SPIRITUAL GIFTS 101

Workbook

Name: _____

Course Overview

1	**The Holy Spirit** *Who is the Third Person? • His role in Redemption*
2	**Spiritual People** *Sanctified/Set Apart • Living Stones/Body Parts • Empowered/Gifted*
3	**Gifts of the Spirit** *Purpose • Defining the Gifts • Continuation or Cessation?*
4	**Knowing Your Gift(s)** *Identity in Christ • Testing the Waters • The Body Speaks*
5	**Growing in the Gifts** *Sharpening • Mature Use • Multiplying*
6	**Common Questions** *Pursuing gifts, permanence, temperament, women, overemphasis*

Before we begin — what do you already believe about spiritual gifts?

Session 1 — The Holy Spirit

Who is the Third Person?

The Holy Spirit is a Person, not an impersonal force. Scripture always uses masculine personal pronouns for Him because He is the _____ member of the Godhead — the one who indwells every believer.

The Holy Spirit in the Old Testament

The Spirit's activity in the Old Testament was selective and situational. In the New Testament, Ezekiel 36:27 is fulfilled: He now _____ all of God's people, not just prophets and kings.

Role	Scripture / Example
Creation & Life-Giver	*Genesis 1:2, Job 33:4, Psalm 104:30*
Empowering Leaders	*Gideon, Samson, Saul, David*
Prophetic Inspiration	*Ezekiel 2:2, 2 Samuel 23:2*
Artistic Ability	*Bezalel — Exodus 31:3*
Promise of Indwelling	*Ezekiel 36:27*

Jesus and the Holy Spirit — John 14–16

The night before His crucifixion, Jesus gave His most detailed teaching on the Holy Spirit. Note His key titles and roles:

John 14:16-17 — Title: the _____ / Spirit of Truth

John 14:26 — He will teach and _____ us of Christ's teachings

John 16:7-15 — He will convict the world of sin, righteousness, and _____

What is His Role in Redemption?

> **Ephesians 4:30**
> *"And do not grieve the Holy Spirit of God, by whom you were sealed for the day of redemption."*

This single verse reveals two dimensions of the Holy Spirit's ministry:

Relational	Identity
He can be grieved — meaning He has emotions. He helps, intercedes, empowers, and bears witness to our spirit that we are children of God.	He is the seal of our redemption — the mark that identifies us as God's people. God's people aren't marked by their morality; we are marked by the Holy Spirit.

Because He can be grieved, it stands to reason He can also be pleased. This implies we should seek to _____ Him — which suggests we should cultivate a _____ with Him.

Discussion Questions

1. The Holy Spirit is described as someone who can be 'grieved.' What does it mean to you personally that He is a Person, not just a force?

_____

2. How does knowing the Holy Spirit as the 'indwelling member of the Godhead' change the way you approach daily life and decisions?

_____

3. What aspects of the Holy Spirit's role in the Old Testament surprise you? Why might God have worked differently then than He does now?

_____

Personal Notes — Session 1

Session 2 — Spiritual People

Sanctified / Set Apart

> **2 Corinthians 6:17-18**
> *"Therefore go out from their midst, and be separate from them, says the Lord..."*

Being set apart does not mean isolating ourselves from the world. The peculiarity of believers comes almost entirely from how we _____ as we journey through it.

A testimony of salvation without a changed life is merely a plausible _____ for Christ — it lacks the demonstration of the Spirit and of power (1 Cor. 2:4).

> **Revelation 3:15-16**
> *"...because you are lukewarm, and neither hot nor cold, I will spit you out of my mouth."*

Hot and cold water are useful. Lukewarm water is neither. In the same way, the sanctifying work of the Holy Spirit sets us apart for _____.

Living Stones / Body Parts

The Bible uses two complementary metaphors to describe our purpose as believers:

Living Stones (1 Peter 2:4-5)	Body Parts (1 Cor. 12:12-14)
The LORD is building a new spiritual house. We support the stones around us as part of a holy priesthood. **Key idea:** _____	Each believer is a distinct part with a unique function. The eye cannot tell the hand it is unnecessary. **Key idea:** _____

Both metaphors share the same conviction: spiritual people are not meant to live and serve in _____.

