

The Spiritual Gifts (Rom 12, 1 Cor 12, Eph 4, 1 Pet 4)

Equipping Gifts

And he gave the apostles, the prophets, the evangelists, the shepherds and teachers, to equip the saints for the work of ministry, for building up the body of Christ (Ephesians 4:11-12 ESV).

Gift of Apostleship

The Spiritual Gift of Apostles Defined

There is much confusion regarding the spiritual gift of apostleship because there is sometimes a failure to distinguish between the office of apostle and the gift of apostle. The office of apostle refers to the twelve chosen by Jesus (e.g., Matthew 10:1; 19:28; 20:17; Mark 3:13-19; 6:7; 9:35; 10:32; Luke 6:12-16; 8:1; 9:1; 22:19-30; John 6:70-71; Revelation 21:14). The requirements for the office of apostle include being an eyewitness to the life and resurrection of Jesus (Acts 1:21-26). Another requirement is miraculous power (Acts 2:43; 5:12; 8:18; 2 Corinthians 12:12; Hebrews 2:4). Therefore, apostles do not exist today (e.g., writing books of the Bible), although the function of their office does continue in a limited sense.

Apostleship in a Secondary Sense

For example, apostleship in a secondary sense applies to such people as Barnabas (Acts 14:3-4, 14), Apollos and Sosthenes (1 Corinthians 4:6-9), Andronicus and Junias (Romans 16:7), James (Galatians 1:19), and Silas and Timothy (1 Thessalonians 1:1; 2:6). They, like apostles today, were gifted individuals sent out to move from place to place in order to begin and establish local churches (Acts 13:3-4). This gift also includes the capacity to minister cross-culturally (Acts 10:34-35; Ephesians 3:7-8). Today, church planters and missionaries are operating out of their gift of apostleship as well as those Christian leaders God raises up to lead and influence multiple churches and pastors.

People with the Gift of Apostleship

These people often have a number of gifts, such as evangelism, teaching, leadership, faith, and exhortation and are motivated by difficult new tasks.

Apostles in Scripture

Hebrews 3:1 says, "Therefore, holy brothers, who share in the heavenly calling, fix your thoughts on Jesus, the apostle and high priest whom we confess." Jesus also builds the church (Matthew 16:18; Hebrews 3:1-6). He is the chief cornerstone of the church, upon which the foundation of the prophets and apostles is laid (Ephesians 2:20), and over which He rules as Chief Shepherd (1 Peter 5:4). Paul is another example (Romans, 1 Corinthians, 2 Corinthians, Galatians, Ephesians, Colossians, 1 Timothy, 2 Timothy, and Titus all open with Paul introducing himself as an apostle). Also, a reading of Acts shows how Paul ministered cross-culturally and planted churches. Peter also held the office of apostle (Galatians 2:8; 1 Peter 1:1).

Common Errors Regarding Apostles

Cult leaders and erroneous teachers say that they have authority that is, in effect, equal to Scripture because they are apostles just like those who wrote the Bible. But such people are false apostles (2 Corinthians 11:13; Revelation 2:2) and delusional "super-apostles" (2 Corinthians 11:5, 13; 12:11).

Do You Have This Gift?

- Can you effectively minister cross-culturally?
- Are you called and qualified to plant a church?
- Can you start a church from nothing?
- Are you an entrepreneur?
- Has God given you leadership and influence over multiple churches as a movement leader?
- Can you pioneer a ministry where others have failed?

Gift of Prophecy

The Spiritual Gift of Prophecy Defined

As with the gift of apostleship, there is much confusion surrounding the gift of prophecy. Here we are not talking about the office of prophet (i.e., people like Moses, Isaiah, Jeremiah, etc. who wrote the Bible. These are the guys who say "Thus sayeth the Lord." This is the Old Testament office of Prophet, which is limited to a handful and closed, and then there is the ongoing spiritual giftedness and ministry of prophecy that is subservient to and under, nonetheless like, the Old Testament gift of the prophet. Today, if we read Scripture rightly, there are three manifestations of the gift of prophecy. They are:

- **Preaching the Bible** (speaks for itself)...
- **Foretelling the future** (e.g., Agabus in Acts 11:28-29 predicts a famine so that the church might be prepared to love and serve people in that coming crisis).
- **A personal word from God** (e.g., again, Agabus, this time in Acts 21:10-11 predicting Paul's imminent arrest and death should he go to Jerusalem).

