

SPIRITUAL GIFTS

ADMINISTRATION

Literal Meaning: To pilot or steer a ship

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.

Distinctives: People with this gift

Develop strategies or plans to reach identified goals

Assist ministries to become more effective and efficient

Manage or coordinate a variety of responsibilities to accomplish a task

Traits

Thorough

Objective

Responsible

Organized

Goal-oriented

Efficient

Conscientious

Cautions: People with this gift

Need to be open to adjust their plans so that they don't stifle a leader's vision.

Could use people to simply accomplish goals without being concerned for their growth in the process.

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

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.

Distinctives: People with this gift...

Pioneer and establish new ministries or churches

Adapt to different surroundings by being culturally sensitive and aware

Have responsibilities to oversee ministries or groups of churches

Demonstrate authority and vision for the mission of the church

The S.H.A.P.E. Workshop

Traits:

Adventurous
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.
Can be demanding and pessimistic.

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

CRAFTSMANSHIP

Literal Meaning: To craft, design, build

Description: The gift of Craftsmanship is the divine enablement to creatively design and/or construct items to be used for ministry.

Distinctives: People with this gift

Work with wood, cloth, paints, metal, glass and other raw materials
Make things which increase the effectiveness of others' ministries

Traits:

Creative
Designer
Handy
Resourceful
Practical
Behind the scenes
Helpful

Cautions: People with this gift

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.

References: Ex. 31:3, 35:31-35, Acts 9:36-39, 2 Kings 22:5-6

CREATIVE COMMUNICATION

Literal Meaning: To communicate artistically

Description: The gift of Creative Communication is the divine enablement to communicate God's truth through a variety of art forms.

The S.H.A.P.E. Workshop

Distinctives: 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 Demonstrate fresh ways

Traits:

Expressive

Imaginative

Idea-oriented

Artistic

Creative

Unconventional

Sensitive

Cautions: 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.

References: Ps. 150:3-5, 2 Sam. 6:14-15, Mark 4:2, 33

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

Intuitive

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 5:1-4, Matt. 16:21-23

ENCOURAGEMENT

Literal Meaning: To come along side of

Description: The gift of Encouragement is the divine enablement to present truth so as to strengthen, comfort, or urge to action those who are discouraged or wavering in their faith.

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

Trustworthy

Cautions: People with this gift

Can sometimes be overly optimistic, too simplistic or flattering.

Should first take time to understand where others are and what they really need.

May want to just say "positive" things to others and avoid being confrontational when it's needed.

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

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

The S.H.A.P.E. Workshop

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

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

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, Rom. 4:18-21

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

Traits:

Stewardship-oriented

Responsible

Resourceful

Trusts 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: Rom. 12:8, 2 Cor. 6:8, Luke 21:1-4

HEALING

Literal Meaning: To restore instantaneously

NOTE: Different kinds of healings are possible (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

Pray, touch, or speak words that miraculously bring healing to one's body

The S.H.A.P.E. Workshop

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.
Needs 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 when He was on the earth.

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

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

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.

References: 1 Cor. 12:28, Rom.12:7, Acts 6:1-4, Rom. 16:1-2

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
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
Burden-bearer
Spiritually sensitive
Trustworthy

Cautions: People with this gift

Should avoid feeling that their gift is not valued.
Remember that interceding for others is their 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 caused by extended times with God.

References: Rom. 8:26-27, John 17:9-26, 1 Tim. 2:1-2, Col. 1:9-12, 4:12-13

INTERPRETATION

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

Traits:

Obedient
Responsible
Devoted
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, it's to build up the church.
Use it in conjunction with tongues and it should be used in an orderly manner.

References: 1 Cor. 12:10, 14:5, 14:26-28

KNOWLEDGE

Literal Meaning: To know

Description: The gift 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 or means

Traits:

Inquisitive

Responsive

Insightful

Reflective

Studious

Truthful

Observant

Cautions: People with this gift

Need to be careful of this gift leading to pride ("knowledge puffs up").

Should remember that it is God's message, not theirs, when they share their knowledge.

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

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

The S.H.A.P.E. Workshop

Traits:

Influential
Diligent
Visionary
Persuasive
Motivating
Goal-setter

Cautions: People with this gift

Should realize that 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

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

Traits:

Empathetic
Caring
Kind
Burden-bearing
Responsive
Compassionate
Sensitive

Cautions: People with this gift

Need to be aware that rescuing people from their pain may be hindering God's work in them.
Need to guard against feeling "unappreciated," since some of the people helped will not show or express any appreciation.
Should guard against becoming defensive and angry about the sources of others' pain.

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

PROPHECY

Literal Meaning: To speak before

Description: The gift of Prophecy is the divine enablement to reveal truth and proclaim it in a timely and relevant manner for understanding, correction, repentance, or edification. There may be immediate or future implications.

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
- 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.
- 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

SHEPHERDING

Literal Meaning: To shepherd a flock

Description: The gift of Shepherding 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

The S.H.A.P.E. Workshop

Traits:

Influencing
Nurturing
Guiding
Supportive
Disciplining
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 shepherd'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

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.

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

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 may 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

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.

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

WISDOM

Literal Meaning: To apply truth practically

Description: The gift 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

Traits:

Sensible
Insightful
Practical
Wise
Experienced

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 Cor. 12:8, James 3:13-18, 1 Cor. 2:3-14, Jer. 9:23-24
