



Assessments #1 | S.H.A.P.E
September 22, 2026
Spiritual Gifts Inventory

Spiritual Gifts Introduction

Where do they come from?

Gifts vs. Fruit... What's the difference?

Fruit of the Spirit:

Fruit of the Spirit as described in Galatians 5:22-25

"But the fruit of the Spirit is love, joy, peace, forbearance, kindness, goodness, faithfulness, gentleness and self-control. Against such things there is no law. Those who belong to Christ Jesus have crucified the flesh with its passions and desires. Since we live by the Spirit, let us keep in step with the Spirit. Let us not become conceited, provoking and envying each other."

The Fruit of the Spirit represents _____ of those who follow Jesus.

Notes:

.....

Gifts of the Spirit:

Gifts of the Spirit as described in 1 Corinthians 12:4-11:

"There are different kinds of gifts, but the same Spirit distributes them.

There are different kinds of service, but the same Lord. There are different kinds of working, but in all of them and in everyone it is the same God at work.

Now to each one the manifestation of the Spirit is given for the common good. To one there is given through the Spirit a message of wisdom, to another a message of knowledge by means of the same Spirit, to another faith by the same Spirit, to another gifts of healing by that one Spirit, to another miraculous powers, to another prophecy, to another distinguishing between spirits, to another speaking in different kinds of tongues, and to still another the interpretation of tongues. All these are the work of one and the same Spirit, and he distributes them to each one, just as he determines."

The Gifts of the Spirit are the _____ that God has gifted believers for the

Guideposts for thinking about Spiritual Gifts:¹

- Gifts are given for the benefit: encouragement, strengthening, of others especially for the proper functioning of the church
- Every believer has at least one spiritual gift
- No believer has all of the gifts
- No single gift should or is expected of every believer
- Gifts can be connected to our personalities- or our natural abilities
- Gifts should be accompanied by the Fruit of the Spirit
- Most gifts can be faked or counterfeited
- Gifts provide guidance for the Church's ministry
- Faithfulness in exercising the gifts leads to greater fruitfulness

¹ Utilized Howard Snyder's Divided Flame: A Guide to Using Spiritual Gifts for this section

- Equipping Gifts (apostle, prophet, evangelist, pastor, teacher) are given to equip and empower all believers to use their gifts to benefit the world

What is the full list of the Spiritual Gifts?

There is not one set “Biblical” list of gifts but there are a variety that through Scripture and Church Histories lived experiences support. At the most basic level the names and terms we use are our best attempt at finding names to explain the patterns of ways God has continued to work among His people. There are lists in Scripture like 1 Corinthians 12:4-11, 28, Romans 12:6-8, and Ephesians 4:11.

How do I figure out what gifts I have?

1)

2)

3)

4)

5)

What do I do with the gifts I’ve been given?

1 Peter 4:8-10:

“Above all, love each other deeply, because love covers over a multitude of sins. Offer hospitality to one another without grumbling. Each of you should use whatever gift you have received to serve others, as faithful stewards of God’s grace in its various forms.”

NOTES:

.....

Small Group Discussion Questions:

During your small group time share:

- What your top one or two gifts
- Summarize the explanation of the gift and what in the explanation sheet stood out to you
- Do you resonate with these one or two gifts? Can you think of times where that showed to be true?
- Who are the people in your life you can talk to about your gift results?
- Based on your answers, what are some opportunities for service in Revolution and McPherson?

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Resources:

For more resources and a place to submit questions check out:

Revolutionfmc.com/201.

Homework:

Finish the S.H.A.P.E Assessment this week- esp the D.I.S.C assessment!



Spiritual Gift Descriptions

Adapted from Door Creek Church, Blackhawk Church, & others; listed in alphabetical order.

ADMINISTRATION

The spirit-given ability to guide and organize people and ministries toward a common goal.

- The word comes from the verb to steer or guide a ship. This word shows up one time in the New Testament (1Corinthians 12:28) and three times in the Greek translation of the Old Testament - these three refer to acts of guidance (Proverbs 1:5, 11:14, 24:6).
- Although similar in some respects, the gift of administration is different than the gift of leadership. It is the difference between the ship owner and the “captain.” The owner gives the captain his orders regarding where to sail. The captain follows the orders and charts a course that will bring the ship into the right harbor. The leader gives the destination (vision). The person with the gift of administration figures out how to get there.
- This gift complements the gifts of leadership and pastor-teacher. When the gifts (administration with either leadership or pastor-teacher) are not found in the same person they will normally be exercised in close proximity to the other people with those gifts.

CONTRIBUTION

This gift is critical to God’s mission as it helps move the church in the direction God is leading, bringing “order out of chaos.” This gift is strategic in pulling together the church’s resources to advance the mission of the church through ministries and people. Those who operate in this gift, in a sense, “free” others to live out their God-given gifts and wiring.

