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CHEAT SHEET



TASK-DRIVEN PROFILES

The Adjutant ...let me support my ministry and team leaders by addressing the administrative and/or creative details associated with a ministry, program, or project

- Seeks to excel in their area of responsibility, preferring to support people or projects that require a level of accuracy and detail
- Are highly focused people who may not excel at multitasking
- Require an atmosphere that is free of conflict and interruption
- Prefer to work one-on-one with others rather than in groups
- Prefers to work behind the scenes, avoids public presentations

The Analyzer ...let me help improve the effectiveness of our present ministries

- Values analyzing current ministry structures and looks for ways to improve them
- Very concerned about quality and quality improvement
- Highly dependable and conscientious
- Support new ventures only if the risks are minimized
- Tends to work alone, but can function in small teams

The Artisan ...what can I build to help our ministry?

- Uses their hands to create, build or heal
- May be a tradesman or a professional in the medical industry
- Aspires to be a virtuoso in their area of expertise
- Values concrete results, not abstract ideas
- Receives enjoyment through the service process

The Designer ...let me create a blueprint for new ministry development

- Creates a blueprint of system or organizational design
- Turns chaos into structures to be implemented by others
- Has a small relational pool since relationships are viewed as "hard work"
- Can observe and address poor logic in a system design
- May require support in dealing with difficult interpersonal relationships

The Guide ...let me help people grow spiritually.

- Gifted counselor and mentor
- Highly people-focused pastoral personality
- Prefers one-on-one or small group relationships
- Typically works behind the scenes
- Has significant influence on the individuals he/she serves

The Minister ...let me protect God's people from harm

- A shepherding person that values protecting people; Risk avoidant
- Leads small groups and individuals well
- Functions well only in small organizational structures
- Modest and humble individuals

The Planner ...let me create an effective and innovative strategic plan and help it become a reality

- Excels at strategic planning
- Sees all the steps necessary to accomplish any project
- Is proficient at managing projects through all stages of development
- Prefers science, technology and organizational philosophy
- Has very demanding expectations
- Is stimulated by vision, and pursues a vision relentlessly to its conclusion

The Reconciler ...let me heal broken relationships, between people and between God and His people

- Relates strongly to the concepts of "guilt" and "grace"
- Highly relational individuals
- Commonly serves on the mission field or in mission and counseling organizations
- May be hard on themselves for their own failures
- Requires affirmation of self for who they are, not simply for the task they may perform

RELATIONALLY-DRIVEN PROFILES

The Creator ...let me invent new and better ways to extend our ministry impact

- The Thomas Edison of ministry systems
- Highly resistive to established ways of doing anything
- Possess strong verbal and multitasking abilities
- Gravitates to roles in technology, mechanics, or organizational development
- Make great systems analysts and consultants

The Disseminator ...let me tell you about the great things God is doing

- Values serving with people to accomplish a mission
- Values a mission that benefits people
- Passionate, with strong relational and verbal skills
- Gifted at the startup phases of a project
- Attracts people to any new or hot activity

The Evangelist ...let me promote what's new

- A promoter of self, systems and organizations
- Helpful in launching new ministry startups, team mobilization, fund raising
- Highly social people who can adapt themselves to the person(s) they are currently meeting with
- Are typically not strong team leaders, even though they have outstanding interpersonal skills and attract people to them
- Multitask and prefer to have many irons in the fire
- The latest cause is the greatest cause

The Fraternal Leader ...let me build a band of brothers (or sisters)

- Likes to invest in a group or team
- Values ideas as well as people
- Excellent problem solvers
- Ultimate goal is to always benefit people
- May become too emotionally involved in the lives of others

The Overseer ...let me plan and manage projects and teams

- Strong implementation planners and managers
- Highly directive in administrative style
- Values and utilizes systems and structures
- May rely heavily on proven methods from the past
- Make excellent deacons, staff leaders and ministry leaders

The Protagonist ...let me gather people for social/ministry events

- Highly social
- All of life is "a stage"...Needs to be in the center of social activities
- Has a flair for style and the arts
- Values cultural relevancy
- May "drop the ball" and not finish what was started

The Servant ...let me make sure everyone has what they need to succeed

- People-focused, Needs to work with people
- Tends to value social propriety and traditions
- A resource provider, making sure everyone has what they require.
- Very sensitive personality that can be easily wounded
- Can take on leadership roles effectively

