



**SPIRITUAL
GIFTS
UNWRAPPED**



Finish the
sentence:

- I am at my best when I ...
- I am most fulfilled when I...
- Others are most positively affected when I...



Motivational Gifts Are:

- the gifts that God **built** into us from **birth**.
- to be used for God's **glory** and for the **benefit** of others.




Motivational Gifts Are:

- the **motivating force** for our lives that **shape** our **personality**.
- each is one **perspective** that must **depend** on the others for a picture of the **whole**.



Motivational Gifts Are:

- **equal** in the sight of God and **equal** in **value** to the Body of Christ.
- **subject** to our will and can be **used**, **neglected**, or **abused**.



**The Gifts Defined
& Their Characteristics
and Weaknesses**



Prophecy

- A foreteller; an inspired speaker; one who clearly perceives the will of God.
- The Eye
- Example: John the Baptist (Luke 3:2-3; 7-16)

Characteristics of the Perceiver



Quickly and accurately identifies good and evil and hates evil.



Sees everything in either black or white; no gray or indefinite areas.



Easily perceives the character of individuals and groups.



Boldly operates on spiritual principles.

Characteristics of the Perceiver



Is frank and outspoken and doesn't mince words; has strong opinions and convictions.



Grieves deeply over the sins of others; encourages repentance that produces good fruit.



Is called to intercession.

Weaknesses of the Perceiver



Tends to be judgmental and blunt.



Forgets to praise partial progress due to goal consciousness.



Is pushy in trying to get others and groups to mature spiritually.



Is intolerant of opinions and views that differ from his own.

WAYS TO USE THE GIFT OF PROPHECY

In Ministry

- Prayer Ministry
- Preaching
- Teaching

In the Marketplace

- Ethical Advocacy
- Strategic Planning



Ministry

- To attend as a servant; to aid; one who serves in physical ways.
- The Hand
- Example: Martha (Luke 10:38-40)

Characteristics of the Server



Easily recognizes practical needs and is quick to meet them.



Feels greatest joy in doing something that is helpful.



Shows love for others in deeds and actions more than words.



Tends to do more than asked to do.

Characteristics of the Server



Does not want to lead others or projects.



Prefers doing a job to delegating it.



Supports others who are in leadership.

Weaknesses of the Server



Is critical of others who do not help out with obvious needs.



May neglect own family's needs by being too busy helping others.



May become pushy or interfering in eagerness to help.



Finds it hard to accept being served by others.



Is easily hurt when unappreciated.

WAYS TO USE THE GIFT OF MINISTRY

In Ministry

- Greeter
- Receptionist
- Events/Hosts
- Security & Safety

In the Marketplace

- Hotel & Tourism
- Security



Teaching

- To cause to learn; one who keeps an eye on and instructs the revealed truth of God's Word.
- The Head
- Example: Apollos (Acts 18:24-26)

Characteristics of the Teacher



Presents truth in a logical, systematic way.



Loves to study and do research; enjoys word studies.



Gets upset when scripture is used out of context.



Feels concerned that truth be established in every situation.

Characteristics of the Teacher



Prefers teaching believers to engaging in evangelism.



Solves problems by starting with scriptural principles.



Believes truth has the intrinsic power to produce change.

Weaknesses of the Teacher



Tends to neglect the practical application of truth.



Is slow to accept viewpoints of others.



Tends to develop pride in intellectual ability.



Tends to be legalistic and dogmatic.



Is easily sidetracked by new interests.

WAYS TO USE THE GIFT OF TEACHING

In Ministry

- Bible Study Teacher
- Sunday School
- Discipleship
- Workshop Facilitator

In the Marketplace

- Corporate Trainer
- Workshop Facilitator
- Instructional Designer
- Course Content Developer

Exhortation

- To call near, invite, or invoke by imploration; one who applies God's truth through encouragement.
- The Mouth
- Example: Barnabas (Acts 11:19-26)

Characteristics of the Exhorter



Loves to encourage others to live victoriously and to develop in their personal ministries.



Wants a visible response when teaching or speaking.



Prefers to apply truth rather than research it.



Prefers systems of information that have practical application.

Characteristics of the Exhorter



Prefers to witness with life rather than verbal witnessing.



Wants to clear up problems with others quickly.



Needs a “sounding board” for bouncing off ideas and thoughts.