Empowered / Gifted

> **Acts 1:8**
> *"But you will receive power when the Holy Spirit has come upon you, and you will be my witnesses..."*

Jesus promised power for two broad purposes. Write them in your own words:

1. _____

2. _____

Note: The church makes a tactical error by pouring all energy into _____ while neglecting the needs of its own members. Jesus gave a new commandment that addresses this directly (John 13:34-35).

Discussion Questions

1. What does it look like practically to be "separate from the world while living in it"? Where do you find that balance hardest?

_____

2. Which metaphor resonates more with you right now — Living Stone or Body Part? Why?

_____

3. The notes say 'Spiritual people are useful.' In what area of the body do you feel most needed? Most unsure?

_____

Personal Notes — Session 2

Session 3 — Gifts of the Spirit

The Purpose of the Gifts

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

Paul calls the gifts "manifestations of the Spirit" — meaning the gifts don't belong to us. We are _____, not owners. (See the Parable of the Talents, Matt. 25:14-30.)

The primary purpose of spiritual gifts is the _____ of other believers in your local church. When used maturely, they will also impact outsiders (1 Cor. 14:24-25).

Spiritual gifts are not the same as natural talents. A natural teacher may be gifted in a classroom, but spiritual truths can only be interpreted by _____ people (1 Cor. 2:12-13). The gifts are supernatural.

Defining the Gifts

The three major gift lists are found in Romans 12, 1 Corinthians 12, and Ephesians 4. These lists give us _____ against nonsense — we should not go beyond what is written.

Review each gift below and add any notes from the teaching in the margin or on your notes page.

Gift	Definition
Exhortation	To encourage, admonish, or offer counsel that helps believers become more Christlike.
Giving	To share material goods and finances with faith to give cheerfully and sacrificially.
Leadership	The ability to cast vision for the local church in a way that persuades them to follow.
Mercy	The ability to sympathize with others in their suffering and offer care in their distress.
Prophecy	To speak, in human words, something the Holy Spirit has sovereignly and spontaneously revealed — completely unknown to the speaker apart from the Spirit.
Service	The ability to identify tasks that should be done and utilize the resources necessary to complete them.
Teaching	The ability to explain the Scriptures in a way that glorifies Jesus and makes them easy to understand.
Administration	Complements leadership. Steers the body toward goal achievement through skillful organization and supervision.
Apostle (gift)	Not the same as the office of Apostle. Given to individuals sent to new frontiers with the Gospel — what churches today call a missionary.

Discerning of Spirits	The ability to identify the spiritual forces at work in situations (not to be confused with general discernment, which every believer exercises).
Faith	To be unshakably convinced beyond what seems reasonable of God's power and promises to accomplish His purposes.
Healings	Manifestations of healings through prayer and laying on of hands — given by the will of the Spirit, not the will or faith of the individual praying.
Helps	Rendering assistance to others in the body. Similar to Service.
Words of Knowledge	Spontaneous revelations of specific knowledge about people or situations that lead to repentance.
Words of Wisdom	Spontaneous revelations of wisdom that apply to people or situations in a timely manner.
Miracles	Circumstantial gifts that demonstrate the power of the LORD and often authenticate the message of the one sharing the Gospel.
Tongues	The ability to speak in a known or unknown language that the speaker has neither studied nor spoken.
Interpretation of Tongues	The ability to interpret the language spoken by the one speaking in tongues.
Evangelist	Individuals particularly gifted at sharing the gospel with boldness and ease, whose efforts bear greater fruit.
Shepherd/Pastor (gift)	Gifted in the spiritual care, protection, and nurturing of a group of believers. Both men and women may have this gift; the office is limited to qualified men.
Celibacy	The ability to remain sexually pure and single for undivided devotion to the LORD.
Hospitality	The ability to show love and care for people in general, including strangers.
Martyrdom (maybe)	Possibly an empowerment of the Spirit to die willingly for the name of Jesus (1 Cor. 13:3).
Voluntary Poverty (maybe)	A purposeful choice to live in poverty so that material means can be used for the spread of the Gospel.

