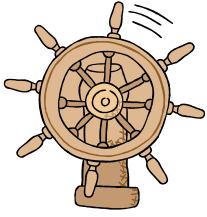


Administration



At the end of the movie *Star Trek VI: The Undiscovered Country*, navigator Pavel Chekov asks, “Course heading, Captain?” James T. Kirk, captain of the USS Enterprise, replies, “Second star to the right, and straight on ‘til morning.” This brief exchange illustrates the difference between the spiritual gifts of administration and leadership. Believers with the gift of leadership determine the destination; those with the gift administration set the course to arrive there.

Literal Meaning	To pilot, guide or steer
Purpose	To determine the best way to accomplish a goal or fulfill a vision
Key Indicator	<i>“I want to bring order out of chaos”</i>
Analogy	The helm of a ship
Typical Roles	Organize events or projects at your church— especially something new Implement new plans, procedures, and systems to help the church run smoothly
Biblical Example	<i>“Jethro told Moses, ‘Select capable men from all the people—men who fear God, trustworthy men who hate dishonest gain—and appoint them as officials over thousands, hundreds, fifties and tens.’” ~Exodus 18:21</i>
Example	“The spiritual gift of administration is a passion, burden, and vision for an event or experience that must be planned, organized, and implemented.” ~Carol Chapin, church member

Do you have the spiritual gift of administration?

- Do you have a desire to bring order out of chaos?
- Have you developed a plan to complete a church project?
- Have you set timelines, assigned jobs, supervised progress, and made adjustments for a church project?
- Do you investigated, researched, and studied information for a church event or a project?

➤ **Count the number of Xs in the circles above, then put an X on the line below matching that number.**

No checks

1 check

2 checks

3 checks

4 checks

Unlikely

Somewhat Unlikely

Maybe

Somewhat Likely

Likely

Check this box if you are interested in doing this, but haven't done it yet.

Apostleship



For 23 years the Sears Tower in Chicago [now called Willis Tower] was the tallest building in the world. It rises a quarter mile into the sky, encompasses two city blocks with over 4 million square feet of office and commercial space. The building was built with enough concrete to pave a highway four-lanes wide and 10 miles long. The building's foundation is 100 feet deep using 200 circular caissons to support the building's weight. In a similar way those with the gift of apostleship lay the foundation for new churches or new church ministries.

Literal Meaning	To be sent forth
Purpose	To deliver a message or complete a project as God's representative
Key Indicator	<i>"I want to start something new"</i>
Analogy	Construction workers that lay the foundation
Typical Roles	Short or long-term missionaries; church planters Founders of new Christian ministries either at their church or elsewhere
Biblical Example	<i>"But I think it is necessary to send back to you Epaphroditus, my brother, fellow worker and fellow soldier, who is also your messenger, whom you sent to take care of my needs." ~Philippians 2:25</i>
Example	<i>"Apostles are the pioneers that get things moving, but tend to become bored once things are in motion. Then they start looking for something else to start or revitalize."</i> ~Jim Tomberlin, church consultant

Do you have the spiritual gift of apostleship?

- Have you been asked to deliver a message or complete a task outside of your church?
- Have you been on a mission trip?
- Have you started a new church or new ministry in at your church?
- Do you have a desire to go to a specific geographical place to preach the Gospel or start a ministry?

➤ **Count the number of Xs in the circles above, then put an X on the line below matching that number.**

No checks	1 check	2 checks	3 checks	4 checks
Unlikely	Somewhat Unlikely	Maybe	Somewhat Likely	Likely

Check this box if you are interested in doing this, but haven't done it yet.

Discernment



In 1895 the German physicist named Professor Wilhelm Roentgen invented the x-ray machine. Incredibly, doctors could "see" inside the human body. Using this machine doctors are able to make a more accurate diagnoses and save lives. The spiritual gift of discernment is like a spiritual x-ray. Believer's with this gift can "see" inside a person's heart. They sense if someone's intentions are good or evil; they know if their words are true or false; and they perceive if people are God's sheep or wolves in sheep's clothing. Discernment is an invaluable gift that protects the church from harm. It is an early warning system that something's wrong. This gift helps avoid problems and maintain unity in the Body.

Literal Meaning	To distinguish between
Purpose	To protect the church from harm
Key Indicator	<i>"I'm able to sense if someone's intentions are good or evil; their words are true or false; and whether they are God's sheep or wolves in sheep's clothing"</i>
Analogy	An X-Ray machine
Typical Roles	Interview candidates for staff positions or potential Sunday school volunteers Assist in resolving disputes between church attendees
Biblical Example	<i>"Then 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?'" ~Acts 5:3</i>
Example	<i>"This gift is the movement of the Holy Spirit that allows a believer to see inside and outside someone's life situation. If you have this gift you know if people are being truthful and whether their motives are pure." ~Roy Chapin, Church Pastor</i>

Do you have the gift of discernment?