CHARACTERISTICS

People with this gift:

- find great satisfaction in organizing people and information.
- tend to create or lean into “systems” which help improve the work’s efficiency and effectiveness.
- understand the importance of delegation and teamwork.
- want to leverage their gift and support the “big picture” of ministry and mission.

CAUTIONS

- Remember and support the vision and direction of the church leadership.
- Depend on God rather than on yourself and your abilities.
- Have open hands and value those you are leading while pursuing your goal.
- While holding important details, don’t lose sight of the joy of serving.

CHRISTIAN RESPONSIBILITY

The creation account is a beautiful picture of God bringing order out of chaos (Genesis 1:2). As image-bearers (Genesis 1:26–27), we all reflect God’s nature when we steward our lives, spaces, and responsibilities with care and order.

APOSTLESHIP/MISSIONS

The spirit-given ability to pioneer new churches and ministries through planting, overseeing, and training.

- The word APOSTLE means “one sent,” and refers to a special emissary who goes with the full authority of the one who sent him.
- The Bible mentions two kinds of apostles:
 - The Apostles with a capital A (the 12 plus Paul) along with the prophets laid the foundation of the church by receiving and conveying to us the direct revelations from God which eventually became scripture. To be an Apostle with a big A you had to be an “eyewitness to the resurrection” (Acts 1:22) and demonstrate the “signs of an apostle” (2 Cor. 12:12), which was a special spiritual gifting to heal and do miracles.
 - The apostle – with a small “a” are called the apostles of the church. Men like Barnabas and Silas sent out as missionaries, to preach the Gospel and plant new churches.

CONTRIBUTION

This gift equips someone to break new ground, launch God, given assignments, and bring structure, to build up the spiritual walls, establish the priesthood, and create space for worship to flourish. Apostles carry a clear sense of being sent, driven by vision and backed by authority. They don’t just lead people. They build what is needed for others to thrive. Their role is to lay strong foundations, raise up leaders, and move the mission forward where it has not yet taken root.

CHARACTERISTICS

People with this gift:

- Communicate effectively across cultures and contexts
- Have a strong desire to pioneer new works for the kingdom
- Build foundations that others can shepherd and grow
- Adapt quickly to new environments
- Love ministering to unreached or overlooked people
- Oversee or coordinate multiple ministries or churches
- Cast vision and inspire others toward mission

CAUTIONS

- Judgmental toward others who are not actively involved in evangelism (Luke 9:45-46).
- Rely on own power of expression or persuasion to convert people (1 Corinthians 2:1-5).
- Because emphasis is on winning the lost, could be viewed as lacking spiritual depth.
- Eagerness to share Christ with others could be viewed as forceful or abrasive.
- May come across too aggressively, causing more harm than good for the cause of Christ.
- May thrust other believers into evangelistic situations they are not yet equipped to handle.
- Potential to rely on techniques that may no longer be relevant or appropriate for those they are trying to reach.
- Tendency to fall into debate; may be more concerned with winning the argument than the soul.

CRAFTSMANSHIP

The spirit-given ability to plan, build, and work with your hands in construction environments to accomplish multiple ministry applications. To work skillfully with your hands to create, build, repair, or design what is needed for the work of ministry.

The charism of craftsmanship empowers one with a special grace to attract others to God's truth, beauty and goodness through artistic or created work in the physical world. The Holy Spirit gives some the gift of artistry along with a passion for building and creating things. This gift involves any/all types of crafts/skills from woodworking, painting, sewing, computer skills to photography. The creations of the craftsman are used to further beautify God's creation and help edify and inspire others to grow closer in relationship with God.

The charism of craftsmanship unites the powerful relationship between holiness and creativity. It is with this gift that the Spirit empowers creativity to connect our faith and relationship with God to the physical world around us. Individuals with this charism become channels of God's love and beauty through their creations. A craftsman finds joy and life in sharing their creation with others for the glory of God.

The true definition of this gift includes art in ordinary daily lives, such as, cooking, sewing and building/making a home. More notably we think of the gift of craftsmanship in the extraordinary ways of painting, sculpture and crafting but the more ordinary ways are just as important. The craftsman is a co-creator with our Divine Creator.

CONTRIBUTION

This gift empowers someone to serve God by building, creating, or designing with excellence. Whether it is construction, technology, design, or practical repairs, craftsmanship brings strength and stability to ministry efforts. It supports the vision by making the invisible possible in visible ways.

CHARACTERISTICS

People with this gift:

- Making things is where you feel most yourself — and, often, closest to God.
- People respond to your work beyond its usefulness: it moves them, calms them, or draws them into wonder.
- You can't do work you consider ugly or shoddy; something in you insists on getting it right, even where no one will see.
- Your creations end up in the middle of other people's important moments — the table the family gathers around, the banner in the sanctuary, the gift they treasure.
- You see design and possibility where others see raw material.

