

SPIRITUAL GIFTS SURVEY

DIRECTIONS

This is not a test, so there are no wrong answers. The ***Spiritual Gifts Survey*** consists of 80 statements. Some items reflect concrete actions; other items are descriptive traits; and still others are statements of belief.

- Select the one response you feel best characterizes yourself and place that number in the blank provided. Record your answer in the blank beside each item.
- Do not spend too much time on any one item. Remember, it is not a test. Usually your immediate response is best.
- Please give an answer for each item. Do not skip any items.
- Do not ask others how they are answering or how they think you should answer.
- Work at your own pace.

Your response choices are:

5—Highly characteristic of me/definitely true for me
4—Most of the time this would describe me/be true for me
3—Frequently characteristic of me/true for me—about 50 percent of the time
2—Occasionally characteristic of me/true for me—about 25 percent of the time
1—Not at all characteristic of me/definitely untrue for me

- _____ 1. I have the ability to organize ideas, resources, time, and people effectively.
- _____ 2. I am willing to study and prepare for the task of teaching.
- _____ 3. I am able to relate the truths of God to specific situations.
- _____ 4. I have a God-given ability to help others grow in their faith.
- _____ 5. I possess a special ability to communicate the truth of salvation.
- _____ 6. I have the ability to make critical decisions when necessary.
- _____ 7. I am sensitive to the hurts of people.
- _____ 8. I experience joy in meeting needs through sharing possessions.
- _____ 9. I enjoy studying.
- _____ 10. I have delivered God's message of warning and judgment.
- _____ 11. I am able to sense the true motivation of persons and movements.
- _____ 12. I have a special ability to trust God in difficult situations.
- _____ 13. I have a strong desire to contribute to the establishment of new churches.
- _____ 14. I take action to meet physical and practical needs rather than merely talking about or planning to help.
- _____ 15. I enjoy entertaining guests in my home.
- _____ 16. I can adapt my guidance to fit the maturity of those working with me.
- _____ 17. I can delegate and assign meaningful work.

18. I have an ability and desire to teach.

19. I am usually able to analyze a situation correctly.

20. I have a natural tendency to encourage others.

21. I am willing to take the initiative in helping other Christians grow in their faith.

22. I have an acute awareness of the emotions of other people, such as loneliness, pain, fear, and anger.

23. I am a cheerful giver.

24. I spend time digging into facts.

25. I feel that I have a message from God to deliver to others.

26. I can recognize when a person is genuine/honest.

27. I am a person of vision (a clear mental portrait of a preferable future given by God). I am able to communicate vision in such a way that others commit to making the vision a reality.