- Do you intuitively know a person's inner spiritual motives?
- Do you know when someone is telling the truth or lying?
- Can you sense that something is good or evil, or right or wrong?
- Has God used you to protect the Church from harm caused by a spiritual imposter?

➤ **Count the number of Xs in the circles above, then put an X on the line below matching that number.**

No checks	1 check	2 checks	3 checks	4 checks
Unlikely	Somewhat Unlikely	Maybe	Somewhat Likely	Likely

Check this box if you are interested in doing this, but haven't done it yet.

Encouragement/Exhortation



Paul and Barnabas invited John Mark to accompany them on the first missionary journey. For some reason Mark abandoned them less than halfway through the trip. When Paul and Barnabas decided to take another trip, Barnabas wanted to give John Mark a second chance; Paul didn't. The disagreement was so sharp that the two men split up. Barnabas took John Mark; Paul chose Silas.

Literal Meaning	To call to one's side
Purpose	To comfort, admonish, or implore others to return to Christ and press on
Key Indicator	<i>"I walk alongside believers who are struggling with their faith"</i>
Analogy	An open hand outreached to help others
Typical Roles	Serve in ministry that focuses on care and compassion Serve as spiritual mentor
Biblical Example	<i>"Barnabas wanted to take John, also called Mark, with them, but Paul did not think it wise to take him, because he had deserted them in Pamphylia and had not continued with them in the work." ~Acts 15:37-38</i>
Example	<i>"In the very center of this gift is the word love. Because it's God loving his people enough to work through them to love others. The gift of encouragement helps draw people closer to Him or bring them back to them." ~Jon Lake, church staff member</i>

Do you have the spiritual gift of encouragement/exhortation?

- Do you intuitively sense when a believers is struggling with faith?
- Do you come alongside struggling believers and urge them not to give up?
- Do you urge struggling people to return to Christ and then help them turn things around?
- Do you challenge, encourage and strengthen other believers to walk with Christ?

➤ **Count the number of Xs in the circles above, then put an X on the line below matching that number.**

No checks	1 check	2 checks	3 checks	4 checks
Unlikely	Somewhat Unlikely	Maybe	Somewhat Likely	Likely

Check this box if you are interested in doing this, but haven't done it yet.

Evangelism



A man was sailing in rough waters far from shore when suddenly the wind changed direction. The boom flew across the deck knocking him overboard. As he resurfaced, he couldn't believe his eyes. The sailboat was gone. The situation was desperate with him alone in stormy seas without a life preserver. He treaded water and then started swimming. Just as his strength faltered, something hit his head. It was a ring buoy. He grabbed on and a boater pulled him in. In this analogy the sailor is an unbeliever; the boater, an evangelist; and the buoy, the gospel.

Literal Meaning	Bringer of good tidings
Purpose	To tell others the Gospel and lead them to Christ
Key Indicator	<i>"I want present the gospel to others"</i>
Analogy	A magnet that draws people
Typical Roles	Evangelism team Participate in evangelistic events
Biblical Example	<i>"[An Ethiopian eunuch was] on his way home ... sitting in his chariot reading the book of Isaiah the prophet. The Spirit told Philip, "Go to that chariot and stay near it."</i> ~Acts 8:28
Example	"All the gifts are the heart of God, but evangelism is the side of God where He goes out of His way to find the Lost Sheep." ~Steve Gillen, Pastor

Do you have the spiritual gift of evangelism?

- Are you always on the lookout for evangelistic opportunities?
- Do you find it easy to initiate spiritual conversations?
- Are you bold in asking people to accept Christ?
- Have people accepted Christ when you share the Gospel?

➤ **Count the number of Xs in the circles above, then put an X on the line below matching that number.**

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Unlikely

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Somewhat Likely

Likely

Check this box if you are interested in doing this, but haven't done it yet.

Faith



In 1859 Jean Francois Blondin said he would cross Niagara Falls on a tightrope. Halfway across, he did a back-flip and continued on safely. The crowd cheered. Throughout that year Blondin repeatedly crossed - blindfolded, in chains, and on a bicycle. Displaying a wheelbarrow, he asked, "Who believes I can safely cross?" Every hand went up. Blondin asked one spectator. "Do you believe?" "Yes I do." "Are you certain?" "Yes! "Absolutely certain?" "Absolutely!!" "Then get in the wheelbarrow."

Only a person with deep faith in Blondin would get in the wheelbarrow. How about you? If God was pushing the wheelbarrow, would you get in? The believer with the spiritual gift of faith believes that God is always trustworthy. This trust goes beyond human faith. The Holy Spirit enables the person to trust Him completely.

