



Your Leadership Grip Report
John Q. Public

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WELCOME to your Leadership Grip report! In the following pages you will be introduced to a new perspective on how the combination of your spiritual Gifts work together powerfully to make you the unique person God has created you to be. You will see your Gifting in the context of relationships through three different lenses: your identity, your team fit, and your body building function.

Before you begin your discovery journey, there are principles of Body Life which must be introduced. Without the foundation of these paradigms, the Leadership Grip will be another tool feeding our ego-driven culture rather than a community inspiring platform for shared experience.

1. Your significance is settled. To thrive in team, we must release our striving, and embrace that there is nothing I can do or say that will make God love me any more than He does right now.
2. You have a God-designed role to play. God designed you to embrace and consistently live out who He designed you to be. If you fail to live into your Gifting, there is a gap in the Body of Christ.
3. Unity is a choice. We will never stumble upon unity, rather we must actively and daily choose to live in committed community.
4. Love is at the core. If we try to use our Gift in our own power without the saturation of love, we will divide the Body of Christ, rather than build it up. The actions must come from a place of complete love for Christ and His Church.

Another realization which must be discussed prior to your self-discovery journey is the impact of our cultural values. There are many values which we encounter over and over each day which stand in direct opposition to building unity in the Body of Christ. Self-centeredness, dissatisfaction, and entitlement all have shaped our Western cultural thinking. Sarcasm, blame, the need to be entertained, and impatience can be seen in every walk of life, including the church. And there is an overarching ladder mentality constantly begging for “more, bigger, better” in social standings, education, material things, and business. All of these can cripple teams if not proactively identified.

Once identified, the practices of confession, repentance, and affirmation will produce the team transformation you desire. The Leadership Grip will bring to light areas of growth and opportunity for you and your team. The greatest value of the assessment is the common language to discuss the heart issues which stand in the way of unity.

As you prepare to read through your assessment, prayerfully consider your current posture:

1. You are one submitted to Christ.
2. You are one among others in the Body of Christ.
3. You are one who serves others.
4. You are one committed to community.

These postures remind us of our rightful attitude and approach as we interact with this material. The humility and grace needed to live consistently in right relationship begins with our heart posture.

Now, with commitment to these Body Life principles, awareness of our potential barriers from cultural values, and an appropriate posture to receive what the Lord has for you, let's discuss the assessment:

In Your Leadership Grip, you will look at your spiritual Gifts from three different angles to see how you can steward the power of the Gifts God has given you, not only as an individual, but also in a team setting and in the context of building the Body of Christ. This will look at how we can fulfill the Great Commandment (love one another) and the Great Commission (go and make disciples).

The Leadership Grip will leave you feeling affirmed in your own uniqueness as one who is, as the psalmist declared, “*fearfully and wonderfully made*” (Psalm 139:14).

This is the beginning of a learning process. You will learn to be a better steward of the gifts and the relationships God has given you. As you learn more about yourself and the kind of environment you need to be the very best God intends for you to be, you will begin to see not only *what* you can contribute, but also *who you need*. You will see how God designed you with weaknesses so you will need others.

We suggest you read the report thoroughly. A first reading might be to get some general impressions of the overall content, noting anything that jumps out as surprisingly accurate or new. Then as you read through a second time, note any questions. These can be discussed with your coach.