CAUTIONS

- Could fail to see that their gift is significant and one that makes a spiritual contribution to the body
- Could use people to get things done instead of helping them grow in the process
- Should remember that the things they produce are just a means to the end and not the end itself.

CREATIVE COMMUNICATION

The spirit-given ability to communicate God's truth through a variety of art forms. One with the gift of communication finds learning new forms of communication life giving and energizing. They are never intimidated by the newest social media program and will master and understand the newest programs quickly and with ease. Individuals with this gift have a drive to learn to communicate in all ways that will be the most effective.

- Use the arts to communicate God's truth
- Develop and use artistic skills such as drama, writing, art, music, etc.
- Use variety and creativity to captivate people and cause them to consider Christ's message
- Challenge people's perspective of God through various forms of the arts
- Demonstrate fresh ways to express the Lord's ministry and message

CONTRIBUTION

Those with this charism enjoy using their hands to create a craft, art, or other product which reflect God's beauty, and they delight in sharing it with others. They often encounter the movement of the Holy Spirit in their passion to create and this is fulfilling to them.

CHARACTERISTICS

People with this gift:

- The bearer of this gift will find joy and peace in creating a new way to express a message so that others will connect, learn and participate in community through this expression of communication
- People with this gift use the arts to communicate God's truth;
 - Develop and use artistic skills such as drama, writing, art, music, etc;
 - Use variety and creativity to captivate people and cause them to consider Christ's message;
 - Challenge people's perspective of God through various forms of the arts.

CAUTIONS

- Need to remember that art is not for art's sake, but it's to glorify God and edify others
- Could find evaluation and constructive criticism difficult to accept
- Might be uncooperative (because of ego, pride or individualism) and need to work at being a team player
- People with this gift need to remember that art is not for art's sake, but it's to glorify God and edify others;
- Could find evaluation and constructive criticism difficult to accept;
- Might be uncooperative (because of pride or individualism) and need to work at being a team player.

DISCERNMENT

The spirit-given ability to distinguish between truth and error.

- Literally means to distinguish between spirits - it carries the idea of evaluating something carefully. Some believe it carries the idea of being able to distinguish between various types of evil spirits.
- This gift is closely linked with the gift of prophecy because one of the places it is needed is in the presence of the prophetic word - it primarily focuses on words that are spoken rather than “spirits” that are felt.
- Because of its proximity to prophecy, the distinguishing that takes place is over what is spoken more than what is not (i.e. motives, etc.). Every case in the New Testament uses this gift to evaluate what has been said. To be sure Ananias and Saphira’s motives were off, nonetheless it was their words (their lie) which was held against them.
- This gift evaluates things based on God’s truth. (Hebrews 5:14)
- This gift reminds us that we are engaged in a battle with the forces of evil, which are disguised as “angels of light.” (2 Corinthians 11:14)

CONTRIBUTION

This gift builds up the body by protecting the church from being led astray by evil, which comes through falsehood.

CHARACTERISTICS

People with this gift:

- practice active listening, taking note of what is said and what is unsaid.
- has a keen ability to observe nuance and patterns.
- based on truth found in scripture, can discern truth from falsehood.
- in gentleness and conviction, demonstrates a willingness to move towards falsehood for the sake of the mission.

CAUTIONS

- Be careful of your “hunches” and “gut feelings,” and cling to the Bible as your objective standard.
- Be on guard to not to develop a negative or unloving posture as you discern truth from error.
- Exercise this gift with love, instruct with gentleness, and pray for repentance.
- Be careful that your gift of discernment doesn’t prevent you from receiving the Word taught/preached.

CHRISTIAN RESPONSIBILITY

Each of us is called to be discerning, to test the spirits to see whether they are from God (1 John 4:1-3). We are to be as innocent as doves yet shrewd as snakes. (Matthew 10:16).

ENCOURAGEMENT

The spirit-given ability to strengthen people's faith through a word of comfort or exhortation.

- This gift literally means “to be called alongside.” The noun form of this word describes the Holy Spirit, who is called alongside the believer (John 14:16, 26, 15:26, 16:7).
- This gift is closely linked to the gifts of teaching (Romans 12:7-8) and prophecy (Acts 13:1; 1 Corinthians 14:3, 31).
- This gift not only connects to “words” and the Word but also manifests in actions, as seen in Barnabas's life. He sold his property, giving the proceeds to the church, likely to help those in need (Acts 2:45), and when he accepted Paul and introduced him to the apostles (Acts 4:37, 9:27).
- This gift can be exercised privately or publicly.

CONTRIBUTION

This gift helps those in the body who are struggling and need to receive a word that will strengthen their faith, encouraging them to go on for Christ.

CHARACTERISTICS

People with this gift:

- are sensitive, able to tell when people are discouraged—usually good listeners.
- accept people where they are at but motivate them to move forward.
- know how to use the Bible to strengthen those who are discouraged.
- very likely have gone through their own trials, which helps them understand God's comfort so they can share that comfort with others (2 Corinthians 1:4).
- point people to God, who is our great comforter and has given us His Spirit.
- desire to see people live obediently before God.
- understand that God uses the “valleys” of life for good in a person's life.
- find joy and purpose in coming alongside those who are discouraged.
- are often sought out by people because they refresh their souls.

