

SPIRITUAL GIFTS DESCRIPTIONS

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
- Create order out of organizational chaos
- Manage or coordinate a variety of responsibilities to accomplish a task
- Organize people, tasks, or events

Traits:

- Thorough
- Objective
- Responsible
- Organized
- Goal-oriented
- Efficient
- Conscientious

Cautions: People with this gift

- Need to be open to adjusting their plans so that they don't stifle a leader's vision.
- Could use people simply to accomplish goals without being concerned for their growth in the process.
- Could fail to see God's purposes being fulfilled in the process of meeting a goal.

²⁸And in the church God has appointed first of all apostles, second prophets, third teachers, then workers of miracles, also those having gifts of healing, those able to help others, those with gifts of administration, and those speaking in different kinds of tongues. 1 Cor. 12:28 (NIV)

¹In those days when the number of disciples was increasing, the Grecian Jews among them complained against the Hebraic Jews because their widows were being overlooked in the daily distribution of food. ²So the Twelve gathered all the disciples together and said, "It would not be right for us to neglect the ministry of the word of God in order to wait on tables. ³Brothers, choose seven men from among you who are known to be full of the Spirit and wisdom. We will turn this responsibility over to them ⁴and will give our attention to prayer and the ministry of the word."

⁵This proposal pleased the whole group. They chose Stephen, a man full of faith and of the Holy Spirit; also Philip, Procorus, Nicanor, Timon, Parmenas, and Nicolas from Antioch, a convert to Judaism. ⁶They presented these men to the apostles, who prayed and laid their hands on them.

⁷So the word of God spread. The number of disciples in Jerusalem increased rapidly, and a large number of priests became obedient to the faith. Acts 6:1-7 (NIV)

Exodus 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.

NOTE: While the "office" of apostle that the original disciples of Christ held is unique and no longer exists, the "role" of apostle continues today and functions through the Spiritual Gift of Apostleship.

Distinctives: People with this gift:

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

Traits:

- Adventurous
- Entrepreneurial
- Persevering
- Adaptable
- Culturally sensitive
- Risk-taking
- Cause-driven

Cautions: People with this gift:

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

¹¹It was he who gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers, ¹²to prepare God's people for works of service, so that the body of Christ may be built up Ephes. 4:11-12 (NIV)

²⁸And in the church God has appointed first of all apostles, second prophets, third teachers, then workers of miracles, also those having gifts of healing, those able to help others, those with gifts of administration, and those speaking in different kinds of tongues. ²⁹Are all apostles? Are all prophets? Are all teachers? Do all work miracles? 1 Cor. 12:28-29 (NIV)

²While they were worshiping the Lord and fasting, the Holy Spirit said, "Set apart for me Barnabas and Saul for the work to which I have called them." ³So after they had fasted and prayed, they placed their hands on them and sent them off. Acts 13:2-3 (NIV)

⁵Through him and for his name's sake, we received grace and apostleship to call people from among all the Gentiles to the obedience that comes from faith. Romans 1:5 (NIV)

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
Enjoy serving with their hands to meet tangible needs
Design and build tangible items and resources for ministry use
work with different kinds of tools and are skilled with their hands

Traits:

Cautions: People with this gift

Creative

Designer

Handy

Resourceful

Practical

Behind-the-scenes

Helpful

Could fail to see that their gift is significant and one that make a spiritual contribution to the body.

Could use people to get things done instead of helping them to grow in the process.

Should remember that the things they produce are just a means to the end and not the end itself.

I have filled him with the Spirit of God, with skill, ability and knowledge in all kinds of crafts--
Exodus 31:3 (NIV)

³¹ he has filled him with the Spirit of God, with skill, ability and knowledge in all kinds of crafts--
- ³²to make artistic designs for work in gold, silver and bronze, ³³to cut and set stones, to work in wood and to engage in all kinds of artistic craftsmanship. ³⁴And he has given both him and Oholiab son of Ahisamach, of the tribe of Dan, the ability to teach others. ³⁵He has filled them with skill to do all kinds of work as craftsmen, designers, embroiderers in blue, purple and scarlet yarn and fine linen, and weavers--all of them master craftsmen and designers. Exodus 35:31-35 (NIV)

