

# SPIRITUAL GIFTS ANALYSIS

## Reference Assessment

Use this tool to help "triangulate" your Spiritual Gifts. Its purpose is to help you think through the conclusions reached in the Experience Assessment (that is, the Spiritual Gifts Assessment) and the Traits Assessment.

Using your Spiritual Gifts Inventory (the Experience Assessment), your Traits Assessment in this tool, your coach will help you determine your top three Spiritual Gifts....

### DIRECTIONS:

1. Locate your top Spiritual Gift in the **Reference Assessment**. All the gifts are listed alphabetically.
2. As you read through the information about your Spiritual Gift, put a check in the box by any item under **Distinctives**, **Traits**, or **Cautions** you feel applies to you. If you begin to sense that the items are not particularly descriptive of you, take a look at what you've identified as your second possible gift. See if there is a better match.
3. The Scripture passages at the bottom of the page provide references about the gifts on your list.

*This is based on a sample of the tool developed by Bruce Bugbee to provide references for your experience assessment. You will find this, and other assessments for determining your spiritual gifts, in his workbook titled Discover Your Spiritual Gifts the Networked Way.*

# ADMINISTRATION

**Literal Meaning:** To pilot or steer a ship

**Description:** The gift of administration is the special ability that God gives to certain members of the Body of Christ to understand clearly the immediate and long-range goals of a particular unit of the Body of Christ and to devise and execute effective plans for the accomplishment of those goals.

## **Distinctives:**

- 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:**

- 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

**References:** Acts 6:1-7; I Corinthians 12:28; Exodus 18:13-26

**Using a good concordance, do your own study regarding what God's Word says about this gift -- its application within the various circumstances you find it in Scripture.**

# DISCERNMENT

**Literal Meaning:** To separate or make a distinction, differentiate

**Description:** The gift of discernment is the special ability that God gives to certain members of the Body of Christ to know with assurance whether certain behavior purported to be of God is in reality divine, human or Satanic.

## **Distinctives:**

- 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:**

- 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:** Acts 16:16-18; I Corinthians 12:10; I John 4:1-6

**Using a good concordance, do your own study regarding what God's Word says about this gift -- its application within the various circumstances you find it in Scripture.**

# ENCOURAGEMENT

**Literal Meaning:** To come alongside of to comfort

**Description:** The gift of encouragement is the special ability that God gives to certain members of the Body of Christ to minister words of comfort, consolation, encouragement and counsel to other members of the Body in such a way that they feel helped and healed.

**Distinctives:**

- 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 have confidence in his will

**Traits:**

- Positive
- Motivating
- Challenging
- Affirming
- Reassuring
- Supportive
- Trustworthy

**Cautions:**

- 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:** Acts 14:22; Romans 12:8; I Timothy 4:13; Hebrews 10:25

**Using a good concordance, do your own study regarding what God's Word says about this gift -- its application within the various circumstances you find it in Scripture.**

# EVANGELISM

**Literal Meaning:** To bring good news

**Description:** The gift of evangelism is the special ability that God gives to certain members of the Body of Christ to share the gospel with unbelievers in such a way that men and women become Jesus' disciples and responsible members of the Body of Christ.

**Distinctives:**

- 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/Serious
- Candid
- Respected
- Influential
- Spiritual
- Confident
- Commitment- oriented

**Cautions:**

- 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 to people carefully, because the same approach is not appropriate for everyone

**References:** Acts 8:5; 6:26-40; 21:8; Ephesians 4:11; II Timothy 4:5

**Using a good concordance, do your own study regarding what God's Word says about this gift -- its application within the various circumstances you find it in Scripture.**

# FAITH

**Literal Meaning:** To trust, have confidence, believe

**Description:** The gift of faith is the special ability that God gives to certain members of the Body of Christ to seek and submit with extraordinary confidence to the will and purposes of God for the future of His work.

