

## Spiritual Gifts and the Reserved Task-Oriented Personal Style

**Teaching**—They are controlled by the quest for truth. Make great researchers. Determined to discover in-depth truth, they can overdo their lessons. Can become too factual. People seem to find them competent, but boring. Can lack enthusiasm and warmth. Should focus more on practical applications. As critical thinkers, they can sound sarcastic. When sensitive, excited, and patient, they make great instructors.

**Wisdom**—They are cautious and slow decision-makers, who also have great judgment. They tend to be extremely analytical and sensitive to right and wrong. Not very outgoing or expressive. Prefer to research and dig in the Bible in order to discover in-depth truth. They share their wealth of wisdom in detail with those who ask. Don't tend to volunteer their wisdom and often come across as uncaring. Should increase their enthusiasm and interest in people.. Often have a lot of wisdom, but little "personal style."

*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!

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Zion Lutheran Church

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**Administration**—They are competent taskmasters. Recognize needs and organize others to meet those needs. They enjoy doing things completely right the first time. Tend to be picky. They can increase effectiveness with more warmth and team participation. Working through people and creating an enthusiastic atmosphere can be helpful. They should avoid being critical of what others do. They are the best able to get groups to do the right things.

**Apostleship**—They are committed to starting new churches. Tend to be overly careful and research things to death. But their plans and programs are just what new churches need. Don't mind standing alone. They are passive, task-oriented individuals. Are stimulated by the need for organization. Enjoy putting people and programs together in order to start new ministries, often to different types of cultures and groups.

**Discernment**—They have unusual intuition. Tend to be picky and often "too right" for most people to appreciate, but they make the greatest resource when it comes to making practical decisions. This combination is best at choosing the right direction, but needs to be more sensitive to hows their discernment might affect others. With more inspiring and optimistic attitudes, this combination is powerful and respected.

**Encouragement**—They are precise encouragers. They often know just what to say. Their practical plans of action tend to be concise. They make competent counselors with specific insights, but they can be too hard on people. Can see what needs to be done, but fail at communicating love. Should be more sensitive to the failures of others. Having patience and kindness will increase effectiveness. They should not be so critical. They make great problems solvers.

**Evangelism**—They are the most thorough witnesses. Like to go point-by-point, convincing people to understand every detail. They try to have an answer for every question, but can overwhelm others with too many facts. Are often more concerned with the task, rather than the person in need. As competent individuals, they need to be more flexible and friendly. They can turn doubt into a fascinating opportunity for Christ.

**Faith**—They are motivated to trust God regardless of the cost. Have a dichotomy of being able to trust God while researching all the options. Prefer more information before making their final decisions, but have an unusual amount of faith, even when all the facts are not clear. Prefer in-depth research, but stand strong on the promises of God.

**Giving**—They are cautious. They move conservatively. Seldom make quick financial decisions. Don't like pressure. Vision and growth are often stifled because of pessimism. Seldom make investment mistakes, but may miss great opportunities. Need to be more positive. People often think they are critical. They should be more friendly. Respected by others, they should use their competence to help, rather than find fault. Can be valuable in financial planning.

**Hospitality**—Love to open their homes to others. Tend to have neat homes and impress others with their cleanliness. Like to have all the details worked out before opening their homes. Love to entertain others, even at the last minute, but always want it to be done in an orderly way. They are thinkers and analyzers who love to have others in their homes.

**Intercession**—They are committed to prayer. More competent and compliant about prayer. They go by the book and do everything decently and in order. Don't tend to be very sociable or outgoing. Need to be more expressive and friendly. Don't mind being by themselves, interceding in prayer for others. They are more analytical and systematic about their prayer lives. For them, intercessory prayer is a serious task that demands their time, place, and devotion.

**Knowledge**—They are very careful and compliant, exhibit tremendous Bible knowledge and are informative about various other subjects. Love to research and understand why things are so. Love to use their knowledge of the Bible to explain things. Tend to be a little too deep for most people, but are a great resource. Often need to lighten up and learn how to be more people-oriented.

**Leadership**—They have the unusual ability to motivate others. They go by the book, doing a lot of research and being careful to not do anything wrong. Their influence on followers is often more cautious and conservative. Don't make quick or careless decisions. Plan their work and work their plan to get others involved in moving ahead. Their leadership style is more analytical and organized.

**Mercy**—They are extremely concerned about others. They see needs no one else sees. Tend to know exactly what to say. Are careful not to miss opportunities to help, but can be critical of those who don't get involved. They may try to analyze why people hurt. Their conservative care is often appreciated. Need to be optimistic. Enthusiasm and inspiration are often lacking. They are competent individuals who care about the sufferings of others.

**Pastoring**—They are methodical. Like to go by the book. Don't like to take risks and venture away from what they know works. May need to be more open to innovation. Strive for correctness. Purity in the group is important to them. Their enthusiasm will encourage more to minister. Often conservative, they tend to be picky. Detailed assignments for everyone can often be overdone. They are competent church leaders.

**Prophecy**—They are both cautious and competent. Tend to be conscientious, but also can be too critical of those who, in their view, compromise truth. Often convincing, they tend to be confrontational. Their concern for compliance often makes them unbending. They are insightful, but can be insensitive to what others feel. Should increase effectiveness with greater interest in others, rather than always insisting on being right. As protectors of truth, they are able to see and share correctness.

**Service/Helps**—They are detail-oriented. Don't like loose ends. If anything needs to be done right, they are perfect for the job, but tend to be difficult to work with. Can be too picky. Need to be friendlier and cooperative. Often feeling like they are the only ones who ever do anything, they need to appreciate others more. Positive attitudes and enthusiasm are recommended, but difficult for them. They can be the hardest working and most compliant servants.