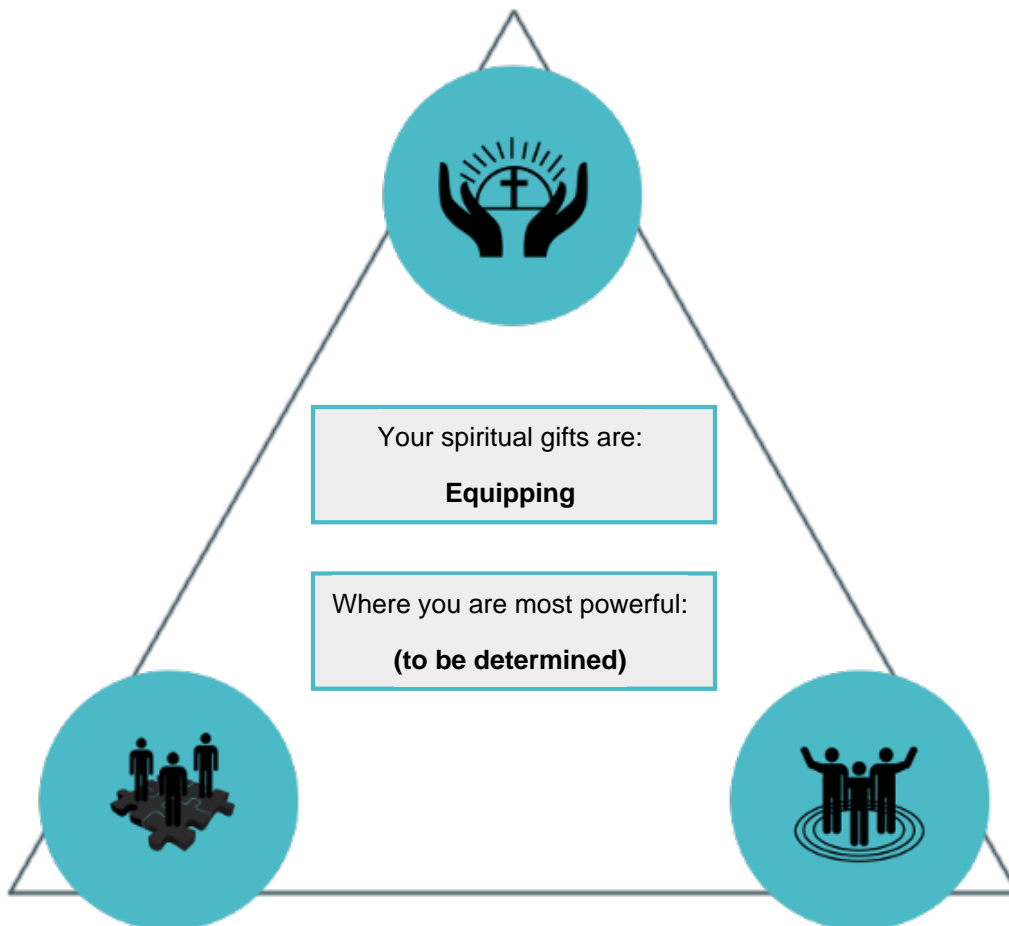
So welcome to your Leadership Grip experience! May God bless you on this stewardship journey to understand where you are strong, where you are weak, and who you need.

Your Leadership Grip Summary, John Q. Public

Congratulations! You've completed all of the questions in the your Leadership Grip Report. Now, we invite you to reflect and further discern how God works powerfully through you in the context of relationships. Remember, God has designed us to live in unity so that more people will know Jesus (John 17:21). As you go through the following steps there are several questions and tools to help you discern how God has created you and how you can live out who He designed you to be. This will take some time but it will be worth it. Remember you are fearfully and wonderfully made, and we are all in a discernment process!.

Top Spiritual Gifts

- | | |
|---------------|----------------|
| 1. Teaching | 3. Pastor |
| 2. Leadership | 4. Exhortation |



Team Styles

1. Let's Stay Together
2. Let Me Help You
3. Let's Go

Need -> Let's Be Careful

Body-Building Roles

1. Team Builder
2. Equipping Releaser
3. Vision Sharer

Need -> Supporting Releaser

Leadership Grip Summary Report, John Q. Public: part 1

Double-checking Your Spiritual Gifts

Four questions are listed here to do a **Double-check** and make a sober estimation of your top six spiritual gifts, for the purpose of identifying your TOP FOUR gifts, in order of strength. Note, from the beginning that you may change the order, and that it's okay.

1. As you read through the gift characteristics, place a small check by those that you feel describe you well.
2. Now complete the same process for the gift liabilities.
3. How do you see these gifts evidenced in your life?
4. What activities which coincide with the above information bring fruit and joy in your life?

Top Spiritual Gifts

Teaching

Definition: The supernatural ability to accurately communicate the truths of the Bible in such a way that people understand.

Gift Characteristics

1. Have a deep conviction to communicate Biblical truth.
2. Able to use the Bible to powerfully provide a framework of truth.
3. Able to pull scriptural insights together in a clear and insightful way.
4. Communicate truth in such a way that people understand what was conveyed from God's Word.

