

SPIRITUAL GIFTS

Gift	Meaning	Description	Distinction	Traits	Cautions
1. Mercy	To have compassion	The gift of Mercy is the divine enablement to cheerfully and practically help those who are suffering or are in need, compassion moved to action.	<p>People with this gift:</p> <ul style="list-style-type: none"> • Focus upon alleviating the sources of pain or discomfort in suffering people. • Address the needs of the lonely and forgotten. • Express love, grace and dignity to those facing hardships and crisis. • Serve in difficult or unsightly circumstances and do so cheerfully. • Concern themselves with individual or social issues that oppress people. 	<ul style="list-style-type: none"> ✓ Empathetic ✓ Caring ✓ Responsive ✓ Kind ✓ Compassionate ✓ Sensitive ✓ Burden-bearing 	<ul style="list-style-type: none"> ○ Need to be aware that rescuing people from their pain may be hindering God's work in them. ○ Need to guard against feeling "unappreciated," since some of the people helped will not show or express any appreciation. ○ Should guard against becoming defensive and angry about the sources of others' pain.
2. Encouragement	To come along side of	The gift of encouragement is the divine enablement to present truth so as to strengthen, comfort, or urge to action those who are discouraged or wavering in their faith.	<p>People with this gift:</p> <ul style="list-style-type: none"> • Come to the side of those who are discouraged to strengthen and reassure them. • Challenge, comfort, or confront others to trust and hope in the promises of God. • Urge others to action by applying biblical truth. • Motivate others to grow. • Emphasize God's promises and to have confidence in His. 	<ul style="list-style-type: none"> ✓ Positive ✓ Motivating ✓ Challenging ✓ Affirming ✓ Reassuring ✓ Supportive ✓ Trustworthy 	<ul style="list-style-type: none"> ○ Can sometimes be overly optimistic, too simplistic or flattering. ○ Should first take time to understand where others are and what they really need. ○ May want to just say "positive" things to others and avoid being confrontational when it's needed.

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3. Discernment	To separate or make a distinction	The gift of Discernment is the divine enablement to distinguish between truth and error. It is able to discern the spirits, differentiating between good and evil, right and wrong.	<p>People with this gift:</p> <ul style="list-style-type: none"> • Distinguish truth from error, right from wrong, pure motives from impure. • Identify deception in others with accuracy and appropriateness. • Determine whether a word attributed to God is authentic. • Recognize inconsistencies in a teaching, prophetic message or interpretation. • Are able to sense the presence of evil. 	<ul style="list-style-type: none"> ✓ Perceptive ✓ Insightful ✓ Sensitive ✓ Intuitive ✓ Decisive ✓ Challenging ✓ Truthful 	<ul style="list-style-type: none"> ○ May struggle with how to express their perceptions, feelings or insights. ○ Could be harsh when confronting others, instead of speaking the truth in love. ○ Need to confirm their perceptions before speaking.
4. Faith	To trust, have confidence, believe	The gift of faith is the divine enablement to act on God's promises with confidence and unwavering belief in God's ability to fulfill His purposes.	<p>People with this gift:</p> <ul style="list-style-type: none"> • Believe the promises of God and inspire others to do the same. • Act in complete confidence of God's ability to overcome obstacles. • Demonstrate an attitude of trust in God's will and His promises. • Advance the cause of Christ because they go forward when others will not. • Ask God for what is needed and trust Him for His provision. 	<ul style="list-style-type: none"> ✓ Prayerful ✓ Optimistic ✓ Trusting ✓ Assured ✓ Positive ✓ Inspiring ✓ Hopeful 	<ul style="list-style-type: none"> ○ Need to act on their faith. ○ Should remember that those who speak with reason and desire to plan do not necessarily lack faith. ○ Should listen to and consider the counsel of wise and Spirit-filled believers.