Literal Meaning	Firm persuasion in the trustworthiness of God
Purpose	To assure the Church that God's promises will be fulfilled
Key Indicator	<i>"I have a rock-solid belief that God will act according to His promises"</i>
Analogy	Rock of Gibraltar
Typical Roles	Often supports the gifts of evangelism, intercession, healings, and miracles
Biblical Example	<i>"Come," [Jesus] said. Then Peter got down out of the boat, walked on the water and came toward Jesus." ~Matthew 14:29</i>
Example	"A friend asked me if I was afraid to die. I smiled and replied, "No, I'm just going to close my eyes, and when I open them I'll see Jesus." ~Phyllis Lake, church member

Do you have the gift of faith?

- Do you believe that God will keep His promises without fail?
- Do you demonstrate faith in every situation of your life?
- Do you trust that when God doesn't answer a prayer right away that He will someday?
- Do you assure other believers to remain firm in trusting God to fulfill His promises?

➤ **Count the number of Xs in the circles above, then put an X on the line below matching that number.**

No checks

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Unlikely

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Maybe

Somewhat Likely

Likely

Check this box if you are interested in doing this, but haven't done it yet.

Giving



In its earliest days Dallas Theological Seminary faced a financial crisis. A major loan payment was due and the organization did not have the money to pay it. The Board of Directors prayed earnestly for God’s provision. One director is said to have prayed, *“O Lord, you own the cattle on a thousand hills. Couldn’t you sell a few of them to help us make this payment?”* When the prayer session ended the seminary president was called out to take a phone call. He returned with a stunned look on his face. *“One of our supporters is a cattle rancher,”* he said. *“A few days ago he sold a large part of his herd and would like to make a donation. It’s just enough to pay off the loan.”* God will always provide the resources required in our moment of need.

Literal Meaning	To furnish, provide, or supply
Purpose	To be God’s channel for providing needed resources
Key Indicator	<i>“I joyfully provide my resources to those in need”</i>
Analogy	An open money bag
Typical Roles	Give your time, talent, and treasure to those in need
Biblical Example	<i>“[Barnabas] sold his land and gave the money to the church in Jerusalem to help the needy among them.” ~Acts 4:37</i>
Example	<i>“When I see people in need, my heart goes out to them. I ask God to show me some tangible way I can help out.” “When I give, there’s a connection between me and God that’s so strong that I just want to give more.” ~Jay Yoo, church member</i>

Do you have the spiritual gift of giving?

- Do you have a desire to be God’s channel for providing needed resources?
- Do you privately provide the church with material resources needed for ministry?
- Do you help the needy anonymously without credit or fanfare?
- Do you share your resources with willingly and joyfully?

➤ **Count the number of Xs in the circles above, then put an X on the line below matching that number.**

No checks	1 check	2 checks	3 checks	4 checks
Unlikely	Somewhat Unlikely	Maybe	Somewhat Likely	Likely

Check this box if you are interested in doing this, but haven’t done it yet.

Healings



Every child knows the nursery rhyme about a very unfortunate accident. *“Humpty Dumpty sat on a wall. Humpty Dumpty had a great fall. All the King’s horses, and all the King’s men couldn’t put Humpty together again!”* Unlike Humpty Dumpty, God has equipped some with the spiritual gift of healing so that when we fall they help put us back together again.

Literal Meaning	To restore to health and wholeness
Purpose	To bring physical, emotional, mental, relational, and spiritual healing as a Christian testimony
Key Indicator	<i>I want to help people to experience healing and wholeness</i>
Analogy	A bottle of ceremonial oil used to anoint others for healing
Typical Roles	Serve in a ministry that focuses on care and compassion Take part in home or hospital visitation Serve as a lay counselor
Biblical Example	<i>“Peter told a paralytic, ‘Jesus Christ heals you. Get up and take care of your mat.’ The man obeyed.” ~Acts 9:34</i>
Example	<i>“This gift of healing is the application truth and love to life, resulting in more wholeness. It’s given to heal hearts and relationships - emotionally, relationally, martially and spiritually.” ~Joan Funk, clinical psychologist</i>

Do you have the spiritual gift of healings?

- Do you have a desire to help people experience healing and wholeness?
- Have you restored health in others an inexplicable way?
- Has God worked through you to free people from physical, mental, emotional, relational, or spiritual illness?
- Have you seen unbelievers come to accept Christ after a healing has occurred in your ministry?

➤ **Count the number of Xs in the circles above, then put an X on the line below matching that number.**

No checks	1 check	2 checks	3 checks	4 checks
Unlikely	Somewhat Unlikely	Maybe	Somewhat Likely	Likely

Check this box if you are interested in doing this, but haven’t done it yet.