Gift Liabilities

1. May appear to have all the answers, leaving little room for discussion.
2. May communicate too much information too quickly for the average learner.
3. May become prideful of their own learning to the point of not listening to others' insights.
4. May overly focus on content rather than people.

Leadership

Definition: The supernatural ability to provide inspiration and direction in such a way that people work together to fulfill God's purposes.

Gift Characteristics

1. Conducts the orchestra, involving each person meaningfully in the symphony.
2. Discern vision and direction for the overall process, the big picture.
3. Shares vision and effectively involves others in completing the task.
4. People may look to this person for direction, even if not identified as the official leader.

Gift Liabilities

1. May forget how much they need others to understand and carry out the specifics of the vision.
2. May become insensitive or "use" people to carry out specific parts of the vision.
3. May become overly dominant or demanding.
4. May become prideful of their position or power.

Pastor

Definition: The supernatural ability to care for, feed, and protect the long-term spiritual needs of individuals or groups.

Gift Characteristics

1. Able to provide care, spiritual nourishment, and protection for people over an extended period.
2. More person-centered than task-centered.
3. Derive great strength from encouraging and verbally supporting others.
4. Usually counsel and guide many people, whether or not they have had training to do so.

Gift Liabilities

1. May be protective of people and create a situation where people become too dependent on them.
2. May have a difficult time saying "no" to others, often at the expense of their families/close friends and their own physical, emotional, and spiritual well-being.
3. May be indecisive because of the strong desire to be sensitive to others.
4. May struggle with releasing people to grow beyond their control -- more so than any other equipping gift.

Exhortation

Definition: The supernatural ability to encourage, rebuke or challenge others to action in such a way that they respond.

Gift Characteristics

1. Encourages and motivates others to practical application of specific Biblical truths.
2. Able to tell others the truth about them with great encouragement and understanding.
3. May take the form of rebuke, though people will still feel helped by such an approach.
4. Often more effective in short-term engagement rather than long-term counseling or shepherding.

Gift Liabilities

1. May offer "quick fixes," ignoring long-term needs.
2. May jump to conclusions before listening to the whole story.
3. May offer too direct or harsh counsel at one extreme or be insensitive to the real need at the other.
4. May discourage people by pushing too hard.

Word of Wisdom

Definition: The supernatural ability to offer pertinent spiritual counsel toward application in situations where such guidance is needed.

Gift Characteristics

1. Able to apply spiritual knowledge in practical ways through Spirit-given insight.
2. Have a supernatural understanding of situations in which they have no previous knowledge.
3. Offer practical, helpful solutions to problems -- i.e. wise counsel.
4. Provide consistently accurate and wise spiritual counsel.

Gift Liabilities

1. May offer only human wisdom causing their counsel to be ineffective in the situation.
2. May force their own personal view on others.
3. May become prideful because of the counsel they consistently provide.
4. May begin to believe that they are wise in their own eyes.

Discernment of Spirits

Definition: The supernatural ability to determine whether a certain action has its source in God, man, or Satan.

Gift Characteristics

1. Able to discern the source of a message or special word as being from God or Satan.
2. Able to discern a person's spiritual motivation to be from God or Satan.
3. Have a profound sense of the spiritual realm, often sensing things in the spiritual realm that others simply do not experience.
4. Often able to help others discover the spiritual source of their problems.

Gift Liabilities

1. May unnecessarily become overzealous in hunting satanic heresy.
2. May be overly judgmental of others and their motives.
3. May be insensitive to the process when offering spiritual input on the source of problems or spiritual warfare.
4. May expect everyone else to be as spiritually discerning as they are, and thus frustrated when others are not.

Leadership Grip Summary Report, John Q. Public: part 2

Double-checking Your Team Style With Your Spiritual Gifts

The following chart is included here to help you see which potential Spiritual Gifts most often relate to each Team Style, and to reference the potential liabilities. Team Style is the translation of your spiritual gifts combination into the power and value you bring to groups and teams.

