

The following materials were taken from a workshop provided by Stadia, in analyzing and understanding the traits of our spiritual gifts, so that we can better use these special blessings to honor God and bring greater results in the Kingdom. These match to the Gifts Test provided online, with the following gifts evaluations from Romans 12:6-8.

***P – Prophecy***

***S – Service***

***T – Teaching***

***E – Exhortation***

***G – Giving***

***A – Administration***

***M - Mercy***

### **P = Prophecy --- Characteristics**

The need to express thoughts and idea verbally, especially regarding right and wrong.

The tendency to make quick judgments and to speak up quickly.

An ability to sense when someone/something is not what appears and react harshly to dishonesty.

A rejection of those who offend, for purposes of justice/warning.

An openness about personal faults/failures and honesty about self and others.

A tendency to be impulsive and to be totally involved.

A tendency to be painfully direct when correcting people.

A desire to give open evidences of loyalty and total commitment.

A willingness to suffer for doing what is right.

An ability to be very persuasive in defining what is right and wrong.

### **P = Prophecy --- Misuses**

Correcting people who are not their responsibility.

Jumping to conclusions about words, actions, and motives.

Reinforcing a condemning spirit.

Judging and exposing an offender rather than restoring the person.

Cutting off a person who has failed.

Dwelling on the negative rather than the positive.

Lacking cautiousness and tactfulness in expressing opinions.

Demanding a positive response to a harsh rebuke.

Condemning themselves when they fail.

Accusing others of deception if they don't fully reveal faults.

