

The Gifts of the Spirit

Reference Information:

(adapted from Network Training by Bruce Bugbee, Don Cousins, Bill Hybels)

Directions: When you have identified your top 3 spiritual gifts, read through the description of these three to identify strengths of this gift as well as some cautions for you to be careful of. You may look up the Biblical references to see this gift in action in scripture.

Administration: (to pilot or steer a ship) divine enablement to understand what makes an organization function, and the special ability to plan and execute procedures that accomplish the goals of ministry. People with this gift develop plans or strategies to reach identifies goals, help ministries become more effective and efficient, create order out of chaos, organize people or tasks.

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. They could use people simply to accomplish goals without being concerned for their growth in the process. They could fail to see God's purposes being fulfilled in the process of meeting a goal.

I Co 12:28, Acts 6: 1-7, Ex 18: 13-26

Apostleship: (sent with a message) divine ability to start and oversee the development of new churches or ministry structures. They have a desire to minister to unreached people and demonstrate authority and vision for the mission of the church.

Traits: Adaptable, Risk-taking, Persevering, Cause-driven, Culturally sensitive

Cautions: People with this gift should be careful not to misuse their authority to quench the Spirit in others. Must be affirmed and sent by the church, can be demanding and overbearing.

I Co 12: 28— 29, Eph 4: 11 - 12, Rom 1:5

Artistry: the gift that gives the believer the skill of creating artistic expressions that produce a spiritual response of strength and inspiration. Allow people to see the Lord's message through various forms of Arts.

Traits: Expressive, Imaginative, Artistic, Creative, Sensitive

Cautions: Must remember art is not for art's sake, but rather to glorify God and build up the body. May find constructive criticism difficult, may be most comfortable working alone, and need to work to be a team player.

Exodus 31:1-11, Psalm 149:3a. Ps 150: 3 - 5, Mark 4:2,33

Craftmanship: (craft, design, or build) creatively design/ construct items that will assist in ministry in the church. They enjoy working with their hands to create with wood, cloth, paint, metal, ect.

Traits: Creative, Designer, Handy, Resourceful, Practical, Behind —the-scenes

Cautions: People with this gift could fail to see their gift as important and one that makes a spiritual contribution. May use people to get things done, rather than being concerned about their growth. Should remember that the things they produce are just a means to the end and not the end itself.

Ex 31:3, 35: 31 - 35, Acts 9: 36 - 39

Discernment: (to separate or make a distinction, differentiate) the ability to discern spirits differentiate good from evil, right from wrong, pure motives from impure. Identify deception in others with accuracy and appropriateness.

Recognizes inconsistencies in a teaching, prophecy, or message.

Traits: Perceptive, Insightful, Decisive, Truthful, Challenging

Cautions: May have difficulty expressing perceptions or insights, need to remember to speak the truth in love and not just be harsh, need to confirm their perception before speaking

John 16:6-15, Romans 9:1, I Corinthians 2:9-16, Acts 5: 1- 4, I John 4: 1 - 6

Evangelism: (to bring good news)-to communicate the gospel in such a way as to draw non-believers to Christ, so they respond in faith and move toward discipleship to become responsible members of the Body.

Traits: Sincere, candid, respected, influential, Spiritual, commitment-oriented

Cautions: Remember the Holy Spirit draws people, not guilt, show not be critical when others are not as effective "witnessers" as they are, need to know audience to avoid the same "canned talk", but instead respond to the person before them.

Matthew 28:16-20, Ephesians 4:11- 16, Acts 2:36-40, Acts 8: 26 - 40

Exhortation (Encouragement): (to come alongside) to reach out with Christian love, comfort, consolation, encouragement, and counsel to members of the Body in a way that they feel helped, healed, strengthened and loved. Those with this gift motivate others to grow by applying biblical truth. They emphasize God's promised have confidence in His will.

Traits: Positive, motivating, challenging, affirming reassuring

Cautions: can be too optimistic or simplistic, don't like confrontation, so could just say "good things" to people who really need to be challenged

Rom 12:8, Acts 11:22 - 24, Acts 15: 30-32, II Timothy 1:16-18, III John 5-8.

