

THE ADMINISTRATOR

The Spirit-given capacity and desire to serve God by organizing, administering, promoting and leading the various affairs of the church. The man or woman who leads the church and its ministries.

I. CHARACTERISTICS

He/She...

- A. ... is a man/woman with a dream.
- B. ... is goal oriented.
- C. ... is well-disciplined.
- D. ... usually works best under heavy pressure.
- E. ... is not a procrastinator.
- F. ... is often a good motivator.
- G. ... is serious minded, highly motivated, intense.
- H. ... has an accurate self-image.
- I. ... is more interested in the welfare of the group than his/her own desires.
- J. ... is a perfectionist. He/She wants what he/she is involved in done well.
- K. ... loves drafts, charts, and lists.
- L. ... wants things done HIS/HER way NOW.
- M. ... is a workaholic.
- N. ... keeps his/her emotions hidden.
- O. ... is bored with the trivial.
- P. ... is dominant, not passive.
- Q. ... likes to be center-stage with people looking at him/her.

II. BURDENS, DESIRES, AND STRENGTHS

He/She...

- A. ... dreams big dreams for God.
- B. ... has a burden to move on to a new task as soon as he/she has completed one, usually having already planned it.
- C. ... delegates wherever possible, but knows where he/she can't.
- D. ... can't bear defeat. He/She wants to win.
- E. ... can harmonize the various affairs of the church.
- F. ... is willing to attempt impossible tasks.
- G. ... is capable of making quick decisions and sticking to them.
- H. ... will assume leadership when there is not leadership in the group.
- I. ... is skilled in planning.
- J. ... makes decisions logically, strictly on facts, not feelings.
- K. ... is more composed than nervous.
- L. ... follows many sports events. He/She is competitive by nature.
- M. ... likes tasks that challenge him/her.
- N. ... is enthusiastic, gets people excited.
- O. ... plans ahead and works on a schedule.
- P. ... demonstrates competence.
- Q. ... sees the whole picture quickly.

III. SPECIAL NEEDS AND WEAKNESSES

He/She ...

- A. ... appears on the outside to be organized, but usually isn't.
- B. ... looks at the overall picture and may miss the smaller details.
- C. ... may make decisions based on logic rather than Scripture.
- D. ... doesn't like to admit to making a mistake or to weaknesses.
- E. ... may be insensitive to "little" people.
- F. ... is often hard to please. His/Her standards are too high.
He/She is not tolerant of mistakes.
- G. ... is not good at remembering names.
- H. ... may not be gracious when hurried or busy.
- I. ... will manipulate others into doing what he wants done. He/
She uses people.

IV. HOW HE IS MISUNDERSTOOD BY OTHERS

Others think he/she ...

- A. ... is cold.
- B. ... is pushy.
- C. ... is using them because of his/her lack of explanation.
- D. ... is not concerned with people.
- E. ... doesn't have time for others.
- F. ... is selfish, trying to be a big shot.
- G. ... is lazy if he/she administrates without getting involved
himself/herself.
- H. ... is bossy and impatient.
- I. ... is too independent.

V. HOW SATAN ATTACKS THIS GIFT

Causes ...

- A. ... pride because of leadership role.
- B. ... selfishness because of success, not sharing glory with
those under him/her.
- C. ... blame-shifting when things go wrong.
- D. ... discouragement and frustration when goals aren't met or
things go too slow.
- E. ... anger and mistreatment of those who disagree with plans,
goals and methods.
- F. ... wrong motives.
- G. ... lack of concern for people or their needs.
- H. ... lack of spiritual growth and qualities.

VI. WHERE TO USE THIS GIFT

As...

- A. ... the leader of each project, ministry or program.
- B. ... chairperson of any committee or board.
- C. ... church planner or coordinator.
- D. ... pastor or assistant pastor, business manager.
- E. ... an office manager or department head for large staffs.
- F. ... a Sunday School superintendent, deacon chairman.
- G. ... the chairperson of building or fundraising projects.
- H. ... the nursery coordinator.
- I. ... a leader of men's or women's fellowships.
- J. ... the head of the library.
- K. ... a camp director, bus ministry head.
- L. ... head of Vacation Bible School.
- M. ... a women's missionary circle leader.
- N. ... the church moderator.

- O. ... Tasks forces
- P. ... Long-range planning
- Q. ... Tape ministry
- R. ... Sports programs
- S. ... Publications
- T. ... Prayer chain
- U. ... Seminars
- V. ... Financial secretary
- W. ... Music groups
- X. ... One-to-one discipleship
- Y. ... Worship service leader
- Z. ... Panel discussions
- AA. ... Coaching
- BB. ... Master of ceremonies

THE GIFT OF GOVERNMENT in your life...
(Administration)

1. With regard to planning for the future of my church or organization, I tend to be concerned about and willing to do detailed work on the plans.
2. I am able and willing to learn administrative skills such as planning, organizing, and delegating.
3. I enjoy and am able to organize ideas, people, and projects for more effective ministry.
4. If I am in a group meeting and there is no evident or assigned leader, I would want to appoint or ask someone in the group to lead.
5. In terms of decision making, I often make decisions easily and with some degree of confidence.
6. If asked to serve in a church or ministry program, I would tend to choose a position which involved detailed planning and decision making.
7. I am able to lead a board, group, or committee in harmonizing various viewpoints to make a decision together.
8. I enjoy leading and am able to recruit Christians to use their talents and gifts in ministry.
9. I find great joy and fulfillment in organizing a project or ministry so that others know what to do and are effective in doing it.
10. People often look to me to set up procedures and plans to make changes or improvements of present ministries.

