

## God S.H.A.P.E.d You for Ministry!



**Spiritual Gifts:** Being God-powered



**Heart:** Redeeming Our Desires



**Abilities:** The Other Spiritual Gifts



**Personality:** Everybody's normal 'til you get to know 'em



**Experience:** All God has brought you through!



## Spiritual Gifts: Being God-Powered

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"Now about spiritual gifts, brothers, I do not want you to be ignorant." **1 Corinthians 12:1 (NIV)**

### What are "Spiritual Gifts"?

Greek: *Pneumatikos* -- (adj ) "Spiritual things"

Greek: *Charisma* -- (noun) "Grace gifts"

- Spiritual Gifts are Christ's gifts to every believer intended to build up His church.
- Spiritual Gifts are distributed by the Holy Spirit.
- Everyone receives at least one spiritual gift when they come to Christ.

### How to get them?

"Now to each one the manifestation of the Spirit is given for the common good. All these are the work of one and the same Spirit, and He gives them to each one, just as He determines " **1 Corinthians 12:7, 11**

- The Spirit gives Spiritual Gifts, but we *discover* them and *develop* them as we step out in faith and use them!

"For this reason I remind you to fan into flame the gift of God, which is in you..." **2 Timothy 1:6a**

### What are they for?

- For the building up of the body (the church) so it can carry out the purpose of the Head (Jesus Christ).
- For serving the needs of the body of Christ.
- For reaching lost people.
- For the unity of the body of Christ, not its division. We have different gifts which, when used in harmony, result in the growth of the church!

"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. Now to each one the manifestation of the Spirit is given for the common good." **1 Corinthians 12:4-7**

What gifts does the Bible mention?

<b>Romans 12:6-8</b>	<b>Ephesians 4:11</b>	<b>1 Peter 4:11</b>
Prophesying Ministering Teaching Exhorting Giving Leadership Showing mercy	Apostleship Prophesying Evangelizing Pastor Teacher	Speaking Serving
<b>1 Corinthians 12:6-10</b>	<b>1 Corinthians 12:28</b>	<b>1 Corinthians 12:29-30</b>
Word of Wisdom Word of Knowledge Faith Healing Miracles Prophesying Discerning of Spirits Interpretation of Tongues	Apostleship Prophesying Teaching Miracles Healing Helping Administrations Tongues	Apostleship Prophesying Teaching Miracles Healing Tongues Interpretation of Tongues

- The Bible doesn't necessarily list every gift. The goal isn't to categorize God's gifts, but to see how God has enabled us to build His church.

### How do I know which spiritual gifts I received?

- By confirmation from within the body of Christ.
- Through sober assessment.

"For by the grace given to me I say to everyone among you not to think of himself more highly than he ought to think, but to think with sober judgment, each according to the measure of faith that God has assigned." **Romans 12:3**

Spiritual Gifts tests can be helpful, but there are some cautions to be noted

1. New believers and those who have not experimented with various ministries may score lower on these tests, this should not be a discouragement, as scores in areas of gifting will rise as you experience different ministries.
2. Giftings can shift over the life of a believer as ministry changes and latent gifts are developed, reflected in different "scoring" at various points in life.

**A "Spiritual Gift Assessment Survey" will be distributed which we encourage you to fill out for your "Personal Ministry Profile".**



## Heart: Redeeming Our Desires

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### What is the “heart” Biblically speaking?

Greek: *Kardia* = “Heart; The innermost part of us, our vigor, and the center of physical and spiritual life.”

### From our heart can I/we have both good and bad desires?

“For the flesh has desires that are opposed to the Spirit, and the Spirit has desires that are opposed to the flesh, for these are in opposition to each other, so that you cannot do what you want.”

**Galatians 5:17 (NET)**

### Christ-like desires are almost always toward fulfilling God’s purposes: God has redeemed our desires

“And those who belong to Christ Jesus have crucified the flesh with its passions and desires.”

**Galatians 5:24 (ESV)**

### Our heart must be carefully watched over

“Keep your heart with all vigilance, for from it flow the springs of life.” **Proverbs 4:23 (ESV)**

### Desire is pointless without action: Discipline must accompany Desire

“And in this matter I give my judgment: this benefits you, who a year ago started not only to do this work but also to desire to do it. So now finish doing it as well, so that your readiness in desiring it may be matched by your completing it out of what you have.” **2 Corinthians 8:10-11 (ESV)**

### Desire must be matched with increasing wisdom and knowledge

“Desire without knowledge is not good, and whoever makes haste with his feet misses his way.” **Proverbs 19:2 (ESV)**

### Searching my God-given heart...

1. Groups of people that I really have a heart for include...(Single mothers? Recovering alcoholics? Underprivileged children? Teens? Etc...)
2. If I could do anything for God in my lifetime, and knew I couldn’t fail, I would...



## Abilities: The Other “Spiritual Gifts”

### What’s the difference between spiritual gifts and abilities?

- Spiritual Gifts = Divine enablement’s given at our second (spiritual) birth
- Abilities = Special abilities we’ve had from birth, or have learned in life along the way.

**It is not by coincidence that we have the special abilities we do!**

**It’s just as “spiritual” to use your abilities to serve the Lord!**

**Instructions:** Below is a list of abilities. This list is in no way exhaustive, but is provided to give you an idea of some of the abilities that exist. Put a checkmark in the boxes to the left of the abilities you believe you might have. Blank spaces have been provided at the bottom for you to fill in your own abilities. When you’re done marking off your abilities, please record them in your personal profile.

<input type="checkbox"/>	Artistic	Conceptualize, draw, paint, photograph
<input type="checkbox"/>	Classifying	Systemize & file materials, data, records, so they can be retrieved easily
<input type="checkbox"/>	Composing	Write music or lyrics
<input type="checkbox"/>	Counseling	Listen, encourage, and guide with sensitivity
<input type="checkbox"/>	Counting	Work with numbers, data, or money
<input type="checkbox"/>	Decorating	Beautify a setting for a special event
<input type="checkbox"/>	Editing	Proofread and rewrite
<input type="checkbox"/>	Entertaining	Perform, act, dance, speak
<input type="checkbox"/>	Evaluating	Analyze data and draw conclusions
<input type="checkbox"/>	Cooking	Create meals for small or large groups
<input type="checkbox"/>	Graphics	Lay out, design, create visual displays or banners
<input type="checkbox"/>	Interviewing	Encourage people to open up, to share about themselves
<input type="checkbox"/>	Landscaping	Gardening and work with plants
<input type="checkbox"/>	Managing	Supervise people to accomplish a task or event and coordinate the details
<input type="checkbox"/>	Mechanical	Operate equipment, tools or machinery
<input type="checkbox"/>	Musical	Sing or play an instrument
<input type="checkbox"/>	Planning	Strategize, design and organize programs and events
<input type="checkbox"/>	Promotional	Advertise or publicize events & activities
<input type="checkbox"/>	Public Relations	Handle complaints and unhappy costumers with care and courtesy
<input type="checkbox"/>	Recall	Remember names and faces or facts
<input type="checkbox"/>	Recruiting	Enlist and motivate people to get involved
<input type="checkbox"/>	Repairing	Fix, restore, maintain
<input type="checkbox"/>	Researching	Read, gather information, collect data
<input type="checkbox"/>	Resourceful	Search out inexpensive materials or creatively utilize materials at hand
<input type="checkbox"/>	Teaching	Explain, train, demonstrate, tutor
<input type="checkbox"/>	Welcoming	Convey warmth, develop rapport, making others feel comfortable
<input type="checkbox"/>	Writing	Articles, letters, books, scripts
<input type="checkbox"/>		
<input type="checkbox"/>		



## SPIRITUAL GIFT ASSESSMENT SURVEY

1. Respond to each statement on the Spiritual Gift Assessment pages, which follow, according to the following scale:
  - 3 = Consistently, definitely true
  - 2 = Most of the time, usually true
  - 1 = Some of the time, once in a while
  - 0 = Not at all, never
2. Using the Response Sheet write your response to each statement in the corresponding block.
3. **Important: Answer according to who you are not who you would like to be or think you ought to be.** This tool is not to identify areas that you feel you should, or would like to be doing, but to help in identifying possible spiritual gifting. Use the best response that represents your assessment over the entire course of your Christian life, not just the recent past.

### **Spiritual Gifts Assessment Survey Questions**

1. I like to organize projects, groups, and events, and being able to get others involved.
2. I have a desire to share the Gospel in areas or countries that have not yet heard it.
3. Other Christians value my perspective of whether a message or experience is of the Lord.
4. I enjoy reassuring and strengthening those who are discouraged, whether they are a close friend or someone I do not know.
5. My conversations with nonbelievers include spiritual matter.
6. I find it easy to trust God in tough and stressful situations.
7. I see myself as a person who is very generous when it comes to giving money to my church.
8. God has used me in a supernatural way to heal someone.
9. I enjoy behind-the-scene work that frees up other to do other projects or simply makes things look or work better.
10. I do not worry about how my house looks when I invite others over for a meal or to stay overnight.
11. I constantly pray for others and their prayer request.
12. When a person speaking in an unknown language, I was able to interpret it for others.
13. I have expressed Biblical thoughts of truth that have given insight to others.
14. I usually take charge when things are disorganized or not going in the proper direction.
15. I relate well with the needy or the “unlovables”.
16. Many incredible acts of God have happened through me.

17. I have given others important messages of God that I felt came from God at the perfect time.
18. I enjoy taking responsibility for the spiritual growth of others.
19. I enjoy sharing biblical truths with others and see them grow in character and obedience.
20. I have prayed or spoken in language unknown to me.
21. My friends view me as a person that is wise.
22. I am able to set goals and plan the most effective way to reach them.
23. I have thought about starting churches in places they currently do not presently exist.
24. I frequently am able to judge a person's character based upon first impressions.
25. I strengthen those who are struggling in their spiritual walk.
26. I am comfortable sharing what Christ has done in my life with others.
27. I believe with God's guidance, I can accomplish great things.
28. I am confident that God will provide for my needs as I give sacrificially and cheerfully.
29. I have healed a physically disabled person.
30. I am the one who often cleans up after meetings, sets up for lunches or meetings, or is helping prepare meals without being asked.
31. I enjoy inviting people I do not know over to my house and making them feel comfortable.
32. I enjoy praying for long periods of time and receiving leadings as to what God wants me to pray for.
33. God has shown me what a person was saying when they were speaking in a language I did not know.
34. I am able to learn new Biblical insights on my own.
35. I am confident about where I am heading and others willing follow me.
36. I would like to visit rest homes or other places where people need visitors.
37. God has performed humanly impossible miracles through my life.
38. I have been able to reveal God's truth about the future.
39. I enjoy spending time nurturing and caring for others.
40. I have often thought that a message or teaching could be presented in another way to better explain the truths and principles.
41. When I speak in tongues, I feel the spirit of God within me.
42. I feel confident that my decisions are in harmony with God's will.
43. People comment on how good I am in completing tasks that would bog others down.
44. I am attracted to the idea of serving in another country or ethnic community.
45. I can see through phoniness or deceit before it is evident to others.
46. Others have thanked me for helping them see the potential God has given them.
47. I am constantly looking for ways to befriend non-Christians.
48. I trust God to accomplish things that do not seem humanly possible.
49. I want to bless others through what God has given me.
50. I have seen God answer my prayer of miraculous healing.

