

Discovering and Using Your Spiritual Gifts

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First Presbyterian Church—Newark
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Course Outline

Week 1: The What, Who, How, and Why of Spiritual Gifts

Week 2: Varieties of Spiritual Gifts

Homework: Spiritual Gifts Self-Assessment

Week 3: Making Use of Your Spiritual Gifts

Course Basis

This course is primarily based on *Discover Your Spiritual Gifts the Network Way* by Bruce Bugbee and Don Cousins. Other main references used were:

- *Rediscovering Our Spiritual Gifts* by Charles V. Bryant
- *Discerning Your Spiritual Gifts* by Lloyd Edwards
- *Discovering Your Spiritual Gifts* by Phyllis Bennett

The on-line self assessment is from the Rock Church in San Diego. It was selected as it most closely follows the gifts identified in the Network program and is one of the shorter assessments (66 questions versus 88, 125, or 133 in others).

Scripture citations are from the New International Version Bible (NIV)

Week 2

Varieties of Spiritual Gifts

Characteristics of Spiritual Gifts

- Found in Scripture
- Clearly evident in the life of the local church
- Affirmed in the lives of some believers
- Consistent with our description of a spiritual gift (Week 1)
 - special abilities given by the Holy Spirit
 - distributed to every believer according to God's design
 - used interdependently to build up the body of Christ

What Spiritual Gifts Are in Scripture?

Those most commonly cited are found in:

- **1 Corinthians 12:8-10**
wisdom, knowledge, faith, healing, miracles, prophecy, discernment, speaking in tongues, interpretation of tongues
- **1 Corinthians 12:28**
apostleship, prophecy, teaching, miracles, healing, helps (service), administration, tongues
- **Romans 12:6-8**
prophecy, helps (service), teaching, encouragement, giving, leadership, mercy
- **Ephesians 4:11**
apostleship, prophecy, evangelism, shepherding (pastors), teaching

What Spiritual Gifts Are in Scripture?

Others are found in:

- 1 Peter 4:9
hospitality
- Exodus 31:5
craftsmanship
- 1 Timothy 2:1
intercession
- Psalms 150:5
creative communication

What Spiritual Gifts Are in Scripture?

Other writers have identified some more esoteric gifts from Scripture that are not widely accepted and/or may seem to be confused with Christian disciplines

We will not use these in our study but note them in passing:

- Missionary
- Suffering
- Singleness (Isolation)
- Celibacy
- Martyrdom
- Exorcism
- Battle
- Voluntary Poverty
- Humor

Spiritual Gifts Per Network Program

The Network program that we are following identifies 23 spiritual gifts

Administration	Apostleship	Craftsmanship	Creative Comm.	Discernment
Encouragement	Evangelism	Faith	Giving	Healing
Helps (Service)	Hospitality	Intercession	Interpretation	Knowledge
Leadership	Mercy	Miracles	Prophecy	Shepherding
	Teaching	Tongues	Wisdom	

Administration

Description	Distinctives
<ul style="list-style-type: none">• Understand what makes an organization function• Can plan and execute procedures that accomplish the goals of the ministry	<ul style="list-style-type: none">• Develop strategies/plans to reach identified goals• Assist ministries to become more effective/efficient• Create order out of organizational chaos• Manage responsibilities to accomplish a task• Organize people, tasks, and/or events
Traits	Cautions
<ul style="list-style-type: none">• Thorough• Objective• Responsible• Organized• Goal-oriented• Efficient	<ul style="list-style-type: none">• Must be open to adjusting plans to avoid stifling a leader's vision• Might use people as tools to accomplish goals without concern for their growth in the process• Might fail to see God's purposes being fulfilled in meeting a goal

Apostleship

Description	Distinctives
<ul style="list-style-type: none">• Start and oversee development of new churches or ministries	<ul style="list-style-type: none">• Adaptable to new surroundings (culturally aware)• Desire to minister to unreached people• Demonstrate authority/vision for new church/ministry
Traits	Cautions
<ul style="list-style-type: none">• Adventurous• Entrepreneurial• Adaptable• Persevering• Culturally sensitive• Risk taking	<ul style="list-style-type: none">• Misuse of authority could hinder the Spirit in others• Need to be affirmed and sent by the church• Can be demanding and pessimistic