CAUTIONS

- Don't let the reality of who God is (His truth and promises) get lost in the ever-changing reality of their feelings.
- Don't be overly optimistic or simplistic when addressing their situation.
- Remember there is a “net of care,” and one person is not to carry the load alone.
- Be careful not to overcommit or spread themselves too thin.

CHRISTIAN RESPONSIBILITY

Hebrews 3:3 and 10:25 remind us that all followers of Jesus are to be involved in encouraging one another, strengthening the weak, and lifting up the discouraged.

EVANGELISM

The spirit-given ability to share the gospel with power and great effect.

- The gift can be shared individually or to a group, as seen with Philip and the Ethiopian eunuch (Acts 8:26) and Peter preaching to a large group at Pentecost (Acts 2).
- This gift is at the center of the Great Commission, which involved making disciples through evangelism and spiritual transformation.
- While all believers are called to evangelize, not everyone has the spiritual gift for it. Ephesians 4:11 mentions offices like Apostle and Pastor-Teacher, but there is no clear office for evangelists in the New Testament, even though Paul tells Timothy to “do the work of an evangelist” (2 Timothy 4:5).
- The gift is seen both in Paul, who traveled from place to place, and in Timothy, who stayed in Ephesus.

CONTRIBUTION

This person builds up the body by adding to its numbers those people who have responded to the gospel in repentance and faith. New followers of Jesus have enthusiasm and joy, which brings great refreshment and vitality to the body.

BIBLICAL EXAMPLES

Jesus (Matthew 4:23, 9:35; John 3,4) , Paul (Acts 17:18), Philip (Acts 8, 21:8)

CHARACTERISTICS

People with this gift:

- see people come to faith in Jesus Christ as their Lord and Savior.
- have hearts that are broken for people who are far from God.
- understand that the power is in the Word of God - faith comes by hearing (Romans 10:17).
- are sensitive to the Holy Spirit's leading.
- are bold in sharing the good news of God's love for us in Jesus Christ.
- have a natural way of moving a conversation to eternal issues.

CAUTIONS

- Be thoughtful of people's emotions and share with gentleness and respect (1 Peter 3:15).
- Remember, your job is to share the good news and depend on God for the rest.
- Remember to make sure people receive follow-up and connection from other Christians.

CHRISTIAN RESPONSIBILITY

Every follower of Jesus has been called to make disciples (Matt.28:19,20). We are to be witnesses for Christ wherever we go, whether we have the gift of evangelism or not. Peter tells us to “set apart Christ as Lord. Always be prepared to give an answer to everyone who asks you to give the reason for the hope that you have. But do this with gentleness and respect” (1 Peter 3:15).

FAITH

The spirit-given ability to “see” what God wants done and to believe He will accomplish His will, even if it seems impossible.

- The gift of faith is not to be confused with saving faith (Ephesians 2:8-9), the faith that is a fruit of the spirit (Galatians 5:22), or the virtue mentioned in 1 Corinthians 13, or the faith that encompasses the doctrine we believe - all these are given to all God’s children and are to be developed by them. The gift of faith is only given to some.
- The foundation of this gift builds upon an understanding that our God is a great God who will accomplish all that He desires.
- Because it is a gift of God, it is not something that we can generate by trying hard or being a “possibility thinker,” rather, we receive this important gift.
- This gift is often given to those with the gift of leadership or who comes alongside leaders.

CONTRIBUTION

By keeping a vision of our great God before us the body is edified. It refreshes those who lead and inspires others to follow by strengthening their confidence in God.

CHARACTERISTICS

People with this gift:

- have a big view of God.
- have courage to believe God even when others don’t.
- have a quiet confidence that God is at work, and He is going to accomplish His purposes.
- have the ability to see beyond the present circumstances to what God is going to do.
- believe that all things are possible with God.
- are people of prayer who pray often about these matters.

CAUTIONS

- Watch out for pride when what you see by faith becomes reality.
- Be careful not to judge those who find it hard to believe.
- Make sure what you see is of the Lord and not your own dreams or desires.
- Be available to God for what you believe He is going to do.
- Hold to your gift of faith with humility, especially if others don’t sense God’s leading as you do.

CHRISTIAN RESPONSIBILITY

This gift reminds us that we are to live by faith, “for we walk by faith not by sight” (2 Corinthians 5:7-8).

GIVING

The spirit-given ability to share your resources generously with those who are in need.

- The word literally means to share with someone else, and it commonly speaks of sharing with those who are in need (see Luke 3:11; Ephesians 4:28; Acts 2:44,45).
- Paul adds that this gift is to be shared generously - the word can mean simplicity, purity of motives, singleness of purpose, or liberality (Romans 12:8).
- The example of the Macedonians teaches us that wealth is not a requirement because they gave out of their “extreme poverty” (2 Corinthians 8:2).
- The gift includes our resources, not just our money.
- The gift can be exercised individually or corporately as needs become known.