The Super Leader ...let me take charge of the leadership team

- A leader of leaders
- A primary influencer within the organization
- A strong strategic planner and change agent
- Significant ability to mobilize people to a vision or cause

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LEADERSHIP STYLE

BUILDERS

Pioneering Leaders

Within pioneering leadership we consider those who are willing to push themselves, and take appropriate risks in striving to move forwards to discover and reach long term goals. In a Christian context we can quote Philippians 3: "forgetting what is behind, and straining for what lies ahead". Pioneering leaders are passionate about the vision, and are wholly committed to it. Paul is a great example of a leader who was focused on pushing out the boundaries of the church, despite the personal risk. Pioneering leaders are at their strongest in the early stages of a vision or project, excited by seeking out where God is calling. However as time passes they may lose interest in the implementation of a vision, eager to be looking ahead to the next challenge.

Succession Planning: *Team leaders succeed Pioneers once the start-up phase has stabilized. Pioneers train other Pioneers.*

Strategic Leaders

Leaders who can break down visions and large aims into manageable chunks are vital for the church. Strategic leaders have the insight and focus to work out ways of achieving the vision, the "how", and are able to persuade the rest of the church to accept this plan. When Nehemiah led the Jews in rebuilding the walls of Jerusalem, he demonstrated great strategic leadership in dividing the work up, and in keeping the task manageable. His plan was so good, the walls were rebuilt in 52 days. Strategic leaders can bring common sense to a difficult task - able to help people see how the seemingly impossible can be achieved. However, like pioneers, they can be less engaged with the implementation of a task, preferring to leave this to others.

Succession Planning: *Administrators succeed Strategic Leaders once the start-up phase has stabilized. Strategic Leaders train other strategic leaders.*

MANAGERS

Administrative Leader

All churches require good stewards and managers, people with gifts of administration (Acts 6). Any vision or change will require people able to plan and problem solve, delegate and organize. Without this gift, the best plans may well not get implemented! The apostles delegated the practical tasks of sharing food and taking care of the widows to those gifted with the necessary skills, including Stephen and Philip. Managers are often under appreciated, having a leadership style which is less "up-front" than some of the other styles. However, much of the work simply would not get done without them. They are able to organize, and follow through on all the necessary tasks and activities to ensure that the project is completed on time. They may struggle to relate to the visionary pioneers - dreaming of achieving the impossible is not their home ground!

Succession Planning: *Since Administrative Leaders prefer to do the work themselves, training and sharing responsibilities with other Administrators should be the goal.*

Team Leader

Here we include leadership in a group context, whether the leader has a formal leadership role in a group or not. For the church as 'the body' (1 Corinthians 12), working together is clearly important. The key strengths of team leaders are a desire to work with others, and an ability to trust them. Team leaders need great humility and servanthood - their sole aim is that the team achieves its goals. What they as individuals achieve is secondary. The greatest contribution Silas made to the church was probably training and developing Paul's ministry so he could go on to achieve greater things later. Team leaders are invaluable - if the church is truly to function as a body, team leaders are needed to ensure harmony and effectiveness in the way the team works.

Succession Planning: *Watch for pride in Team Leaders...A common problem that can cause church division and church splits.*

NURTURERS

Pastoral Leaders

Many church leaders feel they ought to be Pastoral leaders, although many don't have this as their primary style. This is not a problem! Pastoral leaders are real "people people", who have an important role in supporting the pioneers, strategists, team leaders and the rest of the church, particularly when times are hard. Vision and moving into vision seem less important to pastoral leaders. Peter was a pastoral leader, a complete contrast to Paul's energetic church planting and exhortation. Pastoral leadership is often unseen, and often unappreciated publicly, yet hugely important. Those who are pastoral leaders can sometimes be threatened by the pioneers and strategists - and at times are irritated by the attention to detail shown by the managers. Yet their contribution to a team is invaluable - take time for a moment to think of a pastoral leader - and you will probably find that they command huge respect and support.

Succession Planning: *It is so easy for Pastoral Leaders to focus on group care, that they overlook developing additional Pastoral Leaders.*

Encouraging Leaders

Paul was a great encourager - his letters to the early churches contained exhortation and encouragement as well as teaching. Encouraging leaders are able to motivate whole churches, teams and individuals. They have great discernment into people's gifts, their feelings and what motivates them, able to release them into fulfilling their ministries. Who doesn't need encouragement! Encouraging leaders have the knack of knowing when a quiet word can spur people on, when to challenge and when to support, when to coach and when to give space. Occasionally they may irritate people by appearing less "involved" than other leadership styles - sometimes people want more than just encouragement.