Weaknesses of the Exhorter



Tends to interrupt others in eagerness to give opinions or advice.



Will use scriptures out of context in order to make a point.



May be “cut-and-dried” in prescribing steps of action.



Is outspokenly opinionated.



Can become overly self-confident.

WAYS TO USE THE GIFT OF EXHORTATION

In Ministry

- Prayer Ministry
- Counseling
- Altar Ministry

In the Marketplace

- Life Coaching
- Customer Service
- HR Engagement
- Peer Mentoring



Giving

- To give over; to share; one who contributes abundantly to support the work of ministry.
- The Arm
- Example: David (1 Chron. 29:1-5)

Characteristics of the Giver



Gives freely of money, possessions, and loves to give without others knowing.



Feels delighted when his gift is an answer to specific prayer.



Wants gifts to be of high quality or craftsmanship and gets the best value for the money spent.



Gives only by the leading of the Holy Spirit.

Characteristics of the Giver



Views hospitality as an opportunity to give.



Handles finances with wisdom and frugality.



Has strong belief in tithing and giving, and believes God is the source of his supply.



Has natural and effective business ability, and a tendency toward success.

Weaknesses of the Giver



May try to control how contributions are used.



Tends to pressure others to give.



May upset family and friends with unpredictable patterns of giving.



Tends to spoil own children or other relatives.



May use financial giving to get out of other responsibilities.

WAYS TO USE THE GIFT OF GIVING

In Ministry

- Generosity Campaigns
- Funding Missions

In the Marketplace

- Philanthropy
- Corporate Sponsorships
- Fundraising



Administration

- To stand before, preside, and rule; one who effectively facilitates all areas of life and the function of leadership.
- The Shoulder
- Example: Joseph (Gen. 41:29-40)

Characteristics of the Administrator



Highly motivated, organized, and a naturally capable leader.



Expresses ideas and organization in ways that communicate clearly.



Prefers to be under authority to having authority, and will not take responsibility unless delegated by those in authority.



Will assume responsibilities if no specific leadership exists, and will take criticism in order to accomplish the ultimate task.

Characteristics of the Administrator



Is visionary with a broad perspective.



Easily facilitates resources and people to accomplish tasks or goals.



Enjoys delegating tasks and supervising people and is willing to let others get the credit to get the job done.



Wants to see things completed as quickly as possible.



Constantly writes notes to self.

Weaknesses of the Administrator



Becomes upset when others do not share the same vision or goals.



Develops outer callousness due to being a target for criticism.



Can regress into “using” people to accomplish own goals.



Tends to drive self and neglect personal and family needs.



Neglects routine home responsibilities due to intense interest in job.

WAYS TO USE THE GIFT OF ADMINISTRATION

In Ministry

- Ministry Operations
- Budget Oversight
- Team Leadership
- Event Planning

In the Marketplace

- Office Management
- Corporate Operations
- Planning & Logistics
- Systems Development



Mercy

- To be compassionate in word or deed; one who possesses strong, perceptive emotions and renders Christian relief or acts of charity.
- The Heart
- Example: Good Samaritan (Luke 10:30-35)

Characteristics of the Compassionate



Tremendous capacity for love; always looks for good in people.



Senses the spiritual and emotional atmosphere of a group or individual.



Is attracted to people who are hurting or in distress.



Motivated to help people have right relationships with one another.



Loves opportunities to give preference or place to others.

Characteristics of the Compassionate



Takes great care with words and actions to avoid hurting others.



Easily detects insincerity or wrong motives.



Is a crusader for good causes.



Intercedes for the hurts and problems of others.



Ruled by the heart rather than the head.

Weaknesses of the Compassionate

Tends to be indecisive.

Is often prone to take up another person's offense.

Is easily hurt by others.

Empathizes too much with the suffering of others.

Affectionate nature is often misinterpreted by the opposite sex.

WAYS TO USE THE GIFT OF MERCY

In Ministry

- Member Care
- Hospital/Home Visitation
- Counseling

In the Marketplace

- Social Worker
- Customer Service
- Nursing/Healthcare

As each has received a gift, use it to serve one another, as good stewards of God's varied grace: whoever speaks, as one who speaks oracles of God; whoever serves, as one who serves by the strength that God supplies—in order that in everything God may be glorified through Jesus Christ. To him belong glory and dominion forever and ever. Amen.

1 Pet. 4:10-11 ESV



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