Helps



Ants are truly amazing creatures living in colonies that are similar to human societies. Both have communication systems, can solve complex problems, and perform different jobs to support their world. Every ant has a different role, including workers, soldiers, drones, and a queen. They gather food, store food, care for the young, protect the colony and queen, and build new tunnels and cavities. On average ants can carry 20 times their own weight. In human terms that's equivalent to a person weighing 150 pounds carrying 3,000 pounds. In many ways ants are similar to those with the spiritual gift of helps. They are the workers of the church, performing necessary functions, and carrying a great deal of the weight on their shoulders.

Literal Meaning	To serve, wait upon, or minister
Purpose	To perform necessary tasks that free up others for ministry
Key Indicator	<i>"I want to do wherever needs to be done"</i>
Analogy	A waiter holding a serving towel
Typical Roles	Serve as an usher, attendance counter, offering counter Help with setup and takedown of tables, chairs, etc.
Biblical Example	<i>"With the help of Silas, whom I regard as a faithful brother, I have written to you briefly ..."</i> ~1 Peter 5:12a
Example	"The gift of helps is the recognition and execution of what needs to be done. It's a way of connecting people by building a small community of like-minded workers who share a common giftedness and passion." ~Mike Yantis, church member

Do you have the spiritual gift of helps?

- Do you do necessary tasks behind the scenes?
- Do you have a joyful attitude in serving?
- Are you willing and eager to do whatever needs to get done?
- Do you willingly come early to help prepare for an event or stay late to help clean up?

➤ **Count the number of Xs in the circles above, then put an X on the line below matching that number.**

No checks	1 check	2 checks	3 checks	4 checks
Unlikely	Somewhat Unlikely	Maybe	Somewhat Likely	Likely

Check this box if you are interested in doing this, but haven't done it yet.

Hospitality



Since 1988 Motel 6 has run one of the most successful advertising campaigns ever. In fact, *Advertising Age* magazine selected it as one of the Top 100 Advertising Campaigns of the Twentieth Century. In a folksy manner, voiceover specialist Tom Bodett intones, “We’ll leave the light on for you.” Believers with the spiritual gift of hospitality could use this tagline as their motto.

Literal Meaning	To be generous to guests; loving strangers
Purpose	To create an environment that promotes fellowship and spiritual conversations
Key Indicator	<i>“I want to welcome strangers, as well as friends, into my home”</i>
Analogy	People sitting around a dinner table
Typical Roles	Host small group meetings in your home Invite people for lunch or dinner in your home Invite missionaries to stay at your home while in the Chicago area
Biblical Example	<i>“When [Lydia] and the members of her household were baptized, she invited us to her home. ‘If you consider me a believer in the Lord,’ she said, ‘come and stay at my house.’ And she persuaded us.” ~Acts 16:15</i>
Example	“Hospitality is opening up your home to others to welcome them with God’s love.” The key is making your home a place where people feel comfortable, loved, and cared for, along with good food and conversation.” ~ Gail Hanaoka, church member

Do you have the spiritual gift of hospitality?

- Do you invite friends and strangers over to your home for a meal?
- Do you invite missionaries or others to stay at your home?
- Do your guests feel welcomed and valued?
- Do you create a safe environment that promotes fellowship and spiritual discussions?

➤ **Count the number of Xs in the circles above, then put an X on the line below matching that number.**

No checks	1 check	2 checks	3 checks	4 checks
Unlikely	Somewhat Unlikely	Maybe	Somewhat Likely	Likely

Check this box if you are interested in doing this, but haven’t done it yet.

Intercession



In 1836 George Müller founded an English orphanage for homeless children. His prayer journal was 3,000 pages long with over 30,000 requests, many answered in amazing ways. One night there was no bread for breakfast. George prayed rather than sleep. At 3:00 a.m. a baker called. “I can’t sleep so I’m baking bread. Would it be alright if I brought some over?”

Literal Meaning	A seeking, asking, or entreating to God or to man
Purpose	To bring before God various needs in people’s lives and in the Church
Key Indicator	<i>“I love to pray and pray regularly”</i>
Analogy	Hands folded in prayer
Typical Roles	Personal prayer on a regular basis Serve on the prayer team
Biblical Example	<i>“[God] will continue to deliver us, as you [the Corinthians] help us by your prayers. Then many will give thanks on our behalf for the gracious favor granted us in answer to the prayers of many.” ~1 Corinthians 1:10c-11</i>
Example	“This gift is lending a helping hand to connect someone to God in prayer. “I delight in talking to God and bringing needs and joys – everything - to Him. It’s spreading God’s love by carrying each other’s burdens.” ~Debbie Harris, church member

Do you have the spiritual gift of intercession?

- Do you love to pray?
- Are your first thoughts to pray when a need is mentioned?
- Do you pray expecting God to answer?
- Do you sometimes lose track of time when you pray?

