

Equipping the Saints

ASSESSMENTS TO ASSIST CHRISTIANS
IN DISCERNING THEIR DIVINE DESIGN

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• SPIRITUAL GIFT OBSERVATION ASSESSMENT •

Note: This assessment is to be completed by someone who knows you well, preferably a Christian understanding spiritual gifts. Their relationship and observations can provide some insights that will assist you in determining your spiritual gifts.)

THANK YOU! Your spouse, family member, or friend is seeking to better understand who God has made them to be. Your perspective and observations of them can be helpful in that process. Your time in completing this questionnaire is very much appreciated

ETS Participant: _____

Observations by: _____

Relationship: _____

Directions: Read each of the descriptions below. Mark one of the following letters in the space provided.

D = Definitely true, yes; certain gift

P = Possibly true, maybe, potential gift

O = Does not have gift

? = I don't know, have not observed

___ **TEACHING:** The supernatural ability to discover and analyze biblical truth and communicate that knowledge in a way that people can see, learn, and be transformed.

___ **EXHORTATION (Encouragement):** The supernatural ability to come alongside and provide encouragement, strength, stability, and consolation through the application of biblical truth.

___ **EVANGELISM:** The special ability to communicate the Gospel message in relevant terms to unbelievers in such a way that people respond and are converted.

___ **LEADERSHIP:** The special ability to set goals for people and to be able to motivate people to work harmoniously and consistently toward the achievement of those goals.

___ **PASTOR-TEACHER (Shepherding):** The special ability to assume the long-term responsibility for the spiritual growth and welfare of a believer or group of believers.

___ **MERCY:** The special ability to feel love and sympathy for people who are suffering and to alleviate the suffering through kind deeds.

___ **HELPS (Service):** The ability to see needs and to assist whenever a need occurs, to do so as to strengthen, help or encourage others. Such service may be menial or domestic in nature. It is a special ability to invest time and talents into the lives of other Christians, thus freeing them to be more effective in their ministries.

___ **GIVING:** The capacity to give liberally to meet the needs of others and yet to do so with a purity of motive which senses that the giving is a simple sharing of that which God has provided.

___ **ADMINISTRATION:** The special ability to devise, organize and execute plans to reach goals using the available resources in the most efficient way.

___ **FAITH:** The special ability to understand and work for God's will and purposes with extraordinary confidence.

___ **KNOWLEDGE:** The special ability to discover, organize, relate and clarify information and ideas.

___ **WISDOM:** The special ability to apply truth to concrete situations, to communicate insight; to properly evaluate a situation in the light of spiritual truth.

___ **DISCERNMENT:** The ability to separate that which is from God and what is not; the ability to know whether motives and behavior are divine, human, or demonic in origin

A. Do you have any other observations or insights that would help this person to understand their strengths or abilities?

B. Look back at those gifts you marked "D" (definitely true). List them from most to least and explain why you think them to be a gift this person has.

1st GIFT (4) _____ WHY? _____

2nd GIFT (3) _____ WHY? _____

3rd GIFT (2) _____ WHY? _____

4th GIFT (1) _____ WHY? _____

(Transfer the numerical value, which is in parenthesis, of the top four gifts being affirmed to the appropriate column in your "Summary of Assessments" sheet on page 24.)

• SPIRITUAL GIFT ASSESSMENT •

There are certain traits that often correspond to the manifestation of specific gifts in one's life. Place a check by those statements which are true and best describe you or your tendencies MOST of the time. Total each section. (note: this assessment includes speaking, serving, support gifts, but omits the special and sign gifts)

- Studious, spends much time in God's Word
 - More objective than subjective
 - Well-organized person
 - Analytical, makes decisions based on facts
 - Enjoys researching an idea, does it effectively
 - Usually a verbal person, articulate
 - Logical, systematic
- () Total (Transfer Total to "A" on the Scoring Key on page 21)**

- More tolerant/sympathetic than indifferent
 - Tends to be positive and full of faith
 - Good listener
 - Practical minded, able to apply truth
 - Able to lovingly admonish when necessary
 - Able to urge one to pursue some course of action
 - "People person", relational, approachable, non-judgmental
- () Total (Transfer Total to "B" on the Scoring Key on page 21)**

- Likes people and relates well
 - Has ability to persuade and influence people
 - Discerning of spiritual needs in others
 - More sympathetic/subjective than indifferent/objective
 - Communicates gospel with clarity, joy, and effectiveness
 - Freedom and joy in talking naturally about spiritual things
 - Has burden for eternal destiny of souls
- () Total (Transfer Total to "C" on the Scoring Key on page 21)**

- Friends look to you when decisions need to be made
 - Confident, practical, with large measure of "common sense"
 - Able to accept disagreement and criticism without wavering
 - Able to make good decisions, even under pressure
 - "Goal-oriented", decisive and clear
 - Not afraid of responsibility, diligent
 - Has a strong sense of vision, knows where to take others
- () Total (Transfer Total to "D" on the Scoring Key on page 21)**

- Cheerful, relational person
 - Others easily confide in you
 - Very empathetic, patient, tolerant
 - Tend to be ruled by heart rather than head
 - Crusader for causes that bring relief to others
 - Responds strongly when people are hurt, displaced, or rejected
- () Total (Transfer Total to "E" on the Scoring Key on page 21)**

- _____ Develops intimate spiritual relationships
- _____ Peacemaker, strives for harmony among others
- _____ Willing to renounce personal interests for the sake of others
- _____ Person-oriented, not a loner
- _____ Sensitive to people, good listener
- _____ Patient, responsible
- _____ Strong burden to see others become mature in their faith

(_____) Total (Transfer Total to “F” on the Scoring Key on page 21)

- _____ Thorough and careful, skilled in details
- _____ More objective than subjective
- _____ Organized, frustrated with disorganization
- _____ Concerned with productivity, efficiency
- _____ Practical minded, concrete ideas to achieve goals
- _____ Delegator enables and encourages others to accomplish their tasks
- _____ Responsible, dependable person

(_____) Total (Transfer Total to “G” on the Scoring Key on page 21)

- _____ Frugal; heart not encumbered by material things
- _____ Wise in handling financial matters
- _____ Generous, sacrifices personal needs and resources for God's work
- _____ Joy and freedom-in giving
- _____ Desires to give quietly, without public notice
- _____ Grieved by waste, poor management practices
- _____ Tender hearted toward the material lack of others

(_____) Total (Transfer Total to “H” on the Scoring Key on page 21)

- _____ Usually easy-going, loyal, likable
- _____ Energetic, hard-working
- _____ Works more behind the scenes than in the spotlight
- _____ Tendency to feel inadequate and unqualified for leadership
- _____ Has difficulty in saying "no", which can result in over-involvement
- _____ Prefers doing the job themselves, rather than delegating it:
- _____ Able to see concrete, physical needs and follows through to see they are met.

(_____) Total (Transfer Total to “I” on the Scoring Key on page 21)

- _____ Studious; eager learner
- _____ Analytical thinker
- _____ Idea-oriented more than people-oriented
- _____ Able to concisely organize and summarize
- _____ Can take in and recall large amounts of information
- _____ Patient in research
- _____ Desires to share what is learned

(_____) Total (Transfer Total to “J” on the Scoring Key on page 21)

- _____ Able to sift through what is conflicting and confusing
- _____ Able to solve problems by quickly sizing up all the elements of a situation
- _____ Able to take what is abstract and make it practical and applicable
- _____ Able to look at problems objectively
- _____ Challenged by decision making
- _____ Insightful when sorting out conflicting information

(_____) Total (Transfer Total to “K” on the Scoring Key on page 21)

- _____ Can sense when demonic forces are at work in a person situation. or teaching
- _____ Unique sensitivity to spiritual things
- _____ Not gullible; seldom "taken-in" by anyone
- _____ Able to spot insincerity and "phoniness"
- _____ Keen sense for recognizing inconsistencies
- _____ Sensitive to underlying spiritual factors of good or evil which are responsible for motive and behavior
- _____ Good judge of character

(_____) Total (Transfer Total to “L” on the Scoring Key on page 21)

- _____ "Big-thinker"; willing to tackle tasks others avoid
- _____ Not detail oriented" irritated with "red-tape".
- _____ Very strong prayer life, especially in area of intercession
- _____ Confident and bold in Christian ministry
- _____ Unwavering confidence that God will do something regardless of seemingly insurmountable obstacles,
- _____ Has vision; able to see something God wants done
- _____ Enthusiastic about what God can and will do in people's lives

(_____) Total (Transfer Total to “M” on the Scoring Key on page 21)

SCORING SPIRITUAL GIFT ASSESSMENT

- | | |
|-------------------------|----------------------------|
| _____ A. Teaching | _____ H. Giving |
| _____ B. Exhortation | _____ I. Helps/Service |
| _____ C. Evangelism | _____ J. Word of Knowledge |
| _____ D. Leadership | _____ K. Word of Wisdom |
| _____ E. Mercy | _____ L. Discernment |
| _____ F. Pastor/teacher | _____ M. Faith |
| _____ G. Administration | |

List in order your top 4 scores and transfer the numerical value to your “Summary of Assessments” on page 24:

RANK	SPIRITUAL GIFT
1st Gift - 4	
2nd Gift - 3	
3rd Gift - 2	
4th Gift - 1	

• MINISTRY PASSION ASSESSMENT •

The Ministry Passion Assessment may indicate your spiritual gifts through your desires, dreams, or burdens. God's leadings, promptings, or call often correlate to your giftedness. While you might not be able to answer each of the following questions, respond the best you can to the ones that apply. Reflect carefully:

MY MODELS: (Principles: Gifted leaders and role models may attract people with a similar gift.)