28. I am willing to yield to God's will rather than question and waver.

29. I would like to be more active in getting the gospel to people in other lands.

30. It makes me happy to do things for people in need.

31. I am successful in getting a group to do its work joyfully.

32. I am able to make strangers feel at ease.

33. I have the ability to plan learning approaches.

34. I can identify those who need encouragement.

35. I have trained Christians to be more obedient disciples of Christ.

36. I am willing to do whatever it takes to see others come to Christ.

37. I am attracted to people who are hurting.

38. I am a generous giver.

39. I am able to discover new truths.

40. I have spiritual insights from Scripture concerning issues and people that compel me to speak out.

41. I can sense when a person is acting in accord with God's will.

42. I can trust in God even when things look dark.

43. I can determine where God wants a group to go and help it get there.

44. I have a strong desire to take the gospel to places where it has never been heard.

45. I enjoy reaching out to new people in my church and community.

46. I am sensitive to the needs of people.

47. I have been able to make effective and efficient plans for accomplishing the goals of a group.

48. I often am consulted when fellow Christians are struggling to make difficult decisions.

49. I think about how I can comfort and encourage others in my congregation.

50. I am able to give spiritual direction to others.

51. I am able to present the gospel to lost persons in such a way that they accept the Lord and His salvation.

52. I possess an unusual capacity to understand the feelings of those in distress.

53. I have a strong sense of stewardship based on the recognition that God owns all things.

54. I have delivered to other persons messages that have come directly from God.

55. I can sense when a person is acting under God's leadership.

56. I try to be in God's will continually and be available for His use.

57. I feel that I should take the gospel to people who have different beliefs from me.

58. I have an acute awareness of the physical needs of others.

59. I am skilled in setting forth positive and precise steps of action.

60. I like to meet visitors at church and make them feel welcome.

61. I explain Scripture in such a way that others understand it.

62. I can usually see spiritual solutions to problems.

63. I welcome opportunities to help people who need comfort, consolation, encouragement, and counseling.

64. I feel at ease in sharing Christ with nonbelievers.

65. I can influence others to perform to their highest God-given potential.

66. I recognize the signs of stress and distress in others.

67. I desire to give generously and unpretentiously to worthwhile projects and ministries.

68. I can organize facts into meaningful relationships.

69. God gives me messages to deliver to His people.

70. I am able to sense whether people are being honest when they tell of their religious experiences.

71. I enjoy presenting the gospel to persons of other cultures and backgrounds.

72. I enjoy doing little things that help people.

73. I can give a clear, uncomplicated presentation.

74. I have been able to apply biblical truth to the specific needs of my church.

75. God has used me to encourage others to live Christlike lives.

76. I have sensed the need to help other people become more effective in their ministries.

77. I like to talk about Jesus to those who do not know Him.

78. I have the ability to make strangers feel comfortable in my home.

79. I have a wide range of study resources and know how to secure information.

80. I feel assured that a situation will change for the glory of God even when the situation seem impossible.

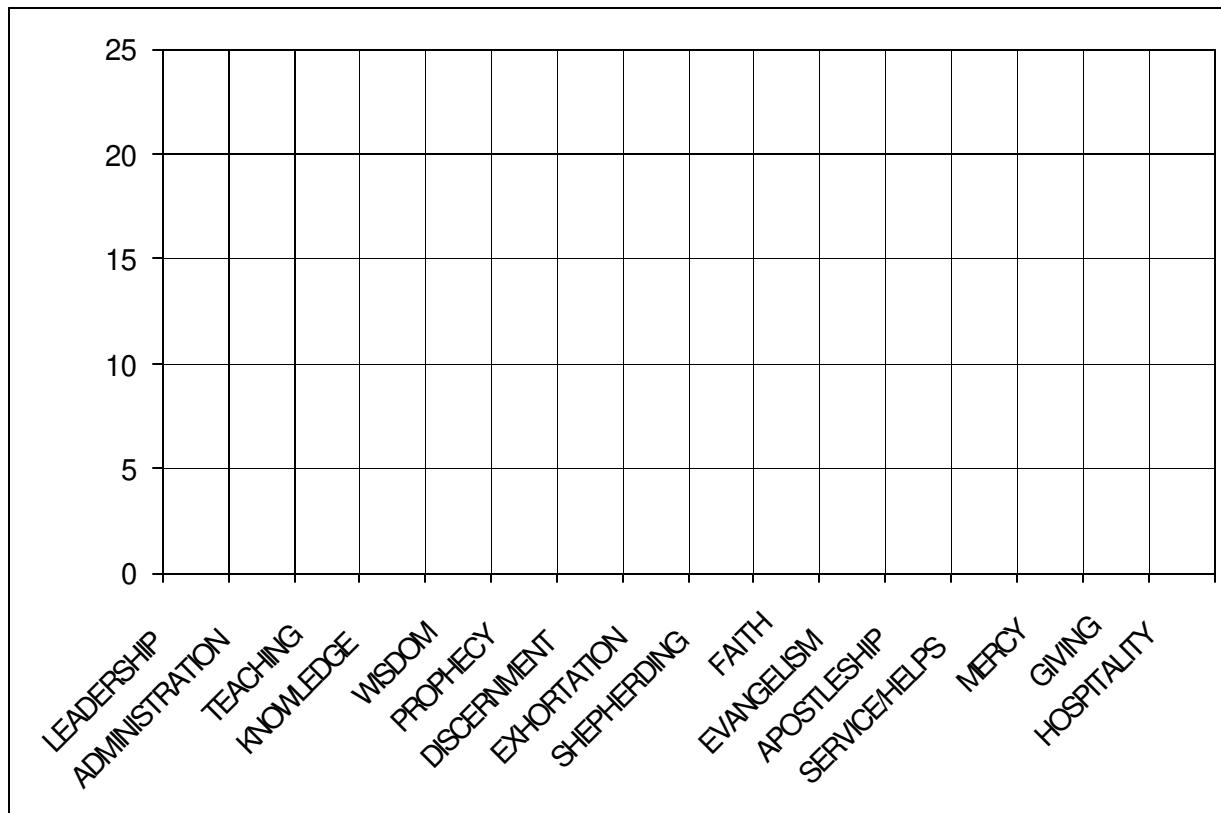
SCORING YOUR SURVEY

Follow these directions to figure your score for each spiritual gift.

1. Place in each box your numerical response (1-5) to the item number which is indicated below the box.
2. For each gift, add the numbers in the boxes and put the total in the TOTAL box.