Admittedly these last two are controversial, but we emphasize that the gift is subservient to the Scriptures and is therefore to be tested according to the Scriptures (1 Cor 14:42).

People with the Gift of Prophecy

These people tend to display gifts similar to that of apostle, including evangelism, teaching, and leadership, as well as wisdom and knowledge, and discernment. They are motivated to speak the truth in love, especially, though not exclusively, to God's people. They also love to call people to repentance that they might a life worthy of the Gospel. NB: a person with the gift of prophecy in the New Testament sense of the word is not equal in authority to the prophets of Scripture (again, 1 Cor 14:42)!

The Gift of Prophecy in People of the New Testament

Jesus sees himself and acts as a prophet, calling people to repentance and faith. He refers to himself as a prophet without honor (Matt 13:53), he knows the life of the women at the well (John 4), He knows the sin of the paralytic (Mark 2), and on numerous occasions predicted his death (Luke 9:21, 9:43, 18:31). Not to mention all of his teaching of God's word throughout the gospels! Similarly Paul displayed this gift in the writing of his letters in the New Testament and his preaching in Acts. Note also Agabus, previously mentioned in his predicting the future and informing Paul of his future (Acts 11:28-29, 21:10-11).

Do you have this gift?

- Do you enjoy and are good at teaching/preaching God's word?
- Have you ever experienced a glimpse of the future and then seen it come to pass?
- Do you enjoy praying for people and as you do God reveals what he has in store for them?

Gift of Evangelism

Spiritual Gift of Evangelism Defined

The gift of evangelism is the ability and desire to boldly and clearly communicate the gospel of Jesus Christ so that non-Christians can become Christians.

People with the Gift of Evangelism

Evangelists care passionately about lost people and have a strong desire to see them meet Jesus. They feel compassion for the lost and seek to earnestly understand their questions and doubts so that they can provide a compelling answer, and prefer ministering to people outside the church.

Evangelism in Scripture

Luke 19:10 says that "the Son of Man came to seek and to save what was lost." People accused Jesus of being "a friend of tax collectors and 'sinners'" because he had many evangelistic relationships with sinful people (Matthew 11:19). Philip (Acts 21:8) and Timothy (2 Timothy 4:5) are also examples of evangelists.

Do You Have This Gift?

- Do you enjoy being with non-Christians and sharing the gospel?
- Are you able to effectively communicate to non-Christians in a language they can understand?
- Does a person's conversion bring you profound joy?
- Do you feel frustrated when you haven't shared your faith for a while?
- Do you enjoy teaching others how to share their faith?
- Do you find it easy to direct a conversation toward the topic of Jesus Christ?

Gift of Pastoral Care / Shepherding

Spiritual Gift of Pastor/Biblical Counseling Defined

Initially, pastoring is the office reserved for those who meet the biblical criteria (1 Timothy 3; Titus 1). But there is also a pastoral gift commonly known as shepherding/biblical counseling that God gives to people in the church beyond the pastoral office who also protect, counsel, and disciple other people.

People with the Gift of Pastor/Biblical Counseling

These people have a love for that compels them to meet with people to care for and guide them with biblical instruction. People with this gift find great joy in seeing people mature in their faith and overcome besetting sin and discouragement.

Pastor/Biblical Counseling in Scripture

Jesus is called the "Good Shepherd" (John 10:11-14; 13:20; 1 Peter 2:25) and the "Chief Shepherd" (1 Peter 5:4). The Bible also gives us snapshots of Jesus sitting with people to pastor them, e.g., with the Samaritan woman at the well in John 4. Similarly, Paul as a pastor/biblical counselor in Acts 20:17-35.

Do you have this gift?

- Do you have a deep love for people that compels you to care for them?
- Do you enjoy meeting with people to listen to their life story and provide them biblical counsel?
- When you hear someone is hurting, is your first instinct to try and meet with them to be of help?
- Are you able to point out sin/folly in someone's life in a loving way that they receive as helpful?
- Do you enjoy meeting with Christians to help them mature in their faith?
- Do people pursue you for counsel and instruction?