Continuation or Cessation?

The two camps:

Continuationism	Cessationism
All gifts have continued to operate to the present day. Starts with Scripture: 1 Cor. 13:8-10 points to Christ's return, not the canon, as the end of the gifts. **Key challenge:** _____	The more miraculous gifts ceased after the Apostles' deaths. Primarily supported by church history and anecdotal evidence — no Scripture directly teaches cessation. **Key challenge:** _____

The key question is not which camp has more church history on its side, but which has more _____ on its side.

Even continuationists must acknowledge that some things have ceased: no new _____ are being called, no new Scripture is being _____, and the offices of Apostle and Prophet have ended — though the gifts continue.

Discussion Questions

1. Before this class, were you more inclined toward continuationism or cessationism? Has anything shifted?

_____

2. How do you personally respond when someone claims to have a word of prophecy or speaks in tongues? What shaped that response?

_____

3. The notes say godly people exist in both camps. How can we hold theological convictions firmly while still pursuing unity?

_____

Personal Notes — Session 3

Session 4 — Knowing Your Gift(s)

Identity in Christ

Spiritual gift tests are well-intentioned but limited — they can be manipulated, and our answers will then lean toward what we want. The better first step is understanding who you are in _____.

> **1 Corinthians 15:10**
> *"But by the grace of God I am what I am, and his grace toward me was not in vain..."*

The subtle danger: a believer can gradually come to believe that their gift is what makes them valuable. This should not be so. Christ alone makes us _____. Our gifts flow from Him — they do not define us.

Reflect: Is there any area of ministry or service where your identity feels more tied to the gift than to Christ? Write honestly:

_____

_____

_____

Testing the Waters

As you root yourself in Christ, the next step is to simply serve and participate. Try several things — spread your efforts out. Then pay attention to what draws your heart and bears fruit for _____.

A key moment of discernment: you'll find something that fits like a glove and feels like you were born for it. At that point, examine your motives. Your gift cannot end with you — it exists for the _____ good of the church.

The Holy Spirit will not recall for you what you never intentionally tried to learn. We must be students of the _____ so we are ready when the moment arrives.

The Body Speaks

> **Acts 13:2-3**
> *"...the Holy Spirit said, 'Set apart for me Barnabas and Saul for the work to which I have called them.'"*

The final confirmation of a spiritual gift comes from the congregation. The LORD speaks through the _____ to affirm your gifts. If you are consistently invited back, increasingly asked, and trusted with more — that is the church's voice.

Summary — the process of discovering your gifts:

1	Know who you are in Christ
2	Broad participation — try everything
3	Zero in on what is fulfilling and fruitful
4	Rightly discern your motives
5	Wait to see whether the church affirms

Discussion Questions

1. Has your identity ever gotten too wrapped up in a role or gift? What did that look like, and how did you recognize it?

2. What has held you back from stepping into new areas of service? Is it fear, lack of opportunity, or something else?

3. Can you think of a time when the church affirmed something in you that you hadn't fully seen in yourself? Share if you're willing.

Personal Notes — Session 4

Session 5 — Growing in the Gifts

Sharpening

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

The psalmist called believers to "play skillfully" — not just to play. Paul called Timothy to "fan into flame" what he had been given. The command is not just to use your gift, but to use it with excellence through _____ practice (Heb. 5:14).

The church has done poorly at this for gifts outside teaching and preaching. The assumption is often: you either have it or you don't. But no one discovers a gift and is immediately _____ in how they use it.

What should you do when you make a mistake in using your gift?

_____

_____

What does it mean if the same mistakes keep recurring in the same area?