LEADERSHIP	+	+	+	+	=	
	Item 6	Item 16	Item 27	Item 43	Item 65	TOTAL
ADMINISTRATION	+	+	+	+	+	=
	Item 1	Item 17	Item 31	Item 47	Item 59	TOTAL
TEACHING	+	+	+	+	+	=
	Item 2	Item 18	Item 33	Item 61	Item 73	TOTAL
KNOWLEDGE	+	+	+	+	+	=
	Item 9	Item 24	Item 39	Item 68	Item 79	TOTAL
WISDOM	+	+	+	+	+	=
	Item 3	Item 19	Item 48	Item 62	Item 74	TOTAL
PROPHECY	+	+	+	+	+	=
	Item 10	Item 25	Item 40	Item 54	Item 69	TOTAL
DISCERNMENT	+	+	+	+	+	=
	Item 11	Item 26	Item 41	Item 55	Item 70	TOTAL
EXHORTATION	+	+	+	+	+	=
	Item 20	Item 34	Item 49	Item 63	Item 75	TOTAL
SHEPHERDING	+	+	+	+	+	=
	Item 4	Item 21	Item 35	Item 50	Item 76	TOTAL
FAITH	+	+	+	+	+	=
	Item 12	Item 28	Item 42	Item 56	Item 80	TOTAL
EVANGELISM	+	+	+	+	+	=
	Item 5	Item 36	Item 51	Item 64	Item 77	TOTAL
APOSTLESHIP	+	+	+	+	+	=
	Item 13	Item 29	Item 44	Item 57	Item 71	TOTAL
SERVICE/HELPS	+	+	+	+	+	=
	Item 14	Item 30	Item 46	Item 58	Item 72	TOTAL
MERCY	+	+	+	+	+	=
	Item 7	Item 22	Item 37	Item 52	Item 66	TOTAL
GIVING	+	+	+	+	+	=
	Item 8	Item 23	Item 38	Item 53	Item 67	TOTAL
HOSPITALITY	+	+	+	+	+	=
	Item 15	Item 32	Item 45	Item 60	Item 78	TOTAL

GRAPHING YOUR PROFILE



1. For each gift place a mark across the bar at the point that corresponds to your TOTAL for that gift.
2. For each gift shade the bar below the mark that you have drawn.
3. The resultant graph gives a picture of your gifts. Gifts for which the bars are tall are the ones in which you appear to be strongest. Gifts for which the bars are very short are the ones in which you appear not to be strong.

Now that you have completed the survey, thoughtfully answer the following questions.

The gifts I have begun to discover in my life are:

1. _____
2. _____
3. _____

- After prayer and worship, I am beginning to sense that God wants me to use my spiritual gifts to serve Christ's body by _____.
- I am not sure yet how God wants me to use my gifts to serve others. But I am committed to prayer and worship, seeking wisdom and opportunities to use the gifts I have received from God.

Ask God to help you know how He has gifted you for service and how you can begin to use this gift in ministry to others.



Spiritual Gift Descriptions

1. **Administration:** organize, direct, and implement plans to lead others in the various ministries of the Church. It is closely related to the gift of leadership, but is more goal or task orientated.
2. **Apostleship:** plant new ministries and churches, go into places where the Gospel is not preached, reach across cultures to establish churches in challenging environments, raise up and develop leaders, call out and lead pastors and shepherds, and much more.
3. **Discernment:** able to clearly recognize and distinguish between the influence of God, Satan, the world, and the flesh in a given situation.
4. **Evangelism:** able to clearly and effectively communicate the Gospel of Jesus Christ to all types of people; burdened for the lost and able to overcome the normal fear of rejection.
5. **Exhortation:** able to strengthen and encourage those who are wavering in their faith; able to uplift and motivate others as well as challenge and rebuke them in order to foster spiritual growth and action.
6. **Faith:** has a trust and confidence in God that allows them to live boldly for Him and manifest that faith in mighty ways; expect God to move and are not surprised by answered prayer.
7. **Giving:** meets the various needs of others; loves to share with others, hospitable, and excellent stewards who often adjust their lifestyles in order to give more.
8. **Knowledge:** able to acquire unique insights into Scripture and relate it to all aspects of life for others.
9. **Leadership:** visionaries who are not typically concerned with details; entrepreneurial and willing to take risks to see the kingdom of God advanced through the church; will go to great lengths to protect those under their care; well-equipped to lead through crisis situations
10. **Mercy:** loves and assists those who are suffering; sensitive to the feelings and circumstances of others; quickly discerns when someone is not doing well; good listener and feels the need to "be there" for others.
11. **Pastor/Shepherd:** called and gifted to care for the spiritual well-being of a local body of God's people; readily available to others; cares deeply for the individual.
12. **Prophecy:** able to receive a divinely inspired message (exhortation, correction, disclosure, prediction, etc) and deliver it to the church; however, it is to be tested by the church.
13. **Serving/Ministering:** desire to help by serving in the background while knowing that their contribution is displaying the love of Christ to the world; joyfully and willingly notice and meet needs.
14. **Teaching:** able to effectively communicate what the Bible says, what it means, and how to apply it to our lives; loves to study; loves and protects the truth.
15. **Wisdom:** able to not only impart truth and understanding to believers (knowledge), but to invoke a response that leads to transformed hearts and lives; able to see clearly in confusing situations; recognizes where decisions/actions may lead and can warn others.

