

Spiritual Gifts Reference Guide

For use with the Peer Assessment Forms

About This Guide

This reference document lists all **28 spiritual gifts** drawn from 1 Corinthians 12, Romans 12, Ephesians 4, 1 Peter 4, Exodus 31 and 35, and Isaiah 11. It is intended to accompany the peer assessment forms so that raters understand what they are looking for when observing each gift in another person.

Gifts are organised into three categories following Peter's framework in 1 Peter 4:10-11, which divides all gifts broadly into speaking gifts and serving gifts. A third category is added for gifts whose expression is context-dependent and cannot be reliably placed in either group.

Speaking Gifts

Apostleship <i>1 Cor. 12:28; Eph. 4:11</i>	Being sent out with delegated authority to establish congregations, appoint leadership, and lay doctrinal foundations in new territory. Those with this gift are typically pioneers who cannot rest until the gospel is planted somewhere it has not yet taken root.
Counsel <i>Isa. 11:2</i>	Supernaturally guided wisdom applied to specific situations, giving direction that cuts through complexity and aligns with God's purposes. This gift goes beyond general wisdom and operates as a Spirit-directed insight into what a person or situation specifically needs.
Discerning of Spirits <i>1 Cor. 12:10</i>	The ability to distinguish between what originates from the Holy Spirit, from human flesh, or from demonic influence. Those with this gift sense when something is spiritually off, even when everything appears outwardly fine.
Evangelism <i>Eph. 4:11</i>	A specially empowered ability to communicate the gospel effectively and move people toward repentance and faith. Evangelists are not merely people who share their faith but those through whom God consistently produces a response.
Exhortation <i>Rom. 12:8</i>	The ability to come alongside others to encourage, strengthen, comfort, and urge them toward faithfulness. Those with this gift have a knack for saying the right thing at the right moment that lifts a person from discouragement and steadies their walk.
Interpretation of Tongues <i>1 Cor. 12:10; 14:27-28</i>	The ability to render a tongue spoken in the congregation into the common language so the body is edified. Paul pairs this gift directly with tongues and requires it for any tongue to be spoken publicly.
Knowledge <i>1 Cor. 12:8; Isa. 11:2</i>	Supernatural insight into facts, situations, or persons that could not be known through natural means. Distinct from the word of knowledge in that it is an ongoing capacity rather than a specific spontaneous utterance.
Pastoring <i>Eph. 4:11</i>	The ongoing care, feeding, protection, and shepherding of a congregation through teaching and personal attention. The pastor knows his sheep by name, notices when one is missing, and tends to their spiritual health over the long term.

Prophecy <i>1 Cor. 12:10, 28; Rom. 12:6; Eph. 4:11</i>	Speaking forth a message from God, whether foretelling future events or forthtelling present truth to the congregation. Prophecy appears in all three main gift lists, suggesting it is among the most consistently operative gifts across the body.
Teaching <i>1 Cor. 12:28; Rom. 12:7; Eph. 4:11</i>	The ability to explain, open, and apply scripture with clarity so that others genuinely understand and are changed by it. Also appears in all three main gift lists. The teacher does not merely convey information but produces comprehension and transformation.
Tongues <i>1 Cor. 12:10, 28; 13:1; 14</i>	Speaking in a language unknown to the speaker, either as a sign, a congregational utterance requiring interpretation, or a form of prayer and worship. Paul devotes an entire chapter to ordering its proper use in the assembly.
Understanding <i>Isa. 11:2</i>	The capacity to grasp the deeper meaning and interconnectedness of revealed truth, seeing how the parts of scripture and God's plan relate to the whole. Those with this gift rarely see things in isolation and are often frustrated by shallow or disconnected teaching.
Wisdom <i>1 Cor. 12:8; Isa. 11:2</i>	The ability to apply knowledge and truth rightly to life situations, seeing things from God's perspective and acting accordingly. Where knowledge understands what is true, wisdom knows what to do with it.
Word of Knowledge <i>1 Cor. 12:8</i>	A specific, spontaneous revelation of knowledge about a person or situation given by the Spirit in a particular moment. Distinct from the general gift of knowledge in that it is a one-time utterance rather than an ongoing capacity.
Word of Wisdom <i>1 Cor. 12:8</i>	A specific, spontaneous utterance of Spirit-directed wisdom applied to an immediate situation or decision. Like the word of knowledge, it is a moment-specific gift rather than a general disposition toward wisdom.