_____

_____

Mature Use

> **Ephesians 4:13**
> *"...until we all attain to the unity of the faith...to mature manhood, to the measure of the stature of the fullness of Christ."*

The aim of all spiritual gifts is maturity — the fullness of Christ. The worship gathering is not the place to work out how to use your gifts; it is where _____ use is expected.

The three marks of mature gift use from 1 Corinthians 12–14:

1	Every gift must be used with love — without it, even the greatest gift is a noisy gong (1 Cor. 13:1-3)
2	Everything must be intelligible and orderly — God is not a God of confusion but of peace (1 Cor. 14:33)
3	Done with moderation — no more than two or three, each in turn, each interpreted and weighed

When gifts are used without love, they become a competition — which is precisely what happened in _____. People stopped building up the church and started showcasing themselves.

Multiplying

> **Matthew 25:20-21**
> *"Master, you delivered to me five talents; here, I have made five talents more..."*

Multiplying doesn't mean acquiring more gifts — it means expanding the _____ of the gifts you have. The servant who buried his talent was condemned not for using it wrongly, but for not using it at all.

What would it look like for you to multiply your primary gift? Be specific:

_____

_____

_____

Discussion Questions

1. Think of someone whose spiritual gift is clearly 'sharpened.' What do you observe about the way they use it that reflects growth over time?

_____

2. When gifts are used without love, what does that look like in a church? Have you ever experienced that?

_____

3. What would it look like for you personally to 'multiply' your primary gift in the next year?

_____

Personal Notes — Session 5

_____

_____

_____

_____

_____

Session 6 — Common Questions

Q1: Should I pursue certain gifts?

Yes, but with an open hand. Paul urged the Corinthians twice to pursue the higher gifts (1 Cor. 12:31, 14:1). Insisting on Jesus over gifts creates a _____ dichotomy — receiving Jesus comes with gifts, so why shouldn't we pursue them? Whether you receive a particular gift is not promised; they are given according to the _____ of the Holy Spirit.

> *1 Corinthians 14:1 — "Pursue love, and earnestly desire the spiritual gifts..."*

Your response / lingering questions:

_____

_____

Q2: Are the gifts permanent?

The Bible doesn't answer this directly. Evidence suggests every believer has at least one primary gift that endures for life — Paul never ceased teaching. Romans 11:29 tells us the gifts and calling of God are _____, though that verse is addressing a different context.

> *Romans 11:29 — "For the gifts and the calling of God are irrevocable."*

Your response / lingering questions:

_____

_____

Q3: Will spiritual gifts always work well with my temperament?

Not always. The LORD may call you to a gift that _____ you more than you anticipated. The joy often comes later — after the Spirit has done some heart renovation. The gift sanctifies the one who carries it.

Your response / lingering questions:

_____

_____

Q4: What spiritual gifts can women have?

Women may be empowered with any gift the Holy Spirit wills. The Holy Spirit is no respecter of gender. The key distinction is between _____ and gift. The office of elder/pastor is limited to qualified men (1 Tim. 3, Titus 1), but the gift of shepherding and teaching is given as freely to women as to men.

Your response / lingering questions:

Q5: Can spiritual gifts be overemphasized?

Yes — but underemphasis is equally common and equally damaging. Gifts are not signs of a super-spiritual Christian; they are _____ to build up the body. A healthy expectation and informed education about gifts should be part of every church that values Word and Spirit.

Your response / lingering questions:

Discussion Questions

1. Which of these common questions has been most relevant or confusing for you personally?

2. Has the question about women and spiritual gifts caused tension in a church you've been part of? How was it navigated?

3. After six sessions, how has your understanding of spiritual gifts changed? What will you do differently?

Closing Reflection

"So with yourselves, since you are eager for manifestations of the Spirit, strive to excel in building up the church."

— 1 Corinthians 14:12

My primary spiritual gift(s) I want to explore:

One concrete step I will take in the next 30 days:

Who in the body of Christ will I ask to walk alongside me?