⁵Have them entrust it to the men appointed to supervise the work on the temple. And have these men pay the workers who repair the temple of the LORD-- ⁶the carpenters, the builders and the masons. Also have them purchase timber and dressed stone to repair the temple. 2 Kings 22:5-6 (NIV)

³⁶In Joppa there was a disciple named Tabitha (which, when translated, is Dorcas), who was always doing good and helping the poor. ³⁷About that time she became sick and died, and her body was washed and placed in an upstairs room. ³⁸Lydda was near Joppa; so when the disciples heard that Peter was in Lydda, they sent two men to him and urged him, "Please come at once!" ³⁹Peter went with them, and when he arrived he was taken upstairs to the room. All the widows stood around him, crying and showing him the robes and other clothing that Dorcas had made while she was still with them. Acts 9:36-39 (NIV)

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.

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 to express the Lord's ministry and message

Traits:

Cautions: People with this gift

Expressive
Imaginative
Idea-oriented
Artistic
Creative
Unconventional
Sensitive

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 a being a team player

¹⁴David, wearing a linen ephod, danced before the LORD with all his might, ¹⁵while he and the entire house of Israel brought up the ark of the LORD with shouts and the sound of trumpets. 2 Samuel 6:14-15 (NIV)

³Praise him with the sounding of the trumpet,
praise him with the harp and lyre,
⁴praise him with tambourine and dancing,
praise him with the strings and flute,
⁵praise him with the clash of cymbals,
praise him with resounding cymbals.
Psalm 150:3-5 (NIV)

²He taught them many things by parables, and in his teaching said: Mark 4:2 (NIV)

³³With many similar parables Jesus spoke the word to them, as much as they could understand. Mark 4:33 (NIV)

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:

Cautions: People with this gift

Perceptive
Insightful
Sensitive
Intuitive
Decisive
Challenging
Truthful

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.

¹⁰to 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. 1 Cor. 12:10 (NIV)

²¹From that time on Jesus began to explain to his disciples that he must go to Jerusalem and suffer many things at the hands of the elders, chief priests and teachers of the law, and that he must be killed and on the third day be raised to life.

²²Peter took him aside and began to rebuke him. "Never, Lord!" he said. "This shall never happen to you!"

²³Jesus turned and said to Peter, "Get behind me, Satan! You are a stumbling block to me; you do not have in mind the things of God, but the things of men." Matthew 16:21-23 (NIV)

¹Now a man named Ananias, together with his wife Sapphira, also sold a piece of property.

²With his wife's full knowledge he kept back part of the money for himself, but brought the rest and put it at the apostles' feet.

³Then Peter said, "Ananias, how is it that Satan has so filled your heart that you have lied to the Holy Spirit and have kept for yourself some of the money you received for the land? ⁴Didn't it belong to you before it was sold? And after it was sold, wasn't the money at your disposal? What made you think of doing such a thing? You have not lied to men but to God." Acts 5:1-4 (NIV)

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:

Cautions: People with this gift

Positive
Motivating
Challenging
Affirming
Reassuring
Supportive
Trustworthy

Can sometimes be overly optimistic, too simplistic or flattering.
Should first take time to understand where others are what they really need.
May want to just say "positive" things to others and avoid being confrontational when it's needed.

⁸if it is encouraging, let him encourage; if it is contributing to the needs of others, let him give generously; if it is leadership, let him govern diligently; if it is showing mercy, let him do it cheerfully. Romans 12:8 (NIV)

²²News of this reached the ears of the church at Jerusalem, and they sent Barnabas to Antioch.

