



# SPIRITUAL GIFT INVENTORY

This is a "tool" meant to help you understand or process your Spiritual Gift survey.

Some tips:

1. Read over the descriptions that you rated highest in on your Spiritual Gift survey.
2. Ask a trusted friend if they see those qualities in you.
3. Pray and ask God how He would have you use these gifts in your current context.

(1 Corinthians 12:11) "All these [Spiritual Gifts] are the work of one and the same Spirit, and he gives them to each one, **just as he determines.**"

*"Unwrapping Your Gift"*  
*Spiritual Gifts Listed Alphabetically*

## **Administration:**

1 Corinthians 12:28 uses the Greek word **κυβερνήσεις** which carries a richer sense of administration. Therefore, see how these English translations differ:

NASB/AMP/ESV/NKJV = "administrators"

NRSV/NLT = "leadership"

GNV/KJV/NCV = "governors"

GW = "managers"

NIV = "guidance"

See also Luke 14:28-30; Acts 6:1-7; Titus 1:5

### **Meaning: To pilot or steer a ship**

The gift of Administration is the God-given ability and motivation to understand what makes organizations function, and the special ability to plan and execute procedures that accomplish the goals of the ministry.

### **What is this gift like in action?**

- Develop specific plans to reach identified goals
- Assist ministries to become more effective and efficient
- Create order
- Organize people, tasks or events

**Character Qualities:** Thorough, objective, responsible, organized, goal-oriented, efficient

**Cautions:** They need to be open to adjusting their plans so that they don't stifle a leader's vision. They need to be careful in not using people instead of developing them.

## **Apostleship/Missionary:** (1 Corinthians 12:28; 9:19-23 Acts 8:4; 13:2-4; 22:21; Romans 10:15)

### **Meaning: To be sent with a message**

The gift of Apostleship is the God-given ability and motivation to start and oversee the development of new churches or ministry structures and work in different cultures.

### **What is this gift like in action?**

- Pioneer and establish new ministries
- Adapt to different cultures by being sensitive and aware
- Demonstrate authority and vision for the mission of the church
- Desire to minister to unreached people in other communities and cultures

**Character Qualities:** Adventurous, entrepreneurial, adaptable, risk-taking, cause-driven, culturally sensitive

**Cautions:** These people should be aware that using their authority can slow down other people in their ministries. They also need to know that they need to continually turn ministries that they have initiated over to others.

## **Celibacy:** (1 Corinthians 7:7-8; Matthew 19:10-12)

### **Meaning: To remain unmarried**

The gift of celibacy is the God-given ability and motivation to remain single and enjoy it while not suffering undue sexual temptations.

### **What is this gift like in action?**

- A desire to celebrate the freedom to minister
- A spirit of urgency that Christ is coming soon
- A certain devotion to God as their true lover

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**Character Qualities:** Devoted, self-controlled, disciplined, spiritually passionate, joyful

**Cautions:** These people should be aware that many people will not understand their gifting and may offer pity or matchmaking scenarios with the best of intentions. People with this gift should also be careful not to devalue God's divine gift of marriage. Nor should someone's life of singleness equate that you possess this gift.

**Craftsmanship:** (Exodus 31:6; 35:30-35; 1 Chronicles 22:15-16; 28:21; 2 Chronicles 2:14)

**Meaning: To be skilled with one's hands**

The gift of craftsmanship is the God-given ability and motivation to design creative and beautiful things using one's hands.

**What is this gift like in action?**

- Handy people who can visualize and execute most designs given to them
- Skilled in using many tools/instruments
- Excellent in their work – not make-shift jobs

**Character Qualities:** Skilled, creative, knowledge in all kinds of crafts, teachers, work well with their hands

**Cautions:** Great caution is given through the Old Testament that these people used their gifts to also make idols and creative items to adorn things that were not sanctioned by God (Isaiah 44:6-20). One with this gift should consider why and how God's gift could be used in the edifying of the Body. People with this gift should also be in close contact with God's appointed leader to understand the boundaries of the gift (Exodus 36:4-7).

**Discernment:** (1 Corinthians 12:10; 1 John 4:1-6; Matthew 16:21-23; Acts 5:1-11)

**Meaning: To separate or make a distinction.**

The gift of discernment is the God-given ability and motivation to distinguish between truth and error; good and evil; right and wrong. People with this gift can also know with assurance whether certain behavior purported to be of God is in reality divine, human or Satanic. Many times people with the gift of discernment can understand which types of spirits are influencing a person's life and where the spirits have come from.