51. I seldom think twice before doing a task that is unseen by others or may not bring me praise.
52. I want my house to be a place where those with problems or in need can come to find rest and peace.
53. When I hear about needy situations, I feel a burden to pray.
54. I have been used to interpret tongues and Christ was glorified.
55. I am approached by others who want to know my thoughts on a passage of scripture or biblical truth.
56. I enjoy inspiring and motivating others to become involved in other work.
57. My heart aches to a point of spurring me to action, when I see others in need or suffering.
58. I have been used by God to do supernatural act that authenticated the message of Christ.
59. I desire to, by the message of God, challenge people to change their ways if it is against God's word.
60. I enjoy helping develop others into spiritually mature Christians.
61. Others tell me that I present the Gospel in a way that is easily understandable.
62. An unknown language comes to me when I am at a loss for words in my prayer time.
63. I usually see clear solutions to complicated problems.
64. I am careful, thorough, and skilled at managing details.
65. I desire to be actively involved in the church's missions program.
66. I tend to see pure or impure motives in situations.
67. I am able to identify a person in a crowd who needs a word from God to reassure, up-lift, or challenge them, before others notice their need.
68. Through my conversations with them, unbelievers have chosen to accept Jesus Christ as their savior.
69. I constantly challenge others to trust God and His promises.
70. I enjoy providing money or material goods to people in need.
71. God is glorified when He has healed people through me.
72. I often find myself doing tasks, or the "small" things, which others view as thankless or insignificant.
73. I do whatever I can to make others accepted and a part of our group.
74. I have seen God answer my prayers.
75. I have interpreted tongues that blessed others.
76. I strive to have a daily time of reading and studying to understand biblical truths.
77. I have influenced other to complete a task or to find biblical answer that helped them in their lives.
78. I desire to work with people who have special physical needs.
79. God has done unexplainable signs and wonders through me to bring others to Christ.
80. I will speak God's truth, even in places where it is unpopular or difficult for others to accept.
81. I am usually in long-term support and care relationships with friends and others.
82. I have a burden for others to understand biblical truths and principals.



83. I believe I have the gift of tongues.
84. I have insights into how to solve problems that others do not see.
85. I can clarify goals and develop strategies or plans to accomplish them.
86. I can adapt well to different cultures and surroundings.
87. I receive positive confirmation regarding the liability of my insights or perceptions.
88. I like motivating others to take steps for spiritual growth.
89. I tell others that I am a Christian and invite their questions
90. I put myself in positions where I need to trust God, even though doing so seems scary to others.
91. I give more than my tithe to help provide for the ministries of this church.
92. Others have brought people to me to be healed.
93. I feel comfortable as a helper, assisting others to do their job more efficiently.
94. I can make others feel at ease in unfamiliar surroundings.
95. Others seek me out to pray for them.
96. When interpreting someone speaking in tongues, God uses my gift to speak to the church.
97. I discover important biblical truths when reading or studying scripture, which benefit others in the bod of Christ.
98. When I am in a group I'm usually the leader or I take the lead if no one else does.
99. I see beyond a person's handicaps or problems and see the person God loves.
100. Others have mentioned to me that I was used by God to bring about a supernatural change in their lives.
101. I boldly expose cultural trends, teachings or events, which contradict biblical principles.
102. I enjoy patiently but firmly nurturing
103. I can apply scriptural truth that others regard as practical and helpful.
104. God seems to speak to me in a language that is unknown to me.
105. Others often seek me out for advice about spiritual or personal matters.

## SPIRITUAL GIFT ASSESMENT TALLY SHEET

	VALUE RATING FOR QUESTIONS					TOTAL	SPIRITUAL GIFT
A	1	22	43	64	85		
B	2	23	44	65	86		
C	3	24	45	66	87		
D	4	25	46	67	88		
E	5	26	47	68	89		
F	6	27	48	69	90		
G	7	28	49	70	91		
H	8	29	50	71	92		
I	9	30	51	72	93		
J	10	31	52	73	94		
K	11	32	53	74	95		
L	12	33	54	75	96		
M	13	34	55	76	97		
N	14	35	56	77	98		
O	15	36	57	78	99		
P	16	37	58	79	100		
Q	17	38	59	80	101		
R	18	39	60	81	102		
S	19	40	61	82	103		
T	20	41	62	83	104		
U	21	42	63	84	105		

## Personal Ministry Profile

<b>Name:</b>		<b>Address:</b>	
<b>Phone Number:</b>			
<b>Email Address:</b>			

**Spiritual Gifts:** In the first column write down the names of the five spiritual gifts you scored highest in. In the next column write down a brief description of the gift. In the third column give a brief explanation as to why you think you have this gift.

Spiritual Gift	Description	I believe I have this gift because...

**HEART:** (Circle the following which apply)

People groups I have a heart for... I would be willing to expend time and energy to make a difference with...			
Infants Single Parents Widowed Refugees Unemployed Poor	College Students Singles Parents Elderly Hospitalized Children	Youth International Students Career Women Empty Nesters Disabled Teen Moms	Divorced Young Married Homeless Prisoners <u>Other:</u>

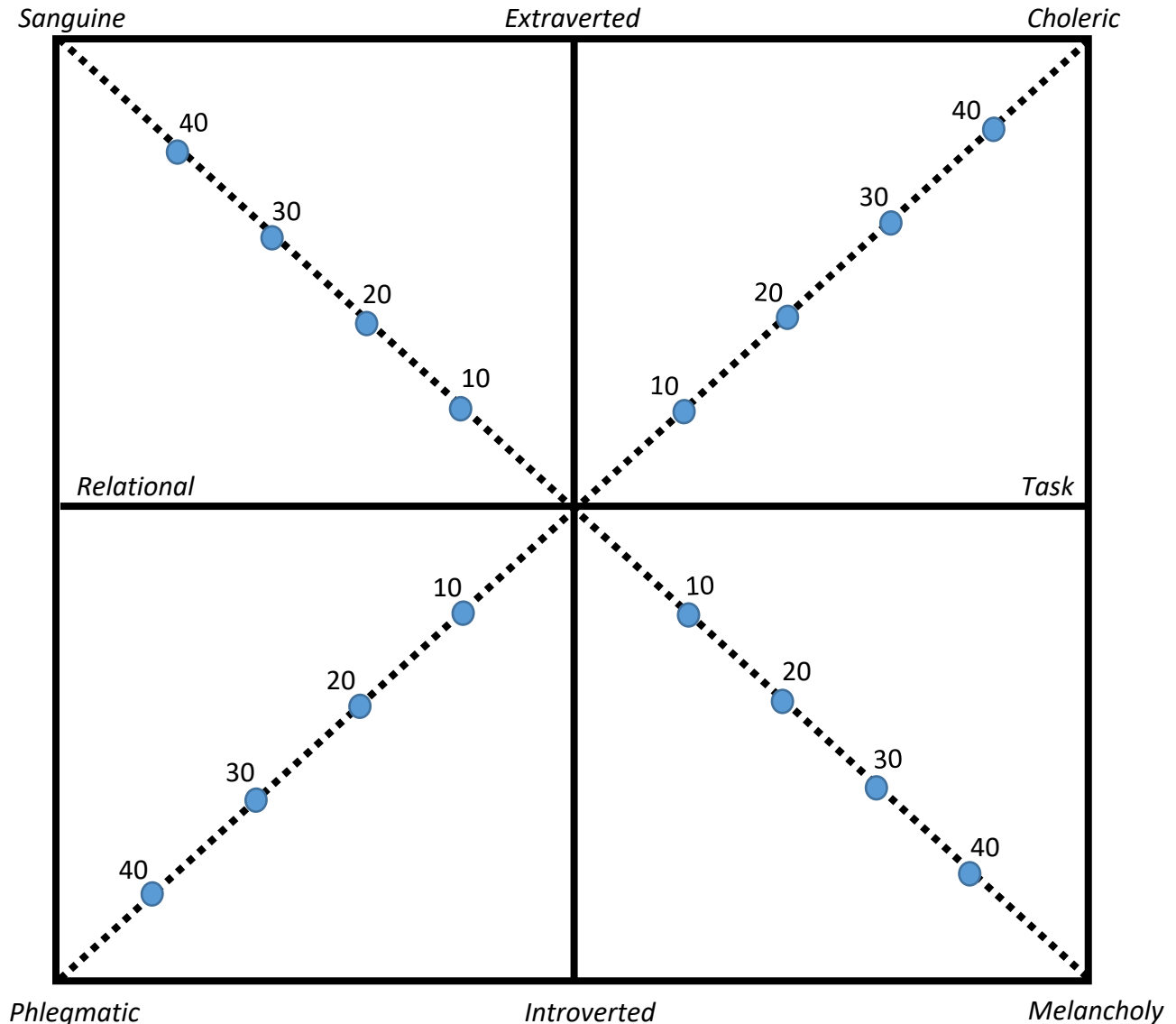
Issues I feel strongly about are and would be willing to invest time and energy into:			
Abortion Economic Environment Racism Poverty Child Care	Evangelism Politics Education Family Discipleship Technology	Violence Addictions Hunger AIDS Health Care Injustice	Internation/World Issues Literacy <u>Other:</u>

**If I could do anything for God in my lifetime (drawing on my gifts and focusing on the people/issue above) and I knew I couldn't fail, I would...**

**Abilities:** Record each special ability you believe you have...

**Personality:** Record your scores for each of the four personality types. Your highest score is your primary personality type and your second highest is your secondary type. Then use the graph to chart out your personality.

<i>Sanguine:</i>		<i>Melancholy:</i>		<i>Phlegmatic:</i>		<i>Choleric:</i>	
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**Experience:** Take a moment to contemplate how God might use the positive and the painful experiences in your life to minister through you to those around you either in the church body or in the community.

**Spiritual Gifts:**

- A** Administration
- B** Apostle
- C** Discernment
- D** Encouragement
- E** Evangelism
- F** Faith
- G** Giving
- H** Healing
- I** Helping
- J** Hospitality
- K** Intercession
- L** Interpretation
- M** Knowledge
- N** Leadership
- O** Mercy
- P** Miracles
- Q** Prophecy
- R** Shepherding
- S** Teaching
- T** Tongues
- U** Wisdom

## **SPIRITUAL GIFTS: DEFINITIONS & EXPLANATIONS**

### **ADMINISTRATION**

**Literal Meaning:** To pilot or steer a ship. It carries the idea of someone who guides and directs a group of people toward a goal or destination. We see variations of this word in verses like Acts 27:11, and Revelation 18:17.