CONTRIBUTION

This gift builds up the body by encouraging those whose needs have been met through a generous gift, and it contributes the resources necessary for God’s work to continue.

BIBLICAL EXAMPLES

Barnabas (Acts 4:37), Macedonian believers (2 Corinthians 8:1-5)

CHARACTERISTICS

People with this gift:

- have resources to share and give generously.
- find great joy in sharing their resources - cheerful givers (2 Corinthians 9:7).
- often give anonymously (Matthew 6:3).
- are good stewards and understand that to whom much is given, much is required.
- continue to live the same lifestyle even when their income goes up.

CAUTIONS

- Don’t squelch the gift by being stingy and hiding it under the banner of being a good steward.
- Don’t use money as a means of power.
- Don’t think giving your money wins you any favor with God.
- Don’t think having the gift will make you rich.
- Guard your heart from the love of money.
- Stay cheerful as you give to the Lord.
- Watch your motives as you give.

CHRISTIAN RESPONSIBILITY

As Christ followers, we are to be known for our generosity toward others. The Old and New Testament make it clear that we are to give our resources to the Lord as cheerful givers, acknowledging that all we have is from Him. (Malachi 3:8-10; Luke 3:11; 1 Corinthians 16:2).

HELPS/SERVICE

The spirit-given ability to serve where needed so that God's work is advanced.

- Carries the idea of taking a burden on oneself.
- This gift, like all others, has people in view first - meets individual needs just as much as it does ministry needs (1 Corinthians 16:15). Examples include works of charity and attending to the sick and the poor.
- The gift of helps is sometimes seen as separate from the gift of service or ministry (Romans 12:7), and sometimes synonymous. We take these two to be one and the same because little difference can be seen between the two - both gifts are given to meet the practical needs that exist in every church.
- The gift ranges from serving tables, to giving money, to helping in ministry, and helping the weak.

CONTRIBUTION

This gift builds up the body by serving and helping out where needed. In many ways, these people are the engine of much of the church's ministry.

BIBLICAL EXAMPLES

Jesus (John 13), Stephanos (1 Corinthians 16:15), Paul and Ephesian elders (Acts 20:35), Dorcas Acts 9:36-39), Phoebe (Romans 16:1,2)

CHARACTERISTICS

People with this gift:

- are motivated to serve as they see needs.
- they will serve wherever and whenever.
- usually enjoy working behind the scenes more than being "up front."
- are faithful and reliable workers.
- have a "can do" attitude toward tasks that need accomplishing.

CAUTIONS

- Remember, you can't do everything - learn to say no.
- Be careful not to get discouraged (or maybe even bitter) when others don't serve (Martha in Luke 10:40).
- Remember to depend on God for strength as you serve, not your own (1 Peter 4:11).

CHRISTIAN RESPONSIBILITY

We are told that when we are equipped, we will be prepared to do works of service. This gift reminds us that we are all to have the attitude that leads us into joyful service for Christ and the church. A lot that needs doing in the church, like our families, isn't about a gifting but about a willingness to pitch in and help.

HOSPITALITY

The spirit-given ability to create welcoming, peaceful environments where people feel loved, seen, and safe.

CONTRIBUTION

The gift of hospitality empowers a believer to minister through practical acts of welcome and generosity. It goes beyond entertaining guests. It reflects the heart of God by making space for strangers, outsiders, and weary believers to rest and experience the love of Christ. This gift creates physical and relational environments where discipleship, healing, and fellowship flourish. It is a ministry of atmosphere, presence, and care.

CHARACTERISTICS

People with this gift:

- Enjoys making others feel welcome and comfortable.
- Enjoys contributing to the needs of the saints; finds fulfillment in meeting their need (Romans 12:13).
- Willingly provides for the welfare of those who cannot repay them (Luke 14:12-14).
- Has a home others enjoy spending time in and that often serves as a place of ministry.
- Loves opening and sharing his or her home or space without the need for others to do the same for them.
- Not afraid to extend hospitality to strangers (Hebrews 13:1-2).
- Feels the need to connect people together in a comfortable and unified environment.
- Tendency to be a peacemaker.

CAUTIONS

- May miss the opportunity for spiritual experiences because of hosting obligations.
- May see other's natural reserve as "unfriendly."
- Family members may suffer or feel neglected.
- May host for personal esteem or gain.
- Hospitality and good-naturedness can be manipulated or exploited by others.
- May enable others to avoid personal responsibilities by providing meals, lodging, etc. for extended periods of time without regard to the Lord's purposes in their life.
- May grumble if they do not feel they receive sufficient help or recognition.
- Sacrificial living may be required to help meet the needs of others.