**What is this gift like in action?**

- Are able to sense the presence of evil
- Recognize the inconsistencies in a teaching, prophet's message or an interpretation of tongues
- Are able to sense the presence of the Holy Spirit
- Are able to receive pictures, words or receive a clear sense concerning a person's dealings with the spiritual realms.
- Identify deception in others with accuracy and appropriateness.

**Character Qualities:** Perceptive, insightful, sensitive, intuitive, decisive, truthful

**Cautions:** People with this gift must know the right timing and person to tell and under what circumstances to give their information. They need to be careful not to fall into judgmental spirits against people and to recognize that even doctors have trouble diagnosing themselves. They need to confirm their perceptions before speaking. They need to differentiate between their ideas and the leading of God.

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## **Encouragement/Exhortation:** (Romans 12:8; Acts 14:22; Hebrews 10:25)

### **Meaning: To come alongside of**

The gift of encouragement is the God-given ability and motivation to strengthen, comfort or urge to action those who are wavering in their faith.

### **What is this gift like in action?**

- People are strengthened and encouraged when they spend time with an encouraging-gifted person
- They motivate others to grow
- They come alongside those who are discouraged to strengthen and reassure
- Like to disciple people one on one

**Character Qualities:** Positive, motivation, affirming, reassuring, supportive, trustworthy

**Cautions:** People with this gift can drift into flattery or become too optimistic. They need to also practice both prudence and confrontation when appropriate.

## **Evangelism:** (Ephesians 4:11-14; Acts 8:26-40; 14:21; 21:8; 2 Timothy 4:5; Romans 10:1)

### **Meaning: To bring good news**

The gift of evangelism is the God-given ability and motivation to effectively communicate the gospel to unbelievers so that they respond and grow in faith.

### **What is this gift like in action?**

- Seeks out God-given opportunities to talk to unbelievers
- Adapts presentations of the gospel to connect with the individual
- Communicates the Gospel with clarity and conviction

**Character Qualities:** Sincere, candid, respected, influential, bold, commitment-oriented

**Cautions:** People with this gift need to remember that it is the Holy Spirit who wins/draws people to Himself. Caution is given for those who may be tempted to use fear or manipulation of circumstances to accomplish evangelistic goals. Evangelists need to ask themselves if they really care for the whole person they are "winning" (cf. Proverbs 24:11-12).

## **Faith:** (1 Corinthians 12:9; Acts 11:22-24; Romans 4:18-21; Hebrews 11)

### **Meaning: To trust and have confidence in the unseen**

The gift of faith is the God-given ability and motivation to discern with extraordinary confidence the will and purposes of God for his work.

### **What is this gift like in action?**

- Believe in the promises of God and inspire others to do likewise
- Inspire people to have faith in their prayer life
- To advance the cause of Christ; to go forward when other people will not
- To ask God for what is needed and actively trust Him for the answer

**Character Qualities:** Prayerful, optimistic, trusting, risk-taking, hopeful, peaceful

**Cautions:** People with this gift should learn to act on their faith (James 2:14-24). They should also remember that those who speak with reason and caution are not always lacking faith. But they should also guard against those who delight in destroying the faith of the weak.

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## **Exorcism / Spiritual Authority:** (Luke 22:41-44; 10:17-20; Acts 8:5-8; 16:16-18)

### **Meaning: To cast out demons**

The gift of exorcism is the God-given ability and motivation to cast out demons and evil spirits.

### **What is this gift like in action?**

- Demons know you and may fear or taunt you
- Excellent co-workers with those with the gift of discernment
- Wise in asking God for what is needed and a spirit of respect when casting out demons

**Character Qualities:** Prayerful, authoritative, spiritually sensitive

**Cautions:** This is a potentially a very dangerous gift to experiment with (Acts 19:13-17). The person gifted needs to remember that demons are still subject to God and they should be engaged with the proper respect (Jude 8,9). It should be noted that Jesus often did not make a display of the person healed of demons (Mark 5:18-19).

## **Giving:** (Romans 12:8; 2 Corinthians 8:1-7; 9:6-8; Mark 12:41-44)

### **Meaning: To give part of something, to share**

The gift of giving is the God-given ability and motivation to contribute money and resources to the work of Christ with joy and abundance.

### **What is this gift like in action?**

- Manage their lifestyle and finances so they can give as much as possible
- Support God's work with sacrificial giving
- May have the special ability to make money in order to give more away
- Are interested in investing money and resources behind the most useful venture

**Character Qualities:** Responsible, resourceful, charitable, joyful, stewardship-oriented

**Cautions:** People with this gift need to remember that the church's agenda is set through God's appointed leaders and the people and should not use their giving as a lever of power. Again, people should remember that God commands His people to give to the local church first and to also consider how they may also support the greater ministries.