Gift of Teaching

The Spiritual Gift of Teaching Defined

The gift of teaching is the God-given ability to understand and communicate biblical truth in a clear and relevant manner so that there is understanding and application.

People with the Gift of Teaching

Learning, researching, communicating, and illustrating truth are qualities that an individual will manifest when exercising the gift of teaching. These people enjoy studying and learning new information, and find great joy in sharing it with others. The format of teaching varies from one-on-one discipleship to formal classes, informal Bible studies, large groups, and preaching, which is a form of teaching.

Teaching in Jesus' Ministry

Throughout the gospels, Jesus was commonly referred to as Rabbi, which means "teacher." Matthew 4:23 says that "Jesus went throughout Galilee, teaching," and Matthew 7:28-29 says that "the crowds were amazed at his [Jesus'] teaching because he taught as one who had authority, and not as their teachers of the law."

Teaching in Scripture

Aquila and Priscilla (Acts 18:26), Paul (Acts 19:8-10; 20:20; Colossians 1:28; 1 Timothy 2:7), elders/pastors (1 Timothy 3:2; 5:17), Timothy (1 Timothy 4:11,13; 6:2), and godly women (Titus 2:2-4) all demonstrated the gift of teaching.

Do You Have This Gift?

- Do you enjoy studying and researching?
- Do you enjoy imparting biblical truth to various size groups and do they "get it" when you teach?
- Do others come to you for insight into Scripture?
- When you see someone confused in their understanding of the Bible do you feel a responsibility to speak to them about it?

Serving Gifts (Rom 12, 1 Cor 12, 1 Pet 4)

To each is given the manifestation of the Spirit for the common good. (1 Corinthians 12:7 ESV).

Gift of Wisdom

The Spiritual Gift of Wisdom Defined

The gift of wisdom is the ability to have insight into people and situations that is not obvious to the average person, combined with an understanding of what to do and how to do it. It is the ability to not

only see, but also apply the principles of God's Word to the practical matters of life as enabled by the "Spirit of wisdom" ([Eph. 1:17](#)).

People with the Gift of Wisdom

These people often have an ability to synthesize biblical truth and apply it to people's lives so that they make good choices and avoid foolish mistakes. These people today function well as coaches, counselors, and consultants.

Wisdom in Jesus' Ministry

[Luke 2:40-52](#) says that Jesus was "filled with wisdom" as a boy and "grew in wisdom" as a young man so that the scholars of his day were "amazed at his understanding." Crowds who heard Jesus teach said, "What's this wisdom that has been given him?" ([Mark 6:2](#)). In [Matthew 12:42](#), Jesus said that he was wiser than Solomon. And in [Luke 21:15](#), Jesus said, "I will give you words and wisdom." We are also told that Jesus is the "wisdom of God" ([1 Cor. 1:24, 30](#)). Wisdom is also illustrated in the lives of Joshua ([Deut. 34:9](#)), Solomon ([1 Kings 3:5-28](#)), and Daniel ([Daniel 1:17-20; 2:19-23](#)).

Do You Have This Gift?

- When studying God's Word, do you find that you discover the meaning and its implications before others do?
- Do you seem to understand things about God's Word that other believers with the same background and experience don't seem to know?
- Are you able to apply biblical truth in a practical way to help counsel others to make good life choices?
- Do you get frustrated when people make foolish decisions that damage their quality of life, because you know what they should have done instead?
- Do you find that when people have important decisions to make, they come to you for prayer and biblical counsel?
- Do you find that when you counsel people, God the Spirit gives you wisdom to share with them from Scripture, which they accept as God's truth to them through you?

Gift of Knowledge

The Spiritual Gift of Knowledge Defined

The word of knowledge is the ability to research, remember, and make effective use of a variety of information on a number of diverse subjects.

People with the Gift of Knowledge

These people love to study, love to learn, and are not content with a surface-level knowledge of topics. They are compelled to conduct thorough research and compile their findings so that others can benefit

from their long hours of focused study. People with this spiritual gift love God with all their mind ([Mark 12:29-30](#)). And these people tend to like footnotes.

