

THE REDEMPTIVE GIFTS

Romans 12: 6 – 8

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Romans 12:6-8 - We have different gifts, according to the grace given to each of us. If your gift is **prophesying**, then prophesy in proportion to your faith. If it is **servicing**, then serve; if it is **teaching**, then teach; if it is to **encourage (exhort)**, then give encouragement; if it is **giving**, then give generously; if it is to **lead (rule)**, do it diligently; if it is to show **mercy**, do it cheerfully.”

The true beauty of God's design is revealed when we understand the distinctive characteristics and expressions of God and how they complement one another perfectly. The Greek word for gift in Romans 12 is *charisma*, indicating a gift of grace that is a basic “inward bent”. These are referred to as the motivational gifts or *redemptive gifts*. These are gifts given to “redeem” us as sons and daughters of God, each one uniquely expressing an attribute of Christ.

All of us have different measures of each of the seven gifts operative in our lives. Usually one of the gifts represents our basic inward drive and is the *dominant gift*. The seven gifts of Romans 12 shape our views on life circumstances, others, God, and ourselves. It is the filter that God gives us through which we interpret life, and respond, make decisions, choose ministry, enjoy friends, choose a mate, etc. Our dominant gift causes us to see life through a particular point of view with certain spiritual assumptions.

This study is not meant to represent a “finished product”. Nor is it simply a “personality test”. Rather, it is a starting point to discover the unique way God created each of us from birth (Psalm 139:13, 24). Throughout our spiritual journey, we have the potential within us to realize the fullness of Christ and all of the gifts of the Father at varying degrees (James 1:25).

3 lists of Gifts in Scripture - Different kinds of gifts, but the same spirit.

<u>Gifts of the FATHER</u> <i>Romans 12:3-8</i> <i>“Motivational/Redemptive”</i>	<u>Gifts of the SON</u> <i>Ephesians 4:11</i> <i>“Five-fold equipping”</i>	<u>Gifts of the SPIRIT</u> <i>1 Corinthians 12:4-11</i> <i>“Manifestation”</i>
Prophesying	Apostle	Word of Wisdom
Serving/Helping	Prophet	Work of Knowledge
Teaching	Evangelist	Faith
Exhorting	Pastor	Healing
Giving	Teacher	Miracles
Leadership		Prophecy
Showing Mercy		Distinguishing spirits
		Tongues
		Interpretation

Redemptive Gift 1: PROPHET

Characteristics:

- Taps into the MIND of God
- Committed to the TRUTH even if no one else agrees.
- Sees things in black and white – right or wrong.
- Often a pioneer of new ideas/ Visionaries and dreamers – not good at maintaining things
- Judges and evaluates everything – looking for what’s real
- Easily spots fakes or counterfeits
- Needs to have a goal; an objective; never quite satisfied with status quo
- Has a compulsion for honesty, integrity, and transparency. Intolerant of hypocrisy
- Has a large range of emotions because of deep convictions and passions.
- Can embrace a problem and figure out a solution.
- Isn’t designed to meet people’s needs (hold their hands). Wants to keep moving.
- Needs time to re-fuel, re-energize, and process.

Best placement: Leaders, Entrepreneurs, Quality Control, Management, Administration

Weaknesses:

- Judgmental and critical of others – even more of themselves.
- Unforgiving towards those who disagree or don’t live up to their standards
- Bitter due to past wounds and unresolved issues
- Non-relational – not given to build healthy long-term relationships
- Over-reacts – withdraws or isolates themselves when unwilling to work thru things
- Focuses on problems rather than working with others to address issues

Mature Gift of Prophet:

- Able to properly discern and provide correction to error or compromise in the Church
- Speaks with boldness – no fear of man
- Can eradicate any “orphan thinking” when mature in the Lord
- Can be Trailblazers into new territories and create paths for others
- Passion for excellence and restoration
- Ability to endure for the long-haul (when patient in affliction or testing)

The gift of the Prophet will empower believers to be all they were created to be and to inherit all that God has promised. They are excellent BUILDERS and can bring great RESTORATION to the Body of Christ.

Bible Character – PETER

Redemptive Gift 2: SERVANT

Characteristics:

- Sees the immediate need and goes about meeting it
- Is a team player with no desire to build their own kingdom or following
- Practical – meets the needs and thinks of the best way to meet them
- Sees the best in others – optimistic
- Has purity of motive with no intention of reaching for the stars
- Can be trusted – honest and hard-working
- Can be in a sinful environment without being defiled – not there to correct
- Low maintenance – always looking to the needs of others above themselves
- Don't strive for things and can be trusted with lots of responsibility
- Enjoy seeing others succeed and fulfilling their dreams

Best Placement: Teachers, Administrators, Practical Helps, Manual Labor jobs, etc.

