

Understanding Our Giftedness Set

**A Way To Look At Spiritual Giftedness
To Call Out Others**

Adapted From
A Self Study Manual
By Dr. J. Robert Clinton
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Worksheets Prepared By
Randall K. Knutson

How Do You Connect To God?

Instructions: Myra Perrine has developed the following material to show each of us connect to God in different ways. Read through the following nine categories and choose only two that show your primary and secondary ways you feel closest to God.

The Activist - loving God through confrontation with evil

- has a tenacious desire to see evil confronted and good prevail, no matter what the personal cost
- is wired to courageously fight for righteousness in the face of evil
- is a prophetic voice in their generation, speaking out against wrong and sometimes causing discomfort
- may go on prayer walks or attend marches
- tends to see issues as “black and white”
- can be unpopular, even in Christian circles
- revels in highly challenging environments that push them to the edge of their potential

The Ascetic - loving God through solitude and simplicity

- is usually a hard worker-the word literally means to labor or work
- requires extended times of silence and solitude to recharge their spiritual batteries
- needs quiet places to usher in God's presence more profoundly
- needs a regular "sense of aptness" to be alone with God
- appreciates a low level of sensory input, simple living conditions and environments, as well as simplicity in dress and lifestyle
- may see food as purely “fuel for the body,” and values practicing the spiritual disciplines

The Caregiver - loving God through serving others

- moves toward meeting practical needs-almost before being asked
- is known as a "doer of the word"
- catches their spiritual stride and feels closest to God when quietly laboring in His kingdom
- might volunteer to work at a pregnancy crisis clinic, tutoring kids, running errands, or taking a meal to a neighbor in need
- readily shoulders the burdens of others as a form of worship
- serves Jesus as they serve others and is often content to be in the background working without notice

The Contemplative - Loving God through Adoration

- considers their first work that of adoring God
- needs to spend extended time in God's presence and/or gazing lovingly into God's face
- talks openly about intimacy with God, using the language of lovers
- tends to be at home with their more mystical side
- can be an extravagant lover of God who appears to “march to a different drummer”

The Enthusiast - Loving God through Mystery and Celebration

- loves God with gusto
- is called the "cheerleader of the faith"
- is often closest to God when gathered with others, singing and worshiping the Lord in the congregation (for them, worship is “party time”)
- is inspired by joyful celebration, and is usually comfortable expressing emotion during worship
- is at home with spiritual mystery and living a life of expectancy, prayer, and creativity
- gives merit to dreams as a way of receiving direction from God, and feels the freedom to explore the supernatural

The Intellectual - Loving God through the Mind

- loves God best through using their intellects
- sees faith as something to be understood as much as experienced-for them, right thinking is essential
- loves to learn new things about God and gets bored when their mind is not stimulated
- reads challenging books and gravitates toward taking classes and seminars
- may enjoy discussing church history, the Bible, systematic theology, apologetics, or debating doctrine
- can come across adversely to those who emphasize spiritual experiences or express their feelings readily,
- because-to the intellectual-that sort of Christianity may seem “mindless and irresponsible”

The Naturalist - Loving God through Experiencing Him Out-of-Doors

- feels closest to God when surrounded by nature
- has a soul that comes alive when out in God's nat-ural splendor-be it the mountains, deserts, plains, woods, oceans, or beaches
- experiences a dramatic increase in their awareness of God when outside in God's beauty
- can draw spiritual meaning from all facets of creation

The Sensate - loving God through the senses

- loves being lost in the awe, beauty and the splendor of God
- is drawn to the God of the majestic
- loves grand, intricate architecture or paintings with spiritual themes
- may experience God in classical music, formal language, high church, incense, icons, or stained glass
- sees truth embodied in image, vision, and sacrament, and is moved closer to God through the comeliness of observable beauty-His sounds, fragrance, or sweet savor
- is often tactile, visual, and/or kinesthetic

The Traditionalist - loving God through ritual and symbol

- feels more connected to the Lord when worshiping or observing an occasion in the same way they have before
- enjoys worship, prayer, communion, Bible reading, and other faith practices used in conjunction with the saints of old
- experiences rituals, symbols, and sacraments as a way of entering into God's glory, giving them a sense of timelessness and a significant connection with the faith of the past
- sees rituals as bringing continuity, support, heritage, lineage, and accountability

What's Your Spiritual Bent?

