

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 Sets of Gifts but all of the same Spirit:

<u>Gifts of the FATHER</u>	<u>Gifts of the SON</u>	<u>Gifts of the SPIRIT</u>
<i>Romans 12:3-8</i>	<i>Ephesians 4:11</i>	<i>I Corinthians 12:4-11</i>
"Motivational/Redemptive"	"Five-fold equipping"	"Manifestation"
Given to ALL humans	Given to SOME believers	Given to ALL believers
Prophecy	Apostle	Word of Wisdom
Servicing/Helping	Prophet	Word of Knowledge
Teaching	Evangelist	Faith
Exhorting	Pastor	Healing
Giving	Teacher	Miracles
Leadership/Ruling		Prophecy
Showing Mercy		Distinguishing spirits
		Tongues
		Interpretation of tongues

1. PROPHET (Principle of design)

- Sees things in black and white (right and wrong). Committed to truth regardless if anyone agrees. Taps into the MIND of God.
- Takes initiative and enjoys things that are new. Not good at maintaining things.
- Verbally expressive and can be compulsive about it.
- Judges and evaluates everything, even situations that do not directly impact them.
- Needs to have a goal, a reason to live, and an objective.
- Tends to be a visionary.
- Has a compulsion for honesty, integrity, and transparency. Is intolerant of perceived rebellion, hypocrisy, and denial, especially in leadership.
- Has a large range of emotions. Intense, passionate extremes.
- Can embrace a problem and figure out how to repair it. Can re-build, not just criticize.
- Needs time to refuel and re-energize and process.
- Isn't designed to meet people's needs.
- Easier for prophet to condemn than to help correct with love and patience.
- The prophet goes through more difficult times than other gifts in order to purify and sanctify the heart. Higher level of sacrifice will be required.

Major Weaknesses

- Judgmental. Critical toward others and even more of themselves.
- Unforgiving. Not willing to overlook the failures and weaknesses of others.
- Bitterness. Can have an unforgiving spirit that is destructive.
- Non-relational. Tends to value principles and truth as more important than relationships.

Mature Gift of Prophet – “...*prophesy in proportion to your faith.*” Confronts sin boldly. Speaks with boldness (“let there be light!”). Embraces sonship and eradicates the “orphaned heart” thinking. Trailblazers! Passion for excellence and restoration. They have learned to endure.

Carnal Prophet - Over reacts, isolated, withdrawn, hopeless, and wounded. Focuses on problems around them. Quits relationships. Negative.

Battlefield - Fractured relationships; living in bitterness.

Legitimacy Lie - *I can solve my own problems better than God.*

Biblical example of Prophet - Peter - Acts 5:29 – 42

Also Enoch, Elijah, Ezekiel, Caleb, James, brother of Christ, Naomi & Miriam

2. SERVANT (Principle of Authority)

- Sees external needs of comfort and food and is quick to meet those needs.
- Is a team player. Is relatively free from the desire to build a personal kingdom.
- Is very practical. Is committed to the present moment to meet present needs.
- Has difficulty saying “no” to competing demands. Usually overcommitted in scheduling.
- Finds it hard to accept excellence in their work, to affirm themselves, or to receive affirmation from others. Tends to find something to apologize for when serving others.
- Sees the best in others.
- Attracts dishonor, especially in the home. Tends to be the one who is talked down to and has jokes made about them.
- Is competitive in areas that are considered safe to the servant, such as games or children’s sports teams. Otherwise, dedicated to seeing others succeed more than themselves.
- Has purity of motive. Is straightforward, honest, and can be trusted.
- Can be in a sinful environment without getting personally defiled.
- Low maintenance, doesn't strive.

Major Weaknesses

- Battle for self-worth. They don’t see their innate value and don’t believe God’s truth about who they are or their call.
- Worry/anxiety. Takes on other people’s problems and worries about it.
- Enabling. Does a task instead of teaching others to do it and releasing it.

Mature Servant – “...if it is serving, let serve.” They are a God pleaser and not a man pleaser. God can trust the servant with unparalleled spiritual authority because of humility. Has no guile or falseness. Is free to admit mistakes.

Carnal Servant - Poor self-image, over commits, walks in poverty spirit. They think in self-defeating terms. Shame – performance oriented.

Battlefield - Mindset of victimization, feeling like a victim rather than a victor.