²³When he arrived and saw the evidence of the grace of God, he was glad and encouraged them all to remain true to the Lord with all their hearts. ²⁴He was a good man, full of the Holy Spirit and faith, and a great number of people were brought to the Lord. Acts 11:22-24 (NIV)

³⁰The men were sent off and went down to Antioch, where they gathered the church together and delivered the letter. ³¹The people read it and were glad for its encouraging message. ³²Judas and Silas, who themselves were prophets, said much to encourage and strengthen the brothers. Acts 15:30-32 (NIV)

Evangelism

Literal Meaning: To bring good news

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

Distinctives: People with this gift

Communicate the message of Christ with clarity and conviction
Seek out opportunities to talk to unbelievers about spiritual matters
Challenge unbelievers to faith and to become fully devoted followers of Christ
Adapt their presentation of the gospel to connect with the individual's needs
Seek opportunities to build relationships with unbelievers

Traits:

Sincere
Candid
Respected
Influential
Spiritual
Confident
Commitment-oriented

Cautions: People with this gift

Need to remember the Holy Spirit, not guilt, is the motivator in a person's decision for Christ.
Should avoid becoming critical of others by remembering that we are all "witnesses," but we not all "evangelists".
Need to listen carefully, because the same approach is not appropriate for everyone

¹¹It was he who gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers, Ephes. 4:11 (NIV)

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
Hopeful

Cautions: People with this gift

Need to act on their faith.
Should remember that those who speak with reason and desire to plan do not necessarily lack faith.
Should listen to and consider the counsel of wise and spirit-filled believers.

⁹to another faith by the same Spirit, to another gifts of healing by that one Spirit, 1 Cor. 12:9 (NIV)

²If I have the gift of prophecy and can fathom all mysteries and all knowledge, and if I have a faith that can move mountains, but have not love, I am nothing. 1 Cor. 13:2 (NIV)

¹Now faith is being sure of what we hope for and certain of what we do not see. Hebrews 11:1 (NIV)

¹⁸Against all hope, Abraham in hope believed and so became the father of many nations, just as it had been said to him, "So shall your offspring be." ¹⁹Without weakening in his faith, he faced the fact that his body was as good as dead--since he was about a hundred years old--and that Sarah's womb was also dead. ²⁰Yet he did not waver through unbelief regarding the promise of God, but was strengthened in his faith and gave glory to God, ²¹being fully persuaded that God had power to do what he had promised. Romans 4:18-21 (NIV)

Giving

Literal Meaning: To give part of, share

Description: The gift of Giving is the divine enablement to contribute money and resources to the work of the Lord with cheerfulness and liberality. People with this gift do not ask "How much money do I need to give to God?" but, "How much money do I need to live on?"

Distinctives: People with this gift

Manage their finances and limit their lifestyle in order to give as much of their resources as possible

Support the work of ministry with sacrificial gifts to advance the Kingdom

Meet tangible needs that enable spiritual growth to occur

Provide resources, generously and cheerfully, trusting God for his provision

May have a special ability to make money so that they may use it to further God's work

Traits:

Stewardship-oriented

Responsible

Resourceful

Charitable

Trusts in God

Disciplined

Cautions: People with this gift

Need to esteem their gift, remembering that giving money and resources is a spiritual contribution to the body of Christ.

Need to remember the church's agenda is determined by leaders, not by the giver's gift.

Need to guard against greed

⁸if it is encouraging, let him encourage; if it is contributing to the needs of others, let him give generously; if it is leadership, let him govern diligently; if it is showing mercy, let him do it cheerfully. Romans 12:8 (NIV)

⁸through glory and dishonor, bad report and good report; genuine, yet regarded as impostors; 2 Cor. 6:8 (NIV)

¹As he looked up, Jesus saw the rich putting their gifts into the temple treasury. ²He also saw a poor widow put in two very small copper coins. ³"I tell you the truth," he said, "this poor widow has put in more than all the others. ⁴All these people gave their gifts out of their wealth; but she out of her poverty put in all she had to live on." Luke 21:1-4 (NIV)

Healing

Literal Meaning: To restore instantaneously

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

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

Distinctives: People with this gift

Demonstrate the power of God

Bring restoration to the sick and diseased

Authenticate a message from God through healing

Use it as an opportunity to communicate a biblical truth and to see God glorified

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

Traits:

Compassionate

Trusts in God

Prayerful

Full of faith

Humble

Responsive

Obedient

Cautions: People with this gift

Need to remember that it is not always their or the faith of the sick that determines a healing, but God who determines it.

Need to realize that God does not promise to heal everyone who asks or is prayed for.

Should remember that Jesus did not heal everyone who was sick or suffering while he on the earth.