Weaknesses:

- Has difficulty in saying “No” – takes on too much
- Given to worry and anxiety if they can't fix something or help someone
- Can enable others by feeling responsible to “save” them
- Battle for self-worth. Finds it hard to accept compliments from others – can often apologize for not doing a better job
- Can often be made fun of because of their low profile
- Doesn't delegate or train others due to sense of responsibility

Mature Gift of Servant:

- Will please God and not man, bringing provision and help when needed most
- Demonstrates the heart of Christ by their attitude and actions
- Is free to admit mistakes without self-condemnation
- Learns healthy boundaries
- Has no guile or falseness about them – can be trusted with great authority

A healthy Servant can bring tremendous blessing and healing to the Body of Christ. Their presence and their heart for serving others can change the atmosphere and bring heaven's favor to rest in a place. They wear the crown of life because of their willingness to wash feet.

Bible character - Esther

Redemptive Gift 3: TEACHER

Characteristics:

- Taps into the TRUTH of God – looks to validate what is true
- Loves INFORMATION – knowledge, details, and facts – Wheels are always turning!
- Values precision and is usually articulate in explaining things
- Because they are always open to new information, they can be a safe person to process things with (sometimes confused with Mercy)
- Teachers lead with their HEAD where Mercy's lead with their HEART
- Values foundations and healthy family – is very loyal to the family
- Often has a great sense of humor due to constant input of new ideas
- Often will be the last to speak in a group once amassing all the information
- Enjoys research and the process – not just the destination

Best Placement: Teachers, Trainers, Managers, Technical jobs, Librarian, Coaches, Editors

Weaknesses:

- Processes things and makes decisions slowly – can frustrated impulsive people
- Tends to feed their minds more than their spirits
- Intimacy and prayer can be harder than reading something
- Because they are always processing information, they can be emotionally depleted and selective in responsibility.
- Procrastinate or put things off – struggles to plan for the future
- Not timely
- Tends to live by sight and not by faith – cautious about things of the Spirit
- Believes that knowledge can “save” – only lives by what is documented
- Can be immobilized by fear or risk.

Mature Gift of Teacher:

- Has ability to access hidden manna from the Word of God.
- Treasure hunters in the Kingdom.
- Walks in healthy loyalty to the church and family.
- Able to compliment other gifts by providing solid foundation of truth
- Their hunger keeps believers stirred in searching out Truth
- Able to bring solid foundations to the Church

Teachers are greatly needed to assure that the following generations will secure the lessons of the past and attain their own promised inheritance. Their delight in God's Word keeps the Body of Christ anchored and enriched in the journey.

Bible Character: Luke

Redemptive Gift 4: EXHORTER

Characteristics:

- Life of the party! Loves people and being at the center of attention
- Has the ability to cross over every kind of barrier (social, racial, economic, etc.)
- Has the ability to share their faith easily with anyone and in difficult circumstances
- Has a big vision for reaching the world
- Sees the best in people – optimistic
- Good communicator and drawing people out – great networker
- Usually creative and open to new ideas and new truth
- Is a visionary – always seeing the possibilities
- Great at reconciliation and mediation
- Works hard – stays busy – functions on little sleep and involved in many projects

Best Placement: Life Coaches, Trainers, Speakers, Counselors, Social services, Arts

Weaknesses:

- Tends to be a people-pleaser – hard to expose sin in the camp
- Poor time-management and over-extending themselves
- May compromise when trying to get along with everyone (settle for Good, not Best)
- Might use influence to achieve personal agenda – impure motives
- Unwilling to embrace pain – denies it exists!
- Can be superficial – afraid to face their own weaknesses for fear of failure

Mature Gift of Exhorter:

- Can mobilize, influence, and inspire people to reach their full potential
- When pleasing God – increased influence and favor to change mindsets
- Be given authority to make changes and open new doors
- Can steward innovation and creativity with great fruitfulness and impact
- Bring people into freedom and new life

The Exhorter reveals a much-needed characteristic of God which is to INSPIRE and MOTIVATE. Especially when going through hard times, the Exhorter is needed to bring light and life into the darkness. To build faith and hope for the future.