## **Healing:** (1 Corinthians 12:9,28; Acts 3:1-10; 5:12-16; 9:32-35; 19:11-12; 28:7-10)

### **Meaning: To restore**

The word *healing* in 1 Corinthians 12:9 is used in its plural, which means there are many kinds of healing that may take place (i.e. emotional, relational, spiritual and physical). The gift of healing is the God-given ability and motivation to restore people back to wholeness.

### **What is this gift like in action?**

- Demonstrations of the power of God
- Restores the sick through prayer, touch, and/or medical skills
- Senses God's timing and insight into the sickness
- In the charismatic realms, pray, touch, or speak the words that miraculously bring healing to one's body, emotions, mind or relationships.

**Character Qualities:** Compassionate, full of faith, prayerful, responsive to the spirit, obedience

**Cautions:** From the Scripture it would appear that the gift was not effective in every case, but only according to God's sovereign will. Scripture holds out no blanket promise that every sickness will be healed. Paul, though he possessed the gift, was unable to heal Trophimus and had to leave him sick (2 Timothy 4:20). Nor was Paul able to heal himself (2 Corinthians 12:8-9). And instead of healing Timothy, he advised medication for his frequent indisposition (1 Timothy 5:23). Hence, those with the gift must be very *careful* not to put burdens of guilt on people who are not healed.

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**Helps:** (1 Corinthians 12:28; Romans 16:1-2; Mark 15:41; Luke 8:2-3; Acts 9:36)

**Meaning: To come alongside**

The gift of helps is the God-given ability and motivation to invest the talents one has in the life and ministry of other members of the Body, thus enabling those others to increase the effectiveness of their own spiritual gifts.

**What is this gift like in action?**

- Able to detect and meet practical needs
- Ability to recall likes and dislikes of people
- Hard workers who will use personal funds to avoid a delay in meeting a need
- Works better with short-range goals rather than long-range goals

**Character Qualities:** Very alert, available, has endurance, joyful, generous, flexible

**Cautions:** People with this gift should avoid imposing acts of service on others (Luke 10:40). Those with this gift should also allow others to help/serve you as an individual, being sensitive to people's desire to meet your needs too. And avoid the tendency to devalue yourself and your gift when others thank you.

**Hospitality:** (Hebrews 13:1-2; 1 Peter 4:9; Romans 12:9-13; 16:23; Acts 16:14-15)

**Meaning: To love strangers**

The gift of Hospitality is the God-given ability and motivation to welcome and care for people by providing fellowship, food and shelter.

**What is this gift like in action?**

- Provide an *environment* where people feel valued and cared for
- Meet new people and help them feel welcome
- Seek ways to connect people with others
- Set people at ease in unfamiliar surroundings

**Character Qualities:** Friendly, gracious, inviting, responsive

**Cautions:** People with this gift should avoid viewing their gift as just “entertaining.” People with this gift should pray about whom to invite over or welcome to their house or an event. They should also remember not to place the burden of home care above God's people care.

**Intercession/Prayer:** (Colossians 4:12,13; 1:9-12' 1 Timothy 2:1-2; James 5:14-16; Luke 22:41-44)

**Meaning: To stand in the gap**

The gift of intercession is the God-given ability and motivation to pray for extended periods of time on a regular basis and to see frequent and specific answers to their prayers – to a degree much greater than that which is expected of the average Christian.

**What is this gift like in action?**

- Faithfully commits significant time to wrestling in prayer for a ministry or people
- Experiences significant answers to prayer
- They will remember a prayer request quite some time after the request was given
- Their spirits are stirred to pray at all hours of the day

**Character Qualities:** Discerning, very good time managers, loyalist, confident, very warm

**Cautions:** People with this gift should remember that many people will be unable to commit to the time required to pray when a serious issue is on the horizon (Luke 22:45-46). Because of the power and importance of this gift it is critical to find other people with the gift to spur each other on in developing the gift. Avoid issues of pride or despair when ungifted people pray in church.

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**Interpretation:** (1 Corinthians 12:10,30; 14:13, 26-28)

**Meaning: To translate, interpret**

The gift of interpretation is the God-given ability and motivation to make known to the body of Christ the message of one who speaks in a different tongue.