Spiritual Gifts Descriptions

Spiritual Gifts are supernatural motivations given to every believer. Everyone doesn't receive the same gift. Just as many parts of the human body work together as one, so Spiritual Gifts are given to the Body of Christ to serve as one.

Administration / Ruling —

The Gift of Administration / Ruling is seen in those who either like to organize or delegate to others. Compelled by a strong sense of duty, they like to find things for people to do. Unlike the Gift of Ministry, the Gift of Administration / Ruling focuses on team participation. They see the big picture and work to keep everyone on track. Not always personally organized, they prefer delegating tasks. They simply like to evaluate what needs to be done, then design systems or give responsibilities to those who can get the job done. They are gifted to forge forward as a group.

In a word: Initiator

Overuse: Expects too much

Goal: Lead by example, not manipulation

Scripture: Romans 12:8; 1 Corinthians 12:28; Acts 6:1-7

Apostleship / Pioneering —

Unlike Apostles of old, who actually saw the Lord and spread the Word from place to place, Apostles today have a clear vision to start new ministries where others may not. They make great church planters and strong leaders. Apostles today have a self / spirited appointed calling to reach out where others may never dare. They demonstrate tremendous abilities in influencing others to follow. They also have contagious and industrious enthusiasm to cross cultural, geographical, and economic boundaries for Christ. Apostles today are often used by God as anointed authorities in their region and ministry.

In a word: Pioneer / Visionary

Overuse: Pushes too hard / Too much authority

Goal: Build deeper and stronger

Scripture: Ephesians 4:7,11; 1 Cor. 9:1-2; Gal. 2:8-10; 1 Cor. 12:28-29

Discernment —

The Gift of Discernment is evident in those who have unusual ability to see through a lot of confusion and pin point problems and solutions. They are concerned about right and wrong. They tend to listen well and hear the little and seemingly insignificant things that shed light on a specific need. Those with the Gift of Discernment are often more serious. They distinguish between good and evil, truth and error. They like to ask questions and then give advise. They often relate problems to the violation of biblical principles. They feel strongly about obeying truth and living by the Word of God.

In a word: Listener / Perceiver

Overuse: Too critical or too quick to share

Goal: Get more information before responding

Scripture: 1 Corinthians 12:7,10b; 1 Corinthians 2:14

Encouraging / Exhorting —

Christians with the Gift of Encouraging find themselves exhorting others. They are compelled to give advice. As counselors, they seem to often have steps of action. While Prophets declare truth and Teachers clarify truth, Encouragers / Exhorters like to tell you what to do with truth. They bless others with a strong sense of concern. Often looking to encourage others, they are sought out as counselors. People find Encouragers friendly, understanding and practical. They enjoy using their communication skills to share specific insights.

In a word: Encourager

Overuse: Talks too much

Goal: Apply truth, don't create expectations

Scripture: Romans 12:6,8; Acts 11:23-24; Hebrews 10:24-25

Their purpose is to encourage and mature Christians for more effective ministry. This profile focuses on sixteen spiritual gifts. These sixteen gifts are featured based upon their functional and practical use.

Evangelism —

Christians with the Gift of Evangelism feel compelled to win souls. They seem to have the ability to communicate the gospel very effectively. Their concern for witnessing to a lost and dying world is evident. They desire to be involved in ministries to reach people for Christ. The Gift of Evangelism motivates them to want nearly every message they hear to include the gospel and an invitation to trust Christ. Missions and outreach are important to them. Always being ready to give an answer to every person is their goal. Conversations seem to often turn toward eternal values. The worth of souls and the task of evangelism are most important to the Evangelist's motivation.