**Distinctives:**

- 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:**

- 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:** Acts 11:22-24; 27:21-25; I Corinthians 12:9

**Using a good concordance, do your own study regarding what God's Word says about this gift -- its application within the various circumstances you find it in Scripture.**

# GIVING

**Literal Meaning:** To give part of, share

**Description:** The gift of giving is the special ability that God gives to certain members of the Body of Christ to contribute their material resources to the work of the Lord with liberality and cheerfulness.

**Distinctives:**

- 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:**

- Need to esteem their gift, remembering that giving 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:** Romans 12:8; 2 Corinthians 6:8; Luke 21:1-4

**Using a good concordance, do your own study regarding what God's Word says about this gift -- its application within the various circumstances you find it in Scripture.**

# HELPS

**Literal Meaning:** To use one's talents and skills to help build the Body

**Description:** The gift of helps is the special ability that God gives to certain members of the Body of Christ to invest the physical talents they have (e.g., carpentry, landscaping, plumbing, etc.) in the life and ministry of other members of the Body, thus lifting this load and thereby freeing them up to increase the effectiveness of their spiritual gifts.

**Distinctives:**

- Work with wood, cloth, paints, metal, glass, and other raw materials
- Skilled in one or more of the Arts
- Make things are performing Arts that 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:**

- Creative
- Designer
- "Artsy"
- Handy
- Resourceful
- Practical
- Behind-the-scenes

**Cautions:**

- 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 helping them grow in the process
- Should remember that the things they produce by their craft or Art are just a means to the end and not the end itself

**References:** Romans 16:1-2; I Corinthians 12:28; Exodus 31:3; 35:31-35; Acts 9:36-39

**Using a good concordance, do your own study regarding what God's Word says about this gift -- its application within the various circumstances you find it in Scripture.**



# HOSPITALITY

**Literal Meaning:** To love strangers

**Description:** The gift of hospitality is the special ability that God gives to certain members of the Body of Christ to provide an open house and warm welcome to those in need of food and lodging.

**Distinctives:**

- 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:**

- 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:** Acts 16:15; Romans 12:9-13; Hebrews 13:1-2; I Peter 4:9

**Using a good concordance, do your own study regarding what God's Word says about this gift -- its application within the various circumstances you find it in Scripture.**

# INTERCESSION

**Literal Meaning:** To plead on behalf of someone, intercede

**Description:** The gift of intercession is the special ability that God gives to certain members of the Body of Christ to pray for extended periods of time on a regular basis and see frequent and specific answers to their prayers to a degree much greater than that which is expected of the average Christian.

**Distinctives:**

- 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:**

- Should avoid feeling that their gift is not valued, by interceding for others in 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 caused by extended times of prayer and spiritual intimacy with God

**References:** I Timothy 2:1-2; Colossians 1:9-12

**Using a good concordance, do your own study regarding what God's Word says about this gift -- its application within the various circumstances you find it in Scripture.**

# KNOWLEDGE

**Literal Meaning:** To know

**Description:** The gift of knowledge is the special ability that God gives to certain members of the Body of Christ to discover, accumulate, analyze, and clarify information and ideas that are pertinent to the growth and well-being of the Body.

**Distinctives:**

- 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
- Truthful
- Spiritually sensitive

**Cautions:**

- Need to be careful of this gift leading to pride ("knowledge" puffs up)
- Should remember that it's God's message, not theirs, when they give a word of knowledge to the church
- Need to remember with the increasing of knowing comes the increasing of pain (Ecclesiastes 1:18)

**References:** 1 Corinthians 12:8

**Using a good concordance, do your own study regarding what God's Word says about this gift -- its application within the various circumstances you find it in Scripture.**

# LEADERSHIP

**Literal Meaning:** To stand before

**Description:** The gift of leadership is the special ability that God gives to certain members of the Body of Christ to set goals in accordance with God's purpose for the future and to communicate those goals to others in such a way that they voluntarily and harmoniously work together to accomplish those goals for the glory of God.

