

Identify and Understand Your Spiritual Gifts

"Each of you should use whatever gift you have received to serve others, as faithful stewards of God's grace in its various forms." 1 Peter 4:10 (NIV)

What are spiritual gifts?

A **spiritual gift** is a supernatural ability, given by the Holy Spirit to every believer at their conversion, so that they would share His love and therefore build up the body of Christ.

There are 10 truths every Christ-follower should know about spiritual gifts.

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| 1. Only Christians have spiritual gifts. | 1 Cor. 2:14 |
| 2. Every Christian has at least one gift. | 1 Cor. 7:7 |
| 3. No one receives all the gifts. | 1 Cor. 12:18-21 |
| 4. No single gift is given to everyone. | 1 Cor. 12:29-30 |
| 5. You can't earn a spiritual gift. | Eph. 4:7 |
| 6. The Holy Spirit decides what gifts you get. | 1 Cor. 12:11 |
| 7. The gifts you're given are permanent/irrevocable. | Rom. 11:29 |
| 8. You are to develop the gifts God gives you. | 1 Tim. 4:14 |
| 9. It's a sin to misuse the gifts God gave you. | 1 Cor. 4:1-2 |
| 10. Using your gifts honors God and grows/matures you. | John 15:8 |

The four major lists of spiritual gifts are found in the following passages. Spend some time reading through these with your group:

- Romans 12:1-8
- 1 Cor. 12:1-11, 27-31
- Eph. 4:11-12
- 1 Peter 4:9-11

In addition, there are other passages that mention or illustrate gifts not included in these lists (like celibacy in 1 Cor. 7:7 and Matt. 19:10,11 or martyrdom in John 15:13, etc.).

Below is an alphabetical list of the **most commonly recognized spiritual gifts** along with characteristic statements for each one. Encourage your group members to read through this list and see which gifts they recognize in themselves and in others in the group. Spend some time discussing your

observations together.

ADMINISTRATION (sometimes called Organization) 1 Cor. 12:28--*The ability to organize and execute plans to accomplish ministry goals.*

Characteristic Statements:

- I like to organize people, tasks and events.
- I am careful, thorough and skilled at managing details.
- I can clarify goals and develop strategies and plans to accomplish them.
- I can identify and effectively use the resources needed to accomplish tasks.
- I like to help organizations and groups become more efficient.
- I enjoy learning about how organizations function.
- I can visualize a coming event, anticipate potential problems, and develop back-up plans.

APOSTLESHIP (sometimes called Ministry Planting) Eph. 4:11-12--*The ability to start or revitalize a ministry to increase kingdom impact.*

Characteristic Statements:

- I would like to help start churches in places where they do not presently exist.
- I am attracted to the idea of serving in another country or ethnic community.
- I am willing to take an active role in starting a new church.
- I can adapt well in different cultures and surroundings.
- I can relate to others in culturally sensitive ways.
- I enjoy pioneering new undertakings.
- I am able to orchestrate or oversee several church ministries.

CRAFTSMANSHIP Exodus 35:31-35--*The ability to design, build, or beautify items to be used for ministry so as to reflect the character of God.*

Characteristic Statements:

- I enjoy working creatively with wood, cloth, paints, metal, glass, or other materials.
- I am skilled in working with different kinds of tools.
- I enjoy making things for use in ministry.
- I can visualize how something should be constructed before I build it.
- I honor God with my handcrafted gifts.
- I am good at and enjoy working with my hands.
- I am able to design and construct things that help the church.

CREATIVE COMMUNICATION Psalms 150--*The ability to use the arts to communicate truth from God's perspective.*

Characteristic Statements:

- * I enjoy challenging people's perspective of God by using various art forms.
- * I enjoy developing and using my artistic ability (music, drama, art, photography, etc.)
- * I help people understand themselves, their relationships and God better through artistic expression.
- * I like finding new and fresh ways to communicate God's truth.
- * I am creative and imaginative.
- * I regularly need to be alone to reflect and develop my imagination.