**What is this gift like in action?**

- Responds to a message spoken in a different tongue by giving an interpretation
- Edifies the body of Christ by translating a timely message from God

**Character Qualities:** Obedience, responsive, sensitive to the Spirit, discerning

**Cautions:** People with this gift should remember that the message being interpreted should reflect the will of God not just cultural biases. They should also be aware that this gift is to build up the church and should be used in an orderly manner so as to not confuse any unbelievers in the worship service (1 Corinthians 14:33).

**Knowledge:** (1 Corinthians 2:14; 12:8; 2 Corinthians 11:6; Colossians 2:2,3; Acts 5:1-11)

**Meaning: To know**

The gift of knowledge is the God-given ability and motivation to bring truth to Christians through revelation of Biblical insights.

**What is this gift like in action?**

- Have unusual insight about Biblical truths or principles that will help the Body of Christ
- Gain knowledge that was not attained by natural observation or means
- Search the Scriptures for insight and depth on understanding the truth

**Character Qualities:** Inquisitive, responsive, observant, insightful, reflective, studious

**Cautions:** People with this gift need to be careful that they are not fooled by pride. They must remember that this is God's message and not their own. They should also remember to explain deeper knowledge clearly enough so that even a child could understand what God has revealed. Caution should also be given to sharing knowledge with prudence as wicked people can abuse and manipulate divine truths.

**Leadership:** (Romans 12:8; Hebrews 13:7; 1 Timothy 5:17; Acts 7:10)

**Meaning: To stand before**

The gift of leadership is the God-given ability and motivation to both cast a vision where a group should go and to motivate others to follow. Leaders also understand the inertia in ministry and take initiative to transform it.

**What is this gift like in action?**

- Provide effective and efficient direction for God's people or a ministry
- Motivate others to perform to the best of their abilities – gather and align people
- Present the “big picture” for others to see
- Model the values of ministries

**Character Qualities:** Influential, diligent, visionary, persuasive, motivating and trustworthy

**Cautions:** People with this gift should realize that their credibility *takes time* to build and is critical for leadership! They should also realize that testing is required (Psalm 17:3; 26:2; 139:23-24; 2 Corinthians 13:5). They should also remember that “the servant of all” is the best leader (Mark 9:35).

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**Mercy:** (Romans 12:8; Matthew 25:34-40; Mark 9:41; Luke 10:33-37; Acts 11:28-30)

**Meaning: To have compassion**

The gift of mercy is the God-given ability and motivation to help those who are suffering or are in need – compassion moved to action.

**What is this gift like in action?**

- Talks to people who are hurting, lonely, forgotten, depressed
- Weeps with those who weep and rejoices with those who rejoice
- Focuses upon removing sources of pain for suffering people
- Cheerfully serves in difficult or unsightly circumstances
- Concerns themselves with individual or social issues

**Character Qualities:** Empathetic, caring, responsive, kind, compassionate, sensitive, burden bearing

**Cautions:** People with this gift need to be aware that "rescuing" people from their pain may be hindering God's work in them. They need to remember who they are serving (Jesus) since some people served will not be thankful. They should guard against a judgmental spirit toward those who cause pain.

**Miracles:** (Romans 15:18-19; 1 Corinthians 12:10,28; 2 Corinthians 12:12; Acts 9:36-42; 19:11-20)

**Meaning: To do powerful deeds**

The gift of miracles is the God given ability and motivation to authenticate the ministry and message of God through supernatural interventions that glorify Jesus and alter the ordinary course of nature.

**What is this gift like in action?**

- Speak God's truth and have it authenticated by a miracle
- Claim God to be the source of the miracle and glorify God
- Represent Christ and through the gift point people to a relationship with God

**Character Qualities:** Bold, venturesome, full of faith, authoritative, God-fearing, convincing, prayerful

**Cautions:** People with this gift need to remember that miracles do not necessarily cause faith in others. They should remember that God determines the place and time of miracles. They need to resist the temptation to call the power of God down for selfish reasons.

**Pastor / Shepherding:** (Ephesians 4:11-15; John 10:1-18; 1 Timothy 3:1-7; 1 Peter 5:1-3)

**Meaning: To shepherd a flock (people group)**

The gift of shepherding is the God given ability and motivation to nurture, care for and guide people toward a long-term relationship with Christ.

**What is this gift like in action?**

- Take personal responsibility to nurture the whole person with their walk with God
- Provide guidance and oversight to a group of God's people
- Establish trust in long-term relationships
- Lead and protect those within their span of care

**Character Qualities:** Influencing, nurturing, guiding, supportive, relational, application oriented insights

**Cautions:** People with this gift should remember that God holds shepherds responsible for the care of their people. God also holds a higher level of judgment on those who have been granted this gift. People with this gift need to be able at times to say "No". They should also realize that some under their care will grow beyond them.