Faith: (to trust, have confidence, believe) the gift that gives a believer the eyes to see the Spirit at work and the ability to trust the Spirit's leading without indication of where it all might lead. They believe the promises of God and inspire others to do the same.

Traits: Prayerful, Trusting, Assured, Positive, Inspiring, hopeful

Cautions: Need to act on their faith, should listen to the counsel of wise and spirit-filled believers, should remember that those who speak with reason and desire to plan do not necessarily lack faith!

I Co 12:9, 13:2, Hebrews 11:, Acts 11: 22 - 24, I Thessalonians 1:8-10.

Giving: (to give part of or to share) the gift that enables a believer to recognize God's blessings and to respond to those blessings by generously, cheerfully, and sacrificially giving of one's resources (time, talent, and treasure). They manage their personal finances in order to give as much as possible. They provide tangible needs so spiritual growth can happen in the Body

Traits: Responsible, stewardship-oriented, trusts in God, Disciplined

Cautions: Need to recognize the importance of this gift for the functioning of the Body, yet must remember to release control of the money to the leadership, should guard against greed

Romans 12:8, II Corinthians 9:2-15, Luke 21:1-4, Mark 12: 41 - 44.

Hospitality: (to love strangers) to joyfully welcome and receive guests and those in need of food and lodging. Naturally creates an environment where people feel valued and cared for. Help new people feel welcome. Seeks ways to connect people together into meaningful relationships.

Traits: Friendly, caring, responsive, warm, gracious, inviting **Cautions:** don't see give as just entertaining, be sure to ask God first, this gift could cause stress in own family when inviting others too frequently or without prior discussion.

Romans 12:13, Romans 16:23a, Luke 10:38, 1 Peter 4: 9-10, Heb 13: 1 - 2

Intercession: (to plead on behalf of someone, intercede) the gift that enables a believer to pray with the certainty that prayer is heard and when requests are made, answers will come.

Traits: Caring, Sincere, Burden-bearer, Spiritually sensitive

Cautions: avoid feeling that this gift is not as valued as others because it is a "hidden" gift, avoid using prayer to get out of another ministry that God is calling you to, be careful not to get a "holier than thou" attitude caused by extended times of prayer and spiritual intimacy with God

James 5: 14 - 16, I Timothy 2: 1,2: John 17: 9 26, Col 1: 2-12, 4: 12,13

Knowledge: (to know) the gift that drives a person to learn, analyze and clarify information and ideas regarding Scripture and faith.

Traits: Inquisitive, insightful, Observant, reflective, Studious, truthful

Cautions: Be careful that this gift doesn't lead to pride" knowledge puffs up", Remember it is God's message, not yours, it is important to remember to balance your time interacting with others and not just studying

I Corinthians 12:8; II Corinthians 11:6, Acts 5: 1 - 11, Mark 2: 6 - 8

Leadership: (to stand before) the gift that gives a believer the confidence to step forward, give direction and provide motivation to fulfill a dream or complete a task. Helps others grasp onto the "big picture" and follow

Traits: Influential, Diligent, Visionary, Persuasive, Motivating **Cautions:**

Remember servant leadership is most effective- much better than dictator leadership, do not have to be in a leadership position to use this gift, relationships with people are key and may take time, be patient.

John 21:15-17, II Timothy 4:1-5, Heb 13:17, Luke 14:28 - 30

Mercy: (to have compassion) the gift that motivates a believer to feel deeply for those in physical, spiritual, or emotional need and then act to meet that need.

Traits: Empathetic, caring, kind, compassionate, sensitive

Cautions: remember that rescuing people from pain can sometimes be hindering God's work in their lives, this gift can easily tip your life out of balance because there are so many people to help, be sure to ask God first
Luke 7:12-15, Luke 10:30-37, Matthew 25:34-36 Acts 11:28 - 39

Miracles: (to do powerful deeds) the gift that allows the power of God to work through them to perform powerful acts that are perceived as miracles that bring glory to God.

Traits: Prayerful, Confident in God, Authoritative, Responsive, Bold

Cautions: Need to remember that miracles are not necessarily caused by faith, shouldn't view this gift as a personal responsibility- God determines the location and timing, need to guard against pride and selfish ambition
Acts 9:36-42, 19:11 - 20, 20: 7-12, Romans 15:18,19, 11 Co 12:12

Music: the gift that gives a believer the capability and opportunity to present personal witness and inspiration to others through singing or playing an instrument.