Knowledge in Jesus' Ministry

Throughout his ministry, Jesus frequently quoted the Old Testament Scriptures from memory because he had committed himself to studying Scripture so faithfully. Jesus also rebuked the scholars of his day because they studied the Bible but failed to love him, which is the purpose of all study ([John 5:39](#)). Knowledge is illustrated in the lives of Ezra ([Ezra 7:10](#)), Solomon ([Ecclesiastes 1:13](#); [7:25](#); [8:9](#)), and Timothy ([2 Timothy 2:15](#)).

Do You Have This Gift?

- Do you love to study?
- Do you have a good memory that retains and compiles lots of information?
- Have others frequently pointed out your ability to know and understand God's Word?
- Do people often come to you with difficult problems and questions from the Bible, seeking your insight because they know you will have the answer or find it?
- In studying God's Word, have you found that new insights and understanding of difficult subjects come easy to you?
- Are you frustrated when you hear bad teaching from someone who has not done their homework?

Gift of Discernment

Spiritual Gift of Discernment Defined

The spiritual gift of discernment is the ability to quickly perceive whether such things as people, events, or beliefs are from God or Satan. People with the gift of discernment know that Satan and his demons disguise themselves as holy (1 Cor. 11:14-15). They also know that Satan empowers counterfeit miracles (Ex. 7:11-22; 8:7; Matt. 7:21-23; 2 Tim. 3:8) to deceive people (2 Thess. 2:9), and that he empowers false teachers (2 Pet. 2:1), false prophets (Matt. 7:15), false apostles (2 Cor. 11:13), and false doctrines (1 Tim. 1:3; 6:3).

Discernment in Scripture

Jesus was able to know the presence of Satan (Matt. 4:1-11), see when someone was influenced by Satan (Luke 22:31), and know when someone's words were influenced by Satan (Matt. 16:23). John (1 John 4:1), Paul (Acts 16:16-18), Peter (Acts 5:1-11), and the disciples (Matt. 10:1) all demonstrated the gift of discernment.

Do You Have This Gift?

- Have you felt a special responsibility to protect the truth of God's Word by exposing that which is wrong?

- Do you often make a swift evaluation of someone or something that was said, that others did not see but yet proved to be correct?
- Do you have a solid understanding of Scripture and a sensitivity to the leading of the Holy Spirit?
- Are you keenly aware of moral sin and doctrinal heresy?
- Can you read a book or hear a teacher and almost immediately uncover any false teaching?
- Do you have an awareness of demonic presence and how to help people be free of demons?

Gift of Faith

The Spiritual Gift of Faith Defined

The gift of faith is the ability to envision what needs to be done and to trust God to accomplish it even though it seems impossible to most people.

People with the Gift of Faith

Those with the gift of faith trust God in difficult, even impossible situations when others are ready to give up. These people are often visionaries who dream big dreams, pray big prayers, and attempt big things for Jesus. These people tend to be optimistic, hopeful, persevering, change-oriented, and future-focused. These people also tend to be very convincing about the truth of Scripture because they themselves are so convinced of the truth and power of God and his Word.

Faith in Scripture

In one sense, Jesus' entire life and ministry could be summarized as one of faith because he continually and perfectly trusted in God the Father in all things. Faith is also illustrated in the lives of Paul ([Acts 27:21-25](#)), Stephen, who was "full of faith" ([Acts 6:5](#)), and Jesus' mother, Mary, who trusted God to give her a child though she was a virgin ([Luke 1:26-38](#)). Hebrews 11 also lists a great number of Christians who had the gift of faith.

Do You Have This Gift?

- Do you view obstacles as opportunities and trust God for the impossible?
- Do you find yourself boasting about the power of God and what you have seen him do?
- Do you get motivated by new ministries?
- Do you find yourself feeling opposed to anyone who expresses that something cannot be done or accomplished?
- Do you find other believers coming to you for hope when they face a seemingly overwhelming trial or task?
- Do you have an effective prayer ministry, with many wonderful answers to prayers that were impossible from the human point of view?

