

GIFT TEST DESCRIPTIONS

ADMINISTRATION/GUIDANCE

Administration is the special ability God gives to some that allows them to accomplish God-given goals and directives by planning, organizing, and supervising others. People with the gift of administration have the ability to understand what makes an organization function and can plan and execute procedures that accomplish the goals of the ministry.

People with this gift:

- develop strategies or plans to reach identified goals
- assist organizations 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

1 Corinthians 12:28-31; 1 Corinthians 14:40; Luke 14:28-30

APOSTLE

Apostles are able to exercise general leadership or oversight over a number of churches with an authority in spiritual matters. Their authority is readily recognized. God appoints Christians with this gift to lead, inspire, and develop the Church by the proclamation and the teaching of true doctrine. Apostles have a divine ability to start and oversee the development of new churches or ministry structures.

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

1 Corinthians 12:28-31; Ephesians 4:11-16; 2 Corinthians 12:12; Matthew 10:1-8; Acts 2:42-44

CRAFTSMANSHIP / ARTIST

Believers with this gift possess the skill to create artistic expressions that provoke a spiritual response. Those with the gift of skilled craftsmanship have an unusual ability to create, build, maintain, or repair things. Craftsmen are able to creatively design and/or construct items to be used for ministry. Artists communicate God's truth through a variety of art forms.

People with this gift:

- work with wood, cloth, paint, metal, glass, and other raw materials
- make things that increase the effectiveness of others or provide specific help to others
- design and build tangible items and resources
- use the arts to communicate God's truth
- develop and use artistic skills such as drama, writing, art, music, dance, 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 Biblical truths

Exodus 28:3-4; Exodus 31:1-11; Exodus 35:30-35

DISCERNMENT

Discernment is the special ability God gives to some to know with assurance whether certain behavior or teaching is truth or contains error. People with the gift of discernment have an uncanny ability to differentiate between good and evil, right and wrong.

People with this gift:

- distinguish truth from error, right from wrong, pure motives from impure
- identify deception with accuracy and appropriateness
- determine whether a word attributed to God is authentic
- recognize inconsistencies in a teaching, prophetic message, or interpretation

1 Corinthians 12:7-11; 1 John 4:1-6; 1 Corinthians 2:9-16; 2 Chronicles 2:12; Psalm 119:125; Proverbs 3:21; 1 Kings 3:9; Hebrews 5:14

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ENCOURAGEMENT

Encouragement is the special ability God gives some to offer comfort, words of encouragement, hope, and reassurance to discouraged, weak, or troubled Christians in a way that consoles them.

People with this gift:

- come to the side of those who are discouraged to reassure them and give them hope
- emphasize God's promises and confidence in His will

Romans 12:6-8; Titus 1:9; Acts 11:23-24; Acts 14:21-22; 1 Thessalonians 2:11-12; 1 Thessalonians 5:9-11

EVANGELISM / EVANGELIST

Evangelists are gifted with a special ability to proclaim the Gospel of salvation effectively so that people respond and become followers of Christ. These people possess the ability to effectively communicate the gospel to unbelievers so they respond in faith and move toward discipleship.

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

Ephesians 4:11-16; Matthew 28:16-20; Acts 2:36-40; Acts 8:5-6; Acts 14:21; Acts 8:26-40; 2 Timothy 4:5

EXHORTATION

People with this gift have a special ability through the use of words to strengthen weak, faltering, and fainthearted Christians, motivating them to become all God wants them to be. Exhorters help others reach their full potential by means of encouraging, challenging, comforting, and guiding. They are able to present truth in a way that urges those who are discouraged or wavering in their faith to take action.

People with this gift:

- come to the side of those who are weak in spirit to strengthen them
- challenge or confront others to trust and hope in the promises of God
- urge others to action by applying Biblical truth
- offer advice, a solution, or ideas for progress
- motivate others to grow

1 Timothy 5:1-2; Hebrews 3:13; 1 Thessalonians 5:14

FAITH

Those with the spiritual gift of faith have especially strong conviction. They are firmly persuaded of God's power and promises to accomplish His will and purpose. These gifted people display strong confidence in God and His Word, and circumstances and obstacles do not shake that conviction. The spiritual gift of faith enables the believer to act on God's promises with confidence and unwavering belief in His ability to fulfill His purposes.

People with this gift:

- believe the promises of God and inspire others to do the same
- act with complete confidence in 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

1 Corinthians 12:7-11; Mark 5:25-34; Acts 27:21-25; Hebrews 11; Romans 4:18-21

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GIVING

The gift of giving enables a believer to recognize God's blessings and to respond to those blessings by generously, sacrificially, and cheerfully giving of their time, talents, and money without thought of being repaid. This gift enables believers to contribute financial and other resources when God asks them to with cheerfulness and generosity. Instead of asking "How much do I *have* to give to God," people with the spiritual gift of giving often find themselves asking "How much *can* I give?"