1. When I think about people in ministry, I would like to be like:

NAME	SPIRITUAL GIFT(S) ADMIRE

2. If I could be associated with a gifted Christian for special "on-the job training" in terms of their gift, I would choose....

NAME	SPIRITUAL GIFT(S) ADMIRE

MY DESIRES: (Principle: a restless, growing desire or burden may indicate a gift).

3. If I could be involved or contribute to any ministry anywhere it would be:

4. As I have observed the needs and ministry opportunities in this church, I am drawn to serve in:

MY EXPERIENCES: (Principle: My experiences in the past as well as my current circumstances may have involved the use of a particular gift or gifts.)

5. In the past, others have commented that they have been helped or blessed by my service when I did the following:

6. In the past I have been blessed when I served or ministered in the following ways:

MINISTRY	POSSIBLE SPIRITUAL GIFTS MANIFESTED

MY CALLING: (Principle: A God-directed call to a specific task may mean a gift is needed.) Note: You may not be able to answer this with any conviction at this point in your life.

7. I am certain that God has called me to a specific ministry. It is:

MINISTRY	SPIRITUAL GIFTS REQUIRED

SCORING OF MINISTRY PASSION ASSESSMENT:

As you review the questions above, list those gifts which occur two or more times (start with the most frequently observed).

RANK	SPIRITUAL GIFT
1st Gift - 4	
2nd Gift - 3	
3rd Gift - 2	
4th Gift - 1	

List in order your top 4 scores and transfer the numerical value to your “Summary of Assessments” on page 24:

• SUMMARY OF ASSESSMENTS •

List your top four gifts from each assessment, using 1, 2, 3, 4 alongside the appropriate gifts with 4 being the highest rated, 3 the second highest, etc. If two or more gifts have the same score, then rate them equally.

GIFT	Observation #1	Observation #2 (Optional)	Spiritual Gift Assessment	Ministry Passions	Total Scores
Speaking Gifts					
Teaching					
Pastoring					
Exhortation					
Evangelism					
Leadership					
Serving Gifts					
Administration					
Mercy					
Helps					
Giving					
Support Gifts					
Knowledge					
Wisdom					
Faith					
Discernment					

• EVANGELISM •

Word Study

- (*euangelistebs*) - To announce glad tidings (from *eu*: good and *angelos*: a messenger)
- (*euangelion*) means good news, the gospel...An evangelist is a preacher of good news.

Definition of Gift

Though all Christians are to witness their faith in Christ, the gift of evangelism is a special ability to communicate the Gospel message in relevant terms to unbelievers in such a way that people respond and are converted.

Biblical References

Acts 21:8; Acts 8:1-4; Acts 12:26-40; Romans 10:1-17

Symptoms of Gift

- You have the ability to converse easily with strangers or people of short acquaintance.
- You have the ability to persuade or influence people.
- You have the ability to include spiritual truth in normal conversation with the unsaved by sensing occasions to do so.
- You have a freedom and joy in talking about Christian things naturally and unforced.
- You specifically pray much for unsaved people by name.
- You have a strong need to share the Good News with others and you feel incomplete when you are not witnessing regularly.
- You see fruit in your efforts.
- You have the ability to make friends easily.
- You become frustrated when you see other Christians who don't seem to care as much for the lost as you do.
- Even though you are sometimes afraid, you still feel compelled to share your faith with those you meet, and you are amazed at how often they respond.

How to Develop Gift

- Receive general training in how to witness.
- Become a part of an "evangelism explosion" or similar team.
- Become very clear on the essentials of salvation.
- Study Romans.
- Practice!

Ministry of Gift

Extensive, virtually everywhere: in the workplace, one-on-one or in large groups, formal team type work or spontaneous, in the church through teaching how to witness. Many have this gift but do not develop or use it. The evangelist lays a foundation in the person's life. The teachers build upon it.

• PASTOR/TEACHER •

Word Study

- (*poimebn*) - a shepherd, one who tends herds or flocks, involves tender care and vigilant superintendence.
- (*didaskalos*) - an instructor, a teacher of truth.

Definition of Gift

The special ability to assume the long-term responsibility for the spiritual growth and welfare of a believer or group of believers. This is the discipling gift.

Biblical References

John 10:1-16; 1 Peter 5:1-4; Tim 3:1-7 (*overseers*); Jeremiah 17:16; Jeremiah 2:8; Jeremiah 3:15; Ezekiel 34; Acts 20:18 ff

Discussion

There is some debate among Christians as to whether pastor-teacher is one gift or two separate gifts. Because of the conjunction between pastor and teacher, most agree that it speaks of a singular gift. The conjunction is the Greek word "kai". Often "kai" has the meaning "that is" or "in particular" and indicates that the "shepherds" and "teachers" are viewed as one common group, i.e., "teaching shepherds".

Symptoms of Gift

- You are person-oriented. You are not a loner.
- You are gifted in bringing out the best in people. You instinctively know where their strengths lie, in what situations they thrive, and what nourishes and delights them.
- You are sensitive to people. You are a careful listener who can spot others' needs.
- You have the gift of long-term discipling. (differs in exhortation in that one with that gift can help in an immediate situation, whereas a pastor is more of a caretaker who watches over one's long-term growth).
- You have a great sense of responsibility for the welfare of others.
- You are never afraid to get "involved" with people.
- It is important for you to know, keep in touch, and be known by those Christians for whom you are responsible.
- You have a strong desire to give yourself to struggling or straying Christians so that they are encouraged and brought back into the group.
- People who have wandered from Christ or from the church body seem to respond well to your concern and are often brought back.

How to Develop Gift

- Be disciplined yourself by someone with this gift
- Train yourself to understand and spot spiritual gifts in others.
- Train yourself in counseling.
- Train yourself in biblical discussion leading
- Study the disciple-training books and materials of the Navigators.
- Be familiar with the biblical references on the preceding page.

Ministry of Gift

Elder and ordained pastor, small group leader, counselor, letter-writer, youth sponsor, nursing home ministry, one-on-one, phone ministry

• TEACHING •

Word Study

(*didaxeb*), (*didaskalia*) - instruction, doctrine, those who give instruction, mentoring

Definition of Gift

The supernatural ability to discover and analyze biblical truth and communicate that knowledge and truth in a way that people can see, learn, and be transformed.

Biblical References

- Look at the teaching methods of Jesus (John 3:2; Matt 4:23; 13:54; Mark 1:22, 6:34; Luke 4:31; 5:3; John 8:2)
- Look at what Jesus taught. (John 14:10; Luke 24:25-27; Matt 12:38-42; Matt 19:4-6; Luke 17:26-32)
- Look at what we learn about teaching from the "Great Commission" (Matt 28.19-20)
- Instruction in teaching from the Epistles. (1Tim. 6:3-5; Col 1:28, 2:6-8; Titus 1:7-11; Rev 2:14, 20; 2 Tim 2:24-26; 3:15-17, 4:2-3)

Discussion

- Teaching is singled out as a high accountability gift. (James 3:1 "Let not many of you become teachers, my brethren, knowing that as such we shall incur a stricter judgment.")
- Judgment will be great on false teachers (see: 2 Peter 2:1)

Symptoms of Gift

- People consistently understand truth as a result of what you say.
- You have a tremendous drive within to understand truth and to see ways to explain it to others.
- You have a thirst for study and will be able to discipline yourself to much study of God's Word.
- You will find yourself overly concerned about meaning and not satisfied with unclear explanations.
- You have a great desire for clarity and spend much time organizing material.
- You have the ability to put yourself in the shoes of the students in order to illustrate the truth clearly.
- You are patient and usually not threatened by questions.
- You are able to present truth in a logical, systematic way.
- You enjoy word studies, love to do research and to study.
- You become very upset when Scripture is used out of context.
- You prefer teaching believers rather than engaging in evangelism.
- You feel that Bible study is foundational to the operation of all the gifts, and you are grieved when you see apathy among Christians to in-depth study of the Word.
- You tend to have only a select circle of friends; you avoid superficial friendships.
- You have strong convictions and opinions based on investigation of facts.
- You are more objective than subjective.
- **POTENTIAL PROBLEM:** You may tend to neglect the practical application of truth for the theoretical.
- **POTENTIAL PROBLEM:** You may develop pride in intellectual ability.
- **POTENTIAL PROBLEM:** You tend to be dogmatic and legalistic and slow to accept the viewpoints of others

How to Develop Gift

- Practice!
- Study hermeneutics
- Ongoing Bible Study (such as Precept Upon Precept)
- Study the teaching skills of the Master Teacher, Jesus

Ministry of Gift

Everywhere! Need to realize wide span of use of this gift: small groups, large groups, various ages, discussion leader or platform teacher, writing.