In a word: Dynamic

Overuse: Zeal

Goal: Build disciples, not statistics

Scripture: Ephesians 4:7,11; Acts 8:26-40; Luke 19:1-10

Faith —

The Gift of Faith is often found in those with the obvious ability to trust God in the most adverse circumstances. Every Christian has a measure of saving faith, but those with the Gift of Faith have a deeper dependence upon God and His Word. "Faith comes by hearing and hearing by the Word of God," is often their favorite Bible verse. The Gift of Faith is seen in those who believe strongly in the presence and power of God. They tend to stretch the faith and commitments of others. They encourage others to act upon their faith and challenge everyone to increase their faith.

In a word: Optimist

Overuse: Overly trusting and often proud of their faith

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

Scripture: 1 Corinthians 12:7,9; Matthew 8:5-16; Hebrews 11:1

Giving —

Givers tend to be seriously concerned about financial matters. The Gift of Giving also involves the "gift of getting." Givers are sensitive to how money is spent and saved. Those with the Gift of Giving don't always give to the wheel that squeaks the loudest, but to the wheel that truly needs the most grease. Givers have unique financial insights. They serve especially well on boards responsible for maintaining budgets. They tend to be conscientious and conservative. The Gift of Giving may not be always evident, but a genuine interest in wise stewardship will be.

In a word: Steward

Overuse: The power of money

Goal: Sincere stewardship, not financial harassment

Scripture: Romans 12:6,8b; Acts 4:32-35; 2 Corinthians 9:7-8

Hospitality —

The Gift of Hospitality is that special interest in opening one's home for food and fellowship, or to just provide a place to stay for someone in need. Those with the Gift of Hospitality seem to always be ready and willing to invite guests over or offer their home for a place to meet for any occasion. They love to provide refreshments or prepare meals for individuals or groups. They seldom show irritation over last minute requests to have someone over or to host a group. They tirelessly serve to make people comfortable and encouraged.

In a word: Sociable

Overuse: Take on too much / Get worn out

Goal: Provide fellowship without sacrificing family time

Scripture: 1 Peter 4:9-10; Acts 16:13-15; Luke 14:12-14

To identify your Spiritual Gifts, follow the **Scoring Instructions** 1 on the questionnaire page. Once you have plotted your Spiritual Gifts Graph you should study these pages with their brief summaries of all the gifts.

These descriptions are simple overviews of the Spiritual Gifts listed in Romans 12:3-8, Ephesians 4:11-12, 1 Corinthians 12:8-28, and 1 Corinthians 14:1-3. Read each one, along with reviewing the results of your Spiritual Gifts Profile to identify your specific spiritual motivations.

There are many spiritual gifts referred to in the Scriptures. We are only looking at those that help us "fit" and relate best in ministry. There are also various manifestations of the gifts. This profile does not deal with any of the manifestations, but rather the motivations and ministries of sixteen specific gifts.

This tool is not intended to be as theological, as it is to be practical and pragmatic. The main purpose of discovering your spiritual gifts is to exercise and enjoy your giftedness for God's glory and to grow as a Christian.

Knowledge —

The Gift of Knowledge is a supernatural revelation of certain facts in the mind of God, which gives instant and specific information that one would have no other way of knowing, except from God. This is not an amplification of human knowledge, nor is it a gift of just knowing a lot of things. It is the ability to receive specific truth from the Word of God. Sometimes they may overwhelm others and bring more attention to their Word of Knowledge, rather than the purpose of sharing what God has revealed to them.

In a word: Divine Insights

Overuse: Make others feel inferior or ignorant
Goal: Change lives, rather than impress others
Scripture: 1 Corinthians 12:7-8; 8:1b-2

Prophecy / Perceiving —

Prophets today are not exactly like prophets of old. Old Testament Prophets spoke the literal Word of God. Today people with the Gift of Prophecy seem to have the same seriousness and straight forward attitude toward truth. They like to share truth, regardless of what anyone thinks. Prophets today are motivated to confront anyone with what they believe is right. When controlled by the Holy Spirit, the Gift of Prophecy is a powerful tool to reprove, rebuke and exhort others. Prophets often find themselves pointing the way, declaring specific truth or standing up for something significant.

In a word: Bold

Overuse: Fighter
Goal: Declare truth, don't divide Christians
Scripture: Ephesians 4:7,11; 1 Corinthians 14:1,3; 2 Peter 1:19-21

Leadership —

The Gift of Leadership, much like the Gift of Administration / Ruling, is evident in those who demonstrate an unusual ability to influence others. They seem to have an independent determination to challenge and direct others toward a specific goal. They stand out and take stands. Those with the Gift of Leadership tend to be multi-talented excelling with their people and tasks skills. Often result-oriented and driven, they need to guard their strengths. They also need to be more sensitive and patient with those who don't respond as well or positive as they. They are great motivators.

