

## **G.R.O.W. Assessment GIFTS Module - Spiritual Gifts Defined:**

When you receive your Spiritual Gifts module results, you'll notice a percentage score beside each gift. Some will be lower while others will land in the middle. This doesn't mean you are deficient in anything or that God can't use you in each of these gifts. In fact, God takes pleasure in using us in ways in which we think we are weaker. By all means, ask God to use you in all ways through any of His Spiritual Gifts. He's in charge and gives good gifts to His kids!

Notice especially the gifts that are highest as these are the gifts that, at least according to this assessment, you will likely use most frequently in the Kingdom. Your top three are your best Spiritual tools! (In the event of a tie, make it the top four!)

Here are helpful definitions for each gift with a verse or two that describes each (by no means exhaustive in these definitions). This is what a person will likely do based on the Biblical definitions and church experiences and will help you with a basic understanding of your top Gifts. Further study, practice, and conversations with your friends and church leaders will help expand your understanding.

### **GIFTS (The "G" in the G.R.O.W. Assessment):**

#### **Artisan/Craftmanship (Exodus 31:1-5) –**

- Creates art that reflects God's glory and unveils His character
- Shows ability in one or more medium of creative art so as to connect the unbeliever with the Creator through that art

#### **Celibacy/Volunteer (I Corinthians 7:7) –**

- Remains single through God's provision in order to serve with greater intensity

#### **Discernment/Distinguishing Spirits (1 John 4:1-6, 1 Corinthians 12:10) –**

- Perceives the intent and origination of spiritual matters
- Recognizes whether a message is from the Holy Spirit or not
- Distinguishes right from wrong, truth from error in a situation

#### **Encouragement/Exhortation (Acts 14:22, Romans 12:8) –**

- Urges others toward action, faithfulness, and courage
- Motivates others to have courage in difficult times or when faith wavers
- Brings out the best in others and challenges them to meet their potential

#### **Faith (Romans 4:18-21, 1 Corinthians 12:9) –**

- Sees what God is doing and believe Him for results
- Trusts God to act on His promise in the face of great odds
- Stands firm until God answers and/or the miracle happens

#### **Giving (2 Corinthians 8:1-7, Romans 12:8) –**

- Gives much proportionately with pure motives
- Invests resources generously beyond the tithe
- Earns, invests, and give with Spirit-led success resources in order to support ministry

#### **Guidance/Administration (1 Corinthians 14:40) -**

- Manages details to support to free other leaders to focus on their work

- Sees gifts in other and connect them to ministry
- Organizes resources, time, teams, and people for greater Kingdom impact
- Coordinates multiple details and levels and accomplishes the goals of a project

**Healing (James 5:14-16, 1 Corinthians 12:9) –**

- Prays in faith for others with the result that they are healed
- Senses the prompts of God to pray for healing

**Hospitality (1 Peter 4:9) –**

- Finds pleasure in housing or feeding others in home or through the church
- Makes others feel welcome and significant

**Intercession/Supplication (Ephesians 6:18-20) –**

- Prays faithfully until the answer comes
- Steps into the place of a person, church, people group, or geographical area and prays consistently for the needs

**Knowledge/Words (1 Corinthians 12:8, Acts 16:28) –**

- Speaks timely, Spirit-given knowledge that applies to a person's situation
- Comprehends and conveys spiritually revealed knowledge that helps a person with a specific need

**Leadership (Hebrews 13:7, 17, Romans 12:8) –**

- Influences a group to accomplish its purpose or goal
- Communicates purpose, direction, and vision to the group, team or church
- Motivates others to work together to accomplish a ministry goal

**Mercy/Grace (Luke 10:30-37, Romans 12:8) –**

- Empathizes with those in need and extend encouragement
- Senses hurts and provide cheerful support to those pain, distress, or crisis

**Miracles (Mark 11:23-24, 1 Corinthians 12:10) –**

- Prays in faith for God's specific intervention in impossible situations and sees answers
- Sees situations where God wants to move miraculously and prays for supernatural intervention

**Missionary/Apostle (Romans 15:20-21, 1 Corinthians 9:19-23, Acts 13:1-4) –**

- Shares with a God-given urgency the Gospel to others from vastly different backgrounds
- Begins a fresh work of God in places that have no Gospel witness
- Adapts readily to different cultures in order to serve in that culture
- Seeks through the leadership and provision of the Holy Spirit to know about needs of other people groups and rallies resources to meet the needs
- Compelled to communicate the Gospel through serving and speaking to others in a different culture than their own

**Music (1 Chronicles 16:4) –**

- Plays an instrument or sings in a way that draws others to worship Christ Jesus
- Creates worship through musical skills that presents the character of God and declares the Good News

**Pastor/Shepherding (1 Peter 5:2-4, Hebrews 13:17) –**

- Exercises concern, care, and protection for a group or church that encourages growth spiritual health
- Equips believers in Biblical world view and understanding of who Jesus is and how each can serve effectively
- Models spiritual growth and service to members of group or church

**Prophecy (1 Corinthians 12:10, 14:3, Acts 11:28) –**

- Delivers with persuasion God’s message
- Discerns a current situation or potential future occurrence and delivers this message effectively
- Understands the “big picture” of God’s redemptive and prophetic stream and relates it to the current church situation and direction

**Serving/Helps (1 Peter 4:11) –**

- Sees needs easily and finds ways to practically meet those needs
- Serves others personally and in church without need of recognition
- Manages time and resources to solve individual or church needs

**Teaching (Ephesians 4:12-13, Romans 12:7) –**

- Understands and explains Biblical truth in ways that believers comprehend and apply
- Learns and is able to take others “with him/her” in learning

**Tongues – Interpreting (1 Corinthians 12:10, 14:13) –**

- Understands words spoken in tongues and communicates it clearly to others
- Interprets a message in a heavenly language or unknown tongue to those present

**Tongues – Speaking (1 Corinthians 12:10, 14:2, 14-15, Acts 2:4-8) –**

- Prays in a language understood only by God
- Speaks in an unlearned language or tongue to, along with interpreting, communicate God’s truth and give God worship

**Wisdom/Word (1 Corinthians 2:1, 6-16, 12:7-8) –**

- Understands God’s perspective on practical life situations and conveys it in simple ways
- Knows what to do, how to do it, and helps others do the same

Receives and conveys Spirit-given wisdom and application to a person or group