INTRODUCTION: It's important to look at your spiritual bent before your look at your giftedness set. Determine which of the following is your natural propensity? They are:

1. THE HARVEST BENT:

Applies to leaders who focus on the expansion of the Kingdom of God. They mobilize the Church to preach the gospel's message and to gather new believers into intimacy with Christ. This type of leader will focus on the outward aspect of the Great Commission -- Go into all the world and make disciples of all people. (Mt. 28:19-20)

2. THE SHEPHERD BENT:

Applies to leaders with a concern for the welfare of Christ's followers. They use their energy to manage believers so they develop in the Kingdom. This type of leader will focus on the inward aspects of the Great Commission -- to teach to obey all that I commanded you. (Mt. 28:19-20)

3. THE SERVANT BENT:

Applies to sacrificial leaders who serve God by serving others. This type of leader leads by what they do. They model an incarnational style of service to the poor and oppressed. They set the pace and expectation for other believers by how they love and minister to others. They teach others to know God's rule in their lives and hence bring God's righteousness to society. This type of leader focuses upon the Great Commandment and being good news. (Mk. 16:15-18)

4. THE STEWARDSHIP BENT:

Applies to leaders who are accountable for launching specific visions, resources, and new ministries into uncharted waters. These leaders focus upon unleashing faith upon the Church and motivating it to apply God's truth. This type of leader directs people into gospel neglected places to be witnesses to the unreached people groups. (Acts 1:8)



INSTRUCTIONS: Using the four bents rank your answers below from the most to least. Be prepared to explain which two bents dominates your life experiences.

1.

2.

3.

4.

Definitions: The Giftedness Set refers to the threefold collection of giftedness elements: natural abilities, acquired skills, and spiritual gifts.

Natural abilities refer to those capacities, skills, talents or aptitudes which are innate in a person and allow them to accomplish things. Examples: analytical bent, intuition, and relational aptitude.

Acquired skills refer to those capacities, skills, talents or aptitudes which have been learned by a person in order to allow them to accomplish something. Example: writing, motivational skills, piano, and any skills learned over time.

A Spiritual gift is a God-given unique capacity imparted to each believer for the purpose of releasing Holy Spirit empowered acts upon the Body of Christ. Example: Discerning spirits, Healings, teaching as word gifts, love gifts, power gifts, and leadership gifts.



INSTRUCTIONS: On the next four pages you will find a definition, and a list of characteristics under each gift. Check any characteristic you know to be a part of your regular ministry behavior. Then record your results on the back pages and finish the questions provided.

Developing Leadership Gifts

A

APOSTOLIC

The gift of apostleship refers to special leadership capacity to move with authority from God to create new ministry structures, churches and para-church, to meet needs and to develop and appoint leadership in these structures.

Central Thrust - Creating New Leaders For Ministry

- _____ You have a call by God to send pastors out pioneering new churches
- _____ You have a reputation for being an influence to the influencers
- _____ You have a forceful personality which can trust God to do what is necessary in unusual ways so that the Kingdom of God is expanded
- _____ You teach with a clear understanding about the nature of church and its purpose to multiply
- _____ You can sense what God wants to do and you are not afraid to appoint new leaders
- _____ Strong leaders follow you and relocate to be with you
- _____ You have influenced area senior pastors to follow your vision

B

PROPHECY

The capacity to deliver truth publicly, either of a predictive nature or as a situational word from God. This gift is used in order to correct by exhorting, edifying, and to convince others of God's truth.

