**Team Values – Spiritual Gifts**

Answer according to what you are, not what you would like to be or think you ought to be. Respond to each statement according to the following scale:

3 – Consistently, definitely true 2 – Most of the time, usually true

1 – Some of the time, once in a while 0 – Not at all, never

1. I like to organize people, tasks, and events.
2. I would like to start churches in places where they do not presently exist.
3. I can easily distinguish between spiritual truth and error, good and evil.
4. I tend to see the potential in people.
5. I communicate the gospel to others with clarity and effectiveness.
6. I find it natural and easy to trust God to answer my prayers.
7. I give liberally and joyfully to people in financial need.
8. I enjoy working behind the scenes to support the work of others.
9. I view my home as a place to minister to others.
10. I am approached by people who want to know my perspective on a particular passage or biblical truth.
11. I am able to motivate others to accomplish a goal.
12. I empathize with hurting people and desire to help in their healing process.
13. I can speak in a way that results in conviction and change in the lives of others.
14. I enjoy spending time nurturing and caring for others.
15. I am able to communicate God’s word effectively.
16. I am often sought out by others for advice about spiritual or personal matters.
17. I am careful, thorough, and skilled at managing details.
18. I am attracted to the idea of serving in another country or ethnic community.
19. I am frequently able to judge a person’s character based on first impressions.
20. I enjoy reassuring and strengthening those who are discouraged.
21. I consistently look for opportunities to build relationship with non-believers.
22. I have confidence in God’s continuing provision and help, even in difficult times.
23. I give more than a tithe so that kingdom work can be accomplished.
24. I feel comfortable being a helper, assisting others to do their job more effectively.
25. I enjoy meeting new people and helping them feel welcomed.
26. I discover important biblical truths when reading or studying scripture, which benefit others.
27. I am able to cast a vision that others want to be part of.
28. I can patiently support those going through painful experiences as they try to stabilize their lives.
29. I will speak God’s truth, even in places where it is unpopular or difficult for others to accept.
30. I have compassion for wandering believers and want to protect them.
31. I enjoy explaining things to people so that they can grow spiritually and personally.
32. I can often find simple, practical solutions in the midst of conflict or confusion.
33. I can clarify goals and develop strategies or plans to accomplish them.
34. I am willing to take an active part in starting a new church.
35. I can see through phoniness or deceit before it is evident to others.
36. I like motivating others to take steps for spiritual growth.
37. I am effective at adapting the gospel message so that it connects with an individual’s felt need.
38. I can move forward in spite of opposition when I sense God’s blessing on an undertaking.
39. I manage my money well in order to free more of it for giving.
40. I readily and happily use my natural or learned skills to help wherever needed.
41. I do whatever I can to make people feel they belong.
42. I am committed and schedule blocks of time for reading and studying scripture, to understand biblical truth fully and accurately.
43. I can adjust my leadership style to bring out the best in others.
44. I enjoy helping people sometimes regarded as undeserving or beyond help.
45. I boldly expose cultural trends, teachings, or events, which contradict biblical principles.
46. I like to provide guidance to the whole person – relationally, emotionally, spiritually, etc.
47. I pay close attention to the words, phrases, and meaning of those who teach.
48. I can easily select the most effective course of action from several alternatives.
49. I can visualize a coming event, anticipate potential problems, and develop backup plans.
50. I can adapt well to different cultures and surroundings.
51. I tend to see rightness or wrongness in situations quickly and easily.
52. I reassure those who need to take courageous action in their faith, family, or life.
53. I invite unbelievers to accept Christ as their Savior.
54. I trust God in circumstances where success cannot be guaranteed by human efforts alone.
55. I am challenged to limit my lifestyle in order to give away a higher percentage of my income.
56. I see spiritual significance in doing practical tasks.
57. I like to create a place where people do not feel that they are alone.
58. I have insight or just know something to be true, when others may not see it or believe it.
59. I figure out where we need to go and help others get there.
60. I enjoy bringing hope and joy to people living in difficult circumstances.
61. I see most actions as right or wrong, and feel the need to correct wrong when I see it.
62. I can gently restore wandering believers to faith and fellowship.
63. I like to take a systematic approach to studying the Scriptures.
64. I can anticipate the likely consequences of an individual’s or a group’s actions.
65. I like to help organizations or groups become more efficient or effective.
66. I can relate to others in a culturally sensitive ways.
67. I can identify preaching, teaching, or communication which is not true to the Bible.
68. I strengthen those who are wavering in their faith.
69. I openly tell people that I am a believer and want them to ask me about my faith.
70. I am convinced of God’s daily presence and action in my life.
71. I believe I have been given an abundance of resources so that I may give more to the Lord’s work.
72. I like to find small things that need to be done and often do them without being asked.
73. I can make people feel at ease even in unfamiliar surroundings.
74. I confidently share my knowledge and insights with others.
75. I influence others to perform to the best of their abilities.
76. I enjoy doing practical things for others who are in need.
77. I feel compelled to expose sin wherever I see it and challenge people to repentance.
78. I enjoy nurturing others, patiently, but firmly in their development as believers.
79. I can communicate scripture in ways that motivate others to study and want to learn more.
80. I have insights into how to solve problems others do not see.

