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
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

The Gift of Prophecy in the SPIRIT vs. the FLESH

<table>
<thead>
<tr>
<th>SPIRIT</th>
<th>FLESH</th>
</tr>
</thead>
<tbody>
<tr>
<td>Truthfulness</td>
<td>Deception</td>
</tr>
<tr>
<td>Obedience</td>
<td>Willfulness</td>
</tr>
<tr>
<td>Sincerity</td>
<td>Hypocrisy</td>
</tr>
<tr>
<td>Virtue</td>
<td>Impurity</td>
</tr>
<tr>
<td>Boldness</td>
<td>Fearfulness</td>
</tr>
<tr>
<td>Forgiveness</td>
<td>Rejection</td>
</tr>
<tr>
<td>Perseverance</td>
<td>Contentiousness</td>
</tr>
</tbody>
</table>
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

<table>
<thead>
<tr>
<th>SPIRIT</th>
<th>FLESH</th>
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</thead>
<tbody>
<tr>
<td>Alertness</td>
<td>Unconscious</td>
</tr>
<tr>
<td>Hospitality</td>
<td>Loneliness</td>
</tr>
<tr>
<td>Generosity</td>
<td>Stingy</td>
</tr>
<tr>
<td>Joyfulness</td>
<td>Self-pity</td>
</tr>
<tr>
<td>Flexibility</td>
<td>Resistance</td>
</tr>
<tr>
<td>Availability</td>
<td>Self-centered</td>
</tr>
<tr>
<td>Endurance</td>
<td>Giving up</td>
</tr>
</tbody>
</table>
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

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
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

<table>
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<tr>
<th>SPIRIT</th>
<th>FLESH</th>
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<tbody>
<tr>
<td>Wisdom</td>
<td>Natural inclinations</td>
</tr>
<tr>
<td>Discernment</td>
<td>Judgment</td>
</tr>
<tr>
<td>Faith</td>
<td>Presumption</td>
</tr>
<tr>
<td>Discretion</td>
<td>Simple mindedness</td>
</tr>
<tr>
<td>Love</td>
<td>Selfishness</td>
</tr>
<tr>
<td>Creativity</td>
<td>Underachievement</td>
</tr>
<tr>
<td>Enthusiasm</td>
<td>Apathy</td>
</tr>
</tbody>
</table>
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

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<tr>
<td>Thrifty</td>
<td>Extravagant</td>
</tr>
<tr>
<td>Resourceful</td>
<td>Wasteful</td>
</tr>
<tr>
<td>Contented</td>
<td>Covetous</td>
</tr>
<tr>
<td>Punctual</td>
<td>Tardiness</td>
</tr>
<tr>
<td>Tolerant</td>
<td>Prejudice</td>
</tr>
<tr>
<td>Cautious</td>
<td>Rashness</td>
</tr>
<tr>
<td>Grateful</td>
<td>Unthankfulness</td>
</tr>
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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

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<tr>
<td>Orderly</td>
<td>Disorganization</td>
</tr>
<tr>
<td>Initiative</td>
<td>Apathetic</td>
</tr>
<tr>
<td>Responsibility</td>
<td>Unreliable</td>
</tr>
<tr>
<td>Humility</td>
<td>Dictatorial</td>
</tr>
<tr>
<td>Decisiveness</td>
<td>Double-mindedness</td>
</tr>
<tr>
<td>Determination</td>
<td>Faintheartedness</td>
</tr>
<tr>
<td>Loyalty</td>
<td>Unfaithful</td>
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</table>
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.

The Gift of Mercy in the SPIRIT vs. the FLESH

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<tr>
<td>Attentiveness</td>
<td>Unconcern</td>
</tr>
<tr>
<td>Sensitivity</td>
<td>Callousness</td>
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<tr>
<td>Fairness</td>
<td>Partiality</td>
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<tr>
<td>Compassion</td>
<td>Indifference</td>
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<tr>
<td>Gentleness</td>
<td>Harshness</td>
</tr>
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<td>Deference</td>
<td>Rudeness</td>
</tr>
<tr>
<td>Meekness</td>
<td>Anger</td>
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