In a word: Dreamer

Overuse: Too demanding and impatient
Goal: Lead by example and willingness to be a servant
Scripture: Romans 12:6,8c; John 13:13-17; Hebrews 13:17

Serving / Ministry / Helps —

When you think of Christians who serve faithfully behind the scenes, you think of those with the Gift of Serving / Ministry / Helps. They are interested in blessing others to serve the Lord. They love to help others. Motivated by a strong sense of need, they feel like "someone has to do it." Caring and concerned for others, they find themselves doing what no one else likes to do. They tend to do whatever called for. Flexible, they adapt to many challenges. They simply enjoy helping others and meeting needs. Often truly selfless, those with this gift like to be involved.

In a word: Selfless

Overuse: Takes on too much
Goal: Be a servant, not a martyr
Scripture: 1 Corinthians 12:28; Act. 6:1-3; Romans 16:1-2

Mercy —

Christians with the Gift of Showing Mercy demonstrates genuine sensitivity to suffering. They are compelled to help people reduce pain. They are concerned more with the person, than the reason for the suffering. Focusing on the feelings of those who hurt, Showers of Mercy desire to minister by "being there" when people really need them. Sympathizing and/or empathizing are their specialties. While others may care more about why, what, when or how, those with the Showing Mercy are interested in "who" needs tender loving care.

In a word: Caring

Overuse: Too sensitive
Goal: Wise insights, not foolish responses
Scripture: Romans 12:6,8d; Matthew 5:7

Teaching —

Christians with the Gift of Teaching prefer explaining why things are true. While the prophet declares truth, the teacher explains the reasons why it is true. Interested in research, those with the Gift of Teaching like to dig into seemingly insignificant details. They enjoy presenting what they discover. Often negligent of the needs of others, they press toward a deeper understanding. They love to study. Searching patiently and persistently, they may miss the obvious. They stretch the limits of learning, setting high standards of education.

In a word: In-depth

Overuse: Digs too deep
Goal: Reveal truth, don't exhaust it
Scripture: Romans 12:6,7b; Colossians 3:16; James. 3:1; 2; 2 Timothy 2:2

Pastor / Shepherding —

The Gift of Pastor / Shepherding is obvious in those who really enjoy leading others in serving the Lord. Unlike the Gift of Ministry / Serving / Helps, this gift involves the motivation to lead. Pastor / Shepherds are compelled to encourage others to work together for the body's sake. Influencing others to work together is important. Stressing a need for team participation, they emphasize harmony. Untrained lay-people can also have the Gift of Pastor / Shepherding. They see their service as one of maturing others. With a motivation to unite the ministry, they feel strong about spiritual health.

In a word: Discipler / Leader

Overuse: Takes Advantage of Others' Trust
Goal: Strong leadership, not manipulating the flock
Scripture: Ephesians 4:11; 1 Peter 5:2-4

Wisdom —

The Gift of Wisdom is the unique ability to use knowledge in a practical way. Those with this gift like to combine what they know with a serious reverence of God in order to influence others. They sometimes battle with pride and an attitude of superiority. They need to be consistently humble and exhibit a sense of quietness and slowness before responding. Those with the Gift of Wisdom are often given some kind of adversity to stay in tune with God and His Word. Otherwise, those with this gift will tend to be puffed up. They make great counselors and give tremendous advice. Therefore, they need to stay in constant prayer, asking God for His wisdom.

In a word: Perceptive

Overuse: Speak down to people
Goal: Consistently trust and ask God for wisdom
Scripture: 1 Corinthians 12:7-8; James 3:13-18

Involvement / Spiritual Gifts Perspective

Where your Spiritual Gifts can be used most effectively!

One of the best ways to grow as a Christian is to get involved. Identifying your natural and spiritual motivation will help. Many believers desire personal growth, but seldom find a rewarding ministry.

The following is a summary of sixteen Spiritual Gifts and how they can impact your life. Find the three Spiritual Gifts that best fit you and review what it says about those specific gifts.

ADMINISTRATION / RULING

Abilities: Organizing or delegating tasks.

Opportunities: Group Leader, Office, Personnel.

Warning: Avoid thinking everyone will get involved.

Reward: Seeing people work together to accomplish difficult tasks.

Prayer: "Dear God, Help me to be tolerant to those who don't respond like I think they should."

FAITH

Abilities: Unique ability to trust God and His Word for the impossible.

Opportunities: Prayer, Counseling, Finances.