**Description:** 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. With this gift the Holy Spirit enables certain Christians to organize, direct, and implement plans to lead others in the various ministries of the Church. This gift is closely related to the gift of leadership, but is more goal or task oriented and is also more concerned with details and organization.

**Distinctives:** People with this gift

- 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

**Cautions:** People with this gift

- 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

**References:** 1 Cor. 12:28, Acts 6:1-7, Ex. 18:13-26, Titus 1:4-5

## APOSTLESHIP

Literal Meaning: To be sent with a message

Description: The gift of Apostleship is the divine ability to start and oversee the development of new churches or ministry structures. NOTE: While the "office" of apostle that the original disciples of Christ held is unique and no longer exists, the "role" of apostle continues today and functions through the Spiritual Gift of Apostleship. The requirements for the office of Apostle included being a faithful eyewitness of Jesus' ministry and His resurrection (Acts 1:21-22; 1 Corinthians 9:1), and being called by Jesus Himself (Galatians 1:1).

Distinctives: People with this gift

- Pioneer and establish new ministries or churches
- Adapt to different surroundings by being culturally sensitive and aware
- Desire to minister to unreached people in other communities or countries.
- Have responsibilities to oversee ministries or groups of churches
- Demonstrate authority and vision for the mission of the church

Traits: Adventurous, Entrepreneurial, Persevering, Adaptable, Culturally sensitive, Risk-taking, Cause-driven

Cautions: People with this gift

- Should be aware that misusing their authority can quench the Spirit in others
- Need to be affirmed and sent by the church
- Can be demanding and pessimistic

References: 1 Cor. 12:28-29, Eph. 4:11-12, Rom. 1:5, Acts 13:2-3

Though there are no more that hold the office of Apostle today, the gift of apostleship continues in a different sense. Jesus gave apostles, prophets, evangelists, shepherds and teachers at His ascension (Ephesians 4:7-12), and these represent a distinct category of apostles. They do not have the authority to write Scripture as the original Apostles did. They also have a different purpose in the sense of establishing the church - the foundation has already been set.

The mission for those with the gift of apostleship today is to 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. They often have many different gifts that allow them to fulfill their ministry. These are leaders of leaders and ministers of ministers. They are influencers. They

are typically entrepreneurial and are able to take risks and perform difficult tasks. Missionaries, church planters, certain Christian scholars and institutional leaders, and those leading multiple ministries or churches often have the gift of apostleship. See also Acts 1:21-22, 1 Corinthians 9:1.



## **CELIBACY**

Literal Meaning: To remain unmarried

Description: The gift of Celibacy is the divine enablement to some members of the Body of Christ to remain single and enjoy it; to be unmarried and not suffer from undue sexual temptations.

Distinctives: People with this gift

- Can serve the Lord wholly because they do not have to worry about their husband or wife and children.
- Don't feel that they need to get married if a reasonable opportunity presented itself.
- Are not terribly frustrated by unfulfilled sexual impulses.

Cautions: Celibacy is one of two gifts that cannot stand alone. (The other gift is the missionary gift.) The gift of celibacy should allow a man or woman to be more effective in the use of whatever other gift or gift mix God gives to the person.

References: 1 Cor. 7:7-8, Matt. 19:10-12

## DISCERNMENT

Literal Meaning: To separate or make a distinction, differentiate

Description: 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.

Distinctives: People with this gift

- 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

Traits: Perceptive, Insightful, Sensitive, Decisive, Challenging, Truthful

Cautions: People with this gift

- 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
- References: 1 Cor. 12:10, Acts 5:14, Matt. 16:21-23

The spiritual gift of discernment is also known as the gift of “discernment of spirits” or “distinguishing between spirits”. The Greek word for the gift of discernment is *Diakrisis*. The word describes being able to distinguish, discern, judge or appraise a person, statement, situation, or environment. In the New Testament it describes the ability to distinguish between spirits as in 1 Corinthians 12:10, and to discern good and evil as in Hebrews 5:14.

The Holy Spirit gives the gift of discernment to enable certain Christians to clearly recognize and distinguish between the influence of God, Satan, the world, and the flesh in a given situation. The church needs those with this gift to warn believers in times of danger or keep them from being led astray by false teachings. See also Acts 5:3-6, 16:16-18, 1 John 4:1.

## EVANGELISM

Literal Meaning: To bring good news

Description: The gift of Evangelism is the divine enablement to effectively communicate the gospel to unbelievers so they respond in faith and move toward discipleship.

Distinctives: People with this gift

- 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

Traits: Sincere, Candid, Respected, Influential, Spiritual, Confident, Commitment-oriented

Cautions: People with this gift

- Need to remember the Holy Spirit, not guilt, is the motivator 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

References: Eph. 4:11, Acts 8:26-40, Luke 19:1-10

All Christians are called to evangelize and reach out to the lost with the Gospel (Matthew 28:18-20), but some are given an extra measure of faith and effectiveness in this area. The spiritual gift of evangelism is found in Ephesians 4:11-12 where Paul says that Jesus "gave the apostles, the prophets, the evangelists, the shepherds and teachers, to equip the saints for the work of ministry, for building up the body of Christ." The Greek word for evangelists is *Euaggelistes* which means "one who brings good news." This word is only found two other places in the New Testament: Acts 21:8 and 2 Timothy 4:5.

Evangelists are given the unique ability by the Holy Spirit to clearly and effectively communicate the Gospel of Jesus Christ to others. They are burdened in their hearts for the lost and will go out of their way to share the truth with them. Evangelists are able to overcome the normal fear of rejection and engage non-believers in meaningful conversations about Jesus. Their gift allows them to communicate with all types of people and therefore they receive a greater response to the message of salvation through Jesus Christ. They continually seek out relationships with those who don't know Jesus and are open to the leading of the Holy Spirit to approach different people. They love giving free treasure away for Jesus (2 Corinthians 4:7), and it brings them great joy knowing that the "feet that bring good news" are beautiful to those who believe (Isaiah 52:7). See Ephesians 4:11, Acts 8:5-12, 21:8, Matthew 28:18.

## EXHORTATION

Literal Meaning: To come along side of

Description: The gift of Exhortation 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.

Distinctives: People with this gift

- 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 will

Traits: Positive, Motivating, Challenging, Affirming, Reassuring, Supportive, Trustworthy

Cautions: People with this gift

- Can sometimes be overly optimistic, or too 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

References: Rom. 12:8, Acts 11:22-24, 14:21-2. Acts 15:30-32

The spiritual gift of exhortation is often called the "gift of encouragement." The Greek word for this gift is *Parakaleo*. It means to beseech, exhort, call upon, to encourage and to strengthen. The primary means of exhortation is to remind the hearer of the powerful and amazing work of God in Christ, particularly in regard to the saving work of Jesus in the atonement. We see Paul commanding Titus to use this gift in Titus 1:9 and throughout chapter 2, particularly Titus 2:11-15. He also charges Timothy in 2 Timothy 4:2.

The Spirit of God gives this gift to people in the church to strengthen and encourage those who are wavering in their faith. Those with the gift of exhortation can uplift and motivate others as well as challenge and rebuke them in order to foster spiritual growth and action. The goal of the encourager is to see everyone in the church continually building up the body of Christ and glorifying God.

## FAITH

Literal Meaning: To trust, have confidence, believe

Description: 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.

Distinctives: People with this gift

- 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

Traits: Prayerful, Optimistic, Trusting, Assured, Positive, Inspiring, Hopeful

Cautions: People with this gift

- 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

References: 1 Cor. 12:9, 13:2, Heb. 11:1-40, Rom. 4:18-21

The spiritual gift of faith is not to be confused with saving faith. All Christians have been given saving faith (Ephesians 2:8-9), but not all receive this special gift of faith. The word for faith in the New Testament is *Pistis*. It carries the notion of confidence, certainty, trust, and assurance in the object of faith. The gift of faith is rooted in one's saving faith in Christ and the trust that comes through a close relationship with the Savior. Those with this gift have a trust and confidence in God that allows them to live boldly for Him and manifest that faith in mighty ways. In the Bible the gift of faith is often accompanied by great works of faith. In Acts 3:1-10 we see this gift in action when Peter sees a lame man at the Beautiful Gate and calls on him to stand up and walk in the Name of Jesus. Jesus said even a small amount of this faith could move mountains (Matthew 17:20; 21:21). Paul echoed this truth in 1 Corinthians 13:2.

The Holy Spirit distributes this gift to some in the church to encourage and build up the church in her confidence in God. Those with the gift of faith trust that God is sovereign and He is good. They take Him at His Word and put the full weight of their lives in His hands. They expect God to move and are not surprised when He answers a prayer or performs a miracle.

## GIVING

Literal Meaning: To give part of, share

Description: 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?"

Distinctives: People with this gift

- Manage their finances and limit their lifestyle 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

Traits: Stewardship-oriented, Responsible, Resourceful, Charitable, Trusts in God, Disciplined

Cautions: People with this gift

- 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

References: 2 Cor. 6:8, Luke 21:1-4, Acts 4:32-37, Galatians 4:15, Philippians 4:10-18.

The Greek word for the spiritual gift of giving is *Metadidomi*. It simply means "to impart" or "to give." However, this word is accompanied in Romans 12:8 by another descriptive word: *Haplotes*. This word tells us much more about the kind of giving that is associated with this gift. The word *Haplotes* means "sincerely, generously and without pretense or hypocrisy."

The Holy Spirit imparts this gift to some in the church to meet the various needs of the church and its ministries, missionaries, or of people who do not have the means to provide fully for themselves. The goal is to encourage and provide, giving all credit to God's love and provision. Those with this gift love to share with others the overflow of blessings God has given them. They are typically very hospitable and will seek out ways and opportunities to help others. They are also excellent stewards and will often adjust their lifestyles in order to give more to the spread of the Gospel and the care of the needy. They are grateful when someone shares a need with them, and are always joyful when they can meet that need. See Romans 12:8, 13, 2 Corinthians 8:1-5; 9:6-15 to the spread of the Gospel and the care of the needy. They are grateful when someone shares a need with them, and are always joyful when they can meet that need. See Romans 12:8, 13, 2 Corinthians 8:1-5; 9:6-15.

## HEALING

Literal Meaning: To restore instantaneously.

*NOTE:* The word is actually plural, "healings" which indicate that different kinds of healings are possible with this gift (i.e., emotional, relational, spiritual, physical, etc.)

Description: The gift of Healing is the divine enablement to be God's means for restoring people to wholeness.

Distinctives: People with this gift

- Demonstrate the power of God
- Bring restoration to the sick and diseased Authenticate a message from God through healing
- Use it as an opportunity to communicate a biblical truth and to see God glorified
- Pray, touch, or speak words that miraculously bring healing to one's body

Traits: Compassionate, Trusts in God, Prayerful, Full of faith, Humble, Responsive, Obedient

Cautions: People with this gift

- Need to remember that it is not always their faith or the faith of the sick that determines a healing, but God who determines it
- Need to realize that God does not promise to heal everyone who asks or is prayed for
- Should remember that Jesus did not heal everyone who was sick or suffering while He was on the earth

References: 1 Cor. 12:9, 28, 30, Acts 3:1-16, Mark 2:1-2, James 5:13-16

This spiritual gift is closely related to the gifts of faith and miracles. All spiritual gifts are to be exercised in faith, but gifts of healings involve a special measure of it. This gift is interesting in that there is no guarantee that a person will always be able to heal anyone he or she desires. It is subject to the sovereign will of God, as all spiritual gifts are.