Craftmanship

Description

- Creatively design and/or construct items to be used for ministry

Distinctives

- Work with wood, cloth, paints, glass, other materials
- Design/make tangible things that increase effectiveness of ministries
- Enjoy serving with their hands to meet tangible needs
- Skilled with hands and various tools

Traits

- Creative
- Designer
- Handy
- Resourceful
- Practice
- Behind the scenes
- Helpful

Cautions

- May fail to see significance of their gift and its contributions to ministries
- Might use people to get things done without concern for their growth in the process
- Remember that items made are a means to the end and not the end itself

Creative Communication

Description	Distinctives
<ul style="list-style-type: none">• Communicate God's truth through various art forms	<ul style="list-style-type: none">• Develop/use artistic skills: drama, writing, art, music• Use variety/creativity to engage people in Christ• Challenge people perspective of God through arts• Show fresh ways to express ministries/messages
Traits	Cautions
<ul style="list-style-type: none">• Expressive• Imaginative• Artistic• Creative• Unconventional• Sensitive• Idea-oriented	<ul style="list-style-type: none">• Art not for its own sake but used to glorify God and edify others• May have difficulty accepting evaluation and constructive criticism• May be uncooperative due to ego or pride and need work to become a team player (independence versus interdependence)

Discernment

Description	Distinctives
<ul style="list-style-type: none">• Able to distinguish between truth and error• Able to discern spirits	<ul style="list-style-type: none">• Distinguish right from wrong, pure motive from impure motives, truth from error• Identify deception appropriately and accurately• Determine if a word attributed to God is authentic• Recognize inconsistencies in teaching/interpretation• Sense the presence of evil
Traits	Cautions
<ul style="list-style-type: none">• Perceptive• Insightful• Sensitive• Intuitive• Challenging• Truthful	<ul style="list-style-type: none">• May struggle with how to express their insights• May be harsh when confronting others instead of speaking the truth in love• Need to confirm their perceptions before speaking

Encouragement (Exhortation)

Description	Distinctives
<ul style="list-style-type: none">• Strengthen, comfort, or urge to action those who are discouraged or wavering in their faith	<ul style="list-style-type: none">• Challenge, comfort, or confront others to trust and hope in the promises of God• Motivate others to grow• Urge others to action by applying biblical truths• Emphasize God's promises; have confidence in His will
Traits	Cautions
<ul style="list-style-type: none">• Positive• Motivating• Challenging• Affirming• Supportive• Trustworthy	<ul style="list-style-type: none">• May be overly optimistic, simplistic, or flattering• Need to take time to understand where others are and what they really need• May want to just say positive things and avoid being confrontational when it is needed

Evangelism

Description

- Effectively communicate the gospel to unbelievers so they respond in faith and move toward discipleship

Distinctives

- Communicate Christ's message with clarity and conviction
- Seek opportunities to talk and build relationships with unbelievers
- Adapt one's presentation of the gospel to connect with an individual's needs

Traits

- Sincere
- Influential
- Spiritual
- Confidant
- Respected

Cautions

- Remember that the Holy Spirit, not guilt, is the motivator for a person's decision for Christ
- Avoid being critical of others—we are all witnesses but not all are evangelists
- Listen to each person carefully and adapt approach as needed for their circumstances

Faith

Description

- Act on God's promises with confidence and steady belief in God's ability to fulfill His purposes

Distinctives

- Believe the promises of God and encourage others to do the same
- Show attitude of trust in God's will and promises
- Ask God for what is needed and trust Him to provide

Traits

- Prayerful
- Optimistic
- Trusting
- Positive
- Inspiring
- Hopeful

Cautions

- Act on one's faith
- Remember that others who speak with reason and desire to plan do not necessarily lack faith
- Listen to and consider the counsel of wise and Spirit-filled believers

Giving

Description

- Contribute money and resources cheerfully to the work of the Lord

Distinctives

- Manage finances to be able to give resources
- Support ministry with sacrificial gifts
- Trust God for His provision

Traits

- Stewardship-oriented
- Responsible
- Resourceful
- Charitable
- Cheerful
- Disciplined

Cautions

- Remember that the church's agenda is determined by leaders—not be the giver's gift
- Guard against greed
- Recognize the worth of one's gift as a contribution to the body of Christ

Healing

Description

- Serve as God's means to restore people to wholeness
- Different kinds of healing are possible: physical, emotional, relational, spiritual, etc.

