

Spiritual Gifts and the Reserved People-Oriented Personal Style

Teaching—They are systematic researchers. Like to teach steadily, step-by-step. Their simple, but insightful instruction often lacks excitement; need to be more animated. They are faithful, loyal friends who tend to resist conflict. Should strive to be more interested in results than in relationships and revelation. Concerned about harmony and accuracy, they can be too sweet and slow to share why something is true. You can count on them for thorough explanations.

Wisdom—They are able to make wise decisions. They are not hard and strong about most things, but when it comes to right and wrong, they do have unique insights. Often sought out by others because of their loyal and faithful way of dealing with problems. They are quieter than most people, but when they do share their wisdom, people are often amazed. Tend to be humble and need to speak out more. They often demonstrate wisdom that few people ever imagine.

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)

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I Am Special!

Designed by God!

Spiritual Gifts and the RP Personal Style



Zion Lutheran Church

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Administration—They are concerned about getting tasks done in steady and stable ways. Need to be more assertive. Can be too sacrificing. Faithful in whatever they do, but need to inspire others to help. Can be quiet leaders, challenging others by example. Tend to be shy. Sometimes surprise others with their serious concern to accomplish tasks. Are achievers who like to work through small groups.

Apostleship—They are uncharacteristically passionate about starting new ministries may have this gift. They are slow and shy, but determined about their ideas. Consistent and don't give up easily. Don't have to always be up front, but are compassionate and sensitive about reaching out to other groups. Have a quiet, but strong vision and authority about starting new churches.

Discernment—They are not pushy nor controlling. Often very quiet and wait for opportunities to share what they discern about a problem. They especially love to share how the Word of God applies to a particular situation. However, they are often very shy. Don't like to make others uncomfortable, and can be tremendous friends and sources of encouragement and direction.

Encouragement—They are sweet encouragers. Share simple and slow steps of action to help others. Often wait for others to ask for advice and are not pushy. Love to stabilize bad situations with practical ideas. Can be too shy. May wait instead of aggressively confronting an issue, which proves that they need to be more assertive. Their concern for others often makes them too accommodating. They may need to show "tough love." Are security-oriented encouragers.

Evangelism—They are gentle witnesses. Share the gospel steadily. Don't like to force issues. Tend to be too nice. Scoffers often waste their time. Knowing they will go the extra mile, some people take advantage of them. Avoiding confrontation, these stable types prefer "friendship evangelism." Their motivation to win souls often overcomes their natural reluctance to speak out. Enjoy bringing people to Jesus without a lot of fanfare.

Faith—They seem to trust God when everyone else has given up. More quiet and shy, but have an internal source of strength. Not expressive or loud about their faith; have a steadiness and stability that makes them highly respected and sought out when it comes to increasing a group's faith. Not pushy nor bossy, but are firm and strong when it comes to believing God's Word.

Giving—They are not risk takers, but submissive (willing) givers. May lack the vision necessary to take on challenging projects. Sensitive to individual needs, they help others behind the scenes. Are private about giving. Can be too helpful. Need to do what is right. Because they tend to be the most sacrificing, if they are not careful, others may take advantage of them.

Hospitality—Though more reserved and shy, they're always ready and willing to have groups or individuals in their homes. May not seem expressive or outgoing, but are optimistic about the opportunity to help others through opening their homes. Often sacrifice themselves for the sake of making others feel comfortable in their homes. Have real servants' hearts, and may often have trouble saying no to others.

Intercession—They are very reserved and more interested in small group or individual prayer times. Faithful friends to the end. Don't like to get in front of large crowds, but can be counted on to pray privately. Don't need a lot of enthusiasm or excitement to pray. Consistently intercede on behalf of those who are hurting and need special prayer. Ought to be more assertive in challenging others to pray more. When it comes to needing someone you can count on, they are the most faithful intercessors.

Knowledge—They seem to have an unusual amount of information about many things. Are slow to share but, when asked, have an answer for just about everything. Are more shy than outgoing. Usually, they don't volunteer their knowledge, but are ready once asked. Are faithful and loyal. Don't like hurting others and want to always help others with their knowledge.

Leadership—They demonstrate tremendous abilities in influencing others to follow. Their RP type behavior seems unlikely to challenge others to follow, but they make tremendous "quiet leaders." Tend to be soft spoken and easy going. Don't like to offend anyone and work hard at keeping everyone happy. Their sensitive leadership skills cause them to be very effective at getting groups to move out in unity.

Mercy—They are the most loving. Sweet servants who are always ready to help. Specialize in responding to times of suffering. May be so concerned that they miss opportunities to teach lessons. Can also be fooled by insincere cries for help. May need to be more assertive with those who use their pain as an excuse. Should be more demanding. May need to share truth, rather than always listening. When people hurt, these so-gifted shine.

Pastoring—They are selfless servants. Enjoy building relationships that result in effective ministries. Shepherd by example, not demand—but they can be too nice. Often more caring than confrontational, they may need to be more assertive. Shyness often hinders their leadership. People appreciate their interest in ministry, but some may want them to be more decisive. Make gentle leaders.

Prophecy—They are shy, but serious about truth. While they seem to be soft, their sense of concern makes them persuaders. Motivated to proclaim truth, they tend to be gentle, but strong. They struggle with their concern for individuals versus their desire to stand for correctness. This balance makes them surprisingly effective. People are often impressed when their shyness turns into firmness. Need to be careful about extremes. When it comes to truth, they are like sleeping giants.

Service/Helps—They are every church's dream—they are the backbone of ministry. If anything needs to get done, they faithfully serve without recognition. Not bossy, but should be assertive. People can take advantage of these people. Should be more aggressive in seeking help. Being always sensitive to the feelings of others makes them sought out. However, sometimes, they solve problems for those who may need to feel the pressure of their irresponsibility. They are the most stable servants.