INTERCESSION

The spirit-given ability to stand in the gap in prayer for someone, something, or someplace, believing for profound results.

- Often feel compelled to pray earnestly on behalf of someone or some cause.
- Have a daily awareness of the spiritual battles being waged and an accompanying sense of how to pray.
- Convinced God moves in direct response to prayer.
- Prays in response to the leading of the Spirit, whether or not they understand it.
- Exercises authority and power for the protection of others and for their equipping.
- Faithfully maintains prayer for specific situations, regardless of whether they feel they will be answered in their lifetime.
- Enjoys spending extended time in prayer and worship.
- Senses when “released” from specific prayer burdens and when to “push through” in prayer.
- Often experiences ardent prayer that is physically tiring.
- Able to maintain confidentiality about certain prayer needs.

CONTRIBUTION

The gift of intercession empowers a believer to pray on behalf of others with authority and consistency. This gift brings unseen strength to the Church. It protects, covers, and calls forth God's purposes in ways that often go unnoticed but are deeply powerful. The intercessor senses spiritual battles before others do and responds by going before the throne of God with boldness. Their prayers make a difference in ways only eternity will fully reveal. The gift of intercession protects the Church like a shield. It keeps leaders covered, fuels revival, and breaks strongholds in the unseen realm. Intercessors often sense what is coming before it happens and pray until God's purposes break through. This gift awakens hunger for God in others and creates space for the Spirit to move. Intercessors often carry a deep compassion for people because they have touched the heart of God in prayer. They bring strength and peace to the Body by carrying burdens that others cannot see. Their prayers prepare the ground for harvest.

CAUTIONS

- Requires fasting and sacrificial giving of time.
- Tendency to question commitment of other believers who do not spend as much time in prayer.
- Tendency to internally devalue the efficacy of concise or patterned prayers.
- May see things ahead of time and yet not be free to share them except to the Lord through prayer.
- Must carry the burden to intercede yet also focus on the daily activities of life.
- May feel spiritual pride upon answered requests.
- May call more attention to their own faithfulness to pray, rather than the Father's faithfulness to hear.

KNOWLEDGE

The spirit-given ability to receive and share biblical knowledge in various situations.

- There is only one verse in Scripture that mentions the gift of knowledge (1 Corinthians 12:8), so our conclusions cannot be exact and should be shared with humility.
- There are two basic views regarding the gift of knowledge.
- Miraculous View: This view sees the gift as a special revelation from the Holy Spirit, allowing them to give a “word of knowledge” not otherwise known.
- Non-Miraculous View: This view believes the gift involves the ability to receive and share knowledge from the Word, which is available to all. We will not hold to a miraculous understanding of the gift because there is another gift, prophecy, that better fits their definition.
- The emphasis is not on knowledge but on “word”; it is a spiritual gift because it is knowledge that is shared.
- This gift is closely related to the gifts of teaching, wisdom, and possibly prophecy.
- The gift gives new insights into the Bible, rather than new revelations.
- The gift reminds us of that gifts can and should be developed.
- This gift can be shared with either a person or a congregation.

CONTRIBUTION

This gift builds up the body by bringing the truth of God’s Word to bear, giving instruction that brings maturity and protection from error.

CHARACTERISTICS

People with this gift:

- enjoy studying and learning.
- are good students of the Bible.
- want to share what they know, remember what they’ve learned, and are willing to share it.
- have unique insights that are consistent with what the Bible teaches.

CAUTIONS

- Knowledge “puffs up,” but love builds up (1 Corinthians 8:1); share it in love.
- Knowledge is power, use it to serve.
- Don’t depend on your intellect; trust in God.
- Remember, you’re still fallible, and Christians have often disagreed over minor issues.
- Don’t assume you have the gift of teaching.

CHRISTIAN RESPONSIBILITY

Paul prays that the Philippian Christians would grow in knowledge and depth of insight (Philippians 1:9). Peter calls us to grow in the grace and knowledge of our Lord and Savior, Jesus Christ (2 Peter 3:18). We are all called to grow in knowledge.

LEADERSHIP

The spirit-given ability to provide God's people with vision (foresight) and oversight so that they may accomplish God's purposes.

- The word lead means to "stand before," or to direct, or to rule.
- This word carries the idea of watching over, caring, giving aid, and direction (1 Thessalonians 5:12).
- The gift is compared to the leadership that a father exercises in a home (1 Thessalonians 2:11).
- The gift is to be exercised with diligence; diligence carries the idea of speed, zeal, and evidence of genuine commitment (Romans 12:8).
- The gift is tied to teaching, administration, and pastor-teacher (1 Thessalonians 5:12).
- The gift will appear in different locations within the church, both large and small, involving men and women.

CONTRIBUTION

This gift builds up the body by providing a vision for God's people to follow. This gift also gives care and protection as it gives oversight to the church or parts of it.