Warning: Believe, as everything depends upon God, but work, as though everything depends upon you.

Reward: Influencing others to increase their faith.

Prayer: "Dear God, Increase my faith, while I increase my work for you. Don't let me become lazy."

PASTOR / SHEPHERDING

Abilities: Ministering to groups needing leadership.

Opportunities: Committee Chairperson, Visitation.

Warning: Don't get discouraged with those who don't follow.

Reward: Seeing the ministry improve.

Prayer: "Dear God, Help me be patient with those who are apathetic or spiritually weak."

PROPHECY / PROCLAIMING

Abilities: Discern right from wrong / Declare truth.

Opportunities: Community / National Concern, Finances, Steering Committee.

Warning: Don't be obnoxious or opinionated.

Reward: Helping others see the truth clearly.

Prayer: "Dear God, Give me the sensitivity to show love, while sharing truth that may offend."

APOSTLESHP

Abilities: Start new churches / Pioneer new works.

Opportunities: Missions, Evangelism, Discipleship.

Warning: Be accountable to others.

Reward: Establishing new ministries that grow.

Prayer: "Dear God, Keep my eyes on you, not on my vision. For YOU are always more important than what I do for you."

GIVING

Abilities: Using stewardship to further God's Kingdom.

Opportunities: Finance or Planning Committee, Office.

Warning: Don't use money to control others.

Reward: Knowing you contributed to the advancement of ministry without any personal recognition.

Prayer: "Dear God, Use my success with finances to bless the ministry and others."

SERVING / MINISTRY / HELPS

Abilities: Serving behind the scenes.

Opportunities: Nursery, Sunday School, Ushering.

Warning: Don't become weary in well doing.

Reward: Knowing you make a difference doing what no one else may want to do.

Prayer: "Dear God, Thank you for appreciating my labor of love, regardless of what others may fail to appreciate."

DISCERNMENT

Abilities: Special insight concerning good and evil.

Opportunities: Counseling, Prayer, Personnel.

Warning: Guard against quick judgements.

Reward: Protecting others from poor decisions.

Prayer: "Dear God, Give me a meek and quiet spirit, so that I can share your truth in love and not with pride."

HOSPITALITY

Abilities: Welcoming people into their home.

Opportunities: Homeless, Encouragement, Housing.

Warning: Balance your family and personal needs with constantly inviting people to your home.

Reward: Giving others a comfortable rest and time of fellowship.

Prayer: "Dear God, Help me to work as hard at being close to you as I do at being hospitable."

SHOWING MERCY

Abilities: Giving sympathy and/or empathy to the hurting.

Opportunities: Hospital, Benevolence, Counseling.

Warning: Don't be a sucker to everyone.

Reward: Knowing you helped those who no one else would help.

Prayer: "Dear God, Use me to not only help people by showing care, but also sharing truth and TOUGH LOVE when necessary."

EVANGELISM

Abilities: Comfortably share the gospel with results.

Opportunities: Visitation, Outreach, Missions.

Warning: Don't think everyone should be as dedicated to evangelism as you are.

Reward: Leading people to Christ glorifies God.

Prayer: "Dear God, Increase my vision for the lost, while helping me to understand why others do not share my burden."

KNOWLEDGE

Abilities: Special ability to remember many things, especially from the Bible.

Opportunities: Counseling, Book Store, Library.

Warning: Don't get puffed up with much knowledge.

Reward: Helping others learn things they never knew.

Prayer: "Dear God, You are the all-knowing One. May I only know and share what you want me to. Also help me not to be proud of my knowledge."

TEACHING

Abilities: Clarify truth / Insights as to why facts are true.

Opportunities: Teaching, Training, Library.

Warning: Don't neglect other responsibilities.

Reward: Knowing people learn the truth.

Prayer: "Dear God, Help me to be practical, not just impart truth."

EXHORTATION

Abilities: Share practical steps of action.

Opportunities: Counseling, Crisis Center, Evangelism.

Warning: Choose words wisely.

Reward: Seeing people respond to your advice and helping them through problems.

Prayer: "Dear God, Use me to say what you would have me to say, not what I feel at the moment."

LEADERSHIP

Abilities: Obvious influence to motivate others.

Opportunities: Men's or Women's Ministries, Discipleship, Support Groups.

Warning: Lead by example, not just motivation.

Reward: Developing leaders to take over what you have done.

Prayer: "Dear God, Make me a strong and sensitive leader. Help me to be a well-balanced leader!"

WISDOM

Abilities: Special insights to make wise decisions.

Opportunities: Prayer, Counseling, Finances.