Central Thrust - To Provide Truth And Direction

- _____ You are not afraid to speak out publicly or take strong stands on issues
- _____ You tend to see the needs of the group as a whole and are willing to take stands on biblical standards
- _____ When you speak publicly, people are convicted by the truth that you give
- _____ You receive direct words for others from the Spirit in prayer
- _____ You are often impressed that God has by His Spirit given you a message to deliver to others
- _____ You're often used to correct by exhorting others of God's truth
- _____ You edify others with God's perspective upon issues they face

C

EVANGELIST

The gift of evangelism refers to the capacity to preach the gospel to the lost and to challenge them to respond by taking the next initial steps in Christian discipleship.

Central Thrust - Introducing Others To The Gospel

- _____ You have the ability to preach the gospel to strangers
- _____ You introduce people to Christ in both small or large groups
- _____ You have an intense sense of unrest with the thought of people being lost for eternity
- _____ You have freedom and joy in talking about Christian themes in a bold way
- _____ People actually make discipleship commitments as a direct result of your influence
- _____ You pray for the lost and see them come to Christ on a regular basis
- _____ You have the ability to insert truth into normal conversations with the unsaved

D

PASTOR

The capacity to exercise concern and care for members of a group so as to encourage them in their growth in Christ. This involves modeling maturity, protecting them from error and disseminating truth.

Central Thrust - Caring For The Growth Of Followers.

- _____ People usually look to you to make decisions
- _____ People feel you have authority in things concerning spiritual matters
- _____ You are usually picked as the leader in committees, groups, or meetings
- _____ You seem to influence the action of groups by what you preach
- _____ You have the ability to maintain order and discipline among people
- _____ You structure your ministry so people grow in relationship building experiences of unity
- _____ You see the problems of a group that you are relating to and accept responsibility to help them through it

E

TEACHING

A person who has the gift of teaching is one who has the ability to instruct, explain, or expose biblical truth for clear understanding.

Central Thrust - To Clarify and Research Truth

- _____ You study to understand truth in the original languages for accuracy
- _____ You have a drive within you to research and explain truth
- _____ You discipline yourself to study related subjects of various topics
- _____ You find yourself concerned about the meaning of issues and will not be satisfied with unclear explanations
- _____ You are considered more of a teacher than a preacher
- _____ You feel called to help others learn how to study and find truth on their own
- _____ People know God in ever increasing depth because of your ability to explain biblical truth

Word Gifts

F

RULING

One who demonstrates influence and direction over a group so as to lead it toward a purpose. They lead with a particular emphasis to make decisions and keep moving forward.

Central Thrust - Influencing Others Toward Vision

- _____ You have an ability to create direction and vision from God for churches to grow
- _____ You're a leader of leaders who sets new direction
- _____ You organize and build structures that allow lay leaders to reproduce their ministry
- _____ You train leaders to fill empty positions and clarify their tasks
- _____ You network others towards strategic resources
- _____ You have organizational skills for developing new ministries and recruiting volunteers
- _____ You see what needs to be done and clarify the critical path to it

G

EXHORTATION

The capacity to encourage others towards biblical truth, and to comfort people through the application of God's Word to their needs.

Central Thrust - To Apply Biblical Truth

- _____ People react strongly for or against what you say
- _____ You frequently find yourself giving advise to guide others through difficult issues
- _____ You find that you have timely words to share with others to encourage them
- _____ People frequently confide in you because of your sound mind and biblical knowledge
- _____ You often sense divine urgency to get something done and are willing to communicate that urgency to others
- _____ You are not satisfied with a superficial truth because you want people to use that truth in their lives
- _____ You love to encourage others to grow

H

WORD/WISDOM

The word of wisdom refers to the capacity to know the mind of the Spirit in a given situation and to communicate clearly the application of truth to it.