Gift of Encouragement

Spiritual Gift of Encouragement Defined

The gift of encouragement (also called the gift of exhortation) involves motivating, encouraging, and consoling others so they mature in their walk with Jesus.

People with the Gift of Encouragement

Christians with this gift have an unusual sensitivity for and are attracted to those who are discouraged or struggling. As a result, people tend to pursue them for healing words, gracious truth, and compassionate counsel. These people also tend to have a high degree of patience and optimism. They may have a knack for one-on-one relationships and prefer working with an individual or small group.

Encouragement in Scripture

Jesus told us to love even our enemies and do good to them ([Luke 6:27-35](#)), and exhorted people to "leave your life of sin" ([John 8:11](#)). Barnabas, whose name means "Son of Encouragement" ([Acts 4:36](#)), encouraged Paul ([Acts 9:27](#)) and John Mark ([Acts 15:39](#)). Paul had this gift ([Acts 14:21-22](#); [16:40](#); [20:1](#)) as did Judas and Silas ([Acts 15:31-32](#)).

Do You Have This Gift?

- Do people seek you out for advice and encouragement?
- Do you enjoy walking with someone through difficulties?
- Are you attracted to those who are hurting and needy?
- Are you patient with people?
- Would you rather speak personally with someone about their problems rather than send them to someone else for help?
- Do you find it easy to express joy in the presence of those who are suffering?

Gift of Mercy

Spiritual Gift of Mercy Defined

The gift of mercy is the capacity to feel and express unusual compassion and sympathy for those in difficult or crisis situations and provide them with the necessary help and support to see them through tough times.

People with the Gift of Mercy

They have the ability to "walk in another's shoes" and to feel the pain and burdens they carry. They desire to make a difference in the lives of hurting people without being judgmental. They may have a difficult time evaluating the intentions of others and at times appear naïve.

Mercy in Scripture

Jesus taught on mercy (Matt. 5:7; 9:13; 23:23). He is repeatedly described as having compassion (Matt. 9:36; 15:32; 23:37; Luke 7:13) and was so filled with mercy that He sometimes wept (John 11:35). Jesus' mercy included an attentiveness to and concern for children (Matt. 19:14). Dorcas "was always doing good and helping the poor" (Acts 9:36). Also, the good Samaritan is one of the most classic stories ever told on the subject of mercy (Luke 10:30-37).

Do You Have This Gift?

- Do you find yourself drawn to people who are needy, hurting, sick, disabled, or elderly?
- Do you often think of ways to minister to those who are suffering?
- Do you gain a sense of compassion for people having personal and emotional problems?
- Do you find that when you visit those who are suffering it brings you joy rather than depressing you?
- Do you find yourself responding to people more out of compassion than judgment?

Gift of Healing

The Spiritual Gift of Healing Defined

The gift of healing is the ability to call on God to heal the sick through supernatural means for the purpose of revealing God.

People with the Gift of Healing

Those with the gift of healing trust that God can heal the sick and thus pray in faith for the physical restoration of those in need. These people see healing as a sign that God uses to reveal his power to people so that many will come to believe in Jesus. People with this gift do not see someone healed every time they ask God, since healing is something that God alone decides to do (e.g., [Gal. 4:13-14](#); [Phil. 2:27](#); [1 Tim. 5:23](#); [2 Tim. 4:20](#)).

Healing in Scripture

[Matthew 4:23-24](#) and [9:35](#) speak of Jesus' many healings. The Twelve had the gift of healing ([Matt. 10:1](#)), as did the Seventy ([Luke 10:8-9](#)), Peter ([Acts 5:14-16](#)), and Paul ([Acts 3:1-8](#)). Additionally, church elders are supposed to pray for the sick so that God might heal them ([James 5:13-16](#)).

Common Errors Regarding Healing

- Some say that the more supernatural gifts, such as healing, ceased to operate at the end of the first century, but the church fathers from the second and third century report that such things as healing continued to occur in their day.
- Some say that if a testimony of a healing is given, it is to be believed, but a healing also needs to be verified (e.g., by a doctor) to help prove what God has done.