Succession Planning: *It is so easy for Encouraging Leaders to focus on individual care, they overlook developing Encouraging Leaders.*

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*** Signifies that the gift is part of the extended gift list, and does not belong to the default list.

Administration

The gift of administration is the special ability to effectively manage the affairs of the church and its respective ministries. People with the gift of Administration are highly effective at implementing and sustaining the mission and goals of the organization. Administrators tend to focus more on achieving goals and objectives rather than nurturing people. Like Timothy in Philippians 2:19-22, Administrators can be self-sacrificing for the welfare of the mission organization. They tend to believe that the ministry and all its' people will be served best when the ministry organization functions optimally. Acts 6:1-7 tells us how the early Church selected their first ministry administrators; their requirements included being "full of the Spirit and wisdom". 1 Timothy 3:4 and 12 tells us that one of the requirements for leadership consideration within the Church is that the potential leader must "administer *their* family well". The passage continues: "...for how can *they* administer the affairs of the church if *they* cannot manage *their* own family?"

Creativity

It is in God's nature to be creative. Therefore, when the Holy Spirit imparts personality and Spiritual Gifts to God's people, it should not be a surprise to anyone that God would also impart this divine attribute. Ephesians 2:10 tells us that "...we are God's workmanship, created in Christ Jesus to do good works, which God prepared in advance for us to do". While this passage applies to all Christ Followers, it clearly refers to God as a "creative workman". This passage also suggests that when God equips a person to be creative, it is because He desires that creative person to use those abilities to accomplish specific ordained purposes. Colossians 1:15 and 16 affirm that God created all things ...and that all things were created "for" Him.

Discerning of Spirits

Spiritual Discernment is a special ability to be aware of the presence of godly and demonic spiritual forces. The gift of Spiritual Discernment is an important gift for the Church; because often the work of Satan can appear on the surface to be very positive. Without discernment, Satan could easily lead many people away from following Christ. 1 Corinthians 12:10 specifically lists "Discerning of Spirits" among the Apostle Paul's gift list. 1 John 4:1-6 instructs the Church to "test the spirits". Acts 16:16-19 relates how the Apostle Paul used the gift of "Discerning of Spirits" when he encountered a slave girl who was possessed by an evil spirit masquerading as a spirit of light.

Disciple Maker

A person possessing the gift of Disciple Maker is generally concerned with the healthy spiritual development of people within their circle of influence. A Disciple Maker will often display the ministry traits of Pastor and Teacher. The Disciple Maker prefers to minister to small groups or within a one-on-one mentoring relationship. The Disciple Maker is skilled at developing deep interpersonal relationships, values biblical knowledge, and likes to help others identify and achieve spiritual development goals.

Encouragement

A person possessing the gift of encouragement has a unique ability to help others gain a positive emotional and spiritual perspective on their circumstances. Encouragers are people who find the positive in any situation. For them, "the glass is always half full". Encouragers are at their best when they can motivate the assembly of Christ Followers to persevere in the struggle against sin and to strive for the accomplishment of God's mission for the Church. The word Encouragement means "to instill courage into another person". Romans 12:8 and Hebrews 10:24, 25 instructs all Christ Followers to "encourage one another". This gift of encouragement is clearly exemplified in the life of a man named Joseph. Joseph is first mentioned in Acts 4:36 and 37. In this account we learn that Joseph sold all that he had and laid the money at the feet of the Apostles. From that time on, Joseph's name was changed to "Barnabus" which means "Son of Encouragement". In Acts 9:26 and 27 we learn that when all the disciples were afraid of Paul (Saul) and questioned whether his conversion was real, it was Barnabus that risked his own life to visit Paul and to introduce him to the body of believers. In Acts 13, the Holy Spirit instructed the Church at Antioch to set apart Paul and Barnabus for a special missionary work...and so Barnabus became Paul's ministry partner.