Team Styles

Let's Stay Together

Definition: Team-oriented, tries to draw the group together and help it stay that way. Leads best from **alongside**. **Gifts:** Exhortation, Helps, Mercy, Pastoring, Word of Wisdom

Potential Strengths

- Seeks to build unity among group members
- Leads with a relational focus and pursues others
- Attentive to group process, facilitates the involvement of others
- Willing to compromise to maintain group unity and cohesion

Potential Liabilities

- May be fearful of making decisions for the group
- May be too careful of being firm or rigid
- May be afraid to speak out in a group; avoids conflict
- May remain non-directive even when another role is needed

Let Me Help You

Definition: Wants to serve others, defers to others freely, does not have to take charge. Generally leads from **alongside**. **Gifts:** Evangelism, Exhortation, Giving, Helps, Word of Knowledge, Word of Wisdom, Leadership, Mercy, Pastoring, Service

Potential Strengths

- Provides purposeful encouragement
- Likes to discover new direction together
- Prefers risking with others
- Desires unity of purpose and prefers shared process

Potential Liabilities

- May not be directive enough at times
- May be too nice: no clear answers emerge
- May have a hard time saying "No."
- May not know when to stop helping and release

Let's Go

Definition: In charge, a pioneer, always moving the group ahead with new visions and new insights. Leads most effectively from the **front or alongside**. **Gifts:** Evangelism, Exhortation, Faith, Leadership, Prophecy, Word of Wisdom

Potential Strengths

- Sees opportunities to start new things and initiate new ministries
- Likes to set direction to push new frontiers
- Tends to be open and direct in communication
- Often intuitive; willing to ask hard questions

Potential Liabilities

- May not listen well
- May challenge others inappropriately
- May challenges others without all the facts
- May be less people-sensitive when vision driven

You will most likely need:

Let's Be Careful

Definition: Insists on in-depth, detail work, must consider all the facts. Leads best from **alongside or front.****Gifts:** Administration, Discernment of spirits, Word of Knowledge, Prophecy, Teaching, Word of Wisdom

Potential Strengths

- Insists on accurate, in-depth and detailed work
- Considers all the facts before making a decision
- Analyzes the details carefully before acting
- More concerned about cost-effectiveness than vision

Potential Liabilities

- May often be critical of others and their ideas
- May stay too close to their outline
- May be too rigid, adhering to the "letter of the law"
- May be controlling

Questions to Consider

1. Which of the above liabilities can you clearly identify in your life?
2. Do the spiritual gifts you believe that you have appear in your primary and secondary (and possibly third) Team Styles?
3. Think back to previous teams you have been a part of. Were you most effective alongside or upfront? Does that further confirm your primary and secondary Team Style?
4. What spiritual gifts are confirmed through identifying your primary and secondary Team Style?
5. To better understand the Team Style combination, try putting them into a sentence. Here are two examples; When God's Spirit works powerfully through my gift blend in the body people see me as a Let's Go Carefully person. Or Let's stay together as I help you. What added insights does this provide for you?

Leadership Grip Summary Report, John Q. Public: part 3

Double-checking Primary Body-Building Roles With Your Spiritual Gifts

Your Body-Building Roles reflect your spiritual gift combination indicating how you can most effectively grow the Body of Christ. As with Team Styles, this is not different spiritual gifting, rather it is a new way of presenting how your combination works together.

Body-Building Roles

Team Builder - community connector

Definition: Gives priority to the people no matter what the process; unity is always a priority. Leads most effectively from **Alongside**. **Gifts:** Exhortation, Helps, Leadership, Mercy, Pastoring, Word of Wisdom

Potential Strengths

- Builds partnerships for the tasks at hand, giving priority to relationships in the process
- Focuses on relational quality control rather than task quality control
- Provides a context of belonging for others in the group or team
- Intentionally works at building unity on the team

Potential Liabilities

- May get too caught up in internal team dynamics
- May include people without considering consequences
- May lose missional focus
- May lose balance needed between love and truth

Equipping Releaser - training coach

Definition: Prepares and releases others to play their God-designed parts. Enables powerfully from **Alongside or Upfront**. **Gifts:** Evangelism, Exhortation, Word of Knowledge, Leadership, Pastoring, Prophecy, Teaching, Word of Wisdom