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5. Giving	To give part of, share	The gift of Giving is the divine enablement to contribute money and resources to the work of the Lord with cheerfulness and liberality. People with this gift do not ask “How much money do I need to give to God?” but, “How much money do I need to live on?”	<p>People with this gift:</p> <ul style="list-style-type: none"> • Manage their finances and limit their lifestyles in order to give as much of their resources as possible. • Support the work of ministry with sacrificial gifts to advance the Kingdom. • Meet tangible needs that enable spiritual growth to occur. • Provide resources, generously and cheerfully, trusting God for His provision. • May have a special ability to make money so that they may use it to further God’s work. 	<ul style="list-style-type: none"> ✓ Stewardship-oriented ✓ Responsible ✓ Resourceful ✓ Charitable ✓ Trust in God ✓ Disciplined 	<ul style="list-style-type: none"> ○ Need to esteem their gift, remembering that giving money and resources is a spiritual contribution to the body of Christ. ○ Need to remember the church’s agenda is determined by leaders, not by the giver’s gift. ○ Need to guard against greed.
6. Administration	To pilot or steer a ship	The gift of Administration is the divine enablement to understand what makes an organization function, and the special ability to plan and execute procedures that accomplish the goals of the ministry.	<p>People with this gift:</p> <ul style="list-style-type: none"> • Develop strategies or plans to reach identified goals. • Assist ministries to become more effective and efficient. • Create order out of organizational chaos. • Manage or coordinate a variety of responsibilities to accomplish a task. • Organize people, tasks, or events. 	<ul style="list-style-type: none"> ✓ Thorough ✓ Objective ✓ Responsible ✓ Organized ✓ Goal-oriented ✓ Efficient ✓ Conscientious 	<ul style="list-style-type: none"> ○ Need to be open to adjusting their plans, so that they don’t stifle a leader’s vision. ○ Could use people simply to accomplish goals without being concerned for their growth in the process. ○ Could fail to see God’s purposes being fulfilled in the process of meeting a goal.

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7. Service	To take the place of someone	The gift of Service is the divine enablement to accomplish practical and necessary tasks which free up, support, and meet the needs of others.	<p>People with this gift:</p> <ul style="list-style-type: none"> • Serve behind the scenes wherever needed to support the gifts and ministries of others. • See the tangible and practical things to be done and enjoy doing them. • Sense God’s purpose and pleasure in meeting every day responsibilities. • Attach spiritual value to practical service. • Enjoy knowing that they are freeing others up to do what God has called them to do. 	<ul style="list-style-type: none"> ✓ Available ✓ Willing ✓ Helpful ✓ Reliable ✓ Loyal ✓ Dependable ✓ Whatever-it-takes attitude 	<ul style="list-style-type: none"> ○ Need to esteem their gift, remembering that doing practical deeds is a spiritual contribution to the body of Christ. ○ Find it difficult to say “no.” ○ Need to be responsive to the priorities of leadership instead of setting their own agenda.
8. Pastor	To shepherd a flock	The gift of Pastor is the divine enablement to nurture, care for, and guide people toward ongoing spiritual maturity and becoming like Christ.	<p>People with this gift:</p> <ul style="list-style-type: none"> • Take responsibility to nurture the whole person in their walk with God. • Provide guidance and oversight to a group of God’s people. • Model with their life what it means to be a fully devoted follower of Jesus. • Establish trust and confidence through long-term relationships. • Lead and protect those within their care. 	<ul style="list-style-type: none"> ✓ Influencing ✓ Nurturing ✓ Guiding ✓ Discipling ✓ Protective ✓ Supportive ✓ Relational 	<ul style="list-style-type: none"> ○ Should remember that God judges those who neglect or abuse their oversight responsibilities. ○ Need to be aware that the desire to feed and support others can make it difficult to say “no.” ○ Should realize that some of those being nurtured will grow beyond the shepherd’s own ability and need to be freed to do so.

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9. Leadership	To stand before	The gift of Leadership is the divine enablement to cast vision, motivate, and direct people to harmoniously accomplish the purposes of God.	People with this gift: <ul style="list-style-type: none"> • Provide direction for God’s people or ministry. • Motivate others to perform to the best of their abilities. • Present the “big picture” for others to see. • Model the values of the ministry. • Take responsibility and establish goals. 	<ul style="list-style-type: none"> ✓ Influential ✓ Diligent ✓ Visionary ✓ Trustworthy ✓ Persuasive ✓ Motivating ✓ Goal-setter 	<ul style="list-style-type: none"> ○ Should realize their relational credibility takes time and is critical for leadership effectiveness. ○ Should remember that servant leadership is the Biblical model, the greatest being the servant of all. ○ Do not need to be in a leadership “position” to use this gift.
10. Teaching	To instruct	The gift of Teaching is the divine enablement to understand, clearly explain, and apply the Word of God, causing greater Christ-likeness in the lives of listeners.	People with this gift: <ul style="list-style-type: none"> • Communicate Biblical truth that inspires greater obedience to the Word. • Challenges listeners simply and practically with the truths of Scripture. • Present the whole counsel of God for maximum life change. • Give attention to detail and accuracy. • Prepare through extended times of study and reflection. 	<ul style="list-style-type: none"> ✓ Disciplined ✓ Perceptive ✓ Teachable ✓ Authoritative ✓ Practical ✓ Analytical ✓ Articulate 	<ul style="list-style-type: none"> ○ Should avoid pride that may result from their “superior” Biblical knowledge and understanding. ○ Could become too detailed when teaching and fail to make life application. ○ Should remember that their spirituality is not measured by how much they know.

