

**18: KNOWLEDGE** The divine enablement to bring truth to the body through a revelation or biblical insight. People with this gift: receive truth which enables them to better serve the body, search the Scriptures, understand truth, gain knowledge that at times is not attained by natural means but revealed to them by God, have an unusual insight or understanding that serves the church, communicate truth for teaching and practical use.

**19: WISDOM** The divine enablement to effectively apply spiritual truth to meet a need in a specific situation. People with this gift: focus on the unseen consequences in determining the next steps to take, receive an understanding of what is necessary to meet the needs of the body, provide divinely given solutions in the midst of conflicts and confusion, hear the Spirit provide direction for God's best, apply spiritual truth in practical ways.

**20: HEALING** The divine enablement to be God's means for restoring people to wholeness. People with this gift: demonstrate the power of God; bring restoration to the sick and diseased; authenticate a message from God through various kinds of healings; use it as an opportunity to communicate a biblical truth and to see God glorified; pray, touch, or speak words that miraculously bring healing to one's body, soul, or spirit.

**21: INTERPRETATION** The divine enablement to make known to the body of Christ the message of one who is speaking in tongues. People with this gift: respond to a message spoken in tongues by giving an interpretation, glorify God and demonstrate his power through this miraculous manifestation, edify the body by interpreting a timely message from God, and can be prophetic.

**22: MIRACLES** The divine enablement to authenticate the ministry and message of Christ through supernatural interventions that glorify God. People with this gift: speak God's truth and it is authenticated by an accompanying miracle that points people to a relationship with Jesus. express confidence in God's faithfulness, believe that God will manifest his presence, bring the ministry and message of Jesus Christ with power, claim God to be the source of the miracle and glorify God.

**23: TONGUES** The divine enablement to speak to the church in an unknown language. People with this gift: receive a spontaneous message from God which is made known to the body through the gift of interpretation, express a word by the Spirit to edify the church, speak in a language they have not learned and do not understand, are available to be used by God to speak to his church.

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## WHAT EACH SPIRITUAL GIFT LOOKS LIKE IN ACTION

**1: ADMINISTRATION** The divine enablement to understand what makes an organization function and the special ability to plan and execute procedures that accomplish ministry goals. People with this gift: develop strategies or plans to reach identified goals, assist ministries to become more effective and efficient, create order out of organizational chaos, manage or coordinate a variety of responsibilities to accomplish a task or event.

**2: CRAFTSMANSHIP** The divine enablement to creatively design and/or construct items to be used for ministry. People with this gift: work with wood, cloth, paints, metal, glass, and other raw materials, make things that increase the effectiveness of others, ministries, enjoy serving with their hands to meet tangible needs, design and build tangible items and resources for ministry use, work with different kinds of tools and are skilled with their hands.

**3: CREATIVE COMMUNICATION** The divine enablement to communicate God's truth through a variety of art forms. People with this gift: use the arts to communicate God's truth, develop and use artistic skills such as drama, writing, art, music, dance, etc., use variety and creativity to captivate people and cause them to consider Christ's message, challenge people's perspectives of God through various forms of the arts, demonstrate fresh ways to express the Lord's ministry and message.

**4: ENCOURAGEMENT** The divine enablement to present truth so as to strengthen, comfort, or urge to action those who are discouraged or wavering in their faith. People with this gift: strengthen and reassure those who are discouraged, challenge, comfort, or confront others to trust and hope in the promises of God, urge others to action by applying biblical truth, motivate others to grow, emphasize God's promises, and have confidence in his will.

**5: FAITH** The gift of faith is the divine enablement to act on God's promises with confidence and unwavering belief in God's ability to fulfill his purposes. People with this gift: believe the promises of God and inspire others to do the same, act in complete confidence of God's ability to overcome obstacles, advance the cause of Christianity, because they go forward when others will not. Ask God for what is needed and trust him for his provision.

**6: GIVING** The divine enablement to contribute money and resources to the work of the Lord with cheerfulness and liberality. It doesn't ask, "How much money do I give?" but "How much of God's money do I keep?" People with this gift:

manage their finances and limit their lifestyle in order to give as much of their resources as possible, support ministry with sacrificial gifts to advance the kingdom, meet tangible needs that enable spiritual growth to occur and provide resources trusting God for his provision, may have a special ability to make money to further God's work.

