

GIFTS	SYMPTOMS, TRAITS, OR DESCRIPTION THAT DEMONSTRATE	#/Total
Apostleship	1. Strong self-image, strong sense of duty, willingness to take risks, creative and imaginative, tense and impatient, confident drive to accomplish, objective, dominant, persistent, self-disciplined, very authoritative, more nervous than composed.	
Prophecy	2. Not patient, enjoys opportunities to be alone, burdened to show sin to others, desires to stir others to conviction, bold, judgmental, struggles with long-term goal follow through, bossy, suspicious by nature, strong self-image, individualistic, strong sense of duty, does not particularly care what anybody thinks about what he does, strong & opinionated, sometimes stubborn, willing to take an underdog role, more serious than light-hearted about life and problems, more expressive than inhibited, more dominant than submissive, more hostile than tolerant, more interested in own aims and desires than other people's aims.	
Evangelism	3. Forgiving, burdened to memorize Scripture, works hard to be a good listener, does not see themselves as prideful, self-image varies but tends toward strong, likes people, active socially, gets along well with others, more lighthearted than depressed, more expressive than inhibited, more sympathetic than indifferent, more subjective than objective, more tolerant than hostile toward people, more impulsive than self-disciplined, inclined to make decisions based on emotions, does not see this as a gift, but a responsibility.	
Administration	4. Goal oriented, well disciplined, works well under pressure, perfectionist, knows if a task is done his way it will be correct, able to determine own ability level, competitive, plans ahead, usually can see the "big picture", at least appears to be very organized, hates to make a mistake and have to admit to it, standards are often too high, accurate self-image, detailed oriented, thorough and careful, decisions made strictly on facts, more interested in the welfare of the group than one's own desires, more composed than nervous, more submissive than dominant, more objective than subjective.	
Service	5. Inclined toward low self-image, high sense of empathy, loyal, usually easy going, particularly interested in helping people, wants to be liked, congenial, very patient, listens carefully, more a follower than a leader, quick to respond to a need no matter how small, not quick to take a leadership position, likes short term commitments but willing to do many of them, strong desire to follow the leader's wishes, reads directions when all else fails, more submissive than dominant, more tolerant than hostile toward others, sincere, good with implementing a task, does not like being alone in public.	
Exhortation	6. Result oriented, very practical, good counselor, expressive in a group and is listened to, not very self-disciplined, talkative, cheerful, bored with trivia, good problem solver, burdened to show how Scripture relates to issue, puts great importance in the will of God, can offer multiple steps toward problem solving, inclined toward low self-image, empathetic, more expressive than inhibited, responsive, needs quiet in order to think, outwardly demonstrates competence, more tolerant than hostile toward others, impulsive, rarely indifferent.	

Wisdom/Knowledge	7. Accurate self-image, analytical, accumulator of knowledge, sees life from God's perspective, filters everything through knowledge of God, good counselor, sees clearly in confusing situations, always turns one in need back to God's Word, sees the way to show the big picture, listens well, responds appropriately, does not judge, able to speak truth lovingly, patient, tolerant, objective, composed, people listen when you speak, conservative.
Giving	8. Usually well organized, not boastful, does not like recognition, good at managing money and money making decisions, lighthearted, wants to be liked, self-disciplined, sensitive to financial and materialistic needs of others, always ready to give, wants to give high quality gifts, struggles to understand financial weakness in the church, expects everyone to give as he does.
Discernment	9. Confident, accurate self-image, decisions are made by facts not emotions, disciplinarian, accumulator of knowledge, serious minded, introspective about self and motives, logical step by step approach to issues, able to be indifferent to areas that are not "mountains to die on", more hostile when inaccuracy is made regarding the Lord, able to sense sincerity, not easily tempted or fooled.
Faith	10. Dependent, encourages others to reach beyond what they know, sees nothing as impossible, low self-image, optimistic, holds tightly to beliefs in unusually strong ways, willing to take risks, burdened to carry the cross for others, very loyal, lighthearted, sympathetic.
Mercy	11. Soft-spoken but talkative, low-key personality, finds it easy to express themselves, appears to be loving, good natured, good listener, peacemaker, does not compete for attention, desires to comfort others, hurting people are attracted to them, insecure, withdraws, likes to think things out for a while before making decisions, resentful of others that are not sympathetic, easily used by others, gets depressed easily, controlled by circumstances, pessimistic, inclined toward low self-image, high sense of empathy, patient, easy to talk to, wants to be liked, sincere, very responsive to people, makes decisions based on emotions, tolerant.
Teacher	12. Prefers groups over individuals, burden to know and teach the whole Bible, has an organized system to store facts, use of Scripture out of context is disturbing, deep thinker, creative, confident drive to accomplish, objective, self-disciplined, authoritative in explanations, respected, decisions made on facts, accumulator of knowledge, enjoys studying, likes to see and help others see things clearly, constantly searching for better ways to say or explain things, accurate self-image, intelligent, stimulates others to learn, enthusiastic when explaining something, people usually understand what is said, critical of others whose doctrine is different, struggles to present other's material rather than their own.
Pastor/Teacher	13. Strong prayer intercessor, truly loves the people of the congregation, drawn to visitors, more a leader than a follower, has a pleasing personality, burden to see people learn and grow in Christ, desires to look after the spiritual welfare of others, workaholic in regards to his flock, dominant, high sense of empathy, tolerant, people with needs are drawn to this person, problem solver especially between two parties, a fence-sitter rather than one that goes to either of two extremes, sensitive to hurt feelings, very sensitive to problems that cause loss of unity in a group.