- Some say that healing should be done in a church service, but there is no record of this happening in the New Testament, which may mean that healing, like some other gifts, is not best used during a church service.
- Some extreme groups teach that since God can heal, Christians should not use a doctor, but the Bible does not speak against doctors, and doctors like Luke used their medical ability as part of their pastoral ministry to help people ([Col. 4:14](#); [2 Tim. 4:11](#); [Philem. 1:24](#)).
- Some say that by walking in faith and not sinning, no Christian needs to ever be sick, but Epaphroditus ([Phil. 2:25-27](#)), Timothy ([1 Tim. 5:23](#)), Trophimus ([2 Tim. 4:20](#)), and Paul ([1 Cor. 2:3](#); [2 Cor. 11:30](#); [12:5](#), [7-10](#); [Gal. 4:13](#)) each had sickness that was not healed, despite the fact they deeply loved God and walked with Jesus faithfully.

Do You Have This Gift?

- Do you have a deep compassion for people who are sick?
- Do you have a deep conviction that God can heal anyone he chooses?
- Do you enjoy praying for people who are sick?
- Have you seen God heal someone?
- When God heals someone, are you excited because it helps to reveal his power to others?
- Do you long for the coming of God's kingdom, when there will be an end to all sickness since sin and its effects will be no more?

Gift of Miracles

What Is the Spiritual Gift of Miracles?

The gift of miracles is the ability to call on God to do supernatural acts that reveal his power. People with the gift of miracles see God show up in extraordinary ways, from daily little events to major public displays. Examples from the Bible include demons being cast out of people, nature obeying God's authority, and the dead being raised. Obviously, these sorts of things are uncommon and do not happen regularly—otherwise they would not be viewed as miraculous. People with this gift do not chase signs and wonders, but they do expect signs and wonders to follow God's people who follow Jesus.

Miracles in Scripture

[Acts 2:22](#) says Jesus performed many miracles, and [John 20:20-31](#) says that Jesus' many miracles were to prove he was God. Jesus commanded nature ([Mark 4:35-41](#)), cast out demons ([Mark 5:1-13](#); [Matt. 12:22](#)), walked on water ([Mark 6:45-51](#)), turned water into wine ([John 2:1-11](#)), and fed over 5,000 people with one boy's lunch ([John 6:1-14](#)). The apostles did "many miraculous signs" ([Acts 2:43](#)), Stephen did "great" miracles ([Acts 6:8](#)), and Paul did "extraordinary" miracles at Ephesus ([Acts 19:11](#)). Also, Paul cast out demons ([Acts 16:16-18](#)), God blinded a sorcerer for Paul ([Acts 13:6-12](#)), and there were many miracles surrounding the ministries of Moses, Elijah, and Elisha.

Common Errors Regarding Miracles

- Some people who claim to have this gift use it to exalt themselves, but the gift exists to exalt God and spread the name of Jesus.
- Some say that the most godly people will have this gift, but even John the Baptizer never performed a miracle ([John 10:41](#)).
- Some Christians are prone to chase signs and wonders, but Jesus said that it is a wicked and evil thing to seek a sign ([Luke 11:29](#)).
- Some people think that a sign or miracle is guaranteed to prove to a non-Christian that Jesus is real, but Jesus said that some people would never believe in him even if they saw a miracle ([John 4:48](#)).

Do You Have This Gift?

- Do you truly believe that God can do the impossible?
- When you read of the many miracles in the Bible, are you encouraged because you love to see God made known in ways that cannot be ignored?
- Have you seen someone freed from demonic oppression?
- Have you seen God perform miracles?
- When you hear of or see miracles, is your faith in God greatly increased?
- Do you use stories of God's miracles to help prove to others that Jesus is God?

Gift of Tongues and Interpretation

Spiritual Gift of Tongues and Interpretation Defined

The gift of tongues/interpretation can perhaps be best described as the gift of languages. The ability to pray, communicate the gospel, or give a particular word from God in a non-native language.

People with the Gift of Tongues and Interpretation

Paul himself tells us that he had the gift of tongues in 1 Cor 14:18. But he also acknowledges that he would prefer to prophecy for the sake of the congregation than speak in tongues for his own benefit. The disciples also in Acts 2 at Pentecost demonstrate the gift of tongues (Acts 2:6, 11).