➤ **Count the number of Xs in the circles above, then put an X on the line below matching that number.**

No checks	1 check	2 checks	3 checks	4 checks
Unlikely	Somewhat Unlikely	Maybe	Somewhat Likely	Likely

Check this box if you are interested in doing this, but haven’t done it yet.

Interpretation of Tongues



The United Nations employs 142 interpreters to translate to and from six official languages, including Arabic; Chinese; English; French; Russian; and Spanish. According to one interpreter, *"Simultaneous interpretation is like driving a car that has a steering wheel but no brakes and no reverse."* The interpreters perform an invaluable service in facilitating communication between the speaker and listeners.

Literal Meaning	To translate a message unknown to the listener
Purpose	To explain to the Church a message spoken in tongues
Key Indicator	<i>"I am able to understand messages spoken in a language I don't know"</i>
Analogy	United Nations interpreters
Typical Roles	Stand up in church to translate God's message when someone speaks in tongues
Biblical Example	<i>"If anyone speaks in a tongue ... someone must interpret. If there is no interpreter, the speaker should keep quiet in the church and speak to himself and God."</i> ~1 Corinthians 14:27-28
Example	<i>"The spiritual gift of interpretation is when someone speaks in an unknown tongue and God uses someone else to explain the message. There is value, power, and wonder in the spiritual gift of interpretation."</i> ~Percy Burns, retired pastor

Do you have the spiritual gift of interpretation of tongues?

- Do you know in your head what is being said by person speaking in tongues?
- Have you translated a message spoken in tongues?
- Have you explained to others what is being said by someone speaking in tongues?
- Have others told you that the message you translated was from God?

➤ **Count the number of Xs in the circles above, then put an X on the line below matching that number.**

No checks	1 check	2 checks	3 checks	4 checks
Unlikely	Somewhat Unlikely	Maybe	Somewhat Likely	Likely

Check this box if you are interested in doing this, but haven't done it yet.

Knowledge



Founded in 1800, the Library of Congress is our national library with the largest collection of books in the world. It contains over 32 million books, 61 million manuscripts, 1 million government publications, and millions of newspapers, maps, sheet music, sound recordings, photographs, and other resources. If you read the books nonstop for 6 hours each, it would take 193,996,992 hours just to read the catalogued books. Like the Library of Congress, believers with the gift of teaching possess a lot of information on various topics, especially the Bible. Additionally, they have a wealth of life experiences, stories, and illustrations that help make their teaching more effective.

Literal Meaning	A seeking to know, inquire, or investigate
Purpose	To share God's truth with others at the moment it's needed
Key Indicator	<i>"I have a storehouse of information to share at the moment it's needed"</i>
Analogy	Library of Congress
Typical Roles	Often supports the gifts of apostleship, leadership, shepherding; and teaching
Biblical Example	<i>"But what about you [the disciples]. 'Who do you say I am?'" Peter replied, "'You are the Christ, the Son of the living God.'" ~Matthew 16:15-16</i>
Example	<i>"God has given me to gather a diverse collection of personal stories, illustrations, diagrams, analogies, and memorized Bible verses. Often He brings an item to mind when I'm teaching a class or talking to a friend." ~Steve Lake, church member</i>

Do you have the gift of knowledge?

- Do you have a desire to investigate, know, and understand spiritual truth?
- Do you use your Bible knowledge and experiences to bring clarity to issues?
- Do you sense the best moment to share the information with others?
- Do you possess an extensive collection of stories, illustrations, and verses?

➤ **Count the number of Xs in the circles above, then put an X on the line below matching that number.**

No checks	1 check	2 checks	3 checks	4 checks
Unlikely	Somewhat Unlikely	Maybe	Somewhat Likely	Likely

Check this box if you are interested in doing this, but haven't done it yet.

Leadership



On May 25, 1961 President John F. Kennedy told Congress, *"I believe that this nation should commit itself to achieving the goal, before this decade is out, of landing a man on the Moon and returning him safely to the Earth."* At the time the president's goal seemed unattainable; however, his bold proposal captured the imagination of the nation. Incredibly, eight years later, on July 21, 1969, astronaut Neil Armstrong became the first man to walk on the moon. As he took his first step he told a listening world, *"That's one small step for a man; one giant leap for mankind."* How did the United States accomplish this mission in such a short period of time? Leadership!

Literal Meaning	To stand before
Purpose	To influence others toward strengthening the Church
Key Indicator	<i>"I have a picture in my mind of something better"</i>
Analogy	Car headlights that show the road ahead
Typical Roles	Serve on advisory boards or provide leadership on church committees Oversee church projects
Biblical Example	<i>"When they finished, James spoke up: "Brothers, listen to me ... "It is my judgment ... that we should not make it difficult for the Gentiles who are turning to God."</i> ~Acts 15:13,19
Example	<i>"Through collaborative leadership, A leader's job is to help the staff bring about the desired changes that moves an organization 'from here to there'."</i> ~Greg Hawkins, Executive Pastor

Do you have the spiritual gift of leadership?

