

SPIRITUAL GIFTS

The Bible lists three distinct categories of spiritual gifts:

MANIFESTATION GIFTS

1. These gifts allow us to “see” or to “experience” the power and presence of the Holy Spirit in a supernatural way.
2. They are found in 1 Cor.12:7-10: *But to each one is given the manifestation of the Spirit for the common good. For to one is given the word of wisdom through the Spirit, and to another the word of knowledge according to the same Spirit; to another faith by the same Spirit, and to another gifts of healing by the one Spirit, and to another the effecting of miracles, and to another prophecy, and to another the distinguishing of spirits, to another various kinds of tongues, and to another the interpretation of tongues.*
3. They’re called the “Manifestation Gifts” because Paul refers to them as “manifestations of the Spirit” in verse 7.

MINISTRY GIFTS

1. The purpose of these gifts is to “perfect the saints.”
2. This group of gifts is found in Ephesians 4:11-12: *And He gave some as apostles, and some as prophets, and some as evangelists, and some as pastors and teachers, for the equipping of the saints for the work of service, to the building up of the body of Christ.*

MOTIVATIONAL GIFTS

1. These gifts are inherent gifts, talents, and abilities. In other words, these are the gifts we are “born with.”
2. They are listed in Romans 12:6-8: *And since we have gifts that differ according to the grace given to us, let each exercise them accordingly: if prophecy, according to the proportion of his faith; if service, in his serving; or he who teaches, in his teaching; or he who exhorts, in his exhortation; he who gives, with liberality; he who leads, with diligence; he who shows mercy, with cheerfulness.*

Prophecy. Prophecy means ‘to speak forth.’ People with this gift generally see things black and white and no gray. They perceive, declare, and promote the will of God.

Serving. People with the gift of serving like to meet practical needs. They enjoy helping in a variety of ways.

Teaching. People with the gift of teaching have the ability to educate people by clearly explaining and applying biblical principles in a way that causes them to learn.

Exhortation. People with the gift of exhortation like to edify and encourage. They have the ability to motivate God’s people to apply and act on biblical principles.

Giving. People with the gift of giving have the ability to generously contribute money and/or material resources beyond the 10% tithe. They have the ability to manage money wisely so it may be given to support the ministry of others.

Administration. People with the gift of administration have the ability to organize and manage people, resources, and time for effective ministry.

Mercy. People with the gift of mercy have the ability to manifest practical, compassionate, cheerful love toward the suffering or those in need.

1 Peter 4:10 says “As each one has received a special gift, employ it in serving one another, as good stewards of the manifold grace of God.”

As you begin your spiritual gift discovery process remember these things:

1. Everyone has at least one gift - God didn’t leave anyone out!
2. God expects you to use your gifts to serve others.
3. Learning about your gifts and the many ways you can use those gifts is a life-long process.
4. Don’t answer the way you’d like to be, or the way you think you ought to be. BE HONEST!
5. Remember, there are no right or wrong answers. This is simply a self-discovery process.

MOTIVATIONAL SPIRITUAL GIFTS

Please use the following key to represent how accurately the statements describe you:

Never 0
Sometimes 1
Usually 2
Always 3

THE GIFT OF PROPHECY

- _____ 1. Quickly and accurately identifies good and evil and hates evil.
- _____ 2. Sees everything as either black or white; no gray or indefinite areas.
- _____ 3. Easily perceives the character of individuals and groups.

- _____ 4. Encourages repentance that produces good fruit.
- _____ 5. Believes the acceptance of difficulties will produce positive personal brokenness.
- _____ 6. Has only a few or no close friendships.
- _____ 7. Views the Bible as the basis for truth, belief, action, and authority.
- _____ 8. Boldly operates on spiritual principles.
- _____ 9. Is frank, outspoken, and doesn't mince words.
- _____ 10. Is very persuasive in method of speaking.
- _____ 11. Grieves deeply over the sins of others.
- _____ 12. Is eager to see his own blind spots and to help others see theirs too.
- _____ 13. Desires above all else to see God's plan worked out in all situations.
- _____ 14. Strongly promotes the spiritual growth of groups and individuals.
- _____ 15. Is called to intercession.
- _____ 16. Feels the need to verbalize or dramatize what he "sees."
- _____ 17. Tends to be introspective.
- _____ 18. Has strong opinions and convictions.
- _____ 19. Has strict personal standards.
- _____ 20. Desires to be obedient to God at all costs.