Potential Strengths

- Invests in or trains others, and then releases them to play their God-designed roles
- Provides or directs others to needed training to help fulfill their ministry identity
- Prepares, mends, and mentors others to fulfill their God-designed purpose
- Able to encourage the best in others, validating them to play their parts

Potential Liabilities

- May release but not equip
- May equip, then not release
- May push people too fast
- May get tunnel vision—thinking that training is the solution to everything

Vision Sharer - picture painter

Definition: Powerfully shares vision and values, and builds ownership of the vision. Leads most effectively from **Upfront or Alongside**. **Gifts:** Evangelism, Exhortation, Leadership, Prophecy, Teaching

Potential Strengths

- Makes sure the vision and direction is clearly set
- Able to communicate the vision detected from the leader or leadership team
- Draws vision and people together in a way that produces fruit in carrying out the vision
- Enables others to believe they can contribute to fulfilling the vision

Potential Liabilities

- May drive the vision and lose touch with team members
- May try to sell or persuade instead of listening to Spirit
- May lose the importance of the details of the vision
- May miss people's needs and appear insensitive

You will most likely need:

Values Keeper - systems guide

Definition: The standards bearer--focuses on quality in the process; establishes guidelines and provides accountability. Equips most powerfully from **Alongside**. **Gifts:** Administration, Discernment of spirits, Prophecy, Teaching, Word of Wisdom

Potential Strengths

- Keeps the team on track with its stated priorities and values
- Desires carefulness in plans and performance
- Manages process and details in administration, planning and controlling
- Less likely to initiate vision, but is able to establish signposts to track that vision

Potential Liabilities

- May tend to over-focus on content or process vs. people
- May become too concerned with excellence or quality
- May fail to include others if they feel integrity is threatened
- May be overly critical of other people's ideas for change

Active Listener - vigorous watcher

Definition: Actively listens for vision and passion residing in team members. Encourages most powerfully from **Alongside**. **Gifts:** Administration, Discernment of spirits, Exhortation, Helps, Mercy, Pastoring, Word of Wisdom

Potential Strengths

- Listens for ministry burdens or passions, team unity issues or problems
- Tends to ask questions long before giving answers
- Encourages two-way communication
- Causes people to believe they are heard when expressing vision or concerns

Potential Liabilities

- May lose "big picture" view
- May focus too much on the individual over the team
- May lose momentum on Body Life engagement
- May struggle with action-focus

Supporting Releaser - servant supporter

Definition: Provides the supporting functions releasing others to ministry. Enables most powerfully from

Alongside.Gifts: Administration, Giving, Helps, Mercy, Service

Potential Strengths

- Enables others to play their role/part by providing support services
- Enjoys doing support-tasks that enable others to fulfill their gifted ministries
- Enjoys the process of freeing others to minister (?)
- Works behind the scenes to help ministry get done

Potential Liabilities

- May hang onto a specific role instead of releasing
- May fulfill function to gain acceptance or recognition
- May have a hard time saying "No"
- May get frustrated when support function is overlooked and feel undervalued

Questions to Consider

1. Do the definitions and the functions listed in your Body-Building Roles fit you?: double check!
2. Do the spiritual gifts you believe that you have appear in your primary, secondary and third Body-Building Roles?
3. Seeing what you are seeing in this sober evaluation would you change the order of your Body-Building Roles as they are listed? Would you move any up higher than they are presently listed?
4. Reflect on ways that you have seen your Body-Building Roles in ministry. Are these areas of joy and fruit for you?

Double-checking Your Team Styles Compared to your Body-Building Roles

Our double-checking doesn't end with understanding our spiritual gifts in relation to our Team Style and Body-Building Roles. We now want to take it one step further and see if there is correlation between the Team Style and the Body-Building Roles.

Note: Most likely there will also be correlation between your "Need Area" in both Team Style and Body-Building Roles as well.

Team Style Correlation With Body-Building Roles

Team Style	Body-Building Roles
Let's be careful	Values Keeper
Let me help you	Active Listener and/or Equipping Releaser
Let's go	Vision Sharer
Let's stay together	Team Builder and/or Active Listener

Questions to Consider

1. How do your top two team Styles correspond with your top two or three Body-Building Roles?
2. How do you explain that your Team Styles and Body-Building Roles fit you?
3. How are the Primary and Secondary for each seen for you personally in ministry?
4. How do your Need Areas (lowest) for both Team Style and Body-Building Roles correlate?