- Do you see in your mind how something could be improved at your church?
- Do you inspire believers to work together toward a common goal?
- Do you position people in various tasks based on how God designed them?
- Do you see spiritual results through your leadership?

➤ **Count the number of Xs in the circles above, then put an X on the line below matching that number.**

No checks	1 check	2 checks	3 checks	4 checks
Unlikely	Somewhat Unlikely	Maybe	Somewhat Likely	Likely

Check this box if you are interested in doing this, but haven't done it yet.

Mercy



When people need immediate care, they go to the emergency room of the nearest hospital. The ER is available 24 hours a day year-round with caring and skilled personnel that can address your urgent needs. In many ways people with the spiritual gift of mercy are similar to the staff of the emergency room. They provide immediate care to those in the Church that are suffering and experiencing pain.

Literal Meaning	To help one afflicted or seeking aid
Purpose	To care for those that are hurting with acts of cheerful compassion
Key Indicator	<i>"I want to help the sick, hurting, lonely, forgotten, or dying"</i>
Analogy	Paramedics assisting someone that needs help
Typical Roles	Serve in a ministry that focuses on care and compassion Take part in home or hospital visitation
Biblical Example	<i>"But a Samaritan, as he traveled, came where the man was; and when he saw him, he took pity on him. He went to him and bandaged his wounds ..."</i> ~Luke 10:33a
Example	"The gift of encouragement is empathy in action. I've had pain in my life and I know that it's so important to have people in your life to share your pain, talk thing over, and unburden yourself." ~Nancy Weinert, church member

Do you have the spiritual gift of mercy?

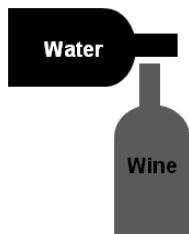
- Do you look for opportunities to help those who are in pain or sorrow?
- Do you deeply feel people's pain and try to relieve it?
- Do you care for the sick, hurting, lonely, forgotten, or dying?
- Do you care for those who are hurting with acts of cheerful compassion?

➤ **Count the number of Xs in the circles above, then put an X on the line below matching that number.**

No checks	1 check	2 checks	3 checks	4 checks
Unlikely	Somewhat Unlikely	Maybe	Somewhat Likely	Likely

Check this box if you are interested in doing this, but haven't done it yet.

Miracles



Mark Cathey and his family formerly attended Willow Creek, but now serve as missionaries in Russia. He told me of a time he was going through Russian customs with a number of Bibles in his suitcase. It was illegal to smuggle Bibles into the country and the penalty was deportation with a warning never to return to Russia. As the customs official looked through Mark's bag the Bibles were in plain view. Mark desperately prayed that God would intervene to protect him in this situation. The official sorted through the items in the suitcase, closed the lid and stamped Mark's passport allowing him to enter the country. Mark firmly believes that God performed a miracle that day.

Literal Meaning	To put forth power
Purpose	To validate God's existence as a testimony to unbelievers
Key Indicator	<i>"I want unbelievers to see God's power so they know He is real"</i>
Analogy	Turning water into wine
Typical Roles	Typically takes place in places where Christ is unknown
Biblical Example	<i>"Then Peter said, 'Silver or gold I do not have, but what I have I give you. In the name of Jesus Christ of Nazareth, walk.'" ~Acts 3:6</i>
Example	<i>"My suitcase was filled with Bibles as the Russian customs official looked through it. I desperately prayed for protection. The official closed the lid, stamped my passport, and allowed me to enter the country." ~Mark Cathy, missionary in Russia</i>

Do you have the spiritual gift of miracles?

- Have you see God's power flowed through you in an extraordinary way?
- Do you believe that God could perform a miracle through you?
- Has God done something impossible through you??
- Has He altered a natural law through you as a platform to share the gospel?

➤ **Count the number of Xs in the circles above, then put an X on the line below matching that number.**

No checks

1 check

2 checks

3 checks

4 checks

Unlikely

Somewhat Unlikely

Maybe

Somewhat Likely

Likely

Check this box if you are interested in doing this, but haven't done it yet.

Prophecy



Frank doesn't go to many parties; in fact, people avoid him. Why? He doesn't sugarcoat the truth and people don't like it. Frank tells people the tough things about themselves that they don't want to hear. Sometimes he shares things that people have hidden from others. Consequently, people are uncomfortable around Frank - even a little scared of him. On one occasion Frank was talking with a man and woman when he sensed that they were living together despite being unmarried. He felt the pressure within him to confront the couple with their sin, but resisted it. Finally, when he could stand it no longer, he told the pair that they had to stop living together and find separate accommodations.