THE GIFT OF LEADERSHIP in your life...
(Administration)

1. In a group or organization, I prefer to lead.
2. I am able to quickly assess the needs of a group and figure out how its goals should be accomplished.
3. I enjoy and find it easy to motivate others to follow through on a ministry project.
4. It's challenging and fulfilling for me to guide a group of people to achieve their desired goals and objectives.
5. I almost automatically take responsibility or leadership when no other leaders have been designated.
6. I have a strong desire to motivate others toward godly objectives.
7. I usually know where we should be going as a group and can motivate others in that direction, too.
8. I notice through my life-style, actions, and ideas, that I seem to motivate other Christians to follow me.
9. Even in groups with different maturity levels, I seem to be able to lead with a positive response from the group.
10. Generally speaking, I tend to be more sensitive to the overall organizational direction and goals, than to minority or individual opinions.

THE EVANGELIST

The Spirit-given capacity and desire to serve God by leading people, beyond his natural sphere of influence, to the saving knowledge of Jesus Christ.

The aggressive soul-winner who seeks the lost.

I. CHARACTERISTICS

He/She...

- A. ...is outgoing and seldom meets a stranger.
- B. ... is well groomed and neatly dressed.
- C. ... usually keeps to himself in personal times.
- D. ... feels fulfilled working one-on-one or with groups.
- E. ... is active socially, gets along well with others.
- F. ... is more lighthearted than depressed.
- G. ... is expressive in speech and communication.
- H. ... is subjective rather than objective in viewing things.
- I. ... is tolerant of people and their weaknesses; sympathetic to sinners.
- J. ... is impulsive at times, not usually self-disciplined; likely to make decisions based on emotions.
- K. ... appears peaceable and agreeable.
- L. ... displays enthusiasm.
- M. ... is talkative and often interrupts people.
- N. ... enjoys being center stage and having everybody looking at him.

II. BURDENS, DESAIRES, AND STRENGTHS

He/She...

- A. ... has a consuming passion for lost souls.
- B. ... believes salvation is the greatest gift of all.
- C. ... has a desire to meet lost people.
- D. ... would rather confront the lost with the gospel than anything else.
- E. ... is forgiving
- F. ... has a clear understanding of the gospel message.
- G. ... usually has a burden to memorize Scripture.
- H. ... has a great joy in seeing men and women come to Christ.
- I. ... demonstrates an air of competence.
- J. ... holds the attention of the listener.
- K. ... works hard to become a good listener.

III. SPECIAL NEEDS AND WEAKNESSES

He/She...

- A. ... thinks everybody should be "evangelists".
- B. ... may be satisfied to get a decision just to get one.
- C. ... may turn people off by pressing for a decision.
- D. ... rarely will admit that evangelism (as soul-winning) is a gift.
He/She usually has another definition for evangelist.
- E. ... believes strongly in "confrontation evangelism".

III. SPECIAL NEEDS AND WEAKNESSES continued

He/She...

- F. ... tends to dominate other people.
- G. ... thinks every message must be an attempt to win the lost. This usually causes him/her to be weak on teaching other areas of Scripture.

IV. HOW HE/SHE IS MISUNDERSTOOD BY OTHERS

- A. Others think he/she is not interested in other church programs.
- B. Others think he/she is pushy.
- C. Others think his/her aggressiveness is for his/her own benefit.
- D. Others think he/she is more interested in numbers than people.
- E. Others think he/she judges their spirituality by the number of souls they have won.

V. HOW SATAN ATTACKS THIS GIFT

Causes...

- A. ... pride in number of "converts".
- B. ... failure to grow and learn.
- C. ... him/her to see people as numbers rather than people with needs.
- D. ... discouragement when converts are few or infrequent.
- E. ... lack of concern for Bible passages that can't be used as "soul-winning texts".

VI. WHERE TO USE THIS GIFT

In...

- A. ... visitation programs.
- B. ... special evangelistic efforts, such as conventions, etc.
- C. ... altar call or invitation to lead new converts to Christ.
- D. ... Gospel Teams.
- E. ... migrant ministry.
- F. ... many public preaching ministries.

- G. ... Phoning visitors
- H. ... missions
- I. ... city gospel missions
- J. ... Writing
- K. ... investigative Bible studies
- L. ... one-to-one evangelism
- M. ... nursing home visitation

EVANGELIST'S characteristics in your life...

1. I have a consistent concern for people who don't know Christ and I would like to share the Gospel with them.
2. I enjoy sharing my faith when the opportunity arises.
3. I am at ease sharing with others how Christ is my Savior and Lord.
4. I am thrilled by the challenge and opportunity to share the Gospel with people I don't even know.
5. I find that people are open and listen to me when I share about my relationship with Christ.
6. I like sharing what Christ has done for me with both Christians and non-Christians.
7. Unbelievers understand and seem to respond when I explain who Jesus really is.
8. I get frustrated when I see that the church or other Christians don't seem to care as much about the lost as I do.
9. Some of the most joyful and fulfilling moments of my life have been leading others to Christ.
10. Even though I'm sometimes afraid, I still feel compelled to share my faith with those I meet, and I am amazed at how often they respond.

THE EXHORTER

The Spirit-given capacity and desire to serve God by motivating others to action by urging them to pursue a course of conduct.