The Disciples were given authority to heal and cast out demons, but they were not always successful. The Apostle Paul was not able to heal himself and was told that God's grace was sufficient to carry him through his infirmity without removing it from him (2 Corinthians 12:7-10). This gift is given at various times and places to reveal the God of heaven to the sick and tormented. If healing is not granted, then we can conclude that God has greater plans for letting the person go through the illness or infirmity.

The spiritual gift of healing is an intimate one as it reveals the heart and compassion of God. Jesus is the Great Healer and Physician and during His ministry on earth He healed countless people and cast out demons (Matthew 4:23- 24; 8:16; 9:35, Mark 1:34). Healings reveal that God is near to His people and He cares about their sufferings. Healings are meant to draw people to God through His Son Jesus Christ. God wants those healed to respond in faith with thanksgiving and love as the leper did in Luke 17:15-19, and as the demon-possessed man did in Mark 5:18-20. By God's grace, physical healing should lead to spiritual healing (faith in Jesus) and eternal life with Him in heaven.

Those who have this gift are compassionate toward the sick and pray over them regularly. They have great faith and trust that God can and will heal some and are not deterred when He chooses not to. They are motivated knowing that God's revealed power will draw people to faith in Jesus. Their ultimate concern is the spiritual well-being of those being healed and their relationship with Jesus. They yearn for the day that there will be no more pain and suffering, and sin will no longer wreak havoc on the people of God.



## HELPS

Literal Meaning: To take the place of someone

Description: The gift of Helps is the divine enablement to accomplish practical and necessary tasks which free-up, support, and meet the needs of others.

Distinctives: People with this gift

- 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 everyday responsibilities
- Attach spiritual value to practical service
- Enjoy knowing that they are freeing up others to do what God has called them to do

Traits: Available, Willing, Helpful, Reliable, Loyal, Dependable, Whatever-it-takes attitude

Cautions: People with this gift

- 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 agendas.

References: 1 Cor. 12:28, Rom. 12:7, 16:1-2

The spiritual gift of service, or ministering, covers a wide range of activities in its application. There are two Greek words for this gift. The first one, found in Romans 12:7, is *Diakonia*. The basic meaning of this word is "to wait tables," but it is most often translated in the Bible as "ministry." It refers to any act of service done in genuine love for the edification of the community. The word *Antilepsis* is translated "helping" and is found in 1 Corinthians 12:28. It has a similar meaning: to help or aid in love within the community.

The Holy Spirit endows some believers with this gift to fill the many gaps of ministry and meet the needs of the church as it fulfills the Great Commission. The goal is to energize the church and free up others to use their gifts to the fullest. The result is the continued edification of the church and the added ability to see beyond its own needs and reach out into the community.

We see people with this gift in passages like Acts 6:1-7, 1 Corinthians 16:15-16, and many others. Those with the gift of service are committed to the spread of the Gospel. They serve in ways that benefit others with different gifts and ministries that are more public. They have a heart devoted to Jesus and a desire to follow His command and example in Matthew 20:25-28 (cf. Mark 10:42-45). Those with this gift do not seek recognition or a position in the "spotlight," they just love to help out. They are content with serving in the background knowing that their contribution will bless the church, display the love of Christ to the world, and bring glory to God. See also 1 Corinthians 12:4-7; Acts 20:35; 2 Timothy 4:11; Revelation 2:19

## HOSPITALITY

Literal Meaning: To love strangers

Description: The gift of Hospitality is the divine enablement to care for people by providing fellowship, food, and shelter.

Distinctives: People with this gift

- 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

Traits: Friendly, Gracious, Inviting, Trusting, Caring, Responsive, Warm

Cautions: People with this gift

- Should avoid viewing their gift as just "entertaining"
- Need to remember to ask *God* who He wants them to befriend and serve
- Should be careful not to cause stress in their own family when inviting others into their home

References: 1 Peter 4:9-10, Rom. 12:13, Heb. 13:1-2

## **INTERCESSION**

Literal Meaning: To plead on behalf of someone, intercede

Description: The gift of Intercession is the divine enablement to consistently pray on behalf of and for others, seeing frequent and specific results.

Distinctives: People with this gift

- Feel compelled to earnestly pray on behalf of someone or some cause
- Have a daily awareness of the spiritual battles being waged and pray
- Are convinced God moves in direct response to prayer
- Pray in response to the leading of the spirit, whether they understand it or not
- Exercise authority and power for the protection of others and the equipping of them to serve

Traits: Advocate, Caring, Sincere, Peacemaker, Trustworthy, Burden-bearer, Spiritually sensitive

Cautions: People with this gift

- Should avoid feeling that their gift is not valued, by remembering that interceding for others is their ministry and spiritual contribution to the body of Christ
- Should avoid using prayer as an escape from fulfilling responsibilities
- Need to avoid a "holier than thou" attitude sometimes caused by extended times of prayer and spiritual intimacy with God

References: 1 Peter 4:9-10, Rom. 12:13, Heb. 13:1-2

## **INTERPRETATION OF TONGUES**

Literal Meaning: To translate, interpret

Description: The gift of Interpretation is the divine enablement to make known to the body of Christ the message of one who is speaking in tongues.

Distinctives: People with this gift

- Respond to a message spoken in tongues by giving an interpretation
- Glorify God and demonstrate his power through this miraculous manifestation
- Edify the body by interpreting a timely message from God
- Understand an unlearned language and communicate that message to the body of Christ
- Are sometimes prophetic when exercising an interpretation of tongues for the church

Traits: Obedient, Responsive, Devoted, Responsible, Spiritually, sensitive, Discerning, Wise

Cautions: People with this gift

- Need to remember that the message being interpreted should reflect the will of God and not man
- Should remember that this gift is to provide edification, to build up the church
- Use it in conjunction with tongues and it should be used in an orderly manner

References: 1Cor. 12:10,30, 14:5, 14:1-28

This is a revelatory gift, meaning that God "reveals" the meaning of the words or message being spoken and allows the interpreter to communicate its meaning to those who need to hear it. When this happens in the church two things happen: the church is edified and God is glorified.

The spiritual gift of interpretation is given by the Holy Spirit to certain individuals to reveal messages spoken in an unknown tongue to God for the building up of the church. Like the gift of prophecy, tongues that are interpreted have the effect of encouraging and blessing the church to love and serve God more deeply and effectively.

## WORD OF KNOWLEDGE

Literal Meaning: To know

Description: The gift of Word of Knowledge is the divine enablement to bring truth to the body through a revelation or biblical insight.

Distinctives: People with this gift

- Receive truth which enables them to better serve the body
- Search the scriptures for insight, understanding, and truth
- Have an unusual insight or understanding that serves the church
- Organize information for teaching and practical use
- Gain knowledge which was not attained by natural observation for means

Traits: Inquisitive, Responsive, Observant, Insightful, Reflective, Studious, Truthful

Cautions: People with this gift

- Need to be careful of this gift leading to pride ("knowledge puffs up")
- Should remember that it's God's message, not theirs, when they give a word of knowledge to the church
- Need to remember with the increasing of knowledge comes the increasing of pain

References: 1 Cor. 12:8, Mark 2:6-8, John 1:45-50

The Greek word for this gift is *Gnosis* and it simply means knowledge and understanding. The Scriptural emphasis in 1 Corinthians 12:8 is on the ability to speak this knowledge to others in a given situation. In the opening passages of 1 Corinthians, Paul spoke of knowledge and recognized that the highest form of knowledge among men is the Gospel of Jesus Christ (i.e. the testimony about Christ, cf. 1 Corinthians 1:4-7). What we can conclude then is the gift of knowledge is an understanding of the things in this world and in our lives that is founded in the Gospel and rooted in the Scriptures. This gift is closely related to the gift of wisdom which is alluded to by Paul in 1 Corinthians 1:18-31.

The Holy Spirit gives this spiritual gift to some believers to bring about understanding and to inform the church or individual believers. The person with this gift is usually well-versed in the Scriptures and often has much committed to memory. They can retain the truth and communicate it effectively at the appropriate times. The gift of knowledge allows a believer to relate the Scriptures, and particularly the Gospel of Jesus Christ, to all aspects of life in this world. They can see how it connects to every situation and circumstance and how the reality and truth of the Gospel is to inform every decision a Christian makes. See also Romans 15:14; 2 Corinthians 2:14.

## LEADERSHIP

Literal Meaning: To stand before

Description: The gift of Leadership is the divine enablement to cast vision, motivate, and direct people to harmoniously accomplish the purposes of God.

Distinctives: People with this gift

- 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

Traits: Influential, Diligent, Visionary, Trustworthy, Persuasive, Motivating, Goal-setter

Cautions: People with this gift

- 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

References: Rom. 12:8, Heb. 13:17, Luke 22:25-26

The spiritual gift of leadership is closely related to the gift of administration and, interestingly, the spiritual gift of pastor/shepherd. The Greek word for the spiritual gift of leadership is *proistemi*. This word means to lead, to assist, to protect and to care for others. The spiritual gift of leadership is found in Romans 12:8 sandwiched between the gifts of giving and of mercy. It is placed there intentionally to show that it is a gift associated with caring for others. This is what connects it to the gift of pastor/shepherd, and what differentiates it from the gift of administration. It is more people oriented than task oriented in its application. This is not to say those with the gift of administration do not care for people, of course they do, but those with the spiritual gift of leadership focus on people and relationships more directly.

The word *proistemi* is connected to caring for people in other passages as well. In 1 Thessalonians 5:12-13 Paul says to "respect those who labor among you and are over (proistemi) you in the Lord and admonish you, and to esteem them very highly in love because of their work." The labor and work of those who were leading the believers in Thessalonica was that of tirelessly caring for their souls. Paul also connects leadership to caring for others

when he asks, "If someone does not know how to manage (proistemi) his own household, how will he care for God's church?" 1 Timothy 3:5

The Holy Spirit gives the spiritual gift of leadership to some in the church to care for God's people and lead them into deeper relationship with Christ and each other. They base their success on how well they help others succeed and grow in their spiritual walk with Jesus. They are able to accomplish many different tasks and objectives as they lead, but they will always lead relationally and with a deep concern for the well-being of others. They are "visionary" and less concerned with mundane details than those with the spiritual gift of administration. Many are entrepreneurial and willing to take risks to see the kingdom of God advanced through the church. They will go to great lengths to protect those under their care and are well-equipped to lead through crisis situations. See also 1 Thessalonians 5:12; 1 Timothy 3:4-5, 12; 5:17.