**Distinctives:**

- 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:**

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

**References: Acts 15:7-12; Romans 12:8; I Timothy 5:17**

**Using a good concordance, do your own study regarding what God's Word says about this gift -- its application within the various circumstances you find it in Scripture.**

# MERCY

**Literal Meaning:** To have compassion

**Description:** The gift of mercy is the special ability that God gives to certain members of the Body of Christ to feel genuine empathy and compassion for individuals, both Christian and non-Christian, who suffer distressing physical, mental or emotional problems, and to translate that compassion into cheerfully done deeds that reflect Christ's love and alleviate the suffering.

**Distinctives:**

- Focus upon alleviating the sources of pain or discomfort in suffering people
- Address the needs of the lonely and forgotten
- Extend 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:**

- 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:** Acts 16:33-34; Matthew 5:7; Romans 12:8; Hebrews 4:16

**Using a good concordance, do your own study regarding what God's Word says about this gift -- its application within the various circumstances you find it in Scripture.**

# MISSIONARY

**Literal Meaning:** To be sent with a message

**Description:** The gift of missionary is the special ability that God gives to certain members of the Body of Christ to minister whatever other spiritual gifts they have in a second culture.

**Distinctives:**

- 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:**

- 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

**References:** Acts 8:4-5; 13:2-3; 22:21; I Corinthians 9:19-23; Ephesians 3:7-8

**Using a good concordance, do your own study regarding what God's Word says about this gift -- its application within the various circumstances you find it in Scripture.**

# SERVICE

**Literal Meaning:** To unobtrusively do what needs to be done

**Description:** The gift of service is the special ability that God gives to certain members of the body of Christ to identify the unmet needs involved in a task related to God's work, and to make use of available resources to meet those needs and help accomplish the desired goals.

**Distinctives:**

- Serve behind the scenes wherever needed to support the gifts and ministries of others
- Seek 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:**

- 
- 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 agendas
- 

**References:** Romans 12:7, Ephesians 6:5-9

**Using a good concordance, do your own study regarding what God's Word says about this gift -- its application within the various circumstances you find it in Scripture.**

# SHEPHERDING

**Literal Meaning:** To shepherd a flock

**Description:** The gift of shepherding is the special ability that God gives to certain members of the Body of Christ to assume a long-term personal responsibility for the spiritual welfare of a group of believers.

**Distinctives:**

- 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 Christ
- Establish trust, loyalty, and confidence through long-term relationships
- Lead and protect those within their span of care

**Traits:**

- Influencing
- Nurturing
- Guiding
- Discipling
- Protective
- Supportive
- Relational

**Cautions:**

- 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:** Ephesians 4:11; I Thessalonians 5:12; I Timothy 3:1-7

**Using a good concordance, do your own study regarding what God's Word says about this gift -- its application within the various circumstances you find it in Scripture.**



# TEACHING

**Literal Meaning:** To instruct

**Description:** The gift of teaching is the special ability that God gives to certain members of the Body of Christ to communicate information relevant to the health and ministry of the Body and its members in such a way that others will learn.

**Distinctives:**

- 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:**

- 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:** Acts 13:1, 18:24-28; Romans 12:7, I Corinthians 12:28; Ephesians 4:11

**Using a good concordance, do your own study regarding what God's Word says about this gift -- its application within the various circumstances you find it in Scripture.**

# WISDOM

**Literal Meaning:** To apply truth practically

**Description:** The gift of wisdom is the special ability that God gives to certain members of the Body of Christ to know the mind of the Holy Spirit in such a way as to receive insight into how given knowledge may best be applied to specific needs arising in the Body of Christ.

**Distinctives:**

- 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 of Christ
- 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:**

- 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:** Acts 6:3, 10; I Corinthians 12:8; James 1:5,6; II Peter 3:15

**Using a good concordance, do your own study regarding what God's Word says about this gift -- its application within the various circumstances you find it in Scripture.**