• EXHORTATION •

Word Study

- (*paraklethisis*) - a calling to one's side and thus to his aide.
- Root word (*paraklehtos*) is the word for the Holy Spirit.

Definition of Gift

- The ability and responsibility to come alongside and provide encouragement, strength, stability, and consolation through the application of biblical truth
- This is the major counseling gift.

Biblical References

- Barnabas is the classic example. (Acts 4:36-37; Acts 9:23-27; Acts 15:35-39; 2Tim 4:11)
- Study Hebrews. The entire book is an exhortation.
- Note these examples of how exhortation mixes with other gifts. (Acts 2:40; 1 Cor 14:3; 1 Tim 6:2; 2 Tim 4:2; 2 Thes. 3:12)
- Look at the importance of exhortation. (1Thes 2:3-12; 1 Tim 4:13)
- If you don't have the gift of exhortation, what are you to do? (1 Thes 5.11; Heb 3:12-13; Heb 10:24-25)

Symptoms of Gift

- People frequently confide in you their innermost problems because they sense in you an empathetic ear.
- People like to be around you because you cheer them up simply by your attitude and demeanor.
- You love to share with anyone a truth from a verse of Scripture which has meant much to you.
- You are "person centered". You enjoy being with people and have the ability to put each person at ease.
- You are not one for speculation or abstraction. You are practically minded.
- You are able to listen to problems without becoming extremely weighed down or depressed yourself.
- You are not detached but are a sympathetic person who "gets inside" and understands people's feelings
- You are a good listener.
- You are able to rebuke when necessary.
- You become very frustrated with teaching that is not very practical in its application.
- When you teach, you want visible response (interaction in the group).
- You prefer to apply rather than research truth. You tend to find truth in experience, then validate it in Scripture
- You accept people as they are without judging them.
- You are loved because of your positive attitude.
- You want to clear up problems with others quickly, you dislike strained relationships.
- You tend to make decisions easily.
- **POTENTIAL PROBLEM:** You may be too eager to give your opinion or advice.
- **POTENTIAL PROBLEM:** You may use Scripture out of context in order to make a point.
- **POTENTIAL PROBLEM:** You may give pat answers.
- **POTENTIAL PROBLEM:** You may be outspokenly opinionated.

How to Develop Gift

- Study regularly the passages of Scripture, which are heavy on application. (Psalms, Proverbs)
- Study Job to note how and how not to empathize with those who are suffering.
- Study Ecclesiastes to see areas in which men seek satisfaction.
- Memorize verses, which will prove helpful to you as you use your gift.
- Take a course in Christian counseling. Read books by Jay Adams and Larry Crabb.

Ministry of Gift

Very extensive...every ministry needs exhorters! Specifically, lay counseling, leading small groups, one-on-one disciplining of new Christians. Often mixed with teaching and prophecy for a very effective speaking mix. Wonderful when mixed with mercy in jail ministry, nursing home ministry, shut-ins, hospital ministry.

• LEADERSHIP (RULING) •

Word Study

- (*proistehmi*) - to put before, to stand before, to set over, to manage, to have charge over, to rule. Used in Romans 12:8.
- This word is used 8 times in the New Testament, 3 times in 1 Timothy (where it is translated "manage"), also in 1 Timothy and Titus in describing work of elders.

Definition of Gift

The special ability to set goals for people and to be able to motivate people to work harmoniously and consistently towards the achievement of those goals

Biblical References

Exodus and Deuteronomy (*Moses' leadership skills*); Nehemiah; 1 Timothy 3; Titus 3.

Discussion

There is some disagreement as to whether the gift of LEADING (Ruling) as listed in Romans 12 is the same gift as ADMINISTRATIONS (Governments) listed in 1 Corinthians 12:28. Since the Greek words are different, and since there seem to be some clear distinctions between leading and administrating, this study will consider them two separate gifts.

Symptoms of Gift

- People look to you when something needs to be done.
- You may not be an accomplished public speaker, but you are generally at ease before a group.
- You are a "goal oriented" person, decisive/clear in visualizing where you want to go
- You do not do everything yourself. Delegation is instinctive for you, and you are effective in seeing that people do their jobs.
- You are able to foresee problems and begin ahead of time to provide ways to circumvent them.
- You have a concern for the good of the whole group.
- You are not afraid of responsibility, yet you are not hungry for power, either.
- You will wait to have authority given to you.
- You take your responsibility seriously, and you accomplish your tasks "with diligence". You recognize that leadership is a high accountability gift.
- You are able to endure criticism.

How to Develop Gift

- Study Moses and the book of Nehemiah
- Study leadership passages in the Pastoral epistles
- Practice. Do not hesitate to accept leadership responsibilities.
- Take courses on management.
- Develop a clear understanding of the nature of the church, its purposes, functions, growth process.

Ministry of Gift

Leaders are needed at all levels in the Body of Christ. All classes, teaching fellowships, committees, boards, and ministries need leaders who can put people at ease and move them toward goals.

• ADMINISTRATION (GOVERNMENTS) •

Word Study

- (*kubernesis*) - to steer, to guide, to pilot, to direct - Used in 1 Cor 12:28.
- Used only once in New Testament

Definition of Gift

The special ability to devise, organize and execute plans to reach goals using the available resources in the most efficient way.

Biblical References

Acts 27:11; Exodus 18:13:26

Discussion

- Distinguishing between the gift of leadership and the gift of administration
- The leader is the captain of the ship; the administrator is the pilot.
- The leader sees the broader picture; the administrator sees the details.
- The leader has the vision; the administrator sets up goals to achieve vision.
- The leader aspires; the administrator carries out.
- The leader is the motivator...the administrator is the implementer.
- The leader says "Follow me!" while the administrator says "I'll show you how to get there."

Symptoms of Gift

- You prefer to be "second in command". You will do the organizing, though you may not wish to persuade and motivate people to goals.
- You are an organizer, and you tend to be organized personally.
- You hate inefficient use of time, energy and money.
- You not only enjoy planning a good course of action, you don't mind the scheduling, phone calling, letter writing, etc. You like to get things done.
- You are constantly making lists and writing notes to yourself and others.
- You are able to identify concrete ways to achieve abstract goals.
- You do not enjoy specifically being told everything to do (that is the gift of helps); rather, you need to be given a general direction and then the freedom to operate as you think best
- You think of details.
- This gift is often grouped with leadership.

How to Develop Gift

- Read and be trained in management skills
- Volunteer for administrative positions.

Ministry of Gift

Widespread; virtually every ministry within the church needs those who have administrative skills to plan and get the job done; deacons, coordinators of events (i.e., Missions conference, Spring Fling). A behind-the-scenes gift that is absolutely vital.

• MERCY •

Word Study

- (*eleao*) - to have pity, compassion
- The outward manifestation of pity; assumes need on the part of him who receives it and resources adequate to meet the need on the part of him who shows it.

Definition of Gift

- The special ability to feel love and sympathy for people who are suffering, and to alleviate the suffering through kind deeds. The practical use of this gift expresses the love of God to those in need and thus prepares their hearts for acceptance of the Gospel message.
- Whereas exhortation helps sufferers mainly through words, mercy helps mainly through deeds.

Biblical References

Micah 7:18; Heb 2:17-18; Matt 9:36; 1 John 3:17; Luke 10:30-37; James 2:15-16; Col. 3:12-15

Symptoms of Gift

- You can tolerate being in the presence of persons or situations that others avoid due to unpleasantness. You are not repulsed.
- You are extremely patient, so as to be able to sit at a bedside or put up with helpless irksome behavior in people.
- You are very tender-hearted and are deeply moved by a display of any suffering and distress.
- You are comfortable in institutions (prisons, nursing homes, hospitals), places that others would rather avoid.
- People in need like to have you around because you cheer them up.
- You respond to the need without considering whether or not the person deserves, or has earned, any help.
- You take care with words and actions to avoid hurting others.
- You tend to be ruled by your heart rather than your head.
- You have a bent toward enjoying practical service more than theoretical service of a conceptual nature.
- You have a willingness to do little jobs without any credit just for the joy of doing them and knowing they are a help to someone.
- You possess a lot of energy and physical stamina
- You possess a lot of practical skills and enjoy working with your hands.
- You have no desire to be "up front". Yours is a quiet, behind the scenes gift
- You may have difficulty saying "no" and find yourself overwhelmed with many errands and demands on your time and energy.
- You prefer working on immediate goals rather than long-range ones.
- You tend to do more than asked to do.
- You prefer doing a job to delegating it.
- **POTENTIAL PROBLEM:** You may become critical of others who do not help out with obvious needs (Martha syndrome)
- **POTENTIAL PROBLEM:** You may neglect own family's needs in helping out with others.
- **POTENTIAL PROBLEM:** You may become pushy or interfering in your eagerness to help.
- **POTENTIAL PROBLEM:** You may find it hard to accept being served by others.