CHARACTERISTICS

People with this gift:

- pray for a vision of God that keeps them moving in the right direction.
- serve and care for those they lead.
- follow Christ's leadership as they lead.
- are focused on the future, not the past.
- know where they are going and why.
- motivate others to follow and delegate tasks when they do.
- thrive in a group setting.
- are able to make decisions in light of the goal or mission.

CAUTIONS

- Don't demand or grow impatient.
- Don't get lazy; be diligent; don't depend on your "up front" skills.
- Keep loving those you lead; exercise gentleness and patience.
- Don't get too far ahead; careful discernment is needed along the way.
- Continue to submit yourself to God and stay accountable to people.
- Remember that Christ led through servanthood and humility.
- Finish well!

CHRISTIAN RESPONSIBILITY

We all have, or will have, areas in our lives where we will have to exercise leadership. This gift reminds us to lead like Christ - serving those we lead.

MERCY

The spirit-given ability to joyfully embrace those in need, showing Christ's compassion and kindness.

- The gift of mercy gives what is needed - God's kindness and compassion. God's mercy keeps us from getting what we deserve (judgment).
- This gift manifests in personal ministry - it is shared one-on-one. It may function in groups but has its great-est impact working with one person at a time over time.
- Mercy is extended to those who are in misery- look at those who cried out to Jesus for mercy, the blind, lepers, sick, and demonized.
- The gift is to be exercised with cheerfulness.
- When we use this gift within the church, we are doing it unto the Lord (Matthew 25:40).
- This gift is similar to the gift of encouragement and giving - it is different from "helps" in that the person who needs help is not suffering; they simply need assistance.
- This gift may be used outside of the church and may draw unbelievers to God.

CONTRIBUTION

This gift builds up the body by ministering to those in the body who are suffering and in need of special care, bringing refreshment and encouragement.

CHARACTERISTICS

People with this gift:

- are not put off or distracted by the externals (sickness, hospitals, etc.). They are focused on the person's misery and need for mercy.
- bring God's comfort and peace in word and action.
- connect people to the God of all mercy.
- seek out those who are suffering and bring relief, cheer, and hope.
- are caring people and good listeners - a lot of mercy is done with the ears.
- find practical ways to meet people's needs (James 2:15-16).

CAUTIONS

- Watch your heart and your outward expression! Exercise this gift with gladness and cheer, and don't forget that your job is to enter into their circumstances, not pull them out or "fix" a situation.
- Know your limits; you can't care for everyone, pray for wisdom, involve others in the net of care

CHRISTIAN RESPONSIBILITY

We are all called to extend the mercy of God. 1 Corinthians 12:26 reminds us that there is to be a mutuality of concern within the church. We are to contribute to the needs of God's people. Showing acts of mercy outside the church may bring someone closer to relationship with God.

PROPHECY

The spirit-given ability to proclaim a message to God's people so they are strengthened, encouraged, comforted, and instructed.

Note: The purpose of prophecy is contained in our definition, but not everything that fulfills these purposes is prophecy. For example, preaching, teaching, and the gift of encouragement could bring about the same results.

Because of the Bible's instruction regarding the use of this gift, we know that it can be exercised with self-control (1 Corinthians 14:29-33). 1 Corinthians 14:3 helps us understand what the gift of prophecy entails - strengthening (edification), encouragement, and comfort.

We know that prophecy can lead a non-Christian to faith (1 Corinthians 14:24-26) in Christ. Hence, it is closely tied to the Word, which leads people to faith (Romans 10:17).

CONTRIBUTION

The gift of prophecy empowers a believer to communicate God's truth with clarity and boldness. This may come through a spoken word, a vision, or an impression from the Spirit. The prophetic voice carries weight because it originates in the heart of God, not in human reasoning. Prophecy builds up the Body by affirming identity, correcting error, and calling people into obedience. It reveals that God is active and intimately involved in the lives of His people.

The gift of prophecy brings clarity, direction, and boldness to the Church. It awakens people to God's activity in their lives and calls them higher in their walk with Him. Prophecy exposes lies and reveals truth, helping believers avoid deception. It can also stir revival by convicting hearts and reminding people of God's holiness. Prophetic words often unlock hidden potential, confirm calling, and release courage. When used rightly, this gift becomes a powerful tool for strengthening the Church, advancing the mission of Christ, and demonstrating that God still speaks today.

CHARACTERISTICS

People with this gift:

- 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/or edification;
- See truth that others often fail to see and challenge them to respond;
- Understand God's heart and mind through experiences he takes them through.

CAUTIONS

- People with this gift need to be aware that listeners may reject the message if not spoken with love; 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.

SHEPHERDING

The spirit-given ability to nurture and care for God's people, using God's word to guide them into Christian maturity.