Triple Check: Integrity of the Corners

Why we explore the "Integrity of the Corners"

Rationale: If the three corners all reflect your Spiritual gifts, then there must be obvious consistency from corner to corner.

Working out the integrity of the Corners, angle by angle:

How we examine your Spiritual Gifts from three different Angles (Corners)

1. Review the added value in equipping and supporting gift language.
 - *Spiritual Gifts* (TOP) in equipping and supporting gift language.
 - *Team Styles* (BOTTOM LEFT): your gifts in team or "we" language
 - *Body-Building Roles* (BOTTOM RIGHT): your gifts in serving, leading or equipping language
2. Now evaluate their fit with each other. Using the tables from each assessment, discern if there is complete congruency in your Gift Triangle.

Key Question: How do your **Spiritual Gifts** fit with your **Team Styles**, and your **Team Styles** with your **Body-Building Roles**?

Added Questions for Insight:

1. What insights do you gain about how God powerfully works through you after considering the three angles of your Spiritual Gifts in combination?
2. How does seeing congruency between the three angles aid your understanding of how God has uniquely designed you for teams and multiplication of his Body?
3. Why is this new insight significant in your spiritual development through ministry?
4. What is learned through your "Needs Area"? Who has God placed around you to fill this potential blind spot? Also, who must you now value and appreciate because of their differences?

Where do you see God's Power in your life?

Now that you have completed the assessments, take a couple of minutes to reflect on God's Power in your life. Remember, God's power isn't dependent upon your position in the group. Therefore, we want you to think about your most effect location as you fully live into your Spiritual Gifts.

Upfront – Typically this will be seen in those with all Equipping Gifts. These individuals guide groups through clear, vocal leadership.

Alongside – As you experience God's power in your life, it typically comes in one-on-one relationships or as you walk with a person. From alongside, you find God's power is flowing from you as you position yourself consistently as one among.

Upfront/Alongside – God can also use a combination of Alongside and Upfront. This person experiences Joy, Power, and Fruit in either position, and it is typically based situationally.

Prayerfully consider where you are most powerful:

Not Selected

Questions for Applications:

1. What ministries are you currently involved with that perhaps do not fit with how God uniquely wired you supernaturally?

2. What new ways can fellow believers now hold you accountable to honoring who God designed you to be?

Note: If one of the corners does not seem to fit with the others, there may be gift projection going on, a lack of clarity in who you are, or not grasping your gift combination.

Reminder Checklist

- I double checked the Spiritual Gifts.
- I double checked the Team Styles with Spiritual Gifts.
- I double checked the Body Building Roles with Spiritual Gifts.
- I double checked Team Styles with Body Building Roles.
- I completed the Summary Page.

15 Spiritual Gift definitions

Administration

Definition: The supernatural ability to provide organization for the goals of the body of Christ by designing and carrying out an efficient plan of action.

Gift Characteristics

1. Like a navigator on a ship, they plot the course, handing it back to the captain who then involves the crew.
2. Putting the details into a plan of action.
3. Tend to be more task- and detail-centered than people-centered, often linear planners
4. Focus on the detailed implementation, rather than the "big picture."

Gift Liabilities

1. May view people as "task completers" rather than people.
2. May be unresponsive to others' suggestions and changes in plans they have made.
3. May overly rely on their well-organized plans rather than the Spirit and prayer.
4. May be too careful and block the overall vision with their many specific details.

Discernment of Spirits

Definition: The supernatural ability to determine whether a certain action has its source in God, man, or Satan.

Gift Characteristics

1. Able to discern the source of a message or special word as being from God or Satan.
2. Able to discern a person's spiritual motivation to be from God or Satan.
3. Have a profound sense of the spiritual realm, often sensing things in the spiritual realm that others simply do not experience.
4. Often able to help others discover the spiritual source of their problems.

Gift Liabilities

1. May unnecessarily become overzealous in hunting satanic heresy.
2. May be overly judgmental of others and their motives.
3. May be insensitive to the process when offering spiritual input on the source of problems or spiritual warfare.
4. May expect everyone else to be as spiritually discerning as they are, and thus frustrated when others are not.