Serving Gifts

Artistic Design / Craftsmanship <i>Exod. 31:2-5; 35:30-35</i>	Spirit-empowered skill in creating physical works that serve the worship and purposes of God. Bezalel is the first person in scripture explicitly said to be filled with the Spirit of God, and the purpose was craftsmanship. This establishes that practical artistic skill is a genuine spiritual gift, not a second-tier contribution.
Fear of the Lord <i>Isa. 11:2-3</i>	A deep, Spirit-wrought reverence for God that governs all conduct and keeps the bearer in proper relationship to His holiness. Isaiah lists this as resting on the Messiah himself. In others it produces a seriousness about God that anchors the congregation and guards against casualness in worship.
Giving <i>Rom. 12:8</i>	An exceptional ability and inclination to contribute material resources generously and strategically to God's work. Paul specifies that this gift is to be exercised with simplicity, suggesting the gifted giver does not seek recognition or leverage through their giving.
Governments / Administration <i>1 Cor. 12:28</i>	The ability to organise, coordinate, and steer the practical affairs of the body so that ministry functions effectively. The Greek word is <i>kubernesis</i> , literally the steering of a ship. Those with this gift see what needs to happen logistically and can marshal people and resources to make it happen.

Helps <i>1 Cor. 12:28</i>	The gift of coming alongside others in practical support, enabling those with other gifts to function more effectively. Those with the gift of helps often go unnoticed precisely because they are so effective at removing obstacles for others.
Martyrdom <i>1 Cor. 13:3</i>	The grace to surrender one's life for the sake of Christ and the gospel without denial or compromise. Paul mentions it in the context of gifts that without love profit nothing, indicating it is a genuine charism rather than merely a circumstance.
Mercy <i>Rom. 12:8</i>	A heightened sensitivity to suffering and an empowered ability to minister compassionately and practically to those in need. Paul specifies it should be exercised with cheerfulness, distinguishing it from dutiful assistance offered reluctantly.
Ministry / Serving <i>Rom. 12:7</i>	A broad gift of practical, hands-on service that meets the concrete needs of the body and its work. The Greek word is diakonia, from which we derive deacon. Those with this gift find deep satisfaction in doing what needs to be done without needing a title or public recognition.
Ruling / Leading <i>Rom. 12:8</i>	The ability to stand at the front of the body, set direction, bear responsibility, and lead with diligence and clarity. Paul specifies this gift is to be exercised with diligence, suggesting the leader who coasts or leads half-heartedly is misusing the gift.

Context-Dependent Gifts

These four gifts are listed separately because their expression shifts significantly depending on the situation. They may operate through speech or through action and cannot be confidently placed in either the speaking or serving category without knowing how the gift is being expressed in a given person.

Faith <i>1 Cor. 12:9; 13:2</i>	A Spirit-given surge of confidence in God's word and promises that goes beyond ordinary belief, enabling bold action or steadfast endurance in impossible circumstances. Not saving faith, which all believers share, but a special measure of faith that moves mountains or holds firm when everyone else has given up.
Healing <i>1 Cor. 12:9, 28, 30</i>	The ability to serve as an instrument through which God restores physical, emotional, or spiritual wholeness to those who are suffering. Notably, Paul uses the plural gifts of healings, suggesting it may operate differently across different kinds of conditions or people.
Might <i>Isa. 11:2</i>	Spirit-empowered strength and capability that enables the bearer to accomplish what would be beyond natural human capacity. Drawn from the Messianic gifts of Isaiah 11, this may express itself as physical endurance, courageous action, or the sustained energy to carry a heavy ministry burden over a long period.
Miracles <i>1 Cor. 12:10, 28-29</i>	The ability to be used by God to perform works that suspend or transcend the natural order, confirming the gospel and demonstrating God's sovereign power. Distinct from healing in that miracles encompass a broader range of supernatural acts beyond physical restoration.