Tongues and Interpretation in Scripture

In the bible we see three manifestations of the gift of tongues:

1. The private prayer language: Paul, 1 Cor 14:14.
2. Missional tongues: Apostles and disciples, Acts 2:1-13.
3. Revelatory tongues (with interpretation): Paul describes in 1 Cor 12:10, 14:26-28, "What then, brothers? When you come together, each one has a hymn, a lesson, a revelation, a tongue, or an interpretation. Let all things be done for building up. If any speak in a tongue, let there be only two or at most three, and each in turn, and let someone interpret. **But if there is no one to**

interpret, let each of them keep silent in church and speak to himself and to God” (1 Corinthians 14:26-28 ESV).

Do You Have This Gift?

- Do you find yourself praying to the degree that your words run out and the Spirit begins to intercede for you in private (personal encouragement or intercession) or in public (with an interpreter available)?
- Do you find yourself able to pick up languages more naturally than most combined with a passion to minister cross-culturally?

Gift of Leadership

Spiritual Gift of Leadership Defined

The spiritual gift of leadership is found in people who have a clear, significant vision from God and are able to communicate it publicly or privately in such a way that they influence others to pursue that vision.

People with the Gift of Leadership

These people tend to gravitate toward the "point position" in a ministry. Others tend to have trust and confidence in their abilities. They best serve others by leading them. They tend to operate with a strong sense of destiny.

Leadership in Scripture

Jesus was such a gifted leader that in His day thousands followed Him and today billions follow Him as the greatest leader who has ever lived. Other examples abound, including Abraham, Moses, Joshua, David, Daniel, Josiah, Paul, Peter, and James.

Do You Have This Gift?

- Do others have confidence in your ability to lead?
- Do you enjoy being the "final voice" or the one with the overall responsibility for the direction and success of a group or organization?
- When a difficult situation arises, do others look to you for input and leadership?
- Do you usually take leadership in a group where none exists?
- Do you find leadership enjoyable rather than frustrating and difficult?
- Do others look to you to make the major decisions for a group or organization?

Gift of Hospitality

Spiritual Gift of Hospitality Defined

The spiritual gift of hospitality is the ability to welcome strangers and entertain guests, often in your home, with great joy and kindness so that they become friends. Hospitality is supposed to include one's family ([1 Tim. 5:8](#)), friends ([Prov. 27:10](#)), Christians ([Gal. 6:10](#)), and strangers who may not be Christians ([Lev. 19:34](#)).

People with the Gift of Hospitality

These people tend to have an "open home" where others are welcome to visit. This gift is often combined with the natural talents of interior design, cooking, and event planning. Importantly, hospitality is NOT to be extended to false teachers and the like, who are a danger ([2 John 10-11](#)).

Hospitality in Scripture

Jesus spent time befriending social outcasts ([Matt. 11:19](#)), often ate with His disciples, and has welcomed us into the family of God, which includes an eternal home ([John 14:2](#)) and an eternal party ([Isa. 25:6-9](#); [Rev. 19:6-9](#)). Elders and pastors are commanded to exercise hospitality ([1 Tim. 3:2](#); [Titus 1:8](#)). Peter enjoyed the hospitality of Simon ([Acts 9:43](#)) and Cornelius ([Acts 10:48](#)). Paul enjoyed the hospitality of Lydia ([Acts 16:15](#)) and the Philippian jailer ([Acts 16:34](#)).

Do You Have This Gift?

- Do you enjoy having people in your home?
- Do you enjoy watching people meet and have fun at parties and events you helped to plan and host?
- Is your home the kind that most people feel comfortable in and drop by to visit unannounced?
- Do you feel that something is really missing in your life when you cannot have guests into your home?
- When you think of your home do you view it from the perspective of guests who will visit?
- Do you consider your home as a place of ministry?

Gift of Generosity

Spiritual Gift of Giving Defined

The gift of giving is the ability to give money and other forms of wealth joyfully, wisely, and generously to meet the needs of others and help support ministries.