Evangelism

Definition: The supernatural ability to share the Gospel with unbelievers in such a way that people respond and become followers of Jesus.

Gift Characteristics

1. Share the Gospel in such a way that people respond by accepting Christ.
2. Have an ongoing desire to share the Good News with many people.
3. Often most effective in one specific type of evangelistic effort: one-to-one, preaching, or small group settings.
4. Want others to share their faith effectively and win the world for Jesus.

Gift Liabilities

1. May motivate by guilt when encouraging others to share their faith.
2. May be very narrow in their evangelistic focus and discount the gifts of others.
3. May see people as "targets" and not as people with needs.
4. Often are seen as overly directive by others, Christian or non-Christian.

Exhortation

Definition: The supernatural ability to encourage, rebuke or challenge others to action in such a way that they respond.

Gift Characteristics

1. Encourages and motivates others to practical application of specific Biblical truths.
2. Able to tell others the truth about them with great encouragement and understanding.
3. May take the form of rebuke, though people will still feel helped by such an approach.
4. Often more effective in short-term engagement rather than long-term counseling or shepherding.

Gift Liabilities

1. May offer "quick fixes," ignoring long-term needs.
2. May jump to conclusions before listening to the whole story.
3. May offer too direct or harsh counsel at one extreme or be insensitive to the real need at the other.
4. May discourage people by pushing too hard.

Faith

Definition: The supernatural ability to trust God with extraordinary confidence, knowing that He will work out His purposes in every situation.

Gift Characteristics

1. Able to trust God to work in supernatural ways, even when the situation seems impossible.
2. Willing to pursue God's will in the midst of enormous difficulties or barriers.
3. Willing to yield to God's will rather than question or waver because of circumstances.
4. Often move out in faith when others are unwilling.

Gift Liabilities

1. May exercise faith without love.
2. May be impatient when others are more timid or careful.
3. May be stubborn and unyielding instead of being willing to listen to counsel.
4. May be indifferent to the concerns or questions of others.

Giving

Definition: The supernatural ability to freely and sacrificially give of one's money, possessions, or resources for the sake of Christ.

Gift Characteristics

1. Give freely out of whatever resources are available.
2. See money and possessions as tools to serve God.
3. Their giving is often quiet and confidential -- no fanfare is desired.
4. Show strong interest and support in the people and/or causes they support.

Gift Liabilities

1. Giver's own family may suffer because too much has been given away.
2. May be critical of how others spend their money.
3. May expect others to give like they do.
4. May give out of duty rather than conviction.

Helps

Definition: The supernatural ability to unselfishly meet the needs of others, freeing them to exercise their spiritual gift(s). The helps gift focuses on freeing a person to use their gifts.

Gift Characteristics

1. Sees what needs to be done in assisting others and does it.
2. Typically unselfish because of the strong desire to help.
3. Finds great joy in freeing others from responsibilities so that they can share their gifts.
4. Rejoices in the fruitfulness of others.

Gift Liabilities

1. May have difficulty saying "no" when asked to help.
2. May easily become overextended physically and/or emotionally.
3. May take too much ownership in helping others or in not letting others help.
4. May neglect their own needs and their family or close friend's needs to help others.

Leadership

Definition: The supernatural ability to provide inspiration and direction in such a way that people work together to fulfill God's purposes.

Gift Characteristics

1. Conducts the orchestra, involving each person meaningfully in the symphony.
2. Discern vision and direction for the overall process, the big picture.
3. Shares vision and effectively involves others in completing the task.
4. People may look to this person for direction, even if not identified as the official leader.

Gift Liabilities

1. May forget how much they need others to understand and carry out the specifics of the vision.
2. May become insensitive or "use" people to carry out specific parts of the vision.
3. May become overly dominant or demanding.
4. May become prideful of their position or power.

Mercy

Definition: The supernatural ability to show empathy and compassion for those who suffer physically, emotionally, or spiritually.

Gift Characteristics

1. Show sincere kindness and compassion to those in need.
2. Reveal love in action to those who are hurting, ill, or downtrodden.
3. Often drawn to those who may be outcasts or outsiders.
4. Attempt to relieve people's suffering.