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| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 |
| 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 | 32 |
| 33 | 34 | 35 | 36 | 37 | 38 | 39 | 40 | 41 | 42 | 43 | 44 | 45 | 46 | 47 | 48 |
| 49 | 50 | 51 | 52 | 53 | 54 | 55 | 56 | 57 | 58 | 59 | 60 | 61 | 62 | 63 | 64 |
| 65 | 66 | 67 | 68 | 69 | 70 | 71 | 72 | 73 | 74 | 75 | 76 | 77 | 78 | 79 | 80 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P |

A – Administration B – Apostleship C – Discernment D – Encouragement

E – Evangelism F – Faith G – Giving H – Helps

I – Hospitality J – Knowledge K – Leadership L – Mercy

M – Prophecy N – Shepherding O – Teaching P – Wisdom

List the top 3 gifts here:

1.

2.

3.

**Spiritual Gift Definitions and Descriptions**

Gift of Administration

Definition:

* The divine enablement to understand what makes an organization function, and the ability to plan and execute procedures that accomplish the goals of the ministry.

Distinctions:

* Develop strategies or plans to reach identified goals
* Assist ministries to become more effective and efficient
* Create order out of organizational chaos
* Manage/coordinate a variety of responsibilities to accomplish a task
* Organize people, tasks, or events

Traits:

* Thorough
* Goal-Oriented
* Objective
* Efficient
* Responsible
* Conscientious
* Organized

Cautions:

* Need to be open to adjusting their plans, so that they don’t stifle a leader’s vision
* Can 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:

* 1 Cor 12:29
* Acts 6:1-7
* Exodus 18:13-26

Gift of Discernment

Definition:

* The divine enablement to distinguish between truth and error. It is the ability to discern the spirits, differentiating between good and evil, right and wrong.

Distinctions:

* 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
* Decisive
* Insightful
* Challenging
* Sensitive
* Truthful
* Intuitive

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:

* 1 Cor 12:10
* Acts 5:1-4
* Matt 16:21-23

Gift of Encouragement

Definition:

* The divine enablement to present truth so as to strengthen, comfort, or urge to action those who are discouraged or wavering in their faith

Distinctions:

* 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
* Reassuring
* Motivating
* Supportive
* Challenging
* Trustworthy
* Affirming

Cautions:

* Can sometimes be overly optimistic, too simplistic or flattering
* Should first take time to understand others and what they really need
* May want to just say “positive” things to others and avoid being confrontational when it’s needed

References:

* Romans 12:8
* Acts 11:22-24
* Acts 15:30-32

Gift of Evangelism

Definition:

* The divine enablement to communicate the gospel so that others respond in faith.

Distinctions:

* Communicate the message of Christ with clarity and conviction
* Seek out opportunities to talk to unbelievers about spiritual matters
* Adapt presentation of the gospel to connect with the individual’s needs
* Seek opportunities to build relationships with unbelievers

Traits:

* Sincere
* Spiritual
* Candid
* Confident
* Respected
* Influential
* Commitment oriented

Cautions:

* Remember the Holy Spirit, not guilt, is the motivator in a person’s decision
* Should avoid becoming critical of others by remembering that we are all witnesses, but we are not all evangelists
* Listen carefully, because the same approach is not appropriate for everyone

References:

* Eph 4:11
* Acts 8:26-40
* Luke 19:1-10

Gift of Faith

Definition:

* The divine enablement to act on God’s promises with confidence and unwavering belief in God’s ability to fulfill all he says he will.

Distinctions:

* 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
* Ask God for what is needed and trust Him in His provision

Traits:

* Prayerful
* Positive
* Optimistic
* Inspiring
* Trusting
* Hopeful
* Assured

Cautions:

* Need to act on faith
* Remember that those who speak with reason and desire plan do not necessarily lack faith
* Listen to the counsel of wise and spirit-filled believers
* May have more faith in the gift than in the Giver of the gift

References:

* 1 Cor 12:9
* 1 Cor 13:2
* Hebrews 11:1
* Romans 4:8-21

Gift of Giving

Definition:

* The divine enablement to contribute money and resources to the work of the Lord with cheerfulness and liberality.