The "HOW TO" teacher, giving the application of God's Word.

I. CHARACTERISTICS

He/She is...

- A. ... result oriented.
- B. ... comfortable working one-on-one or in groups.
- C. ... a very practical person, usually analytical.
- D. ... usually a good counsellor.
- E. ... expressive in a group setting; group listens when he/she speaks.
- F. ... usually impulsive, needs self-discipline.
- G. ... more tolerant than hostile toward people, usually sympathetic.
- H. ... accurate in his/her self-image.
- I. ... serious minded, conservative, logical.
- J. ... talkative.
- K. ... an orderly person, likes things done in an orderly fashion.
- L. ... enthusiastic, usually cheerful and bubbly.
- M. ... a person of charts, graphs, and lists.
- N. ... bored with trivia.

II. BURDENS, DESIRES, AND STRENGTHS

He/She ...

- A. ... is able to help others find their problems and solutions.
- B. ... shows interest mostly in the practical areas in studying the Scriptures.
- C. ... is burdened to show how Scripture relates to conduct.
- D. ... has a desire to unify people by using practical rather than doctrinal issues.
- E. ... puts great importance on the will of God.
- F. ... has several steps of action to solve every problem.
- G. ... has the ability to motivate others to action.
- H. His/Her messages are usually topical when preaching and teaching.
- I. ... is objective and makes decisions logically rather than on feelings.
- J. ... wants to see everyone reaching full potential.
- K. ... believes the Scripture has the solution to every problem.
- L. ... is a positive thinker, a strong believer that things will be better tomorrow.
- M. ... prefers the analysis to the task itself.
- N. ... occasionally needs to be alone where it's quiet in order to think.
- O. ... is extremely creative.
- P. ... likes being the center of attention.
- Q. ... outwardly demonstrates competence.

III. SPECIAL NEEDS AND WEAKNESSES

He/She ...

- A. ... may question the value of deep doctrinal studies.
- B. ... may have difficulty accepting himself because of the need of being an example.
- C. ... may be guilty of using Scripture only to support what he/she is teaching rather than starting with the Scriptures.
- D. ... is upset with impractical teaching.
- E. ... often interrupts other people because of his/her enthusiasm.
- F. ... enjoys motivating people to do more, do better and do their best.

IV. HOW HE/SHE IS MISUNDERSTOOD BY OTHERS

Others think he/she ...

- A. ... is not evangelistic.
- B. ... makes everything too simple.
- C. ... takes Scripture out of context just to suit his/her purpose.
- D. ... doesn't use enough Scripture.
- E. ... puts too much emphasis on edification.
- F. ... is too positive when things look bleak.

V. HOW SATAN ATTACKS THIS GIFT

Causes ...

- A. ... pride in his/her motivational abilities.
- B. ... him/her to lose sight of people because of program emphasis.
- C. ... discouragement when results are not evident.
- D. ... him/her to encourage others to do the wrong thing because of his/her persuasive abilities.

VI. WHERE TO USE THIS GIFT

As a ...

- A. ... "trainer" in areas of leadership or methodology.
- B. ... counsellor, especially in a counselling center.
- C. ... "Church Training" teacher.
- D. ... seminar speaker.
- E. ... telephone ministry worker.
- F. ... teacher of pre-marital classes.
- G. ... counsellor in drug program, rescue mission, poverty program.
- H. ... counsellor in half-way house and runaway ministry.
- I. ... follow-up with new converts.
- J. ... encourager with those who are discouraged.

VI. WHERE TO USE THIS GIFT (cont.)

- K. Lay counseling
- L. Teaching Sunday School
- M. Ministry recruiting
- N. One-to-one discipling
- O. Writing articles
- P. Publicity/promotion
- Q. Music
- R. Drama
- S. Shepherding ministry
- T. Youth sponsor
- U. Telephoning
- V. Christian action group
- W. Coaching
- X. Letter Writing

EXHORTER'S characteristics in your life...

1. I am accepting of people who seem to be deeply troubled or in a crisis.
2. I am not only willing, but find fulfillment in being called alongside ~~and~~ person who is seeking encouragement, counsel, or challenge.
3. When counseling another person, I tend to identify deeply with his or her situation and want to help them through it.
4. When listening to others teach, I tend to get frustrated by studies that have little or no application.
5. When I give a testimony, I tend to encourage or console others, rather than just share an experience or verse from the Bible.
6. When talking with another Christian or in a group situation, I tend to challenge them to take certain actions to move ahead in their Christian walk.
7. When reading the Bible for myself, I prefer to study passages with the purpose of changing specific areas of conduct or wrong attitudes.
8. My reaction to the needs of others tends to be quick because I can usually sense what needs to be done and can tell them what they need to do.
9. I find myself often encouraging those who are weak, wavering, doubting, or hurting in some way.
10. I have a strong urge to verbally challenge those who are spiritually complacent and apathetic.

THE GIVER

The Spirit-given capacity and desire to serve God by giving of his/her material resources, far beyond the tithe, to further the work of God.

The person who meets the financial need of his/her fellow Christians and church members.

I. CHARACTERISTICS

He/She...

- A. ... is usually well organized.
- B. ... keeps to himself/herself.
- C. ... doesn't like his/her giving to be publicized.
- D. ... usually has the ability to make money as well, BUT NOT ALWAYS.
- E. ... has an accurate self-image.
- F. ... is more likely to be lighthearted than depressed.
- G. ... is particularly interested in helping people.
- H. ... is conscientious and self-disciplined.