People with this gift:

- manage their finances and limit their lifestyle in order to give away as much as possible
- support the work of ministry with sacrificial gifts to advance God's work
- meet the tangible needs of others so that spiritual growth can 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

Romans 12:6-8; 2 Corinthians 9:6-15; 2 Corinthians 8:2-5; Mark 12:41-44; Matthew 6:3-4

HELPS / SERVICE

This is the gift that enables a believer to work gladly behind the scenes to ensure that God's work is accomplished. The special ability God gives some to serve the church in a supporting role or to invest their talents in the life and ministry of others enables people with this gift to make a lasting difference in the world. Believers with this gift are able to accomplish practical and necessary tasks which free-up, support, and meet the needs of others.

People with this gift:

- serve behind the scenes whenever needed to support the gifts and ministries of others (often without having to be asked)
- see the tangible and practical things that need to be done and enjoy doing them
- sense God's purpose and pleasure in meeting every day responsibilities
- attach spiritual value to practical service

- enjoy knowing that they are freeing up others to do what God has called them to do
- would rather do a job than find someone else to do it

1 Corinthians 12:27-28; Romans 12:7; Matthew 20:28; Luke 22:27; John 13:5; Numbers 11:17; 1 Timothy 6:2; Acts 6:1-3

HOSPITALITY

Those with a gift for making others feel like they are at home have the gift of hospitality. Believers with this gift provide an open home and warm welcome to those in need of food, lodging, and fellowship. The gift of hospitality is marked by a readiness to invite others into your home or church and to make them feel not only welcome, but as though they belong there.

People with this gift:

- provide an environment where people feel valued and cared for
- meet new people and help them 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

1 Peter 4:9-10; Romans 12:9-13; Acts 16:14-15; Luke 10:38; Hebrews 13:1-2; 1 Corinthians 12:28-31; Romans 16:1-2; Acts 9:36; Mark 15:40-41; Galatians 6:2; Romans 12:6-8; 1 Peter 4:11; Philippians 2:19-23; Luke 22:24-27; John 13:14

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INTERCESSION / PRAYER

Some people are especially gifted by God to pray for extended periods of time on a regular basis and see frequent and specific answers to their prayers. Their gift enables them to consistently pray on behalf of and for others, seeing frequent and specific results.

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
- are convinced God moves in direct response to prayer
- pray in response to the leading of the Holy Spirit, whether they understand it or not

Acts 12:5-12; Isaiah 62:6-7; Lamentations 2:18-19; Joel 2:12-13, 17; Romans 1:9; Ephesians 6:18; I Timothy 2:1-2; 2 Corinthians 1:11; I Thessalonians 5:25; Hebrews 13:17-18

KNOWLEDGE

The gift of knowledge is a special gift that enables certain Christians to understand in an exceptional way the great truths of God's Word and to make them relevant to specific situations in the church. Believers with this gift desire to seek out and learn as much about the Bible as they possibly can. They enjoy gathering and analyzing information about the Bible. Their gift enables them to bring truth to others through a revelation or Biblical insight.

People with this gift:

- receive truth which enables them to better serve others
- search the scriptures for insight, understanding, and truth
- gain knowledge which at times was not attained by natural means
- have an unusual insight or understanding that serves others
- organize information for teaching and practical use

Ephesians 6:18; 1 Timothy 2:1-2 1; Kings 13:6; Luke 11:1-10; Matthew 6:6-15; Mark 11:22-25; James 5:14-16; Colossians 4:12-13; 1 Thessalonians

3:10; 1 Corinthians 12:7-11; 2 Chronicles 1:7-12; Colossians 2:2-3; 2 Corinthians 11:6; Daniel 2:20-21; Proverbs 2:6; Proverbs 9:10; Psalm 119:66; Jeremiah 3:15

LEADERSHIP

Those with the spiritual gift of leadership are able to set goals to accomplish God's purposes and can communicate these goals to others in such a way that they voluntarily work together to accomplish them. Believers with this gift are able to cast vision, motivate, and direct people to accomplish the purposes of God.

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 organization
- take responsibility and establish goals

Romans 12:6-8; Hebrews 13:7; Hebrews 13:17

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MERCY / COMPASSION

This gift allows certain Christians to feel exceptional empathy and compassion for those who are suffering physically, mentally, or emotionally. They are able to feel genuine sympathy for the misery of others, speaking words of compassion. Most importantly, they are able to care for those who suffer with acts of love that help alleviate their distress. Believers with the gift of mercy cheerfully and practically help those who are suffering and in need by putting compassion into action.

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

Romans 12:6-8; Luke 7:12-15; Luke 10:30-37; Matthew 20:29-34; Matthew 25:34-40; Mark 9:41; Matthew 5:7

MISSIONS / MISSIONARY

Those with this gift are able to minister in other cultures effectively. Those with this gift find it easy or exciting to adjust to a different culture or community. Missionaries find great joy working with minorities, people of other countries, or those with other distinct cultural differences. This gift instills in believers a stronger-than-average desire to be a part of the fulfillment of the Great Commission around the world.

