

## **Discovering My SPIRITUAL Giftedness -- STEP ONE**

The following is a common list of Spiritual Gifts. Look at a brief definition of each of the gifts listed below. Put a **±** by the gifts you are pretty sure you have. Put a **\_** by the gifts you don't think you have. And place a **2** by the gifts you think you may have:

### **LEADERSHIP/ADMINISTRATION** [Rom 12:8, 1 Cor 12:28] \_\_\_\_\_

The ability to clarify and communicate direction of an organization. The ability to recognize the gifts of others and recruit and motivate them as you organize and manage people, resources, and time for effective ministry.

### **PROPHECY** [Rom 12:6, 1 Cor 12:10, Eph 4:11] \_\_\_\_\_

[THIS IS CAN AN OFFICE/ROLE] The ability to see right and wrong as it is described in God's word. The ability to boldly proclaim the truth of God's word. The present day practice of this gift is not new revelation, but determined proclamation. It is not FOR-telling [the future] but FORTH-telling the truth of God's Word in a personal way.

### **DISCERNMENT/Distinguishing of Spirits** [1 Cor 12:10] \_\_\_\_\_

The ability to distinguish between the spirit of truth and the spirit of error by telling whether a statement or behavior is of God, Satan, or man. The ability to detect inconsistencies in another's life and confront it in love.

### **ENCOURAGEMENT/ Exhortation** [Rom 12:8] \_\_\_\_\_

The ability to motivate God's people to apply and act on biblical principles, especially when they are discouraged or wavering in their faith. The ability to bring out the best in others and challenge them to develop their potential.

### **EVANGELISM/ Evangelists** [Eph 4:11] \_\_\_\_\_

[THIS IS CAN BE AN OFFICE/ROLE] The ability and desire to challenge and train fellow believers in soul winning. The ability to communicate the Good News of Jesus Christ to unbelievers and to sense opportunities to share Christ and see people respond with faith.

### **FAITH** [not saving faith] [Rom 12:3, 1 Cor 12:9] \_\_\_\_\_

The ability to trust God for what cannot be seen and to act on God's promise, with great confidence regardless of what the circumstances indicate. The willingness to risk failure in pursuit of a God-given vision, expecting great things from God trusting that He will handle the obstacles.

### **GIVING** [Rom 12:8] \_\_\_\_\_

The ability to generously contribute resources of time, talent and/or treasure beyond norm so that the Body may grow and be strengthened. The ability to manage resources to accumulate and give in a way that supports others, brings great joy, and gives God the glory.

### **HEALING** [I Cor 12:9,28,30] \_\_\_\_\_

The ability to sense when God is prompting you to pray in faith, specifically for people who need physical, emotional, or spiritual healing and see God answer by quickening the healing and restoring physical, mental, or spiritual health. Often referred to as a "sign gift".

### **MERCY** [Rom 12:8] \_\_\_\_\_

The ability to manifest practical, compassionate, cheerful love toward those who are suffering or afflicted. An acute sensitivity to those who are suffering.

### **PASTOR/TEACHER** [Eph 4:11] \_\_\_\_\_

(This is sometimes called "Shepherding")

[THIS IS AN OFFICE] The ability to teach and apply the Word of God to care for the spiritual needs of a group of believers and equip them for ministry. The ability to nurture a small group in spiritual growth and assume responsibility for their welfare.

### **SERVICE/HELPS** [Rom 12:7, 1 Cor 12:28 ] \_\_\_\_\_

(This is sometimes referring to "Hospitality")

The ability to recognize unmet needs in the church family, and take the initiative to provide practical assistance quickly, cheerfully, and without a need for recognition. The ability to make others, especially strangers, feel warmly welcomed, accepted, and comfortable in the church family. The ability to coordinate factors that promote fellowship.

### **TEACHING** [Rom 12:7] \_\_\_\_\_

The ability to publicly communicate God's Word in an inspired way and persuasively declare God's will. The ability to educate God's people by clearly explaining and applying the Bible in a way that causes them to learn. The ability to equip and train other believers for ministry.

### **WISDOM** [1 Cor 12:8] \_\_\_\_\_

The ability to understand God's perspective on life situations and share those insights in a simple, understandable way regarding what to do and how to do it. Special insight into how to apply God's Word to life.

### **KNOWLEDGE** [1 Cor 12:8] \_\_\_\_\_

The ability to understand the true meaning of God's word and be in tune with His voice in a way that brings clarity and direction to others' lives.

### **EFFECTING OF MIRACLES** [1 Cor 12:10, 28] \_\_\_\_\_

The ability to perform events that are outside the realm of nature. Like healing, this is used as a sign for unbelievers and to bring God glory. It is often referred to for that reason as a "sign gift".

### **TONGUES** [1 Cor 12:10, 30] \_\_\_\_\_

The ability to speak in a previously unknown language. It is only used for 2 purposes in scripture – for unbelievers to hear the gospel and to bring God glory. It is never a sign of salvation or used to draw attention to a person. It is often referred to for that reason as a "sign gift".