Central Thrust - Applying Revelatory Information

- _____ You have sensitivity to the prompting of the Spirit which allows you to recognize that God is speaking into a situation
- _____ You have the quickness to transfer concepts into application for a situation
- _____ You have an ability to see where principles of truth need to be applied
- _____ You grasp situations intuitively and see solutions almost simultaneously -- further analysis often confirm your intuition
- _____ When a word of wisdom is given in a group setting you usually sense if it's authentic
- _____ You see how life applies to other aspects of issues
- _____ You fit things together and connect things

I

DISCERN SPIRITS

The ability given by God to know with assurance whether certain behavior purported to be of God is in reality divine, human, or Satanic.

Central Thrust - A Sensitivity To Truth And It's Source

- _____ You have a keen sense for recognizing evil and have prayed to expell demons from others
- _____ You have supernatural insight to figure out what is wrong with a situation and how to improve it
- _____ You grasp God's direction in order to thwart Satan's attack against other believers
- _____ You cannot rest when you know people are being given half-truths or controlled by false teaching
- _____ You have an unusual intuition to grasp when people are demonized
- _____ You see physical symptoms that lead you to know something is wrong
- _____ You see what others do not see through mental pictures or visions

J

KNOWLEDGE

The capacity or sensitivity of a person to supernaturally perceive knowledge from God which otherwise could not or would not be known, and to apply it to a given situation.

Central Thrust - Getting Revelatory Information

- _____ You're sensitive to the Spirit's prompting. This allows you to recognize certain impressions from God
- _____ You receive knowledge that could not have originated with you
- _____ The knowledge you receive helps release the activity of God in others lives
- _____ You have an awareness when God is releasing knowledge and information supernaturally
- _____ You hear God speak messages that are for someone else
- _____ You receive pictures or words for other people in your mind's eye
- _____ Strong counsel will flood your mind that you are to share with a specific person as you pray silently

Power Gifts

K

L

M

N

O

MISSIONARY

MIRACLES

FAITH

TONGUES

HEALING

The missionary gift is the ability God gives to cross different cultures, and to incarnate the gospel into meaningful application for that culture.

Miracles refers to the releasing of God's supernatural power so that the miraculous intervention reveals God's purpose and intent.

The gift of faith refers to the unusual capacity of a person to recognize, in a given situation, that God intends to do something and to trust God for it until He brings it to pass.

The gift of tongues refers to a spontaneous utterance of a word from God in an unknown language to an individual and/or a group of people.

The gift of healings refers to demonstrating the gospel through the supernatural releasing of healing power for curing all types of illnesses.

Central Thrust - Crossing Into New Cultures To Minister

- _____ You feel called to relate to other ethnic groups
- _____ You fruitfully share Christ and minister to other non-believers
- _____ People of a different race and culture are attracted to you
- _____ You desire to learn another language and communicate God's Word
- _____ You're willing to live in poverty to communicate God's love to the poor
- _____ You have a strong desire to travel for Christ and minister to peoples of other cultures
- _____ You think tactically about where the gospel needs to go and how to incarnate His message to their world view

Central Thrust - Releasing God's Power and Message

- _____ God puts you in places to demonstrate His power in order to reveal His purposes
- _____ You risk your reputation and trust God for the supernatural events of faith
- _____ You pray often so God releases His Power upon others with great results
- _____ You can discern what God wants to do in a given situation
- _____ You see the spiritual realities of a situation and discern the power encounter that's happening
- _____ God uses you to do things which supernaturally demonstrate the power of the gospel
- _____ You're breaking into new frontiers for the gospel's advancement

Central Thrust- Trusting God For The Impossible

- _____ You accept God's promises at face value and wait until God fulfills them
- _____ You are looked upon by others to sustain a vision and it's direction
- _____ You sense when God is going to do something unusual even though others don't have that assurance
- _____ You have a desire to know God in His fullness and Him alone for solutions to your problems
- _____ You know that God is real because He has specifically intervened on your behalf
- _____ You see the future and can take people to it
- _____ You inspire others in times of weakness with the assurance of God's character