DISCERNMENT 1 John 4:1-6--*The ability to distinguish between truth and error in a given situation.*

Characteristic Statements:

- * I can readily distinguish between spiritual truth and error, good and evil.

- * I am frequently able to accurately judge a person's character based on first impressions.
- * I can see through phoniness or deceit before it is evident to others.
- * I tend to see rightness or wrongness in situations.
- * I receive affirmation from others regarding the reliability of my insights or perceptions.
- * I can identify teaching, preaching or communication that is not true to the Bible.
- * I can sense when demonic forces are at work in a person or situation.

ENCOURAGEMENT (sometimes called Exhortation) Acts 15:30-32--*The ability to strengthen people through words of comfort, inspiration or admonition.*

Characteristic Statements:

- * I tend to see the potential in people.
- * I enjoy reassuring and strengthening those who are discouraged.
- * I give hope to others by directing them to the promises of God.
- * I reassure those in need to take courageous action in their faith, family or life.
- * I strengthen those who are wavering in their faith.
- * I like motivating others to take steps for spiritual growth.
- * I am able to challenge or rebuke others in order to foster spiritual growth.

EVANGELISM Acts 8:26-40--*The ability to communicate the good news about Jesus in a positive, natural way so that others often respond with faith.*

Characteristic Statements:

- * I communicate the Gospel to others with clarity and effectiveness.
- * I consistently look for opportunities to build relationships with non-Christians.
- * I am effective at adapting the Gospel message so that it connects with an individual's felt needs.
- * I invite unbelievers to accept Christ as their Savior (& they do).
- * I openly tell people that I am a Christian and I want them to ask me about my faith.
- * I seek opportunities to talk about spiritual matters with unbelievers.

FAITH 1 Cor. 12:9--*The ability to trust God and to act on God's promises, regardless of what circumstances may indicate.*

Characteristic Statements:

- * I find it natural and easy to trust God to answer my prayers.
- * I have confidence in God's continuing provision and help, even in difficult times.
- * I believe that God will help me to accomplish great things.
- * I trust God in circumstances where success cannot be guaranteed by human effort alone.
- * I am convinced of God's daily presence and action in my life.
- * I am regularly challenging others to trust God.
- * I can move forward in spite of opposition or lack of support when I sense God's blessing on an undertaking.

GIVING Luke 21:1-4--*The ability to generously contribute money and/or resources to advance ministry purposes.*

Characteristic Statements:

- * I give liberally and joyfully to people in financial need or to projects requiring support.
- * I give more than a tithe so that Kingdom work can be accomplished.
- * I manage my money well in order to free more of it for ministry.
- * I am challenged to limit my lifestyle in order to give away a higher percentage of my income.

- * I like knowing that my financial support makes a real difference in the lives and ministries of God's people.
- * I believe I have been given an abundance of resources so that I may give more to the Lord's work.

HELPS (sometimes called SERVICE) Acts 6:1-7--*The ability to give practical assistance in a way that makes people feel cared for and loved.*

Characteristic Statements:

- * I enjoy working behind the scenes to support the work of others.
- * I enjoy doing routine tasks that support the ministry.
- * I willingly take on a variety of odd jobs around the church to meet the needs of others.
- * I see spiritual significance in doing practical tasks.
- * I like to find small things that need doing and often do them without being asked.
- * I feel comfortable being a helper and assisting others to do their jobs more effectively.
- * I readily and happily use my natural or learned skills to help wherever needed.

HOSPITALITY 1 Peter 4:9-10--*The ability to create environments where guests feel welcomed and at ease.*

Characteristic Statements:

- * I view my home as a place to minister to people in need.
- * I enjoy meeting new people and helping them feel welcome.
- * I believe the Lord directs strangers to me who need to get connected to others.
- * I like to create a place where people do not feel they are alone.
- * I can make people feel at ease even in unfamiliar surroundings.