People with the Gift of Giving

Regardless of the amount, people with this gift genuinely view their treasures, talents, and time as on loan from God and not their own. They are often moved to meet the physical needs of others. They

enjoy giving of themselves and what they have. Even if they do not possess the resources to help, they earnestly pray for those needs to be met.

Giving in Scripture

Roughly 25 percent of Jesus' words in the Gospels are related to our resources and stewardship of them. Though he was poor, Jesus not only fed thousands ([Mark 6:41](#)) but also gave us his life as a gift ([John 15:13](#)). Elsewhere in the Bible, the widow ([Mark 12:42-43](#)), Tabitha ([Acts 9:36](#)), Barnabas ([Acts 4:34-37](#)), and the Macedonian church ([2 Cor. 8:1-2](#)) all had this gift.

Do You Have This Gift?

- Do you tend to see the needs of others more than other people do?
- Do you enjoy giving your time, talent, and treasure to others?
- Do you see giving to a worthwhile project as an exciting honor and privilege?
- Do you give to the church regularly, cheerfully, and sacrificially?
- Do you often hear people commenting that you are a generous person?
- Do you find yourself looking for opportunities to give your money—even when no one asks?

Gift of Service

The Spiritual Gift of Helps/Service Defined

The gift of helps/service is the ability to joyfully work alongside another and help that person complete the task God has given them. People with this gift generally prefer to work behind the scenes. They also tend to find joy in helping alleviate the burdens and responsibilities of others. This gift is usually accompanied with an attitude of humility and sacrifice, as well as an ability to perceive the needs of others.

People with the Gift of Helps/Service

These people tend to reveal a servant attitude, loyalty, attention to detail, and responsiveness to the initiatives of others. They function well in positions of detail and assistant leadership.

Helps/Service in Scripture

[Matthew 20:28](#) says that "the Son of Man [Jesus] did not come to be served, but to serve, and to give his life as a ransom for many." Jesus also said, "I am among you as one who serves," and He even washed His disciples' feet ([Luke 22:27](#); [John 13:5](#)). Because servants often work behind the scenes, their work but not their name is often mentioned in Scripture (e.g., [Numbers 11:17](#); [1 Timothy 6:2](#); [Acts 6:1-3](#)). People named in the Bible who helped the church through service include Phoebe, Priscilla, Aquila, Tryphena, Tryphosa ([Romans 16:1-4,12](#)), and John Mark ([Acts 13:5](#)). Some people with this gift are also appointed to leadership as church deacons ([1 Timothy 3:8-13](#)).

Do You Have This Gift?

- Do you enjoy helping others become more effective in their work?
- Do you prefer to labor behind the scenes?
- When someone is doing a job poorly is your first instinct to help them instead of criticize?
- Do you prefer to work in a supportive rather than a leadership capacity?
- When you hear of someone with needs, do you offer your services if possible?
- When someone asks for your help, do you have difficulty saying no?

Gift of Administration

Spiritual Gift of Administration Defined

The gift of administration is the God-given ability to give direction and make decisions on behalf of others that result in efficient operation and accomplishment of goals. Administration includes the ability to organize people, things, information, finances, etc. Often the mark of an administrator is the ability to accomplish things in a "fitting and orderly way" ([1 Corinthians 14:40](#)).

People with the Gift of Administration

Administrators often have a keen eye for detail. They may also possess the natural talents of organization, observing and using details, problem solving, and reasoning.

Administration in Scripture

Jesus organized His ministry by choosing his inner circle of three disciples ([Mark 9:2](#)), appointing the twelve ([Mark 3:13-14](#)), and sending out the seventy two by two ([Luke 10:1](#)). Joseph ([Genesis 41:41-57; 47:13-26](#)), Jethro (Exodus 18), and Titus ([Titus 1:5](#)) all demonstrate the gift of administration.

Do You Have This Gift?

- When things are poorly organized do you get frustrated and want to help fix things?
- Can you bring order out of chaos?
- Do you naturally organize your life, schedule, finances, priorities, etc.?
- Do you become energized working on tasks and projects?
- Do things like efficiency and promptness matter more to you than most people?
- Do things like spreadsheets, budgets, organizational charts and software, files, highlighters, and label makers make you happy?

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