Evangelism

While Evangelism may be the responsibility of all Christ Followers, people with the gift of Evangelism display exceptional boldness and skill at sharing their faith. People with the gift of Evangelism often share their faith as a natural part of any conversation. Similarly, Evangelists may even find it natural to share their faith with complete strangers. Evangelists can list the specific names of people whom they have personally led to faith in Christ. Ephesians 4:11-13 lists Evangelist not only as a spiritual gift, but also as an important office within the Church. In this passage, the Apostle Paul stresses that God has ordained the Evangelist to "prepare God's people for works of service, so that the body of Christ may be built up until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ". The Evangelist shares this God-ordained commission with Apostles, Prophets, Pastors and Teachers. But it is the work of the Evangelist that enables those in other ministry offices to full fill their ministry calling, for unless a person first comes to know Jesus Christ as their Lord and Savior it is pointless to consider how they will "become mature" in Christ.



Exhortation

The gift of Exhortation is the special ability to counsel or challenge others toward a healthy relationship with Jesus Christ. Often, the gift of Exhortation is utilized to motivate the Church in general or a Christ Follower in particular, to make God-honoring choices. If sensitivity and tact is not properly developed, the person gifted with Exhortation may not immediately be appreciated. The gift of Exhortation is somewhat similar to the role of the Old Testament prophets in challenging God's people to remain faithful. While the prophets were not immediately valued, and often persecuted, their service was indispensable to the spiritual health and vitality of the biblical faith community. People who possess the gift of Exhortation will not avoid conflict. It is not that they love conflict. In fact, everything inside them may hate conflict. People with the gift of Exhortation feel a deep responsibility before God to challenge and encourage those that may be taking a path that does not honor the Lord, to correct their misguided choices. In Acts 14:22, the Apostle Paul consistently serves to "strengthen the disciples and to encourage them to remain true to the faith". In Act 11:23, Barnabus encouraged the people of Antioch to remain true to the Lord with all their hearts. Again, in 1 Thessalonians 2:12, the Apostle Paul describes their ministry among the Thessalonians as "encouraging, comforting and urging you to live lives worthy of God, who calls you into his kingdom and glory". The gift of Exhortation is always expressed in a "personal appeal"...even when focused on a group. The group is comprised of individuals, and each individual is responsible for their own decisions and actions before God. This is why people often react defensively when first hearing a word of exhortation. When this gift is utilized appropriately, it will either be received by humble and contrite hearts, or the recipients will respond with hostility and transference. They may assert that the person using the gift of Exhortation is judgmental, critical or harsh. For this reason, the person utilizing the gift of Exhortation should make every effort to ensure that "how" they communicate does not get in the way of "what" they are called to communicate on God's behalf. However, even when every effort has been made to communicate a word of exhortation carefully and lovingly, the exhorter should not be surprised if the communication is initially rejected...along with the one who communicated the message. People with the gift of Exhortation quickly learn that they need to give the Holy Spirit an opportunity to do his work of conviction and sanctification.

Exorcism*

The gift of Exorcism is the special ability to confront demonic forces within the lives of spiritually oppressed people, and to help such people find spiritual freedom in Christ Jesus. People with the gift of Exorcism may also display the gifts of Spirit Discernment and Intercessory Prayer. An Exorcist will conduct spiritual warfare utilizing prayer; helping oppressed people understand their freedom, authority and identity in Christ Jesus; and through direct confrontation of demonic spirits, gain freedom through the name and authority of Jesus Christ.

Faith

Every Christ Follower has established a relationship with God through faith in the work and person of Jesus Christ. However, the gift of Faith enables a person to trust God even more so for remarkable provision, especially in circumstances that appears to offer no viable solution. The person gifted with Faith often displays unusual confidence in the will and purposes of God. Such a gifted person exhibits a lack of anxiety and communicates to others peace and assurance. People gifted with Faith may become frustrated with others, or with their church leaders, for moving too slowly or for supporting a limited vision or easily obtained goals. People gifted with Faith just know that God wants to do more through us than we could think or imagine (Ephesians 3:20).

Giving

The gift of giving is a special enablement of God that permits people to give sacrificially of their finances, time and talents toward the work of God. People possessing the gift of Giving may also display the gift of Faith or Stewardship. The gift of Giving is often demonstrated through a person's ability to give "free-will" offerings well in excess of the biblical tithe. It is not uncommon for people with the gift of Giving to testify that the more they give to God, the more God blesses them so that they are able to give again. The Apostle Paul lists the gift of Giving among other gifts in Romans 12:8. In 2 Corinthians 8:1-7, the Apostle Paul elevates the Macedonian church to all the other churches because of the special grace God had given them to give to others out of their poverty.