Traits: Creative, Sensitive, Receptive, Spiritually sensitive

Cautions: Remember not to perform, but rather to bring people into the presence of God, be careful of pride
Psalm 96:1-9, Psalm 100:1-2, Psalm 149:1-2 Psalm 33:1-5, I Samuel 16:14-23.

Pastoring (Shepherding): (To shepherd a flock) the gift that gives a believer the confidence, capability and compassion to provide spiritual leadership and direction for individuals or groups of believers to bring them to spiritual maturity- into a likeness of Christ.

Traits: Influencing, Nurturing, Guiding, Discipling, Protective, Relational

Cautions: Need to be aware that the desire to feed and nurture others will make it hard to say "no", remember God judges those who neglect or abuse their oversight responsibilities.
I Timothy 3:1-13, II Timothy 4:1-2. I Peter 5: 1 - 4, John 10: 1-18

Prophecy: (to speak before) the ability to receive and communicate an immediate message of God to His people through divinely anointed utterance for the purpose of understanding, correction, repentance, or edification, see truth that others fail to see and challenge them to respond, warn others of immediate or future judgment if there is no repentance

Traits: discerning, uncompromising, outspoken, authoritative, confronting

Cautions: listeners may reject messages that are 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 prophecy

I Co 12:10,28, 13:2 2 Peter 1: 19— 21, Acts 15:32, 21: 9— 11

Service (Helps): (to take the place of someone) the gift that enables a believer to work gladly behind the scenes wherever needed doing practical and necessary task which free-up, support, and meet the needs of others.

Traits: Available, willing, helpful, reliable, dependable,

Cautions: find it hard to say no, need to esteem their gift seeing that doing practical tasks is a spiritual contribution

Luke 23:50-54, Romans 16:1-16, Philippians 2:19-23. Acts 6:1 - 4, 9:36

Teaching: (to instruct) the gift that enables a believer to communicate a personal understanding of the Word of God in such a way that it becomes clear and understood by others thus allowing them to apply it to their lives causing greater Christ-likeness in the lives of listeners. Challenges listeners simply and practical with the truths of scripture, prepare through extended times of study and reflection.

Traits: Disciplined, perceptive, teachable, authoritative, articulate

Cautions: Should avoid pride that may result from their "superior" biblical knowledge and understanding, could become too detailed and fail to make life applications, should remember that spirituality is not measured by how much they know

Matthew 5:1-12, Acts 18:24-48, 20: 20,21, Roman12:7 2Tim 2:2

Tongues: (language) the gift that allows a person to speak, worship, or pray in a language that they have never learned and do not understand, People with this gift may receive a spontaneous message from God for the church which is made known to his body through the gift of Interpretation. Worship the Lord with unknown words too deep for the mind to comprehend, Experience intimacy with God which inspires them to serve and edify others

Traits: Sensitive, prayerful, responsive, spontaneous, receptive

Cautions: Should remain silent in church if there is no interpreter, should avoid expecting others to manifest this gift which may cause in-authenticity in the Spirit, should remember all the gifts are to edify others, not yourself

I Co 12: 10,28-30, 13 : 1, 14: 1 - 133, Acts 2:1-11 Acts 10: 44-46

Wisdom: (to apply truth practically) the gift that allows the believer to sort through opinions, facts and thoughts in order to determine what solution would be best for the individual believer or the community of believers. Apply spiritual truth in specific and practical ways, Provide divinely given solutions in the midst of conflict and confusion.

Traits: Sensible, Insightful, Wise, fair, experienced, Common Sense

Cautions: The wisdom God has given may seem so logical that you may fail to share it, need to be patient with other who don't have this gift, need to avoid having others develop a dependence on you

I Corinthians 2:6-14, James 3:13-18, Jer 9: 23 - 24, 2 Peter 3: 15,16

Endnotes: Combined from the following sources:

"Finding Your Spiritual Gifts" C Peter Wagner, (Gospel Light)1995

Network, Bugbee, Cousins, Hybels (Zondervan Publishing) 1994