- It is hard to say what Paul is describing - a spiritual gift, a church office, or both.
- Another word for the "shepherding" gift is "pastoring."
- It is the word that Jesus used to describe Himself: "I am the good shepherd" (John 10:14).
- Most scholars agree that the words pastor-teacher refer to one gift.
- Every pastor should have the gift of teaching, but not everyone with the gift of teaching is a pastor.
- This gift is closely tied to the office of the Elder and the gifts of teaching, administration, and leadership. The verb form of the word shepherd shows up several times in the New Testament and is used to describe the ministry or role of an elder (Acts 20:28; 1 Peter 5:1-4).

CONTRIBUTION

This gift builds up the body by preparing God's people to serve using their gifts to build up the body. Shepherds protect and care over their "flock" (John 10:14). Shepherds lead, teach, and apply the Word, presenting each one mature in Christ.

CHARACTERISTICS

People with this gift:

- use God's Word to guide and "feed" their "flock."
- equip others to do ministry.
- protect those they are shepherding.
- pray with and for these people concerning their needs.
- enjoy working with people over an extended time.
- develop long-term relationships.

CAUTIONS

Keep the focus on Christ.

- Know your limits! You can only shepherd so many people at a time. Develop a team approach to the ministry; watch "spans of care."
- Don't use your position (authority is implied) for your own gain.
- Since you are an example to the people, don't forget they are watching your life and conduct.
- Remember the stricter judgment.

CHRISTIAN RESPONSIBILITY

This gift reminds us that we are "responsible" in specific ways for other Christians. We are to care for each other (1 Corinthians 12:25), and we are often put in situations where others look to us for shepherding and teaching, especially parents.

TEACHING

The spirit-given ability to teach God's word with clarity, applying it with accuracy so that people grow in Christian maturity.

- Teaching has spiritual transformation of character as its goal, not the transfer of information.
- Teaching is closely linked with the gifts of shepherding, knowledge, and wisdom.
- Teaching requires character; Paul instructs Timothy to find faithful men who will be qualified to teach - this qualification deals with one's character as well as one's giftedness (2 Timothy 2:2).
- Explaining what the Bible says in order to apply it to others is at the heart of teaching.

CONTRIBUTION

This gift brings growth, health, and protection to the body; it helps the body grow by teaching and applying the Bible so that people know how to love God and each other better.

BIBLICAL EXAMPLES

Jesus (Matthew 7:29), Paul (Acts 19:8-10, 2 Timothy 1:11), Timothy (2 Timothy 2:1,2)

CHARACTERISTICS

People with this gift:

- are learners - they enjoy studying the Bible.
- excite others to learn and motivate God's people to obey and grow.
- have the ability to take the complex and make it understandable.

CAUTIONS

- Remember that we will undergo a stricter judgment - practice what we teach (James 3:1).
- When handling the Scripture, remember that we must not assert what the Bible does not or fall short of what it does teach.
- The Bible is our measuring stick for what is true. Make sure that the truth of the text and its application has gone through your heart before the lesson goes through your lips.
- Don't compromise the Word of God by trying to please your hearers (2 Timothy 4:3,4).
- Don't forget to teach the whole story of the Bible; don't be selective.
- Stick to the storyline of the Bible - God redeeming a people to Himself through Christ for His glory. Christ unlocks the Old and New Testament!

CHRISTIAN RESPONSIBILITY

Paul reminds us to "Let the word of Christ dwell in you richly as you teach and admonish one another with all wisdom, and as you sing psalms, hymns and, spiritual songs with gratitude in your hearts to God" (Colossians 3:16). We all have the responsibility and privilege to teach others.

WISDOM

The Spirit-given ability to speak a message that will defend the truth of the gospel or give insight and guidance to the church for a particular need.

- Wisdom's focus is on living rightly before God.
- 1 Corinthians 12:7 reminds us that wisdom is connected to the gift of knowledge and teaching an understanding of God's Word (2 Timothy 3:15; Colossians 1:28).
- This gift is different from the general wisdom given to all Christians in that it is more commonly found and used in the person who has this gift.

BIBLICAL REFERENCES

1 Corinthians 12:8; Luke 21:15; James 3:13

CONTRIBUTION

This gift builds up the body by applying God's truth to situations and decisions, helping people know how to glorify God.

BIBLICAL EXAMPLES

Jesus (Matthew 13:54), Stephen (Acts 6:10), Paul (Acts 22-26)

CHARACTERISTICS

People with this gift:

- apply spiritual truth to specific situations, providing godly insight.
- will show it by their good life by deeds done in humility (James 3:13).
- will be sought out by others.
- will live in obedience to God's Word since the fear of the Lord is the beginning of wisdom, and obedience is at the heart of fearing God (Psalm 128:1).
- understand that God is the source of true wisdom and continue to ask Him for it (James 1:5).

CAUTIONS

- Remember your own insufficiency and need for God.
- Watch out for pride.

CHRISTIAN RESPONSIBILITY

We are all called to seek wisdom. Paul in Ephesians 1:17 says keep asking God for wisdom. James tells us if we lack it to ask God for it and He will generously give it to us (James 1:5).