⁹to another faith by the same Spirit, to another gifts of healing by that one Spirit, 1 Cor. 12:9 (NIV)

²⁸And in the church God has appointed first of all apostles, second prophets, third teachers, then workers of miracles, also those having gifts of healing, those able to help others, those with gifts of administration, and those speaking in different kinds of tongues. 1 Cor. 12:28 (NIV)

³⁰Do all have gifts of healing? Do all speak in tongues? Do all interpret? 1 Cor. 12:30 (NIV)

Mark 2:1-12 (NIV)

Acts 3:1-16 (NIV)

Helps

Literal Meaning: To take the place of someone

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

Distinctives: People with this gift

Serve behind the scenes wherever needed to support the gifts and ministries of others

See the tangible and practical things to be done and enjoy doing them

Sense God's purpose and pleasure in meeting everyday responsibilities

Attach spiritual value to practical service

Enjoy knowing that they are freeing up others to do what God has called them to do

Traits:

Available

Willing

Helpful

Reliable

Loyal

Dependable

Whatever-it-takes attitude

Cautions: People with this gift

Need to esteem their gift, remembering that doing practical deeds is a *spiritual* contribution to the body of Christ.

Find it difficult to say "no".

Need to be responsive to the priorities of leadership instead of setting their own

¹In those days when the number of disciples was increasing, the Grecian Jews among them complained against the Hebraic Jews because their widows were being overlooked in the daily distribution of food. ²So the Twelve gathered all the disciples together and said, "It would not be right for us to neglect the ministry of the word of God in order to wait on tables. ³Brothers, choose seven men from among you who are known to be full of the Spirit and wisdom. We will turn this responsibility over to them ⁴and will give our attention to prayer and the ministry of the word." Acts 6:1-4 (NIV)

⁷If it is serving, let him serve; if it is teaching, let him teach; Romans 12:7 (NIV)

¹I commend to you our sister Phoebe, a servant of the church in Cenchrea. ²I ask you to receive her in the Lord in a way worthy of the saints and to give her any help she may need from you, for she has been a great help to many people, including me.
Romans 16:1-2 (NIV)

²⁸And in the church God has appointed first of all apostles, second prophets, third teachers, then workers of miracles, also those having gifts of healing, those able to help others, those with gifts of administration, and those speaking in different kinds of tongues. 1 Cor. 12:28 (NIV)

Hospitality

Literal Meaning: To love strangers

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

Distinctives: People with this gift

Provide an environment where people feel valued and cared for
Meet new people and help them to feel welcomed
Create a safe and comfortable setting where relationships can develop
Seek ways to connect people together into meaningful relationships
Set people at ease in unfamiliar surroundings

Traits:

Friendly
Gracious
Inviting
Trusting
Caring
Responsive
Warm

Cautions: People with this gift

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

¹³Share with God's people who are in need. Practice hospitality. Romans 12:13 (NIV)

¹Keep on loving each other as brothers. ²Do not forget to entertain strangers, for by so doing some people have entertained angels without knowing it. Hebrews 13:1-2 (NIV)

⁹Offer hospitality to one another without grumbling. ¹⁰Each one should use whatever gift he has received to serve others, faithfully administering God's grace in its various forms. 1 Peter 4:9-10 (NIV)

Intercession

Literal Meaning: To plead on behalf of someone, intercede

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

Distinctives: People with this gift

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

Traits:

Advocate
Caring
Sincere
Peacemaker
Trustworthy
Burden-bearer
Spiritually sensitive

Cautions: People with this gift

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

²⁶In the same way, the Spirit helps us in our weakness. We do not know what we ought to pray for, but the Spirit himself intercedes for us with groans that words cannot express. ²⁷And he who searches our hearts knows the mind of the Spirit, because the Spirit intercedes for the saints in accordance with God's will. Romans 8:26-27 (NIV)

John 17:9-26 (NIV)

¹I urge, then, first of all, that requests, prayers, intercession and thanksgiving be made for everyone-- ²for kings and all those in authority, that we may live peaceful and quiet lives in all godliness and holiness. 1 Tim. 2:1-2 (NIV)