Distinctives

- Demonstrate the power of God
- Bring restoration to the sick, impaired, and suffering
- Authenticate a message from God by healing
- Use healing to see God glorified

Traits

- Compassionate
- Trusts in God
- Prayerful
- Faithful
- Humble
- Responsive

Cautions

- It is not always one's faith or that of the sick person that determines a healing—God determines it
- God does not promise to heal everyone who asks or is prayed for
- Jesus did not heal everyone who was sick or suffering during His time on earth

Hospitality

Description	Distinctives
<ul style="list-style-type: none">• Care for people by providing food, fellowship, shelter, etc.	<ul style="list-style-type: none">• Provide environment where people feel valued and cared for• Meet new people and welcome them• Connect people into meaningful relationships• Set people at ease in unfamiliar surroundings
Traits	Cautions
<ul style="list-style-type: none">• Friendly• Gracious• Inviting• Warm• Caring• Responsive	<ul style="list-style-type: none">• Avoid viewing their gift as just “entertaining”• Be careful not to cause stress in one’s own family when inviting others into your home• Listen for God’s “nudge” on whom to befriend/serve

Intercession

Description	Distinctives
<ul style="list-style-type: none">• Consistently pray on behalf and for others, seeing frequent and specific results	<ul style="list-style-type: none">• Feel compelled to earnestly pray on behalf of another• Convinced that God acts in direct response to prayer• Pray in response to urging of the Spirit• Exercise authority for protection of others and for equipping them to serve
Traits	Cautions
<ul style="list-style-type: none">• Advocate• Caring• Sincere• Peacemaker• Trustworthy• Spiritually sensitive	<ul style="list-style-type: none">• Avoid feeling their gift is not valued and remember that interceding for others is a spiritual contribution to the body of Christ• Avoid using prayer as an escape for meeting responsibilities• Avoid a “holier than thou” attitude

Interpretation (of Tongues)

Description	Distinctives
<ul style="list-style-type: none">• Make known to the body of Christ the message of one speaking in tongues	<ul style="list-style-type: none">• Edify the body of Christ by interpreting a timely message from God• Sometimes prophetic• Understand an unlearned language
Traits	Cautions
<ul style="list-style-type: none">• Worshipful• Devoted• Responsive• Spiritually intimate• Faithful	<ul style="list-style-type: none">• Remember that the message being interpreted should reflect the will of God and not man• This gift is for edification• Use this gift together with that of speaking in tongues

Knowledge

Description	Distinctives
<ul style="list-style-type: none">• Bring truth to the body of Christ through a revelation or biblical insight	<ul style="list-style-type: none">• Receptive to truth which enables one to better serve• Search Scriptures for insight and understanding• Organize information for teaching and practical use• Gain knowledge that did not come from natural observation or means
Traits	Cautions
<ul style="list-style-type: none">• Inquisitive• Responsive• Observant• Insightful• Reflective• Truthful	<ul style="list-style-type: none">• Be careful of this gift leading to pride• Remember this is God's truth, not one's own, when giving it to the church• Be aware of the biblical warning that "the more knowledge, the more grief" (Ecclesiastes 1:18)

Leadership

Description	Distinctives
<ul style="list-style-type: none">• Cast vision, direct, and motivate people to harmoniously accomplish the purposes of God	<ul style="list-style-type: none">• 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• Take responsibility and establish goals
Traits	Cautions
<ul style="list-style-type: none">• Influential• Diligent• Visionary• Trustworthy• Persuasive• Motivating• Goal setter	<ul style="list-style-type: none">• Realize that relational credibility takes time and is crucial for leadership effectiveness• Servant leadership is the biblical model—the greatest being the servant of all• Do not need to be in a church leadership “position” to use this gift

Mercy

Description

- Cheerfully and practically help those who are suffering or in need
- Having compassion that is moved to action

Distinctives

- Focus upon alleviating sources of pain or discomfort
- Address the needs of the lonely and forgotten
- Extend love, grace, and dignity to those facing hardships and crisis
- Concern with individual or social issues that oppress people