_____ **TOTAL**

THE GIFT OF SERVING

- _____ 1. Easily recognizes practical needs and is quick to meet them.
- _____ 2. Especially enjoys manual projects, jobs, and functions.
- _____ 3. Keeps everything in meticulous order.
- _____ 4. Is a detail person with a good memory.
- _____ 5. Enjoys showing hospitality.
- _____ 6. Will stay with something until it is completed.
- _____ 7. Has a hard time saying no to requests for help.
- _____ 8. Is more interested in meeting the needs of others than own needs.
- _____ 9. Enjoys working on immediate goals rather than long-range goals.
- _____ 10. Shows love for others in deeds and actions more than words.
- _____ 11. Needs to feel appreciated.
- _____ 12. Tends to do more than asked to do.
- _____ 13. Feels greatest joy in doing something that is helpful.
- _____ 14. Does not want to lead others or projects.
- _____ 15. Has a high energy level.
- _____ 16. Cannot stand to be around clutter.
- _____ 17. Tends to be a perfectionist.
- _____ 18. Views serving to be of primary importance in life.
- _____ 19. Prefers doing a job to delegating it.
- _____ 20. Supports others who are in leadership.

_____ **TOTAL**

THE GIFT OF TEACHING

- _____ 1. Presents truth in a logical, systematic way.
- _____ 2. Validates truth by checking out the facts.
- _____ 3. Loves to study and do research.
- _____ 4. Enjoys word studies.

- _____ 5. Prefers to use biblical illustrations rather than life illustrations.
- _____ 6. Gets upset when Scripture is used out of context.
- _____ 7. Feels concerned that truth be established in every situation.
- _____ 8. Is more objective than subjective.
- _____ 9. Easily develops and uses a large vocabulary.
- _____ 10. Emphasizes facts and the accuracy of words.
- _____ 11. Checks out the source of knowledge of others who teach.
- _____ 12. Prefers teaching believers to engaging in evangelism.
- _____ 13. Feels Bible study is foundational to the operation of all the gifts.
- _____ 14. Solves problems by starting with scriptural principles.
- _____ 15. Is intellectually sharp.
- _____ 16. Is self-disciplined.
- _____ 17. Is emotionally self-controlled.
- _____ 18. Has only a select circle of friends.
- _____ 19. Has strong convictions and opinions based on investigation of facts.
- _____ 20. Believes truth has the intrinsic power to produce change.

_____ **TOTAL**

THE GIFT OF EXHORTATION

- _____ 1. Loves to encourage others to live victoriously.
- _____ 2. Wants a visible response when teaching or speaking.
- _____ 3. Prefers to apply truth rather than research it.
- _____ 4. Prefers systems of information that have practical application.
- _____ 5. Loves to prescribe precise steps of action to aid personal growth.
- _____ 6. Focuses on working with people.
- _____ 7. Encourages others to develop in their personal ministries.
- _____ 8. Finds truth in experience and then validates it with Scripture.
- _____ 9. Loves to do personal counseling.
- _____ 10. Will discontinue personal counseling if no effort to change is seen.
- _____ 11. Is fluent in communication.
- _____ 12. Views trials as opportunities to produce personal growth.
- _____ 13. Accepts people as they are without judging them.
- _____ 14. Is greatly loved because of his positive attitude.
- _____ 15. Prefers to witness with life rather than verbal witnessing.
- _____ 16. Makes decisions easily.
- _____ 17. Always completes what is started.
- _____ 18. Wants to clear up problems with others quickly.
- _____ 19. Expects a lot of self and others.
- _____ 20. Needs a "sounding board" for bouncing off ideas and thoughts.

_____ **TOTAL**

THE GIFT OF GIVING

- _____ 1. Gives freely of money, possessions, time, energy, and love.