⁹For this reason, since the day we heard about you, we have not stopped praying for you and asking God to fill you with the knowledge of his will through all spiritual wisdom and understanding. ¹⁰And we pray this in order that you may live a life worthy of the Lord and may please him in every way: bearing fruit in every good work, growing in the knowledge of God, ¹¹being strengthened with all power according to his glorious might so that you may have great endurance and patience, and joyfully ¹²giving thanks to the Father, who has qualified you to share in the inheritance of the saints in the kingdom of light. Col. 1:9-12 (NIV)

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
Understand an unlearned language and communicate that message to the body of Christ
Are sometimes prophetic when exercising an interpretation of tongues for the church

Traits:

Obedient
Responsive
Devoted
Responsible
Spiritually sensitive
Discerning
Wise

Cautions: People with this gift

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

¹⁰to 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. 1 Cor. 12:10 (NIV)

⁵I would like every one of you to speak in tongues, but I would rather have you prophesy. He who prophesies is greater than one who speaks in tongues, unless he interprets, so that the church may be edified. 1 Cor. 14:5 (NIV)

²⁶What then shall we say, brothers? When you come together, everyone has a hymn, or a word of instruction, a revelation, a tongue or an interpretation. All of these must be done for the strengthening of the church. ²⁷If anyone speaks in a tongue, two--or at the most three--should speak, one at a time, and someone must interpret. ²⁸If there is no interpreter, the speaker should keep quiet in the church and speak to himself and God. 1 Cor. 14:26-28 (NIV)

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
- Observant
- Insightful
- Reflective
- Studious
- Truthful

Cautions: People with this gift

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

⁸To one there is given through the Spirit the message of wisdom, to another the message of knowledge by means of the same Spirit, 1 Cor. 12:8 (NIV)

⁶Now some teachers of the law were sitting there, thinking to themselves, ⁷"Why does this fellow talk like that? He's blaspheming! Who can forgive sins but God alone?"

⁸Immediately Jesus knew in his spirit that this was what they were thinking in their hearts, and he said to them, "Why are you thinking these things? Mark 2:6-8 (NIV)

⁴⁵Philip found Nathanael and told him, "We have found the one Moses wrote about in the Law, and about whom the prophets also wrote--Jesus of Nazareth, the son of Joseph."

⁴⁶"Nazareth! Can anything good come from there?" Nathanael asked.

"Come and see," said Philip.

⁴⁷When Jesus saw Nathanael approaching, he said of him, "Here is a true Israelite, in whom there is nothing false."

⁴⁸"How do you know me?" Nathanael asked.

Jesus answered, "I saw you while you were still under the fig tree before Philip called you."

⁴⁹Then Nathanael declared, "Rabbi, you are the Son of God; you are the King of Israel."

⁵⁰Jesus said, "You believe because I told you I saw you under the fig tree. You shall see greater things than that." John 1:45-50 (NIV)

Leadership

Literal Meaning: To stand before

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

Distinctives: People with this gift

- Provide direction for God's people or ministry
- Motivate others to perform to the best of their abilities
- Present the "big picture" for others to see
- Model the values of the ministry
- Take responsibility and establish goals

Traits:

- Influential
- Diligent
- Visionary
- Trustworthy
- Persuasive
- Motivating
- Goal-setter

Cautions: People with this gift

- Should realize their relational credibility takes time and is critical for leadership effectiveness.
- Should remember that servant leadership is the biblical model, the greatest being the servant of all.
- Do not need to be in a leadership "position" use this gift.

⁸if it is encouraging, let him encourage; if it is contributing to the needs of others, let him give generously; if it is leadership, let him govern diligently; if it is showing mercy, let him do it cheerfully. Romans 12:8 (NIV)

¹⁷Obey your leaders and submit to their authority. They keep watch over you as men who must give an account. Obey them so that their work will be a joy, not a burden, for that would be of no advantage to you. Hebrews 13:17 (NIV)

²⁵Jesus said to them, "The kings of the Gentiles lord it over them; and those who exercise authority over them call themselves Benefactors. ²⁶But you are not to be like that. Instead, the greatest among you should be like the youngest, and the one who rules like the one who serves. Luke 22:25-26 (NIV)

Mercy

Literal Meaning: To have compassion

Description: The gift of Mercy is the divine enablement to cheerfully and practically help those who are suffering or are in need, compassion moved to action.