### **INTERPRETATION OF TONGUES** [1 Cor 12:10, 30] \_\_\_\_\_

The ability to understand a previously unknown language so that others might understand what was said. Like Tongues, It is only used for 2 purposes in scripture – for unbelievers to hear the gospel and to bring God glory. It is never a sign of salvation or used to draw attention to a person. It is often referred to for that reason as a "sign gift".

### **APOSTLES** [Eph 4:11] \_\_\_\_\_

[THIS IS AN OFFICE/ROLE] A special gift for certain men who were called by Christ Himself and given special power to charter the forming church. The is no continuity of the office in the church today as no place are churches instructed to have apostles.

## **Discovering My SPIRITUAL Giftedness -- STEP TWO**

Another useful TOOL in discovering how God has gifted you is to complete a couple of Gift Assessment survey that ask a series of questions that are then used to help evaluate your giftedness. These are simply TOOLS and SHOULD NOT be used to conclusively determine giftedness. What the Holy Spirit has gifted us with cannot possibly be fully evaluated in an assessment. Please consider these to be a guide, a resource, a TOOL for discovery; NOT the determining factor. In other words, take them for what they are worth; clarity, not definitiveness.

There are many assessments available at Christian bookstores, publishers, online organizations, etc. The number of "potential gifts" varies from resource to resource. A few FREE online surveys are listed below. They give excellent descriptions of what some different gifts are and how they can be utilized in the Body of Christ as you plug into a community of believers. Although all biblically based, "spiritual things" are not completely agreed upon in Bible teaching evangelical churches. CrossTrain Church will not make this an essential and looks to give people room to wrestle through these concepts as the Spirit leads.

**FREE Spiritual Gifts test:** [Leadership of CrossTrain doesn't agree w/ all info presented]

[www.spiritualgiftstest.com](http://www.spiritualgiftstest.com)

[www.churchgrowth.org/cgi-cg/gifts.cgi?intro=1](http://www.churchgrowth.org/cgi-cg/gifts.cgi?intro=1)

[www.buildingchurch.net/g2s.htm](http://www.buildingchurch.net/g2s.htm)

[www.kodachrome.org/spiritgift](http://www.kodachrome.org/spiritgift)

## **Discovering My SPIRITUAL Giftedness -- STEP THREE**

The only way to truly determine your giftedness is to spend time seeking God's will in deploying it in the Body of Christ because that is why He gifts us. Jump in and exercise it and see if it is what God has for you. Follow the list of questions below to help you complete this MOST CRITICAL STEP.

1. After you have identified your possible spiritual gift, ask 2 close friends to confirm that you are gifted in that area. Humble yourself and ask them if they feel edified/built up through your giftedness. Have they seen you exercise our gifting to benefit the body? Do they agree?
2. Identify what ways that you could serve God regularly by employing your Spiritual Gifts. What do you have fun doing? What is a passion that you have?
3. Can you use that passion to be an instrument in fulfilling God's Mission – "living distinctly different and engaging lives?" Does your service through your passion produce fruit for the kingdom?
4. Are you currently quenching the Spirit by not using your giftedness to serve in the Body? If Yes, How do you think God could use you to use your giftedness to serve him in the Body? Make a list of action steps to bring this to fruition.

## **Discovering Your SPIRITUAL Giftedness - AN OVERVIEW**

***"The Holy Spirit displays God's power through each of us as a means of helping the entire church."*** 1 Corinthians 12:7

Many of us have heard of spiritual giftedness, but we are not quite sure we understand it. A spiritual gifting is a special ability, given by the Holy Spirit to every believer at their conversion, to be used to minister to others and therefore build up the Body of Christ. Although spiritual gifts are given when the Holy Spirit enters new believers, their use and purpose need to be understood and developed as we grow spiritually. A spiritual gift is much like a muscle; the more you use it, the stronger it becomes.

### **A Few Truths About Spiritual Gifts**

1. Only Spirit filled followers of Christ have spiritual gifts. [1 Cor 2:14]
2. You can't earn, choose or work for a spiritual gift. [Eph 4:7]
3. The Holy Spirit decides intentionally the gifts we get. [1 Cor 12:11]
4. We are called to develop the gifts God gives me. [Rom 11:29]
5. It's a sin to neglect the gifts God gave me. [1 Cor 4:1-2]
6. Using your gifts glorifies God and stretches you. [John 15:8, 2 Tim 1:6]

### **Unwrapping Your Gifts**

God desires you to know the gifting He has chosen for you. Learning more about how and why He gifts us, and the many ways we can use those gifts within the church is a life-long process.

The four major lists of gifts are found in Romans 12:3-8, 1 Cor. 12:1-11, 27 -31, Eph. 4:11-12. And there are other passages that mention or illustrate gifts not included in these lists. These lists can serve as helpful guidelines, giving us ideas about the kinds of gifts God gives...The key is to find the areas in which the Holy Spirit seems to supernaturally empower your service to others.

**Steps to Discovering Your Gifts:** As you read through this material, prayerfully consider which of these gifts describes you. This type of exploration is ONLY PART of determining what your giftedness truly is and how it might be used to build up the Body. It is important to see it only as a TOOL. To truly know what your giftedness is, you need to begin to use your giftedness. God will make clear what your gifting is as you step out in faith and seek His will in connecting to the Body of Christ – which is His plan in giving the gifts themselves.