

## **Exhorting**

The ability to encourage others to grow spiritually, even in the face of hardship and suffering

### Strengths

- Seeks to teach the practical application of Scripture often in a person-to-person setting.
- Serves as “God’s cheerleader” in the church.
- Desires to create harmony in the church.

### Weaknesses

- May be success-oriented and thus neglect people with deeper, more complex needs.
  - May tend to oversimplify complex issues.
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## **Administration**

The ability to coordinate people, resources, and schedules to achieve goals

### Strengths

- Ability to see over-all goals and objectives and the steps needed to reach those goals.
- Enjoys seeing all the parts in the project come together.
- Enjoys delegating responsibility and taking leadership when none exists.

### Weaknesses

- May be task-oriented rather than people-oriented.
  - Willingness to endure reaction in meeting the goal may appear as insensitivity.
  - May appear to use people.
  - May be weak in listening skills.
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## **Serving**

The ability to show love by meeting the practical needs of others

### Strengths

- Ability to recall personal likes and dislikes of others.
- Likes to give things made with their own hands.
- Enjoys short-range “now” projects.
- Volunteers readily for even menial tasks

### Weaknesses

- May disregard personal needs, stamina, family and personal funds in serving others.
- Finds it difficult to say no.
- May prefer to work alone rather than with others.



# Service Gifts Defined

## **Mercy**

The ability to identify with and comfort those in distress

### Strengths

- A special sensitivity to emotional needs.
- Sensitivity for the feelings of people which expresses tenderness, kindness, and compassion.
- Generally likes to avoid actions which will hurt the feelings of others, including discipline and administrative decisions

### Weaknesses

- May become too emotionally involved and lose objectivity in helping others.
  - Can become closed in spirit to those who are not sensitive to others. Tends to avoid stress-producing situations and firmness, unless absolutely convinced it is necessary.
  - There is a danger of emotional involvement in helping those of the opposite sex.
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## **Teaching**

The ability to clarify truth after thorough study and research.

### Strengths

- Likes to present truth in a systematic fashion.
- Enjoys the world of books and ideas.

### Weaknesses

- May become more interested in factual details than the practical application of truth.
- May enjoy personal research more than teaching others.
- May become proud of their learning and knowledge.

## **Prophecy**

The ability to declare God's truth which touches the heart and brings conviction.

### Strengths

- The gift of "sanctified criticism".
- Great ability to verbalize truth and to feel what God feels and see things from God's viewpoint.
- Quick to discern dishonest character and motives.
- Speaks frankly, even to friends, without considering the consequences.

### Weaknesses

- May have little sensitivity for the feelings of others.
  - May appear judgmental.
  - Is more concerned with righteous than with people.
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## **Giving**

The ability to contribute generously of financial and material resources for the Lord's work

### Strengths

- Usually desires to give anonymously and at the Lord's prompting.
- Usually thrifty and a good financial manager thus has more to give away than others.

### Weaknesses

- May become cause-oriented rather than people-oriented.
- Tends to judge those who are poor financial managers.
- Sometimes forgets to confirm giving with spouse.