Central Thrust - Speaking Divinely Appointed Messages

- _____ You speak to God in tongues you never learned when you don't know what to pray for others
- _____ You give public words in tongues and have interpreted other divine languages
- _____ A leader imparted this spiritual gift to you by the laying on of hands
- _____ You receive revelatory words from God for others after you speak in tongues
- _____ During worship you speak in tongues and even sing in tongues
- _____ You speak to God in a prayer language that you have never learned
- _____ You hear God's voice when you speak in tongues and worship as He directs

Central Thrust - Releasing God's Power To Heal

- _____ You become full of joy and laughter and have been drunk in the Spirit
- _____ You have an unusual ability to sense the power of God when it is present for healing
- _____ You take risks for God and anoint others with oil and pray for them
- _____ You have the ability to trust God and believe He wants to heal publicly
- _____ People are drawn around you because you believe and see the results of answered prayer
- _____ You have gone down under the Spirit and been out cold before God
- _____ Releasing God's healing power has given you authority and opportunity to preach the gospel

Love Gifts

P
GOVERNMENTS

The gifts of governments involves a capacity to manage details of service functions so as to support and free other leaders to prioritize their efforts.

Central Thrust - To Support Organizational Abilities

- _____ You have a knack for organizing things
- _____ You like to create standardized methods for doing things
- _____ You think in terms of helping people reach their goals
- _____ You have a concern for the good of the whole group
- _____ You like to do things that support other people
- _____ You organize things and carry out the detailed plans
- _____ You find the steps necessary for plans to come into reality

O
HELPS

The gifts of helps refers to the capacity to unselfishly meet the needs of others through very practical means.

Central Thrust - To Assist Others In Their Work

- _____ You desire to help others physically move or in building things they need
- _____ You share God's love by fixing a car or doing work someone cannot do
- _____ You have an unselfish desire to come alongside others in need
- _____ You have a bent towards working with the disabled
- _____ You're generous with your time and assist others in their hands-on needs
- _____ You prefer serving others anonymously
- _____ You see your gift as freeing up others to preach the gospel

R
MERCY

The gift of mercy refers to the capacity to both feel sympathy for those injured or in need, and to manifest care in some practical way to encourage and comfort.

Central Thrust - Empathetic Care For The Hurting

- _____ Tears come easily as you hear or see others pain
- _____ Most people think of you as an empathetic listener
- _____ You reach out and touch or hold people who are suffering
- _____ Your care for people in need gives you a sense of divine purpose
- _____ People like to have you around when they are in pain
- _____ You give but don't receive well from others
- _____ You're the first one on the scene and the last to leave when someone is overcome with grief

S
GIVING

The gift of giving refers to the capacity to give liberally to meet the needs of others and to do so out of a pure motive simply as an act of love and obedience.

Central Thrust - To Channel God's Resources To Others

- _____ You feel called to financially support God's work
- _____ You are quick to assume responsibility for meeting the needs of others
- _____ Your generosity is well known by others around you
- _____ You create systems and find the means to give to God's work
- _____ You have the ability or blessing to amass financial resources
- _____ You're careful in handling resources and desire to live with integrity
- _____ You love to teach others how to save and tithe their resources

T
HOSPITALITY

The gift of hospitality is the special ability that God gives to provide an open house and a warm welcome to those in need of food and lodging.

Central Thrust - To Open Your Home To Strangers

- _____ You open your home to house others in need at any opportunity
- _____ You prefer to show your witness through sharing meals, gifts, or cleaning house for those who are sick
- _____ Your home makes others "feel at home"
- _____ You like to serve others behind the scene and learn about new people
- _____ You show God's love by what you do for others
- _____ You like to organize and care for other's basic needs when they can't
- _____ Housework is your friend

Giftedness Survey Results

Instruction: This Giftedness Survey is designed to identify the functional symptoms of the gifts listed below. Tally up the statements for each gift and record it in this chart below.