## **MARTYRDOM**

Literal Meaning: To endure great sacrifices

Description: The gift of Martyrdom is the divine enablement to undergo suffering for the faith even to death while consistently displaying a joyous and victorious attitude that brings glory to God.

Distinctives: People with this gift

- Minister fearlessly and fruitfully in situations of great danger without complaint.

References: 1 Car. 13:1-3, 1 Cor. 13:8, Rev. 6:11, John 21:18-19



## MERCY

Literal Meaning: To have compassion

Description: 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.

Distinctives: People with this gift

- 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

Traits: Empathetic, Caring, Responsive, Compassionate. Sensitive. Burden-bearing

Cautions: People with this gift

- 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

References: Rom. 12:8, Matt. 5:7, Mark 10:46-52, Luke 10:25-37

All Christians are called to be merciful because God has been merciful to us (Matthew 18:33; Ephesians 2:4-6). The Greek word for the spiritual gift of mercy is *Eleeo*. It means to be patient and compassionate toward those who are suffering or afflicted.

The Holy Spirit gives the spiritual gift of mercy to some in the church to love and assist those who are suffering, and walk with them until The Lord allows their burden to be lifted. The gift of mercy is founded in God's mercy towards us as sinners and is consistently expressed with measurable compassion. Those with this gift are able to "weep with those who weep" (Romans 12:15) and "bear one another's burdens" (Galatians 6:2). They are sensitive to the feelings and circumstances of others and can quickly discern when someone is not doing well. They are typically good listeners and feel the need to simply "be there" for others. See James 3:17; Jude 22-23.

## MIRACLE WORKING

Literal Meaning: To do powerful deeds

Description: The gift of Miracle Working is the divine enablement to authenticate the ministry and message of God through super-natural interventions which glorify him.

Distinctives: People with this gift

- Speak God's truth and have it authenticated by an accompanying miracle
- Express confidence in God's faithfulness and ability to manifest his presence
- Bring the ministry and message of Jesus Christ with power
- Claim God to be the source of the miracle and glorify him
- Represent Christ and through the gift point people to a relationship with Christ

Traits: Bold, Venturesome, Authoritative, God-fearing, Convincing, Prayerful Responsive

Cautions: People with this gift

- Need to remember that miracles are not necessarily caused by faith
- Should avoid viewing this gift as a personal responsibility, remembering that God determines the location and timing of His deeds
- Need to guard against the temptation to call on the Lord's presence and power for selfish purposes

Ref: 1 Cor. 12:10, 28-29, John 2:1-11, Luke 5:1-11, Acts 1:8, Gal. 3:5

The Greek phrase "*energemata dynameon*" literally translates "workings of powers." The double plural most likely means that these gifts were diverse and were not permanently available at the will of the gifted believer, but instead were bestowed at various times and circumstances. Thus, the gifts are subject to the divine will of God and His purposes and are not decided by the one who performs the miraculous works.

We know that Jesus performed many miracles in His earthly ministry, even more than those recorded in Scripture (John 20:30-31, Acts 2:22). The Apostles regularly performed miracles of all kinds including casting out demons, healings, raising people from the dead, striking people dead, causing blindness, and much more (Acts 2:43; 3:1-10; 5:1-16; 9:36-43; 13:4-12; 19:11-12). Other believers performed miracles as well, including Stephen (Acts 6:8) and Phillip (Acts 8:4-8).

Miracles were given by God to the church to reveal the presence and glory of God among His people and to create a sense of awe and wonder and Godly fear. Though there were many enemies of the church, often the result of miracles being performed was more people coming to faith in Jesus and glorifying God, as well as greater faith and boldness within the church (Acts 4:29-31; 9:35, 42).

Those with the spiritual gift of miracles often have a heightened sensitivity to the presence and power of God through His Holy Spirit. They have a special measure of faith and desire for God to reveal Himself and draw many to faith in His Son Jesus Christ. They take care not to draw attention to themselves or have a following of people, but are constantly pointing others to Jesus. Those with this gift understand that God is Sovereign and He can work when and how He desires, but they make sure they are available and listening to the prompting of the Holy Spirit. This gift is often accompanied by prayer and strong petition by these individuals for God to reveal His glory to people. They do not claim power themselves, but always give credit and glory to God for His mighty works. Often God will deliberately humble them to keep them relying on His grace and pointing to His Son, rather than miracles.

## **MISSIONARY**

Literal Meaning: To minister in a foreign country

Description: The gift of Missions is the divine enablement to minister in their spiritual giftedness in a second culture.

Distinctives: People with this gift

- Enjoy other cultures
- Often have friends in other nations
- May speak a foreign language
- Enjoy traveling
- Are willing to assimilate in another culture

Cautions: People with This gift have a tendency to project.

- The need to every Christian to be a missionary
- Sometimes there is confusion with the gift of evangelism
- Although some evangelists have the missionary gift, some do not

The same confusion occurs with the gift of apostleship.

References: 1 Cor. 9:19-23, Acts 8:4, Acts 13:2-3, Acts 22:2.1, Rom. 10:15

## WORD OF PROPHECY

Literal Meaning: To speak before

Description: The gift of Word 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.

Distinctives: People with this gift

- 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

Traits: Discerning, Compelling, Uncompromising, Outspoken, Authoritative, Convicting, Confronting

Cautions: People with this gift

- 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

References: Rom. 12:6, 1 Cor. 12:10, 28, 13:2, 2 Peter 1:19-21

The spiritual gift of prophecy is an extraordinary and unique gift. Paul says in 1 Corinthians 14:1 to "Pursue love, and earnestly desire the spiritual gifts, especially that you may prophesy." This gift is a blessing to the church and should not be quenched or despised (1 Thessalonians 5:20). Those who have the gift of prophecy differ from the Old Testament Prophets who spoke the authoritative Word of God directly. Their words were recorded as Scripture as they proclaimed, "Thus says The Lord," whereas the messages from those with the spiritual gift of prophecy must be tested (1 Corinthians 14:29-33; 1 Thessalonians 5:20-21; 1 John 4:1-3). In the New Testament the Apostles, not the prophets, took over the role of Scriptural proclamation from the Old Testament Prophets.

The Greek word for the gift of prophecy is *propheteia* which is the ability to receive a divinely inspired message and deliver it to others in the church. These messages can take the form of

exhortation, correction, disclosure of secret sins, prediction of future events, comfort, inspiration, or other revelations given to equip and edify the body of Christ (1 Corinthians 14:3-4, 24-25). Again, they do not constitute the authoritative Word of God, but are the human interpretation of the revelation that was received. They are spoken in human words through a human mind which is why they must be tested against the Scriptures (1 Thessalonians 5:20-21)

The Holy Spirit gives the gift of prophecy to some believers to make God's heart known and to edify the church. This gift is for the benefit of both believers and unbelievers and is a sign that God is truly among His church (1 Corinthians 14:22-25). Those with this gift are sensitive to both the prompting of the Holy Spirit and the needs of the church body. They should be humble and continually study the Scriptures in order to test these revelations before speaking them. When they do speak, they should allow and even expect others to weigh what is said against the Scriptures and interpret the message accordingly. In this way the church may be continually built up together in unity (1 Corinthians 14:4, 26). See also 1 Corinthians 14:1-5, Ephesians 4:11-12, 1 Peter 4:10-11.

## **SHEPHERD/PASTOR**

Literal Meaning: To shepherd a flock

Description: The gift of a Pastor is the divine enablement to nurture, care for, and guide people toward on-going spiritual maturity and becoming like Christ.

Distinctives: People with this gift

- 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 span of care

Traits: Influencing, Nurturing, Guiding, Discipling, Protective, Supportive, Relational

Cautions: People with this gift

- 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 pastor's own ability and need to be freed to do so

References: Eph. 4:11-12, 1 Peter 5:1-4, John 10:1-18, Jeremiah 3:15; Acts 20:28

The spiritual gift of pastor or pastor/shepherd is one that carries many different responsibilities. This gift is closely related to the spiritual gifts of leadership and teaching. The Greek word for pastor is *Poimen* and simply means shepherd or overseer. In the Biblical context, shepherds had several different responsibilities to their sheep and ultimately, to the owner of the sheep. They kept a lookout for predators and protected the sheep from attackers. They cared for wounded and sick sheep, nursing them back to health. They rescued them if they became lost or trapped.

They spent enormous amounts of time with them guiding them to the places of nourishment and rest. The result was a trust and relationship that kept the sheep following the shepherd. The sheep were attuned to the shepherd's voice to the point that even if they were temporarily mixed with another herd, at the call of the shepherd they would separate and follow him.

Pastors are called shepherds because their calling and gifting are much like those who care for sheep. They are called and gifted to care for the spiritual well-being of a local body of God's people. Pastors are first and foremost servants. They are servants of God and servants of His bride, the church. They are given a mixture of abilities by grace that allows them to serve the needs of an entire community.

The goal of the pastor is to reveal the glory of God in Christ by the power of the Holy Spirit to a people who need God's grace for life. The primary way the pastor will do this is by teaching the Word of God to the church. The gift of pastor is directly linked to the gift of teaching in Ephesians 4:11 and elsewhere. In fact, this gift could be called the gift of pastor-teacher. The ability to teach the Scriptures is also one of the many requirements of being an overseer (1 Timothy 3:1-7; Titus 1:6-9). By teaching the Scriptures to the church, the pastor feeds the "sheep" of God.

The Holy Spirit gives the spiritual gift of pastor to some in the church to humbly teach them, guide them, protect them, and to lead them in the mission that God has for His church, namely the Great Commission. The pastor loves the Gospel of Jesus Christ and puts it at the center of his life and ministry. Pastors do not seek fame or recognition for themselves, but they are placed in a position of authority by the Holy Spirit. The role of a pastor is one of humility and service as he is reminded daily of his overwhelming need of God's grace for the task at hand.



## TEACHING

Literal Meaning: To instruct

Description: 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.

Distinctives: People with this gift

- Communicate biblical truth that inspires greater obedience to the word
- Challenge 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

Traits: Disciplined, Perceptive, Teachable, Authoritative, Practical, Analytical, Articulate

Cautions: People with this gift

- 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

Ref: Rom. 12:7, 1 Cor. 12:28-29, Acts 18:24-28, 2 Tim. 2:2

The spiritual gift of teaching is one that carries a heavy responsibility in the church. In fact, James 3:1 warns, "Not many of you should become teachers, my brothers, for you know that we who teach will be judged with greater strictness." Like every believer, teachers are to be stewards of every word that comes out of their mouths. But the greater responsibility to which they are called is to be stewards of the Word of God to His people. Teachers have been entrusted with the task of effectively communicating what the Bible says, what it means, and how we as followers of Jesus Christ are to apply it to our lives here and now.