Bible character – Apostle Paul

Redemptive Gift 5: GIVER

Characteristics:

- Taps into the GENEROSITY of God. They love to give – money, gifts, time, talents
- Independent thinkers who can stand alone – not depend on others
- Generational perspective – loves to see others flourish for the long haul
- Cannot be easily conned, manipulated, or guilt-tripped into action.
- Can relate to a wide range of people – natural networker
- Created to steward and increase what has been given them – do it wisely
- Has high standard for themselves but is easy on others
- Not confrontational by nature – isn't worried about past problems, looks ahead
- Usually more private – don't like talking about themselves
- Has a grace to find bargains, good deals, and discounts.
- Things COME to them just as easily as they give it away
- Can birth, nurture, and protect new things and new ideas with quick return

Best Placement: Financial market, social services, fund-raising, leadership, marketing

Weaknesses:

- Independence can block out the help from others when trust is in their own abilities
- Can be frugal at home which can cause friction
- Struggles in dealing with past problems – just wants to stay positive
- Can see money as security – depend on their gift instead of God
- Prone to hypocrisy is focused on what they do instead of who they are
- Carnal Giver will tend to manipulate people with their gift in order to get something

Mature Giver:

- Trusts God as their ultimate Source
- They know they are simply a conduit of God's blessings – stewards
- Builds and provides for the future with balanced generosity
- Takes financial risk based on FAITH in God
- Stands against destructive forces of excess and indulgence

The Giver is designed to release life-giving generational blessings to those around them. They are ones who can easily bring increase and multiply the provision of God. They are a great source of strength and stability when their faith is anchored in God's supernatural and faithful provision.

Bible Character – Abraham

Redemptive Gift 6: RULER

Characteristics:

- Taps into the GOVERNMENT of God.
- Rulers are empire-builders – visionaries who see the big picture
- Able to get jobs done because they know exactly what and who is needed
- Skilled at time management
- Able to use imperfect people and draw out the best in them
- Thrives under pressure – doesn't mind others feeling it, as well (good and bad)
- Is an implementer – knows how to execute ideas and strategies
- Knows how to delegate effectively, seeing people's gifts and strengths
- Focuses on immediate tasks without losing sight of the end goal
- Is willing to be vindicated by God and not man – in touch with a higher call
- Can withstand strong opposition (Nehemiah)

Best Placement: Church planting, building networks or businesses, management

Weaknesses:

- Can be motivational or abusive in leading projects or goals – be controlling
- Can be prone to compromise values if finishing the project is the goal
- Can be task-oriented and not aware of people issues or how to encourage
- Not good shepherds or care-givers
- Can be workaholics – struggles to find rest – too independent
- Can find it difficult to receive correction

Mature Ruler:

- Will lead with diligence and perseverance
- Will have high moral integrity because quality is just as important as quantity
- Shares authority and leadership with others – isn't a lone wolf
- Life-giving in leadership as they draw out gifts in others
- Demonstrates healthy governing authority and leadership

When living a yielded life before the Lord, the Ruler lives with great freedom and great authority. The government of God is rightly aligned and it opens the gates of heaven to pour out blessing on all who follow.

Bible Character – Nehemiah

Redemptive Gift 7: MERCY

Characteristics:

- Taps into the HEART of God
- Gets along with everyone – rarely has an enemy
- Is a safe person for someone who is wounded – great listeners and empathize quickly
- Hears easily from God and is in touch with inner core and spirit
- Can easily enter into the Presence of God – intuitive
- Able to reach deep places in worship and prayer – usually express themselves easily
- Bring a sense of comfort in a room due to their caring personalities
- Able to be in sinful environments without fear or compromise
- Focus is on the person first, issue second
- Can build bridges in relationships and help people understand one another
- Always sees the best in others

Best Placement: Counseling, pastoring, care-giving, evangelism, intercessor, worship

Weaknesses:

- Craves intimacy - love language can be touch – go beyond appropriate boundaries
- Tends to be slow in making transitions or changes based on emotional processing
- Operates on subjective and intuitive feelings denying real facts
- Doesn't like confrontation – believes it will always crush
- Can become a people-pleaser and enabler
- May attract abuse and exploitation because of their kindness and empathy
- Prone to stubbornness
- Can compromise – willing to live with a mixture of holy and unholy

Mature Mercy:

- Able to show compassion and love with JOY – not a burden
- Free from the fear of man and responds to situation as unto the Lord
- Knows the heart of God and the proper response for long-term benefit and health
- Observes appropriate boundaries in relationships
- Sanctifies the atmosphere with a pure presence of the Lord.

Those operating in Mercy are designed to demonstrate the depth of God's love, purity, and holiness. They can usher in God's presence and change the atmosphere through their sensitivity to the Spirit. They are the "heart-beat" of God and can open heaven's gates.

Bible Character – David