

Discovering
& Understanding
& Engaging

Your Spiritual Gifts



Where Do **You** Fit?

SINCE WE HAVE GIFTS THAT DIFFER ACCORDING TO THE GRACE
GIVEN TO US, EACH OF US IS TO EXERCISE THEM ACCORDINGLY:
IF PROPHECY, ACCORDING TO THE PROPORTION OF HIS FAITH;
IF SERVICE, IN HIS SERVING; OR HE WHO TEACHES, IN HIS TEACHING;
OR HE WHO EXHORTS, IN HIS EXHORTATION; HE WHO
GIVES, WITH LIBERALITY; HE WHO LEADS, WITH DILIGENCE;
HE WHO SHOWS MERCY, WITH CHEERFULNESS.

Romans 12:6-8

Prophecy

■ Characteristics of the Gift of Prophecy

- Need to express themselves
- Quick impressions of people
- Alertness to dishonesty
- Desire for justice
- Openness about their own faults
- Wholehearted involvement
- Loyalty to truth vs. people
- Willingness to suffer for right
- Persuasiveness in defining truth



■ Misunderstandings of the Gift of Prophecy

- The individual's sense of right and wrong may be judged as intolerance
- The strong desire to proclaim truth may be interpreted as disinterest in listening to another's point of view
- Frankness may be viewed as harshness
- Interest in groups may be interpreted as disinterest in individuals
- Efforts to gain results may be seen as using gimmicks
- Emphasis on decision may appear as neglecting spiritual growth
- Public boldness and strict standards may hinder intimate personal relationships

Prophecy

The Gift of Prophecy in the SPIRIT vs. the FLESH

SPIRIT

Truthfulness

Obedience

Sincerity

Virtue

Boldness

Forgiveness

Perseverance

FLESH

Deception

Willfulness

Hypocrisy

Impurity

Fearfulness

Rejection

Contentiousness

Service

■ Characteristics of the Gift of Service

- Sees and meets practical needs
- Frees others to achieve
- Disregards weariness
- Has difficulty in saying “no”
- Is alert to likes and dislikes
- Has a strong desire to be with others
- Needs approval
- Likes short-range projects
- Puts extra punch to jobs
- Meets needs quickly
- Tends to feel inadequate and unqualified



■ Misunderstandings of the Gift of Service

- Quickness in meeting needs may appear pushy
- Avoidance of red tape may result in excluding others from jobs
- Disregard for personal needs may extend to one's own family needs
- Eagerness in serving may prompt suspicion of self-advancement
- May react to others who do not detect and meet obvious needs
- Insistence on serving may appear to be rejection of being served
- Desire to sense sincere appreciation may result in being easily hurt
- Quickness in meeting needs may interfere with spiritual lessons God is teaching those with the needs
- Meeting practical needs may be judged as a lack of interest in spiritual matters
- Enjoyment of short-range goals may result in leadership positions and frustration or disorganization with long-range objectives
- Inability to avoid others' needs may result in sidetracking employer's directions

The Gift of Service in the SPIRIT vs. the FLESH

SPIRIT

Alertness

Hospitality

Generosity

Joyfulness

Flexibility

Availability

Endurance

FLESH

Unconscious

Loneliness

Stingy

Self-pity

Resistance

Self-centered

Giving up

Service

Teaching

■ Characteristics of the Gift of Teaching

- Presents truth systematically
- Requires thoroughness
- Needs to validate information
- Checks out the teacher
- Has great delight in researching
- Relies on established resources
- Is uneasy with subjective truth
- Clarifies misunderstandings



■ Misunderstandings of the Gift of Teaching

- Appears to neglect practical application
- Knowledge may appear as pride
- Appears critical
- Appears boring with unnecessary details
- Appears dependent on research
- Appears to despise wisdom of uneducated teachers
- Appears to lack warmth

Teaching

The Gift of Teaching in the SPIRIT vs. the FLESH

SPIRIT

Self-control

Reverence

Diligence

Thorough

Dependable

Security

Patience

FLESH

Self-indulgence

Disrespect

Laziness, slothfulness

Incomplete

Inconsistent

Anxiety

Restless, push work aside

Exhortation

■ Characteristics of the Gift of Exhortation

- Is committed to spiritual growth
- Is able to see root problems
- Prescribes steps of action
- Raises hope for solutions
- Turns problems into benefits
- Desires to be transparent
- Gains insight through experience
- Urges action on clear steps
- Desires to share face to face
- Desires to bring harmony between diverse groups
- Tends to avoid systems of information that lack practical application



■ Misunderstandings of the Gift of Exhortation

- An emphasis on steps of action may appear to be an oversimplification of the problem
- The urgency in giving steps of action may appear as having overconfidence in them
- May appear to be un-evangelistic because of an emphasis on the importance of spiritual growth and being a living example
- The desire to win non-Christians through living example may appear as a lack of interest in personal evangelism
- The use of Scripture for practical applications may appear to take it out of context
- The emphasis on steps of action may appear to disregard the feelings of those being counseled