The Greek word for those with the spiritual gift of teaching is *didaskalos*. From the root of this word we get our English word, "didactic." The word *didasko* means to teach, instruct, instill doctrine, explain, and expound. Those with the spiritual gift of teaching love to study the Word of God for extended periods of time. They consume the Scriptures as food for their hearts, souls and minds with the expressed purpose of knowing Him and then making Him known to others. They want to know what God has revealed of Himself and what He requires of us as people created in His image. They take great joy and satisfaction in seeing others learn and apply the truth of God's Word to their lives. They love to see how the Gospel is woven

throughout the Scriptures and how it glorifies and magnifies Jesus Christ in the hearts and lives of those who love Him by grace.

The Holy Spirit gives certain people the spiritual gift of teaching so that they would help the church fulfill her ministry as "a pillar and buttress of the truth" (1 Timothy 3:15). Without this gift, the church would quickly fall into error and sin. Teachers are there to make sure that doesn't happen. They hate when Scripture is abused and used out of context or with ill intent. They love the truth and speak the truth in love. They will never hide or withhold it. On the contrary, they desire to follow in the footsteps of Jesus who taught in the synagogues and in the Temple as well as anywhere the people were gathered. They are called to demonstrate God's love while revealing His truth to the world without fear. The effect of their ministry is the upholding of God's Word and the growth and maturity of His Bride until the day of His return. See also Ephesians 4:11; James 3:1

## TONGUES

Literal Meaning: Tongue, language

Description: The gift of Tongues is the divine enablement to speak, worship, or pray in a language unknown to the speaker. People with the gift receive a spontaneous message from God which is made known to his body through the gift of Interpretation.

Distinctives: People with this gift

- Express with an interpretation a word by the Spirit which edifies the body
- Communicate a message given by God for the church
- Speak in a language they have never learned and do not understand
- Worship the Lord with unknown words too deep for the mind to comprehend
- Experience an intimacy with God which inspires them to serve and edify others

Traits: Sensitive, Prayerful, Responsive, Trusting, Devoted, Spontaneous, Receptive

Cautions: People with this gift

- Should remain silent in the church if there is no interpreter. See 1 Corinthians 14:27-28.
- Should avoid expecting others to manifest this gift which may cause inauthenticity of the Spirit
- Should remember that all the gifts, including this one, are to edify others

References: 1 Cor, 12:10, 28-30, 13:1, 14:1-33, Acts 2:1-11

The spiritual gift of tongues is more accurately called the gift of languages. The Greek word for tongues is *glossa*, which literally means "tongue." When it is used in the New Testament addressing the subject of spiritual gifts it carries the contextual meaning of "languages."

Speaking in tongues is the utterance of prayer or of a message glorifying God, typically spoken to God (1 Corinthians 14:2), in a language that is unknown to the one speaking it.

To properly understand this gift, we need to begin with a brief history of language in the human race. In the garden mankind had one language and was in direct communication with God, having perfect communion with Him. Unfortunately, this relationship changed at the fall when Adam sinned against God and he and Eve were cursed and banished from Eden along with their descendants. Mankind continued to have one language up until Genesis 11 where God confused their language and people were dispersed throughout the earth. He did this because they had united together in one language and conspired to build a tower at Babel. Their intention was to "make a name" for themselves and thus replace God in their hearts. Pride is

the birthplace of sin and regrettably fallen man has decided to use every advantage, including language, to usurp God's authority and place himself upon a throne which is not rightfully his.

After God confused their language and scattered them across the earth, He chose one people with one language to bring Him glory and draw mankind back to Himself. Abram, later called Abraham, was the one through whom God promised to bless "all the nations." Eventually, through the nation of Israel, the Hebrew language would be used to communicate God's Word to the nations. However, the rest of the world did not speak or understand this language and for the most part continued to remain ignorant of God's plan of redemption.

Fast forward to Pentecost and the pouring out of the Holy Spirit on the people of God. Here we see a glimpse of God's reversal of the curse of divided languages. In Acts 2 people from all over the world hear God's people proclaiming His mighty works in their own languages. This is the beginning of the redemption of language for its intended purpose: to glorify God and draw all people to Himself.

In heaven an innumerable group from every nation, tribe, people and tongue will join together to praise God with one language. (See Revelation 7:9-12. This is where tongues will cease as mentioned in 1 Corinthians 13:8-10.) The intention of the spiritual gift of tongues is to glorify God now, but also to prepare ourselves as His church to glorify Him forever in heaven. The gift however is only partial, in that it is not given to all believers, and in the context of the church requires an interpreter in order for it to be edifying.

There is much more to be said about the spiritual gift of tongues, but we will summarize a few points here:

- Not every believer receives this gift. The gift of tongues is not a requirement or a necessary sign of salvation. See 1 Corinthians 12:30.
- Tongues can be human languages such as those heard in Acts 2, but often may be languages no one understands. See 1 Corinthians 14:2.
- Tongues are not "ecstatic speech" but are always orderly and are able to be controlled by the one speaking. See 1 Corinthians 14:27-28, 33, 39-40
- Tongues should not be forbidden. See 1 Corinthians 14:39. The Holy Spirit gives some believers the spiritual gift of tongues to glorify God and, with the help of an interpreter, to edify the church. This gift is dealt with extensively in the Scriptures and its use should not be discouraged. That said, it should be used properly with pure motives and intentions, of course in the power and prompting of the Holy Spirit. See also 1 Corinthians 14:4, 39, Acts 2:4, Acts 19:6

## WORD OF WISDOM

Literal Meaning: To apply truth practically

Description: The gift of Word of Wisdom is the divine enablement to apply spiritual truth effectively to meet a need in a specific situation.

Distinctives: People with this gift

- Focus on the unseen consequences in determining the next steps to take
- Receive an understanding of what is necessary to meet the needs of the body
- Provide divinely given solutions in the midst of conflict and confusion
- Hear the Spirit provide direction for God's best in a given situation
- Apply spiritual truth in specific and practical ways

Traits: Sensible, Insightful, Practical, Wise, Fair, Experienced, Common Sense

Cautions: People with this gift

- Could fail to share the wisdom that God has given them
- Need to avoid having others develop a dependence upon them which may weaken their faith in God
- Need to be patient with others who do not have this gift

References: 1 Corinthians 1:17-3, 2:1-16, 12:8; James 3:13-18, 1 Cor. 2:3-14, Jer. 9:23-24, Col. 1:9-10, 2:1-3

The spiritual gift of wisdom, like the gift of knowledge, is also referred to as the "word of wisdom" or "utterance of wisdom." The Greek word for wisdom is *sophia* and it refers to the intimate understanding of God's Word and His commandments which results in holy and upright living. In the context of 1 Corinthians 12:8, it means to speak to the life of an individual or to a specific situation with great understanding and a righteous perspective, with the goal of guiding others toward a life of holiness and worship.

Several Scriptures reveal the true beauty and fruit of wisdom. Psalm 111:10 says: "The fear of the LORD is the beginning of wisdom; all those who practice it have a good understanding. His praise endures forever!" Wisdom begins with the fear of the LORD. It begins with knowing who God is and who we are in comparison to Him. That leads to understanding and then to practicing righteousness. A life of wisdom ultimately results in the praise of God.

James 3:17 says "the wisdom from above is first pure, then peaceable, gentle, open to reason, full of mercy and good fruits, impartial and sincere." This is undoubtedly a work of the Holy Spirit in the life of a believer. The highest wisdom is found in the cross of Christ, which is "folly

to those who are perishing, but to us who are being saved it is the power of God." (1 Corinthians 1:18).

The Holy Spirit gives some the spiritual gift of wisdom to not only impart the truth and understanding to believers, but to invoke a response of holiness and worship lived out in the world and amongst God's people. Wisdom doesn't end with knowledge, but is expressed in transformed hearts and lives.



## **Personality: Everybody's normal 'til we get to know 'em**

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### **Why is it important to understand peoples' personalities?**

- God gave each of us unique temperaments in order for his glory to shine through us in different ways. Unfortunately, as a result of the fall of man, sin now also is shown through our different personalities in different ways. By better understanding our God given personalities we can see the sinful tendencies in different personality types. But moreover, we can also get a better idea as to how God wants to use us to glorify Him.

### **How did I get my personality?**

- God gave you your personality at birth
- You were born with a sinful nature and that marred your personality
- Your life experiences, sins you've committed and those committed against you, have also negatively affected your personality
- God is restoring your God-given personality today, in Christ
- We must remember that everyone within the body of Christ is in the process of having their personalities restored as they walk with Christ

### **Surveying My Style!**

A Personality Test will be distributed, which we encourage you to fill out for your "Personal Ministry Profile." Traditionally, four distinct personality types have been identified. However, each person is created by God with a unique blending of the various personality types.

John Trent, Jr. assigns animals to the classical designations, which some people find easier to remember:

- |               |              |                  |
|---------------|--------------|------------------|
| 1. Sanguine   | (Expressive) | Otter            |
| 2. Melancholy | (Analytical) | Beaver           |
| 3. Phlegmatic | (Amiable)    | Golden Retriever |
| 4. Choleric   | (Driven)     | Lion             |

## YOUR PERSONALITY

Check one adjective per line that you think best describes you.