Distinctions:

* 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

Traits:

* Stewardship oriented
* Responsible
* Charitable
* Trust in God
* Disciplined

Cautions:

* 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 the givers’ gift
* Need to guard against greed

References:

* Romans 12:8
* 2 Cor 6:8
* Luke 21:1-4

Gift of Hospitality

Definition:

* The divine enablement to care for people by providing relationships, food, and shelter.

Distinctions:

* Provide an environment where people feel valued and cared for
* Meet new people and help them feel welcomed
* Seeks ways to connect people together into meaningful relationships
* Set people at ease in unfamiliar surroundings

Traits:

* Friendly
* Caring
* Gracious
* Responsive
* Inviting
* Warm
* Trusting

Cautions:

* Should avoid viewing the gift as ‘entertaining’
* Remember to ask God who He wants befriended and served
* Be careful not to cause stress in one’s own family when inviting others into the home

References:

* 1 Peter 4:9-10
* Romans 12:13
* Hebrews 13:1-2

Gift of Knowledge

Definition:

* The divine enablement to bring truth to the Body through a revelation or insight

Distinctions:

* Receive truth from God
* Search the scriptures for insight, understanding, and truth
* Have an unusual insight or understanding that serves the body
* Gain knowledge through means not attained by natural observation

Traits:

* Inquisitive
* Reflective
* Responsive
* Studious
* Observant
* Truthful
* Insightful

Cautions:

* Caution against pride
* Remember that it’s God’s message
* Remember with the increasing of knowledge comes the increasing of pain

References:

* 1 Cor 12:28
* Mark 2:6-8
* John 1:45-50

Gift of Leadership

Definition:

* The divine enablement to cast vision, motivate, and direct people to harmoniously accomplish the purposes of God.

Distinctions:

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

Cautions:

* 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” to use this gift

References:

* Romans 12:8
* Hebrews 13:17
* Luke 22:25-26

Gift of Mercy

Definition:

* The divine enablement to cheerfully and practically help those who are suffering or are in need.

Distinctions:

* Focus on alleviating pain or discern in suffering people
* Address the needs of the lonely and forgotten
* Express love, grace, and dignity to those facing hardships and crisis
* Concerned with issues that oppress people

Traits:

* Empathetic
* Compassionate
* Caring
* Sensitive
* Responsive
* Burden-bearing
* Kind

Cautions:

* Be aware that rescuing people from their pain may be hindering God’s work in them
* Guard against feeling unappreciated

References:

* Romans 12:8
* Matthew 5:7
* Mark 10:46-52
* Luke 10:25-37

Gift of Prophecy

Definition:

* The divine enablement to reveal truth and proclaim it in a timely and relevant manner for understanding, correction, repentance, or edification

Distinctions:

* 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
* Understand God’s heart and mind through experiences he takes them through

Traits:

* Discerning
* Outspoken
* Confronting
* Compelling
* Authoritative
* Uncompromising
* Convicting

Cautions:

* Need to be aware that listeners may reject the message if not spoken with love and compassion
* Avoid pride which can create a demanding or discouraging spirit
* Remember that discernment and scriptures must be in agreement with the prophecy

References:

* Romans 12:6
* 1 Cor 12:18, 28
* 1 Cor 13:2
* 2 Peter 1:19-21

Gift of Shepherding

Definition:

* The divine enablement to nurture, care for, and guide people toward a spiritual maturing in Christ

Distinctions:

* Take responsibility to nurture the whole person
* Provide guidance and oversight to a group of God’s people
* Model with life what it means to be fully devoted to Jesus
* Establish trust and confidence through long-term relationships

Traits:

* Influencing
* Protective
* Nurturing
* Supportive
* Guiding
* Relational
* Discipline

Cautions:

* Remember that God judges those who neglect or abuse their responsibilities
* Aware that the desire to feed and support others can make it difficult for you to say no
* Realize that some of those being nurtured will grow beyond your ability and will need to be freed

References:

* Eph 4:11-12
* 1 Peter 5:1-4
* John 10:1-18

Gift of Teaching

Definition:

* The divine enablement to understand, clearly explain, and apply the word of God, causing greater Christ-likeness in the lives of listeners

Distinctions:

* Communicate biblical truths that inspire greater obedience to the word
* Challenge listeners simply and practically with the truths of scriptures
* 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
* Practical
* Perceptive
* Analytical
* Teachable
* Articulate
* Authoritative

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:

* Romans 12:7
* 1 Cor 12:28-29
* Acts 18:24-28
* 2 Tim 2:2

Gift of Wisdom

Definition:

* The divine enablement to apply spiritual truth effectively to meet a need in a specific situation

Distinctions:

* 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
* Fair
* Insightful
* Experienced
* Practical
* Common Sense
* Wise

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:

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