Traits

- Empathetic
- Caring
- Responsive
- Kind
- Compassionate
- Sensitive

Cautions

- Be aware that rescuing people from their pain may be hindering God's work in them
- Guard against becoming defensive and angry about sources of others' pain
- Guard any feeling unappreciated since some people helped may not show or express appreciation

Miracles

Description	Distinctives
<ul style="list-style-type: none">• Authenticate the mystery and message of God through supernatural interventions which glorify Him	<ul style="list-style-type: none">• Speak God's truth and have it authenticated by an accompanying miracle• Through the miracle, point people to a relationship with Christ• Claim God as the source of a miracle and glorify Him
Traits	Cautions
<ul style="list-style-type: none">• Bold• God-fearing• Prayerful• Convincing• Authoritative• Responsive	<ul style="list-style-type: none">• Remember that all miracles may not necessarily be caused by faith• Avoid viewing this gift as a personal responsibility; God determines the location and timing of his deeds• Guard against temptation to call on the Lord's presence and power for selfish purposes

Prophecy

Description

- Reveal truth and proclaim it in a timely and relevant manner for understanding, repentance, or edification

Distinctives

- Expose sin for the purpose of reconciliation
- See truth that others often fail to see and challenge them to respond
- Speak a timely word from God causing conviction, repentance, and edification

Traits

- Discerning
- Compelling
- Uncompromising
- Outspoken
- Confronting

Cautions

- Be aware that listeners may reject the message if not spoken in love and for their edification
- Avoid pride which may hinder this gift
- Discernment and Scripture must support and agree with each prophecy

Shepherding (Pastoring)

Description	Distinctives
<ul style="list-style-type: none">• Nurture, care for, and guide people toward ongoing spiritual maturity and becoming like Christ	<ul style="list-style-type: none">• Provide guidance to a group of God's people• Nurture the whole person in their walk with God• Establish trust, loyalty, and confidence through long-term relationships• Lead and protect those within their span of care
Traits	Cautions
<ul style="list-style-type: none">• Influencing• Nurturing• Protective• Supportive• Guiding• Relational	<ul style="list-style-type: none">• Remember that God judges those who neglect or abuse their oversight responsibilities• The desire to feed and support others can make it difficult to say "no"• Some of those being nurtured will grow beyond the shepherd's own ability and need to be freed to do so

Teaching

Description

- Understand, clearly explain, and apply the Word of God, causing listeners to become more like Christ

Distinctives

- Communicate biblical truth that inspires greater obedience to the Word
- Challenge listeners with the truths of Scripture
- Give attention to detail and accuracy
- Prepare through extended time of study and reflection

Traits

- Disciplined
- Perceptive
- Practical
- Analytical
- Articulate

Cautions

- Avoid pride that may result from their biblical knowledge and understanding
- Could become too detailed when teaching and fail to make the lesson applicable to life
- Remember that spirituality is not measured by how much they know

(Speaking In) Tongues

Description	Distinctives
<ul style="list-style-type: none">• Receive a spontaneous message from God in public worship and speak it in an unknown language that is then made known to the church through the gift of interpretation	<ul style="list-style-type: none">• Express a message from God for the church• Speak in a language they have never learned or understand• Experience an intimacy with God which inspires them to serve and edify others
Traits	Cautions
<ul style="list-style-type: none">• Worshipful• Prayerful• Trusting• Spontaneous• Receptive	<ul style="list-style-type: none">• Remain silent if there is no gift of interpretation• Remember that all gifts, including this one, are to edify others• Avoid expecting others to manifest this gift

Wisdom

Description

- Effectively apply spiritual truth to meet a need in a specific situation

Distinctives

- Receive an understanding of what is necessary to meet the needs of the body of Christ
- Provide divinely given solutions in the midst of conflict and confusion
- Apply spiritual truth in specific and practical ways

Traits

- Sensible
- Insightful
- Practical
- Fair
- Experienced

Cautions

- Could fail to share the wisdom God has given them
- Avoid having others develop dependency on one with this gift which may weaken their faith in God
- Be patient with others who do not have this gift

Homework Assignment
Spiritual Gifts Self-Assessment

What Are YOUR Spiritual Gifts?