INTERCESSION Col.1:9-12--*The ability to pray persistently for others in response to God's prompting.*

Characteristic Statements:

- * I often see specific results in direct response to my prayers.
- * I am honored when someone asks me to pray for them.
- * When I hear about needy situations, I feel burdened to pray.
- * I pray with confidence because I know God works in response to prayer.
- * I am conscious of ministering to others as I pray.
- * I enjoy praying for long periods of time and I often receive leadings from God on how to pray.
- * I take prayer requests from others and constantly pray for them.

KNOWLEDGE 1 Cor. 12:8--*The ability to bring truth to a church body by revealing critical information or biblical insight.*

Characteristic Statements:

- * I am approached by others who want to know my perspective on a particular passage or biblical truth.
- * I receive information from the Spirit that I did not acquire through natural means.
- * I have insight or just know something to be true.
- * I have suddenly known something about someone, but did not know how I knew it.
- * I discover important biblical truths when reading or studying the Scripture that benefit others in the Body.
- * I confidently share my knowledge and insights with others.

LEADERSHIP Romans 12:8--*The ability to cast vision, motivate and direct people to harmoniously accomplish the purposes of God.*

Characteristic Statements:

- * I figure out where we need to go and help others to get there.
- * I am able to cast vision that others want to be a part of.
- * I influence others to perform to the best of their capability.
- * I set goals and manage people and resources effectively to get there.
- * I can adjust my leadership style to bring out the best in others.
- * I am able to influence others to achieve vision.
- * I am able to motivate others to accomplish a goal.

MERCY Romans 12:8--*The ability to show practical compassion toward a suffering person or persons.*

Characteristic Statements:

- * I empathize with hurting people and desire to aid in their healing process.
- * I can patiently support those going through a painful process as they try to stabilize their lives.
- * I enjoy helping people sometimes viewed as undeserving or beyond help.
- * I have great compassion for hurting people.
- * I can look beyond a person's handicaps or problems and see a life that matters to God.
- * I enjoy bringing hope and joy to people living in difficult circumstances.
- * I enjoy doing practical things for people who are in need.

PROPHECY (sometimes called PREACHING) 1 Cor. 14:3--*The ability to proclaim truth in a way that causes correction or repentance.*

Characteristic Statements:

- * I feel compelled to expose sin wherever I see it and call people to repentance.
- * I will speak God's truth, even in places or circumstances where it is difficult for others to accept.
- * I like people who are honest and will speak the truth.
- * I see most actions as right or wrong, and feel the need to correct the wrong.
- * I boldly expose cultural trends, teachings or events which contradict biblical teachings.
- * I feel responsible to confront others with the truth.
- * I can speak in a way that results in conviction and change in the lives of others.

SHEPHERDING (sometimes called PASTORING) 1 Peter 5:2-4--*The ability to nurture, care for and guide people toward spiritual maturity.*

Characteristic Statements:

- * I enjoy spending time nurturing and caring for others.
- * I have compassion for wandering believers and want to protect them.
- * I like to provide guidance for the whole person—relationally, spiritually, emotionally, etc.
- * I can faithfully provide long term care and support for others.
- * I enjoy giving guidance and practical support to a small group of people.
- * I enjoy patiently but firmly nurturing others in their development as believers.

TEACHING Romans 12:7--*The ability to explain God's Word in a way that causes them to learn and implement life-change.*

Characteristic Statements:

- * I enjoy explaining things to people so they can grow personally and spiritually.
- * I can present information to others in a way that makes it easy for them to understand and apply to their lives.
- * I can communicate Scripture in ways that motivates others to study and want to learn

more.

- * I like to take a systematic approach to my study of the Bible.
- * I pay close attention to the words, phrases and meanings of those who teach.
- * I can spend time in study knowing that presenting truth will change people's lives.
- * I am able to communicate God's Word effectively.

WISDOM 1 Cor. 2:6-14--*The ability to discover and apply God's truth in specific circumstances.*

Characteristic Statements:

- * I am sought out by others for advice or spiritual counsel.
- * I can find simple, practical solutions in the midst of conflict or confusion.
- * I can easily select the most effective course of action from several alternatives.
- * I can easily anticipate the likely consequences from an individual's or group's actions.
- * I give practical advice to help others through complicated situations.
- * I can apply scriptural truth that others view as practical and helpful.
- * I can look at a problem and see solutions that others often do not.
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How do you determine which spiritual gifts God has given you?