- |   |  |   |   |
|---|--|---|---|
| 1. <input type="checkbox"/> Animated        | <input type="checkbox"/> Adventurous       | <input type="checkbox"/> Analytical     | <input type="checkbox"/> Adaptable      |
| 2. <input type="checkbox"/> Persistent      | <input type="checkbox"/> Playful           | <input type="checkbox"/> Persuasive     | <input type="checkbox"/> Peaceful       |
| 3. <input type="checkbox"/> Submissive      | <input type="checkbox"/> Self-sacrificing  | <input type="checkbox"/> Sociable       | <input type="checkbox"/> Strong-willed  |
| 4. <input type="checkbox"/> Considerate     | <input type="checkbox"/> Controlled        | <input type="checkbox"/> Competitive    | <input type="checkbox"/> Convincing     |
| 5. <input type="checkbox"/> Refreshing      | <input type="checkbox"/> Respectful        | <input type="checkbox"/> Reserved       | <input type="checkbox"/> Resourceful    |
| 6. <input type="checkbox"/> Satisfied       | <input type="checkbox"/> Sensitive         | <input type="checkbox"/> Self-reliant   | <input type="checkbox"/> Spirited       |
| 7. <input type="checkbox"/> Planner         | <input type="checkbox"/> Patient           | <input type="checkbox"/> Positive       | <input type="checkbox"/> Promoter       |
| 8. <input type="checkbox"/> Sure            | <input type="checkbox"/> Spontaneous       | <input type="checkbox"/> Scheduled      | <input type="checkbox"/> Shy            |
| 9. <input type="checkbox"/> Orderly         | <input type="checkbox"/> Obliging          | <input type="checkbox"/> Outspoken      | <input type="checkbox"/> Optimistic     |
| 10. <input type="checkbox"/> Friendly       | <input type="checkbox"/> Faithful          | <input type="checkbox"/> Funny          | <input type="checkbox"/> Forceful       |
| 11. <input type="checkbox"/> Daring         | <input type="checkbox"/> Delightful        | <input type="checkbox"/> Diplomatic     | <input type="checkbox"/> Detailed       |
| 12. <input type="checkbox"/> Cheerful       | <input type="checkbox"/> Consistent        | <input type="checkbox"/> Cultured       | <input type="checkbox"/> Confident      |
| 13. <input type="checkbox"/> Idealistic     | <input type="checkbox"/> Independent       | <input type="checkbox"/> Inoffensive    | <input type="checkbox"/> Inspiring      |
| 14. <input type="checkbox"/> Demonstrative  | <input type="checkbox"/> Decisive          | <input type="checkbox"/> Dry humor      | <input type="checkbox"/> Deep           |
| 15. <input type="checkbox"/> Mediator       | <input type="checkbox"/> Musical           | <input type="checkbox"/> Mover          | <input type="checkbox"/> Mixes easily   |
| 16. <input type="checkbox"/> Thoughtful     | <input type="checkbox"/> Tenacious         | <input type="checkbox"/> Talker         | <input type="checkbox"/> Tolerant       |
| 17. <input type="checkbox"/> Listener       | <input type="checkbox"/> Loyal             | <input type="checkbox"/> Leader         | <input type="checkbox"/> Lively         |
| 18. <input type="checkbox"/> Contented      | <input type="checkbox"/> Chief             | <input type="checkbox"/> Chartmaker     | <input type="checkbox"/> Cute           |
| 19. <input type="checkbox"/> Perfectionist  | <input type="checkbox"/> Permissive        | <input type="checkbox"/> Productive     | <input type="checkbox"/> Popular        |
| 20. <input type="checkbox"/> Bouncy         | <input type="checkbox"/> Bold              | <input type="checkbox"/> Behaved        | <input type="checkbox"/> Balanced       |
| 21. <input type="checkbox"/> Brassy         | <input type="checkbox"/> Bossy             | <input type="checkbox"/> Bashful        | <input type="checkbox"/> Blank          |
| 22. <input type="checkbox"/> Undisciplined  | <input type="checkbox"/> Unsympathetic     | <input type="checkbox"/> Unenthusiastic | <input type="checkbox"/> Unforgiving    |
| 23. <input type="checkbox"/> Reluctant      | <input type="checkbox"/> Resentful         | <input type="checkbox"/> Resistant      | <input type="checkbox"/> Repetitious    |
| 24. <input type="checkbox"/> Fussy          | <input type="checkbox"/> Fearful           | <input type="checkbox"/> Forgetful      | <input type="checkbox"/> Frank          |
| 25. <input type="checkbox"/> Impatient      | <input type="checkbox"/> Insecure          | <input type="checkbox"/> Indecisive     | <input type="checkbox"/> Interrupts     |
| 26. <input type="checkbox"/> Unpopular      | <input type="checkbox"/> Uninvolved        | <input type="checkbox"/> Unpredictable  | <input type="checkbox"/> Unaffectionate |
| 27. <input type="checkbox"/> Headstrong     | <input type="checkbox"/> Haphazard         | <input type="checkbox"/> Hard-to-please | <input type="checkbox"/> Hesitant       |
| 28. <input type="checkbox"/> Plain          | <input type="checkbox"/> Pessimistic       | <input type="checkbox"/> Proud          | <input type="checkbox"/> Permissive     |
| 29. <input type="checkbox"/> Angered easily | <input type="checkbox"/> Aimless           | <input type="checkbox"/> Argumentative  | <input type="checkbox"/> Alienated      |
| 30. <input type="checkbox"/> Naïve          | <input type="checkbox"/> Negative attitude | <input type="checkbox"/> Nervy          | <input type="checkbox"/> Nonchalant     |
| 31. <input type="checkbox"/> Worrier        | <input type="checkbox"/> Withdrawn         | <input type="checkbox"/> Workaholic     | <input type="checkbox"/> Wants credit   |
| 32. <input type="checkbox"/> Too sensitive  | <input type="checkbox"/> Tactless          | <input type="checkbox"/> Timid          | <input type="checkbox"/> Talkative      |
| 33. <input type="checkbox"/> Doubtful       | <input type="checkbox"/> Disorganized      | <input type="checkbox"/> Domineering    | <input type="checkbox"/> Depressed      |
| 34. <input type="checkbox"/> Inconsistent   | <input type="checkbox"/> Introvert         | <input type="checkbox"/> Intolerant     | <input type="checkbox"/> Indifferent    |
| 35. <input type="checkbox"/> Messy          | <input type="checkbox"/> Moody             | <input type="checkbox"/> Mumbles        | <input type="checkbox"/> Manipulative   |
| 36. <input type="checkbox"/> Slow           | <input type="checkbox"/> Stubborn          | <input type="checkbox"/> Show-off       | <input type="checkbox"/> Skeptical      |
| 37. <input type="checkbox"/> Loner          | <input type="checkbox"/> Lord over others  | <input type="checkbox"/> Lazy           | <input type="checkbox"/> Loud           |
| 38. <input type="checkbox"/> Sluggish       | <input type="checkbox"/> Suspicious        | <input type="checkbox"/> Short-tempered | <input type="checkbox"/> Scatterbrained |
| 39. <input type="checkbox"/> Revengeful     | <input type="checkbox"/> Restless          | <input type="checkbox"/> Reluctant      | <input type="checkbox"/> Rash           |
| 40. <input type="checkbox"/> Compromising   | <input type="checkbox"/> Critical          | <input type="checkbox"/> Crafty         | <input type="checkbox"/> Changeable     |



## SCORING YOUR PERSONALITY TEST

To score, transfer your marks from your personality test to this page. Note that the adjectives describing you are rearranged on this page, so be careful in your scoring. Write your totals at the bottom of this page.

<b>SANGUINE</b>		<b>CHOLERIC</b>		<b>MELANCHOLY</b>		<b>PHLEGMATIC</b>	
1. Animated	<input type="checkbox"/>	Adventurous	<input type="checkbox"/>	Analytical	<input type="checkbox"/>	Adaptable	<input type="checkbox"/>
2. Playful	<input type="checkbox"/>	Persuasive	<input type="checkbox"/>	Persistent	<input type="checkbox"/>	Peaceful	<input type="checkbox"/>
3. Sociable	<input type="checkbox"/>	Strong-willed	<input type="checkbox"/>	Self-sacrificing	<input type="checkbox"/>	Submissive	<input type="checkbox"/>
4. Convincing	<input type="checkbox"/>	Competitive	<input type="checkbox"/>	Considerate	<input type="checkbox"/>	Controlled	<input type="checkbox"/>
5. Refreshing	<input type="checkbox"/>	Resourceful	<input type="checkbox"/>	Respectful	<input type="checkbox"/>	Reserved	<input type="checkbox"/>
6. Spirited	<input type="checkbox"/>	Self-reliant	<input type="checkbox"/>	Sensitive	<input type="checkbox"/>	Satisfied	<input type="checkbox"/>
7. Promoter	<input type="checkbox"/>	Positive	<input type="checkbox"/>	Planner	<input type="checkbox"/>	Patient	<input type="checkbox"/>
8. Spontaneous	<input type="checkbox"/>	Sure	<input type="checkbox"/>	Scheduled	<input type="checkbox"/>	Shy	<input type="checkbox"/>
9. Optimistic	<input type="checkbox"/>	Outspoken	<input type="checkbox"/>	Orderly	<input type="checkbox"/>	Obliging	<input type="checkbox"/>
10. Funny	<input type="checkbox"/>	Forceful	<input type="checkbox"/>	Faithful	<input type="checkbox"/>	Friendly	<input type="checkbox"/>
11. Delightful	<input type="checkbox"/>	Daring	<input type="checkbox"/>	Detailed	<input type="checkbox"/>	Diplomatic	<input type="checkbox"/>
12. Cheerful	<input type="checkbox"/>	Confident	<input type="checkbox"/>	Cultured	<input type="checkbox"/>	Consistent	<input type="checkbox"/>
13. Inspiring	<input type="checkbox"/>	Independent	<input type="checkbox"/>	Idealistic	<input type="checkbox"/>	Inoffensive	<input type="checkbox"/>
14. Demonstrative	<input type="checkbox"/>	Decisive	<input type="checkbox"/>	Deep	<input type="checkbox"/>	Dry humor	<input type="checkbox"/>
15. Mixes easily	<input type="checkbox"/>	Mover	<input type="checkbox"/>	Musical	<input type="checkbox"/>	Mediator	<input type="checkbox"/>
16. Talker	<input type="checkbox"/>	Tenacious	<input type="checkbox"/>	Thoughtful	<input type="checkbox"/>	Tolerant	<input type="checkbox"/>
17. Lively	<input type="checkbox"/>	Leader	<input type="checkbox"/>	Loyal	<input type="checkbox"/>	Listener	<input type="checkbox"/>
18. Cute	<input type="checkbox"/>	Chief	<input type="checkbox"/>	Chartmaker	<input type="checkbox"/>	Contented	<input type="checkbox"/>
19. Popular	<input type="checkbox"/>	Productive	<input type="checkbox"/>	Perfectionist	<input type="checkbox"/>	Permissive	<input type="checkbox"/>
20. Bouncy	<input type="checkbox"/>	Bold	<input type="checkbox"/>	Behaved	<input type="checkbox"/>	Balanced	<input type="checkbox"/>
21. Brassy	<input type="checkbox"/>	Bossy	<input type="checkbox"/>	Bashful	<input type="checkbox"/>	Blank	<input type="checkbox"/>
22. Undisciplined	<input type="checkbox"/>	Unsympathetic	<input type="checkbox"/>	Unforgiving	<input type="checkbox"/>	Unenthusiastic	<input type="checkbox"/>
23. Repetitious	<input type="checkbox"/>	Resistant	<input type="checkbox"/>	Resentful	<input type="checkbox"/>	Reluctant	<input type="checkbox"/>
24. Forgetful	<input type="checkbox"/>	Frank	<input type="checkbox"/>	Fussy	<input type="checkbox"/>	Fearful	<input type="checkbox"/>
25. Interrupts	<input type="checkbox"/>	Impatient	<input type="checkbox"/>	Insecure	<input type="checkbox"/>	Indecisive	<input type="checkbox"/>
26. Unpredictable	<input type="checkbox"/>	Unaffectionate	<input type="checkbox"/>	Unpopular	<input type="checkbox"/>	Uninvolved	<input type="checkbox"/>
27. Haphazard	<input type="checkbox"/>	Headstrong	<input type="checkbox"/>	Hard-to-please	<input type="checkbox"/>	Hesitant	<input type="checkbox"/>
28. Permissive	<input type="checkbox"/>	Proud	<input type="checkbox"/>	Pessimistic	<input type="checkbox"/>	Plain	<input type="checkbox"/>
29. Angered easily	<input type="checkbox"/>	Argumentative	<input type="checkbox"/>	Alienated	<input type="checkbox"/>	Aimless	<input type="checkbox"/>
30. Naïve	<input type="checkbox"/>	Nervy	<input type="checkbox"/>	Negative attitude	<input type="checkbox"/>	Nonchalant	<input type="checkbox"/>
31. Wants credit	<input type="checkbox"/>	Workaholic	<input type="checkbox"/>	Withdrawn	<input type="checkbox"/>	Worrier	<input type="checkbox"/>
32. Talkative	<input type="checkbox"/>	Tactless	<input type="checkbox"/>	Too sensitive	<input type="checkbox"/>	Timid	<input type="checkbox"/>
33. Disorganized	<input type="checkbox"/>	Domineering	<input type="checkbox"/>	Depressed	<input type="checkbox"/>	Doubtful	<input type="checkbox"/>
34. Inconsistent	<input type="checkbox"/>	Intolerant	<input type="checkbox"/>	Introvert	<input type="checkbox"/>	Indifferent	<input type="checkbox"/>
35. Messy	<input type="checkbox"/>	Manipulative	<input type="checkbox"/>	Moody	<input type="checkbox"/>	Mumbles	<input type="checkbox"/>
36. Show-off	<input type="checkbox"/>	Stubborn	<input type="checkbox"/>	Skeptical	<input type="checkbox"/>	Slow	<input type="checkbox"/>
37. Loud	<input type="checkbox"/>	Lord over others	<input type="checkbox"/>	Loner	<input type="checkbox"/>	Lazy	<input type="checkbox"/>
38. Scatterbrained	<input type="checkbox"/>	Short-tempered	<input type="checkbox"/>	Suspicious	<input type="checkbox"/>	Sluggish	<input type="checkbox"/>
39. Restless	<input type="checkbox"/>	Rash	<input type="checkbox"/>	Revengeful	<input type="checkbox"/>	Reluctant	<input type="checkbox"/>
40. Changeable	<input type="checkbox"/>	Crafty	<input type="checkbox"/>	Critical	<input type="checkbox"/>	Compromising	<input type="checkbox"/>
<b>TOTALS</b>	_____		_____		_____		_____