### **S = Serving--- Characteristics**

**An ability to see practical needs and a desire to meet them.**

**A joy in serving to fee others for “more important” things.**

**A tendency to disregard personal health and comfort in serving.**

**A difficulty in saying “no” resulting in many projects and a tendency to get sidetracked.**

**A special enjoyment in providing for physical needs/comforts; an ability to remember likes/dislikes.**

**A need for appreciation to confirm quality of service.**

**A desire for clear instructions (without time limits).**

**A desire to be with others to gain more serving opportunities.**

**An enjoyment of short-range projects and a tendency to become frustrated with long-range ones.**

**A feeling of not being qualified for spiritual leadership.**

### **S = Serving ---Misuses**

**Neglecting personal responsibilities to help others.**

**Accepting too many jobs at one time.**

**Wearing themselves out physically.**

**Being too persistent in giving unrequested help to others.**

**Going around proper authorities in order to get jobs done.**

**Excluding others from helping on a job.**

**Interfering with God’s discipline by premature help.**

**Becoming hurt by the ungratefulness of those who were helped.**

**Getting “sidetracked” while working on an assignment.**

### **T = Teaching----Characteristics**

**A need to validate truth, to certify statements which have been made by others.**

**A tendency to validate new truth by established systems of truth.**

**A prompting to give teaching credentials and to get them from others before listening.**

**A desire to present truth in a systematic sequence.**

**A delight in researching and reporting as many facts on a subject as possible.**

**An emphasis on the importance and accuracy of reporting.**

**An alertness to factual details which are not noticed or mentioned by others.**

**A tendency to remain silent until information has been heard, observed, and discussed.**

**A need to exercise diligence and endurance.**

### **T = Teaching----Misuses**

**Becoming proud of their knowledge.**

**Despising practical wisdom of uneducated people.**

**Communicating skepticism toward their teachers.**

**Criticizing sound teaching because of technical flaws.**

**Depending on human reasoning rather than the Holy Spirit's teaching.**

**Giving information which lacks practical application.**

**Boring listeners with details of research.**

**Retreating into their own world of books.**

### **E = Exhortation----Characteristics**

**A motivation to urge people to their full spiritual maturity.**

**An ability to discern a person's spiritual growth & speak to that level.**

**A desire to give precise steps of action for spiritual maturity.**

**A drive to explain truth with logic/reasoning in order to make it acceptable.**

**An ability to visualize spiritual achievement for people and to use this to motivate them to action.**

**A desire for face to face discussion to see responses.**

**An ability to identify with people of different types/backgrounds.**

**A motivation to bring harmony between diverse groups of people and promote spiritual maturity.**

**An ability to understand personal tribulation as a chief motivator of spiritual growth.**

### **E = Exhortation----Misuses**

**Raising the expectations of others prematurely.**

**Taking personal or family time to counsel others.**

**Treating family and friends as "projects" rather than persons.**

**Sharing private illustrations without permission.**

**Jumping into new projects without finishing existing ones.**

**Encouraging others to depend on them rather than God and their authorities.**

**Trusting visible results rather than a true change of heart.**

**Neglecting proper emphasis on basic Bible doctrines.**

**Giving counsel before discerning the type of person or problem.**

### **G = Giving----Characteristics**

**A keen ability to discern wise investments in order to have more money available to give away.**

**A desire to give quietly without public notice.**

**A motivation to give as unto the Lord at His promptings, not at man's appeals.**

**A desire to give gifts which are high quality.**

**An ability to test faithfulness and wisdom by how people handle funds.**

**A tendency to practice personal frugality; an ability to be content with the basic necessities of life.**

**An alertness to see what other people do with their money.**

**An ability to see financial needs which others tend to overlook.**

**A desire to use giving as a way to motivate others to give.**

### **G = Giving----Misuses**

**Giving too sparingly to their own families**

**Causing family to resent gifts to others.**

**Listening to unscriptural counsel on money management.**

**Putting pressure on people who have less to give.**

**Failing to discern God's promptings for a gift.**

**Judging those who misuse funds rather than advising them.**

**Controlling people or ministries by gifts.**

**Corrupting people by giving too much.**

**Investing in projects which do not benefit the lives of people.**

**A = Administration-----Characteristics**

**An ability to visualize the final result of a major undertaking.**

**An ability to reduce major goals to smaller, achievable tasks.**

**An ability to know what resources are needed and available for a task.**

**A tendency to remove self from distracting details in order to focus on the ultimate goal.**

**A willingness to endure reaction from others in order to reach an ultimate goal.**

**A need for loyalty and confidence from those being directed and/or served.**

**An ability to know what should and should not be delegated to others.**

**An ability to inspire and encourage workers by cheerfulness, approval, praise, and challenges.**

**A joy and fulfillment in seeing all the parts come together in a finished product.**

**A = Administration-----Misuses**

**Viewing people as “human resources” rather than human beings.**

**Using people to accomplish personal ambitions**

**Showing favoritism to those who appear to be more loyal.**

**Taking charge of projects which were not God’s direction.**

**Delegating too much work to others**

**Overlooking serious character faults in valuable workers**

**Being unresponsive to suggestions and appeals.**

**Failing to give proper explanations and praise to workers.**

### **M = Mercy-----Characteristics**

**An ability to sense genuine love & a vulnerability to deeper/more frequent hurts from a lack of love.**

**A need for deep friendships in which there is mutual commitment.**

**A tendency to react harshly when others are rejected.**

**A greater concern over mental/emotional hurts than physical.**

**A tendency to attract people who are having mental and emotional distress.**

**A need to measure acceptance by physical closeness & quality time.**

**A desire to remove the causes of hurts rather than to look for benefits from them.**

**A tendency to avoid decisions and firmness unless they will eliminate greater hurts.**

**A tendency to be attracted to those with the gift of prophecy.**

### **M = Mercy----Misuses**

**Failing to be firm and decisive when necessary.**

**Taking up offenses for those who have been hurt.**

**Basing decisions on emotions rather than on reason.**

**Promoting improper affections from those of the opposite sex.**

**Cutting off fellowship with those who are insensitive to others**

**Reacting to God's purposes in allowing people to suffer.**

**Sympathizing with those who are violating God's standards.**

**Establishing possessive friendships with others.**