Healing*

The gift of healing is the ability given by God to enable some Christ Followers to pray over people suffering illness with the result that often the sick receive healing. Healing may be instantaneous or take place over time, but the healing will be accomplished in such a manner that God, not man, receives the credit. A person possessing the gift of healing will often also possess the additional gifts of Faith and/or Evangelism. In 1 Corinthians 12:9 and 28, the Apostle Paul lists the gift of Healing as one of many potential gifts granted by the Holy Spirit. In James 5:13-20, the Church is instructed to pray over the sick and the prayer of faith will make the sick person well. In Acts 9:32-35 we find one of many examples of instantaneous healing accomplished by the Holy Spirit through the Apostle Peter. In addition, the ministry of Jesus was marked by his ability to heal. Jesus himself exclaimed in John 14:12-14..."I tell you the truth, anyone who has faith in me will do what I have been doing. He will do even greater things than these, because I am going to the Father. And I will do whatever you ask in my name, so that the Son may bring glory to the Father. You may ask me for anything in my name, and I will do it."

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Helps/Service

The gift of Helps is sometimes also called the gift of Service or Mercy. The common attribute of this spiritual gift is the passion to humbly serve and support others within the assembly of Christ Followers. The person possessing the gift of Service will display a natural servant heart and will seek the welfare of others, even to the point of self-sacrifice. It is not uncommon for people with the gift of Helps to feel like they don't have any gifts at all. But this is far from true. When the gift of Helps is appropriately applied within the body of Christ, the helper is acting very much like Jesus who said of his own ministry, "I did not come to be served, but to serve" (Matthew 20:28). Paul speaks honorably about Phoebe who had the gift of Helps..."I commend to you our sister Phoebe, a servant of the church in Cenchrea. I ask you to receive her in the Lord in a way worthy of the saints and give her any help she may need from you, for she has been a great help to many people, including me" (Romans 16:1 and 2). In 1 Corinthians 12:27-31, the Apostle Paul also lists "helping others" among the "greater gifts". 1 Peter 4:11 instructs: "if any one serves, he should do it in the strength that God provides...."

Intercessory Prayer

While God desires all Christ Followers to communicate with him through regular prayer, the gift of Intercessory Prayer is a special endowment of the Holy Spirit that transforms the Christ Follower into a "Prayer Warrior" for the sake of other people and other ministries. The label "Prayer Warrior" is derived from the belief that the person gifted with Intercessory Prayer stands on the front lines of spiritual warfare. This gift is sadly overlooked in the Church because it is seldom utilized in public. However, without Prayer Warriors, many visible ministry accomplishments would probably not be successful. Biblical examples and instruction regarding Intercessory Prayer includes Colossians 4:12-13. The narrative states... "Epaphras....is always wrestling in prayer for you, that you may stand firm in all the will of God, mature and fully assured". Again in Colossians 1:9, "For this reason, since the day we heard about you, we have not stopped praying for you and asking God to fill you with the knowledge of his will through all spiritual wisdom and understanding...." In 1 Timothy 2:1, the Apostle Paul states: "I urge, then, first of all, that requests, prayers, intercession and thanksgiving be made for everyone...."

Interpretation of Tongues*

The Bible makes it clear that the use of Tongues within a corporate gathering of Christ Followers should be accompanied by a person with the gift of Interpretation of Tongues so that the whole body may benefit (1 Corinthians 14:5, 26-28). In 1 Corinthians 12:10, the Apostle Paul lists Interpretation of Tongues among the many available gifts. In verse 30 of this same passage, Paul makes it clear that this gift is not available to everyone. When a person with the gift of Tongues, in partnership with a person with the gift of Interpretation of Tongues, ministers to a gathering of Christ Followers, their joint ministries serve in much the same fashion as the gift of Prophecy.

