak
- Sometimes battle with pride and an attitude of superiority