**7: HELPS** The gift of helps is the divine enablement to accomplish practical and necessary tasks which free up, support, and meet the needs of others. People with this gift: serve behind the scenes wherever needed, see the tangible and practical things that need to be done and enjoy doing them, attach spiritual value to practical service.

**8: HOSPITALITY** The gift of hospitality is the divine enablement to care for people providing fellowship food and shelter. People with this gift: provide an environment where people feel valued and cared for, meet new people and make them feel welcome, create a safe and comfortable setting where relationships can develop, seek ways to connect people, set people at ease in unfamiliar surroundings.

**9: INTERCESSION** The divine enablement to consistently pray on behalf of and for others, seeing frequent and specific results. People with this gift: feel compelled to earnestly pray on behalf of someone or some cause, have a daily awareness of the spiritual battles being waged and pray are convinced God moves in direct response to prayer, follow the leading of the Holy Spirit whether they understand it or not, ext. exercise authority and power for the protection of others and the equipping of them for service.

**10: LEADERSHIP** The divine enablement to cast vision, motivates, and directs people to harmoniously accomplish the purposes of God. People with this gift: provide direction for God's people or ministries, inspire others to perform to the best of their abilities, present the "big picture" for others to see, model the values of the ministry, take responsibility to establish ministry goals.

**11: MERCY** The divine enablement to cheerfully and practically help those who are suffering or are in need. People with this gift: have compassion that moves them to action; focus on alleviating the sources of pain or discomfort in suffering people; address the needs of the lonely and forgotten; extend love, grace, and dignity to those facing hardships and crisis; serve in difficult or unsightly circumstances and do so with joy; concern themselves with individual or social issues that oppress people.

**12: APOSTOLIC** The divine enablement to start and oversee the development of new churches or ministry structures. People with this gift: pioneer and establish

new ministries in churches, adapt to different surroundings by being culturally sensitive and aware, desire to minister to unreached people in other communities or countries, have responsibilities to oversee ministries or groups of churches, demonstrate authority and vision for the mission of the church.

**13: PROPHECY** The divine enablement to reveal truth and proclaim it in a timely and relevant manner for understanding, correction, repentance, or edification. There can be immediate or future implications. People with this gift: expose sin or deception in others for the purpose of reconciliation, see truth that others often fail to see and challenge them to respond, warn of God's judgment if there is no repentance, understand God's heart and ministry through the experiences he takes them through.

**14: EVANGELISM** The divine enablement to effectively communicate the gospel to unbelievers so they respond in faith and move toward discipleship. People with this gift: communicate the message of Christ with clarity and conviction, seek out opportunities to talk to unbelievers about spiritual matters, challenge unbelievers to faith and to become fully devoted followers of Christ, adapt their presentation of the gospel to connect with the individual's needs, seek opportunities to build relationships with unbelievers.

**15: SHEPHERDING** The divine enablement to nurture, care for, and guide people toward ongoing spiritual maturity and becoming like Christ. People with this gift: take responsibility to nurture the whole person in their walk with God, provide guidance and oversight to a group of God's people, model with their life what it means to be a fully devoted follower of Jesus, establish trust and confidence through long-term relationships, lead and protect those within their span of care.

**16: TEACHING** The divine enablement to understand, clearly explain, and apply the Word of God causing greater Christ likeness in the lives of listeners. People with this gift: communicate biblical truth that inspires greater obedience to the Word, challenge listeners simply and practically with the truths of Scripture, teach the whole counsel of God for maximum life-change, give attention to detail and accuracy, prepare through extended times of study and reflection.

**17: DISCERNMENT** The divine enablement to distinguish between truth and error discern the spirits, differentiating between good and evil, right and wrong. People with this gift: distinguish truth from error, right from wrong, pure motives from impure, identify deception in others with accuracy and appropriateness, determine whether a word attributed to God is authentic, recognize inconsistencies in a teaching, prophetic message, or interpretation, are able to sense the presence of evil.