Leadership

The gift of Leadership is the God given ability to lead people to accomplish God's vision and goals. The biblical image used when describing leadership is "shepherd". A Shepherd does not force his will upon the sheep, rather he tends and cares for them. The sheep instinctively follow a good shepherd. Jesus describes himself as the "Good Shepherd", and calls Church leaders his "Under Shepherds". The "Under Shepherds" must faithfully follow the example of the "Good Shepherd" and lay their lives down for the welfare of the sheep (John 10:14-18). The person gifted by God with Leadership abilities, will display the same servant leadership principles evidenced by Jesus and the Apostles. Leaders within God's Church are held to a higher standard before God. Hebrews 13:7-17 states... "Remember your leaders, who spoke the word of God to you. Consider the outcome of their way of life and imitate their faith....Obey your leaders and submit to their authority. They keep watch over you as men who must give an account...." In 1 Timothy 5:20, the Apostle Paul stresses that "(Leaders) who sin are to be rebuked publicly, so that others may take warning".

Musical/Worship

The gift of Worship enables a person to lead others to seek the heart of God, simply by following the worship leader's example. All Christ Followers are called of God to worship Him, however, people possessing the gift of Worship and Musical Expression seem to know how to guide the emotions and spirits of others to forget their surroundings and circumstances, and focus upon the greatness of God. Within Old Testament temple worship there was a category of Levites called Door Keepers. Door Keepers were responsible for the various entrances within the temple. However, among the Door Keepers were a large number of Levites that were gifted in Worship and Musical Expression. Their job was to serve outside the main entrance to the temple as a giant worship team. They were commissioned to play and sing songs of praise and thanksgiving. And so we find Psalm 100:4 exclaiming: "Enter His gates with thanksgiving in your hearts, enter His courts with praise". There were over 4,000 worship team members who served in rotation, providing songs of praise and thanksgiving from sun rise to sun set. This large worship team was led by a person with the title of "Chief Musician". We find that many of the Psalms were written by or for the Chief Musician. (See 1 Chronicles 25:1, 6-8; 2 Chronicles 5:12-14; 2 Chronicles 29:25-30) Jesus proclaimed in John 4:23 and 24 that "a time is coming and has now come when true worshipers will worship the Father in spirit and truth, for they are the kind of worshipers the Father seeks". Paul further instructs the Church: "Let the word of God dwell in you richly as you teach and admonish one another with all wisdom, and as you sing psalms, hymns and spiritual songs with gratitude in your hearts to God" (Colossians 3:16).

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New Ministry Development

This is an entrepreneurial gift that enables people to develop new ministries, churches or mission fields. New Ministry Developers are risk-takers for the Kingdom of God. They are always seeking new territories in which to start outreach ministries and are on the fore-front of new ministry development within the established local church. This gift of God causes the Christ Follower to be dissatisfied with the status quo within church ministry. They are always seeking a new and better way to accomplish the work of the Great Commission and Spiritual Formation. The Apostle Paul was definitely called by God to be a New Ministry Developer. He describes his ministry role in 1 Corinthians 3:10... "By the grace God has given me, I laid a foundation as an expert builder, and someone else is building on it. But each one should be careful how he builds". In Romans 15:20 Paul asserts: "It has always been my ambition to preach the gospel where Christ was not known, so that I would not be building on someone else's foundation".

Pastor

The gift of Pastor is also an office of authority within the Church. A Pastor is gifted by God to develop long-term relationships with a group of Christ Followers, and assumes responsibility for their spiritual development and personal nurture. A Pastor guides, instructs, encourages, exhorts and at times disciplines members of the assembly of Christ Followers. Ephesians 4:11 and 12 make it clear that the Pastor is particularly called of God to equip lay people to utilize their spiritual gifts in personal ministry. When the gift of Pastor is publicly recognized, and a person with this gift is elevated into the office of pastor, the "pastor" is also considered by the Bible to be an "Overseer" or "Elder" of the local congregation. 1 Peter 5:1-11 and 1 Timothy 3:1-7 provide instructions regarding the selection, qualifications and operations of an Elder/Overseer.

Prophecy*

The gift of Prophecy is the unique ability to receive messages from God and communicate those messages to the assembly of Christ Followers. The ability to communicate divine messages may take the form of Pastoral Preaching, Word of Knowledge, Tongues with Interpretation of Tongues, or fore-telling future events. The words of a Prophet will always be supported by the principles and teachings of Scripture.