How to Develop Gift

- Serve!
- Become a teacher's aide, a deacon's aide

Ministry of Gift

Everywhere! Without this gift, the body of Christ could not exist. Deacons, secretaries, administrative assistants, teacher's aides

• HELPS/SERVICE •

Word Study

- "**Helps**" as found in I Cor 12:28.
 - (*antilempsis*) - a laying hold of, an exchange, to take so as to support.
 - (*anti*) - means in exchange or in front of; (*lambanomai*) - means to lay hold of
 - Meaning: "Here, let me take care of that for you."
- "**Service**" as found in Romans 12:7.
 - (*diakoinia*) - ministry, service, root word for office of deacon

Definition of Gift

The ability to see needs and to assist whenever a need occurs, to do so as to strengthen, help or encourage others. Such service may be menial or domestic in nature. It is a special ability to invest time and talents into the lives of other Christians, thus freeing them to be more effective in their ministries.

Biblical References

Philippians 2:25 (*Epaphroditis*); Romans 16:1 (*Phoebe*); Philemon 10 (*Onesimus*); Mark 10:40-45; 1 Tim 3; Matt 20:20-28; Acts 6:1-6; 2 Tim 1:16-18 (*Onesiphorus*)

Discussion

- Because there are too different Greek words involved here, it is probable that two different gifts are being described. However, they are very similar in nature and are difficult to distinguish.
- "Helps" would most likely refer to the one who sees many needs in a situation and is able to "jump in" wherever there is a need. "Helps" would be analogous to the hand in the body. The hand can do anything: brush hair, pass out papers, set up chairs, cook, stuff envelopes, make phone calls, change light bulbs, drive a tractor, etc.
- "Service" more often refers to one with a specific ministry. The liver would be analogous to service in the body of Christ. This person may not be able to see and meet needs on the wide scale, but rather he performs a consistent, faithful service in one area. One with the gift of service faithfully serves coffee and cleans up the church kitchen week after week.

Symptoms of Gift

- You have an unselfish nature, which likes to do tasks, menial or otherwise, as long as they help others.
- You have the ability to see temporal needs of others.
- You tend to be a crusader for good causes.
- Your intercessory prayer life is very strong.
- You love to do thoughtful things (remember birthdays, etc.)
- **POTENTIAL PROBLEM:** You are very vulnerable and easily hurt by others.
- **POTENTIAL PROBLEM:** You are sometimes prone to take up another person's offense.

How to Develop and Minister Gift

- Volunteer for hospital service jobs, institutions, nursing homes.
- Serve on committees who work with the elderly, prisoners, widows, orphans, the handicapped.
- One on one ministry to any you meet
- Crisis pregnancy centers
- Single parent families
- Helps and Needs committee
- Meals on Wheels
- Inside and outside the church, the list is endless.

• GIVING •

Word Study

- (*metadidomi*) - not the simple word for giving, which is (*didomi*)
- (*meta*) is an intensifier. It means "with" and is used five other times in the New Testament, meaning sharing, imparting, giving of self. Involves all your being and implies sharing, sacrificial nature.

Definition of Gift

The capacity to give liberally to meet the needs of others and yet to do so with a purity of motive which senses that the giving is a simple sharing of that which God has provided. Involves not only money, but all the person possesses.

Biblical References

Acts 4:34-37; 1 Tim 6:17-18; 2 Cor 8:1-5; 2 Cor 9:1-15; Phil 4:17-19

Discussion

In the light of every believer's responsibility to the work of ministry, how is this gift distinguished? Every believer is responsible for obedient giving which in the Old Testament involved tithing and in the New Testament seems to imply giving as God has prospered. Obedient giving is a maintenance kind of giving, the consistent giving of resources as God prospers and provides. On the other hand, gifted giving seems to include and go beyond obedient giving, and involves forward and crisis giving. For these people, money is constantly coming in and going out, and giving is done with a singleness of mind, a natural joy and delight, with simplicity and no pretense or agendas. When emergency needs arise, it is usually the people with the gift of giving that respond.

Symptoms of Gift

- You are quick to recognize material needs of others and to assume some burden to meet those needs.
- You are careful in the handling of your financial matters and you have a bent toward obtaining only those things which you need. -
- You have a conviction that all of what you have belongs to God and you as a steward want to be a channel for God to use what He has given you.
- You have no desire for acclaim and expression of gratitude, and you prefer to give anonymously.
- It gives you great joy to give. You are able to give great proportions of your wealth without great effort of will. It is not painful. Ten percent (10%) of income is a very small amount for you.
- Someone has said "A person with this gift does not ask 'How much must I give?' but 'How much must I keep?'"
- You are able to meet needs in ways that bring spiritual benefit to the recipients.
- You are skillful in making and managing money (not necessarily, but often true).
- You are often willing to sacrifice personal desires to give to God's work.
- When presented with a physical or spiritual need, you tend to respond on your own initiative to try to meet it, especially through material or monetary generosity.

How to Develop Gift

- Learn good financial management.
- Study Biblical passages dealing with giving
- Practice!

Ministry of Gift

Deacons, as they are charged to develop liberality in their congregations, mercy ministry, everywhere!

• COMMENTARY ON HOW THE GIFTS WORK TOGETHER •

The Body of Christ looks upon a troubled situation:

MERCY would see the need, go to the bedside and get involved.

HELPS would cook the meal.

GIVING would pay for it.

EVANGELISM would come and preach the Gospel to them.

EXHORTATION would counsel them on how to get their lives together.

ADMINISTRATION would coordinate all the efforts.

PASTOR-TEACHER would watch over the long process.

LEADER would have vision to see better ministry in the future.

• KNOWLEDGE •

Word Study

- (*logos*) - denotes the expression of thought, a conception or idea. Used in 1 Cor. 12:8.
- (*gnosis*) - indicates a seeking to know, inquiry, investigation
- note: word is not (*epignosis*), which indicates true, full knowledge

Definition of Gift

The special ability to discover, organize, relate and clarify information and ideas

Biblical References

2 Peter, Colossians 2:3; 1 Cor 8:1; Proverbs 15; Hosea 4:6; Hosea 6:6

Discussion

- Some believe that these gifts are situational communications given by the Spirit for a particular moment; i.e., a word which comes from God as knowledge or wisdom for a certain specific situation. (Problem: use of the word (*gnosis*) instead of (*rehma*), which indicates spoken word only.)
- Some believe these gifts were no longer needed once the New Testament canon was completed and henceforth no longer exist.

Symptoms of Gift

- You easily get "the big picture" when studying an area of knowledge. You can summarize and outline a book or lecture so that it is clearer than when it was first delivered.
- You can take in, retain and recall large amounts of information.
- You are an eager learner, you love to discuss and think about ideas. You enjoy the academic world. You are patient in research.
- You are often more idea-oriented than people-oriented. You are bored with small talk and gossip.
- This gift is often coupled with teaching gift (but not always).

How to Develop and Minister Gift

- Sharpen your study habits.
- Read a lot and write. Outline and organize on paper.
- Try to teach to see if you have knowledge mixed with teaching. Write magazine articles, books, commentaries, teaching materials, work in church library, Seminary and Bible college professors.

• WISDOM •

Word Study

- (*logos*) - denotes the expression of thought, a conception or idea. Used in 1 Cor. 12:8.
- (*sophia*) - skilled, refers to insight into true nature of things

Definition of Gift

The special ability to apply truth to concrete situations, to communicate wisdom; to properly evaluate a situation in the light of spiritual truth.

Biblical References

Job 28 26; Proverbs 1:7; 15:33; Colossians 2:3, Colossians 1:9-12; James 3:13-18; Jeremiah 9:23-24; 1 Cor 1:18-25

Symptoms of Gift

- "Insight" is the key word here. You possess this quality as you sift through what is often conflicting and confusing. You are able to communicate this insight to others.
- You are able to take what is technical and make it practical and applicable.
- You are a problem solver. You can quickly size up all the elements of a situation.
- Wisdom differs from discernment in that it is not person-centered but rather problem-centered.
- Wisdom may be communicated either verbally or in written form.
- When a group discussion becomes confused and entangled, you are able to clarify, offer a suggestion which is insightful, and harmony results.
- This gift is useful blended with any other of the gift mixes in the body of Christ. Usually but not always mixed with speaking gifts.