- _____ 2. Loves to give without others knowing about it.
- _____ 3. Wants to feel a part of the ministries to which he contributes.
- _____ 4. Intercedes for needs and the salvation of souls.
- _____ 5. Feels delighted when his gift is an answer to specific prayer.
- _____ 6. Wants gifts to be of high quality or craftsmanship.
- _____ 7. Gives only by the leading of the Holy Spirit.
- _____ 8. Gives to support and bless others or to advance a ministry.
- _____ 9. Views hospitality as an opportunity to give.
- _____ 10. Handles finances with wisdom and frugality.
- _____ 11. Quickly volunteers to help where a need is seen.
- _____ 12. Seeks confirmation on the amount to give.
- _____ 13. Has strong belief in tithing and in giving in addition to tithing.
- _____ 14. Focuses on sharing the Gospel.
- _____ 15. Believes God is the Source of his supply.
- _____ 16. Is very industrious with a tendency toward success.
- _____ 17. Has natural and effective business ability.
- _____ 18. Likes to get the best value for the money spent.
- _____ 19. Is definitely not gullible.
- _____ 20. Possesses both natural and God-given wisdom.

_____ **TOTAL**

THE GIFT OF ADMINISTRATION

- _____ 1. Is highly motivated to organize that for which he's responsible.
- _____ 2. Expresses ideas and organization in ways that communicate clearly.
- _____ 3. Prefers to be under authority in order to have authority.
- _____ 4. Will not take responsibility unless delegated by those in authority.
- _____ 5. Will assume responsibilities if no specific leadership exists.
- _____ 6. Especially enjoys working on long-range goals and projects.
- _____ 7. Is a visionary person with a broad perspective.
- _____ 8. Easily facilitates resources and people to accomplish tasks or goals.
- _____ 9. Enjoys delegating tasks and supervising people.
- _____ 10. Will endure criticism in order to accomplish the ultimate task.
- _____ 11. Has great zeal and enthusiasm for whatever he is involved in.
- _____ 12. Finds greatest fulfillment and joy in working to accomplish goals.
- _____ 13. Is willing to let others get the credit in order to get a job done.
- _____ 14. Prefers to move on to a new challenge once something is completed.
- _____ 15. Constantly writes notes to self.
- _____ 16. Is a natural and capable leader.
- _____ 17. Knows when to keep old methods going and when to introduce new ones.
- _____ 18. Enjoys working with and being around people.
- _____ 19. Wants to see things completed as quickly as possible.
- _____ 20. Does not enjoy doing routine tasks.

_____ **TOTAL**

THE GIFT OF MERCY

- _____ 1. Has tremendous capacity to show love.
- _____ 2. Always looks for good in people.
- _____ 3. Senses the spiritual and emotional atmosphere of a group or individual.

- _____ 4. Is attracted to people who are hurting or in distress.
 - _____ 5. Takes action to remove hurts and relieve distress in others.
 - _____ 6. Is more concerned for mental and emotional distress than physical distress.
 - _____ 7. Is motivated to help people have right relationships with one another.
 - _____ 8. Loves opportunities to give preference or place to others.
 - _____ 9. Takes care with words and actions to avoid hurting others.
 - _____ 10. Easily detects insincerity or wrong motives.
 - _____ 11. Is drawn to others with the gift of compassion.
 - _____ 12. Loves to do thoughtful things for others.
 - _____ 13. Is trusting and trustworthy.
 - _____ 14. Avoids conflicts and confrontations.
 - _____ 15. Doesn't like to be rushed in a job or activity.
 - _____ 16. Is typically cheerful and joyful.
 - _____ 17. Is ruled by the heart rather than head.
 - _____ 18. Rejoices to see others blessed and grieves to see others hurt.
 - _____ 19. Is a crusader for good causes.
 - _____ 20. Intercedes for the hurts and problems of others.
- _____ **TOTAL**

MY MOTIVATIONAL SPIRITUAL GIFT PROFILE

Record your individual gift totals:

Prophecy	_____
Serving	_____
Teaching	_____
Exhortation	_____
Giving	_____
Administration	_____
Mercy	_____
 Primary Gift (highest total)	 _____
# 2 Gift	_____
# 3 Gift	_____

Profile taken from Discover Your God-Given Gifts; Don & Katie Fortune, 1987.