Distinctives: People with this gift

Focus upon alleviating the sources of pain or discomfort in suffering people
Address the needs of the lonely and forgotten
Express love, grace, and dignity to those facing hardships and crisis
Serve in difficult or unsightly circumstances and do so cheerfully
Concern themselves with individual or social issues that oppress people

Traits:

Empathetic
Caring
Responsive
Kind
Compassionate
Sensitive
Burden-bearing

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.

⁸if it is encouraging, let him encourage; if it is contributing to the needs of others, let him give generously; if it is leadership, let him govern diligently; if it is showing mercy, let him do it cheerfully. Romans 12:8 (NIV)

⁷Blessed are the merciful, for they will be shown mercy. Matthew 5:7 (NIV)

Mark 10:46-52 (NIV)

Luke 10:25-37 (NIV)

Miracles

Literal Meaning: To do powerful deeds

Description: The gift of Miracles is the divine enablement to authenticate the ministry and message of God through supernatural interventions which glorify him.

Distinctives: People with this gift

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

Traits:

Bold
Venturesome
Authoritative
God-fearing
Convincing
Prayerful
Responsive

Cautions: People with this gift

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

¹⁰to 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. 1 Cor. 12:10 (NIV)

²⁸And in the church God has appointed first of all apostles, second prophets, third teachers, then workers of miracles, also those having gifts of healing, those able to help others, those with gifts of administration, and those speaking in different kinds of tongues. ²⁹Are all apostles? Are all prophets? Are all teachers? Do all work miracles? 1 Cor. 12:28-29 (NIV)

Luke 5:1-11 (NIV)

John 2:1-11 (NIV)

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
Warn of God's immediate or future judgment if there is no repentance
Understand God's heart and mind through experiences he takes them through

Traits:

Discerning
Compelling
Uncompromising
Outspoken
Authoritative
Convicting
Confronting

Cautions: People with this gift

Need to be aware that listeners may reject the message if not spoken with love and compassion.
Need to avoid pride which can create a demanding or discouraging Spirit that hinders the gift.
Should remember that discernment and Scripture must support and agree with each

⁶We have different gifts, according to the grace given us. If a man's gift is prophesying, let him use it in proportion to his faith. Romans 12:6 (NIV)

¹⁰to 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. 1 Cor. 12:10 (NIV)

²⁸And in the church God has appointed first of all apostles, second prophets, third teachers, then workers of miracles, also those having gifts of healing, those able to help others, those with gifts of administration, and those speaking in different kinds of tongues. 1 Cor. 12:28 (NIV)

²If I have the gift of prophecy and can fathom all mysteries and all knowledge, and if I have a faith that can move mountains, but have not love, I am nothing. 1 Cor. 13:2 (NIV)

¹⁹And we have the word of the prophets made more certain, and you will do well to pay attention to it, as to a light shining in a dark place, until the day dawns and the morning star rises in your hearts. ²⁰Above all, you must understand that no prophecy of Scripture came about by the prophet's own interpretation. ²¹For prophecy never had its origin in the will of man, but men spoke from God as they were carried along by the Holy Spirit. 2 Peter 1:19-21 (NIV)

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
Lead and protect those within their span of care

Traits:

Influencing
Nurturing
Guiding
Discipling
Protective
Supportive
Relational

Cautions: People with this gift

Should remember that God judges those who neglect or abuse their oversight responsibilities.
Need to be aware that the desire to feed and support others can make it difficult to say "no".
Should realize that some of those being nurtured will grow beyond the shepherd's own ability and need to be freed to do so.