Stewardship

The gift of Stewardship is the God enabled ability to manage financial, human and time resources effectively in a manner that honors the Lord. The person possessing the gift of Stewardship may also display the gift of administration and/or the gift of Giving. Jesus describes the wise manager in Luke 12:42-44... "The Lord answered, 'Who then is the faithful and wise manager, who the master puts in charge of his servants to give them food allowance at the proper time? It will be good for that servant who the master finds doing so when he returns. I tell you the truth he will put him in charge of all his possessions'." Similarly, the Parable of the Talents found in Matthew 25:14-30 makes it clear that the wise Steward will invest and multiply whatever God has given him.

Teacher

The gift of Teaching is a highly honored spiritual gift within the assembly of Christ Followers, but it is also a gift with severe responsibilities before God. The Bible warns us that those who teach among the people will be judged more harshly by God (James 3:1). A spiritually healthy teacher will not simply instruct the minds of his/her students, but will first instruct and apply unto him/herself the lessons taught by God through Scripture, and then only after the teacher can model the biblical lesson within his/her life, will he/she be authentically able to teach the lesson to others. 1 Corinthians 12:28 lists the gift of Teaching, when applied within the church, as an essential office within the ministry...subservient only to the greater offices of Prophets and Apostles. Ephesians 4:11-14 makes it clear that the teacher's job description includes "Equipping the people for the works of service". Paul specifically lists Teaching as one of the spiritual gifts in Romans 12:7.

Tongues*

The gift of Tongues has three purposes within the assembly of Christ Followers: 1) to be used during periods of prayer, allowing the holy Spirit to pray through the Christ Follower when he/she does not know how to pray (Romans 6:26, 27); 2) to receive divine messages from God for the benefit of the assembly of Christ Followers understanding that someone with the gift of Interpretation of Tongues must be present to interpret (1 Corinthians 12:10, 28 and 1 Corinthians 14:13-19); 3) the final purpose of tongues is to enable a person to speak an unlearned language for the purposes of evangelism (Acts 2:1-13). In all these formats, the Holy Spirit may choose to use the "tongues of men or angels" (1 Corinthians 13:1). The sole purpose of the gift of Tongues is to communicate God's love to others.

Wisdom

The gift of Wisdom is the special ability given by God to enable a person to "know the right thing to do, and how to do it rightly". When the council of a godly person gifted with Wisdom is followed, God's will is accomplished, God is honored, and the mission of the ministry will find success. A person possessing the gift of Wisdom may also display the gift of Knowledge. The Apostle Paul identifies the gift of "A Message of Wisdom" among many other spiritual gifts in 1 Corinthians 12:8. Ephesians 1:7 states..."I keep asking that the God of our Lord Jesus Christ, the glorious Father, may give you the Spirit [1:17 Or a spirit] of wisdom and revelation, so that you may know him better". Colossians 1:9 continues this theme..."For this reason, since the day we heard about you, we have not stopped praying for you and asking God to fill you with the knowledge of his will through allspiritual wisdom and understanding". James 1:5 instructs all Christ Followers: "If any of you lacks wisdom, he should ask God, who gives generously to all without finding fault, and it will be given to him".

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Word of Knowledge*

The gift of Knowledge is a special insight given by God regarding God's will applied to a particular circumstance. The "Word of Knowledge" given to an individual or to the assembly of Christ Followers will always be supported by the teachings and principles of Scripture. 1 Corinthians 12:8 identifies the gift of the Word of Knowledge among many other spiritual gifts. A dramatic example of the Word of Knowledge in action can be found in Acts 5:1-11. Within this passage, a married couple seeks to lie to the Apostle Paul, to the Holy Spirit and to the Church. The Holy Spirit reveals the truth to Peter, and then disciplines the married couple.

*** Signifies that the gift is part of the extended gift list, and does not belong to the default list.

Recommendations for How to Candidate Search

AssessME.org recommends that church leaders search for ministry service candidates using the following strategy:

- 1. Select A Leadership-Style:** It is best to first select the preferred Leadership Style for the position to be filled. Since the Leadership Style depicts the candidate's preferred style of influence, we can determine what influence style is most needed for the available position.
- 2. Select A Personality:** The candidate's personality will determine the manner in which the candidate will fulfill the ministry service function. Does the position require a person who is task-driven, or relationship driven?
- 3. Select Appropriate Giftedness:** Any appropriate gifts should be considered only after the Leadership Style and Personality have been determined.
- 4. Select Necessary Skills:** Selecting a candidate based upon skills generally is the last consideration unless practical skills are essential to the service role. For example, in a case where a widow may need an electrician to do electrical work on her home.