How to Develop and Minister Gift

- Get in decision-making bodies, areas where you are a "trouble-shooter".
- Study the WORD, look very closely at Proverbs, and James.
- Realize gift grows stronger with experience and deeper prayer life.
- Useful in counseling situations.

• DISCERNMENT •

Word Study

(*diakrisis*) - act of judgments, a clear discrimination, to separate, judging whether spirits are evil or of God. Used in 1 Cor. 12:10.

Definition of Gift

The ability to separate that which is from God and what is not; the ability to know whether motives and behavior are divine, human or demonic in origin.

Biblical References

Acts 5:9-11; Acts 13:8-12; Acts 16:16-18; Acts 20:29-30; 2 Tim 4:1-3; 2 Cor 11:4; 13-15; Acts 17:11; I John 4:1; 2 Peter 2:1

Symptoms of Gift

- You are not gullible and seldom "taken in" by anyone. (note: don't mistake discernment for a critical spirit)
- You are apt to spot insincerity and "phoniness" before others do.
- You are sensitive to doctrinal issues, able to go beneath the surface of statements to discern presuppositions and "where he's coming from".
- This gift is similar to wisdom, but is more "person centered", having to do with motives and behavior, rather than alternative courses of action in decision making.
- You have a keen sense for recognizing inconsistencies.
- You often and quickly notice when public speakers give wrong interpretation or misapply Scripture.
- You have a deep underlying spirit of conviction which will not allow you to rest when you know people are being given half-truth, misapplied truth or the false.

How to Develop and Minister Gift

- Read the Bible And solid Biblical theology. The more saturated in Scripture you are, the more potent this gift will be.
- Gift is dependent upon your spiritual growth and maturity. Many immature believers claim this gift, but it takes growth and practice! (Hebrews 5:14 - *Solid food is for the mature, who because of practice have their senses trained to discern good and evil.*)
- Useful in decision-making groups as well as in personal guidance and counseling.
- Good supplement to any kind of "people work". One should determine your ministry based on other gifts, and then use discernment with it.

• FAITH •

Word Study

- (*pistis*)- firm persuasion, a conviction based upon hearing.
- Same word essentially as used for "believe"
- This is the common word for faith used in the New Testament.

Definition of Gift

The special ability to understand and work for God's will and purposes with extraordinary confidence.

Biblical References

Hebrews 11; Romans 10:17; Matt 9:22

Discussion

- The gift of faith is more than the faith we all possess as believers. We are not talking about saving faith or believing the Word, or the fruit of the Spirit. The key to this gift is found in two verses:
- 1 Cor 12:9 - "*to another faith by the same Spirit, and to another gifts of healing. . .*" (indicates these are gifts not given to everyone, something beyond the faith we receive to believe God).
- 1 Cor 13:2 - "*And if I have the gift of prophet, and know all mysteries and all knowledge; and if I have all faith, so as to remove mountains. . .*" Paul is talking about spiritual gifts here, and the spiritual gift of faith seems to be associated with "mountain moving faith". Mountains refer to the obstacles of life. This gift enables the believer to believe God for great things.

Symptoms of Gift:

- You are not indecisive or timid about Christian ministry; you are bold and confident in your endeavors.
- You "think big"; you tackle tasks others shy away from.
- You have an infectious enthusiasm which can inspire and motivate others to work for God's goals.
- You tend to become very irritated with "red tape", negative thinking, fault finding and indecision.
- You have recurring experiences where in the midst of situations you sense God is going to do something unusual even though most around you do not have this kind of assurance
- Your prayer life is very strong. You feel great satisfaction and joy in persisting through prayer for specific needs.
- When you believe that God has led, you seem to have unusual assurance that it will be accomplished, no matter what.
- You tend to encourage other Christians to trust God and think big in terms of certain goals and actions
- Often this gift is clustered with leadership (powerful combination).

How to Develop and Minister Gift

- This gift is a kind of "magnifier" of any other gifts a person may have. It increases boldness and perseverance in any ministry.
- The gift of faith is developed and strengthened as the Bible says: obedience to promises and hearing the Word of God.
- Develop a strong prayer life. Keep a prayer notebook.
- This gift should be present in any planning or goal-setting body in a church. Every committee (mercy, missions, etc) needs someone with this gift.
- Read biographies of Christians with this gift (George Muller, Francis Schaeffer, Bill Bright)

• MINISTRIES OF RIVERMONT EPC •

CONGREGATIONAL LIFE

- Prayer Ministries
- Helping in New Member's Class
- Ministry to Seniors
- Meals for: General Care Needs/New Moms/Funeral
- Crisis Support
- Bereavement Ministry

HOSPITALITY & FELLOWSHIP

- Preparing meals for special functions
- Organizing social functions/receptions
- Assisting with receptions
- Greeting visitors
- Visitor follow-up
- Host visiting ministry participants

WOMEN'S/MEN'S MINISTRY

- Mentor women/men
- Lead a men's/women's Bible study
- Serve on the women's/men event planning team
- Lead a Women's/Men's Small Group

CHRISTIAN EDUCATION

- Adult Teacher
- Children's Teacher (Preschool-fifth grade)
- Youth Teacher (Middle & High School)
- Teacher's Assistant (Age group: _____)
- Class Host
- Library volunteer
- Small group leader: Youth College Adult

CHILDREN'S MINISTRIES

- Nursery: Volunteer Greeter
- Leaders: Bible Clubs Children's Church
- Assist with children in music
- Children's piano accompanist
- Summer Bible School volunteer

MISSIONS, EVANGELISM & OUTREACH

- Participating in a short-term mission project
- Host visiting missionaries
- Help with local evangelism ministries
- Support "Christianity Explored" outreach
- Minister to international students
- Serve local mercy ministries (Daily Bread, Meals On Wheels, Food Pantry, etc.

HELPS & SERVICE

- Serving Food
- Baking Cookies
- Helping in the kitchen
- Set up for church events
- Organize or assist with a short term ministry event
- Providing transportation

CRAFTSMANSHIP

- Gardening
- Carpentry
- Improving church property
- Lawn care
- Painting
- Decorating
- Artist
- Needlework/Sewing

COMMUNICATION

- Technology support and set-up
- Assist with mass mailing
- Sound system
- Photography

WORSHIP

MUSIC

- Sanctuary Choir Singer
- Instrumentalist: indicate instrument: _____
- Handbell Choir Ringer
- Piano Accompanist

SERVICE

- Ushers Guild
- Flower Guild
- Wedding Assistant

• MYERS-BRIGGS PERSONALITY INVENTORY •

1. Each number contains two questions that relate to opposite kinds of behaviors or ministry style traits. Using the scale underneath each set of descriptions, circle the number which best indicates your preferred ways of serving. You may want to circle a number under each statement if you believe that both descriptions apply to you, but you might want to circle a number under only one side.
2. The numbers on the scale below each set of questions are your shorthand answers and have the following means:
 - 1 - Only occasionally true
 - 2 - Sometimes true
 - 3 - True about half of the time
 - 4 - True most of the time
 - 5 - Always true for me
3. Always go with your initial response. Try to respond in terms of how you prefer to serve or ministry, not how you think you should serve. Try to express your own preference and not mirror what you think others expect of you, or even what your family or church expects from you. Think especially of how you relate to others in the church and community as you answer.
4. Scoring instructions are given at the end of this exercise. Read them after you have completed the following pages.

(E)	ORIENTATION	(I)
Do you find that your attention flows naturally to the people and things around you? 5 4 3 2 1	OR	Do you find that whenever possible, you prefer to occupy yourself with your own inner world of thoughts and ideas? 5 4 3 2 1
2) Would you characterize yourself as outgoing? 5 4 3 2 1	OR	Would you describe yourself as basically a reserved person? 5 4 3 2 1
3) Is your energy renewed by being with others? 5 4 3 2 1	OR	Even though you enjoy others' presence, do you find that you need solitude to recharge your batteries? 5 4 3 2 1
4) Are you rather easy to get to know? 5 4 3 2 1	OR	Are you reluctant to allow others into your private world? 5 4 3 2 1
5) Do you find it easy to think out loud? 5 4 3 2 1	OR	Do you feel that you need to turn inward in order to collect and organize your thoughts before you speak? 5 4 3 2 1
6) Are you rather expressive of your feelings? 5 4 3 2 1	OR	Do you mostly keep your feelings to yourself? 5 4 3 2 1
7) When you are under stress, do you seek the company of others in order to sort things out? 5 4 3 2 1	OR	When under stress, do you require a measure of seclusion so that you can pull things together? 5 4 3 2 1
8) Do you tend to act first and then think later? 5 4 3 2 1	OR	Do you tend to reflect and reflect and then eventually get around to action? 5 4 3 2 1