**Sanguine** (Expressive): **Otter**

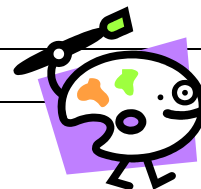
**Biblical Examples: The Apostle Peter**

The church was born in Jerusalem by God speaking through Peter on the day of Pentecost. This is what can happen when God's Spirit is working through a sanguine. They have a natural charm that helps them to capture the attention of any audience. They are definitely people-people! Unfortunately, sanguine also have some negative tendencies. Sanguine must avoid their desire to make pleasing other people a priority. This can cause them to be superficial and even reject the truth if it might make them unpopular. In the epistle to the Galatians we read that Paul had to rebuke Peter because he had stopped associating with gentile believers who didn't come from Jewish backgrounds in order to appease his Jewish friends within the church.

**Strengths:** Likeable personalities, sense of humor, storytellers, life of the party, lots of energy, inspiring, easily makes friends, apologizes quickly, doesn't hold a grudge, never a dull moment.

**Weaknesses:** Talks too much, exaggerates, too much energy, egotistical, complains, controlled by circumstance, easily angered, can seem fake, never grows up, forgets obligations, doesn't follow through, undisciplined, priorities out of order, is led by feelings, needs attention, doesn't listen well, makes excuses

**Melancholy** (Analytical): **Beaver**



**Biblical Examples: Moses, Thomas**

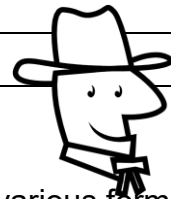
Melancholy personalities have a natural ability to worship God in creative and expressive ways. They aren't afraid to confidently ask the hard questions of God because of their relationship with him. Take Habakkuk for example. He was an Old Testament prophet who was watching the Babylonians abuse God's people, the Jews, and wanted to know what God was going to do about it. He says to God, ***"How long, Lord, must I cry for help? But you do not listen! I call out to you, 'Violence!' But you do not intervene! Why do you force me to experience injustice? Why do you put up with wrongdoing? Destruction and violence confront me; conflict is present and one must endure strife. For this reason the law lacks power, and justice is never carried out. Indeed, the wicked intimidate the innocent. For this reason justice is perverted."*** (Habakkuk 1:2-4 NET Bible) These are the kind of honest questions that God wants to hear from those whom he has a relationship. But unfortunately Habakkuk's personality also made him prone to be too cynical and he missed seeing the Lord's hand in his situation. The Lord responds to him powerfully and

says, ***“Look at the nations and pay attention!”*** (Habakkuk 1:5 NET Bible) Habakkuk was looking at the situation from his perspective and missed God’s perspective because of his cynicism.

**Strengths:** Deep, thoughtful, purposeful, genius tendencies, artistic, musical, philosophical, sensitive, self-sacrificing, conscientious, perfectionist, detail conscious, thorough, neat, creative, doesn’t need much attention, devoted

**Weaknesses:** Dwells on the negative, depressed, moody, displays false humility, low self-esteem, selective hearing, self-centered, feels false guilt, too introspective, prefers analysis to work, standards are too high, need approval, insecure socially, vengeful, unforgiving

**Phlegmatic** (Amiable): **Golden Retriever**



**Biblical Examples:** The Apostle John

Phlegmatics are great at structurally communicating God’s truth in various forms, or mediating conflicts. Their calm, cool personalities can defuse even the hottest situations. They also excel at offering practical solutions to life problems with answers from God’s Word. If you read the gospel and epistles of John, you get a good idea of how God can use phlegmatic to communicate to and exhort God’s people. On the flip side, phlegmatic can tend to avoid conflict when they are most needed. They can be afraid of taking action and simply choose to dwell in the land of theory. Too often they can enjoy talking and planning so much that they never end up doing anything.

**Strengths:** Low-key, easygoing, calm, patient, witty, sympathetic, hides emotions well, competent, peaceful, agreeable, mediates well, works well under pressure, easy to get along with, enjoyable, listens well, has many friends, compassionate

**Weaknesses:** Unenthusiastic, fearful, worried, indecisive, avoids responsibilities, too shy, too compromising, not goal oriented, lacks self-motivation, resents being pushed, lazy, discouraging, judges others, sarcastic, resists change, would rather watch than get involved

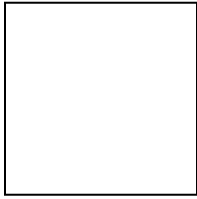
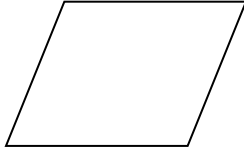
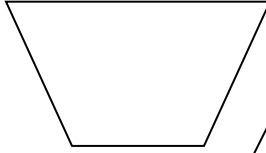
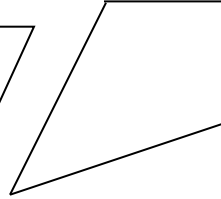
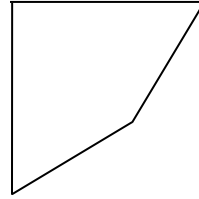
**Choleric** (Driven): **Lion****Biblical Examples:** The Apostle Paul

The apostle Paul wrote at least thirteen of the twenty-seven books of the New Testament. You've heard the term "he's an animal," they're talking about choleric. "Takin' care of business" is the best way to describe them, and when they're plugged into the power of God's Holy Spirit, there is just so much God can do through their lives. What an impact the life of the apostle Paul had on the Christian faith! Unfortunately, their "takin' care of business" approach can leave them forgetting about important people and relationships in the process. In Acts chapter fifteen we read that Paul didn't want Mark, who had deserted them on a past missionary journey, coming with him and Barnabas on a missionary trip due to his reliability issues. Paul wanted to visit the believers in the towns where they had preached the gospel in the past and encourage them. That was Paul's goal and if you weren't helping that goal you were part of the problem. This caused a disagreement between Paul and Barnabas that was so sharp that it says they "parted company." Paul saw Mark as nothing more than a means to an end and wasn't thinking about how the trip could benefit Mark's maturity in Christ – this wasn't on his agenda. Had it not been for Barnabas caring for Mark the way he did, we might not have the gospel of Mark today.

**Strengths:** Born leaders, dynamic, needs change, independent, exudes confidence, decisive, goal oriented, sees the big picture, seeks practical solutions, delegates work well, meets goals, is often "right", works well in emergency situations

**Weaknesses:** Bossy, impatient, quick-tempered, has a hard time relaxing, enjoys arguing, can't lose, inflexible, ignores details, makes rash decisions, rude, manipulative, demanding, workaholics, tends to use people, dominating, know-it-alls, has a hard time admitting their wrong

**Below are the five basic personality shapes. Your personality graph should closely resemble one of these shapes the most.**

**A****B****C****D****E**

**Type A:** People with this shape tend to be well-rounded and are a “jack-of-all-trades” when it comes to their personalities.

**Type B:** People with the “diamond” shape tend to display two very opposite personality types. Each one will show itself in different situations and rarely will both be seen at the same time.

**Type C:** People with the “trapezoid” shape tend to have two dominant personality types that have a certain attribute in common. These attributes include being task or people oriented, or being introverted or extroverted.

**Type D:** People with the “kite” shape tend to show both extreme strengths and potentially, extreme weaknesses, in a single personality type.

**Type E:** People with this shape tend to have the strengths and weaknesses of three different personality types, but almost never the fourth.



## Experience: Learning from Life's Lessons

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### Why is Experience Important?

- Experience shapes our character (Romans 5:1-5), develops within us the attitude of Christ (Phil 2:1-5) and prepares us to serve God! (2 Corinthians 12:10)

**You have been shaped by your experiences in life, many of which were beyond your control. God allowed them for his purpose of molding you. In determining your shape for serving God, you should consider at least six kinds of experiences from your past:**

- **Family experiences:** What did you learn growing up in your family?
- **Educational experiences:** What were your favorite subjects in school?
- **Vocational experiences:** What jobs have you been most effective in and enjoyed the most?
- **Spiritual experiences:** What events have helped you grow and experience a deeper relationship with the Lord?
- **Ministry experiences:** What have you learned in various areas of serving about yourself?
- **Painful experiences:** What problems, hurts, thorns and trials have you learned from?

### God Redeems Our Experiences...

“Blessed is the God and Father of our Lord Jesus Christ, the Father of mercies and God of all comfort, who comforts us in all our troubles so that we may be able to comfort those experiencing any trouble with the comfort with which we ourselves are comforted by God.” **2 Corinthians 1:3-4**

- Our natural tendency is to leave our past in the past.
- God's desire is not for us to forget our experiences, but to let him redeem them.
- Often times our greatest ministry comes out of our greatest weakness, our greatest hurt, or our past failures. (Don't Waste Your Sorrows, by Paul Bilheimer)
- Our past experiences need to be viewed in light of the truth of God's Word, so God can translate those experiences – good & bad – into shaping us to serve Him more effectively.

Take a moment to contemplate how God might use the positive and negative experiences in your life to minister through you to those around you, either in the church body or in the community. Record your answer in your Personal Ministry Profile if you're comfortable doing so.