II. BURDENS, DESIRES, AND STRENGTHS

He/She...

- A. ... is sensitive to the financial and material needs of others.
- B. ... is alert to needs others might overlook.
- C. ... is always ready to give.
- D. ... wants his/her gift to be of high quality.
- E. ... has the ability to make quick decisions concerning finances.
- F. ... wants to know his/her gift is being used properly.
- G. ... is not the first to give to a project, but will wait for the project to prove itself.
- H. ... usually has a burden for missions.
- I. ... is sympathetic.

III. SPECIAL NEEDS AND WEAKNESSES

He/She...

- A. ... may measure others' spirituality by the amount of their giving.
- B. ... judges others' success by the amount of their material assets.
- C. ... thinks God has called everyone to give as he/she does, and cannot understand why they ignore the calling.
- D. ... usually gives to projects, but not to individuals.

IV. HOW HE/SHE IS MISUNDERSTOOD BY OTHERS

Others...

- A. ... think he/she is trying to control them with his/her money.
- B. ... think he/she condemns them because they don't give as he/she does.
- C. ... think he/she condemns them because they don't have as much as he/she does.
- D. ... are sometimes jealous of him/her.
- E. ... think he/she is materialistic because of his/her emphasis on money.
- F. ... think he/she tries to buy a position in the church.

V. HOW SATAN ATTACKS THIS GIFT

Causes...

- A. ... pride because of the amount of his/her gift.
- B. ... blindness to spiritual needs and qualities.
- C. ... blindness to other areas of service.
- D. ... discontent when decisions are made contrary to where his/her interests are or where he/she has given.
- E. ... critical attitude of those unable to give.
- F. ... wrong motives for giving or serving Christ.
- G. ... him/her to mistake a burden for giving to missions as a call to the mission field ministry.

VI. WHERE TO USE THIS GIFT

- A. Anywhere large OR small amounts of money are needed.
- A. Anywhere large OR small amounts of money are needed.
- B. As a member of finance or budget committee.
- C. As a member of missions committee, building committee.
- D. As a trustee.
- E. As a member of school board or commission.
- F. As a part of poverty, rescue mission, migrant mission committee member.
- G. As a sponsor to underwrite special projects, radio, TV ministries.
- H. To meet needs of an individual apart from programs.

- I. Stewardship seminars
- J. Stewardship board
- K. Christian action group

The GIVER'S characteristics in your life...

1. When presented with a physical or spiritual need, I tend to respond on my own initiative to try to meet it, especially through monetary or material generosity.
2. With regard to financial matters, I am moved to give all I can to people and organizations I consider worthy.
3. When called upon to serve, I am motivated to help in situations in which there are specific material needs like food, money, equipment, buildings, etc.
4. I feel moved to help when confronted with urgent financial needs of others.
5. I am often willing to sacrifice personal desires to give more generously to God's work.
6. My convictions and my life show that all I own is really God's and is to be used for His glory.
7. With regard to financial matters, I am concerned that God's money and ministry be used as efficiently as possible to accomplish more for people.
8. I joyfully and cheerfully give to God's work and God's people.
9. When I think about how much I love God, I want to give all the money and things I can to Him and His work.
10. I manage my money well and restrict my standard of living in order to give liberally to God's work.

THE MERCY SHOWER

The Spirit-given capacity and desire to serve God by identifying with and comforting those who are in distress.

The person who understands and comforts his/her fellow Christian.

I. CHARACTERISTICS

He/She ...

- A. ... is usually soft-spoken, though talkative.
- B. ... is outgoing with a low-key inoffensive personality.
- C. ... finds it very easy to express himself/herself.
- D. ... appears to always be loving.
- E. ... is usually good natured, wants people to like him/her.
- F. ... talks easily with people and is easy to talk to.
- G. ... is responsive to people, is a good listener.
- H. ... is more subjective than objective, decisions are made on feelings more than fact, impulsive.
- I. ... is peaceable and agreeable, does not overpower others.
- J. ... does not analyze the details.

II. BURDENS, DESIRES, AND STRENGTHS

He/She...

- A. ... has a burden to comfort others.
- B. ... is sympathetic and sensitive.
- C. ... likes to fellowship with other sympathetic people.
- D. ... is patient, but responds to other's needs quickly.
- E. ... attracts people who are hurting or rejoicing.
- F. His/Her heart goes out to the poor, the aged, the ill, the underprivileged, etc.
- G. ... is non-condemning, not a griper (sometimes can be when with other mercy showers).
- H. ... identifies emotionally and mentally with others.
- I. ... is patient, sincere, responsive, tolerant.
- J. ... can become insecure, withdrawn, and somewhat remote.
- K. ... remembers people's names and faces.
- L. ... is self-sacrificing.
- M. ... likes to think about things for a while before making decisions.

III. SPECIAL NEEDS AND WEAKNESSES

He/She...

- A. ... makes a poor counsellor without additional discipline.
- B. ... resents others who are not as understanding as he/she.
- C. ... is not always logical, but sometimes emotional.
- D. ... lets others use him/her.
- E. ... often has a low self-image.
- F. ... can be indecisive.
- G. ... can become a gossip, especially around other mercy showers.
- H. ... gets depressed easily.
- I. ... is controlled by his/her circumstances.
- J. ... is pessimistic.

IV. HOW HE/SHE IS MISUNDERSTOOD BY OTHERS

Others...