Warning: Don't become proud of your wisdom.

Reward: Helping others make good decisions.

Prayer: "Dear God, May my wisdom always come from you and not my own judgement. Help me to always rely on your Word and not my opinions."

Spiritual Gifts & Conflicts

One of the most, if not **THE** greatest hindrance to spiritual growth is conflict. Excited Christians, desiring to serve God, are often discouraged because of misunderstandings and clashes with other Christians.

This section is designed to help you discover why Christians often do what they do under pressure. It may explain why you may conflict with others. Scripture is clear on how to handle clashes. The problem is many Christians are not aware of their "motivations." Even Spiritual Gifts can be overused and abusive. The best thing about you can become the worst.

Allow God, not your feelings, to control your gift/s.

Gifts of Prophecy and / or Apostleship —

Under Pressure:

Becomes dictatorial, domineering, demanding, angry, intense, forceful, direct, bossy.

Sources of Irritation:

Weakness, indecisiveness, laziness.

Lack of — discipline, plan, purpose, direction, authority, control, challenge.

Needs To:

Back off, seek peace, relax, think before reacting, control self, be — patient, loving, friendly, loyal, kind, sensitive.

Gifts of Exhorting and / or Faith —

Under Pressure:

Becomes hyper, overly optimistic, immature, emotional, irrational, silly, wordy, selfish.

Sources of Irritation:

Disinterest, slowness, pessimism, details, time restraints, antagonism, doubt, structure, lack of — enthusiasm, team participation.

Needs To:

Listen, count the cost, control emotions, be — humble, strong, disciplined, punctual, careful with words, conscientious.

Gift of Showing Mercy —

Under Pressure:

Becomes subservient, insecure, fearful, weak-willed, withdrawn, sympathizer, sucker.

Sources of Irritation:

Pushiness, instability, inflexibility, anger, disloyalty, insensitivity, pride, discrimination, unfairness.

Needs To:

Be — strong, courageous, challenging, aggressive, assertive, confrontational, enthusiastic, outgoing, expressive, cautious, bold.

Gifts of Giving and / or Wisdom —

Under Pressure:

Becomes picky, judgmental, sensitive, intense, manipulative, vulnerable.

Sources of Irritation:

Waste, stinginess, insensitivity; Lack of — discipline, willpower, direction, determination, Lack of — stewardship, control, challenge, concern.

Needs To:

Be — more flexible, patient, risky, understanding, forgiving, not taken advantage of.

Gift of Evangelism —

Under Pressure:

Becomes hyper, talkative, doesn't listen well, pushy, intense, forceful, direct, bossy.

Sources of Irritation:

Apathy, indecision, laziness, all talk and no go, Lack of — concern for the lost, inactivity, purpose, direction, leaders as examples, challenge.

Needs To:

Back off, slow down, relax, minister to needs of others, build relationships, be — patient, loving, friendly, kind, sensitive.

Gifts of Teaching, Discernment and/or Knowledge —

Under Pressure:

Becomes too serious, haughty, high-minded, critical, contemplative, judgmental, moody, analytical.

Sources of Irritation:

Shallowness, inaccuracies, disorganization; Lack of — preparation, validation, plan, direction, authority, control, depth.

Needs To:

Relax, build relationships, ask more questions, allow for discussion, spend more time being practical, be — more friendly, funny, upbeat, enthusiastic.

Gift of Pastor / Shepherding —

Under Pressure:

Becomes serious, insensitive, overly concerned, nosy, intense, regimented, overbearing.

Sources of Irritation:

Spiritual weakness, indecisiveness, immaturity; Lack of — discipline, plan, vision, direction, power, control, consistency.

Needs To:

Serve by example, build relationships, relax, think before reacting, control self, be — patient, loving, kind, considerate, tolerant.

Gifts of Serving / Ministry and / or Hospitality —

Under Pressure:

Becomes selfless, sacrificing, weak-willed, cooperative, sympathetic, sensitive.

Sources of Irritation:

Inconsiderateness, inactivity, anger, disloyalty, Lack of — volunteers, help, concern.

Needs To:

Be — challenging, aggressive, assertive, bold, enthusiastic, expressive, delegating, creative, confident, leading.

Gifts of Administration/Ruling and/or Leadership —

Under Pressure:

Becomes moody, critical, contemplative, negative, worrisome.

Sources of Irritation:

Incompetence, disorganization, foolishness, dishonesty, inaccuracy, wastefulness, inconsistency, blind faith, false impressions.

Needs To:

Loosen up, communicate, be — joyful, positive, tolerant, compromising, open, trusting, enthusiastic.