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**Prophecy:** (Romans 12:6; 1 Corinthians 12:10,28; Ephesians 4:11-14; Acts 15:32; 21:9-11)

**Meaning: To speak before**

The gift of prophecy is the God-given ability and motivation to reveal truth and proclaim it in a timely and relevant manner, for understanding, correction, repentance or edification. It is also the ability to receive and communicate an immediate message of God to His people through a divinely anointed utterance.

**What is this gift like in action?**

- Expose sin or deception of others for the purpose of reconciliation
- Speak a timely word from God causing repentance and conviction
- Is obedient to God’s message concerning a future course of events
- Perceives truth that others often fail to see and challenges them to respond

**Character Qualities:** Discerning, compelling, uncompromising, outspoken, authoritative, convicting, confronting

**Cautions:** People with this gift need to be aware that the listeners very often will reject the message. Avoid pride. Remember that scripture and discernment need to support each prophecy.

**Service:** (Romans 12:7; Luke 22:24-27; Titus 3:14; Acts 6:1-7; Galatians 6:2,10; 2 Timothy 1:16-18)

**Meaning: To take the place of someone**

The gift of services is the God-given ability to identify the unmet needs involved in a task related to God’s work, and to make use of available resources to meet those needs and help accomplish the desired results.

**What is this gift like in action?**

- Enjoy serving others; even behind the scenes
- Sense God’s purpose in meeting “everyday” responsibilities
- Enjoy knowing that they are freeing up others so that they can do what God has called them to do

**Character Qualities:** Available, willing, helpful, reliable, “whatever it takes” attitude, dependable

**Cautions:** People with this gift may have a hard time in saying “No”. They need to be responsive to leadership instead of setting their own agendas. These people need to realize that they are serving God and not particularly the person.

**Teaching:** (Romans 12:7; 1 Corinthians 12:28; Ephesians 4:11-15; Acts 18:24-28)

**Meaning: To instruct**

The gift of teaching is the God-given ability and motivation to understand, clearly explain and apply the Word of God to encourage others to learn and discover how they can become more Christ-like.

**What is this gift like in action?**

- Communicate Biblical truth that *inspires greater obedience* to the Word of God
- Gives attention to detail and accuracy
- Prepares through extended time of study and reflection
- Loves the depths of Scripture

**Character Qualities:** Disciplined, perceptive, teachable, authoritative, practical, analytical, articulate

**Cautions:** People with this gift could become too detailed in their explanation of the Word and forget to apply it to people’s lives. They should avoid pride because spirituality is not measured by how much you know. They could lose the worship of God amid the wonder of His Word.

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**Tongues:** (1 Corinthians 12:10,28; Mark 16:17; Acts 2:1-13; 10:44-46; 19:1-7; 1 Corinthians 14:13-19,27-28)

**Meaning: Language**

The gift of tongues is the God-given ability and motivation to (i) speak to God in a language they have never learned and/or (ii) to receive and communicate an immediate message of God to his people through a divinely anointed utterance in a language they have never learned (iii) the ability to learn different languages more effectively and efficiently.

**What is this gift like in action?**

- Expressed with an interpretation, a word from the Spirit which edifies Christians
- Witnesses in a language that was not learned
- Generous in helping those who speak another tongue

**Character Qualities:** Sensitive, prayerful, spontaneous, receptive

**Cautions:** If you have been given this gift of God, be careful that you treasure it with divine respect as some conservative circles may devalue your portion of God's grace, which is not right.

**Wisdom:** (1 Corinthians 12:8; Acts 6:3,10; 1 Corinthians 2:1-13; James 1:5-6; 2 Peter 3:15-16)

**Meaning: To apply truth practically**

The gift of wisdom is the God-given ability and motivation to know the mind of the Holy Spirit in such a way as to receive insight into how given knowledge may best be applied to specific needs arising in the Body of Christ.

**What is this gift like in action?**

- An ability to focus on the unseen consequences and to determine the next step
- Receives an understanding of what is necessary to meet the needs of the church
- Provides wise solutions in the midst of conflict and confusion
- Hears the Spirit provide direction in a given situation

**Character Qualities:** pure, peace loving, considerate, submissive, humble, full of mercy, impartial, sincere (James 3:17).

**Cautions:** People with this gift could feel inadequate and fail to share God's wisdom in a situation. They need to help point others to the Word in order not to develop a dependence on them. They need to be patient with others who do not have this gift and are a bit slower in learning wisdom.

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Sources:

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