- A. ... think he/she is weak.
- B. ... think he/she is a compromiser.
- C. ... accuse him/her of "taking up" for people.
- D. ... think he/she is a "softy".
- E. ... think he/she is too emotional, he/she cries too easily.

V. HOW SATAN ATTACKS THIS GIFT

Causes...

- A. ... pride because of his/her ability to relate to others.
- B. ... disregard for rules and authority.
- C. ... lack of discipline because of strong feeling for those who hurt due to disobedience and sin.
- D. ... him/her to complain and gripe.

VI. WHERE TO USE THIS GIFT

As a/an...

- A. ... hospital, nursing home, shut-in worker.
- B. ... funeral coordinator and visitor.
- C. ... poverty center worker (if properly disciplined).

VI. WHERE TO USE THIS GIFT (cont.)

As a/an...

- D. ... usher or greeter, welcome center worker.
- E. ... cassette worker for shut-ins.
- F. ... hospitality person.
- G. ... telephone center worker.
- H. ... member of newcomer team, visiting and telephoning.
- I. ... missions worker, committee, correspondence, furlough assistance.
- J. ... worker with mentally ill, nursing, blind, deaf, migrant ministry, released offender ministry.

- K. Big brother programs
- L. Big sister programs
- M. Counseling
- N. Prayer Chain
- O. Shepherding ministry
- P. Divorce recovery program
- Q. Addiction programs
- R. Food closet ministry

The MERCY SHOWER'S characteristics in your life...

1. I feel deeply and hurt for others who are sick, imprisoned, poverty-stricken, or broken in some other way.
2. When faced with counseling another person, I tend to deeply identify with his or her situation.
3. When I choose Bible passages to study, they are very practical ones.
4. Generally speaking, I tend to help meet obvious needs without measuring the worthiness of the needy person or evaluating what the real needs may be.
5. I have a strong desire to do acts of love and kindness for those who cannot or will not return them to me.
6. I find fulfillment and contentment in meeting the needs of the suffering or the undeserving.
7. I cheerfully do tasks others find distasteful in order to minister to suffering and desperately needy people.
8. I enjoy being an agent of blessing to those in hospitals and nursing homes.
9. Even though people may bring problems on themselves and even justly deserve it, God uses me to help them and spare them some of the consequences.
10. In situations requiring organizational decision making, I tend to lack firmness because I am more concerned for people's feelings.

THE PASTOR/SHEPHERD

The spirit-given capacity and desire to serve God by overseeing, training, and caring for the needs of a group of Christians.

The shepherd who leads and feeds: The coach of the "TEAM."

Recognize that the following characteristics are a mixture of the gift of shepherding in any capacity and the gift of shepherding in the capacity of senior pastor.

I. CHARACTERISTICS

He/She...

- A. ... is usually patient.
- B. ... is usually willing to spend time in prayer for others.
- C. ... is usually a "Jack of All and Master of ONE".
- D. ... is people-centered. He/She loves them.
- E. ... is often authoritative in his/her bearing.
- F. ... is more a leader than a follower.
- G. ... is expressive, composed and sensitive.
- H. ... draws people to himself easily.
- I. ... has a pleasing personality.

II. BURDENS, DESIRES, AND STRENGTHS

He/She...

- A. ... has a burden to see others learn and grow.
- B. ... is protective of those under him/her.
- C. ... is burdened to teach the whole Word of God.
- D. ... usually doesn't like to present the same material more than once.
- E. ... is willing to study what is necessary to feed his/her group.
- F. ... is more relationship oriented than task oriented.
- G. ... wishes to give direction to those under his/her care.
- H. ... desires to look after the spiritual welfare of others.
- I. ... has a high sense of empathy; is tolerant of people's weaknesses.
- J. ... is able to resolve problems between people, compromising rather than going to either extreme--a peacemaker and diplomat.
- K. ... is sensitive to hurt feelings or problems which cause loss of unity.
- L. ... has a sensitivity to the overall attitude and spirit of the flock.
- M. ... remembers people's names and faces.
- N. ... is self-sacrificing when it comes to his flock; his/her group.
- O. ... is more concerned with doing for you than you doing for him/her.
- P. ... is faithful and devoted to his flock; his/her group, often becoming a workaholic.
- Q. ... learns to become an all-purpose person in order to meet needs.

III. SPECIAL NEEDS AND WEAKNESSES

He/She...

- A. ... fails to involve other people.
- B. ... becomes too involved by doing it all himself/herself, becomes too independent.
- C. ... doesn't make people accountable to the rest of the group.
- D. ... may become unevangelistic because he/she already has as many as he/she can shepherd.
- E. ... may become overly protective of his/her flock.
- F. ... tends to use other people.

IV. HOW HE/SHE IS MISUNDERSTOOD BY OTHERS

Others think ...

- A. ... it is his/her job to do all the work.
- B. ... he/she should always be available.
- C. ... he/she knows all the answers.
- D. ... he/she should be at every social function.
- E. ... he/she should do all the evangelism.

V. HOW SATAN ATTACKS THIS GIFT

Causes...

- A. ... discouragement because the lead gets heavy.
- B. ... pride because his/her sheep look up to him/her.
- C. ... family problems because of too little time and attention.
- D. ... selfishness when "sheep" feed in other pastures.

VI. WHERE TO USE THIS GIFT

As a...

