

## Spiritual Gifts and the OT Personal Style

**Teaching**—Dedicated students and driving instructors. They like challenging research in order to convince others. Tend to be too forceful. Make strong disciplinarians. Often domineering, they need to be more gentle with their insights. Digging deep while getting to the point can be frustrating. They should balance dedication to teaching with more people-orientation. Can get the job done when it comes to explaining why something is true.

**Wisdom**—Tend to be more direct and demanding with their wisdom. Often openly challenge others if they believe a decision is unwise. Have a great respect and trust in the Word of God. Need to be more loving and kind, but their decision-making is often very accurate. Tend to be more confronting, not waiting for people to come to them. Make great counselors when people want straightforward and honest answers.

*God planned for us to do good things and to live as he always wanted us to live. That's why he sent Christ to make us what we are.*

(Ephesians 2:10.)

*You must follow my example, as I (Paul) follow the example of Christ.*

(1 Corinthians 11:1)

I Am Special!

Designed by God!

# Spiritual Gifts and the OT Personal Style



Zion Lutheran Church

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**Administration**—Strong leaders. Like to tell others what to do. They often see what needs to be done and delegate the work to others. They can be too bossy. Tend to see the big picture, but lack warmth to get others to help without pressure. They can intimidate and offend, if not careful. Often concerned more about tasks, than people; need to be more sensitive and loving. Can do great things for God.

**Apostleship**—These people are determined and demanding. Don't let obstacles get in their way. They plod on through the thick and thin of birthing something from nothing. They are decisive and determined to organize new ministries, especially among different cultural and ethnic groups. They are active, task-oriented individuals who demonstrate tremendous confidence and authority.

**Discernment**—tend to be pushy and controlling with their discernment. Have great insights, but often use them in a demanding and driving way. Enjoy using their discernment to confront or challenge others to obey God's Word. Need to be more sensitive and compassionate concerning what they feel is a particular problem

**Encouragement**—Tend to dominate conversations with practical steps-of-action. They like to share advice. Driven to control the situation in order to encourage. Need to be more flexible and sensitive. People can't always do or feel what RT Encourages want. Tend to have a plan for every problem. Often impatient, they can be too pushy. Letting others share their ideas, while determined to encourage others, makes them extremely effective.

**Evangelism**—Self-starters with a sense of urgency. But their driving concern to win souls can make them too push. Should be more gentle and patient. Determined to get the job done, they often feel like everyone should be involved in evangelism. Direct with their presentations, they like sermons that explain the gospel and offer invitations to trust Christ. Dedicated to making Him known!

**Faith**—Tend to be more demanding than most people. Often challenge others to have more faith. Stimulated by the Word of God to increase their faith. Very driven and decisive. Don't take a long time to make up their minds. Like to move forward in faith once the decision has been made. Tend to have great faith when things look hopeless.

**Giving**—Serious about financial matters. Can be very successful in business. Also have the "gift of getting." tend to use money to control others. Demanding how finances are used, they can be extremely picky with budgets. They seldom give to the wheel that squeaks the loudest. They are either unbending or influencing concerning financial decisions. They either discourage or encourage others with their money and/or advice. Can make great financial counselors.

**Hospitality**—Driven and determined to make their homes a blessing for others. When it comes to hospitality, they tend to be controlling, but also may find that others take advantage of them. Love to plan meetings and entertain people in their homes. However, make no mistake about it, they are ones who will be in charge.

**Intercession**—Understandability, they take prayer seriously. They also believe everyone should improve his or her prayer life and this can lead them to appear to be a little pushy and dominant. However, when the Holy Spirit controls them, they are tireless prayer warriors. Have a strong faith that God answers prayers if we will simply petition Him faithfully. Need to be more understanding of those who are not as concerned about prayer as they. Can be confrontational about prayer, but their commitment to intercessory prayer is their greatest strength.

**Knowledge**—Don't hesitate to share what they know from the Bible and other subjects. Are confident and demanding. More active/task-oriented with what they know. Tend to be more result-oriented, using their knowledge to accomplish tasks and move toward fulfilling a goal or a difficult challenge.

**Leadership**—Don't take no for an answer. Tend to plan and push forward, challenging others to follow. Don't like sitting still and waiting for things to happen. Like to make things happen and tend to motivate and mobilize people for accomplishing the task at hand. Like long-range planning with specific short-term goals that involve lots of people moving forward together.

**Mercy**—This combination are rare, but dedicated to helping others feel better. Their domineering ways tend to conflict with their desire to sympathize with others. They can be decisive, while merciful and kind. They are unique individuals who tend to demand that everyone display a caring spirit. Their driving personal style can be misunderstood as insensitive, while showing mercy is their motivation. Should guard their dominance with loving hearts. They press the need to care.

**Pastoring**—Tend to be ministry-driven. Seeing the big picture, they are compelled to lead others. Their domineering ways can be misunderstood as dictatorial. They may be genuinely dedicated to shepherding others, but have strong feelings about what things should be done. Slowly working through people will make them more effective. Often taking charge, they seem to control others. Their concern for the flock is evident. Make great visionaries.

**Prophecy**—Determined to preserve purity, they tend to dominate others. As protectors of righteousness, they proclaim truth without concern for what anyone thinks. They often feel like they have the divine right to be pushy. Are so driving, they often offend others. Need to be more gentle, rather than always striving to expose error. Should be more sensitive to the feelings of others. These people are the most effective declarers of truth.

**Service/Helps**—Stay busy for Christ. Tend to work hard behind the scenes, doing whatever needs to be done. Can be impatient with those who don't help. Determined to minister, they tend to dominate and intimidate others to also serve. Task-oriented individuals work tirelessly. May need to slow down, relax and delegate. Can become demanding and offensive. Dedicated to ministering and helping others. They are self-sacrificing doers of the Word.