- As you were reading through the descriptions listed above, did any resonate with you and what you've noticed about yourself?
- Ask your Christian friends which gifts they identify in you—very often they can see what you cannot and can observe which skills God has divinely assigned to you.
- Pray about it. Ask the Holy Spirit to lead you toward whatever gifts He has given you.
- From time to time, our church offers a spiritual gifts class to help you discover yours. Check to see if this is coming up any time soon.
- You can also take an online spiritual gifts test—see the links below. But a word of caution here: These are man-made attempts to discern something divinely given! Hold the results loosely, as you continue pursuing the answer in prayer.

Spiritual Gift Online Assessments

To assist you in the discovery process, you may want to take an online **spiritual gift inventory**. Taking two or three may give you a more accurate idea of your giftings.

Here are several links that you can share with group members. Each one of these links takes you to a free assessment:

1. Free spiritual gifts assessment with online report - click on "Free Spiritual Gift Analysis" to begin:
<https://gifts.churchgrowth.org/spiritual-gifts-survey/>

2. Free spiritual gifts assessment with online report:
<http://mintools.com/spiritual-gifts-test.htm>
3. Free spiritual gifts assessment tool (this one you print & tabulate yourself):
<https://www.lifeway.com/en/articles/women-leadership-spiritual-gifts-growth-service>
4. Free online SHAPE test (this is a longer online assessment):
<https://www.freeshapetest.com>

Once you've identified your spiritual gifts, put them to use for the good of others and the glory of God!

"There are different kinds of gifts, but the same Spirit distributes them. There are different kinds of service, but the same Lord. There are different kinds of working, but in all of them and in everyone it is the same God at work. Now to each one the manifestation of the Spirit is given for the common good."

1 Corinthians 12:4-7 (NIV)

How can your giftings benefit your small group?

Here are a few ideas to get you thinking...You can use your gift of **hospitality** and offer to host meetings for the group or prepare a meal for a sick group member. Can you use your gift of **administration** to help organize the group communications, meeting schedule and contact list? If you have the gift of **service**, offer to plan a serving opportunity for the group. Do you have the gift of **exhortation**? Commit to reach out to a struggling group member to offer encouragement and words of support. Have the gift of **teaching**? Offer to lead the group through a study of a book of the Bible, and research and prepare so you can help the group learn and grow as they study together. Are you gifted with **leadership** ability? Ask your small group leader to help you develop this skill and consider stepping in as a co-leader or preparing to lead a new small group.

How can your giftings benefit your church?

Next, consider how you can use your giftings to serve in the church. At ACF, we have opportunities in every area of ministry, from greeting new people and making them feel welcome, to training tech volunteers, making care calls, praying with others, teaching children, organizing supplies, shepherding youth, serving as a mission trip leader, volunteering in the church office, and more! Below is a list of our main ministries at ACF and the leader for each one. Reach out to the ministry leader in the area you'd like to serve:

Guest Services – connie@acfellowship.org
Small Groups – jennifer@acfellowship.org
Women's Ministry – tonya@acfellowship.org
Men's Ministry – tony@acfellowship.org
Youth Ministry – christian@acfellowship.org
Camp Fun Children's Ministry – julie@acfellowship.org
Missions - missions@acfellowship.org
Prayer Team – chris@acfellowship.org
Tech & Production Ministry – gabe@acfellowship.org
Marketing & Communications – lauren@acfellowship.org
Finance/Accounting – stephanie@acfellowship.org
Office Administration – joni@acfellowship.org

How can your giftings benefit the local community and our ministry partners?

Additionally, we partner with ministries throughout the Austin area that need you! Connect with our Missions Ministry at missions@acfellowship.org to talk about how to put your gifts and skills to use serving locally and around the world. Here is a list of our [ministry partners](#).