Literal Meaning	Speaking forth the mind and counsel of God
Purpose	To declare God's rebuke, comfort or revelation
Key Indicator	<i>"I receive a message from God for a specific person or group – and I must deliver it"</i>
Analogy	A laser pointer that directs attention to what needs to be known
Typical Roles	Share a message from God with individuals or groups
Biblical Example	<i>"... [A prophet] named Agabus, stood up and through the Spirit predicted that a severe famine would spread over the entire Roman world. (This happened during the reign of Claudius)." ~Acts 11:28</i>
Example	"A friend was grumbling about God's unfairness. I asked him, 'Is there a God or not? Does He love you or not? Does He have a plan for your life or not? Will you trust Him or not? It's your choice.' He confessed his sin." ~Debbie Pio, church member

Do you have the spiritual gift of prophecy?

- Have you received and proclaimed messages you knew came from God?
- Has God directed you to convict or console believers, or to declare His future plans?
- Has He asked you to share His future plans with other believers?
- Do you stand alone in declaring God's message despite criticism?

➤ **Count the number of Xs in the circles above, then put an X on the line below matching that number.**

No checks	1 check	2 checks	3 checks	4 checks
Unlikely	Somewhat Unlikely	Maybe	Somewhat Likely	Likely

Check this box if you are interested in doing this, but haven't done it yet.

Shepherding



Throughout the Bible shepherds illustrate our relationship with God. Shepherds watch over a flock of sheep. They guide them to food and water. When sheep stray, shepherds bring them back into the fold. They take care of wounded sheep and willingly sacrifice themselves to protect the sheep.

Literal Meaning	To guide, feed, tend, and to oversee the flock
Purpose	To care for the spiritual welfare of a group of believers
Key Indicator	<i>"I want to help people to grow spiritually as part of a group"</i>
Analogy	A shepherd watching over a flock of sheep
Typical Roles	Serve as a small group leader Serve as a facilitator during small group discussions at your church
Biblical Example	<i>"As I [Paul] urged you [Timothy] when I went into Macedonia, stay there in Ephesus so that you may command certain men not to teach false doctrines any longer."</i> ~1 Timothy 1:3
Example	"The gift of shepherding is simply caring for people. It means having ears and eyes to see and respond a situation where a person needs some care. Shepherding is showing people their next steps to grow spiritually." ~Marty Howe, church member

Do you have the spiritual gift of shepherding?

- Have you assumed responsibility for the spiritual life of a group of believers?
- Do you have a desire to help a group of believers to grow spiritually?
- Have you helped a group member who is struggling, in pain, or has a need?
- Do you serve as an example to and build relationships among a group?

➤ **Count the number of Xs in the circles above, then put an X on the line below matching that number.**

No checks	1 check	2 checks	3 checks	4 checks
Unlikely	Somewhat Unlikely	Maybe	Somewhat Likely	Likely

Check this box if you are interested in doing this, but haven't done it yet.

Teaching



A Chinese says, "Tell me and I'll forget; show me and I may remember; involve me and I will understand." Teaching is not primarily telling or showing. Students only remember 5% of what they are told and 30% of what they are shown. But students who are engaged in learning, active participants in the instructional process will remember 90% of the content. The most effective teachers use instructional methods that engage students in learning by doing.

Literal Meaning	To impart spiritual instruction
Purpose	To clarify truth for life change
Key Indicator	<i>"I want people to clearly understand and apply God's Word"</i>
Analogy	An open Bible
Typical Roles	Preach Teach Sunday school Lead Bible classes and small groups
Biblical Example	<i>"[Apollos] had been instructed in the way of the Lord, and he spoke with great fervor and taught about Jesus accurately ... He began to speak boldly in the synagogue."</i> ~Acts 18:25–286a
Example	"True teaching involves instruction plus experience plus immediate testing of the content plus an assignment for application," ~Sibyl Towner, Bible teacher

Do you have the spiritual gift of teaching?

- Do you enjoy and look forward to studying the Bible?
- Do you acquire biblical insights easily and share them effectively?
- Do you make Bible truths easy to understand and apply personally?
- Do you explain God's Word with clarity, conciseness and impact?

➤ **Count the number of Xs in the circles above, then put an X on the line below matching that number.**

No checks	1 check	2 checks	3 checks	4 checks
Unlikely	Somewhat Unlikely	Maybe	Somewhat Likely	Likely

Check this box if you are interested in doing this, but haven't done it yet.

Tongues

??

Huh? These symbols look like gibberish. Now try to pronounce them! The string actually has a message. It says, *The Spiritual Gift of Tongues* in the language [font] of Wingdings. It's a metaphor for speaking in tongues.

