Using the GraceGifts test in your church

Introduction

The GraceGifts test is unlike any other spiritual gift test you may have previously used. It is far more advanced and can reveal an immense amount of information regarding how your people may serve.

That said, we issue this strong warning: NEVER USE THE GRACE*GIFTS* TEST, NOR ANY GIFT TEST, AS A STAND-ALONE ASSESSMENT. Why? Because all spiritual gift tests, including our Grace*Gifts*, utilize the most simplistic form of internal validation. This validation system involves asking the same question, stated in different ways, five different times. This means the assessment is easy to manipulate. For this reason, we strongly recommend using the Grace*Gifts* test in partnership with our ePersonality assessment as a source of cross-validation. This is a topic we will develop more fully in the course of this white paper. When both tools describe someone similarly, the results may be trusted. Sadly, many misguided church leaders will use a solo gift test as their only means of ministry mobilization, believing that gift tests are "spiritual" assessment tools. In reality, they are often receiving untrustworthy data that may result is mis-mobilizing people.

The Bible teaches three types of giftedness

Theologians commonly debate regarding the quantity of Spiritual Gifts in the Bible. These debates are generally driven by the bias of various theological traditions. We do not entertain such debates. We look at the entire Bible and find there are three distinct gift categories...

OLD TESTAMENT SKILLS
In the Old Testament, God states that He's the giver of our abilities (Exodus 31:3). That's why Grace*Gifts*© includes Old Testament skill-gifts like *Creativity* and *Music/Worship*. These skills were designated by God for roles like Temple Gatekeepers and Craftsmen (1 Chronicles 23:5).

PRACTICAL GIFTS
The *Practical Gifts* represent the dominant category of spiritual gifts found in the Bible and form the core of our spiritual gift test. How a gift manifests depends on the individual's personality. Such gifts include both New and Old Testament skill-gifts. These, by default, make up our default spiritual gift list. These gifts include:

- ADMINISTRATION
- CREATIVITY
- DISCERNMENT
- DISCIPLE-MAKING
- ENCOURAGEMENT
- EVANGELISM
- FAITH
- GIVING
- HELPS/SERVICE
- LEADERSHIP
- MUSIC/WORSHIP
- NEW MINISTRY DEVELOPMENT
- PASTOR
- STEWARDSHIP
- TEACHER

REVELATORY GIFTS

Revelatory gifts, also called "self-evident" gifts, are spiritual gifts revealed through individual in-the-moment by the Holy Spirit. Unlike practical gifts, they are not typically influenced by one's personality.

The Revelatory gifts set, listed below, can be activated in the Grace*Gifts* spiritual gifts test at no extra charge. *Some theological traditions interpret Prophecy in a limited basis as Holy Spirit-inspired preaching.

- Exhortation**
- Exorcism
- Healing
- Interpretation of Tongues
- Prayer Warrior**
- Prophecy**
- Speaking in Tongues
- Wisdom**
- Word of Knowledge

**These gifts are offered in our default gift assessment even though they do not present temperament-based Gift Expressions. In some theological traditions, the gift of Prophecy is defined on a limited basis as Holy Spirit inspired preaching.

Gift Expressions: Non-Temperament Filtered

We originally designed the concept of Gift Expressions to be personality filtered means of utilizing a spiritual gift. This was intended to be a cross-validation mechanism between the ePersonality and GraceGifts to confirm the accuracy, or lack thereof, of the GraceGifts Spiritual Gifts Test. And this vitally important mechanism is still active within AssessME.org. However, over time, we received many requests from our customers to expand some of the GraceGifts categories to include practical variations of how a gift may be utilized that are not specifically aligned with temperament theory. Some of these expanded Gift Expression reports include:

CREATIVITY

- Gift Expression: Communication Arts
- Gift Expression: Craftsmanship Arts
- Gift Expression: Graphic Arts
- Gift Expression: Musical Arts
- Gift Expression: Performing Arts
- Gift Expression: Relational Arts
- Gift Expression: Technical Arts
- Gift Expression: Visual Arts

MUSIC/WORSHIP

- Gift Expression: Lead Vocalist
- Gift Expression: Musician
- Gift Expression: Support Vocalist
- Gift Expression: Worship Leader

PROPHECY

- Gift Expression: Foretelling Future Events
- Gift Expression: Pastoral Preaching
- Gift Expression: Word of Knowledge

TONGUES

- Gift Expression: Deliver Divine Messages to the Church
- Gift Expression: Deliver the Gospel to Unlearned Language Groups
- Gift Expression: Prayer Language

We opted to expand these categories, either to accommodate distinct Scriptural explanation of how a gift category may be utilized, such as with TONGUES and PROPHECY. Or, as in the case with CREATIVITY and MUSIC?WORSHIP, to provide a practical database search to facilitate ministry mobilization. One's temperament does not necessarily explain why a person would choose to learn one instrument over another. Nor does temperament determine if a person is a gifted vocalist. However, in the daily life of any church, knowing these details may be highly beneficial to building a worship ministry or expanding a creative arts ministry.