(S)	PERCEPTION	(N)
1) Do you depend on your five senses in order to gather data about what's happening? 5 4 3 2 1	OR	Do you rely more on your intuitions and hunches in order to form impressions about what's going on? 5 4 3 2 1
2) Do you prefer straightforward ways of speaking and writing—the more specific and concrete the better? 5 4 3 2 1	OR	Do you like a speaker or writer to use images and symbols that allow you to engage your own imagination. 5 4 3 2 1
3) Are you an observer of tradition, one who does not easily break with custom? 5 4 3 2 1	OR	Are you able to break with tradition if it seems restrictive and to lay aside customs that seem too cumbersome for a new situation? 5 4 3 2 1
4) Does the here and now keep your attention? 5 4 3 2 1	OR	Are you fascinated by what could be, and find that those possibilities occupy your thoughts? 5 4 3 2 1
5) Do you usually see the “trees” before the “forest”; i.e., details before the big picture? 5 4 3 2 1	OR	Are you a person who often sees the forest before you see the trees; i.e., the big picture before the details? 5 4 3 2 1
6) Are you a practical sort of person with a common sense approach to things? 5 4 3 2 1	OR	Are you an inventive sort of person with a creative approach to things? 5 4 3 2 1
7) If someone hangs a new picture or puts a new plant on the table, will you usually notice it? 5 4 3 2 1	OR	Are you often more unobservant of your such things in your surroundings? 5 4 3 2 1
8) Are you a steady, dependable kind of person who continues on with a project over the long term? 5 4 3 2 1	OR	Do you tend to work by inspiration and find that when your vision for a task fades, so does your energy? 5 4 3 2 1

(T)	DECISION-MAKING	(F)
1) Are you generally satisfied in basing your decisions on an objective analysis—weighing the pros and cons of a situation logically? 5 4 3 2 1	OR	Regardless of the pros and cons, your decision will be based on what you feel is valuable to you and to others? 5 4 3 2 1
2) Can you usually get on with your job, regardless of relational harmony? 5 4 3 2 1	OR	Do you find that harmonious relationships are essential for you to function effectively in a situation? 5 4 3 2 1
3) Does making a critical evaluation come more naturally for you than speaking a word of praise? 5 4 3 2 1	OR	Do you prefer to offer a compliment more often than a word of critique? 5 4 3 2 1
4) When forced to choose, do you place straightforwardness above tactfulness? 5 4 3 2 1	OR	When you are under pressure, do you place tactfulness above straightforwardness? 5 4 3 2 1
5) Do you find that your contribution to a group often lies in your ability to help people see objectively? 5 4 3 2 1	OR	Do you find your contribution to others usually flows from your ability to empathize and to help people stay mindful of other's feelings? 5 4 3 2 1
6) In conversation, are you more concise than expressive? 5 4 3 2 1	OR	In conversations, are you more expressive than concise? 5 4 3 2 1
7) Do you believe that people are more likely to make a wrong move if they go with their heart rather than their head? 5 4 3 2 1	OR	That people are more likely to make a wrong move if they go with their head rather than their heart? 5 4 3 2 1
8) Are you more fact based, with greater interest in tasks being accomplished than people's feelings? 5 4 3 2 1	OR	Are you more personal, with greater interest in harmony with people than the task being accomplished? 5 4 3 2 1

(J)	LIFESTYLE					(P)
1) Do you prefer to plan your work and work your plan? 5 4 3 2 1	OR	Do you tend to be more unsystematic in your ways? 5 4 3 2 1				
2) Do your basic contributions to a group often stem from being orderly, planned, and decisive? 5 4 3 2 1	OR	Are the attributes you bring to a group such things as spontaneity, open mindedness, tolerance and adaptability? 5 4 3 2 1				
3) Do you enjoy bringing things to completion—finishing the task? 5 4 3 2 1	OR	Do you like the feeling of getting new things started and having many projects going at the same time? 5 4 3 2 1				
4) Do you like to get the information you need and bring things to a conclusion quickly? 5 4 3 2 1	OR	Do you prefer to wait until you are sure you've gathered all the information? 5 4 3 2 1				
5) Are you the sort of person who likes having standard operating procedures and set routines for doing things? 5 4 3 2 1	OR	Do you prefer trying out new and fresh ways of doing recurring tasks so that you won't get into a rut? 5 4 3 2 1				
6) Would the phrase "A place for everything and everything in its place" be descriptive of your ministry style? 5 4 3 2 1	OR	Do you like to leave your schedule open so that you can respond to new and changing events? 5 4 3 2 1				
7) Is it unsettling for you to keep matters up in the air and undecided? 5 4 3 2 1	OR	Do you prefer to keep your options open for as long as possible, so you won't miss something? 5 4 3 2 1				
8) Do you prefer to be more task-oriented than relaxed? 5 4 3 2 1	OR	Do you prefer to be more relaxed than task-oriented? 5 4 3 2 1				

SCORING THE EXERCISE

- Score each section of the exercise separately.
- Add the numbers circled in each column.
- Place your totals in the appropriate spaces.
- Go back to #3 above and circle the letter in each set that has the higher score. The circled letters suggests your ministry style type.
- Whenever your scores in a given set are as much as 10 points (or more) apart, your preference is clearer. Less than a 10-point difference means that a strong inclination in one direction contrasted to the other is not indicated by this exercise.
- Go to the Descriptions of the Myers-Briggs 16 Types beginning on the next page to find a description of your Temperament Type and include in your Divine Design Statement the descriptors that apply to you.

Orientation	E:	_____	I:	_____
Perception	S:	_____	N:	_____
Decision-Making	T:	_____	F:	_____
Lifestyle	J:	_____	P:	_____

Myers-Briggs Personality Descriptions

(adapted from *LifeKeys* by Kise, Stark, Hirsch)

ISTJ

"Hold them in the highest regard in love because of their work." 1 Thessalonians 5:13

Contribution to the Spiritual Community

- Being dutiful and responsible conservers of tradition
- Having hard-working, dependable, and pragmatic habits
- Using past experience effectively
- Consistently bringing order and logic to all they do

Leadership Style

- Traditional and analytical approach
- Focusing on a daily basis on what needs to be done to keep things "shipshape"
- Adding an efficient and factual perspective to leadership
- Selected by others to lead because of straightforward approach

Common "Confessions"

- Not wanting to change the status quo
- Becoming rules-minded and overlooking exceptional needs
- Seeking to know all the nitty-gritty and in the process missing the "big picture"
- Doubting they are "fearfully and wonderfully made," being too aware of areas for self-improvement

Preferred Environment for Service

- Individual, hands-on assignments or projects
- Administrative areas, especially organizational, financial, record keeping
- Managing general office tasks to keep things running smoothly
- Overseeing work or doing it themselves

Possible Spiritual Helps

- Traditional Bible study
- Daily devotions, contemplation, and prayer
- Reading or hearing about tangible and concrete examples of God's grace in action
- Religious objects which serve as reminders of one's faith

Trap: Being so aware of "works" that they forget they are already saved through grace, not through action

Myers-Briggs Personality Descriptions

(adapted from *LifeKeys* by Kise, Stark, Hirsch)

ISTP

"But whoever lives by the truth comes into the light so that it may be seen plainly that what he has done has been done through God." John 3:21

Contribution to the Spiritual Community

- Finding the best way—without red tape—to handle a project
- Contributing quietly, behind the scenes
- Setting up and maintaining automation, computerization
- Being a storehouse of facts and details about their special interests

Leadership Style

- Crisp, practical, efficient, as needed leadership
- Hands-off style unless situation or people call for more
- Perseverance, technical orientation, matched with flexibility and calmness
- Nonhierarchical and egalitarian model for authority

Common "Confessions"

- Allowing spiritual life to be more incidental or accidental
- Finding worship or emotional expression of others awkward or even intimidating
- Not factoring the needs of others into daily living
- Trying to reduce everything to a logical formula

Preferred Environment for Service

- Tasks requiring artisans or craftspeople
- Straightforward, pragmatic, and necessary projects (sidewalk repairs, building upkeep, etc.)
- Involvement with physically oriented or sports ministries
- Crisis intervention-flood and other kinds of disaster relief

Possible Spiritual Helps

- Disciplined quiet study and prayer
- One-on-one spiritual direction with a trusted, like-minded other
- Reading and reflecting about biblical facts and details essential to one's faith
- Being in nature

Trap: Isolating oneself from spiritual community

Myers-Briggs Personality Descriptions

(adapted from *LifeKeys* by Kise, Stark, Hirsch)

ESTJ

"Be diligent in these matters; give yourself wholly to them." 1 Timothy 4:15

Contribution to the Spiritual Community

- Organizing to meet day-to-day concerns
- Using direct experience/memory of what is most efficient
- Modeling consistent spiritual habits
- Insisting that "hard questions" be answered

Leadership Style

- Traditional, hierarchical style
- Modeling preparedness and efficiency
- Defining and focusing efforts to meet goals
- Marshaling people and tasks in a no-nonsense manner