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11. Prophecy	To speak before	The gift of Prophecy is the divine enablement to reveal truth and proclaim it in a timely and relevant manner for understanding, correction, repentance, or edification. There may be immediate or future implications.	<p>People with this gift:</p> <ul style="list-style-type: none"> • Expose sin or deception in others for the purpose of reconciliation. • Speak a timely word from God causing conviction, repentance, and edification. • See truth that others often fail to see and challenge them to respond. • Warn of God’s immediate or future judgment if there is no repentance. • Understand God’s heart and mind through experiences He takes them through. 	<ul style="list-style-type: none"> ✓ Discerning ✓ Compelling ✓ Uncompromising ✓ Outspoken ✓ Authoritative ✓ Convicting ✓ Confronting 	<ul style="list-style-type: none"> ○ Need to be aware that listeners may reject the message if not spoken with love and compassion. ○ Need to avoid pride which can create a demanding or discouraging spirit that hinders the gift. ○ Should remember that discernment and Scripture must support and agree with each prophecy.
12. Evangelism	To bring good news	The gift of Evangelism is the divine enablement to effectively communicate the gospel to unbelievers so they respond in faith and move toward discipleship.	<p>People with this gift:</p> <ul style="list-style-type: none"> • Communicate the message of Christ with clarity and conviction. • Seek out opportunities to talk to unbelievers about spiritual matters. • Challenge unbelievers to faith and to become fully devoted followers of Christ. • Adapt their presentation of the gospel to connect with the individual’s needs. • Seek opportunities to build relationships with unbelievers. 	<ul style="list-style-type: none"> ✓ Sincere ✓ Candid ✓ Respected ✓ Influential ✓ Spiritual ✓ Confident ✓ Commitment-oriented 	<ul style="list-style-type: none"> ○ Need to remember the Holy Spirit, not guilt, is the motivation in a person’s decision for Christ. ○ Should avoid becoming critical of others by remembering that we are all “witnesses,” but we are not all “evangelists.” ○ Need to listen carefully, because the same approach is not appropriate for everyone.

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13. Hospitality	To love strangers	The gift of Hospitality is the divine enablement to care for people by providing fellowship, food, and shelter.	People with this gift: <ul style="list-style-type: none"> • Provide an environment where people feel valued and cared for. • Meet new people and help them to feel welcomed. • Create a safe and comfortable setting where relationships can develop. • Seek ways to connect people together into meaningful relationships. • Set people at ease in unfamiliar surroundings. 	<ul style="list-style-type: none"> ✓ Friendly ✓ Gracious ✓ Inviting ✓ Trusting ✓ Caring ✓ Responsive ✓ Warm 	<ul style="list-style-type: none"> ○ Should avoid viewing their gift as just “entertaining.” ○ Need to remember to ask God whom He wants them to befriend and serve. ○ Should be careful not to cause stress in their own family when inviting others into their home.
14. Miracles	To do the supernatural	The gift of miracles is the divine enablement to do what is humanly impossible for the purpose of highlighting God’s power and grace	People with this gift: <ul style="list-style-type: none"> • Have a passion to see the glory of God displayed • Demonstrate a desire to encourage the church and bring unbelievers to salvation • Possess a radical confidence in God’s power especially in light of their circumstance • Often discern God working whether it be small or big • Strive to deflect the reaction to their gift to the purposes of God 	<ul style="list-style-type: none"> ✓ Perceptive ✓ Authoritative ✓ Evangelistic ✓ Confident ✓ Faith filled ✓ Humble 	<ul style="list-style-type: none"> ○ Should be careful in ensuring that the spectacular nature of their gift brings glory to God ○ Watch out for pride, selfish gain, and selfish motive ○ Take care to honor the less-spectacular gifts which might require greater perseverance and diligence ○ Should not let fear of man keep them from exercising their gift