The Gift of Exhortation in the SPIRIT vs. the FLESH

SPIRIT

Wisdom
Discernment
Faith
Discretion
Love
Creativity
Enthusiasm

FLESH

Natural inclinations
Judgment
Presumption
Simple mindedness
Selfishness
Underachievement
Apathy

Exhortation

Giving

■ Characteristics of the Gift of Giving

- Is able to see resources
- Desires to feel a part of the work
- Desires to give high quality
- Hopes the gift is an answer to prayer
- Desires to give secretly
- Prefers to give without pressure of appeal
- Is concerned that giving will corrupt
- Exercises personal thriftiness
- Gives to motivate others to give
- Confirms amount with counsel



■ Misunderstandings of the Gift of Giving

- The need to deal with large sums of money may appear to be a focus on temporal things
- The desire to increase the effectiveness of a ministry by a gift may appear to be an attempt to control the work or person
- The attempt to encourage others to give may appear to be putting pressure on people who have less to give
- The lack of response to pressure appeals may appear as a lack of generosity
- The personal frugality by which the individual lives may appear to friends and relatives as selfishness in not meeting their wants

The Gift of Giving in the SPIRIT vs. the FLESH

SPIRIT

Thrifty
Resourceful
Contented
Punctual
Tolerant
Cautious
Grateful

FLESH

Extravagant
Wasteful
Covetous
Tardiness
Prejudice
Rashness
Unthankfulness

Giving

Organization

■ Characteristics of the Gift of Organization

- The ability to see the big picture and visualize the final results of a major undertaking
- The ability to break down the major goals into smaller, achievable tasks
- The motivation to organize that for which he or she is responsible
- The ability to know what resources are available and needed to reach a goal
- The ability to know what can and what cannot be delegated
- A tendency to remove him or herself from detracting details in order to focus on the ultimate goals
- A willingness to endure reaction
- A need for loyalty and confidence from those who are being directed and served
- A tendency to assume responsibility if no structured leadership exists
- A desire to complete the task as soon as possible
- A joy and fulfillment in seeing all the parts come together and others enjoying the finished product
- A desire to move on to a new challenge when the previous task is fully completed



■ Misunderstandings of the Gift of Organization

- The ability to delegate responsibility may appear as laziness in avoiding work
- The willingness to endure reaction may appear to be callous
- The neglect in explaining why tasks must be done may prompt workers to feel like they are being misused
- The viewing of people as resources may appear that projects are more important than people
- The desire to complete the task swiftly may appear to be insensitivity to the schedule, weariness or priorities of others
- Singling out people the individual thinks is specially important to his goals may appear to be showing favoritism

The Gift of Organization in the SPIRIT vs. the FLESH

SPIRIT

Orderly

Initiative

Responsibility

Humility

Decisiveness

Determination

Loyalty

FLESH

Disorganization

Apathetic

Unreliable

Dictatorial

Double-mindedness

Faintheartedness

Unfaithful

Organization

Mercy

■ Characteristics of the Gift of Mercy

- The ability to feel an atmosphere of joy or distress in an individual or group
- A tendency to be attracted to and understand people who are having mental or emotional distress
- A desire to remove hurts and bring healing to others rather than to look for the benefits of the hurts
- A greater concern for the mental distress than the physical distress of others
- A sensitivity to words and actions that will hurt others
- A tendency to react harshly when intimate friends are rejected
- An ability to sense genuine love and a greater vulnerability to deeper and more frequent hurts from the lack of love
- A need for deep friendships in which there is a mutual commitment
- A need to measure acceptance by physical closeness and quality time together
- An enjoyment and unity with those who are sensitive to the needs and feelings of others
- A tendency to avoid firmness unless the individual sees how it will bring benefit and eliminate greater hurt
- A closing of the spirit to those who are insincere or insensitive



■ Misunderstandings of the Gift of Mercy

- The avoidance of firmness may appear to be weakness and indecisiveness
- The sensitivity to the spirit and feelings of others may cause some to feel the individual is guided by emotion rather than logic
- The attractions and understanding of those in distress may be misinterpreted by those of the opposite sex
- The sensitivity to words and actions that cause hurts may appear to be taking up another's offense
- The ability to detect insincere motives may cause some to feel he or she is hard to get to know

Mercy

The Gift of Mercy in the SPIRIT vs. the FLESH

SPIRIT

Attentiveness
Sensitivity
Fairness
Compassion
Gentleness
Deference
Meekness

FLESH

Unconcern
Cynicalness
Partiality
Indifference
Harshness
Rudeness
Anger

Discovering

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Understanding

NOTES

Engaging

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