	A	B	C	D	E	F	G	H	I	J	K	L
1	Spiritual Gifts Matrix											
2	<i>Averaged Observed Gifts (0 = Not observed, 1 = Sometimes, 2 = Yes, consistently)</i>											
3												
4	Gift	Name 1	Name 2	Name 3	Name 4	Name 5	Name 6	Name 7	Name 8	Name 9	Name 10	Body Avg
5	Apostleship	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6	Counsel	0.67	0.00	1.33	1.14	0.00	1.14	0.83	0.00	0.14	0.50	0.58
7	Discerning of Spirits	0.33	0.00	0.50	0.86	0.00	0.57	0.17	0.00	0.00	0.00	0.24
8	Evangelism	0.00	0.17	1.50	2.00	0.50	1.00	0.00	0.00	0.00	0.00	0.52
9	Exhortation	1.50	0.33	1.83	1.57	1.00	1.57	1.00	0.00	0.86	0.67	1.03
10	Interpretation of Tongues	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
11	Knowledge	1.17	1.00	2.00	2.00	1.33	1.57	0.83	0.67	0.29	1.00	1.19
12	Pastoring	0.00	0.00	1.17	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.29
13	Prophecy	0.33	0.00	1.00	1.43	0.50	0.43	0.50	0.17	0.14	0.17	0.47
14	Teaching	0.33	0.17	2.00	2.00	1.00	1.29	0.50	0.00	0.14	0.17	0.76
15	Tongues	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
16	Understanding	1.67	1.50	2.00	2.00	1.50	1.43	1.83	1.33	1.00	1.33	1.56
17	Wisdom	1.33	0.83	1.50	1.57	1.33	1.14	1.00	0.17	0.29	0.83	1.00
18	Word of Knowledge	1.00	0.33	1.33	1.29	1.00	1.14	0.67	0.33	0.29	0.67	0.81
19	Word of Wisdom	1.00	0.33	1.17	1.43	1.17	0.71	1.00	0.33	0.29	0.67	0.81
20	Artistic Design / Craftsmanship	1.83	0.33	0.00	0.29	0.67	0.14	2.00	0.67	0.43	1.50	0.79
21	Fear of the Lord	2.00	1.33	2.00	2.00	1.50	1.57	1.83	1.00	0.29	1.50	1.50
22	Giving	1.00	1.83	1.00	1.43	1.00	0.86	1.33	1.00	1.43	1.67	1.26
23	Governments / Administration	1.00	0.00	1.67	1.57	0.33	0.29	1.00	0.17	0.00	1.00	0.70
24	Healing	0.00	0.17	0.00	0.14	0.00	0.14	0.00	0.00	0.00	0.00	0.05
25	Helps	1.00	1.50	1.67	0.14	1.67	1.00	1.50	1.33	1.14	2.00	1.30
26	Martyrdom	0.17	0.33	0.83	0.86	0.33	0.14	0.17	0.00	0.00	0.17	0.30
27	Mercy	1.17	0.67	1.33	0.57	0.83	1.57	1.00	0.50	0.71	1.17	0.95
28	Ministry / Serving	0.33	0.83	2.00	0.71	1.67	0.86	1.67	0.83	0.57	1.50	1.10
29	Ruling / Leading	0.00	0.00	1.50	2.00	0.50	0.29	0.33	0.00	0.00	0.17	0.48
30	Faith	1.83	0.83	2.00	2.00	1.00	1.57	1.50	0.67	0.43	1.33	1.32
31	Might	0.33	0.50	1.50	1.71	0.83	0.43	0.67	0.33	0.14	0.50	0.69
32	Miracles	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
33	PERSON AVERAGE	0.71	0.46	1.17	1.16	0.70	0.74	0.76	0.34	0.31	0.66	0.70

	A	B	C	D
1	Top Gifts by Person			
2	<i>Top 6 observed gifts per member (averaged across all responses)</i>			
3				
4	Person	Rank	Gift	Score
5	Name	1	Fear of the Lord	2.00
6		2	Artistic Design / Craftsmanship	1.83
7		3	Faith	1.83
8		4	Understanding	1.67
9		5	Exhortation	1.50
10		6	Wisdom	1.33
11				
12	Name	1	Giving	1.83
13		2	Understanding	1.50
14		3	Helps	1.50
15		4	Fear of the Lord	1.33
16		5	Knowledge	1.00
17		6	Wisdom	0.83
18				
19	Name	1	Knowledge	2.00
20		2	Teaching	2.00

	A	B
1	How to Read This Workbook	
2		
3	Scoring:	
4	Yes	2
5	Sometimes	1
6	No	0
7		
8	A member's score for each gift is the AVERAGE	
9	of all responses received about that member.	
10		
11	Color coding (Gift Matrix heatmap):	
12	Cream	0.0 - Not observed
13	Gold	1.0 - Sometimes observed
14	Navy	2.0 - Consistently observed
15		
16	Person Summary highlights:	
17	Gold fill	Score >= 1.75 (standout gift)
18	Light gold fill	Score >= 1.00 (regularly observed)
19		
20	<i>"Now concerning spiritual gifts, brethren,</i>	
21	<i>I would not have you ignorant."</i>	
22	1 Corinthians 12:1	