- A. ... Sunday School Teacher.
- B. ... Pastor or Assistant Pastor.
- C. ... bus captain or bus pastor.
- D. ... special ministry leader (youth, children, etc.).
- E. ... half-way house, runaway or abuse worker.
- F. ... den mother for scout troops.
- G. ... dormitory leader in college, orphanage, children's home, etc.
- H. ... deacon/deaconness
- I. ... Letter writing
- J. ... lay counseling
- K. ... Ushering
- L. ... Bible study group leader
- M. ... nursing home visitation
- N. ... absentee follow-up
- O. shut-in visitation
- P. ... fellowship group leader
- O. ... small group leader

PASTOR/SHEPHERD'S characteristics in your life...

1. I have a desire to care for the spiritual welfare of new Christians.
2. I have a need to bring Christians together and help them grow and serve each other and God.
3. I find joy and fulfillment when I am responsible for the growth of a group of Christians.
4. I become concerned and protective when a Christian or a group of Christian's is threatened by enemies of Christ.
5. It is important for me to know, keep in touch with, and be known by those Christians I am responsible for.
6. I have a strong desire to give myself to struggling or straying Christians so that they are encouraged and brought back into the group.
7. I find that the Christians I work with and minister to are fed by my ministry and my application of Bible truths to their lives.
8. People who have wandered from Christ or from the church body seem to respond well to my love and concern, and are often brought back.
9. I seem often to be aware of the needs of a group of Christians I am with, and I would like to give guidance to the group if allowed.
10. I feel frustrated if the church or a group of Christians isn't being cared for spiritually the way I know they could and should be. I sometimes wish I could do the job.

THE PROPHET

The Spirit-given capacity and desire to serve God by proclaiming God's truth.

I. CHARACTERISTICS

- A. He/She is not very patient, especially with people and their problems.
- B. He/She is disorganized and depends on others to keep him/her on schedule.
- C. He/She is very discerning.
- D. He/She is usually much more pleasant when not speaking or preaching.
- E. He/She has a strong self-image and is individualistic.
- F. He/She has a strong sense of duty, not caring what others think about what he/she does because of it.
- G. He/She is very opinionated.
- H. He/She is more likely to be depressed and serious than lighthearted about life.
- I. He/She desires to be alone frequently.
- J. He/She is not usually inhibited, but is usually expressive.
- K. He/She will be more interested in his/her own aims and desires than others'.
- L. He/She is more likely to be authoritative, especially about Scriptures.
- M. He/She will be dominant, not submissive.

II. BURDENS, DESIRES, AND STRENGTHS

He/She...

- A. ... is burdened to expose sin in others.
- B. He must preach. He/She wouldn't be content just writing.
- C. ... wants to make all the "softies" in the church stronger.
- D. ... speaks with urgency and presses for rapid decisions.
- E. ... desires to see a world without sin. He/She wants to see revival.
- F. ... wants to stir your conscience.
- G. ... preaches/speaks for conviction.
- H. ... enjoys speaking publicly and does it with boldness.
- I. ... is more likely to be hostile than tolerant, especially about sin.
- J. ... is usually a disciplinarian. He/She wants things done right.
- K. ... is able to make quick decisions; is seldom indecisive.
- L. ... is sometimes less discerning than he/she believes he/she is.
- M. ... sees problems where others do not.
- N. ... is idealistic.

III. SPECIAL NEEDS AND WEAKNESSES

He/She...

- A. ... doesn't like to study. He/She relies on others to do his/her background work. He/She has a poor memory for details.
- B. ... doesn't relate well one-on-one. He/She doesn't worry about being gracious.
- C. ... over-categorizes. Mostly, sometimes, often, 80% are not words from his/her vocabulary. He/She replaces them with "all".
- D. ... tries to convict rather than letting the Spirit convict.
- E. ... judges others quickly.
- F. ... jumps to conclusions and makes decisions before all the facts are available to him/her. He/She does not analyze the details.
- G. ... tends to look at the negative side of things.
- H. ... does not make or follow through with long-range goals and plans.
- I. ... tends to be selfish.
- J. ... uses sarcasm and teasing to get his/her point across, is not tactful.
- K. ... is bossy and impatient. He/She has little tolerance for mistakes. He/She wants things done HIS/HER way NOW.
- L. ... is likely to stir up trouble.
- M. ... is cautious about making friends. He/She is suspicious by nature.
- N. ... is able to hold the audience's attention.

IV. HOW HE/SHE IS MISUNDERSTOOD BY OTHERS

- A. Others think he/she is not understanding.
- B. Others think he/she looks at a congregation as all bad.
- C. Others think he/she makes some people doubt their salvation.
- D. Others think he/she is insensitive and cold and has no love for people.
- E. Others think he/she is a poor listener.
- F. Others think he/she is too self-disciplined and can't have a good time.
- G. Others think he/she receives joy in hurting the feelings of others.
- H. Others think he/she is too demanding.

V. HOW SATAN ATTACKS THIS GIFT

- A. Causes lack of compassion.
- B. Causes pride and self-righteousness over lack of certain sins.
- C. Causes anger and bitterness.
- D. Causes lack of forgiveness.
- E. Causes discouragement because of unrepentant attitude by others.
- F. Causes him/her to sometimes fall into the very sins he preaches/she speaks against.
- G. Causes him/her to never say, "I'm sorry."
- H. Causes a pessimistic attitude.