Legitimacy Lie - *I am legitimate when I build a platform of success under others.*

Biblical example of Servant - Esther - Esther 8-9

Joseph (husband of Mary) Barnabas, Timothy & Ananias (ministered to Paul)

3. Teacher (Principle of Responsibility)

- Needs to validate truth. Loves knowledge. Taps into the TRUTH of God.
- Wants first-hand details. Values precision in sharing details. Usually articulate, good at writing. Values reason, accuracy, balance.
- Processes and makes decisions slowly. Can slow down impulsive people who jump to conclusions.
- Is a very safe person emotionally and is sometimes confused with the gift of mercy.
- Where the Teacher tends to be led in their head, Mercy's are led by their heart.
- Tends to feed their mind, more than their spirit. May think that knowledge can "save".
- Has a deep commitment to family and tradition. Loyalty is important.
- Seen as safe because they are patient with those in sin.
- They usually have a wonderful sense of humor.
- Tends to be the last one to speak in a group. They will listen and observe, then summarize the whole picture.
- Tends toward selective responsibility. Can be extremely responsible and reliable in one area, but does not carry that same behavior over to other areas.

Major Weaknesses

- Passive. Unwilling to impose responsibility on others. Doesn't like to ask others for help.
- Can be soft on sin and too patient with people who are doing wrong.
- Struggles with issues of timeliness and responsibility in selective areas. Procrastinates on practical things.
- Wants to live by sight, not by faith. Can be immobilized by fear or risk.
- Intimacy and prayer may be a major battle for the Teacher.
- Poor boundaries, doesn't plan for future.

Mature Teacher – “*...if it is teaching, then teach.*” Has ability to access hidden manna in the word of God. They walk in healthy loyalty and release truth that empowers and equips.

Carnal teacher - Accepts only what has been documented. Holds on to ritual, stays stuck in "old wine." Can be arrogant in knowledge with unhealthy loyalty to toxic relationships.

Battlefield - Selective responsibility.

Legitimacy Lie - *I know I have the truth and have complete and accurate information.*

Biblical example of Teacher - Luke - Luke chapters 1 – 5

Daniel, Isaiah, Levi, Samuel,

4. Exhorter (Principle of Sowing and Reaping)

- Has the ability to cross every kind of barrier (social, racial, economic, and religious) and relate to people wherever they are.
- Is horizontal in their focus and intensely people-oriented.
- Has the ability to share their faith easily and in difficult situations.
- Has a big vision for reaching the world.
- Enjoys being around people. Is extroverted, outgoing, a party looking for someplace to happen.
- Is a master communicator.
- Is not intimidated by new ideas and new truth.
- Is a visionary. Tends to see a broader picture.
- Is a master of reconciliation.
- Works hard and is intensely busy. Functions on little sleep. Is involved in many projects.

Major Weaknesses

- People pleasing. Unwilling to confront because of fear of rejection.
- Poor time management. Tends to take on too much.
- Compromise. May settle for doing what is good, instead of God's best.

Mature Exhorter – *“...if it is to encourage, then give encouragement.”* Mobilizes, influences, and inspires people to reach their full potential in God. God pleaser, having earned authority in persevering and embracing the pain of the process.

Carnal Exhorter - Uses influence to achieve their personal agenda & goals. Unwilling to embrace pain and has self-serving relationships. Unwilling to address sin in the camp because of rejection. Can be superficial.

Battlefield - Denial, accepting responsibility for their own failures.

Legitimacy Lie - *I am legitimate when people want & need to be around me.*

Biblical example of Exhorter- Paul - 2 Cor. 10:15 - 16, 8: 16 – 18

Moses, Jeremiah, Solomon

5. Giver (Principle of Stewardship)

- Has a generational worldview. Is focused on trying to prepare the way for their family and future generations.
- Is nurturing. Creates a family environment to foster relationships.
- Is very independent. Stands alone. Does not look to other people for help and sometimes not even to God.
- Resists being conned, manipulated, or guilt-tripped into action. Tendency to feel manipulated when others withhold information from them.
- Is able to relate to a wide range of people. Natural networker.
- Gives well and wisely, not impulsively.
- Detects problems in themselves but not always in others.
- Tends to be frugal with family members, which can cause friction at home.
- Desires to keep life private.
- Not confrontational by nature. Doesn't like to deal with old problems.
- Tends to find bargains, good deals, or discounts before making purchases.
- May tend to see money as a source of security.
- Can birth, nurture, and protect new things and new ideas. New things arise and grow at a greater pace than other gifts.