Giftedness Survey Checklist		
Leadership Gift Cluster . . .		
A. Apostolic	_____	of 7
B. Prophecy	_____	of 7
C. Evangelist	_____	of 7
D. Pastor	_____	of 7
E. Teacher	_____	of 7
Word Gift Cluster . . .		
F. Ruling	_____	of 7
G. Exhortation	_____	of 7
H. Words of Wisdom	_____	of 7
I. Discerning of Spirits	_____	of 7
J. Words of Knowledge	_____	of 7
Power Gift Cluster . . .		
K. Missionary	_____	of 7
L. Miracle	_____	of 7
M. Faith	_____	of 7
N. Tongues	_____	of 7
O. Healing	_____	of 7
Love Gift Cluster . . .		
P. Governments	_____	of 7
Q. Helps	_____	of 7
R. Mercy	_____	of 7
S. Giving	_____	of 7
T. Hospitality	_____	of 7

Ranking Your Gifts Strengths

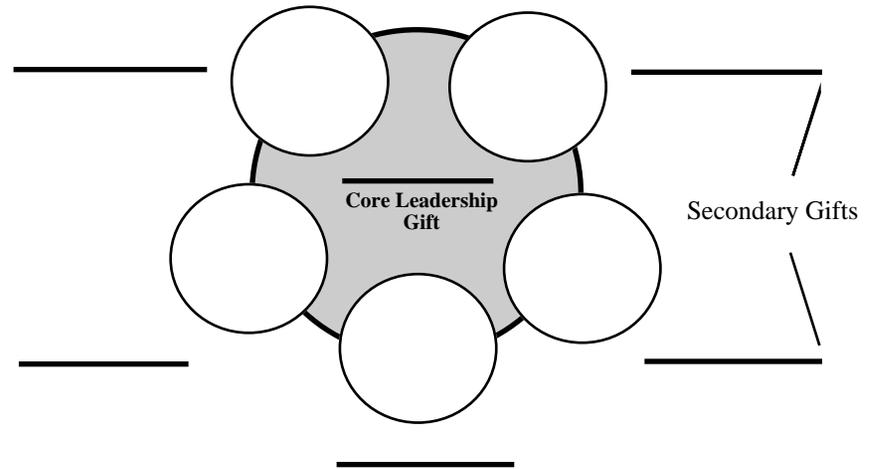
Instructions: Based on your own reflections of the Gift Survey Checklist rank your top five gifts below.

- 1.
- 2.
- 3.
- 4.
- 5.

Which cluster dominates ? . . .

Drawing Out Your Gifts Mix

Instructions: Fill in the concentric circles with the list of gifts you have above. Place the most dominant core gift in the center. Try and guess what happens when the other gifts blend slightly into your core gift. How does the core gift influence the secondary gifts? (Example: Core gift mercy's blend over the secondary gift of teaching = comfort)



Spiritual Gifts Questionnaire

1. What does your “word gifts” set say about you?
2. What does your “love gifts” set say about you?
3. What does your “power gifts” set say about you?
4. What does your “leadership gifts” set say about you?
5. What passion gives you energy to serve endless hours just for the joy of it?
6. Like attracts like -- Who in ministry do you wish you could be like? What gifts do they demonstrate that you like?
7. What do others say are your natural abilities?
8. What skills from work or life have you developed that could be used to served God’s purposes?
9. What learned skills now dominate your service?
10. What have others taught you about what your spiritual gifts?
11. What life experiences do you have that could be used to contribute to the spiritual growth of others?
12. What skills have you learned in life that could be an offering to God?
13. When you think of your timelines as a running journal of how you discovered your natural abilities, acquired skills and observed spiritual gifts, what do you notice about yourself?