- The homework exercise will allow you to identify your own spiritual gifts through a self-assessment.
- This may be done on-line **OR** by completing a written questionnaire.
- The assessment has 66 questions and recognizes 22 of the 23 spiritual gifts covered by the Network program.
(it does not include Creative Communications)
- A number of other spiritual gifts assessment tools can be found on-line. Most of these recognize only 16-21 of the Network gifts and require many more than 66 questions to complete (usually 80 to 125).

On-Line Assessment

This test should take ~10 minutes and should be done in a single sitting.

- Open your browser and navigate to the website <https://giftstest.com/test>
- Enter your first name, last name, and email address at the top of the form (they can be fake but do need to be entered)
- Answer each of the 66 questions—don't skip or miss any
- When done, click on the red "Submit" button at the bottom of the test page
- You will receive a summary of your Top 5 spiritual gifts. The relative sizes of the results circles indicates the importance of each of those gifts for you.
- Bring your results to the next session!

Walkthrough of Online Assessment

Spiritual Gifts assessment form



MENU ▾

Quick & Honest

The gifts test is designed to be taken quickly during a single sitting, and typically takes 5 minutes to complete. We encourage you to be open and honest. Enjoy!



First name

Last name

Email

1. I like organizing services and events.

1 2 3 4 5
Never *Always*

2. I enjoy starting new churches.

1 2 3 4 5
Never *Always*

3. Working with my hands is fun for me.

1 2 3 4 5
Never *Always*

4. I can tell when someone is insincere.

1 2 3 4 5
Never *Always*

5. I pray for the lost daily.

1 2 3 4 5
Never *Always*

Walkthrough of Online Assessment

Filling out the survey



Quick & Honest

The gifts test is designed to be taken quickly during a single sitting, and typically takes 5 minutes to complete. We encourage you to be open and honest. Enjoy!



First name

Johnny

Last name

Doe

Email

notmyemail@gmail.com

1. I like organizing services and events.

1 2 3 4 5
Never *Always*

2. I enjoy starting new churches.

1 2 3 4 5
Never *Always*

3. Working with my hands is fun for me.

1 2 3 4 5
Never *Always*

4. I can tell when someone is insincere.

1 2 3 4 5
Never *Always*

Walkthrough of Online Assessment

Summary of Top 5 gifts

Your Top 5 spiritual gifts!



Administration, Leadership, Service, Giving, Helps

[Download PDF of your results](#)

Administration

The gift of administration is the divine strength or ability to organize multiple tasks and groups of people to accomplish these tasks.

Luke 14:28-30; Acts 6:1-7; 1 Corinthians 12:28

Service

The gift of serving is the divine strength or ability to do small or great tasks in working for the overall good of the body of Christ.

Acts 6:1-7; Romans 12:7; Galatians 6:10; 1 Timothy 1:16-18; Titus 3:14

Helps

The gift of helps is the divine strength or ability to work in a supportive role for the accomplishment of tasks in Christian ministry with the ability to often see the need before others do.

Mark 15:40-41; Acts 9:36; Romans 16:1-2; 1 Corinthians 12:28

Leadership

The gift of leadership is the divine strength or ability to influence people at their level while directing and focusing them on the big picture, vision, or idea.

Romans 12:8; 1 Timothy 3:1-13, 5:17; Hebrews 13:17

Giving

The gift of giving is the divine strength or ability to produce wealth and to give by tithes and offerings for the purpose of advancing the Kingdom of God on earth.

Mark 12:41-44; Romans 12:8; 2 Corinthians 8:1-7, 9:2-7 65

Notes on Doing the Survey

- Don't overthink your responses—go with what comes to mind first
- Answer honestly—how do you really feel, not what you'd like to be
- You can skip about in the questions list but must answer all of them
- You can change your answers as desired up until you click on the Submit button
- Your Top 5 results will be displayed on the screen and you can get a PDF download of them

Optional: Written Questionnaire

This test should take ~10 minutes and should be done in a single sitting.

- Get a copy of the printed questionnaire
- Enter your first name and last name at the top of the form
- Follow the directions to answer each of the 66 questions
- When done, **drop off your completed form at the church office**
- Your responses will be entered into the on-line tool for you
- You will receive a summary of your Top 5 spiritual gifts
- Bring your results to the next session!