Literal Meaning	To speak a language unknown to the speaker
Purpose	To 1) worship God privately; 2) bring a message to believers; 3) witness publicly to unbelievers
Key Indicator	<i>"I speak in a language I don't know to praise God or share a message with others"</i>
Analogy	The font called Webdings
Typical Roles	Use the gift of tongues used during private worship, church services, or in public
Biblical Example	<i>"I [Paul] thank God that I speak in tongues more than all of you. But in the church I would rather speak five intelligible words to instruct others than ten thousand words in a tongue."</i> ~1 Corinthians 14:18-19
Example	<i>"The spiritual gift of tongues is God's Spirit within me speaking to God through me without going through my mind first."</i> ~Bud Carrier, church member

Do you have the spiritual gift of tongues?

- Have you spoken in a language unknown to you?
- Have you worshipped God privately in a language unknown to you?
- Have you brought a message from God to other believers using a language unknown to you?
- Have you shared the Gospel with unbelievers in a language unknown to you?

➤ **Count the number of Xs in the circles above, then put an X on the line below matching that number.**

No checks	1 check	2 checks	3 checks	4 checks
Unlikely	Somewhat Unlikely	Maybe	Somewhat Likely	Likely

Check this box if you are interested in doing this, but haven't done it yet.

Wisdom



A proud young man who came to Socrates asking for wisdom, walked up to the muscular philosopher and said, *“O great Socrates, I come to you for wisdom.”* Socrates led the young man through the streets, to the sea, and chest deep into water. Then he asked, *“What do you want?”* *“Wisdom, O wise Socrates,”* said the young man with a smile. Socrates put his strong hands on the man's shoulders and pushed him under. Thirty seconds later Socrates let him up. *“What do you want?”* he asked again. *“Wisdom,”* the young man sputtered, *“O great and wise Socrates”* Socrates crunched him under again, this time for forty seconds. The man was gasping. *“What do you want, young man?”* Between heavy breaths the fellow wheezed, *“Wisdom, O wise and wonderful...”* Socrates jammed him under again. Fifty seconds passed. *“What do you want?”* *“Air!”* the young man screeched. *“I need air!”* Socrates replied, *“When you want wisdom as you have just wanted air, then you will have wisdom.”*

Literal Meaning	Insight into the true nature of things
Purpose	To give sensible and insightful advice based on biblical principles
Key Indicator	<i>“People regularly come to me for advice”</i>
Analogy	Scales of Justice
Typical Roles	Offer advice to those requesting it Assist in resolving disputes between church attendees
Biblical Example	<i>“These men [synagogue members] began to argue with Stephen, but they could not stand up against his wisdom or the Spirit by whom he spoke.” ~Acts 6:9b-10</i>
Example	<i>“A friend asked me if he should quit his job. I replied, “I’m not going to tell you what to do, but here’s a principle to help you decide. Don’t run FROM something; run TO something.” It cut through the fog to the real issue.” ~Frank Ley, Church Pastor</i>

Do you have the gift of wisdom?

- Do you have a desire to give spiritual advice to others?
- Do you find that many people come to you for counsel?
- Do you use biblical principles to resolve problems, issues, or conflicts?
- Do you provide sensible biblical advice in situations where others are unsure?

➤ **Count the number of Xs in the circles above, then put an X on the line below matching that number.**

No checks	1 check	2 checks	3 checks	4 checks
Unlikely	Somewhat Unlikely	Maybe	Somewhat Likely	Likely

Check this box if you are interested in doing this, but haven't done it yet.

Record the Assessment Results

SPIRITUAL GIFTS	4 checks	3 checks	2 checks	1 check	0 checks	? Maybe
Administration						
Apostleship						
Discernment						
Encouragement/ Exhortation						
Evangelism						
Faith						
Giving						
Healings						
Helps						
Hospitality						
Intercession						
Interpretation						
Knowledge						
Leadership						
Mercy						
Miracles						
Prophecy						
Shepherding						
Teaching						
Tongues						
Wisdom						

Identifying Your Gifts

Directions:

- At the top of each column, write the names of the top 3-5 spiritual gifts from assessment results.
- Read the first question.
- For each spiritual gift, answer the question based on the numbering system below.
 - 0 = Never
 - 1 = Seldom
 - 2 = Often
 - 3 = Very Often
- Complete the other questions the same way until every box has a number written in it.
- Finally, add up the total points for each gift and write that number in the TOTALS box.

QUESTIONS	Gift 1:	Gift 2:	Gift 3:	Gift 4:	Gift 5:
Does this gift energize you?					
Do you consistently think about this gift?					
Do you experience promptings when using this gift?					
Does God provide opportunities for you to use this gift?					
Do you sense God's presence using this gift?					
Do you see God's blessing using this gift?					
Is the impact when using this gift something only God could do?					
TOTALS					