Gift Expressions: Temperament Filtered

Temperament filtered Gift Expression reports ought to be compared with either an individua's ePersonality report results, or their Leadership Style Assessment report results. This is part of our cross-validation system to ensure consistency and accuracy of our various mobilization assessments. Cross-validation of report results is vitally important to ensure a high degree of

accuracy across our mobilization assessments. Our assessment tools all possess varying degrees of internal validation systems to help ensure data accuracy and high test-retest consistency. However, since all of our mobilization assessments are exploring human temperament from different perspectives they ought to generate consistent reports regarding any single person. When inconsistencies exist, always trust the ePersonality reports over Grace*Gifts* results.

Our entire Temperament Filtered Gift Expression database structure addresses the following gift areas:

- ADMINISTRATION
    1) Gift Expression: Content Administrator
    2) Gift Expression: Human Resource Administrators
    3) Gift Expression: Organizational Administrator

- DISCERNMENT
    1) Gift Expression: Counseling Ministry
    2) Gift Expression: Front-Line Evangelism Ministry
    3) Gift Expression: Instructional Accountability Ministry
    4) Gift Expression: Restoration & Recovery Ministries

- DISCIPLE-MAKING
    1) Gift Expression: Biblical Instructor
    2) Gift Expression: Pastoral Shepherding
    3) Gift Expression: Personal Mentorship

- ENCOURAGEMENT
    1) Gift Expression: Sacrificial Encouragement
    2) Gift Expression: Encouraging Leadership
    3) Gift Expression: Risky Ministry Encouragement

- EVANGELISM
    1) Gift Expression: Personal Evangelism
    2) Gift Expression: Programmed Evangelism

- FAITH
    1) Gift Expression: Faith for Financial or Material Provision
    2) Gift Expression: Faith for Physical, Emotional or Spiritual Restoration
    3) Gift Expression: Faith for Risky Ministry Opportunities

- GIVING
    1) Gift Expression: Giving of Abilities
    2) Gift Expression: Giving of Resources
    3) Gift Expression: Giving of Time

- HELPS/SERVICE
  1) Gift Expression: I prefer to help individuals
  2) Gift Expression: I prefer to help ministry teams

- LEADERSHIP
  1) Gift Expression: Encouraging Leadership
  2) Gift Expression: Administrative Leadership
  3) Gift Expression: Pastoral Leadership
  4) Gift Expression: Pioneering Leadership
  5) Gift Expression: Strategic Leadership

- NEW MINISTRY DEVELOPMENT
  1) Gift Expression: Church Planter
  2) Gift Expression: Cross-Cultural Missionary
  3) Gift Expression: New Campus Ministries
  4) Gift Expression: New Community Impact Ministries
  5) Gift Expression: New e-Church Ministries

- PASTOR
  1) Gift Expression: Administrative Pastor
  2) Gift Expression: Discipleship Pastor
  3) Gift Expression: Evangelism Pastor
  4) Gift Expression: Nurturing Pastor
  5) Gift Expression: Teaching Pastor

- STEWARDSHIP
  1) Gift Expression: Budget and Financial Management Consulting
  2) Gift Expression: Cost/Effectiveness Analysis of Ministry Programming
  3) Gift Expression: Manager of Ministry Finances
  4) Gift Expression: My Personal Resources for the Sake of the Kingdom

- TEACHER
  1) Gift Expression: Children's Ministries Instructor
  2) Gift Expression: Classroom Instruction
  3) Gift Expression: Online Instruction
  4) Gift Expression: Large Group Corporate Instruction
  5) Gift Expression: One-On-One Instruction
  6) Gift Expression: Small Group Instruction
  7) Gift Expression: Student Ministries Instructor

Conclusion

A simple spiritual gift assessment that does not filter its results through temperament dynamics, actually tells us very little regarding how each person would prefer to utilize their gifts. This leaves room for miss application of giftedness and potential abuse of the volunteer. Furthermore, since spiritual gifts tests can so easily be manipulated, responsible churches will never use spiritual gift assessments apart from comparing gift results with a professional temperament tool. The ePersonality, Leadership Style, and GraceGifts assessments are designed from the ground-up to serve as cross-validation mechanisms for one-another, ensuring that a consistent and trustworthy profile is communicated regarding every staff member and volunteer.