VI. WHERE TO USE THIS GIFT

- A. In revival speaking
- B. In pastoring when he has other gifts suitable for pastoring.
- C. In problem-solving for a church with a sin problem.
- D. In counselling to help point out sin in person's life.
- E. In preaching.
- F. In prison ministry.
- G. In migrant ministry.

- H. Singing solos
- I. Writing
- J. Christian action groups
- K. Bible study groups

PROPHET'S characteristics in your life...

1. I sense an inner urgency to persuade people to make spiritual decisions and commitments.
2. I find myself moved to challenge people with God's truth, to help them see how much God's Word and way can help them.
3. When I share my testimony, I tend to point out some area of doctrine that has come alive to me through an experience or verse from the Bible.
4. When evaluating another person's spiritual condition, I tend to point out or see the errors in his or her understanding of the Christian life.
5. When I approach my personal devotions, I mostly prefer to relate to the verses emotionally, so as to get a personal blessing and application.
6. If I have a choice of Bible passages to study, I mostly choose ones that are very practical.
7. When called upon to serve, I am most naturally motivated to help in situations in which there are specific spiritual needs.
8. When the opportunity comes up to counsel someone, I tend to give him or her the best Biblical solution I can think of.
9. I have people tell me that they are encouraged, comforted, or edified by my talking with them or by my teaching/preaching.
10. When I hear a poor sermon, I think of other ways to say God's words to these people.

THE SERVER

The Spirit-given capacity and desire to serve God by rendering practical help in both physical and spiritual matters.

The Person who meets the practical needs of his fellow Christians and the church.

I. CHARACTERISTICS

He/She...

- A. ... is usually ambitious.
- B. ... doesn't need to be in the public eye to be fulfilled.
- C. ... enjoys manual projects.
- D. ... is often involved in a variety of activities and volunteers for many different jobs.
- E. ... is loyal, sincere tolerant, faithful and devoted.
- F. ... is usually easy going, likable, congenial, inoffensive.
- G. ... usually wants people to like him/her.
- H. ... listens to others without being critical.
- I. ... is usually inhibited publicly, not usually expressive.
- J. ... is not dominating--more a follower than a leader.
- K. ... is usually good with mechanical work.

II. BURDENS, DESIRES, AND STRENGTHS

He/She...

- A. ... is burdened with others' needs, quickly responds to the needs.
- B. ... is impressed with the need to respond when exhorted to serve.
- C. ... is usually unable to say, "NO".
- D. ... will very seldom step in as a leader.
- E. ... likes to meet immediate needs.
- F. ... likes to have a good leader he/she can support.
- G. ... enjoys doing mechanical or menial jobs in the church.
- H. ... often has high sense of empathy.
- I. ... is usually very patient.
- J. ... avoids drawing attention to himself/herself.
- K. ... is often considered a workaholic.

III. SPECIAL NEEDS AND WEAKNESSES

He/She...

- A. ... may emphasize practical needs over spiritual needs.
- B. ... is not as concerned about the completed task as he/she is about the immediate service; has a tendency not to follow through.
- C. ... may under-emphasize verbal witnessing.
- D. ... may jump to meet needs in the church or in other homes before those of his/her own family.
- E. ... often has a low self-esteem.
- F. ... needs to know that his/her efforts are appreciated.
- G. ... will take his/her own time, usually working slowly and deliberately.
- H. ... does not stand out in a crowd.
- I. ... likes for a task to challenge him/her.
- J. ... will attach himself/herself to someone who is doing exciting things and will allow that excitement to spill over on himself/herself.
- K. ... is controlled more by circumstances than principles.
- L. ... is only satisfied when he/she has done more for you than you have done for him/her.
- M. ... avoids long term responsibilities.
- N. ... is a master of decisive indecision.
- O. ... reads directions when all else fails.

IV. HOW HE/SHE IS MISUNDERSTOOD BY OTHERS

Others...

- A. ... think he/she is pushy, doing things without asking leaders.
- B. ... think he/she excludes them.
- C. ... think he/she is impatient and jumps in too fast.
- D. ... accuse him/her of interfering with the Spirit's work.
- E. ... think he/she neglects spiritual needs.

V. HOW SATAN ATTACKS THIS GIFT

Causes...

- A. ... pride because of work he/she has done.
- B. ... feeling of insignificance.
- C. ... lack of burden for people.
- D. ... lack of concern for spiritual growth.
- E. ... lack of quality workmanship due to lack of knowledge or skills.

VI. WHERE TO USE THIS GIFT

As...

- A. ... person in charge of maintenance and grounds.
 - B. ... a baptismal helper.
 - C. ... a nursery, kitchen or choir helper.
 - D. ... an office worker, errand runner.
 - E. ... an audio-video worker.
 - F. ... a record keeper.
 - G. ... a librarian in church library or cassette ministry.
 - H. ... a greeter or an usher.
 - I. ... an instrumentalist or choir member in music department.
 - J. ... a stage hand in drama productions.
 - K. ... a photographer.
 - L. ... a helper in special ministries such as migrants, deaf, etc.
 - M. ... a hospitality worker for newcomers or visitors.
-
- N. Facility upkeep
 - O. Clerical needs
 - P. Food service
 - Q. Receptions
 - R. Youth programs
 - S. Shut-in ministry
 - T. Weddings support
 - U. Bus maintenance
 - V. Sports program
 - W. Facility set-up
 - X. Custodial helps
 - Y. Funerals support
 - Z. Telephoning

The SERVER'S characteristics in your life...