⁶We have different gifts, according to the grace given us. If a man's gift is prophesying, let him use it in proportion to his faith. Romans 12:6 (NIV)

¹⁰to 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. 1 Cor. 12:10 (NIV)

²⁸And in the church God has appointed first of all apostles, second prophets, third teachers, then workers of miracles, also those having gifts of healing, those able to help others, those with gifts of administration, and those speaking in different kinds of tongues. 1 Cor. 12:28 (NIV)

²If I have the gift of prophecy and can fathom all mysteries and all knowledge, and if I have a faith that can move mountains, but have not love, I am nothing. 1 Cor. 13:2 (NIV)

¹⁹And we have the word of the prophets made more certain, and you will do well to pay attention to it, as to a light shining in a dark place, until the day dawns and the morning star rises in your hearts. ²⁰Above all, you must understand that no prophecy of Scripture came about by the prophet's own interpretation. ²¹For prophecy never had its origin in the will of man, but men spoke from God as they were carried along by the Holy Spirit. 2 Peter 1:19-21 (NIV)

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:

Cautions: People with this gift

- Disciplined
- Perceptive
- Teachable
- Authoritative
- Practical
- Analytical
- Articulate

- 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

⁷If it is serving, let him serve; if it is teaching, let him teach; Romans 12:7 (NIV)

²⁸And in the church God has appointed first of all apostles, second prophets, third teachers, then workers of miracles, also those having gifts of healing, those able to help others, those with gifts of administration, and those speaking in different kinds of tongues. ²⁹Are all apostles? Are all prophets? Are all teachers? Do all work miracles? 1 Cor. 12:28-29 (NIV)

²⁴Meanwhile a Jew named Apollos, a native of Alexandria, came to Ephesus. He was a learned man, with a thorough knowledge of the Scriptures. ²⁵He had been instructed in the way of the Lord, and he spoke with great fervor and taught about Jesus accurately, though he knew only the baptism of John. ²⁶He began to speak boldly in the synagogue. When Priscilla and Aquila heard him, they invited him to their home and explained to him the way of God more adequately.

²⁷When Apollos wanted to go to Achaia, the brothers encouraged him and wrote to the disciples there to welcome him. On arriving, he was a great help to those who by grace had believed. ²⁸For he vigorously refuted the Jews in public debate, proving from the Scriptures that Jesus was the Christ. Acts 18:24-28 (NIV)

²And the things you have heard me say in the presence of many witnesses entrust to reliable men who will also be qualified to teach others. 2 Tim. 2:2 (NIV)

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

Traits:

Sensitive
Prayerful
Responsive
Trusting
Devoted
Spontaneous
Receptive

Cautions: People with this gift

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

¹⁰to 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. 1 Cor. 12:10 (NIV)

²⁸And in the church God has appointed first of all apostles, second prophets, third teachers, then workers of miracles, also those having gifts of healing, those able to help others, those with gifts of administration, and those speaking in different kinds of tongues. ²⁹Are all apostles? Are all prophets? Are all teachers? Do all work miracles? ³⁰Do all have gifts of healing? Do all speak in tongues? Do all interpret? 1 Cor. 12:28-30 (NIV)

^{13:1}If I speak in the tongues of men and of angels, but have not love, I am only a resounding gong or a clanging cymbal. 1 Cor. 13:1 (NIV)

1 Cor. 14:1-33 (NIV)

Acts 2:1-11 (NIV)

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
Apply spiritual truth in specific and practical ways

Traits:

Sensible
Insightful
Practical
Wise
Fair
Experienced
Common Sense

Cautions: People with this gift

Could fail to sure 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.

⁸To one there is given through the Spirit the message of wisdom, to another the message of knowledge by means of the same Spirit, 1 Cor. 12:8 (NIV)

¹³Who is wise and understanding among you? Let him show it by his good life, by deeds done in the humility that comes from wisdom. ¹⁴But if you harbor bitter envy and selfish ambition in your hearts, do not boast about it or deny the truth. ¹⁵Such "wisdom" does not come down from heaven but is earthly, unspiritual, of the devil. ¹⁶For where you have envy and selfish ambition, there you find disorder and every evil practice.

¹⁷But the wisdom that comes from heaven is first of all pure; then peace-loving, considerate, submissive, full of mercy and good fruit, impartial and sincere. ¹⁸Peacemakers who sow in peace raise a harvest of righteousness. James 3:13-18 (NIV)

1 Cor. 2:3-14 (NIV)

Jeremiah 9:23-24 (NIV)

Taken from *Network: Participant's Guide* by Bruce Bugbee, Don Cousins and Bill Hybels. Copyright © 1994 by Willow Creek Community Church. Used by permission of Zondervan Publishing House.