Preferred Environment for Service

- Management and administration
- Direct, tangible, need-related projects
- Ferreting out problematic areas
- Managing funds according to goals and schedules

Common "Confessions"

- Staying stuck with the tried and true
- Becoming overly rules-bound/ legalistic
- Skeptical-needing proof first
- Missing the wider ramifications of their quick decisions

Possible Spiritual Helps

- Introspection and meditation
- Developing empathy through serving others face-to-face
- Allowing Bible study to influence personal values
- Spending more time with those about whom they care

Trap: Doubting the relevance of even having a faith

Myers-Briggs Personality Descriptions

(adapted from *LifeKeys* by Kise, Stark, Hirsch)

ESFJ

"For I am not seeking my own good but the good of many, so that they may be saved." 1 Corinthians 10:33

Contribution to the Spiritual Community

- Preserving the faith from one generation to the next
- Offering a service orientation, warmth and caring
- Making people feel welcome and valued
- Knowing what matters for people and organizations

Leadership Style

- Traditional take-charge yet take-care style
- Building relationships into coalitions to accomplish tasks
- Including others' opinions and inviting them into direct service
- Following a cooperative, consensual, and timely plan to get things done

Preferred Environment for Service

- Hospitality responsibilities (welcoming, decorations, social activities, etc.)
- Visiting with the elderly, sick, shut-ins
- Organizing food shelves, daycare shelters, recovery groups, etc.
- Administrating youth, education, or social organizations

Common "Confessions"

- Telling others what they ought/ should be doing
- Sweeping conflicts under the rug to maintain harmony
- Caretaking until others lose interest in providing for their own needs
- Being reluctant to question tradition or leaders

Possible Spiritual Helps

- Group Bible study with applications to daily life
- Evangelism and other outreach programs
- Retreats with others where emphasis is on Christian fellowship
- Reading/hearing accounts of grace in the lives of others

Trap: Focusing so much on others that they overlook their own feelings and needs

Myers-Briggs Personality Descriptions

(adapted from *LifeKeys* by Kise, Stark, Hirsch)

ESTP

"Therefore everyone who hears these words of mine and puts them into practice is like a wise man who built his house on the rock." Matthew 7:24

Contribution to the Spiritual Community

- Paying attention to what needs doing/fixing right now
- Meeting practical needs in the most efficient way
- Reminding others of the joys of this life, this present time
- Adding a "spark of life" to what they care about; catch the moment and ride the wave!

Leadership Style

- Negotiator, conciliator, or motivator to action
- Bringing order out of chaos, managing distractions well
- Finding the fastest and most direct way to move a task along
- Using an uncanny and exquisite sense of timing when taking charge

Preferred Environment for Service

- Natural crises and disaster relief
- Working with all ages in activity oriented ministries
- Hands-on projects
- Taking care of physical property

Common "Confessions"

- Questioning reality of religion; hard to take things on faith
- Being skeptical about immortality
- Overlooking spiritual life because of focus on real life
- Finding it hard to be patient in dry periods of faith

Possible Spiritual Helps

- In-depth Bible study, focusing on the logical and practical applications of faith
- Quiet time for meditation and rest
- Being in nature

Trap: Spending too much time in activities, too little in reflection

Myers-Briggs Personality Descriptions

(adapted from *LifeKeys* by Kise, Stark, Hirsch)

ISFJ

"Pursue righteousness, godliness, faith, love, endurance, gentleness." 1 Timothy 6:1

Contribution to the Spiritual Community

- Providing stability, improving efficiency
- Offering a sensible and matter-of-fact attention to daily concerns of people
- Accurately recalling specifics found in conversations and situations
- Adding a sense of dignity and respect to all aspects of the community

Leadership Style

- Encouraging the best from others
- Conscientiously organizing behind the scenes to accomplish tasks
- Enrolling others in a practical, kind, and cooperative way
- Willing to lead if asked

Preferred Environment for Service

- Office administration, financial and other record keeping
- Projects focused on health or medical care for others
- Standing committees whose purpose is to provide practical help
- Assisting willingly in any volunteer activity as asked

Common "Confessions"

- Not seeing how all the details add up to become the overall plan
- Retreating from calling attention to selves or claiming their just due
- Avoiding complex and philosophical topics
- Filling time with "all that needs to be done," sometimes neglecting their own spiritual needs

Possible Spiritual Helps

- Spiritual direction for insights as to how God is at work in their lives
- Being in nature to contemplate and sense God's creation
- Structured traditional daily devotions and prayer
- Bible verses that appeal to the senses-the lilies of the field, a single mustard seed, etc.

Trap: Deferring too much to the wants of others

Myers-Briggs Personality Descriptions

(adapted from *LifeKeys* by Kise, Stark, Hirsch)

ISFP

"Truly I tell you, just as you did it to one of the least of these who are members of my family, you did it to me." Matthew 25:40

Contribution to the Spiritual Community

- Providing loving, gentle, behind-the-scenes help
- Seeing the hand of God in the beauty of nature
- Offering acts of altruistic charity
- Giving immediate, direct, one-on-one help to people in need

Leadership Style

- Leading directly only when they have crucial knowledge or when no one else will
- Taking responsibility by doing needed detail and follow through
- Considerate, compassionate, tolerant, and forgiving
- Flexible and open to needs of the present

Preferred Environment for Service

- Nursery, preschool, those with special needs, and elder care
- Prayer and healing
- Practical support to needy others
- Participating in craft and artistic endeavors

Common "Confessions"

- May not take credit that is due, and may be too modest for their own good
- Sacrificing self to greater welfare
- Avoiding firm stand until values are crossed-then watch out!
- Not making appropriate demands on others

Possible Spiritual Helps

- Selecting role models for the kind of spiritual life sought
- Being in nature, meditating on God in natural things; experiencing true leisure time alone for reflection
- Joining a small group to add structure to spiritual journey

Trap: Not valuing self highly enough

Myers-Briggs Personality Descriptions

(adapted from *LifeKeys* by Kise, Stark, Hirsch)

ESFP

"A cheerful heart is good medicine." Proverbs 17:22

Contribution to the Spiritual Community

- Reminding others how to appreciate the wonders of God through one's five senses
- Bringing enjoyment to all
- Being generous with time and talents
- Adding warmth, excitement, and fun to endeavors

Leadership Style

- Attracting others by enthusiasm, optimism, and zest
- Energizing people to start a task
- Seeking input from all involved before making a binding decision
- Facilitating conflict and crises through a warm and personal approach

Preferred Environment for Service

- Tangible acts of service for others such as decorating, providing flowers, or arranging transportation
- Youth, young adult, sports, and action-oriented ministries
- Visitation of sick and elderly
- Planning and staffing community-building celebrations or gatherings

Common "Confessions"

- Neglecting to make time for God and spiritual matters
- Not giving enough thought to future concerns
- Being too generous or giving too much of self to others
- Not wanting to act alone

Possible Spiritual Helps

- Group devotions or study time
- Looking for concrete experiences of God in daily life
- Biblical study for applications to one's own life
- Considering both the positive and negative sides of spiritual offerings

Trap: Trying to please everyone at the same time

Myers-Briggs Personality Descriptions

(adapted from *LifeKeys* by Kise, Stark, Hirsch)

INFJ

"Therefore encourage one another and build each other up, just as in fact you are doing." 1 Thessalonians 5:11

Contribution to the Spiritual Community

- Understanding the feelings and motivations of others
- Finding creative ways for people to accomplish tasks, making the process enjoyable
- Modeling integrity and follow-through
- Lending future-oriented ideas to planning and development

Leadership Style

- Developing an atmosphere of mutual trust
- Working for cooperation rather than demanding it
- Inspiring others with their goals and plans for attaining them.
- Acting as facilitators.

Preferred Environment for Service

- Ministries that seek to help others grow and develop.
- Spiritual direction or one-on-one counseling.
- Using words, oral or written, to influence outcomes for people.
- Small group leadership.

Common "Confessions"

- Finding it difficult to ask others for help.
- Reluctantly advocating for their ideas or talents.
- Focusing with such intensity on their own "vision" that they miss the suggestions of others.
- Withholding needed criticism to maintain harmony.

Possible Spiritual Helps

- Journaling and poetic writing.
- Finding an "encourager," someone who will listen to ideas and suggest taking action.
- Using creative imagery to make Scripture come alive.
- Time alone to reflect, meditate, and pray.