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15. Healing	To remedy sickness	The gifts of healing are the divine enablements to restore health either with or without medical means	<p>People with the healing gift(s):</p> <ul style="list-style-type: none"> • Might serve in a medical profession • Have seen God positively answer a greater proportion of their prayers for healing • Demonstrate a healthy tension of faith and surrender • Regardless of the outcome see sickness as a tool for God's glory 	<ul style="list-style-type: none"> ✓ Faith-filled ✓ Prayerful ✓ Compassionate ✓ Surrendered ✓ Warm ✓ Nurturing 	<ul style="list-style-type: none"> ○ Should distinguish between a humble faith and arrogant certainty ○ Must take pains to guard the vulnerable recipients' heart as well ○ Remember the close relationship to prayer this gift has ○ Be discerning and aware of the bigger purpose that God might have
16. Tongues	To speak in a foreign language or unintelligible syllables	The gift of tongues is the divine enablement to speak in a way not initially understood by the hearer, for the purpose of prayer or praise	<p>People with this gift:</p> <ul style="list-style-type: none"> • Have a heightened sense of discernment • See themselves as a part of the greater whole • Might also have a passion to reach unbelievers • Are extra-careful to ground their practice within the bounds of scripture 	<ul style="list-style-type: none"> ✓ Self-controlled ✓ Bold ✓ Obedient ✓ Not gullible ✓ Spirit-led ✓ Encouraging 	<ul style="list-style-type: none"> ○ Should joyfully yield to pastoral authority ○ Be aware of the lesser quality of their gift ○ Strive to be orderly & constructive in the exercise of this gift ○ Not exercise this gift corporately if there isn't an interpreter present
17. Interpretation of tongues	To immediately make a message in tongues intelligible	The gift of interpreting tongues is the divine enablement to translate a message in tongues so that those present can understand and be edified.	<p>People with this gift:</p> <ul style="list-style-type: none"> • Are sensitive to the leading of the Holy Spirit • Might know multiple languages • Are likely biblically knowledgeable and theologically informed • Have a pattern of 'testing the spirits' 	<ul style="list-style-type: none"> ✓ Self-controlled ✓ Bold ✓ Obedient ✓ Not gullible ✓ Spirit-led ✓ Encouraging 	<ul style="list-style-type: none"> ○ Should joyfully yield to pastoral authority ○ Be aware of the lesser quality of their gift ○ Strive to be orderly & constructive in the exercise of this gift

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18. Word of wisdom	To speak with wisdom	The gift of 'the utterance of wisdom' is the divine enablement to speak with godly wisdom regarding a situation or issue. This often results in clarity and momentum.	People with this gift: <ul style="list-style-type: none"> • Demonstrate a fear of the Lord • Have a lifestyle of humble wisdom • Are not prone to selfish ambition • Instinctively value God's truth over the world's assumptions 	<ul style="list-style-type: none"> ✓ Pure ✓ Peaceable ✓ Gentle ✓ Open to reason ✓ Merciful ✓ Impartial ✓ Sincere 	<ul style="list-style-type: none"> ○ Work at discerning worldly wisdom from godly wisdom ○ Let the Bible be the ultimate filter ○ Realize that godly wisdom doesn't always seem to make sense
19. Word of knowledge	To speak with knowledge	The gift of 'the utterance of knowledge' is the divine enablement to speak with godly knowledge regarding a situation or issue. This might further godly living and the spread of God's kingdom.	People with this gift: <ul style="list-style-type: none"> • Demonstrate a fear of the Lord • Are typically restrained in their speech • Enjoy reading broadly and don't find studying tedious • Ask insightful questions • Value logic and accuracy 	<ul style="list-style-type: none"> ✓ Prudent ✓ Teachable ✓ Disciplined ✓ Discerning ✓ Organized 	<ul style="list-style-type: none"> ○ Be wary of making knowledge an end in itself ○ Push to see a topic the way others might ○ Also pursue love and especially wisdom ○ Learn how to communicate knowledge in a winsome and compelling fashion
20. Marriage	To pursue marriage	The gift of marriage is the divine enablement to desire, seek, and find a husband or wife. The goal is the demonstration of Christ's love for his Church.	People with this gift: <ul style="list-style-type: none"> • Are wired by God to value marriage • Seek the good of others 	<ul style="list-style-type: none"> ✓ Relational ✓ Self-sacrificing ✓ Loving ✓ Selfless 	<ul style="list-style-type: none"> ○ Guard against viewing singleness negatively ○ Guard against thinking that getting married will solve everything

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21. Celibacy	To pursue singleness	The gift of celibacy is the divine enablement to remain single for the purpose of spreading the gospel and expanding the kingdom.	People with this gift: <ul style="list-style-type: none"> • Are wired by God to value singleness for the sake of the kingdom • Might also sense a calling to the mission field • Have a pioneering spirit 	<ul style="list-style-type: none"> ✓ Focused ✓ Productive ✓ Evangelistic 	<ul style="list-style-type: none"> ○ Guard against viewing marriage negatively ○ Surround yourself with those who can speak truth into your life
22. Apostle	To be one of a small group who Jesus personally commissioned	The gift of apostleship was the divine enablement by Christ given to a small group of men to begin implementing the Great Commission.	People with this gift: <ul style="list-style-type: none"> • Knew Jesus and his ministry • Had personally seen Jesus after his resurrection • Had authority over several local churches 	<ul style="list-style-type: none"> ✓ Called personally by Jesus 	<ul style="list-style-type: none"> ○ Thinking you have this gift in the same respect as the original apostles

Scriptures: 1 Cor 12:8-10; 1 Cor 12:28; Eph 4:11; Rom 12:6-8; 1 Cor 7:7-9.