Gift Liabilities

1. May be too protective of the person(s) for whom they care.
2. May identify too strongly with someone hurting or ill, without realizing it.
3. May base caregiving decisions on emotion rather than reason.
4. May have great difficulty saying "no" to needs.

Pastor

Definition: The supernatural ability to care for, feed, and protect the long-term spiritual needs of individuals or groups.

Gift Characteristics

1. Able to provide care, spiritual nourishment, and protection for people over an extended period.
2. More person-centered than task-centered.
3. Derive great strength from encouraging and verbally supporting others.
4. Usually counsel and guide many people, whether or not they have had training to do so.

Gift Liabilities

1. May be protective of people and create a situation where people become too dependent on them.
2. May have a difficult time saying "no" to others, often at the expense of their families/close friends and their own physical, emotional, and spiritual well-being.
3. May be indecisive because of the strong desire to be sensitive to others.
4. May struggle with releasing people to grow beyond their control -- more so than any other equipping gift.

Prophecy

Definition: The supernatural ability to proclaim God's present and future truth in such a way that the hearers are moved to respond.

Gift Characteristics

1. May speak forthrightly about present situations, or may challenge people by speaking about a future event ("forthtelling" and foretelling).
2. Proclaim timely, urgent messages from God with authority, calling people to action.
3. Uncompromisingly calls people to repent or receive strong encouragement.
4. Pleads the cause of God and calls out change.

Gift Liabilities

1. May preach gloom and despair that is not from God.
2. May experience pride and self-centeredness growing out of the authoritative nature of the gift.
3. May move from Spirit-led indignation into fleshly anger without realizing it.
4. Can be too blunt.

Service

Definition: The supernatural ability to identify unmet needs, and to do whatever necessary to practically meet them. This gift focuses on the tasks and not the people involved.

Gift Characteristics

1. Resourceful in meeting needs and carrying out practical solutions.
2. Love to serve, often without receiving any public affirmation. Doing the task is enough.
3. Will often change their schedule to serve others.
4. Able to respond to needs before others see them.

Gift Liabilities

1. May neglect responsibilities at home to serve others.
2. May exclude others from helping because of their own drive to serve.
3. May overcommit and wear out physically because of their difficulty with saying "no."
4. May find their significance in "doing" for others rather than accepting themselves for who they are.

Teaching

Definition: The supernatural ability to accurately communicate the truths of the Bible in such a way that people understand.

Gift Characteristics

1. Have a deep conviction to communicate Biblical truth.
2. Able to use the Bible to powerfully provide a framework of truth.
3. Able to pull scriptural insights together in a clear and insightful way.
4. Communicate truth in such a way that people understand what was conveyed from God's Word.

Gift Liabilities

1. May appear to have all the answers, leaving little room for discussion.
2. May communicate too much information too quickly for the average learner.
3. May become prideful of their own learning to the point of not listening to others' insights.
4. May overly focus on content rather than people.

Word of Knowledge

Definition: The supernatural ability to receive and share revealed knowledge which was not otherwise known.

Gift Characteristics

1. Have a clear sense of receiving messages from God of things that they did not know naturally.
2. May manifest itself by a sense of supernatural insight coming out of prayer.
3. Words, phrases or word pictures may spontaneously appear in their mind.
4. Such words are most often timely in their content.

Gift Liabilities

1. May respond to false or self-initiated impulses.
2. May take such a word and expand it beyond what God gave.
3. Pride may grow because of the "great Biblical insights" discerned or messages received.
4. May mistakenly give a personal message to a group of people, thus creating confusion for many people.

Word of Wisdom

Definition: The supernatural ability to offer pertinent spiritual counsel toward application in situations where such guidance is needed.

Gift Characteristics

1. Able to apply spiritual knowledge in practical ways through Spirit-given insight.
2. Have a supernatural understanding of situations in which they have no previous knowledge.
3. Offer practical, helpful solutions to problems -- i.e. wise counsel.
4. Provide consistently accurate and wise spiritual counsel.

Gift Liabilities

1. May offer only human wisdom causing their counsel to be ineffective in the situation.
2. May force their own personal view on others.
3. May become prideful because of the counsel they consistently provide.
4. May begin to believe that they are wise in their own eyes.