1. When listening to a speaker, I am strongly impressed and want to respond to exhortations to serve other Christians.
2. In an organization, I prefer to be a follower with practical things to do to help make things happen and go smoothly.
3. When there is a task to do, I prefer to do it myself, rather than delegating it to someone else.
4. I find joy and satisfaction in taking on a helping role in some worthy project.
5. I prefer to be helping out in the background, rather than up front.
6. I am content to do menial jobs, or jobs others might consider unimportant.
7. Practical things like typing, cleaning, fixing, ushering, and other support tasks are meaningful and important for me to do.
8. I know keyleaders can only do their job if someone takes over the supportive responsibilities. This is my place.
9. When called on to serve, I am most comfortable and motivated to help in situations of specific material needs.
10. When presented with a physical or spiritual need, I tend to respond best if the need does not require a lot of organizational detail or personal preparation.

THE TEACHER

The Spirit-given capacity and desire to serve God by making clear the truth of the Word of God with accuracy and simplicity.

The scholar making clear the doctrine and teachings of the Bible.

I. CHARACTERISTICS

He/She...

- A. ... has a love for the Word.
- B. ... usually enjoys reading.
- C. ... is not usually an extrovert and may be a little shy of strangers.
- D. ... prefers groups over individuals when teaching.
- E. ... is creative and imaginative.
- F. ... is usually confident in his/her drive to accomplish; accurate self-image.
- G. ... is generally self-disciplined.
- H. ... sometimes is technical; usually methodical.
- I. ... loves charts, graphs, and lists.

II. BURDENS, DESIRES, AND STRENGTHS

He/She...

- A. ... has a great burden to know and teach the whole Bible.
- B. ... relies highly upon the authority of the Scriptures.
- C. ... would sometimes rather just do research, but "must Teach" because others would not teach it the way he/she would.
- D. ... has an organized system to store facts.
- E. The use of a verse out of context upsets him/her.
- F. ... will question the knowledge of those who teach him/her.
- G. ... puts a great importance on education.
- H. ... is an accumulator of knowledge and is analytical.
- I. ... is usually objective in making decisions, based on facts not feelings.
- J. ... enjoys studying for long periods of time. He/She likes it quiet, needs time to think.
- K. ... likes to see things clearly and always looking for better ways to communicate truth.
- L. ... is enthusiastic when explaining; stimulates others to learn; easily understood when teaching.
- M. ... is always concerned with accuracy, often dwelling on the trivial.

III. SPECIAL NEEDS AND WEAKNESSES

He/She...

- A. ... tends to be critical of those who differ with his/her doctrine.
- B. ... puts great emphasis on word usage and pronunciation.
- C. ... tends to measure others' spiritually by the amount of their Bible knowledge.
- D. ... finds other people's material hard to present.
- E. ... finds practical application hard to present.
- F. ... can have a small need for relationships with people. He/She sometimes needs people only as an audience.
- G. ... is more likely to talk than to listen.
- H. ... needs to see a positive response from his/her students.
- I. ... may have a narrow field of interest.
- J. ... can easily spend more time studying than actually teaching.
- K. ... usually makes friends cautiously.
- L. ... has little tolerance for mistakes.
- M. ... reads directions only when all else fails.

IV. HOW HE/SHE IS MISUNDERSTOOD BY OTHERS

Others...

- A. ... think he/she is a poor counselor.
- B. ... think he/she gives too many details.
- C. ... think he/she is more interested in presenting facts than he/she is in his/her students.
- D. ... think he/she doesn't have time for them.
- E. ... often think he/she is boring.

V. HOW SATAN ATTACKS THIS GIFT

Causes...

- A. ... pride and feeling of superiority because of his/her knowledge. This is reinforced when others consider him/her a final authority.
- B. ... him/her to lose sight of people's needs.
- C. ... discouragement and disenchantment because of others' lack of interest.
- D. ... lack of zeal.

VI. WHERE TO USE THIS GIFT

- A. As a teacher of teachers.
- B. As a writer and developer of curriculum.
- C. As a Bible College or Seminary teacher.
- D. As a Bible Institute teacher in local church.
- E. As a Missionary-teacher.
- F. As a correspondence course instructor.

VI. WHERE TO USE THIS GIFT

- G. Sunday School teacher
- H. Discipleship group
- I. One-to-one discipleship
- J. Home Bible study group
- K. Vacation Bible School
- L. Writing articles/books
- M. Awana/Pioneers
- N. Scouts/Brigade
- O. Camp
- P. Coach

TEACHING Characteristics in your life...

1. I have a deep conviction that Scriptural truths should be understood and applied to daily life.
2. I get excited about the meaning of words and truths of the Bible.
3. I am convinced that for Christians and the local church to grow there must be quality teaching and significant learning.
4. I enjoy talking to either small or large groups, explaining the exciting truths of the Bible.
5. When I need to prepare a talk or lesson for teaching, I am motivated to carefully organize the Biblical truths, so that the listener clearly understands them.
6. When I read the Bible devotionally or for study, I prefer to search out facts that add to my understanding of truth.
7. When I give a testimony, I tend to share some truth that has come alive to me through experience or verses I've read.
8. I seem to have the desire and the ability to dig into the Bible, search out the meaning of words and phrases, see how they fit into the great doctrines of the faith, and want to apply them to daily life situations.
9. I seem able to explain well to others what the Bible and Christianity are all about.
10. When I have the opportunity to teach or communicate Biblical truth to others, they seem to be spurred to growth in knowledge, attitudes, and actions.