People with this gift:

- have an intense feeling of unease at the thought of all the unsaved people in the world
- adapt themselves and core Biblical principles to different surroundings by being culturally sensitive and aware
- have the ability to reach out to people groups of a different ethnicity, language, or cultural background

- can establish meaningful relationships with people of other nationalities or cultures
- desire to minister to unreached people in other communities or countries

Matthew 24:14; Matthew 28:19-20; Psalm 96:3; Acts 1:8;

MUSIC

Music is the spiritual gift that gives a believer the ability to present personal witness and inspiration to others through instrumental music, singing, or dancing. These gifted believers praise God through music in a way that enhances the worship experience of other believers. Those listening or watching become inspired to feel the presence and majesty of God.

People with this gift:

- sing or play a musical instrument well, and enjoy it
- find joy in singing or playing praises to God, either alone or with other people
- feel secure in the fact that their musical ability will be of benefit to other people with whom they come in contact
- can use their musical ability to help and inspire others to worship God

Ephesians 3:6-8; Mark 16:15; Acts 1:8; Acts 13:2-5; Acts 22:21; Romans 10:14-15; 1 Corinthians 9:19-23; 1 Samuel 16:14-23; 1 Corinthians 14:26; Psalm 33:1-3; Psalm 96:1-2; Psalm 100:1-2; Psalm 149:3; Psalm 150:1-6; Colossians 3:16; 2 Chronicles 5:12-13; 2 Samuel 6:14-15

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PASTOR / SHEPHERD

Believers with the spiritual gift of a pastor/shepherd are able to assume a long-term personal responsibility for leadership and the spiritual care, protection, guidance, and teaching of a group of believers. They feel a strong desire to nurture, care for, and guide people to follow and become like Christ.

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 Christ
- establish trust and confidence through long-term relationships
- lead and protect those within their span of care

Ephesians 4:10-11; Jeremiah 3:15

PROPHET / PROPHECY

Believers with the spiritual gift of prophecy are able to proclaim the Word of God with clarity and apply it fearlessly to strengthen, encourage, and convict other believers and to convince unbelievers. These believers are especially able to interpret and apply God's revelation in a given situation. They reveal truth and proclaim it in a timely and relevant manner for understanding, correction, repentance, and edification.

People with this gift:

- 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

John 10:1-16; Acts 20:28; Ephesians 4:11-15; 1 Timothy 3:1-7; 2 Timothy 4:1-2; 1 Timothy 4:11-16; 1 Peter 5:1-4; 1 Corinthians 12:7-11; Romans 12:6-8; Ephesians 4:11-13; 1 Corinthians 12:28-31; Deuteronomy 18:18-22; 1 Corinthians 14:1-5; 1

Corinthians 14:24-25; 1 Corinthians 14:30-33; 1 Corinthians 14:37-40

TEACHING / TEACHER

Some believers have been given a unique ability to explain the truths of the Word of God clearly and apply them effectively so that others understand and learn. They instruct others about the Bible in a logical and systematic way that communicates and imparts true understanding and growth. These gifted believers are able to understand, clearly explain, and apply the word of God in a way that causes those listening to become more like Christ.

People with this gift:

- communicate Biblical truth that inspires greater obedience to the Word
- challenge listeners simply and practically with the truths of scripture
- focus on changing lives by helping others understand the Bible better
- give attention to detail and accuracy
- prepare through extended times of study and reflection

Ephesians 4:11-16; Romans 12:6-8; 1 Corinthians 12:28-31; Hebrews 5:12-14; Acts 18:24-28

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WISDOM

This gift allows a believer to sort through opinions, facts, and thoughts in order to determine what solution would be best for themselves and others. These gifted individuals are able to apply knowledge to life in a way that is relevant and practical to daily life and decision making. They know the mind of God in a way that brings insight into how to apply knowledge so that specific needs of others are met.

People with this gift:

- focus on the unseen consequences as they determine the next steps to take
- receive an understanding of what is necessary to meet the needs of others
- provide God-given solutions in the midst of conflict and confusion
- hear God's direction in a given situation
- apply spiritual truth in specific and practical ways

1 Corinthians 12:7-11; James 3:13-18; 2 Chronicles 1:7-11; Acts 6:3-10; 1 Corinthians 2:6-13 ; James 1:5-8; 1 Kings 3:16-28

WRITING

This gift gives a believer the ability to express truth in written form in a way that builds up, instructs, comforts or strengthens others. Their special ability to formulate thoughts and ideas into meaningful written form enables the reader to find courage, guidance, knowledge, or edification through their words. The writers of the Bible had this gift.

People with this gift:

- may write stories, sermons, devotions, histories, prayers, songs, or poetry to be used to build up the body of Christ
- are inspired by the Holy Spirit in what they write
- may teach God's Word to others through what they write
- often use writing to express other gifts
- may be better at expressing their thoughts in written form than in verbal form

Luke 1:1-3; 1 John 2:1; 1 John 2:12-14; 1 Timothy 3:14-15; Jude 1:3