Trap: Trying to work things out alone, being hesitant or afraid to ask for the help of others

Myers-Briggs Personality Descriptions

(adapted from *LifeKeys* by Kise, Stark, Hirsch)

INFP

"Do not conform any longer to the pattern of this world, but transformed by the renewing of your mind." Romans 12:2

Contribution to the Spiritual Community

- Bringing a compassionate, caring, and personal focus to those places they serve
- Adding a spirit of harmony
- Reminding others of their ideals and the worthiness of striving to meet them
- Providing a positive vision for the future

Leadership Style

- Facilitating people and processes
- Persuading through their convictions and inspiring others to do what is right
- Working with individuals to reach their fullest potential
- Holding people and organizations accountable to values; providing integrity

Preferred Environment for Service

- One-on-one counseling/ coaching
- Prayer partners
- Areas where they can add creative ideas
- Ministries that make use of the fine arts

Common "Confessions"

- Taking negative feedback personally, needing too much positive support
- Believing that others do not care enough
- Avoiding issues where conflict may emerge unless a value is crossed—then a tiger emerges!
- Coming across to others as too idealistic and impractical

Possible Spiritual Helps

- Reading and identifying with the compassionate "giants" of faith
- Prayer partners and prayer circles
- Contemplation and meditation
- Inspirational music, books, and symbols

Trap: Being entrenched in one's ideals

Myers-Briggs Personality Descriptions

(adapted from *LifeKeys* by Kise, Stark, Hirsch)

ENFP

"Whatever is true, whatever is noble, whatever is right, whatever is pure, whatever is lovely, whatever is admirable—if anything is excellent or praiseworthy—think about such things." Philippians 4:8

Contribution to the Spiritual Community

- Offering warmth and enthusiasm
- Adding vision and zest to community undertakings
- Sharing resources, especially people and books
- Valuing widespread interests and relationships

Leadership Style

- Using personal charm and charisma to get others started
- Motivating and encouraging people to do their best
- Advocating for the less fortunate
- Providing ingenious ideas

Preferred Environment for Service

- Missions or service-related projects that involve building relationships
- Evangelism, public speaking, promoting
- Liaison to other service organizations/groups, especially those with a creative focus
- Youth work, multicultural and diverse environments

Common "Confessions"

- Over-committing—so many needs, so little time
- Neglecting to give attention to personal, physical, and emotional needs
- Learning just enough about a subject to be "dangerous" or to get by
- Not following through before moving on

Possible Spiritual Helps

- Methodical spiritual disciplines (prayer, study, worship, etc.)
- Singing, acting, dancing, being out in the natural world
- Spiritual study, discussion, or fellowship with small groups
- Self-reflection to get in touch with own feelings

Trap: Being attracted to the newest, latest, most intriguing ...

Myers-Briggs Personality Descriptions

(adapted from *LifeKeys* by Kise, Stark, Hirsch)

ENFJ

"For I know the plans I have for you," says the Lord, "plans to prosper you and not to harm you, plans to give you hope and a future."
Jeremiah 29:11

Contribution to the Spiritual Community

- Monitoring values and integrity
- Supporting others with warmth and encouragement
- Believing in the positive nature of people
- Inviting others to live up to their ideals

Leadership Style

- Large-scale organizing using the best people have to offer
- Planning for the future needs of the group or community
- Modeling exemplary behavior
- Being willing to personally dig in to accomplish the task at hand

Preferred Environment for Service

- Preaching, adult and children's education, sharing one's faith via oral communication
- Greeting newcomers, creating inclusive atmospheres
- Structuring ministries to target the large-scale needs of people
- Organizing fellowship activities and providing a sense of harmony and fun

Common "Confessions"

- Becoming too personally involved in the success or failure of endeavors
- Assuming their way is the most noble or altruistic
- Keeping conflict under wraps in favor of harmony, not wanting to ruffle feathers
- Taking the weight of the world on their shoulders

Possible Spiritual Helps

- Personal quiet time with God
- Rest and spiritual retreat to remove responsibilities and focus on personal faith
- Studying the lives of biblical and other spiritual leaders for insights into their personal lives
- Meeting with others in mutual authenticity, looking past the "shoulds" to encourage and honestly affirm each other

Trap: Avoiding the expression of negative feelings that might result in disharmony-even in relationship with God.

Myers-Briggs Personality Descriptions

(adapted from *LifeKeys* by Kise, Stark, Hirsch)

INTJ

"I devoted myself to study and to explore by wisdom all that is done under heaven." Ecclesiastes 1:13

Contribution to the Spiritual Community

- Envisioning systems to create a better world
- Breaking new ground, shifting paradigms, and changing the way people view things
- Designing or adjusting strategies and structures for future needs
- Thinking and acting independently from traditional or outmoded ways

Leadership Style

- Being a force for change by virtue of the power of their ideas
- Challenging self and others to work toward a compelling future
- Developing conceptual designs and models
- Seeing patterns and systems which solve complex problems

Preferred Environment for Service

- Spiritual coaching and direction
- Teaching, especially adults
- Long-range planning and strategy development
- Finding new approaches with wide ramifications for traditional ministries

Common "Confessions"

- Reluctant to share real self with others
- Wanting to find answers to everything that interests or concerns them
- Not feeling as competent as they'd like
- Expecting others to "see" the future as they do

Possible Spiritual Helps

- Spiritual direction to address specific issues
- Intellectual study, dialogue or debate on matters of faith, especially with experts
- Contemplation, reflection, and meditation
- Silent or directed spiritual retreats

Trap: Being lost in thought-not mindful of others or situation

Myers-Briggs Personality Descriptions

(adapted from *LifeKeys* by Kise, Stark, Hirsch)

INTP

"And this is my prayer: that your love may abound more in knowledge and depth of insight." Philippians 1:9

Contribution to the Spiritual Community

- Relentlessly searching for truth in all things spiritual
- Finding out the long-term consequences of any given plan or strategy for action
- Pointing out errors of logic or sentimentality
- Providing clear, analytical frameworks for understanding

Leadership Style

- Winning respect through depth of knowledge
- Demonstrating ability to conceptualize an issue
- Influencing through theoretical ideas
- Making decisions from a sound, logical foundation

Preferred Environment for Service

- Providing an orderly approach to exploring spiritual issues
- Scholarly or intellectual endeavors
- Conceptualizing or blueprinting an outreach ministry, or service effort
- Program review and development

Common "Confessions"

- Getting too caught up in skepticism
- Attempting to intellectualize faith to the exclusion of the heart
- Ignoring physical and other tangible needs until problems arise
- Underestimating the personal needs of others, overriding their concerns

Possible Spiritual Helps

- Intellectually demanding and challenging Bible study
- Spiritual resources which demonstrate logically the principles of faith
- Reflection, prayer, and meditation
- Spiritual direction with accountability for continuing their Christian growth

Trap: Not realizing how they are coming across, especially when in pursuit of truth

Myers-Briggs Personality Descriptions

(adapted from *LifeKeys* by Kise, Stark, Hirsch)

ENTP

"Not that I have already obtained this or have already reached the goal; but I press on to make it my own, because Christ Jesus has made me his own." Philippians 3:12, NRSV

Contribution to the Spiritual Community

- Initiating new projects, direction, etc., with enthusiasm and energy
- Meeting challenges proactively
- Providing insight and imagination to tasks and projects
- Exhibiting resourcefulness with strategies and structures

Leadership Style

- Using models and logical systems to meet needs
- Speaking out for change
- Organizing, operating, and assuming the risk for new ideas and approaches
- Challenging and encouraging personal and/or organizational achievement

Preferred Environment for Service

- Liaison to other service groups, especially those with a novel or unusual focus
- World service and missions
- Strategy development for congregations and missions
- Marketing and promoting spiritual needs and services

Common "Confessions"

- Overselling the benefits, forgetting or omitting the bare, cold facts
- Taking ownership of tasks from others, overextending one's boundaries
- Believing that what is so easily imagined can be easily achieved
- Not following procedures, ignoring rules

Possible Spiritual Helps

- Methodical spiritual disciplines
- Challenging, intellectually vigorous Bible study
- Corporate worship
- Personal relationship with God

Trap: Competitiveness

Myers-Briggs Personality Descriptions

(adapted from *LifeKeys* by Kise, Stark, Hirsch)

ENTJ

"Dear children, let us not love with words or tongue but with actions and in truth." John 3:18

Contribution to the Spiritual Community

- Developing long-range plans for people and organizations
- Understanding how parts relate to whole
- Bringing a logical order to problems
- Intellectual and philosophical insights applied to spiritual matters

Leadership Style

- Taking charge when a strong leader is needed
- Using conceptual models to guide action
- Exhibiting dedication, concentration, confidence
- Standing firm on principles against opposition

Preferred Environment for Service

- Leadership, long-range planning, strategic alignment or development of mission
- Fund-raising and investing
- Program evaluation and development
- Adult education

Common "Confessions"

- Railroading gentler types
- Overly rational, wanting to reduce everything to a logical formula or principle
- Holding to rigorous standards for self and others
- Being impatient and critical

Possible Spiritual Helps

- Intellectually oriented Bible study
- Discussion/dialogue with a respected spiritual leader
- Contemplation and prayer to build a more personal relationship with God
- Inquiry and learning through exploration of theological questions

Trap: Not being open to the influence of others