Major Weaknesses

- Independence. Does not need others. May not acknowledge needs to God.
- Hypocrisy. May appear to do the right things, but may not pursue holiness.
- Control and manipulation. Desires to control based on fear of the unknown and risk. Tries to manipulate God and people.

Mature Giver – “...if it is giving, then give generously.” Trusts God; sees themselves as a conduit of blessings. Builds and provides for the future with balanced generosity. Takes financial risk based on faith. Stands against destructive forces of excess and indulgence.

Carnal Giver - Too frugal, puts trust in money/possessions. Can have shallow relationships, and be overly cautious. Decisions can be based on fear, not faith.

Battlefield - Wants to stand alone, independent of others.

Legitimacy Lie - *I am legitimate when others need me (I can provide for them).*

Biblical example of a Giver - Job - Job 16: 20 - 21

Abraham, Jacob, Matthew

6. Ruler (Principle of Freedom)

- Thrives under pressure and puts the people around them under the same pressure. Can be either motivational or abusive.
- Is skilled at time management. Gets the job done.
- Can be loose on ethics when the end justifies the means.
- Can use imperfect people and draw the best out of them without allowing their brokenness to damage the goal of a project or group.
- Takes a vision and puts together an effective plan. Is an implementer, not necessarily a visionary (depending on other gifts in the mix).
- Is an empire-builder. Wants to make anything bigger and better.
- Focuses on the immediate task.
- Can be task-oriented and falls short in nurturing, shepherding, and correcting what is spiritually wrong.
- Is willing to be vindicated by God, and not man.
- Can withstand strong opposition.

Major Weaknesses

- Insensitivity. Since they are goal-oriented, they may fail to nurture those around them and may apply pressure without moderation.
- Ethics and integrity. The end justifies the means.
- Compromise. Settling for their agenda instead of God's agenda.
- Always looking for more things to do.

Mature Ruler – “...if it is to lead, do it diligently.” High moral integrity and shares authority and leadership with others. Life giving in leadership. Doesn't push people beyond their limits but nurtures with perseverance.

Carnal Ruler - Leads or governs by control. Applies constant pressure at work/ home/ ministry. Can't receive correction because they are right. Too busy with multiple interests. Self-reliant. (Great commission becomes greater than the Great commandment)

Battlefield - Exploitation - Use (a situation or person) in an unfair or selfish way. Overworks or underpays.

Legitimacy Lie - *I am successful when I have authority over others.*

Biblical example of the Ruler - Nehemiah - Neh. 1: 11, chapter 2

Noah, Boaz, Joseph (son of Jacob)

7. Mercy (Principle of Fulfillment)

- Taps into the HEART of God.
- Gets along with everybody easily. Rarely has an enemy.
- Is a safe person for those who are wounded. Can be approached by complete strangers.
- Craves intimacy of soul and physical touch; vulnerable to physical needs.
- Tends to be slow to make transitions based on emotional processing.
- Hears from God but has difficulty explaining the “why.” Operates on subjective and intuitive feelings.
- Hates to confront.
- Can become a people-pleaser and enabler.
- May attract abuse and exploitation because of their kindness, niceness, and willingness to allow injustice to happen.
- Prone to stubbornness.
- Can easily enter into the presence of God. Has a predisposition to worship.

Major Weaknesses

- Impurity. Desire for intimacy and physical touch may lead to impurity.
- Enabling. Wants to protect others from pain.
- Compromise. Willing to live with mixture of holy and unholy without calling people to do what is right.
- Non-confrontational. May tolerate abuse and exploitation because they are willing to allow injustice to continue.

Mature Mercy – *“...if it is to show mercy, do it cheerfully.”* God pleasing; free from fear of man. Knows the heart of God and has true empathy. Observes appropriate boundaries in relationships. Sanctifies the environment with a pure presence.

Carnal Mercy - Flees pain and the discipline of God. Embraces dangerous people out of tendency to be man pleasers. Inappropriate intimacy is a struggle. Motivated by fear and negative feelings. Can overreact from insecurity.

Battlefield - Stubbornness, futility (seeing no results).

Legitimacy Lie - *When I have earned God’s or people’s favor through self-sacrifice.*

Biblical Example of Mercy - John - 1 John 1:3, 2: 24

Adam, David, Ruth

Outline by Wanda Alger 2017

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